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
KRAFT HEINZ RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 05/01/1942

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)
KRAFT HEINZ FOODS COMPANY

P.0. BOX 57
PITTSBURGH, PA 15230

1PPG PLACE
SUITE 3300
PITTSBURGH, PA 15222-5448

2b Employer Identification Number (EIN)
25-0542520

2c Plan Sponsor's telephone number
847-646-2000

2d Business code (see instructions)
311400

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.	10/13/2026	AMY OSTOP
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

KRAFT HEINZ COMPANY EMPLOYEE BENEFITS ADMINISTRATION BOARD

200 E RANDOLPH, SUITE 7600
CHICAGO, IL 60601-7720

3b Administrator's EIN: 25-0542520

3c Administrator's telephone number: 847-646-2000

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	28131
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)**	3413
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	3104
b	Retired or separated participants receiving benefits	**6b**	535
c	Other retired or separated participants entitled to future benefits	**6c**	7586
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	11225
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	365
f	Total. Add lines **6d** and **6e**.	**6f**	11590
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**	3
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 1B 1C

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)

- (1) [X] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) [X] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (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) [X] **A** (Insurance Information) – Number Attached 2
- (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 A
(Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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

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

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

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
KRAFT HEINZ RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
KRAFT HEINZ FOODS COMPANY

D Employer Identification Number (EIN)
25-0542520

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

1 Coverage Information:

(a) Name of insurance carrier
METROPOLITAN LIFE INSURANCE COMPANY

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	**(g)** To
13-5581829	65978	GAC 00121R		01/01/2025	06/30/2025

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4	0
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee (3) ☐ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year			7b	4698192
c	Additions: (1) Contributions deposited during the year	7c(1)			
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	46934		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below) ▶	7c(5)			
	(6) Total additions			7c(6)	46934
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	4745126
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	22		
	(2) Administration charge made by carrier	7e(2)	9639		
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below)	7e(4)	4735465		
	▶ DUE TO PLAN SPLIT, AMOUNT TRANSFERRED TO KRAFT HEINZ RETIREE PLAN				
	(5) Total deductions			7e(5)	4745126
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	0

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	0
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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

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

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

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
KRAFT HEINZ RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
KRAFT HEINZ FOODS COMPANY

D Employer Identification Number (EIN)
25-0542520

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

1 Coverage Information:

(a) Name of insurance carrier
AETNA LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-6033492	60054	004909		01/01/2025	06/30/2025

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4	0
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year			7b	109810
c	Additions: (1) Contributions deposited during the year	7c(1)			
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	2296		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below) ▶	7c(5)			
	(6)Total additions			7c(6)	2296
d	Total of balance and additions (add lines **7b** and **7c(6)**).			7d	112106
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	1542		
	(2) Administration charge made by carrier	7e(2)	3090		
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below)	7e(4)	107474		
	▶ DUE TO PLAN SPLIT, AMOUNT TRANSFERRED TO KRAFT HEINZ RETIREE PLAN				
	(5) Total deductions			7e(5)	112106
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	0

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	0
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

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

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

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
KRAFT HEINZ RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
KRAFT HEINZ FOODS COMPANY

D Employer Identification Number (EIN)
25-0542520

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**	1065182306
b Actuarial value	**2b**	1065182306

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	112	14122693	14122693
b For terminated vested participants	8303	566671751	566671751
c For active participants	3322	327743237	341084363
d Total	11737	908537681	921878807

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**	5.43 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	1973776
b Expected plan-related expenses	**6b**	8781766
c Target normal cost	**6c**	10755542

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

10/07/2026
Date

CHAD FIX
Type or print name of actuary

26-06729
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

312-525-2500
Telephone number (including area code)

PO BOX 674401
HOUSTON, TX 77267
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)	905210248	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	9356276	0
9	Amount remaining (line 7 minus line 8)	895853972	0
10	Interest on line 9 using prior year's actual return of 1.74 %	15587859	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.14 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections	610000000	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	120899846	0

Part III Funding Percentages

14	Funding target attainment percentage	14	102.43 %
15	Adjusted funding target attainment percentage	15	115.54 %
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	116.69 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

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

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date.	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

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

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

	1st segment: %	2nd segment: %	3rd segment: %	
a Segment rates:				[X] N/A, full yield curve used

b Applicable month (enter code)	**21b**	
22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [X] 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. [X] Yes [ ] No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. [X] 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. [X] Yes [ ] No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment [X] 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**	10755542
b Excess assets, if applicable, but not greater than line 31a	**31b**	10755542

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

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	0

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
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 [X] 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
KRAFT HEINZ RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
KRAFT HEINZ FOODS COMPANY

D Employer Identification Number (EIN)
25-0542520

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).. . . . . ☐ 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

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

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

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(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: MATTHEW PLOTHOW
b EIN: 53-0181291
c Position: ENROLLED ACTUARY
d Address: PO BOX 674401
HOUSTON, TX 77267
e Telephone: 312-525-2500

Explanation: MR. CHAD FIX HAS REPLACED MR. MATTHEW PLOTHOW AS THE ENROLLED ACTUARY DUE TO REASSIGNMENT OF WORK WITHIN WTW.

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
KRAFT HEINZ RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
KRAFT HEINZ FOODS COMPANY

D Employer Identification Number (EIN)
25-0542520

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: KRAFT HEINZ CO. MASTER RET. TRUST

b Name of sponsor of entity listed in (a): KRAFT HEINZ FOODS COMPANY

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)
13-7192316-059	M	1108913119

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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
KRAFT HEINZ RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
KRAFT HEINZ FOODS COMPANY

D Employer Identification Number (EIN)
25-0542520

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	2316111	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	2981096614	1108913119
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	4808002	0
(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	2988220727	1108913119
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	1393925	736368
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	0	1407981
1k Total liabilities (add all amounts in lines 1g through1j)	1k	1393925	2144349
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	2986826802	1106768770

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	49230	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		49230
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		166702370
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		166751600
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	383465116	
(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)		383465116
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		0
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		383465116
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-216713516
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		1663344516

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

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

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

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**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)
KRAFT HEINZ RETIREE PLAN	25-0542520	007

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 587077.

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
KRAFT HEINZ RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
KRAFT HEINZ FOODS COMPANY

D Employer Identification Number (EIN)
25-0542520

Part I Distributions

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 04-1867445 13-7160570

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** 229

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: 12.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 31.0 %
High-Yield Debt: 12.0 % Real Assets: 24.0 % Cash or Cash Equivalents: 21.0 % Other: 0.0 %

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 KRAFT HEINZ RETIREMENT PLAN	**B** Three-digit Plan number (PN)..... ▶ 003
C Plan administrator's name as shown on line 3a of Form 5500/Form 5500-SF KRAFT HEINZ COMPANY EMPLOYEE BENEFITS ADMINISTRATION BOARD	**D** Administrator's EIN 25-0542520

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 MEP (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
ES3, LLC	36-2764081	0.00	
2a Name of Participating Employer	**2b** EIN	**2c** Percentage of Total Contributions for the Plan Year	**2d** Aggregate Account Balances Attributable to Participating Employer

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 _____

Kraft Heinz Retirement Plan

Financial Statements
as of December 31, 2025 and 2024 and for the year ended December 31, 2025

Kraft Heinz Retirement Plan
Table of Contents

	Page
Independent Auditor's Report	1
Financial Statements:	
Statements of Net Assets Available for Benefits	4
Statement of Changes in Net Assets Available for Benefits	5
Notes to Financial Statements	6

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

Crowe LLP
Independent Member Crowe Global

INDEPENDENT AUDITOR'S REPORT

To the Employee Benefits Administration Board of The Kraft Heinz Company and
Participants of the Kraft Heinz Retirement Plan
Chicago, Illinois

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

We have performed audits of the financial statements of Kraft Heinz Retirement Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

(Continued)

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- 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.

(Continued)

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

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

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

Crowe LLP

Crowe LLP

Oakbrook Terrace, Illinois
October 13, 2026

Kraft Heinz Retirement Plan

Statements of Net Assets Available for Benefits

	December 31, 2025	December 31, 2024
Assets		
Investments (Notes 3 and 4):		
Investment in Master Trust	$ 1,108,913,119	$ 2,981,096,614
Group annuity insurance contracts	—	4,808,002
Total investments	1,108,913,119	2,985,904,616
Amendment to annuity contracts receivable (Note 2)	—	2,316,111
Total assets	1,108,913,119	2,988,220,727
Liabilities		
Accrued administrative expenses	736,368	1,393,925
Refund payable to the Kraft Heinz Retiree Plan (Note 2)	1,407,981	—
Total liabilities	2,144,349	1,393,925
Net assets available for benefits	$ 1,106,768,770	$ 2,986,826,802

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

Kraft Heinz Retirement Plan

Statement of Changes in Net Assets Available for Benefits

	December 31, 2025
Additions to net assets attributed to:	
Net investment income from Master Trust (Notes 3 and 4)	$ 177,990,674
Interest income from group annuity insurance contracts	49,230
Total additions	178,039,904
Deductions from net assets attributed to:	
Benefits paid	383,465,116
Administrative expenses	11,288,304
Total deductions	394,753,420
Increase/(decrease) in net assets available for benefits before transfers	(216,713,516)
Refund payable to the Kraft Heinz Retiree Plan (Note 2)	(1,407,981)
Transfer to the Kraft Heinz Retiree Plan (Notes 1 and 10)	(1,661,936,535)
Total transfers	(1,663,344,516)
Net increase/(decrease) in net assets available for benefits	(1,880,058,032)
Net assets available for benefits:	
Beginning of year	2,986,826,802
End of year	$ 1,106,768,770

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

1. General Description of the Plan

The Kraft Heinz Retirement Plan (the "Plan") is primarily a noncontributory defined benefit plan sponsored by Kraft Heinz Foods Company, a wholly-owned subsidiary of The Kraft Heinz Company (the "Company" or "Kraft Heinz"). The Employee Benefits Administration Board of Kraft Heinz ("EBAB") is responsible for the day-to-day administration and investment operations of the Plan. The Plan also vests EBAB with authority to control and manage the investment and non-investment operations of the Plan.

The Plan covers eligible domestic salaried and hourly employees of the Company. Participants should refer to the official Plan document that legally governs the operation of the Plan for a complete description of the Plan's provisions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA") and the U.S. Internal Revenue Code (the "Code").

The Plan provides retirement benefits to certain participants based on career earnings and/or final average earnings, and also based on years of service with the Company and its affiliates, with certain minimum pensions provided. The normal retirement date for certain participants is defined as the first day of the month following the employee's 65th birthday or, if later, the date the employee completes five years of vesting service. Certain participants have the option to retire early and receive benefits at age 55 or later, upon completion of a minimum number of years of vesting service. The number of years of vesting service required for early retirement differs depending upon the employee's work location.

The Plan is closed for all domestic salaried and non-union hourly employees hired after December 31, 2008 and for union employees at certain locations, subject to the terms of the applicable collective bargaining agreement. Effective December 31, 2015, all benefits of the Plan were frozen for all salaried, non-union hourly, and certain union employees.

The Company offered a Special Election window from April 14, 2025 to May 23, 2025 in which terminated vested participants could elect to receive a single lump sum payment. Lump sum payments were made on June 25, 2025, and amounted to approximately $232.1 million.

Effective July 1, 2025, the Plan was spun off into two separate pension plans, the Plan and the Kraft Heinz Retiree Plan (the "Retiree Plan"). The goal of the spin-off was to allocate surplus assets across both plans and optimize future outcomes through improved investment strategy.

In connection with the spin-off, certain assets and liabilities attributable to the accrued benefits of participants, beneficiaries, and alternate payees who met the Plan's definition of a "Retiree Spin-off Participant" were transferred to the Retiree Plan. Retiree Spin-off Participants generally included individuals with an annuity starting date on or before June 1, 2025 who were receiving benefits, were not accruing additional benefits, or otherwise met the criteria specified in the Retiree Plan. In connection with the spin-off, $1.254 billion of accumulated benefit obligation and $1.662 billion of assets, including the group annuity contracts, were transferred to the Retiree Plan. As a result of this transaction, effective July 1, 2025, the accrued benefits of Retiree Spin-off Participants became payable under the Retiree Plan, and such participants ceased to have an interest in the Plan.

The estimated plan termination liabilities, including applicable expense loads, were determined for the participants assigned to the Plan and the Retiree Plan as of June 30, 2025 using the census information as of January 1, 2025, adjusted for known experience through June 30, 2025. Prior to the spin-off, the total plan assets as of June 30, 2025 exceeded total plan liabilities. Plan assets were first allocated to fully fund the estimated plan termination liabilities for each plan. Surplus assets were then allocated pro rata to both plans based on the estimated plan termination liabilities.

2. Summary of Significant Accounting Policies

Basis of Presentation

The financial statements are prepared in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts in the financial statements and related disclosures. Actual results could differ from those estimates.

Investments Held by Kraft Heinz Company Master Retirement Trust

Assets of the Plan are co-invested with assets of other defined benefit pension plans of the Company in a commingled trust fund known as the Kraft Heinz Company Master Retirement Trust (the "Master Trust") for which The Northern Trust Company (the "Trustee" or "Northern Trust") serves as the trustee. As of December 31, 2024, each plan had an undivided interest in the underlying assets and liabilities of the Master Trust and the Plan's reported interest was 99.63%. As of December 31, 2025, given differing investment strategies for certain plans within the Master Trust, the respective Plans' interest in the underlying assets and liabilities is considered divided. See allocated interest for the Plan in Note 4.

Valuation of Investment in Master Trust

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

The Plan's allocated share of the Master Trust's net assets is reflected in the statements of net assets available for benefits. The net investment income or (loss) from Master Trust reflected in the statement of changes in net assets available for benefits represents the Plan's allocated share of the Master Trust's interest and dividend income and net appreciation/(depreciation) in the fair value of investments.

Valuation of Investments

Investments of the Plan and the Master Trust are reported at fair value, except for the insurance contracts, which are reported at contract value. The Plan's interest in the Master Trust is reported at estimated fair value based upon the fair values of the underlying investments held within the Master Trust. Fair value is defined as the price that would be received by the Plan to sell an asset or paid by the Plan to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Plan's principal or most advantageous market for the asset or liability. Fair value measurements are determined by maximizing the use of observable inputs and minimizing the use of unobservable inputs. The hierarchy places the highest priority on unadjusted quoted market prices in active markets for identical assets or liabilities (Level 1 measurements) and gives the lowest priority to unobservable inputs (Level 3 measurements). The three levels of inputs within the fair value hierarchy are defined as follows:

> Level 1: Quoted prices (unadjusted) for identical assets or liabilities in active markets that the Plan and the Master Trust have the ability to access as of the measurement date.
>
> Level 2: Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
>
> Level 3: Significant unobservable inputs that reflect the Plan's and the Master Trust's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

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

Transfers between hierarchy measurement levels are recognized by the Plan as of the end of the reporting period.

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

Equities: Suspended equities are valued using the last known price, which management believes approximates fair value (Level 3 inputs).

Government securities: These securities consist of direct investments in publicly traded U.S. fixed interest obligations (principally debentures) and non-U.S. government bonds. U.S. government securities are valued at the closing price reported in the active market in which the individual security is traded (Level 1 inputs). Non-U.S. government securities are generally valued using observable inputs (Level 2).

Corporate bonds and other fixed-income securities: Corporate bonds are valued based on yields currently available on comparable securities of issuers with similar credit ratings (Level 2 inputs). When quoted prices are not available for identical or similar bonds, the bond is valued using matrix pricing, a mathematical technique widely used in the industry to value debt securities without relying exclusively on quoted prices for the specific securities but rather by relying on the securities' relationship to other benchmark quoted securities (Level 2 inputs). Asset-backed securities, mortgage-backed securities (agency and non-government), and municipal bonds are valued based on an evaluation methodology where prices are based on a compilation of primary observable market information. The value is imputed based on the conversion ratio and other security specific information or a broker quote in a non-active market (Level 2 inputs). Evaluation methodology relies on inputs that may include, but are not limited to, treasury or floating index benchmarks, other benchmark yields, base spreads, spread adjustments, yield-to-maturity, swap curves, prepayment speeds, cash flows, ratings updates, collateral performance, and collateral type. Defaulted bonds are primarily valued using the estimated recoverable cost, which management believes approximates fair value (Level 3 inputs).

Pooled funds: The fair values of participation units held in collective trusts (approximately $855.0 million and $827.5 million as of December 31, 2025 and 2024, respectively) are based on their net asset values, as reported by the managers of the collective trusts and as supported by the unit prices of actual purchase and sale transactions occurring as of or close to the financial statement date. The fair value of these investments measured at net asset value is excluded from the fair value hierarchy. Investments in the collective trusts can be redeemed daily, monthly, or quarterly based upon the applicable net asset value per unit and the terms of the specific trust agreements.

The mutual fund investments (approximately $174.2 million and $112.1 million as of December 31, 2025 and 2024, respectively) are not traded on an exchange and a majority of these funds are held in separate accounts managed by fixed income managers. The fair values of the mutual fund investments that are not traded on an exchange are based on their net asset values, as reported by the managers and as supported by the unit prices of actual purchase and sale transactions occurring as of or close to the financial statement date. The fair value of these investments measured at net asset value is excluded from the fair value hierarchy. The objective of the asset-backed securities mutual fund is to seek maximum total return consistent with prudent investment management by investing primarily in asset-backed securities. The objective of the short-term floating net asset value mutual fund is to provide current income, preservation of capital, and daily liquidity by investing in fixed-income instruments. The objective of the long duration credit bond fund is to seek maximum total return consistent with prudent investment management by investing at least 80% of its assets in fixed-income instruments. Investments in these accounts can be redeemed with a written notice to the investment manager.

Short-term investments: Short-term investments largely consisted of money market funds, the fair value of which is based on the net asset value reported by the manager of the fund and supported by the unit prices of actual purchase and sale transactions. The fair value of these investments measured at net asset value is excluded from the fair value hierarchy. The money market fund for cash collateral is designed to provide a stable net asset value by investing in high-grade money market instruments with short maturities. The money

market fund for other cash is designed to provide safety of principal, daily liquidity, and a competitive yield by investing in U.S. government bonds and high quality money market instruments.

Derivatives: Derivative financial instruments include foreign currency forward contracts, futures contracts, options contracts, interest rate swaps and credit default swaps. Derivative financial instruments are valued based on observable market transactions or prices (Level 2 inputs).

Group annuity insurance contracts: Contracts are reported at contract value.

Limited Partnerships: Fair value is determined based on the net asset value ("NAV") as determined by the general partner or investment manager of the partnership. The investment objective of the WTW Diversified Credit Fund L.P. (the "WTW DCF") is to seek an attractive risk-adjusted total return over the medium and long term by primarily investing in a portfolio of alternative credit-oriented investment funds and/or managed accounts. The assets of this fund are invested in other investment vehicles that primarily invest in below-investment-grade bonds and loans, securitized credit, and emerging market debt. Redemptions may be made on the last business day of each calendar month-end, provided the fund receives at least 30 business days' prior notice.

The investment objective of the WTW Real Assets Fund L.P. (the "WTW RAF") is to achieve long-term total returns, adjusted for the effects of inflation, through current income and long-term capital appreciation with low correlation to the broader public equity and debt markets. The assets of this fund are invested in other investment vehicles that primarily invest in public and private debt and equity investments across a range of real asset strategies, including, but not limited to, real estate, infrastructure, timberland, and agriculture/farmland. Redemptions may be made on the last business day of each calendar quarter-end and require at least 180 calendar days' prior notice.

Redemptions for both the WTW DCF and WTW RAF are subject to the applicable funds' liquidity and deferral provisions. WTW DCF redemptions may be deferred if requests exceed 10% of NAV on the relevant date, while WTW RAF redemption requests may be reduced pro rata if sufficient liquidity is unavailable. There are no new unfunded purchase commitments associated with either fund.

While the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Investment Transactions and Investment Income

Investment transactions of the Plan and the Master Trust are accounted for on a trade-date basis. Dividend income is recorded on the ex-dividend date. Interest income is recorded as earned on an accrual basis.

In accordance with the policy of stating investments at fair value, the net appreciation/(depreciation) in the fair value of investments reflects both realized gains and/or losses and the change in the unrealized appreciation/(depreciation) of investments held at year-end.

Risks and Uncertainties

The Plan and Master Trust invest in various investments. Investments, in general, are exposed to various risks, such as interest rate, credit, liquidity, and overall market volatility. Due to the level of risk associated with certain investments, it is reasonably possible that changes in the value of investments will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

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

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits (see Note 6) are future periodic payments, including lump-sum distributions, which are attributable under the Plan's provisions to the amounts employees have earned through benefit service as defined by the Plan. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, and (b) present employees or their beneficiaries. Benefits payable under all circumstances—retirement, death, disability, and termination of employment—are included to the extent that they are deemed attributable to employee service rendered as of the valuation date.
The actuarial present value of accumulated plan benefits is determined by actuaries from Willis Towers Watson (the "Actuary") and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

The more significant assumptions underlying the actuarial computations are as follows:

	December 31, 2025	December 31, 2024
Interest rate	7.05%	6.20%
Mortality assumptions	Pri-2012 table (no collar), using MP-2021 improvement scale	Pri-2012 table (no collar), using MP-2021 improvement scale
Weighted average retirement age	63	63

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

Benefits Paid

Benefit payments to participants are recorded upon distribution.

Administrative Fees

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

Group Annuity Insurance Contracts

The Plan held group annuity insurance contracts with Metropolitan Life Insurance Company ("Metropolitan Life") and Aetna Life Insurance Company ("Aetna"). The contracts were valued at contract value (equal to contributions less expenses and benefit payments) plus interest at the contract rate. Benefit payments made and interest income earned under the contracts are reflected in the statement of changes in net assets available for benefits.

As part of the Plan spin-off in 2025 (See Note 1), the group annuity insurance contracts were entirely allocated to the Retiree Plan.

In prior years, the Plan has also transferred annuity benefits payable to certain participants to an insurance company through the purchase of irrevocable commitments. These annuity benefits are no longer payable from the Plan. On August 6, 2025, the Plan received a refund related to one of these contracts, also with Metropolitan Life, which represents a number of participants that were deceased preceding the liability assumption date under the contract. The refund was received in full by the Plan with the funds and related earnings remaining with the Plan as of December 31, 2025. A portion of the refund and its earnings were

determined to be attributable to the Retiree Plan. This is shown as "Refund payable to the Kraft Heinz Retiree Plan" on the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

3. Certified Information

With the exception of the value and interest income of the Metropolitan Life insurance contract (valued at approximately $4.7 million as of December 31, 2024, and earning interest income of approximately $47 thousand for the year ended December 31, 2025) and the value and interest income of the Aetna insurance contract ($110 thousand as of December 31, 2024, and earning interest income of approximately $2 thousand for the year ended December 31, 2025), information related to investments disclosed in the accompanying financial statements, including investments held at December 31, 2025 and 2024, and net investment income/(loss) for the year ended December 31, 2025, was obtained by management and agreed to or derived from information certified as complete and accurate by The Northern Trust Company.

4. Master Trust Investments

The following table presents the net assets of the Master Trust:

	December 31, 2025		December 31, 2024	
	Master Trust	Plan's Interest in Master Trust	Master Trust	Plan's Interest in Master Trust
Assets				
Investments at fair value:				
Equities	$ 86,051	$ 85,187	$ 83,029	$ 82,721
Government securities	461,298,640	37,046,874	603,714,114	601,476,113
Corporate bonds and other fixed income securities	170,367,375	119,299,917	1,753,947,441	1,747,445,466
Pooled funds	1,029,260,067	292,293,760	939,660,202	936,176,832
Limited Partnerships	606,944,417	429,121,084	—	—
Short-term investments	412,219,550	195,657,943	29,929,632	29,818,681
Derivatives[1]	5,162,414	3,360,143	28,658,838	28,552,598
Securities lending collateral	37,499,037	15,322,990	152,779,943	152,213,580
Investments under securities lending:				
Government securities	48,022,519	3,994,331	104,571,384	104,183,733
Corporate bonds and other fixed income securities	18,191,118	12,838,520	72,126,167	71,858,791
Total investments	2,789,051,188	1,109,020,749	3,685,470,750	3,671,808,515
Cash	606,635	406,193	1,395,802	1,390,628
Interest receivable	7,920,802	2,806,670	29,971,065	29,859,961
Receivable for securities sold	160,159,647	95,550,984	207,589,773	206,820,227
Receivable for derivative-related collateral	42,871,733	28,483,504	19,357,946	19,286,185
Total receivables	210,952,182	126,841,158	256,918,784	255,966,373
Total assets	3,000,610,005	1,236,268,100	3,943,785,336	3,929,165,516
Liabilities				
Payable for securities purchased	183,176,125	109,859,524	776,251,495	773,373,890
Payable for derivative-related collateral	3,260,000	2,172,467	22,565,082	22,481,432
Obligation to return securities lending collateral	37,499,037	15,322,990	152,779,943	152,213,580
Total liabilities	223,935,162	127,354,981	951,596,520	948,068,902
Net assets	$ 2,776,674,843	$ 1,108,913,119	$ 2,992,188,816	$ 2,981,096,614

(1) As of December 31, 2025, the Master Trust includes derivative assets of $5,327,296 and derivative liabilities of $164,882 as well as the Plan's interest of derivative assets of $3,467,957 and derivative liabilities of $107,814. As of December 31, 2024, the Master Trust includes derivative assets of $29,442,728 and derivative liabilities of $783,890 as well as the Plan's interest of derivative assets of $29,333,582 and derivative liabilities of $780,984.

The net investment income/(loss) from Master Trust for the year ended December 31, 2025 is as follows:

Dividend and interest income[1]	$	107,548,324
Net appreciation/(depreciation) in fair value of investments		146,393,567
Net investment income/(loss) from Master Trust	$	253,941,891
Plan's interest therein	$	177,990,674

(1) Includes gross income related to securities lending of $344,514 for December 31, 2025.

Assets and liabilities of the Master Trust that are measured at fair value on a recurring basis as of December 31, 2025 and 2024 are summarized below.

	Fair Value Measurements as of December 31, 2025 Using			
	Quoted Prices in Active Markets for Identical Assets	Significant Other Observable Inputs	Significant Unobservable Inputs	
	Level 1	Level 2	Level 3	Total
		(in thousands)		
Equities	$ —	$ —	$ 86	$ 86
Government securities[1]	500,304	9,013	—	509,317
Corporate bonds and other fixed income securities[1]	—	188,548	15	188,563
Derivative assets	—	5,327	—	5,327
Derivative liabilities	—	(165)	—	(165)
Total investments in the fair value hierarchy	500,304	202,723	101	703,128
Investments measured at net asset value[a]				2,085,923
Total	$ 500,304	$ 202,723	$ 101	$ 2,789,051

(1) Included across categories is a total of $66,214 in investments under securities lending.

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to reconcile to investments at fair value noted in the table in Note 4.

	Fair Value Measurements as of December 31, 2024 Using			
	Quoted Prices in Active Markets for Identical Assets	Significant Other Observable Inputs	Significant Unobservable Inputs	
	Level 1	Level 2	Level 3	Total
	(in thousands)			
Equities	$ —	$ —	$ 83	$ 83
Government securities[1]	654,719	53,566	—	708,285
Corporate bonds and other fixed income securities[1]	—	1,826,059	15	1,826,074
Short term investments	360	—	—	360
Derivative assets	—	29,443	—	29,443
Derivative liabilities	—	(784)	—	(784)
Total investments in the fair value hierarchy	655,079	1,908,284	98	2,563,461
Investments measured at net asset value[a]				1,122,010
Total	$ 655,079	$ 1,908,284	$ 98	$ 3,685,471

(1) Included across categories is a total of $176,698 in investments under securities lending.

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to reconcile to investments at fair value noted in the table in Note 4.

Additional disclosures for Level 3 assets related to valuation processes and sensitivities were excluded due to their insignificance.

5. Securities Lending

Effective December 1, 2016, the Master Trust entered into a security lending program with the Trustee whereby the Trustee was authorized to lend certain securities owned by the Master Trust to a select number of qualified brokerage firms ("borrowers").

The Trustee requires the borrowers, pursuant to a security loan agreement, to deliver cash or non-cash collateral of at least 102% at loan initiation of the then fair value of the loaned securities in order to secure each loan. Loan collateral values can change after initiation, but in no case will collateral levels fall below 100% of the value of the lent securities. For lending agreements collateralized by non-cash collateral, the Plan does not record the collateral as an asset or liability, since the collateral is not eligible to be sold or repledged as of December 31, 2025 and 2024. For lending agreements collateralized by cash collateral, the Plan does record the collateral as an asset or liability, since the collateral is eligible to be sold as of December 31, 2025 and 2024. Loans are made on an open basis, where the borrower or the lender can terminate the loan at any time.

Security borrowers are authorized to use borrowed securities to settle trades and are obligated to return the securities to the Master Trust upon the maturity of the agreement. The Master Trust maintains effective control of the loaned securities and is entitled to applicable dividend income. The borrowers bear the risk of loss related to decreases in the fair value of securities collateral, as they are required to deliver additional securities to maintain the required collateral. Subject to certain restrictions, the Master Trust is indemnified by the Trustee against losses incurred as a result of borrower default.

The fair value of the securities the Master Trust had on loan was approximately $66.2 million and $176.7 million as of December 31, 2025 and 2024, respectively. Cash collateral held by the Trustee on behalf of the Master Trust as of December 31, 2025 and 2024 consisted of approximately $37.5 million and $152.8 million, respectively, and is reinvested in a short-term investment fund. Non-cash collateral held by the Trustee on behalf of the Master Trust consisted of U.S. government and U.S. government-sponsored agency securities with a fair value of approximately $30.2 million and $29.1 million as of December 31, 2025 and 2024, respectively.

6. Accumulated Plan Benefits

The actuarial present value of accumulated plan benefits and the changes in the actuarial present value of accumulated plan benefits were calculated by the Actuary:

	December 31, 2025	December 31, 2024
Vested benefits:		
Participants currently receiving payments	$ 58,129,011	$ 1,276,198,227
Other participants	738,153,907	1,098,749,999
Total vested benefits	796,282,918	2,374,948,226
Non-vested benefits	13,438,397	11,424,633
Actuarial present value of accumulated plan plan benefits	$ 809,721,315	$ 2,386,372,859
Actuarial present value of accumulated plan benefits as of December 31, 2024	$ 2,386,372,859	
Increase/(decrease) during the year attributed to:		
Benefits accumulated	1,811,502	
Actuarial (gains)/losses	20,956,556	
Decrease in discount period	97,285,200	
Benefits paid	(384,303,905) *	
Assumption changes	(57,947,692) **	
Transfer to the Kraft Heinz Retiree Plan	(1,254,453,205)	
Net increase/(decrease)	(1,576,651,544)	
Actuarial present value of accumulated plan benefits as of December 31, 2025	$ 809,721,315	

*Difference between the benefits paid per the statement of changes in net assets and the amount presented above relates primarily to pending benefit payments and group annuity contract benefit payment adjustments.

**Assumption changes include, but are not limited to, changes in the discount rate, form of payment, spouse age, and deferred participant retirement rate assumptions.

7. Funding Policy

The Company makes contributions to the Plan each year in an aggregate amount that is not less than the amount that is required under the minimum funding standards of ERISA and the Code, as amended.

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

As a result of the Plan's funded status and contribution credits from prior years, the Actuary has determined that no cash contributions were required by the Company for the year ended December 31, 2025 and that existing funding balances were used to satisfy the entire minimum required contribution. The Company has complied with the minimum funding requirements of ERISA and the Code as of December 31, 2025 and 2024.

Certain eligible participants are able to make voluntary contributions to the Plan based on the current Plan provisions. Interest is also credited annually based on an index of the Federal Mid-Term rate in effect at the beginning of the valuation year. As of January 1, 2025 and 2024, the long-term interest accumulation was 5.10% and 5.25%, respectively, and the amount of accumulated contributions as of both December 31, 2025 and 2024 was approximately $1.2 million and $1.0 million, respectively.

8. Derivative Financial Instruments

The Master Trust carries all derivatives in the statements of net assets available for benefits at fair value. The Master Trust's investment policy permits investments in derivative instruments, including, but not limited to, financial futures, forwards, options and swaps. Investments in derivative instruments are used to manage risk and may not be used for speculative or leverage purposes.

The Master Trust is subject to master netting agreements, or netting arrangements, with certain counterparties. These agreements govern the terms of certain transactions and reduce the counterparty risk associated with relevant transactions by specifying offsetting mechanisms and collateral posting arrangements at prearranged exposure levels. Master netting agreements are specific to each different asset type; therefore, they allow the Master Trust to close out and net its total exposure to a specified counterparty in the event of a default with respect to any and all the transactions governed under a single agreement with the counterparty. As of December 31, 2025 and 2024, the Master Trust includes derivatives, receivables for securities sold, payables for securities purchased, receivables for derivative-related collateral, and payables for derivative-related collateral in gross amounts. Realized gains and losses on settled trades are recorded as net appreciation/ (depreciation) in fair value of investments.

During the years ended December 31, 2025 and 2024, the Master Trust used futures in the normal course of its investing activities to manage market risk associated with the Master Trust's fixed-income investments and to achieve overall investment portfolio objectives. A futures contract is a contractual agreement to make or take delivery of a standardized quantity of a specified grade or type of commodity or financial instrument at a specified future date in accordance with terms specified by a regulated future exchange. During the years ended December 31, 2025 and 2024, the Master Trust used swaps and forwards in the normal course of its investing activities to manage market risk associated with the Master Trust's fixed-income and equity investments and to achieve overall investment portfolio objectives. A swap is a contractual agreement to exchange cash flows based on specified financial market conditions at specified points in time. The Master Trust uses interest rate swaps to manage the portfolio's interest rate risk and credit default swaps to manage the portfolio's credit risk. Foreign currency forward contracts are used to manage foreign currency risk for certain fixed-income and equity investments. A foreign currency forward contract is a contractual agreement to buy or sell a certain foreign currency at a specified future date at a specified exchange rate. These futures, swaps, and forward contracts involve elements of market risk in excess of amounts recognized on the statements of net assets available for benefits. The Master Trust is exposed to counterparty risk, which is

managed by using exchange-traded contracts or limiting over-the-counter contracts to certain counterparties that are pre-approved by the respective investor managers.

As of December 31, 2025, the Master Trust held 77 contracts of differing types, which expire between January 2026 and June 2055. The investments had a notional amount of approximately $1.723 billion as of December 31, 2025. The unrealized depreciation of the investments as of December 31, 2025 was approximately $0.6 million.

As of December 31, 2024, the Master Trust held 66 contracts of differing types, which were set to expire between January 2025 and March 2055. The investments had a notional amount of approximately $657.8 million as of December 31, 2024. The unrealized appreciation of the investments as of December 31, 2024 was approximately $14.1 million.

9. Transactions with Parties-in-Interest

Parties-in-interest are defined under Department of Labor regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. The Master Trust held party-in-interest investments consisting of a money market fund and collective trust funds all issued by The Northern Trust Company and its affiliates, as well as Limited Partnership interests managed by Willis Towers Watson. The Northern Trust Company is the Plan's Trustee and the Trustee of the Master Trust, therefore these investments and transactions therein are considered party-in-interest. Willis Towers Watson serves as the Plan's actuary and provides investment advisory services. Metropolitan Life and Aetna, both of which are an issuer of a group annuity insurance contract held by the Plan, are also considered parties-in-interest.

Actual fees paid by the Plan for Trustee, actuarial, investment management, recordkeeping, and consulting services also qualify as party-in-interest transactions and are included in administrative expenses in the accompanying financial statements. The Company pays certain expenses for the administration of the Plan.

The Plan administrator believes these transactions are exempt from the party-in-interest transaction prohibitions of ERISA.

10. Termination Priorities

In the event of a termination of the Plan in accordance with the provisions of ERISA, the Plan provides that its net assets shall be allocated among participants and beneficiaries in the order and manner provided for in ERISA. Whether a participant's accumulated plan benefit will be paid depends on the sufficiency, at that time, of the Plan's net assets to provide those benefits, and the priority of those benefits and the level of the benefits guaranteed by the Pension Benefit Guaranty Corporation ("PBGC") at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guaranty while other benefits may not be provided for at all.

11. Tax Status

By letter dated September 14, 2020, the Internal Revenue Service ("IRS") has determined that the Plan constitutes a qualified plan under Section 401(a) of the Code and the related trust is, therefore, exempt from U.S. federal income taxes under the provisions of Section 501(a) of the Code. Additional amendments have been made to the Plan since the amendments covered by the IRS determination letter; however, the Plan administrator believes that the Plan continues to be designed and operated in accordance with the applicable provisions of the Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025 and 2024 there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2022.

12. Subsequent Events

Plan management has evaluated subsequent events for recognition and disclosure through October 13, 2026, which is the date the financial statements were available to be issued.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a – Total Plan
Schedule of Active Participant Data as of January 1, 2025

	Attained Years of Credited Service[1]										
Attained Age	**Under 1**	**1-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & Over**	**Total**
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	1	6	6	0	0	0	0	0	0	13
35-39	1	4	72	33	8	0	0	0	0	0	118
40-44	0	2	103	143	52	20	2	0	0	0	322
45-49	1	6	85	144	167	66	22	0	0	0	491
50-54	1	10	86	152	188	200	77	7	0	0	721
55-59	0	10	86	147	155	207	155	44	11	0	815
60-64	1	13	64	98	130	135	121	54	23	4	643
65-69	0	0	20	21	25	38	27	13	6	7	157
70 & over	0	6	6	2	5	8	10	1	1	3	42
Total	4	52	528	746	730	674	414	119	41	14	3,322

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

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a – ES3 Only
Schedule of Active Participant Data as of January 1, 2025

	Attained Years of Credited Service[2]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	3	1	0	0	0	4
45-49	0	0	0	2	0	1	2	0	0	0	5
50-54	0	0	0	0	1	6	1	0	0	0	8
55-59	0	0	0	0	1	6	3	0	0	0	10
60-64	0	0	0	0	1	7	2	1	3	0	14
65-69	0	0	0	0	0	2	1	0	0	1	4
70 & over	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	2	3	25	10	1	3	1	45

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

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a – Kraft Heinz (locations with pay related benefit and continued accruals)

Schedule of Active Participant Data as of January 1, 2025

		Attained Years of Credited Service[3]										
Attained Age		Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	Number	0	0	0	0	0	0	0	0	0	0	0
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
25-29	Number	0	0	0	0	0	0	0	0	0	0	0
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
30-34	Number	0	0	0	0	0	0	0	0	0	0	0
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
35-39	Number	0	0	0	0	0	0	0	0	0	0	0
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
40-44	Number	0	0	0	0	0	9	1	0	0	0	10
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
45-49	Number	0	0	0	0	2	25	10	0	0	0	37
	Avg Pay	-	-	-	-	-	91,399	-	-	-	-	86,181
50-54	Number	0	2	0	0	3	36	16	3	0	0	60
	Avg Pay	-	-	-	-	-	98,845	-	-	-	-	92,535
55-59	Number	0	0	0	0	0	14	17	8	6	0	45
	Avg Pay	-	-	-	-	-	-	-	-	-	-	77,244
60-64	Number	0	0	0	0	1	17	9	8	10	2	47
	Avg Pay	-	-	-	-	-	-	-	-	-	-	71,988
65-69	Number	0	0	0	0	0	3	0	0	1	2	6
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
70 & over	Number	0	0	0	0	0	1	1	0	1	0	3
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
Total	Number	0	2	0	0	6	105	54	19	18	4	208
	Avg Pay	-	-	-	-	-	93,186	76,775	-	-	-	81,731

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

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a – Kraft Heinz (remaining locations with frozen benefits)
Schedule of Active Participant Data as of January 1, 2025

		Attained Years of Credited Service[4]										
Attained Age		Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	Number	0	0	0	0	0	0	0	0	0	0	0
	Avg Acc Ben	-	-	-	-	-	-	-	-	-	-	-
25-29	Number	0	0	0	0	0	0	0	0	0	0	0
	Avg Acc Ben	-	-	-	-	-	-	-	-	-	-	-
30-34	Number	0	1	6	6	0	0	0	0	0	0	13
	Avg Acc Ben	-	-	-	-	-	-	-	-	-	-	-
35-39	Number	1	4	72	33	8	0	0	0	0	0	118
	Avg Acc Ben	-	-	4,987	5,872	-	-	-	-	-	-	5,370
40-44	Number	0	2	103	143	52	8	0	0	0	0	308
	Avg Acc Ben	-	-	5,171	8,742	9,205	-	-	-	-	-	7,624
45-49	Number	1	6	85	138	164	39	10	0	0	0	443
	Avg Acc Ben	-	-	5,751	10,526	13,389	11,263	-	-	-	-	10,653
50-54	Number	1	7	84	152	180	157	60	4	0	0	645
	Avg Acc Ben	-	-	5,353	9,012	14,356	14,242	15,094	-	-	-	11,849
55-59	Number	0	9	84	146	146	183	131	36	5	0	740
	Avg Acc Ben	-	-	5,193	9,989	13,720	17,249	16,875	12,792	-	-	13,262
60-64	Number	1	13	64	96	121	109	104	43	10	2	563
	Avg Acc Ben	-	-	4,828	8,149	10,730	17,303	21,376	14,414	-	-	12,976
65-69	Number	0	0	20	21	24	33	25	12	5	4	144
	Avg Acc Ben	-	-	4,511	7,613	8,890	12,564	20,843	-	-	-	12,086
70 & over	Number	0	6	6	2	5	7	9	1	0	3	39
	Avg Acc Ben	-	-	-	-	-	-	-	-	-	-	11,106
Total	Number	4	48	524	737	700	536	339	96	20	9	3,013
	Avg Acc Ben	-	2,388	5,159	9,109	12,715	15,469	18,194	13,937	14,841	-	11,514

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

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a – Kraft Heinz (locations with frozen pension equity plan benefits)
Schedule of Active Participant Data as of January 1, 2025

		Attained Years of Credited Service										
Attained		Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	Number	0	0	0	0	0	0	0	0	0	0	0
25-29	Number	0	0	0	0	0	0	0	0	0	0	0
30-34	Number	0	0	0	0	0	0	0	0	0	0	0
35-39	Number	0	0	0	0	0	0	0	0	0	0	0
40-44	Number	0	0	0	0	0	0	0	0	0	0	0
45-49	Number	0	0	0	4	1	1	0	0	0	0	6
50-54	Number	0	1	2	0	4	1	0	0	0	0	8
55-59	Number	0	1	2	1	8	4	4	0	0	0	20
60-64	Number	0	0	0	2	7	2	6	2	0	0	19
65-69	Number	0	0	0	0	1	0	1	1	0	0	3
70 & over	Number	0	0	0	0	0	0	0	0	0	0	0
Total	Number	0	2	4	7	21	8	11	3	0	0	56

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

• Interest rate basis	Full Yield Curve

Interest rates

• 10-year rate	5.13%
• 20-year rate	5.55%
• 30-year rate	5.58%
• Effective interest rate	5.43%

Annual rates of increase

• Compensation:	4.00%
• Future Social Security wage bases	3.50%
• Statutory limits on compensation	N/A

Plan-related expenses	$ 8,781,766

As permitted by law, a yield curve reflecting returns on high quality corporate bonds (A, AA and AAA) is used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are prescribed by law and reflect current market conditions (specifically, the average market conditions for the month preceding the valuation date) they may from time to time be inconsistent with other economic assumptions used in the valuation, which may reflect both current economic conditions and assumed future conditions.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date

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

New or rehired employees

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

Mortality

- Healthy

Separate rates for non-annuitants (based on PRI-2012 “Employees” table without collar or amount adjustments, projected forward with generational projection using the IRS adjusted Scale MP-2021) and annuitants (based on PRI-2012 “Healthy Annuitants” table without collar or amount adjustments, projected forward with generational projection using the IRS adjusted Scale MP-2021).

- Disabled

Same method as used for healthy lives.

Termination

A sample of the rates at which participants are assumed to terminate employment by age are shown below. Once a participant reaches retirement eligibility, the termination rates no longer apply.

Percentage assumed to leave during the year	
Attained Age	**Rates**
<40	10%
40	9%
41	8%
42+	7%

Disability

PLS, Plan B/C, and Local 26

Society of Actuaries 1987 Commissioners Group Disability Table with no adjustment

Other

No rates assumed, benefits for current disableds are valued as fully accrued at the valuation date

Retirement

Rates varying by age, average age 62.

SCHEDULE SB ATTACHMENTS

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

Percentage assumed to retire during the year	
Attained Age	**Rates**
55	12%
56	12%
57	12%
58	10%
59	10%
60	15%
61	17%
62	20%
63	23%
64	25%
65	30%
66	33%
67	35%
68	40%
69	45%
70+	100%

Benefit commencement date:

- Preretirement death benefit

Former Hourly Plan (Former Heinz): The later of the death of the active participant or the date the participant would have attained age 55

Former Hourly Plan (Former Kraft): The later of the death of the active participant or the date the participant would have attained age 65

Former Retirement Plan: Upon the earliest eligible commencement date of the deceased participant.

SCHEDULE SB ATTACHMENTS

- Deferred vested benefit

The rate at which current deferred vested participants are assumed to retire and commence their benefits are shown below. The rates are based on the participant's age for unreduced benefit.

Deferred Vested Commencement Rate		
Age	**Unreduced Benefit at Age 62**	**Unreduced Benefit at Age 65**
55	40%	10%
56	20%	10%
57	15%	5%
58	15%	5%
59	15%	5%
60	15%	10%
61	15%	10%
62	30%	10%
63	20%	10%
64	20%	10%
65+	100%	100%

Current active participants are assumed to commence their deferred vested benefits at age 59 and age 62 for participants with unreduced benefits at age 62 and 65, respectively.

- Disability benefit

Former Heinz: Earliest date as defined in the plan
Former Kraft: Upon attainment of age 65

- Retirement benefit

Upon termination of employment with election

SCHEDULE SB ATTACHMENTS

Form of payment

Active (Former Hourly Plan)	60% - Life Annuity 25% - Life Annuity with 50% Contingent annuitant 15% - Life Annuity with 100% Contingent annuitant
Actives hired before January 1, 2004 (Former Retirement Plan)	5% - Life Annuity 5% - Life Annuity with 50% Contingent annuitant 90% - Lump sum
Actives hired after January 1, 2004 (Former Retirement Plan)	60% - Life Annuity 25% - Life Annuity with 50% Contingent annuitant 15% - Life Annuity with 50% Contingent annuitant
Terminated Vested (Former Hourly Plan)	60% - Life Annuity (5-yr certain for PLSH) 25% - Life Annuity with 50% Contingent annuitant 15% - Life Annuity with 100% Contingent annuitant
Terminated Vesteds hired before January 1, 2004 (Former Retirement Plan)	15% - Life Annuity 10% - Life Annuity with 50% Contingent annuitant 75% - Lump Sum
Terminated Vesteds hired after January 1, 2004 (Former Retirement Plan)	60% - Life Annuity 25% - Life Annuity with 50% Contingent annuitant 15% - Life Annuity with 100% Contingent annuitant
Annuity conversion basis	Plan Basis
Lump sum conversion basis	Valuation interest rates and 2024 417(e)(3) mortality table
Percent married	70% of males; 65% of females
Spouse age	Women two years younger than men
Covered pay (for pay related locations)	Former Heinz: Pensionable pay as of the prior valuation date projected forward with salary scale Former Kraft: Base rate of pay from prior year increased with salary scale

SCHEDULE SB ATTACHMENTS

Ongoing Plan Status	Operations are assumed to continue indefinitely. Some groups may have specific or negotiated shutdown benefits that are not valued as a result of this assumption.
Loads	None
Special at-risk assumptions	For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan, which is a life annuity for all except for select married prior Nabisco participants, who are assumed to elect the 100% contingent annuitant form.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

SCHEDULE SB ATTACHMENTS

Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the prior plan year, discounted using the effective interest rate for the prior plan year.
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued except the cost of the post-retirement refund of contributions. WTW has reviewed the plan provisions with Kraft Heinz and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

WTW used asset data supplied by the trustee. The plan sponsor, through its third party administrator, furnished participant data as of 1/1/2025. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available. These assumptions have been documented as part of the annual data review meeting on April 29, 2025 and confirmed by Kraft Heinz on May 15, 2025. We are not aware of any omissions in the data that would have a significant effect on the results of our calculations.

SCHEDULE SB ATTACHMENTS

Schedule SB, – Statement by Enrolled Actuary

Plan Sponsor	Kraft Heinz Foods Company
EIN/PN	25-0542520/003
Plan Name	Kraft Heinz Retirement Plan
Valuation Date	January 1, 2025
Enrolled Actuary	Chad Fix
Enrollment Number	26-06729

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

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

On June 30, 2025, the plan sponsor of the Kraft Heinz Retirement Plan EIN 25-0542520 PN 003 spun off a portion of plan participants into a new plan, the Kraft Heinz Retiree Plan EIN 25-0542520 PN 007. The first day of the plan year for the Kraft Heinz Retiree Plan was July 1, 2025. As a result of the spin-off, the plan sponsor requested IRS approval for certain method changes including the calculation of the minimum required contribution for the 2025 plan year for each plan. As of the time of the Form 5500 filing, the IRS was reviewing the filing request. The control number for the request is 911756299. The Schedule SB has been submitted based on the results submitted to the IRS for approval.

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
KRAFT HEINZ RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
KRAFT HEINZ FOODS COMPANY

D Employer Identification Number (EIN)
25-0542520

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**	1,065,182,306
b Actuarial value	**2b**	1,065,182,306

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	112	14,122,693	14,122,693
b For terminated vested participants	8,303	566,671,751	566,671,751
c For active participants	3,322	327,743,237	341,084,363
d Total	11,737	908,537,681	921,878,807

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**	5.43%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	1,973,776
b Expected plan-related expenses	**6b**	8,781,766
c Target normal cost	**6c**	10,755,542

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 CHAD FIX CAF 10/7/2026

Signature of actuary — Date

CHAD FIX — 2606729

Type or print name of actuary — Most recent enrollment number

Willis Towers Watson US LLC — 312-525-2500

Firm name — Telephone number (including area code)

PO Box 674401

Houston TX 77267

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)	905,210,248	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	9,356,276	0
9	Amount remaining (line 7 minus line 8)	895,853,972	0
10	Interest on line 9 using prior year's actual return of 1.74 %	15,587,859	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.14 %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		0
d	Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections	610,000,000	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	120,899,846	0

Part III Funding Percentages

14	Funding target attainment percentage	14	102.43 %
15	Adjusted funding target attainment percentage	15	115.54 %
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	116.69 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

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

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date.	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [ ] Yes [X] 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: %	[X] N/A, full yield curve used

b Applicable month (enter code) **21b**

22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [X] 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. ..... [X] Yes [ ] No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ..... [X] 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. ..... [X] Yes [ ] No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... [X] 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**	10,755,542
b Excess assets, if applicable, but not greater than line 31a	**31b**	10,755,542

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

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	0

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
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 [X] 2021

SCHEDULE SB ATTACHMENTS

Schedule SB, – Statement by Enrolled Actuary

Plan Sponsor	Kraft Heinz Foods Company
EIN/PN	25-0542520/003
Plan Name	Kraft Heinz Retirement Plan
Valuation Date	January 1, 2025
Enrolled Actuary	Chad Fix
Enrollment Number	26-06729

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

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

On June 30, 2025, the plan sponsor of the Kraft Heinz Retirement Plan EIN 25-0542520 PN 003 spun off a portion of plan participants into a new plan, the Kraft Heinz Retiree Plan EIN 25-0542520 PN 007. The first day of the plan year for the Kraft Heinz Retiree Plan was July 1, 2025. As a result of the spin-off, the plan sponsor requested IRS approval for certain method changes including the calculation of the minimum required contribution for the 2025 plan year for each plan. As of the time of the Form 5500 filing, the IRS was reviewing the filing request. The control number for the request is 911756299. The Schedule SB has been submitted based on the results submitted to the IRS for approval.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 13 – Discrepancy in Balance

On June 30, 2025, the plan sponsor of the Kraft Heinz Retirement Plan EIN 25-0542520 PN 003 spun off a portion of plan participants into a new plan, the Kraft Heinz Retiree Plan EIN 25-0542520 PN 007. The first day of the plan year for the Kraft Heinz Retiree Plan was July 1, 2025. A portion of the carryover balance was moved to the Kraft Heinz Retiree plan as a result of the spin-off. Please see the exhibit below.

Carryover Balance SB Part II	Total
7. Balance at beginning of prior year	905,210,248
8. Portion elected to use to offset prior year's funding requirement	9,356,276
9. Amount remaining	895,853,972
10. Interest on line 9	15,587,859
11. Prior year excess contribution to be added to prefunding balance	N/A
12. Election to reduce funding balance	610,000,000
13. Balance at beginning of year	301,441,832

The funding balance in line 13 above is the amount of $301,441,832 as January 1, 2025 was allocated in accordance with Revenue Ruling 86-47 to both the Kraft Heinz Retirement Plan and Kraft Heinz Retiree Plan. The total funding balance in line 13 was allocated such that the Kraft Heinz Retirement Plan was allocated $120,899,846 and the Kraft Heinz Retiree Plan as allocated $180,541,986 as of January 1, 2025.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2025

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

Plan Name:	Kraft Heinz Retirement Plan
EIN / PN:	25-0542520/003
Plan Sponsor:	Kraft Heinz Foods Company
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

• Interest rate basis	Full Yield Curve

Interest rates

• 10-year rate	5.13%
• 20-year rate	5.55%
• 30-year rate	5.58%
• Effective interest rate	5.43%

Annual rates of increase

• Compensation:	4.00%
• Future Social Security wage bases	3.50%
• Statutory limits on compensation	N/A

Plan-related expenses	$ 8,781,766

As permitted by law, a yield curve reflecting returns on high quality corporate bonds (A, AA and AAA) is used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are prescribed by law and reflect current market conditions (specifically, the average market conditions for the month preceding the valuation date) they may from time to time be inconsistent with other economic assumptions used in the valuation, which may reflect both current economic conditions and assumed future conditions.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date

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

New or rehired employees

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

Mortality

- Healthy

Separate rates for non-annuitants (based on PRI-2012 “Employees” table without collar or amount adjustments, projected forward with generational projection using the IRS adjusted Scale MP-2021) and annuitants (based on PRI-2012 “Healthy Annuitants” table without collar or amount adjustments, projected forward with generational projection using the IRS adjusted Scale MP-2021).

- Disabled

Same method as used for healthy lives.

Termination

A sample of the rates at which participants are assumed to terminate employment by age are shown below. Once a participant reaches retirement eligibility, the termination rates no longer apply.

Percentage assumed to leave during the year	
Attained Age	**Rates**
<40	10%
40	9%
41	8%
42+	7%

Disability

PLS, Plan B/C, and Local 26

Society of Actuaries 1987 Commissioners Group Disability Table with no adjustment

Other

No rates assumed, benefits for current disableds are valued as fully accrued at the valuation date

Retirement

Rates varying by age, average age 62.

SCHEDULE SB ATTACHMENTS

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

Percentage assumed to retire during the year	
Attained Age	**Rates**
55	12%
56	12%
57	12%
58	10%
59	10%
60	15%
61	17%
62	20%
63	23%
64	25%
65	30%
66	33%
67	35%
68	40%
69	45%
70+	100%

Benefit commencement date:

- Preretirement death benefit

Former Hourly Plan (Former Heinz): The later of the death of the active participant or the date the participant would have attained age 55

Former Hourly Plan (Former Kraft): The later of the death of the active participant or the date the participant would have attained age 65

Former Retirement Plan: Upon the earliest eligible commencement date of the deceased participant.

SCHEDULE SB ATTACHMENTS

- Deferred vested benefit

The rate at which current deferred vested participants are assumed to retire and commence their benefits are shown below. The rates are based on the participant's age for unreduced benefit.

Deferred Vested Commencement Rate		
Age	**Unreduced Benefit at Age 62**	**Unreduced Benefit at Age 65**
55	40%	10%
56	20%	10%
57	15%	5%
58	15%	5%
59	15%	5%
60	15%	10%
61	15%	10%
62	30%	10%
63	20%	10%
64	20%	10%
65+	100%	100%

Current active participants are assumed to commence their deferred vested benefits at age 59 and age 62 for participants with unreduced benefits at age 62 and 65, respectively.

- Disability benefit

Former Heinz: Earliest date as defined in the plan
Former Kraft: Upon attainment of age 65

- Retirement benefit

Upon termination of employment with election

SCHEDULE SB ATTACHMENTS

Form of payment

Active (Former Hourly Plan)	60% - Life Annuity 25% - Life Annuity with 50% Contingent annuitant 15% - Life Annuity with 100% Contingent annuitant
Actives hired before January 1, 2004 (Former Retirement Plan)	5% - Life Annuity 5% - Life Annuity with 50% Contingent annuitant 90% - Lump sum
Actives hired after January 1, 2004 (Former Retirement Plan)	60% - Life Annuity 25% - Life Annuity with 50% Contingent annuitant 15% - Life Annuity with 50% Contingent annuitant
Terminated Vested (Former Hourly Plan)	60% - Life Annuity (5-yr certain for PLSH) 25% - Life Annuity with 50% Contingent annuitant 15% - Life Annuity with 100% Contingent annuitant
Terminated Vesteds hired before January 1, 2004 (Former Retirement Plan)	15% - Life Annuity 10% - Life Annuity with 50% Contingent annuitant 75% - Lump Sum
Terminated Vesteds hired after January 1, 2004 (Former Retirement Plan)	60% - Life Annuity 25% - Life Annuity with 50% Contingent annuitant 15% - Life Annuity with 100% Contingent annuitant
Annuity conversion basis	Plan Basis
Lump sum conversion basis	Valuation interest rates and 2024 417(e)(3) mortality table
Percent married	70% of males; 65% of females
Spouse age	Women two years younger than men
Covered pay (for pay related locations)	Former Heinz: Pensionable pay as of the prior valuation date projected forward with salary scale Former Kraft: Base rate of pay from prior year increased with salary scale

SCHEDULE SB ATTACHMENTS

Ongoing Plan Status	Operations are assumed to continue indefinitely. Some groups may have specific or negotiated shutdown benefits that are not valued as a result of this assumption.
Loads	None
Special at-risk assumptions	For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan, which is a life annuity for all except for select married prior Nabisco participants, who are assumed to elect the 100% contingent annuitant form.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

SCHEDULE SB ATTACHMENTS

Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the prior plan year, discounted using the effective interest rate for the prior plan year.
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued except the cost of the post-retirement refund of contributions. WTW has reviewed the plan provisions with Kraft Heinz and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

WTW used asset data supplied by the trustee. The plan sponsor, through its third party administrator, furnished participant data as of 1/1/2025. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available. These assumptions have been documented as part of the annual data review meeting on April 29, 2025 and confirmed by Kraft Heinz on May 15, 2025. We are not aware of any omissions in the data that would have a significant effect on the results of our calculations.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions — Kraft Heinz Retirement Plan — Avon

1. Effective Date: February 21, 1982. (Plan was spun-off from the General Foods Retirement Plan for United States Hourly Employees.)

2. Date of Most Recent Amendment: June 19, 2014 – Service used in benefit calculations will freeze as of December 31, 2017.

3. Eligibility Requirements: One year of service. Employees hired after June 19, 2014 are not eligible to participate in the Kraft Heinz Retirement Plan.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month following age 65.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit: Formula A (for all employees), plus Formula B (for employees with contributory service), but not less than the accrued benefit under the prior plan at April 30, 1990.

      Formula A[(1)] (Noncontributory Benefit): $29.50 per month multiplied by credited service (maximum 35 years).

      Formula B (Additional Contributory Benefit): $12.00 per month multiplied by contributory service (maximum 35 years).

   c) Credited Service: One-year waiting period plus all contributory participation to April 1, 1990 plus continuous service after
      April 1, 1990 to the later of the normal or deferred retirement date.

(1) Prior to March 1, 1993, the noncontributory benefit was $10.00 per month.
Prior to December 1, 1995, the noncontributory benefit was $13.50 per month.
Prior to December 1, 1995, the limit on service (contributory and noncontributory) was 30 years.
Prior to May 1, 2001, the noncontributory benefit was $16.50 per month.
Prior to January 1, 2004, the noncontributory benefit was $18.50 per month.
Prior to January 1, 2006, the noncontributory benefit was $19.50 per month.
Prior to January 1, 2007, the noncontributory benefit was $21.00 per month.
Prior to December 1, 2008, the noncontributory benefit was $21.50 per month.
Prior to January 1, 2011, the noncontributory benefit was $23.00 per month.
Prior to January 1, 2012, the noncontributory benefit was $24.00 per month.
Prior to January 1, 2013, the noncontributory benefit was $24.50 per month.
Prior to June 19, 2014, the noncontributory benefit was $25.50 per month.
Prior to January 1, 2015, the noncontributory benefit was $26.50 per month.
Prior to January 1, 2016, the noncontributory benefit was $27.50 per month.
Prior to January 1, 2017, the noncontributory benefit was $28.50 per month.

SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit:

   a) Eligibility: Age 55.

   b) Basic Benefit:[2] Accrued benefit with no reduction from age 65 to 62, reduced 8% for the next year early, 2% for the next year early, and 4% per year for the next five years early. There is no maximum benefit.

   c) Supplement:[3] $14.00 per month multiplied by noncontributory service (maximum 35 years) payable until age 65.

6. Pre-Retirement Death Benefits:

   a) Eligibility: Age 55 or five years of service.

   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.

      If not eligible for early retirement, further reductions apply.

   c) Period Payable: Life of the spouse.

   d) If benefit is not in effect, refund of contributions with interest.

7. Vesting:

   a) Requirements: Age 55 or five years of service.

   b) Benefit: Accrued benefit.

8. Employee Contributions:[4] Not mandatory, but if contributory, $10.00 per week (maximum 48 weeks per year). Contributions are accumulated at 120% of the Federal Mid-Term Rate.

9. Post-Retirement Spouse's Benefit (Company Sponsored): None.

[2] Prior to February 22, 1988, the maximum benefit (inclusive of any early retirement supplement) was $600.00 per month.

[3] Prior to December 1, 1995, the supplement was $8.00 per month.

[4] Prior to January 1, 1995, contributions were accumulated at 5% interest.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Coshocton

1. Effective Date: May 1, 2001.

2. Date of Most Recent Amendment: March 27, 2013 – Service used in benefit calculations was frozen as of December 31, 2013.

3. Eligibility Requirements: One year of service. Employees hired after February 17, 2013 are not eligible to participate in the Kraft Heinz Retirement Plan.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month following the attainment of age 65 and 5 years of service.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit:[1] $20.00 per month multiplied by credited service.

   b) Credited Service: Based on hours worked in a calendar year:

      1 year of credited service for 1000 or more hours worked.
      0.75 years of credited service for 750 to 999 hours worked.
      0.50 years of credited service for 500 to 749 hours worked.
      0.25 years of credited service for 250 to 499 hours worked.
      No credited service for less than 250 hours worked.

5. Early Retirement Benefit:

   a) Eligibility: Age 55 and ten years of service.

   b) Basic Benefit: The accrued benefit, reduced 6% for each year that the payment precedes age 65, with maximum reduction of 60% at age 55.

   c) Supplement: None.

[1] Prior to March 1, 2005 the dollar per month benefit was $13.00 per month.
Prior to April 1, 2009 the dollar per month benefit was $16.00 per month.
Prior to February 1, 2011, the dollar per month benefit was $18.00 per month.
Prior to January 1, 2014, the dollar per month benefit was $19.00 per month.

SCHEDULE SB ATTACHMENTS

6. Pre-Retirement Death Benefits:
   a) Eligibility: Age 55 or five years of service.
   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.
      If not eligible for early retirement, further reductions apply.
   c) Period Payable: Life of the spouse.
7. Vesting:
   a) Requirements: Five years of service from date of hire.
   b) Benefit: Accrued benefit, reduced 6% for each year that the payment precedes age 65, with maximum reduction of 60% at age 55.
8. Employee Contributions: None.
9. Post-Retirement Spouse's Benefit (Company Sponsored): None.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Dover

1. Effective Date: October 1, 1975.

2. Date of Most Recent Amendment: November 9, 2013 for UFCW – Service used in benefit calculations was frozen as of December 31, 2019. October 2019 for IBT – Service used in benefit calculations was frozen as of December 31, 2020.

3. Eligibility Requirements: One year of service. UFCW employees hired after December 31, 2013 are not eligible to participate in the Kraft Heinz Retirement Plan. IBT employees hired after October 26, 2014 are not eligible to participate in the Kraft Heinz Retirement Plan.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month following age 65.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit: Formula A (for all employees), plus Formula B (for employees with contributory service), but not less than the benefit accrued as of October 1, 1981.

      Formula A (Noncontributory Benefit):[1] $48.00 per month for UFCW and $49.00 per month for IBT multiplied by credited service up to 35 years.

[1] Prior to October 1, 1990, the noncontributory benefit was $27.00 per month.
Prior to July 1, 1996 for UFCW and October 1, 1996 for IBT, the noncontributory benefit was $29.00 per month.
Prior to July 1, 1996, the limit on service (contributory and noncontributory) was 30 years.
Prior to July 2, 2001, the noncontributory benefit was $35.00 per month.
Prior to August 1, 2005 for UFCW and July 1, 2005 for IBT, the noncontributory benefit was $38.00 per month.
Prior to July 3, 2006 for UFCW and July 1, 2006 for IBT, the noncontributory benefit was $40.00 per month.
Prior to August 1, 2009 for UFCW and July 1, 2009 for IBT, the noncontributory benefit was $41.00 per month.
Prior to June 29, 2010 for IBT, the noncontributory benefit was $42.00 per month.
Prior to August 1, 2010 for UFCW, the noncontributory benefit was $44.00 per month.
Prior to June 27, 2011 for IBT, the noncontributory benefit was $43.00 per month.
Prior to July 2, 2012 for IBT, the noncontributory benefit was $44.00 per month.
Prior to January 1, 2014 for UFCW, the noncontributory benefit was $45.00 per month.
Prior to January 1, 2015 for IBT, the noncontributory benefit was $45.00 per month.
Prior to January 1, 2016 for UFCW, the noncontributory benefit was $47.00 per month.
Prior to January 1, 2016 for IBT, the noncontributory benefit was $47.00 per month.

SCHEDULE SB ATTACHMENTS

Formula B (Additional Contributory Benefit):[2] $2.00 per month multiplied by pre-October 1, 1981 contributory participation, plus $2.00 per month multiplied by contributory participation between July 1, 1987 and October 1, 1990, plus $3.00 per month multiplied by post-October 1, 1990 contributory participation.

c) Credited Service: One-year waiting period plus all contributory participation to September 30, 1981, plus continuous service from October 1, 1981 to the later of the normal or deferred retirement date.

5. Early Retirement Benefit:

a) Eligibility: Age 55.

b) Basic Benefit:[3]

Hired before July 3, 2005 for UFCW and July 24, 2006 for IBT: Accrued benefit with no reduction from age 65 to 62, reduced 3% for the next six years early and 2% for the next year early. If an employee was a participant prior to July 1, 1996 for United Food and Commercial Workers (UFCW), or October 1, 1996 for International Brotherhood of Teamsters (IBT), then no reduction from ages 65 to 62, reduced 2% for the next two years early, 5% for the next year early, 3% for the next three years early, and 2% for the next year early.

Hired on or after July 3, 2005 for UFCW and July 24, 2006 for IBT: Accrued benefit reduced 6% per year that retirement precedes age 65.

c) Supplement:[4]

(i) Dover UFCW: $8.00 per month multiplied by credited service up to 35 years payable until age 62.

(ii) Dover IBT: $16.00 per month multiplied by credited service up to 35 years payable until age 62

[2] For members of Dover UFCW, post-October 1, 1990 contributory participation is frozen effective December 25, 2005.
Members of Dover IBT hired after July 23, 2006 are not eligible to earn contributory service.

[3] Prior to July 1, 1996 for UFCW and October 1, 1996 for IBT, the early retirement factors were 2% each year from age 62 to 60 and 5% each year from age 60 to 55.

[4] Prior to August 1, 1996 for UFCW and November 1, 1996 for IBT, the supplement was $8.00 per month.
Prior to July 1, 1996 for UFCW and October 1, 1996 for IBT, the limit on service was 30 years.
Prior to November 1, 1997, the supplement was $25.00 per month for UFCW and $27.00 per month for IBT.
Prior to May 1, 2000, the supplement was $20.00 per month for UFCW and $25.00 per month for IBT.
Prior to July 2, 2001, the supplement was $15.00 per month.
Prior to January 1, 2008, for Dover UFCW, the supplement was $28.00 per month.
Prior to January 1, 2009, for Dover IBT, the supplement was $28.00 per month.
Prior to August 1, 2009, for Dover UFCW, the supplement was $8.00 per month.
Prior to January 1, 2011, for Dover IBT, the supplement was $8.00 per month.
Prior to August 1, 2012, for Dover UFCW, the supplement was $28.00 per month.
Prior to July 2, 2013, for Dover IBT, the supplement was $28.00 per month.
Prior to January 1, 2017, for Dover UFCW, the supplement was $28.00 per month.
Prior to July 2, 2017, for Dover IBT, the supplement was $28.00 per month.
Prior to October 6, 2019, for Dover IBT, the supplement was $8.00 per month.
Effective January 1, 2021, for Dover IBT, the supplement will be $8.00 per month.
Effective December 1, 2023, Dover IBT will no longer be eligible for a supplemental benefit

SCHEDULE SB ATTACHMENTS

6. Pre-Retirement Death Benefits:

   a) Eligibility: Age 55 or five years of service.

   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.

      If not eligible for early retirement, further reductions apply.

   c) Period Payable: Life of the spouse.

   d) If benefit is not in effect, refund of contributions with interest.

7. Vesting:

   a) Requirements: Age 55 or five years of service.

   b) Benefit: Accrued benefit.

8. Employee Contributions:[5]

   a) Dover UFCW: None. Contributions made prior to December 25, 2005 are accumulated at 120% of the Federal Mid-Term Rate.

   b) Dover IBT: Hired before July 24, 2006: Not mandatory, but if contributory, $3.00 per week (maximum 48 weeks per year). Contributions are accumulated at 120% of the Federal Mid-Term Rate.

      Hired after July 23, 2006: None.

9. Post-Retirement Spouse's Benefit: 50% of the benefit if employee takes 5% reduction at retirement.

[5] Prior to October 1, 1990, the employee contributions were $2.00 per week.
Prior to December 25, 2005, contributions were $3.00 per week (not mandatory).
Prior to January 1, 1995, contributions were accumulated at 5% interest.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Jacksonville (Maxwell House)

1. Effective Date: January 1, 1977.
2. Date of Most Recent Amendment: May 28, 2012 – Service used in benefit calculations will freeze as of December 31, 2022.
3. Eligibility Requirements: One year of service. Employees hired after May 27, 2012 are not eligible to participate in the Kraft Heinz Retirement Plan.
4. Normal and Deferred Retirement Benefit:
   a) Retirement Dates:

      Normal: The first of the month following age 65.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit: Formula A (for all employees), plus Formula B (for employees with contributory service), but not less than benefit accrued to January 1, 1977 from the General Foods Retirement Plan for United States Hourly Employees.

      Formula A (Noncontributory Benefit):[(1)] $49.00 per month multiplied by credited service up to 35 years.

      Formula B (Additional Contributory Benefit):[(2)] $13.00 per month multiplied by all contributory service. Contributory service was frozen as of December 31, 2003.

   c) Credited Service: One-year waiting period plus all contributory participation to January 1, 1977, plus continuous participation after January 1, 1977 to the later of the normal or deferred retirement date.
      Contributory service is equal to credited service as of December 31, 2003. As of January 1, 2004, contributions to the plan were no longer accepted.

(1) Prior to January 1, 1989, the noncontributory benefit was $14.50 per month.
Prior to January 1, 1992, the noncontributory benefit was $16.50 per month.
Prior to January 1, 1993, the noncontributory benefit was $17.50 per month.
Prior to January 1, 2000, the noncontributory benefit was $20.50 per month.
Prior to January 1, 2002, the noncontributory benefit was $33.00 per month.
Prior to March 1, 2004, the noncontributory benefit was $35.00 per month.
Prior to June 1, 2006, the noncontributory benefit was $38.00 per month.
Prior to January 1, 2009, the noncontributory benefit was $40.00 per month.
Prior to January 1, 2013, the noncontributory benefit was $44.00 per month.
Prior to January 1, 2015, the noncontributory benefit was $46.00 per month.
Prior to January 1, 2016, the noncontributory benefit was $47.00 per month.
Prior to January 1, 2017, the noncontributory benefit was $48.00 per month.

(2) Prior to January 1, 1989, the additional contributory benefit was $7.50 per month.
Prior to January 1, 1992, the additional contributory benefit was $8.50 per month.
Prior to January 1, 1993, the additional contributory benefit was $9.50 per month.
Prior to February 1, 2004, the additional contributory benefit was $10.50 per month.

SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit:
   a) Eligibility: Age 55.
   b) Basic Benefit: Accrued benefit with no reduction from age 65 to 62, reduced 3% for the next 6 years early and 2% for the next year early.
   c) Supplement:[3] $8.00 per month multiplied by credited service up to 35 years payable until age 62. For retirements on or after May 1, 2010 and on or before May 1, 2012 with fifteen years of service, $750.00 per month payable until age 62.

6. Pre-Retirement Death Benefits:
   a) Eligibility: Age 55 or five years of service.
   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.
      If not eligible for early retirement, further reductions apply.
   c) Period Payable: Life of the spouse.
   d) If benefit is not in effect, refund of contributions with interest.

7. Vesting:
   a) Requirements: Age 55 or five years of service.
   b) Benefit: Accrued benefit.

8. Employee Contributions:[4] Not mandatory, but if contributory, $10.50 per week (maximum 48 weeks per year). Contributions are accumulated at 120% of the Federal Mid-Term Rate.

9. Post-Retirement Spouse's Benefit (Company Sponsored): None.

[3] For retirements between January 1, 2000 and May 1, 2008, inclusive, the supplement was $750 per month payable until age 62.

[4] Prior to January 1, 1989, employee contributions were $6.00 per week.
Prior to January 1, 1992, employee contributions were $8.50 per week.
Prior to January 1, 1993, employee contributions were $9.50 per week.
Prior to January 1, 1995, contributions were accumulated at 5.5% interest.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Kendallville

1. Effective Date: January 1, 2003. (Kendallville location previously in the Kraft Salaried Pension Plan, was divested in 1995.)

2. Date of Most Recent Amendment: December 2015 – Earnings and service used in benefit calculations will freeze as of December 31, 2015.

3. Eligibility Requirements:[1] Employees hired before January 1, 2005. One year of service required for participation.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month coincident with or next following the attainment of age 65.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit: 1.3% of final average earnings multiplied by credited service.

   c) Definitions:

      Credited Service: Based on hours worked in a calendar year, from the later of January 1, 2003 or date of hire, not to exceed 30 years of service:

      1 year of credited service for 1000 or more hours worked.
      0.75 years of credited service for 750 to 999 hours worked.
      0.50 years of credited service for 500 to 749 hours worked.
      0.25 years of credited service for 250 to 499 hours worked.
      No credited service for less than 250 hours worked.

      Earnings: All pay including overtime, commissions and bonuses.

      Final Average Earnings: Average of the highest five consecutive years' earnings in the last ten years of employment.

[1] Employees hired on or after January 1, 2005 but before January 1, 2009 are eligible for the Nonunion Hourly benefit structure. Employees hired on or after January 1, 2009 are not eligible for company-sponsored defined benefit pension coverage.

SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit:

   a) Eligibility: Age 55 and ten years of service.

      Basic Benefit: The accrued benefit earned after December 31, 2002, with no reduction from age 65 to 62, reduced 5% per year that the payment precedes age 62, with maximum reduction of 35% at age 55.
      For participants hired on or after January 1, 2004, the accrued benefit will be reduced by 6% per year benefit commencement date precedes age 65.

   b) Supplement: None.

6. Pre-Retirement Death Benefits:

   a) Eligibility: Age 55 or five years of service.

   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.

   c) Period Payable: Life of the spouse.

7. Vesting:

   a) Requirements: Five years of service from date of hire or age 65.

   b) Benefit: The accrued benefit earned after December 31, 2002, with no reduction from age 65 to 62, reduced 5% per year that the payment precedes age 62, with maximum reduction of 35% at age 55.
      For participants hired on or after January 1, 2004, the accrued benefit will be reduced by 6% per year benefit commencement date precedes age 65

8. Employee Contributions: None.

9. Post-Retirement Spouse's Benefit (Company Sponsored): None.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Nonunion Hourly

1. Effective Date: January 1, 2005.

2. Date of Most Recent Amendment: December 2015 – Earnings and service used in benefit calculations will freeze as of December 31, 2015.

3. Eligibility Requirements: Nonunion full-time hourly employees hired on or after January 1, 2005 but before January 1, 2009. Employees hired on or after January 1, 2009 are not eligible for company-sponsored defined benefit pension coverage. One year of service is required for participation.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month coincident with or next following the attainment of age 65.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit: 1.3% of final average earnings multiplied by credited service earned after December 31, 2004.

   c) Earnings: All pay including overtime, commissions and bonuses.

   d) Credited Service: Based on hours worked in a calendar year, not to exceed 30 years of service:

      1 year of credited service for 1000 or more hours worked.
      0.75 years of credited service for 750 to 999 hours worked.
      0.50 years of credited service for 500 to 749 hours worked.
      0.25 years of credited service for 250 to 499 hours worked.
      No credited service for less than 250 hours worked.

   e) Final Average Earnings: Average of the highest 5 consecutive years' earnings in the last 10 years of employment.

5. Early Retirement Benefit:

   a) Eligibility: Age 55 and ten years of service.

   b) Basic Benefit: The accrued benefit will be reduced by 6% per year benefit commencement date precedes age 65.

   c) Supplement: None.

SCHEDULE SB ATTACHMENTS

6. Pre-Retirement Death Benefits:

   a) Eligibility: Age 55 or five years of service.

   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.

      If not eligible for early retirement, further reductions apply.

   c) Period Payable: Life of the spouse.

7. Vesting:

   a) Requirements: Five years of service from date of hire.

   b) Benefit: The accrued benefit will be reduced by 6% per year benefit commencement date precedes age 65.

8. Employee Contributions: None.

9. Post-Retirement Spouse's Benefit (Company Sponsored): None.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Nonunion Hourly — Appendix A

Summary of Nonunion Hourly Locations

Location[1]	Location Status
ALBS – Albuquerque Sales	Spun off Mondelēz
ALTO – Altoona Sales	Spun off Mondelēz
BRLN – Burlington Sales	Spun off Mondelēz
BTHL – Bethlehem Sales	Spun off Mondelēz
CACY – Cayce Sales	Spun off Mondelēz
COLD – Columbus MC DC	Closed 2009
COLR – Groveport DSD	Closed 2009
COLU – Columbia Plant	Open
CRPD – Cedar Rapid Sales	Spun off Mondelēz
DOTH – Dothan Sales	Spun off Mondelēz
DUNC – Duncan Sales	Spun off Mondelēz
ELPS – El Paso Sales	Spun off Mondelēz
EVVL – Evansville Sales	Spun off Mondelēz
FTLR – Ft Lauderdale	Spun off Mondelēz
FTSM – Fort Smith Plan	Sold June 7, 2021
GLBR – Goldsboro Sales	Spun off Mondelēz
GRBR – Greensboro Sales	Spun off Mondelēz
HUGT – Huntington Sales	Spun off Mondelēz
JKVL – Jacksonville Sales	Spun off Mondelēz
KIRK – Kirksville Plant	Open
KNDL – Kendallville Plant	Open
LBBK – Lubbock Sales	Spun off Mondelēz
LCHT – Little Chute Plant	Sold February 28, 2010
LFYT – Lafayette Sales	Spun off Mondelēz
LULU – Honolulu Sales	Spun off Mondelēz
MANA – Manassas Sales	Spun off Mondelēz
ORLN – Orlando Sales	Spun off Mondelēz
PHNX – Phoenix Sales	Spun off Mondelēz
SALT – Salt Lake City	Spun off Mondelēz
SXFL – Sioux Fall Sales	Spun off Mondelēz
TLSA – Tulsa Sales	Spun off Mondelēz
WTBK – Westbrook Sales	Spun off Mondelēz

(1) This listing may not be complete.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — OM Hourly No. 1

1. Effective Date: The effective date of the Plan is January 1, 1985. Plan merged into the KFG, Inc. Hourly Retirement Plan effective December 31, 2003. (Original plan name was Pension Plan No. 1 of Oscar Mayer Foods Corporation and Subsidiary Companies).

2. Date of Most Recent Amendment: November 28, 2023 – for Davenport employees – Certain benefits were enhanced and credited service froze as of December 31, 2023.

3. Eligibility Requirements: All employees who are (i) employed by an employer who has adopted the plan, (ii) represented by United Food and Commercial Workers, (iii) hired before November 14, 2014 for Davenport employees.

4. Normal Retirement Benefit:

   a) Normal Retirement Date: The later of the fifth anniversary of the participation date or age 65.

   b) Basic Benefit:
   For Davenport employees[1], the monthly benefit unit is determined as of the sum of:
   $28.00 multiplied by credited service through December 31, 1988 and
   — $37.00 multiplied by credited service from January 1, 1989 through December 31, 2018
   — $50.00 multiplied by credited service from January 1, 2019.

   c) Credited Service: All years of service.

[1] Prior to June 1, 2006,
For Davenport employees, the monthly benefit unit was determined as of the sum of:
$18.00 multiplied by credited service through December 31, 1988 and
— $27.00 multiplied by credited service from January 1, 1989.

Prior to May 1, 2002,
For Davenport employees who were at least 52 years old or who had at least 27 years of service as of March 1, 1989 and who elected not to receive the 401(k) match under the Long-Term Savings Plan (LOTS) in 1989, the monthly benefit unit was determined as the sum of:
— $17.00 multiplied by credited service through December 31, 1988 and
— $24.00 multiplied by credited service from January 1, 1989.

for Davenport employees who were at least 52 years old or who had at least 27 years of service as of March 1, 1989 and who chose to receive a 401(k)match from LOTS in 1989 and who then chose to discontinue the 401(k) match in 1992, or who were at least 52 years old or who had at least 27 years of service as of April 5, 1992 and who were ineligible to select an option in 1989 and who then chose not to have the 401(k) match in 1992, the monthly benefit unit was determined as the sum of:
— $17.00 multiplied by credited service through December 31, 1988 and
— $24.00 multiplied by credited service from January 1, 1989.
Prior to April 1, 1999, the benefit accrual rate for service after January 1, 1989 was $21.00.
Prior to April 1, 2000, the benefit accrual rate for service after January 1, 1989 was $22.00.
Prior to April 1, 2001, the benefit accrual rate for service after January 1, 1989 was $23.00.

for all other Davenport employees, the monthly benefit unit was determined as the sum of:
— $15.50 multiplied by credited service through December 31, 1988, and
— $22.00 multiplied by credited service from January 1, 1989.
Prior to April 1, 1999, the benefit accrual rate for service after January 1, 1989 was $19.00.
Prior to April 1, 2000, the benefit accrual rate for service after January 1, 1989 was $20.00.
Prior to April 1, 2001, the benefit accrual rate for service after January 1, 1989 was $21.00.

Prior to January 1, 2011,
For Davenport employees, the monthly benefit unit was determined as the sum of:
— $20.00 multiplied by credited service through December 31, 1988 and
— $29.00 multiplied by credited service from January 1, 1989.

Prior to January 1, 2015,
For Davenport employees, the monthly benefit unit was determined as the sum of:
— $23.00 multiplied by credited service through December 31, 1988 and
— $32.00 multiplied by credited service from January 1, 1989.

Prior to November 28, 2023
For Davenport employees, the monthly benefit unit was determined as the sum of:
— $28.00 multiplied by credited service through December 31, 1988 and

Plan Name:	Kraft Heinz Retirement Plan
EIN / PN:	25-0542520/003
Plan Sponsor:	Kraft Heinz Foods Company
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

— $37.00 multiplied by credited service from January 1, 1989 and
— $40.00 multiplied by credited service from January 1, 2019.

5. Early Retirement:

a) Eligibility: Retirement after age 55 and 5 years of vesting service.

b) Basic Benefit: Accrued benefit with no reduction from 65 to 60, and 4% reduction per year for the next five years early.
For Davenport employees hired after June 27, 2006, the early retirement benefit is reduced by 6% per year prior to age 65.

c) Special Benefit: For employees with 30 or more years of vesting service (regardless of age), accrued benefit with no reduction. Service was changed from credited to vesting service for retirements after December 31, 2023.

d) Supplement[(4)]: For employees with 30 or more years of service (regardless of age), $100.00 per month payable until age 62.

(4) For Davenport employees who retired on or after May 1, 1998 and through to January 1, 2002 with 30 or more years of service (regardless of age), the monthly supplement was $24.00 per month multiplied by credited service up to 35 years payable until age 62.

For Davenport employees who retired on or after May 1, 2006 through March 1, 2009 with 30 or more years of service (regardless of age) the early retirement supplement was $750.00 per month payable until age 62.

For Davenport employees who retired on or after May 1, 2006 through March 1, 2009 with 20 or more years of service and who are at least 55 years old, the early retirement supplement was $750.00 per month payable until age 62.

For Davenport employees who retired on or after October 1, 2011 through February 1, 2014 with 30 or more years of service (regardless of age) the early retirement supplement was $750.00 per month payable until age 62.

For Davenport employees who retired on or after October 1, 2011 through February 1, 2014 with 20 or more years of service and who are at least 55 years old, the early retirement supplement was $750.00 per month payable until age 62.

For Davenport employees who retired on or after January 1, 2016 through June 30, 2018 with 30 or more years of service (regardless of age) the early retirement supplement was $750.00 per month payable until age 62.

For Davenport employees who retired on or after January 1, 2016 through June 30, 2018 with 20 or more years of service and who are at least 55 years old, the early retirement supplement was $750.00 per month payable until age 62.

For Davenport employees who retire on or after January 1, 2019 through June 30, 2023 with 30 or more years of service (regardless of age) the early retirement supplement will be $750.00 per month payable to age 62.

For Davenport employees who retire on or after January 1, 2019 through June 30, 2023 with 20 or more years of service and who are at least 55 years old, the early retirement supplement will be $750.00 per month payable to age 62.

For Davenport employees who retire on or after November 28, 2023 through July 31, 2028 with 30 or more years of vesting service (regardless of age) the early retirement supplement will be $750.00 per month payable to age 62.

For Davenport employees who retire on or after November 28, 2023 through July 31, 2028 with 20 or more years of vesting service and who are at least 55 years old, the early retirement supplement will be $750.00 per month payable to age 62.

For Davenport employees who retire on or after August 1, 2028 with 30 or more years of vesting service (regardless of age) the early retirement supplement will be $100.00 per month payable until age 62.

For Davenport employees who retire on or after August 1, 2028 with 20 or more years of vesting service and who are at least 55 years old, the early retirement supplement will be $0 per month.

Effective January 1, 2024, vesting service will be used to determine eligibility for early retirement benefits. Prior to January 1, 2024 the Special Benefit determined eligibility using credited service.

e) Separation Retirement Benefit: In lieu of items (b) and (c), for employees in specified locations [see (g) below] **and** (i) whose employment is terminated by reason of a permanent closing of a plant, division, or department, (ii) who are eligible for separation pay under the applicable labor agreement, (iii) who are between the ages of 50 and 62, and have completed 20 or more years of service, (iv) who elect not to receive separation pay, and (v) who apply for a separation pension within 24 months of employment termination, a benefit equal to "1½" times the accrued benefit, payable to the earlier of age 62 and the age at eligibility for primary or disability Social Security benefits; thereafter, the "1½" factor reduces to a factor of "1."

f) Separation Retirement Benefit — Double Pension: In lieu of (b) and (c), for employees in specified locations [see (g) below] **and** (i) who meet the requirements for separation retirement benefits and (ii) who apply for a separation retirement benefit — double pension within seven days of employment termination, a benefit equal to 2 times the accrued benefit, payable to the earlier of age 62 and the age at eligibility for primary or disability Social Security benefits; thereafter, the "2" factor reduces to a factor of "1."

g) Locations Providing Separation Benefits: Employees covered under labor agreements at the Davenport - Local 431 are eligible for either separation retirement benefits or separation retirement benefits — double pension upon satisfying the requirements described in (e) and (f) above:

6. Disability Retirement Benefit:

a) Eligibility: Five years of credited service and total and permanent disability.

b) Basic Benefit: Accrued benefit with no reduction.

c) Supplement: If a participant has five years of credited service and is not eligible for Social Security benefits, and is either (i) totally and permanently disabled, or (ii) over age 60 and unable to perform on the job, the supplement equals the accrued benefit payable until age 65 (or earlier eligibility for Social Security disability benefits).

7. Pre-Retirement Spouse's Benefit:

a) Eligibility: Five years of credited service.

b) Basic Benefit: 42.5% of accrued benefit, adjusted by .03% for each month the spouse's birth precedes or follows the birth date of the participant, but not less than 50% of the accrued benefit reduced for early retirement and election of the Joint & Survivor annuity form as of date of death, payable until later of (i) death of eligible spouse, or (ii) marriage or attainment of age 18 of any dependent child.

SCHEDULE SB ATTACHMENTS

8. Vesting:

   a) Requirements: Five years of service.

   b) Basic Benefit: Accrued benefit, reduced by 6% per year prior to age 65, payable as early as age 55.

9. Employee Contributions: None.

10. Post-Retirement Spouse's Benefit (Company Sponsored): None.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement — OM Hourly No. 2

1. Effective Date: The effective date of the Plan is January 1, 1989. Plan merged into the KFG, Inc. Hourly Retirement Plan effective December 31, 2003. (Original plan name was Pension Plan No. 2 of Oscar Mayer Foods Corporation and Subsidiary Companies).

2. Date of Most Recent Amendment: December 2015 – Earnings and service used in benefit calculations will freeze as of December 31, 2015. September 2013 – Newberry participants moved to the final average pay formula effective January 1, 2014.

3. Eligibility Requirements:[1] All employees who are (i) employed by an employer who has adopted the plan, (ii) to whom the plan has been extended by collective bargaining or by unilateral action of the company, (iii) not represented by United Food and Commercial Workers, and (iv) hired before January 1, 2005 for Kirksville and Columbia and before January 1, 2009 for Newberry. Included also are all part-time and full-time nonunion employees and all non-United Foods and Commercial Workers employees.

4. Normal Retirement Benefit:

   a) Normal Retirement Date: Age 65.

   b) Basic Benefit:[2] Participants in Columbia and Kirksville – The sum of (i) and (ii)

      (i) $18.00 per month multiplied by credited service earned through December 31, 2002.

      (ii) One twelfth of 1.3% of final average earnings multiplied by credited service earned after December 31, 2002.

   Participants in Newberry – The sum of (i) and (ii)

      (i) $23.00 per month multiplied by credited service earned through December 31, 2013.

      (ii) One-twelfth of 1.3% of final average earnings multiplied by credited service earned after December 31, 2013.

(1) Employees at Columbia and Kirksville hired on or after January 1, 2005 but before January 1, 2009 are eligible for the Nonunion Hourly benefit structure.
Employees hired on or after January 1, 2009 are not eligible for company-sponsored defined benefit pension coverage.

(2) Prior to January 1, 2000, the monthly unit at Newberry, Columbia and Kirksville was $10.00, $12.00 and $12.00, respectively.
Prior to January 1, 2001, the monthly unit at Newberry, Columbia and Kirksville was $12.00, $14.00 and $14.00, respectively.
Prior to January 1, 2002, the monthly unit at Newberry, Columbia and Kirksville was $14.00, $16.00 and $16.00, respectively.
Prior to January 1, 2003, the monthly unit at Newberry was $16.00.
Prior to January 1, 2004, the monthly unit at Newberry was $18.00.
Prior to January 1, 2005, the monthly unit at Newberry was $20.00.
Prior to January 1, 2007, the monthly unit at Newberry was $21.00.

Plan Name:	Kraft Heinz Retirement Plan
EIN / PN:	25-0542520/003
Plan Sponsor:	Kraft Heinz Foods Company
Valuation Date:	January 1, 2025

c) Definitions:

Earnings: All pay including overtime, commissions and bonuses.

Final Average Earnings: Average of the highest five consecutive years' earnings in the last ten years of employment.

Credited Service: For participants in Columbia and Kirksville, all years of Oscar Mayer service, limited to 30 years if less than 20 years of service has been accrued as of December 31, 2002. For participants in Newberry, all years of service from December 31, 1980 and accrued through December 31, 2013. Effective January 1, 2014, one year of credited service is earned for 1,000 or more hours worked per year. A partial year of service is awarded, based on a schedule, for participants who do not work 1,000 or more hours during a year.

5. Early Retirement:

a) Eligibility: Age 55 and ten years of credited service. For participants in Columbia, 30 years of credited service (regardless of age).

b) Basic Benefit:[(1)] The sum of (i) and (ii)

(i) The accrued benefit earned through December 31, 2002 with no reduction from 65 to 60, and 6% reduction per year to age 55. For participants in Columbia with 30 or more years of service at retirement (regardless of age), the accrued benefit through December 31, 2002 with no reduction for early retirement.

(ii) The accrued benefit earned after December 31, 2002 with no reduction from age 65 to 62, and 5% reduction per year to age 55. For participants in Columbia with 30 or more years of service at retirement (regardless of age) and with 20 or more years of service as of December 31, 2002, the accrued benefit after December 31, 2002 may commence prior to age 55 with no reduction from age 65 to 62 and 5% reduction per year prior to age 62.

For participants hired on or after January 1, 2004, the accrued benefit will be reduced by 6% per year benefit commencement date precedes age 65.

c) Supplement: For participants in Columbia with 30 or more years of service at retirement (regardless of age) and with 20 or more years of service as of December 31, 2002, $100.00 per month payable until age 62.

[(1)] For Newberry participants hired before January 1, 2004, the accrued benefit for all earned service will be reduced by 6% per year benefit commencement date precedes age 60.

SCHEDULE SB ATTACHMENTS

6. Disability Retirement Benefit:

   a) Eligibility: Ten years of credited service and total and permanent disability.

   b) Basic Benefit: Accrued benefit earned through December 31, 2002 with no reduction.

   c) Supplement: For participants in Columbia and Kirksville who have ten years of credited service and are not eligible for Social Security benefits, and are either (i) totally and permanently disabled, or (ii) over age 60 and unable to perform on the job, the supplement equals the accrued benefit earned through December 31, 2002 payable until age 65 (or earlier eligibility for Social Security disability benefits).

7. Pre-Retirement Spouse's Benefit:

   a) Eligibility: Five years of credited service.

   b) Basic Benefit: For participants in Columbia and Kirksville, the greater of (i) and (ii):

      (i) 42.5% of accrued benefit earned through December 31, 2002, adjusted by .03% for each month the spouse's birth precedes or follows the birth date of the participant, payable until later of (i) death of eligible spouse, or (ii) marriage or attainment of age 18 of any dependent child but not less than 50% of the accrued benefit earned through December 31, 2002 reduced for early retirement and election of the Joint & Survivor annuity form as of date of death.

      (ii) 50% of the accrued benefit for all service, reduced for early retirement and election of the joint and survivor annuity form as of date of death, payable to an eligible surviving spouse (married one year).

      For participants in Newberry, 50% of the accrued benefits, reduced for early retirement and election of the joint and survivor annuity form as of the date of death, payable to an eligible surviving spouse (married one year).

8. Vesting:

   a) Requirements: Five years of service.

   b) Basic Benefit: Accrued benefit the accrued benefit will be reduced by 6% per year benefit commencement date precedes age 65.

9. Employee Contributions: None.

10. Post-Retirement Spouse's Benefit (Company Sponsored): None.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Woodstock

1. Effective Date: January 1, 2001.

2. Date of Most Recent Amendment: February 7, 2013 – Service used in benefit calculations was frozen as of December 31, 2019.

3. Eligibility Requirements: One year of service or in active status as of January 1, 2001. Employees hired after February 7, 2013 are not eligible to participate in the Kraft Heinz Retirement Plan.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month coincident with or next following attainment of age 65, or five years of vesting service, if later.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit:[(1)] $26.00 per month multiplied by credited service.

   c) Credited Service: All continuous service prior to January 1, 2001 plus service based on hours worked in a calendar year after January 1, 2001:

      1 year of credited service for 1000 or more hours worked.
      0.75 years of credited service for 750 to 999 hours worked.
      0.50 years of credited service for 500 to 749 hours worked.
      0.25 years of credited service for 250 to 499 hours worked.
      No credited service for less than 250 hours worked.

(1) Prior to January 1, 2002, the basic benefit amount was $8.00 per month.
Prior to January 1, 2003, the basic benefit amount was $9.00 per month.
Prior to January 1, 2004, the basic benefit amount was $10.00 per month.
Prior to January 1, 2005, the basic benefit amount was $11.00 per month.
Prior to January 1, 2006, the basic benefit amount was $12.00 per month.
Prior to January 1, 2007, the basic benefit amount was $13.00 per month.
Prior to January 1, 2011, the basic benefit amount was $16.00 per month.
Prior to January 1, 2012, the basic benefit amount was $17.00 per month.
Prior to January 1, 2013, the basic benefit amount was $18.00 per month.
Prior to January 1, 2014, the basic benefit amount was $20.00 per month.
Prior to January 1, 2016, the basic benefit amount was $21.00 per month.
Prior to January 1, 2017, the basic benefit amount was $23.00 per month.
Prior to January 1, 2018, the basic benefit amount was $25.00 per month.

SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit:

   a) Eligibility: Age 55 and ten years of service.

   b) Basic Benefit: The accrued benefit, reduced 6% for each year that the payment precedes age 65, with maximum reduction of 60% at age 55.

   c) Supplement: None.

6. Pre-Retirement Death Benefits:

   a) Eligibility: Age 55 or five years of service.

   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.

      If not eligible for early retirement, further reductions apply.

   c) Period Payable: Life of the spouse.

7. Vesting:

   a) Requirements: Five years of service from date of hire.

   b) Benefit: The accrued benefit, reduced 6% for each year that the payment precedes age 65, with maximum reduction of 60% at age 55.

8. Employee Contributions: None.

9. Post-Retirement Spouse's Benefit (Company Sponsored): None.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Heinz Former Plan B

1. Effective Date: January 1, 1964

2. Date of Most Recent Amendment: December 2015

3. Eligibility Requirements:

   New employees are no longer eligible to participate in plan

   Appendix (b): Heinz USA of Holland, Michigan. Plan closed 12/1/2004. Originally, 6 months of service.

   Appendix (f): Employees of Ore-Ida of Ontario, Oregon. Plan frozen on 12/31/2015. *Location sold on February 22, 2022*

   Appendix (m): Weight Watchers Foods of Massillon, Ohio. Plan closed May 19, 1998. Originally, 1 year of service.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month coinciding or after attainment of age 65.

      Deferred: Retirement after normal retirement date.

   b) Earnings: Appendix: Pensionable pay is defined as total payment received for services rendered

   c) Normal Benefit:

      Appendix (b): 1.1% of pensionable pay for each year of credited service, with a minimum benefit of $396 effective November 1, 2012 for each year of credited service.

      Appendix (f): 1.0% of pensionable pay for each year of credited service, with a minimum benefit of $228 for each year of credited service ($234 effective 7/1/2010; $240 effective 7/1/2012; $246 effective 7/1/2013). Pay and service used to calculate benefits were frozen as of 12/31/2015.

      Appendix (m): 1.0% of pensionable pay for each year of credited service, with a minimum benefit of $360 for each year of credited service.

d) Terminated Vested Benefit:

Accrued Benefit payable at age 65. Benefit is payable as early as age 55 (Age 60 for Appendices (f) and (m)).

Benefit is reduced 6% per year from age 65 until age 55 (age 60 for Appendix (f)) (6.67% per year from age 65 until age 60 for Appendix (m)).

e) Credited Service: Full-time employees earn continuous service for all periods of employment including paid and unpaid Company authorized absences. Part-time employees earn a year of continuous service for any calendar year during which he or she has 1,000 hours of service or more. Appendix (s): 1,000 hours of service, regardless of employment status. Employees on layoff no longer accrue credited service but they continue to accrue credited service.

5. Early Retirement Benefit:

a) Eligibility: Appendix (b): Age 55.
Appendix (f): Age 60.
Appendix (m): Age 60.

b) Benefit: Accrued Benefit is payable early with reduction from age 65 and varies by Appendix.

Appendix (b): 2% per year from age 65 until age 62; 4% per year thereafter until age 55. Unreduced after:

- Attainment of age 60 and 30 years of vesting service. Temporary monthly supplement until age 62 of $144, effective November 1, 2012, per year of credited service
- Attainment of age 62 and 25 years of vesting service.

Appendix (f): 4% per year from age 65 until age 60.

Appendix (m): 6.67% per year from age 65 until age 60.

SCHEDULE SB ATTACHMENTS

6. Pre-Retirement Death Benefits:

a) Eligibility: Death while eligible for deferred vested, early retirement, normal or postponed retirement.

b) Benefit:

Appendices (b), (f), (m): 50% of the accrued benefit reduced for early retirement to age 55 (age 60 for Appendices (f) and m)).Further reductions are made for benefits starting before age 55 (age 60 for Appendices (f) and (m)). Reductions from the reduced age 55 (age 60 for Appendices (f) and (m)) benefit are 6% per year for 1st 5 years before age 55 (age 60 for Appendices (f) and (m)), 4% for each of the next 5 years and 2.5% for each of the next 10 years.

After eligibility for early retirement:

The surviving spouse will receive a pension benefit from the Plan as if the participant had retired at the date of his or her death with a joint and survivor annuity.

- Death occurs while actively employed: Under a 100% joint and survivor form of annuity. Benefit reductions for early retirement, if applicable, and for the form of payment will be applied.
- Death occurs after termination of employment: Under a 50% joint and survivor form of annuity. Benefit reductions for early retirement, if applicable, and for the form of payment will be applied.
- Death occurs while in receipt of disability pension benefit: Under a 50% joint and survivor form of annuity. The amount of benefit will be reduced for the form of payment, but unreduced for early retirement.

Before eligibility for early retirement:

Upon the death of an active or terminated participant that has earned a vested benefit, the surviving spouse will receive a benefit equal to 20% of the benefit the participant had accrued at his death, reduced for early commencement prior to the date the participant would have attained age 55.

For Appendices (f) and (m), the benefit payable is 35% and 33%, respectively, of the participant's accrued benefit, reduced by 6% for each of the first 5 years, 4% for each of the next 5 years, and 2.5% for each of the next 10 years by which the payment is prior to the date the participant would have attained age 60.

SCHEDULE SB ATTACHMENTS

7. Disability Benefits:

   a) Eligibility: Appendix (b): 10 years of vesting service
   Appendix (f): Age 50 and 20 years of vesting service or age 55
   Appendices (m): No disability provisions

   b) Benefit: Appendix (b): Accrued benefit payable immediately
   Appendix (f): Accrued benefit reduced 4% per year from age 65.

8. Vesting: 5 years of vesting service

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Heinz Former Plan C

1. Effective Date: January 1, 1967

2. Date of Most Recent Amendment: December 2015

3. Eligibility Requirements: New employees are not eligible to participate.

   Appendix (b) – Employees of Fremont: No employees hired after March 1, 2004 are eligible to participate.

   Appendix (c) – Employees of Muscatine: No employees hired after September 1, 2004 are eligible to participate.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month coinciding or after attainment of age 65.

      Deferred: Retirement after normal retirement date.

   b) Earnings: Pensionable pay is defined as total payment received for services rendered

   c) Normal Benefit:

      Appendix (b): 1.4% of pensionable pay for each year of credited service with a minimum of $480 for each year of credited service

      Appendix (c): 1.4% of pensionable pay for each year of credited service with a minimum of $485 for each year of credited service. Accruals will freeze at 12/31/2026.

d) Terminated Vested Benefit:

Accrued Benefit payable at age 65. Benefit is payable as early as age 55. Benefit is reduced 6% per year from age 65 until age 55.

e) Credited Service: Full-time employees earn continuous service for all periods of employment including paid and unpaid Company authorized absences. Part-time employees earn a year of continuous service for any calendar year during which he or she has 1,000 hours of service or more or 2,200 Hours for Appendix (b). Employees on layoff no longer accrue credited service.

5. Early Retirement Benefit:

a) Eligibility: First of the month coincident with or following the attainment of age 55.

b) Benefit:

Accrued Benefit unreduced with attainment of age 55 and 30 years of vesting service or attainment of age 62 and 25 years of vesting service. Otherwise reduction is 2% per year from age 65 until 62 and 4% per year thereafter until age 55.

Appendix (c): Temporary monthly supplement from unreduced retirement age until age 62 of $180 per year of credited service.

Appendix (b): A one-time $5,000 Retirement Bonus for early retirement eligible employees who retire within one year of first becoming eligible during the length of the contract from March 1, 2017 through October 30, 2022.

SCHEDULE SB ATTACHMENTS

6. Pre-Retirement Death Benefits:

   a) Eligibility: Death while eligible for deferred vested, early, normal or postponed retirement.

   b) Benefit:

   50% of the accrued benefit reduced for early retirement to age 55. Further reductions are made for benefits starting before age 55. Reductions from the reduced age 55 benefits are 6% per year for 1st 5 years before age 55, 4% for each of the next 5 years and 2.5% for each of the next 10 years.

   After eligibility for early retirement:

   The surviving spouse will receive a pension benefit from the Plan as if the participant had retired at the date of his or her death with a joint and survivor annuity.

   - Death occurs while actively employed: Under a 100% joint and survivor form of annuity. Benefit reductions for early retirement, if applicable, and for the form of payment will be applied.
   - Death occurs after termination of employment: Under a 50% joint and survivor form of annuity. Benefit reductions for early retirement, if applicable, and for the form of payment will be applied.
   - Death occurs while in receipt of disability pension benefit: Under a 50% joint and survivor form of annuity. The amount of benefit will be reduced for the form of payment, but unreduced for early retirement.

   Before eligibility for early retirement:

   Upon the death of an active or terminated participant that has earned a vested benefit, the surviving spouse will receive a benefit equal to 20% of the benefit the participant had accrued at his death, reduced for early commencement prior to the date the participant would have attained age 55.

7. Vesting: 5 years of vesting service

8. Changes from prior valuation: The minimum benefit for appendix c was increased to $485 per year of credited service, and accruals will freeze at 12/31/2026.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan – Former Retirement Plan

1. Effective Date: January 1, 2010.

2. Eligibility for Participation: All nonunion employees and union employees hired before January 1, 2009, who belong to a participating group to whom the benefits of this Plan have been extended become participants immediately following the completion of one year of service. There are some union groups who have not yet negotiated into the level of benefits described in 4(b) below. See the plan document for the plan provisions which apply to these groups.

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

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

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

3. Definitions:

   a) Continuous Service: All completed years and months of employment.

   b) Credited Service: The sum of all completed years and months during which employees were participants in their predecessor plans prior to the effective date, and all completed years and months during which employees are participants in the Plan as of January 1, 1989.

c) Past Contributory Service: For former Kraft participants, the credited service earned through December 31, 1988 while contributing to the prior Kraft plan. For former General Foods Salaried participants, the credited service earned through December 31, 1990 while contributing to the prior General Foods Salaried plan. For former Tombstone and former All American Gourmet participants, the credited service earned through December 31, 1990. For former Nabisco Shredded Wheat participants, the credited service earned through December 31, 1992. This service definition is not applicable for Capri Sun, U.S. Hourly, former Oscar Mayer Salaried participants, or former Nabisco participants in the Retirement Plan for Employees of Nabisco, Inc.

d) Past Noncontributory Service: For former Kraft participants, the credited service earned through December 31, 1988 while not contributing to the prior Kraft plan. For former General Foods Salaried participants, the credited service earned through December 31, 1990 while not contributing to the prior General Foods Salaried plan. This service definition is not applicable to former All American Gourmet, Tombstone, Nabisco Shredded Wheat, Capri Sun, U.S. Hourly, former Oscar Mayer Salaried participants, or former Nabisco participants in the Retirement Plan for Employees of Nabisco, Inc.

e) Future Service: For former Kraft participants, the credited service earned since December 31, 1988. For former General Foods Salaried, All American Gourmet, and Tombstone participants, the credited service earned since December 31, 1990. For former Nabisco Shredded Wheat participants and Capri Sun participants, the credited service earned since December 31, 1992. For former Oscar Mayer Salaried participants, the credited service earned since December 31, 1993. For U.S. Hourly participants, the credited service earned since December 31, 1995 plus the credited service earned through December 31, 1995 while contributing to the Kraft Foods Group, Inc. Hourly Retirement Plan. For former Nabisco participants not eligible for the Preserved PRA grandfather formula in the Retirement Plan for Employees of Nabisco, Inc., the credited service earned since December 31, 2002. For all participants, credited service is frozen as of December 31, 2015. This service definition is not applicable for former Nabisco participants eligible for the Preserved grandfather formula in the Retirement Plan for Employees of Nabisco Inc.

f) Final Average Earnings: The average annual compensation received in the five highest paid consecutive years in the last ten years prior to retirement or termination. For all participants, the final average earnings is frozen as of December 31, 2015.

g) Career Earnings: Annual compensation received in the years beginning January 1, 1989 through retirement for former Kraft participants. For former General Foods Salaried, All American Gourmet, and Tombstone participants, annual compensation received beginning January 1, 1991 through retirement. For former Nabisco Shredded Wheat participants, annual compensation received beginning January 1, 1993 through retirement. For other Kraft employees who became participants in the plan prior to January 1, 1995, annual compensation received beginning at date of hire through retirement. This definition is not applicable for any other employees. For all applicable employees, career earnings are frozen as of December 31, 2015.

h) Social Security Covered Compensation: The average of the Social Security taxable wage bases in effect during each year of the 35-year period that ends with the year the participant reaches Social Security retirement age. For all applicable employees, covered compensation is frozen as of December 31, 2015.

i) Actuarial Equivalence: Benefits are generally converted from the normal form of payment to the optional form of payment on an actuarially equivalent basis, which varies depending on the plan formula. Benefits accrued under multiple prior plan formulas may be converted using

multiple bases. See the "Optional Forms and Actuarial Equivalence" section for the actuarial equivalence bases that apply to the plan.

4. Pension Benefit at Normal Retirement:

a) Eligibility: All participants who retire on the first day of the month following attainment of age 65 after completing at least five years of continuous service.

b) Annual Retirement Benefit: For former Kraft, former All American Gourmet, former Nabisco Shredded Wheat, Capri Sun, and U.S. Hourly participants, the greater of the sum of (i) through (iv), or (v):

i) Past contributory service benefit:

— 1.3% of final average earnings up to Social Security covered compensation multiplied by years of past contributory service limited to 30 years, plus

— 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of past contributory service limited to 30 years.

ii) Future service benefit:

— 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus

— 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

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

iii) Past noncontributory service benefit:

— $72 multiplied by years of past noncontributory service.

iv) All service benefit:

— 0.5% of final average earnings multiplied by years of credited service over 30 years.

Credited service for former Kraft participants excludes past noncontributory service.

v) Minimum benefit:

— For former Kraft and All American Gourmet participants, benefits accrued under the prior plan as of December 31, 1990 plus 1.75% of career earnings after December 31, 1990.

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

— For former Nabisco Shredded Wheat participants, the adjusted accrued benefit as of December 31, 1992 as earned under the Nabisco Brands Salaried Pension Plan (see plan document for further information).

— For former U.S. Hourly participants, benefits accrued under the Kraft Foods Group, Inc. Hourly Retirement Plan as of December 31, 1995.

SCHEDULE SB ATTACHMENTS

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

vi) Past contributory service benefit:

— 1.5% of final average earnings up to Social Security covered compensation multiplied by years of past contributory service limited to 30 years, plus

— 1.875% of final average earnings in excess of Social Security covered compensation multiplied by years of past contributory service limited to 30 years.

vii) Future service benefit:

— 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus

— 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

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

viii) Past noncontributory service benefit:

— 1.0% of final average earnings up to Social Security covered compensation multiplied by years of past noncontributory service, plus

— 1.375% of final average earnings in excess of Social Security covered compensation multiplied by years of past noncontributory service.

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

ix) All service benefit:

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

x) Minimum benefit:

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

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

SCHEDULE SB ATTACHMENTS

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

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

— 1.1% of final average earnings up to one-half of the Social Security taxable wage base multiplied by years of past credited service, plus

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

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

xii) Future service benefit:

— 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus

— 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

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

xiii) All service benefit:

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

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

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

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

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

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

xv) Future service benefit:

— 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus

— 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

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

xvi) All service benefit:

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

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

c) Certain transfers from Altria between December 8, 1988 and September 30, 2007, inclusive, could be entitled to benefits in addition to those described above. Each such participant's accrued benefit for service earned under the Altria plan formula will be recalculated using Final Average Earnings and Social Security Covered Compensation as of their date of termination. The credited service used in this calculation will be the amount frozen as of the transfer date. To the extent that the recalculated benefit exceeds the frozen benefit calculated as of the transfer date, additional benefits will be due.

d) For participants whose compensation in years prior to 1994 exceeded the IRC Section 401(a)(17) limit effective January 1, 1994, the extended wear-away approach to calculating benefits is applied.

5. Pension Benefit at Early Retirement Date:

a) Eligibility: All participants who have completed at least ten years of continuous service, and who retire on the first day of any month subsequent to attainment of age 55, or participants who were deemed early retirement eligible or bridged to early retirement as part of special program.

b) Annual Benefit: The benefit determined as in 4(b) above, based upon service and earnings prior to the early retirement date. This benefit is reduced by 1/4% for each full month between ages 56 and 62 and 1/6% for each full month between ages 55 and 56 that commencement of benefits precedes the first day of the month following attainment of age 62. For participants hired on or after January 1, 2004, the benefit is reduced by 1/2% for each full month between ages 55 and 65 that commencement of benefits precedes the first day of the month following attainment of age 65. Early retirement reduction factors which are applicable to benefits accrued under prior plans before their merger with the Kraft Foods Group, Inc. Retirement plan are preserved where necessary.

c) Former Oscar Mayer Salaried Participants: Employees with at least 20 years of past credited service prior to December 31, 1993 who retire under the 30 and Out provision may commence their annual retirement benefit upon attainment of 30 years of total credited service. All other

employees retiring under the 30 and Out provision may only commence their past credited service benefit upon attainment of 30 years of total credited service. The benefits attributable to credited service prior to December 31, 1993 are reduced by the factors applicable to the former plan.

d) Altria Transfers: The recalculated and frozen benefits described in section 4(c) above are reduced by the factors applicable to the Altria plan. As described in the plan document, former Altria participants continue to accrue vesting service in the Kraft plan and could grow into more favorable early retirement factors to be applied to the recalculated benefit. The early retirement factor applied to the frozen benefit is based on vesting service as of the transfer date.

6. Pension Benefit at Postponed Retirement Date:

a) Eligibility: All participants who retire subsequent to their normal retirement date.

b) Annual Retirement Benefit: The benefit determined as in 4(b) above, based upon service and earnings to postponed retirement date.

7. Vested Benefit:

a) Retirement: All participants who have completed at least five years of continuous service.
b) Annual Retirement Benefit: The benefit determined as in 4(b) above, based upon service and earnings to date of termination, reduced:

— For participants with 20 or more years of continuous service at termination, or participants who were deemed early retirement eligible or bridged to early retirement as part of special program, as described in 5(b) above, and

— For participants who terminate prior to age 55 with less than 20 years of continuous service at termination, by 1/2% for each full month commencement of benefits precedes the normal retirement date.

c) Former Oscar Mayer Salaried Participants: The benefits attributable to credited service prior to December 31, 1993 are instead reduced by the factors applicable to the former plan.

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

SCHEDULE SB ATTACHMENTS

9. Pre-Retirement Spouse's Benefit:

   a) Eligibility: Spouses of participants who die with at least five years of service.

   b) Annual Benefit for Spouses of Active Employees Who Die after Attaining Eligibility for Early Retirement: The benefit determined as in 4(b) above payable as if the participant had retired on the first day of the month following his death and had elected a 100% contingent annuitant option.

   c) Annual Benefit for Spouses of Active Employees Who Die before Attaining Eligibility for Early Retirement: The benefit determined as in 4(b) above payable as if the participant had terminated on the first day of the month following his death and had elected a 50% contingent annuitant option to begin at age 55.

   d) Duration of Benefit: For the lifetime of the spouse.

10. Other Post-Retirement Death Benefits: As provided by the normal or optional form of benefit payment.

11. Optional Forms of Benefit Payment:

   a) Life annuity form.

   b) 50%, 66-2/3%, 75% and 100% contingent annuitant forms.

   c) Level income form (applicable to either (a) or (b) above).

   d) Lump sum (if hired prior to January 1, 2004).

   e) Five and ten year certain and continuous annuity forms.

SCHEDULE SB ATTACHMENTS

Plan Provisions – Kraft Heinz Retirement Plan – Former Retirement Plan – Appendix A

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

1. Effective Date: Plan most recently restated effective January 1, 2010.

2. Date of Most Recent Amendment: June 14, 1999.

3. Eligibility Requirements: Regular salaried employees on U.S. payroll and pay FICA taxes. Eligible on the first day of the month coincident with or next following six months of service. To be eligible for the Preserved PRA grandfather formula, participants must be in the former PRA plan on December 31, 1992 who (i) were in PRA on January 1, 1988 and (ii) were either age 40 with ten years of service or age 55 with five years of service on January 1, 1988. Effective December 31, 2002, service will cease to accrue for employees not eligible for the Preserved PRA grandfather formula.

4. Definitions:
   a) Credited Service: All service including the first two years of a participant's leave of absence due to permanent disability, service while on military leave as required under Section 414(u). Credited service is frozen as of December 31, 2015.
   b) Final Average Earnings: The average annual compensation received in the three highest paid consecutive years in the last five years prior to retirement or termination. For employees eligible for the Preserved PRA grandfather formula, the average annual compensation received in the five highest paid consecutive years in the last ten years prior to retirement or termination. The final average earnings are frozen as of December 31, 2015.
   c) Social Security Covered Compensation: The average of the maximum Social Security taxable wage bases in effect during each of the 35 calendar years ending with the year the participant attains Social Security retirement age.
   d) Social Security Benefit: Primary benefit payable at age 65 under Social Security. For employees who retire early, the Social Security benefit will be the benefit payable at age 62 or age of retirement if later, assuming that the last rate of earnings continues unchanged to age 62 or age at retirement, if later. For employees who terminate prior to early retirement eligibility, the Social Security benefit will be the benefit payable at age 65, assuming that the last rate of earnings continues unchanged. The Social Security benefit is frozen as of December 31, 2015.
   e) Social Security Offset: 1.25% of the Social Security benefit multiplied by years of credited service (maximum percentage is 50%).
   f) Treasury Rate: The 30-year treasury as of November of the year prior to distribution.
   g) Actuarial Equivalence: The factor used for converting a lump sum to a life annuity is based on an interest rate as specified in (h) below and the mortality table as specified in (i) below. For purposes of determining the qualified 50% Joint and Survivor annuity for the pre-retirement spouse benefit, the basis is 8% and the UP-1984 mortality table.
   h) Interest rate: For periods before the annuity starting date, the interest rate is the lesser of (i) Treasury Rate or (ii) 5%, but not less than 2.5%. For periods after the annuity starting date, the interest rate is the greater of (i) Treasury Rate or (ii) 8%.
   i) Mortality: The table specified by the Secretary of the Treasury set forth in Code Section 417(e)(3). There is no mortality assumed prior to the annuity starting date.

SCHEDULE SB ATTACHMENTS

5. Normal Retirement Benefit:

a) Normal Retirement Date: The first day of the month coincident with or next following the earlier of the completion of five years of service or the attainment of age 65.

c) Benefit: A lump sum benefit equal to final average earnings multiplied by the sum of percentage credits below for each year of credited service. (A single life annuity is Actuarially Equivalent to the lump sum benefit.)

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

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

(i) The benefit described above.

(ii) The amount (a) plus (b) minus (c):

(a) 1.5% of final average earnings multiplied by years of credited service up to 25 years, plus

(b) 1.25% of final average earnings multiplied by years of credited service over 25 years (up to 15 years, if hired after December 1, 1974) minus

(c) Social Security Offset.

(iii) The amount (d) plus (e):

(d) $24 per month multiplied by years of credited service up to 25 years, plus

(e) $12 per month multiplied by years of credited service over 25 up to 15 years.

SCHEDULE SB ATTACHMENTS

6. Early Retirement Benefit:

   a) Eligibility: Age 55 with at least ten years of service.

   b) Benefit:

      (i) Accrued benefit reduced for early commencement according to the Actuarial Equivalence definition described above.

      (ii) Preserved PRA grandfather: If participant retires after age 62 or after 30 years of service, benefit is unreduced. Otherwise, accrued benefit with no reduction from age 65 to 62, reduced 5% for the next seven years early (reduction is not applied to the Social Security Offset).

   c) Supplement: Social Security offset if formula (ii) in Section 5(b) applies, not applied until age 62.

7. Vested Benefit:

   a) Requirement: The earlier of five years of service or age 65.

   b) Benefit: Accrued benefit.

8. Pre-Retirement Spouse's Benefit:

   a) Eligibility: The earlier of five years of service or age 65.

   b) Benefit: Accrued benefit reduced for early commencement according to the Actuarial Equivalence definition described above.

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

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan – Former Retirement Plan — Appendix B

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

1. Eligibility for Participation: Salaried employees are eligible to participate in the plan on the first payroll period following completion of one year of eligibility service. Eligibility service is a 12-month period during which the employee completes 1,000 hours of service. All regular full-time salaried employees, employed prior to January 1, 1992, begin participating on January 1, 1992. Participants in the Adams Retirement Plan as of April 30, 2005 participate as of May 1, 2005. Participation was closed to new entrants effective January 1, 2007.

2. Definitions:

   a) Vesting Service: Completed years of employment generally including employment with acquired companies and Cadbury affiliates.

   b) Benefit Service:

      (i) Years and fractional years of employment:

      — Employees who did not elect to participate in the Cadbury U.S.A. Salaried Employees' Pension Plan begin to accrue benefit service on January 1, 1979.

      — Employees who became participants as a result of the May 30, 1986 acquisition begin to earn service under this plan on various dates, as provided by Cadbury.

      — Employees who became participants as a result of the Adams acquisition begin to earn service under this plan on May 1, 2005.
      — Benefit service is frozen as of December 31, 2015 (December 31, 2020 for Walton Plant).

   c) Compensation Considered: Base pay, overtime pay, Annual Incentive Plan bonus, but excluding deferred compensation. Compensation is limited by IRC Section 401(a)(17).

   d) Average Annual Compensation: The average of the five highest consecutive completed calendar years of compensation out of the last ten completed calendar years. Average annual compensation is frozen as of December 31, 2015 (December 31, 2020 for Walton Plant).

   e) Social Security Benefits: Amount to which participant is entitled to at age 65 based on earnings during periods for which benefit service is accrued. The Social Security Benefit is frozen as of December 31, 2015 (December 31, 2020 for Walton Plant).

SCHEDULE SB ATTACHMENTS

f) Benefit Under the Plan as of 12/31/1991:

(i) Benefit:

— 56% of final average compensation less 50% of Social Security benefit as of December 31, 1991, reduced proportionately for benefit service of less than 25 years as of December 31, 1991.

(ii) Offset Benefit:

— Above benefit will be offset by any benefit accrued under the Retirement Plan for Employees of Del Monte Corporation for service which is considered benefit service under this plan, by benefits earned in non-U.S. Cadbury plans, and by annuity benefits purchased from insurance companies.

g) The PPA Account: The PPA account is a record keeping account, established for each participating employee, which each year is credited with an annual allocation based on the following table. Annual allocations are frozen as of December 31, 2015 (December 31, 2020 for Walton Plant).

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

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

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

SCHEDULE SB ATTACHMENTS

3. Eligibility for Benefits:

   a) Normal Retirement: The first of the month coincident with or next following the later of attainment of age 65 and the fifth anniversary of employment.
   b) Early Retirement: The first month coincident with or next following attainment of age 55 and completion of 10 years of vesting service.

   c) Vested Retirement Pension: Completion of three years of vesting service (including service with acquired or affiliated companies).

   d) Death Benefit: Beneficiary of participant who dies.

   e) Disability: Employees who are receiving payments under the long-term disability plan and/or Workers' Compensation payments.

4. Monthly Benefits Paid Upon the Following Events:

   a) Normal Retirement:

      (i) For employees at least age 50 with at least 10 years of vesting service as of December 31, 1991, the greater of (a) or (b), where:

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

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

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

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

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

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

   b) Early Retirement: Normal retirement benefit as determined according to Normal Retirement Pension above but based upon final average compensation, Social Security benefit, benefit service and PPA annuity as of the employee's early retirement date. If payments are to commence prior to normal retirement date, such payments, except for the PPA annuity, will be reduced by 2% for each of the first 3 years and 4% for each additional year that early retirement date precedes normal retirement date.

c) Vested Retirement Pension: Normal retirement benefit as determined according to Normal Retirement Pension above based upon final average compensation, Social Security benefit, benefit service and PPA annuity as of the employee's termination date. Payments may commence immediately, but are actuarially reduced prior to earliest retirement age provided he or she had accrued the required vesting service prior to termination.

d) Death Benefit: For beneficiaries of participants who die prior to satisfying the service requirement for early retirement: 50% of the employee's vested accrued benefit reduced on a actuarially equivalent basis and converted to a 50% joint and survivor form of payment commencing as of the date of death.

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

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

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

5. Other Plan Provisions:

a) Normal Form of Payment: Life annuity.

b) Optional Forms of Retirement Benefits: Actuarially equivalent to life annuity:

(i) Joint and survivor: 100%, 75%, or 50%
(ii) 5 or 10 years certain and continuous
(iii) Lump sum

(c) Actuarial Equivalence: Based on the 1994 Group Annuity Reserving Table with ages set back 1 year for participants and 4 years for beneficiaries and an interest rate of 8.5%. For lump sums, based on the Applicable Interest Rate and Applicable Mortality Table as defined in the plan.

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

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

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan – Former Retirement Plan — Appendix C

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

1. Effective Date: April 1, 2003.

2. Covered Employees: Active employees included in the plan spinoff from the Warner-Lambert Company Retirement Plan on March 31, 2003. After April 20, 2005, no employee is eligible to commence participation in the plan.

3. Participation Date: January 1st following employment date.

4. Definitions:

   a) Compensation: Base pay rate on January 1 plus incentive and overtime pay.

   b) Dollar Value of Equity Unit: Equal to the net market value of all assets in the Equity Fund divided by the present value units of all credited units.

   c) Normal Retirement Date (NRD): Age 65.

   d) Monthly Pension Benefit: As of May 1, 2005, the Monthly pension benefit was frozen and participants were moved to the PPA plan. The frozen benefit is calculated as the sum of (i), (ii), and (iii):

      (i) Dollar annuity retirement income:
      - 1.5% of Compensation for each year of service.

      (ii) Equity annuity retirement income:
      - For employees who elected at January 1, 1977 to retain their Equity Annuity Retirement Income, the Dollar Annuity benefit is half the amount described above and the remaining half is the "assumed benefit." Equity Annuity Units are credited to a participant each year by dividing that year's assumed benefit by the Dollar Value of a Unit at that time. Equity Annuity Retirement Income to a retired participant is determined by multiplying the participant's number of Units by the Dollar Value of a Unit determined in the preceding calendar year.

      (iii) Flat dollar retirement income:
      - $96 per year of service.
      - After April 30, 2005, no participant will accrue any additional benefit under the plan.

   e) Monthly Postretirement Spouse Benefit: 50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday.

SCHEDULE SB ATTACHMENTS

5. Eligibility for Benefits:

   a) Normal Retirement: Retirement on NRD.

   b) Early Retirement: Retirement before NRD, and on or after both attaining age 55 and completing 5 years of service.

   c) Postponed Retirement: Retirement on NRD.

   d) Deferred Vested: Termination for reasons other than death or retirement after completing five years of service.

   e) Retirement Spouse Benefit: Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.

6. Monthly Benefits Paid Upon the Following Events:

   a) Normal Retirement: Monthly pension benefit determined as of NRD.

   b) Early Retirement: Monthly pension benefit determined as of early retirement date. Dollar annuity benefit is reduced 3.0% for each year of payment before age 62 and 6% for each year of payment before age 60.

   c) Postponed Retirement: Monthly pension benefit determined as of actual retirement date.

   d) Termination with Deferred Vested Benefit: Monthly pension benefit determined as of early retirement date. Dollar annuity benefit is reduced 3.0% for each year of payment before age 62 and 6% for each year of payment before age 60.

   e) Death with Preretirement Spouse Benefits: Monthly preretirement spouse benefit is payable if employee has completed 5 years of pension service. Additional benefit of $2,500 payable upon death of retired participant or active participant who has exceeded NRD.

   f) Maximum on Benefits and Pay: All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

7. Other Plan Provisions:

   a) Normal Form of Payment: Life annuity.

   b) Optional Forms of Retirement Benefit: Joint and survivor (50%, 75%, or 100%) annuity actuarially equivalent to life annuity.

   c) Actuarial Equivalence: Based on the 7.5% interest and 71 GAM mortality.

8. Future Plan Changes: No future plan changes were recognized in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.
9. Changes in Benefits Valued Since Prior Year: There have been no changes in benefits valued since the prior year, except to reflect the current-year changes in the Internal Revenue Code maximums on benefits.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Optional Forms and Actuarial Equivalence

Benefits are generally converted from the normal form of payment to the optional form of payment on an actuarially equivalent basis, which varies depending on the plan formula. Benefits accrued under multiple prior plan formulas may be converted using multiple bases.

The following actuarial equivalence bases apply to the Kraft Heinz Retirement Plan:

Mortality	Interest
417(e)(3) Applicable Mortality Table	417(e)(3) Applicable Interest Rates with a five-month lookback and monthly stability period
1971 TPFC	7.0%
1951 GAM with TPFC Projection with one-year setback for participant and four-year setback for joint annuitant	7.5%
UP84-Unisex	10.5% / 9.5% / 8.0% / 5.0%
UP84-Unisex with two-year setback	7.0% / 10.5%
Revenue Ruling 2001-62 Mortality Table	8.5%
1971 GAM with one-year setback for participant and seven-year setback for joint annuitant	7.5% / 5.0%
1951 GA with no setback for participant and five-year setback for joint annuitant	3.5%
GAR94 Mortality	Treasury rate interest with a November lookback
1983 Group Annuity Unisex Mortality	6.0%

For the former Retirement Plan, the conversion bases for optional forms for some groups are alternatively based upon specified factors, such as the following:

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

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

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Select groups may also receive a fully subsidized 50% Joint-and-Survivor annuity.
For the Heinz Former Plan B and Heinz Former Plan C, the conversion bases for optional forms for some groups are alternatively based upon specified factors, such as the following tables:

Form	Factor	Addition/subtraction for each year in excess of 5 years the survivor is older/younger than participant
50% Joint-and-Survivor	0.9000	0.0030
100% Joint-and-Survivor	0.8200	0.0060

Form	Factor- no reduction for survivor spouse age difference
50% Joint-and-Survivor	0.9000
66-2/3% Joint-and-Survivor	0.8500
100% Joint-and-Survivor	0.8000
10-year Certain & Continuous	0.9300
15-year Certain & Continuous	0.8700

Alternatively, for the former Hourly Plan, one of the following subsidized conversion factors may be used to convert to a 50% Joint-and-Survivor annuity for select groups:

- 1.00
- .95

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

SCHEDULE SB ATTACHMENTS

The following tables summarize the optional forms of payment that are available under the Kraft Heinz Retirement Plan, former Hourly Plan participants:

RIC	Forms of Payment
KFH - All RICS except Battle Creek and SHR, SW1, SW2, SW3 NUP - New Benefit Piece	Single Life Annuity Level Income 50% J&S (Spouse and Non Spouse) 66-2/3 J&S (Spouse and Non Spouse) 75% J&S (Spouse and Non Spouse) 100% J&S (Spouse and Non Spouse) 5 C&C Cashout
KFH Battle Creek	Single Life Annuity 50% J&S (Spouse) 50% J&S (Non Spouse) 75% J&S (Spouse and Non Spouse) 100% J&S (Spouse and Non Spouse) Level Income Level Income with 50% J&S (Spouse) Cashout
KFH – SHR, SW1, SW2, SW3	Single Life Annuity Level Income QEJS 50% J&S (Spouse and Non Spouse) 66-2/3% J&S (Spouse and Non Spouse) 75% J&S (Spouse and Non Spouse) 100% J&S (Spouse and Non Spouse) 25% J&S with Pop-up (Spouse and Non-Spouse) 50% J&S with Pop-up (Spouse and Non-Spouse) 100% J&S with Pop-up (Spouse and Non-Spouse) Cashout
OM1 & 2 - OMD, OMM, OMC, OMK OMN, OMP, OMS, PH1, BE2, CH2 OM1 & 2 - Disabled Retiree OMD, OMM, OMC, OMK OMN, OMP, OMS, PH1, BE2, CH2	Single Life Annuity 50% J&S (Spouse and Non Spouse) 75% J&S (Spouse and Non Spouse) 100% J&S (Spouse and Non Spouse) Cashout
OM1- OML	Single Life Annuity Level Income Age 62 with 5 C&C Level Income Age 65 with 5 C&C 50% J&S (Spouse and Non Spouse) 75% J&S (Spouse and Non Spouse) 100% J&S (Spouse and Non Spouse) 5 C&C Cashout

Plan Name:	Kraft Heinz Retirement Plan
EIN / PN:	25-0542520/003
Plan Sponsor:	Kraft Heinz Foods Company
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

OM1 & 2 - NEB, LIB, ELL, SIG OM1 & 2 - Disabled Retiree NEB, LIB, ELL, SIG	Single Life Annuity 50% J&S (Spouse & Non Spouse) 75% J&S (Spouse and Non Spouse) 10 C&C Cashout
OM Chefs Pantry	Single Life Annuity 50% J&S (Spouse & Non Spouse) 75% J&S (Spouse & Non Spouse) Cashout
PPN - All Locations FDP - All Locations	Single Life Annuity Level Income QEJS 25% J&S (Spouse) 50 J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 25% J&S with Pop-up (Spouse) 50% J&S with Pop-up (Spouse) 100% J&S with Pop-up (Spouse) Cashout
NUP Prior Benefit - All Prior Benefit	Single Life Annuity QEJS 25% J&S with Pop-up (Spouse) 50% J&S with Pop-up (Spouse) 100% J&S with Pop-up (Spouse)

SCHEDULE SB ATTACHMENTS

RIC	Forms of Payment
Brewery	Single Life Annuity Level Income 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 10 C&C Cashout
Seville Montebello	Single Life Annuity 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 10 C&C Cashout
Clinton Corn	Single Life Annuity 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) Cashout
PLSH - Holland PLSH - Amsterdam PLSH - Canajoharie	Single Life Annuity Level Income 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 5C&C 10 C&C Cashout
Beacon Marseilles	Single Life Annuity 25% J&S (Spouse) 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 50% J&S with Pop-up (Spouse) 100% J&S with Pop-up (Spouse) Cashout

SCHEDULE SB ATTACHMENTS

RIC	Forms of Payment
ADM Milling Fleishmann's	Single Life Annuity QEJS 25% J&S (Spouse) 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 50% J&S with Pop-up (Spouse) 100% J&S with Pop-up (Spouse) Cashout
PLS - Fort Smith	Single Life Annuity Level Income 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 50% J&S with Pop-up (Spouse) 100% J&S with Pop-up (Spouse) Lump Sum
PLS - Port Chester	Single Life Annuity Level Income 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 10 C&C Cashout
Local 26	Single Life Annuity 50% J&S (Spouse) 66 2/3% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 50% J&S with Pop-up (Spouse) 66 2/3% J&S with Pop-up (Spouse) 100% J&S with Pop-up (Spouse) Cashout
Hervin	Single Life Annuity 50% J&S (Spouse) 66 2/3% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 5 C&C 10 C&C Cashout
BA, BE, BF, BK, BM CA, CB, CC	Single Life Annuity 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse)

SCHEDULE SB ATTACHMENTS

	Cashout
BV	Single Life Annuity 50% J&S (Spouse) 75% J&S (Spouse) Cashout
BR, BY	Single Life Annuity 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 10 C&C Cashout
BS, BW, BX	Single Life Annuity 50% J&S (Spouse) 66 2/3% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 10 C&C 15 C&C Cashout

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Change in Actuarial Assumptions

Retirement and termination rates were updated based on results from an Experience Study performed during 2024 to better reflect future expectations.

The change in actuarial assumptions were deemed automatically approved as the plan has no funding shortfall before or after the change.

Plan Name:	Kraft Heinz Retirement Plan
EIN / PN:	25-0542520/003
Plan Sponsor:	Kraft Heinz Foods Company
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 25
Change in Method

On June 30, 2025, the plan sponsor of the Kraft Heinz Retirement Plan EIN 25-0542520 PN 003 spun off a portion of plan participants into a new plan, the Kraft Heinz Retiree Plan EIN 25-0542520 PN 007. The first day of the plan year for the Kraft Heinz Retiree Plan was July 1, 2025. As a result of the spin-off, the plan sponsor requested IRS approval for certain method changes including the calculation of the minimum required contribution for each plan. As of the time of the Form 5500 filing, the IRS was reviewing the filing request. The control number for the request is 911756299. The Schedule SB has been submitted based on the results submitted to the IRS for approval.

Plan Name:	Kraft Heinz Retirement Plan
EIN / PN:	25-0542520/003
Plan Sponsor:	Kraft Heinz Foods Company
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a – Total Plan
Schedule of Active Participant Data as of January 1, 2025

	Attained Years of Credited Service[1]										
Attained Age	**Under 1**	**1-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & Over**	**Total**
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	1	6	6	0	0	0	0	0	0	13
35-39	1	4	72	33	8	0	0	0	0	0	118
40-44	0	2	103	143	52	20	2	0	0	0	322
45-49	1	6	85	144	167	66	22	0	0	0	491
50-54	1	10	86	152	188	200	77	7	0	0	721
55-59	0	10	86	147	155	207	155	44	11	0	815
60-64	1	13	64	98	130	135	121	54	23	4	643
65-69	0	0	20	21	25	38	27	13	6	7	157
70 & over	0	6	6	2	5	8	10	1	1	3	42
Total	4	52	528	746	730	674	414	119	41	14	3,322

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

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a – ES3 Only
Schedule of Active Participant Data as of January 1, 2025

	Attained Years of Credited Service[2]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	3	1	0	0	0	4
45-49	0	0	0	2	0	1	2	0	0	0	5
50-54	0	0	0	0	1	6	1	0	0	0	8
55-59	0	0	0	0	1	6	3	0	0	0	10
60-64	0	0	0	0	1	7	2	1	3	0	14
65-69	0	0	0	0	0	2	1	0	0	1	4
70 & over	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	2	3	25	10	1	3	1	45

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

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a – Kraft Heinz (locations with pay related benefit and continued accruals)

Schedule of Active Participant Data as of January 1, 2025

		Attained Years of Credited Service[3]										
Attained Age		Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	Number	0	0	0	0	0	0	0	0	0	0	0
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
25-29	Number	0	0	0	0	0	0	0	0	0	0	0
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
30-34	Number	0	0	0	0	0	0	0	0	0	0	0
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
35-39	Number	0	0	0	0	0	0	0	0	0	0	0
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
40-44	Number	0	0	0	0	0	9	1	0	0	0	10
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
45-49	Number	0	0	0	0	2	25	10	0	0	0	37
	Avg Pay	-	-	-	-	-	91,399	-	-	-	-	86,181
50-54	Number	0	2	0	0	3	36	16	3	0	0	60
	Avg Pay	-	-	-	-	-	98,845	-	-	-	-	92,535
55-59	Number	0	0	0	0	0	14	17	8	6	0	45
	Avg Pay	-	-	-	-	-	-	-	-	-	-	77,244
60-64	Number	0	0	0	0	1	17	9	8	10	2	47
	Avg Pay	-	-	-	-	-	-	-	-	-	-	71,988
65-69	Number	0	0	0	0	0	3	0	0	1	2	6
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
70 & over	Number	0	0	0	0	0	1	1	0	1	0	3
	Avg Pay	-	-	-	-	-	-	-	-	-	-	-
Total	Number	0	2	0	0	6	105	54	19	18	4	208
	Avg Pay	-	-	-	-	-	93,186	76,775	-	-	-	81,731

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

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a – Kraft Heinz (remaining locations with frozen benefits)
Schedule of Active Participant Data as of January 1, 2025

		Attained Years of Credited Service[4]										
Attained Age		Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	Number	0	0	0	0	0	0	0	0	0	0	0
	Avg Acc Ben	-	-	-	-	-	-	-	-	-	-	-
25-29	Number	0	0	0	0	0	0	0	0	0	0	0
	Avg Acc Ben	-	-	-	-	-	-	-	-	-	-	-
30-34	Number	0	1	6	6	0	0	0	0	0	0	13
	Avg Acc Ben	-	-	-	-	-	-	-	-	-	-	-
35-39	Number	1	4	72	33	8	0	0	0	0	0	118
	Avg Acc Ben	-	-	4,987	5,872	-	-	-	-	-	-	5,370
40-44	Number	0	2	103	143	52	8	0	0	0	0	308
	Avg Acc Ben	-	-	5,171	8,742	9,205	-	-	-	-	-	7,624
45-49	Number	1	6	85	138	164	39	10	0	0	0	443
	Avg Acc Ben	-	-	5,751	10,526	13,389	11,263	-	-	-	-	10,653
50-54	Number	1	7	84	152	180	157	60	4	0	0	645
	Avg Acc Ben	-	-	5,353	9,012	14,356	14,242	15,094	-	-	-	11,849
55-59	Number	0	9	84	146	146	183	131	36	5	0	740
	Avg Acc Ben	-	-	5,193	9,989	13,720	17,249	16,875	12,792	-	-	13,262
60-64	Number	1	13	64	96	121	109	104	43	10	2	563
	Avg Acc Ben	-	-	4,828	8,149	10,730	17,303	21,376	14,414	-	-	12,976
65-69	Number	0	0	20	21	24	33	25	12	5	4	144
	Avg Acc Ben	-	-	4,511	7,613	8,890	12,564	20,843	-	-	-	12,086
70 & over	Number	0	6	6	2	5	7	9	1	0	3	39
	Avg Acc Ben	-	-	-	-	-	-	-	-	-	-	11,106
Total	Number	4	48	524	737	700	536	339	96	20	9	3,013
	Avg Acc Ben	-	2,388	5,159	9,109	12,715	15,469	18,194	13,937	14,841	-	11,514

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

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a – Kraft Heinz (locations with frozen pension equity plan benefits)
Schedule of Active Participant Data as of January 1, 2025

		Attained Years of Credited Service										
Attained		Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	Number	0	0	0	0	0	0	0	0	0	0	0
25-29	Number	0	0	0	0	0	0	0	0	0	0	0
30-34	Number	0	0	0	0	0	0	0	0	0	0	0
35-39	Number	0	0	0	0	0	0	0	0	0	0	0
40-44	Number	0	0	0	0	0	0	0	0	0	0	0
45-49	Number	0	0	0	4	1	1	0	0	0	0	6
50-54	Number	0	1	2	0	4	1	0	0	0	0	8
55-59	Number	0	1	2	1	8	4	4	0	0	0	20
60-64	Number	0	0	0	2	7	2	6	2	0	0	19
65-69	Number	0	0	0	0	1	0	1	1	0	0	3
70 & over	Number	0	0	0	0	0	0	0	0	0	0	0
Total	Number	0	2	4	7	21	8	11	3	0	0	56

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	2,950,991	4,556,469	1,483,682	8,991,142
2026	7,037,473	12,434,373	1,226,759	20,698,605
2027	10,388,179	18,778,659	1,158,552	30,325,390
2028	13,312,866	23,995,576	1,107,038	38,415,480
2029	16,029,414	28,265,674	1,076,168	45,371,256
2030	18,420,467	32,134,271	1,056,850	51,611,588
2031	20,504,610	35,387,607	1,025,834	56,918,052
2032	22,258,559	38,085,183	996,445	61,340,187
2033	23,794,744	40,414,940	976,244	65,185,928
2034	25,126,634	42,411,925	954,640	68,493,199
2035	26,343,291	44,086,984	932,089	71,362,365
2036	27,414,677	45,446,724	908,056	73,769,457
2037	28,161,353	46,497,887	882,455	75,541,695
2038	28,703,986	47,263,101	855,218	76,822,305
2039	29,128,540	47,765,843	826,288	77,720,672
2040	29,387,578	48,087,233	795,630	78,270,441
2041	29,475,916	48,243,456	763,233	78,482,605
2042	29,428,631	48,188,811	729,105	78,346,548
2043	29,251,915	47,865,519	693,286	77,810,720
2044	28,883,201	47,249,205	655,859	76,788,266
2045	28,385,095	46,468,598	616,961	75,470,653
2046	27,797,337	45,495,640	576,784	73,869,761
2047	27,112,642	44,288,314	535,591	71,936,547
2048	26,335,453	42,908,833	493,727	69,738,013
2049	25,484,693	41,357,370	451,595	67,293,658
2050	24,545,960	39,655,728	409,647	64,611,335
2051	23,508,820	37,826,435	368,361	61,703,616
2052	22,399,166	35,875,095	328,221	58,602,482
2053	21,239,589	33,813,073	289,705	55,342,368
2054	20,036,737	31,681,655	253,247	51,971,640
2055	18,803,888	29,517,751	219,230	48,540,869
2056	17,552,795	27,341,133	187,961	45,081,889
2057	16,292,877	25,174,521	159,640	41,627,037
2058	15,038,623	23,042,596	134,371	38,215,591
2059	13,801,766	20,965,766	112,149	34,879,681
2060	12,593,596	18,962,412	92,880	31,648,888
2061	11,424,455	17,048,705	76,393	28,549,553
2062	10,303,437	15,237,363	62,460	25,603,260

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2063	9,238,193	13,538,062	50,818	22,827,073
2064	8,234,776	11,957,409	41,187	20,233,371
2065	7,297,473	10,499,366	33,292	17,830,132
2066	6,428,993	9,164,803	26,871	15,620,667
2067	5,630,548	7,952,347	21,681	13,604,577
2068	4,901,994	6,859,111	17,508	11,778,613
2069	4,242,039	5,880,440	14,162	10,136,641
2070	3,648,435	5,010,481	11,485	8,670,400
2071	3,118,247	4,242,508	9,342	7,370,098
2072	2,647,976	3,569,236	7,624	6,224,836
2073	2,233,728	2,983,043	6,238	5,223,008
2074	1,871,383	2,476,161	5,113	4,352,657

Kraft Heinz Retirement Plan
Plan for Kraft Heinz Employees
EIN: 25-0542520 PN: 003
2025 Form 5500
Schedule SB - Information for Each Individual Employer

Part I Basic Information

1	Enter the valuation date:		1/1/2025		
2	Assets:				
	a	Market value			1,047,238,034
	b	Actuarial value			1,047,238,034
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	71	7,142,397	7,142,397
	b	For terminated vested participants	8,288	565,920,317	565,920,317
	c	For active participants:	3,277	321,435,744	334,367,663
	d	Total	11,636	894,498,458	907,430,377
4	If the plan is in at-risk status, check the box and complete lines 4a and 4b				
	a	Funding target disregarding prescribed at-risk assumptions			
	b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor			
5	Effective interest rate			5.43%	
6	Target normal cost				
	a.	Present value of current plan accruals		1,654,787	
	b.	Expected plan-related expenses		8,781,766	
	c.	Total (line 6.a. + line 6.b.)		10,436,553	

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)		903,724,927	0
8	Portion used to offset prior year's funding requirement (line 35 from prior year)		9,356,276	0
9	Amount remaining (line 7 minus line 8)		894,368,651	0
10	Interest on line 9 using prior year's actual return of 1.74%		15,562,014	0
11	Prior year's excess contributions to be added to prefunding balance:			
	a	Excess contributions (line 38 from prior year)		0
	b	Interest on line 11a using prior year's effective rate of 5.14 %		0
	c	Total available at beginning of current plan year to add to prefunding balance		0
	d	Portion of line 11c to be added to prefunding balance		0
12	Reduction in balances due to elections or deemed elections		610,000,000	0
13	Balance at beginning of current year (line9 + line 10 + line 11d - line 12)		119,388,680	0

Part III Funding percentages

14	Funding target attainment percentage		102.25%
15	Adjusted funding target attainment percentage		115.40%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to offset current year's funding requirement		116.62%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage		

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
-		
Totals	0	0

19	Discounted employer contributions:		
	a	Contributions allocated toward unpaid minimum required contribution from prior years	0
	b	Contributions made to avoid benefit restrictions adjusted to valuation date	0
	c	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date	0
20	Quarterly contributions and liquidity shortfall(s):		
	a	Did the plan have a "funding shortfall" for the prior year?	No
	b	If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	
	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
0	0	0	0

Part V Assumptions used to determine funding target and target normal cost

21	Discount rate:		1st segment:	2nd segment:	3rd segment: [x] N/A, full yield curve used
	a	Segment rates:			
	b	Applicable month (enter code)			0
22	Weighted average retirement age				62
23	Mortality table(s) (see instructions)				Prescribed -- separate

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
25	Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment		Yes
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
	b.	Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment.	Yes
27	If the plan is eligible for (and is using) alternative funding rules, enter applicable code and see instructions regarding attachments		

Part VII Reconciliation of unpaid minimum contributions for prior years

28	Unpaid minimum required contribution for all prior years		0
29	Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)		0
30	Remaining amount of unpaid minimum required contributions (line 28 minus line 29)		0

Part VIII Minimum required contribution for current year

31	Target normal cost and excess assets (see instructions)			
	a	Target normal cost (line 6)		10,436,553
	b	Excess assets, if applicable, but not greater than 31a		10,436,553
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, and the waived amount			
34	Total funding requirement before reflecting carryover/prefunding balances (line 31 + line 32a + line 32b - line 33)			0

		Carryover balance	Prefunding balance	Total balance
35	Balances used to offset funding requirement	0	0	0
36	Additional cash requirement (line 34 minus line 35)			0
37	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date (line 19c)			0
38	Present value of excess contributions for current year (see instructions)			
	a	Total (excess, if any, of line 37 over line 36)		0
	b	Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		0
39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)			0
40	Unpaid minimum required contribution for all years.			0

Part IX 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 [x] 2021

Kraft Heinz Retirement Plan
Plan for ES3, LLC Employees
EIN: 04-3383241 PN: 002
2025 Form 5500
Schedule SB - Information for Each Individual Employer

Part I Basic Information

1	Enter the valuation date:		1/1/2025		
2	Assets:				
	a				17,944,272
	b				17,944,272
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	41	6,980,296	6,980,296
	b	For terminated vested participants	15	751,434	751,434
	c	For active participants:	45	6,307,493	6,716,700
	d	Total	101	14,039,223	14,448,430
4	If the plan is in at-risk status, check the box and complete lines 4a and 4b				
	a	Funding target disregarding prescribed at-risk assumptions			
	b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor			
5	Effective interest rate			5.43%	
6	Target normal cost				
	a.	Present value of current plan accruals		318,989	
	b.	Expected plan-related expenses		0	
	c.	Total (line 6.a. + line 6.b.)		318,989	

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)		1,485,321	0
8	Portion used to offset prior year's funding requirement (line 35 from prior year)		0	0
9	Amount remaining (line 7 minus line 8)		1,485,321	0
10	Interest on line 9 using prior year's actual return of 1.74%		25,845	0
11	Prior year's excess contributions to be added to prefunding balance:			
	a	Excess contributions (line 38 from prior year)		0
	b	Interest on line 11a using prior year's effective rate of 5.14 %		0
	c	Total available at beginning of current plan year to add to prefunding balance		0
	d	Portion of line 11c to be added to prefunding balance		0
12	Reduction in balances due to elections or deemed elections		0	0
13	Balance at beginning of current year (line9 + line 10 + line 11d - line 12)		1,511,166	0

Part III Funding percentages

14	Funding target attainment percentage	113.73%
15	Adjusted funding target attainment percentage	124.19%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to offset current year's funding requirement	129.01%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	

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
Totals	0	0

19	Discounted employer contributions:		
	a	Contributions allocated toward unpaid minimum required contribution from prior years	0
	b	Contributions made to avoid benefit restrictions adjusted to valuation date	0
	c	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date	0
20	Quarterly contributions and liquidity shortfall(s):		
	a	Did the plan have a "funding shortfall" for the prior year?	No
	b	If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	
	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
0	0	0	0

Kraft Heinz Retirement Plan
Plan for ES3, LLC Employees
EIN: 04-3383241 PN: 002
2025 Form 5500
Schedule SB - Information for Each Individual Employer

Part V Assumptions used to determine funding target and target normal cost

21	Discount rate:		1st segment:	2nd segment:	3rd segment:	[x] N/A, full yield curve used
	a	Segment rates:				
	b	Applicable month (enter code)				0
22	Weighted average retirement age					62
23	Mortality table(s) (see instructions)				Prescribed -- separate	

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
25	Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment		Yes
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
	b.	Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment.	Yes
27	If the plan is eligible for (and is using) alternative funding rules, enter applicable code and see instructions regarding attachments		

Part VII Reconciliation of unpaid minimum contributions for prior years

28	Unpaid minimum required contribution for all prior years		0
29	Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)		0
30	Remaining amount of unpaid minimum required contributions (line 28 minus line 29)		0

Part VIII Minimum required contribution for current year

31	Target normal cost and excess assets (see instructions)			
	a	Target normal cost (line 6)		318,989
	b	Excess assets, if applicable, but not greater than 31a		318,989
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, and the waived amount			
34	Total funding requirement before reflecting carryover/prefunding balances (line 31 + line 32a + line 32b - line 33)			0
			Carryover balance	Prefunding balance	Total balance
35	Balances used to offset funding requirement		0	0	0
36	Additional cash requirement (line 34 minus line 35)				0
37	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date (line 19c)				0
38	Present value of excess contributions for current year (see instructions)				
	a	Total (excess, if any, of line 37 over line 36)			0
	b	Portion included in line 38a attributable to use of prefunding and funding standard carryover balances			0
39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)				0
40	Unpaid minimum required contribution for all years.				0

Part IX 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 [x] 2021

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 13 – Discrepancy in Balance

On June 30, 2025, the plan sponsor of the Kraft Heinz Retirement Plan EIN 25-0542520 PN 003 spun off a portion of plan participants into a new plan, the Kraft Heinz Retiree Plan EIN 25-0542520 PN 007. The first day of the plan year for the Kraft Heinz Retiree Plan was July 1, 2025. A portion of the carryover balance was moved to the Kraft Heinz Retiree plan as a result of the spin-off. Please see the exhibit below.

Carryover Balance SB Part II	Total
7. Balance at beginning of prior year	905,210,248
8. Portion elected to use to offset prior year's funding requirement	9,356,276
9. Amount remaining	895,853,972
10. Interest on line 9	15,587,859
11. Prior year excess contribution to be added to prefunding balance	N/A
12. Election to reduce funding balance	610,000,000
13. Balance at beginning of year	301,441,832

The funding balance in line 13 above is the amount of $301,441,832 as January 1, 2025 was allocated in accordance with Revenue Ruling 86-47 to both the Kraft Heinz Retirement Plan and Kraft Heinz Retiree Plan. The total funding balance in line 13 was allocated such that the Kraft Heinz Retirement Plan was allocated $120,899,846 and the Kraft Heinz Retiree Plan as allocated $180,541,986 as of January 1, 2025.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2025

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

Plan Name:	Kraft Heinz Retirement Plan
EIN / PN:	25-0542520/003
Plan Sponsor:	Kraft Heinz Foods Company
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	2,950,991	4,556,469	1,483,682	8,991,142
2026	7,037,473	12,434,373	1,226,759	20,698,605
2027	10,388,179	18,778,659	1,158,552	30,325,390
2028	13,312,866	23,995,576	1,107,038	38,415,480
2029	16,029,414	28,265,674	1,076,168	45,371,256
2030	18,420,467	32,134,271	1,056,850	51,611,588
2031	20,504,610	35,387,607	1,025,834	56,918,052
2032	22,258,559	38,085,183	996,445	61,340,187
2033	23,794,744	40,414,940	976,244	65,185,928
2034	25,126,634	42,411,925	954,640	68,493,199
2035	26,343,291	44,086,984	932,089	71,362,365
2036	27,414,677	45,446,724	908,056	73,769,457
2037	28,161,353	46,497,887	882,455	75,541,695
2038	28,703,986	47,263,101	855,218	76,822,305
2039	29,128,540	47,765,843	826,288	77,720,672
2040	29,387,578	48,087,233	795,630	78,270,441
2041	29,475,916	48,243,456	763,233	78,482,605
2042	29,428,631	48,188,811	729,105	78,346,548
2043	29,251,915	47,865,519	693,286	77,810,720
2044	28,883,201	47,249,205	655,859	76,788,266
2045	28,385,095	46,468,598	616,961	75,470,653
2046	27,797,337	45,495,640	576,784	73,869,761
2047	27,112,642	44,288,314	535,591	71,936,547
2048	26,335,453	42,908,833	493,727	69,738,013
2049	25,484,693	41,357,370	451,595	67,293,658
2050	24,545,960	39,655,728	409,647	64,611,335
2051	23,508,820	37,826,435	368,361	61,703,616
2052	22,399,166	35,875,095	328,221	58,602,482
2053	21,239,589	33,813,073	289,705	55,342,368
2054	20,036,737	31,681,655	253,247	51,971,640
2055	18,803,888	29,517,751	219,230	48,540,869
2056	17,552,795	27,341,133	187,961	45,081,889
2057	16,292,877	25,174,521	159,640	41,627,037
2058	15,038,623	23,042,596	134,371	38,215,591
2059	13,801,766	20,965,766	112,149	34,879,681
2060	12,593,596	18,962,412	92,880	31,648,888
2061	11,424,455	17,048,705	76,393	28,549,553
2062	10,303,437	15,237,363	62,460	25,603,260

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2063	9,238,193	13,538,062	50,818	22,827,073
2064	8,234,776	11,957,409	41,187	20,233,371
2065	7,297,473	10,499,366	33,292	17,830,132
2066	6,428,993	9,164,803	26,871	15,620,667
2067	5,630,548	7,952,347	21,681	13,604,577
2068	4,901,994	6,859,111	17,508	11,778,613
2069	4,242,039	5,880,440	14,162	10,136,641
2070	3,648,435	5,010,481	11,485	8,670,400
2071	3,118,247	4,242,508	9,342	7,370,098
2072	2,647,976	3,569,236	7,624	6,224,836
2073	2,233,728	2,983,043	6,238	5,223,008
2074	1,871,383	2,476,161	5,113	4,352,657

Kraft Heinz Retirement Plan
Plan for Kraft Heinz Employees
EIN: 25-0542520 PN: 003
2025 Form 5500
Schedule SB - Information for Each Individual Employer

Part I Basic Information

1	Enter the valuation date:		1/1/2025		
2	Assets:				
	a	Market value			1,047,238,034
	b	Actuarial value			1,047,238,034
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	71	7,142,397	7,142,397
	b	For terminated vested participants	8,288	565,920,317	565,920,317
	c	For active participants:	3,277	321,435,744	334,367,663
	d	Total	11,636	894,498,458	907,430,377
4	If the plan is in at-risk status, check the box and complete lines 4a and 4b				
	a	Funding target disregarding prescribed at-risk assumptions			
	b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor			
5	Effective interest rate			5.43%	
6	Target normal cost				
	a.	Present value of current plan accruals		1,654,787	
	b.	Expected plan-related expenses		8,781,766	
	c.	Total (line 6.a. + line 6.b.)		10,436,553	

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)		903,724,927	0
8	Portion used to offset prior year's funding requirement (line 35 from prior year)		9,356,276	0
9	Amount remaining (line 7 minus line 8)		894,368,651	0
10	Interest on line 9 using prior year's actual return of 1.74%		15,562,014	0
11	Prior year's excess contributions to be added to prefunding balance:			
	a	Excess contributions (line 38 from prior year)		0
	b	Interest on line 11a using prior year's effective rate of 5.14 %		0
	c	Total available at beginning of current plan year to add to prefunding balance		0
	d	Portion of line 11c to be added to prefunding balance		0
12	Reduction in balances due to elections or deemed elections		610,000,000	0
13	Balance at beginning of current year (line9 + line 10 + line 11d - line 12)		119,388,680	0

Part III Funding percentages

14	Funding target attainment percentage		102.25%
15	Adjusted funding target attainment percentage		115.40%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to offset current year's funding requirement		116.62%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage		

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
-		
Totals	0	0

19	Discounted employer contributions:		
	a	Contributions allocated toward unpaid minimum required contribution from prior years	0
	b	Contributions made to avoid benefit restrictions adjusted to valuation date	0
	c	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date	0
20	Quarterly contributions and liquidity shortfall(s):		
	a	Did the plan have a "funding shortfall" for the prior year?	No
	b	If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	
	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
0	0	0	0

Part V Assumptions used to determine funding target and target normal cost

21	Discount rate:		1st segment:	2nd segment:	3rd segment: [x] N/A, full yield curve used
	a	Segment rates:			
	b	Applicable month (enter code)			0
22	Weighted average retirement age				62
23	Mortality table(s) (see instructions)				Prescribed -- separate

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
25	Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment		Yes
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
	b.	Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment.	Yes
27	If the plan is eligible for (and is using) alternative funding rules, enter applicable code and see instructions regarding attachments		

Part VII Reconciliation of unpaid minimum contributions for prior years

28	Unpaid minimum required contribution for all prior years		0
29	Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)		0
30	Remaining amount of unpaid minimum required contributions (line 28 minus line 29)		0

Part VIII Minimum required contribution for current year

31	Target normal cost and excess assets (see instructions)			
	a	Target normal cost (line 6)		10,436,553
	b	Excess assets, if applicable, but not greater than 31a		10,436,553
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, and the waived amount			
34	Total funding requirement before reflecting carryover/prefunding balances (line 31 + line 32a + line 32b - line 33)			0

		Carryover balance	Prefunding balance	Total balance
35	Balances used to offset funding requirement	0	0	0
36	Additional cash requirement (line 34 minus line 35)			0
37	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date (line 19c)			0
38	Present value of excess contributions for current year (see instructions)			
	a	Total (excess, if any, of line 37 over line 36)		0
	b	Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		0
39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)			0
40	Unpaid minimum required contribution for all years.			0

Part IX 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 [x] 2021

Kraft Heinz Retirement Plan
Plan for ES3, LLC Employees
EIN: 04-3383241 PN: 002
2025 Form 5500
Schedule SB - Information for Each Individual Employer

Part I Basic Information

1	Enter the valuation date:		1/1/2025		
2	Assets:				
	a				17,944,272
	b				17,944,272
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	41	6,980,296	6,980,296
	b	For terminated vested participants	15	751,434	751,434
	c	For active participants:	45	6,307,493	6,716,700
	d	Total	101	14,039,223	14,448,430
4	If the plan is in at-risk status, check the box and complete lines 4a and 4b				
	a	Funding target disregarding prescribed at-risk assumptions			
	b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been at-risk for fewer than five consecutive years and disregarding loading factor			
5	Effective interest rate			5.43%	
6	Target normal cost				
	a.	Present value of current plan accruals		318,989	
	b.	Expected plan-related expenses		0	
	c.	Total (line 6.a. + line 6.b.)		318,989	

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)		1,485,321	0
8	Portion used to offset prior year's funding requirement (line 35 from prior year)		0	0
9	Amount remaining (line 7 minus line 8)		1,485,321	0
10	Interest on line 9 using prior year's actual return of 1.74%		25,845	0
11	Prior year's excess contributions to be added to prefunding balance:			
	a	Excess contributions (line 38 from prior year)		0
	b	Interest on line 11a using prior year's effective rate of 5.14 %		0
	c	Total available at beginning of current plan year to add to prefunding balance		0
	d	Portion of line 11c to be added to prefunding balance		0
12	Reduction in balances due to elections or deemed elections		0	0
13	Balance at beginning of current year (line9 + line 10 + line 11d - line 12)		1,511,166	0

Part III Funding percentages

14	Funding target attainment percentage	113.73%
15	Adjusted funding target attainment percentage	124.19%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to offset current year's funding requirement	129.01%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	

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
Totals	0	0

19	Discounted employer contributions:		
	a	Contributions allocated toward unpaid minimum required contribution from prior years	0
	b	Contributions made to avoid benefit restrictions adjusted to valuation date	0
	c	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date	0
20	Quarterly contributions and liquidity shortfall(s):		
	a	Did the plan have a "funding shortfall" for the prior year?	No
	b	If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	
	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
0	0	0	0

Kraft Heinz Retirement Plan
Plan for ES3, LLC Employees
EIN: 04-3383241 PN: 002
2025 Form 5500
Schedule SB - Information for Each Individual Employer

Part V Assumptions used to determine funding target and target normal cost

21	Discount rate:		1st segment:	2nd segment:	3rd segment:	[x] N/A, full yield curve used
	a	Segment rates:				
	b	Applicable month (enter code)				0
22	Weighted average retirement age					62
23	Mortality table(s) (see instructions)				Prescribed -- separate	

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
25	Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment		Yes
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
	b.	Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment.	Yes
27	If the plan is eligible for (and is using) alternative funding rules, enter applicable code and see instructions regarding attachments		

Part VII Reconciliation of unpaid minimum contributions for prior years

28	Unpaid minimum required contribution for all prior years		0
29	Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)		0
30	Remaining amount of unpaid minimum required contributions (line 28 minus line 29)		0

Part VIII Minimum required contribution for current year

31	Target normal cost and excess assets (see instructions)			
	a	Target normal cost (line 6)		318,989
	b	Excess assets, if applicable, but not greater than 31a		318,989
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, and the waived amount			
34	Total funding requirement before reflecting carryover/prefunding balances (line 31 + line 32a + line 32b - line 33)			0
			Carryover balance	Prefunding balance	Total balance
35	Balances used to offset funding requirement		0	0	0
36	Additional cash requirement (line 34 minus line 35)				0
37	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date (line 19c)				0
38	Present value of excess contributions for current year (see instructions)				
	a	Total (excess, if any, of line 37 over line 36)			0
	b	Portion included in line 38a attributable to use of prefunding and funding standard carryover balances			0
39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)				0
40	Unpaid minimum required contribution for all years.				0

Part IX 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 [x] 2021

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions — Kraft Heinz Retirement Plan — Avon

1. Effective Date: February 21, 1982. (Plan was spun-off from the General Foods Retirement Plan for United States Hourly Employees.)

2. Date of Most Recent Amendment: June 19, 2014 – Service used in benefit calculations will freeze as of December 31, 2017.

3. Eligibility Requirements: One year of service. Employees hired after June 19, 2014 are not eligible to participate in the Kraft Heinz Retirement Plan.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month following age 65.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit: Formula A (for all employees), plus Formula B (for employees with contributory service), but not less than the accrued benefit under the prior plan at April 30, 1990.

      Formula A[(1)] (Noncontributory Benefit): $29.50 per month multiplied by credited service (maximum 35 years).

      Formula B (Additional Contributory Benefit): $12.00 per month multiplied by contributory service (maximum 35 years).

   c) Credited Service: One-year waiting period plus all contributory participation to April 1, 1990 plus continuous service after
      April 1, 1990 to the later of the normal or deferred retirement date.

(1) Prior to March 1, 1993, the noncontributory benefit was $10.00 per month.
Prior to December 1, 1995, the noncontributory benefit was $13.50 per month.
Prior to December 1, 1995, the limit on service (contributory and noncontributory) was 30 years.
Prior to May 1, 2001, the noncontributory benefit was $16.50 per month.
Prior to January 1, 2004, the noncontributory benefit was $18.50 per month.
Prior to January 1, 2006, the noncontributory benefit was $19.50 per month.
Prior to January 1, 2007, the noncontributory benefit was $21.00 per month.
Prior to December 1, 2008, the noncontributory benefit was $21.50 per month.
Prior to January 1, 2011, the noncontributory benefit was $23.00 per month.
Prior to January 1, 2012, the noncontributory benefit was $24.00 per month.
Prior to January 1, 2013, the noncontributory benefit was $24.50 per month.
Prior to June 19, 2014, the noncontributory benefit was $25.50 per month.
Prior to January 1, 2015, the noncontributory benefit was $26.50 per month.
Prior to January 1, 2016, the noncontributory benefit was $27.50 per month.
Prior to January 1, 2017, the noncontributory benefit was $28.50 per month.

SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit:

   a) Eligibility: Age 55.

   b) Basic Benefit:[2] Accrued benefit with no reduction from age 65 to 62, reduced 8% for the next year early, 2% for the next year early, and 4% per year for the next five years early. There is no maximum benefit.

   c) Supplement:[3] $14.00 per month multiplied by noncontributory service (maximum 35 years) payable until age 65.

6. Pre-Retirement Death Benefits:

   a) Eligibility: Age 55 or five years of service.

   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.

      If not eligible for early retirement, further reductions apply.

   c) Period Payable: Life of the spouse.

   d) If benefit is not in effect, refund of contributions with interest.

7. Vesting:

   a) Requirements: Age 55 or five years of service.

   b) Benefit: Accrued benefit.

8. Employee Contributions:[4] Not mandatory, but if contributory, $10.00 per week (maximum 48 weeks per year). Contributions are accumulated at 120% of the Federal Mid-Term Rate.

9. Post-Retirement Spouse's Benefit (Company Sponsored): None.

[2] Prior to February 22, 1988, the maximum benefit (inclusive of any early retirement supplement) was $600.00 per month.

[3] Prior to December 1, 1995, the supplement was $8.00 per month.

[4] Prior to January 1, 1995, contributions were accumulated at 5% interest.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Coshocton

1. Effective Date: May 1, 2001.

2. Date of Most Recent Amendment: March 27, 2013 – Service used in benefit calculations was frozen as of December 31, 2013.

3. Eligibility Requirements: One year of service. Employees hired after February 17, 2013 are not eligible to participate in the Kraft Heinz Retirement Plan.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month following the attainment of age 65 and 5 years of service.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit:[1] $20.00 per month multiplied by credited service.

   b) Credited Service: Based on hours worked in a calendar year:

      1 year of credited service for 1000 or more hours worked.
      0.75 years of credited service for 750 to 999 hours worked.
      0.50 years of credited service for 500 to 749 hours worked.
      0.25 years of credited service for 250 to 499 hours worked.
      No credited service for less than 250 hours worked.

5. Early Retirement Benefit:

   a) Eligibility: Age 55 and ten years of service.

   b) Basic Benefit: The accrued benefit, reduced 6% for each year that the payment precedes age 65, with maximum reduction of 60% at age 55.

   c) Supplement: None.

[1] Prior to March 1, 2005 the dollar per month benefit was $13.00 per month.
Prior to April 1, 2009 the dollar per month benefit was $16.00 per month.
Prior to February 1, 2011, the dollar per month benefit was $18.00 per month.
Prior to January 1, 2014, the dollar per month benefit was $19.00 per month.

SCHEDULE SB ATTACHMENTS

6. Pre-Retirement Death Benefits:
   a) Eligibility: Age 55 or five years of service.
   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.
      If not eligible for early retirement, further reductions apply.
   c) Period Payable: Life of the spouse.
7. Vesting:
   a) Requirements: Five years of service from date of hire.
   b) Benefit: Accrued benefit, reduced 6% for each year that the payment precedes age 65, with maximum reduction of 60% at age 55.
8. Employee Contributions: None.
9. Post-Retirement Spouse's Benefit (Company Sponsored): None.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Dover

1. Effective Date: October 1, 1975.

2. Date of Most Recent Amendment: November 9, 2013 for UFCW – Service used in benefit calculations was frozen as of December 31, 2019. October 2019 for IBT – Service used in benefit calculations was frozen as of December 31, 2020.

3. Eligibility Requirements: One year of service. UFCW employees hired after December 31, 2013 are not eligible to participate in the Kraft Heinz Retirement Plan. IBT employees hired after October 26, 2014 are not eligible to participate in the Kraft Heinz Retirement Plan.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month following age 65.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit: Formula A (for all employees), plus Formula B (for employees with contributory service), but not less than the benefit accrued as of October 1, 1981.

      Formula A (Noncontributory Benefit):[1] $48.00 per month for UFCW and $49.00 per month for IBT multiplied by credited service up to 35 years.

[1] Prior to October 1, 1990, the noncontributory benefit was $27.00 per month.
Prior to July 1, 1996 for UFCW and October 1, 1996 for IBT, the noncontributory benefit was $29.00 per month.
Prior to July 1, 1996, the limit on service (contributory and noncontributory) was 30 years.
Prior to July 2, 2001, the noncontributory benefit was $35.00 per month.
Prior to August 1, 2005 for UFCW and July 1, 2005 for IBT, the noncontributory benefit was $38.00 per month.
Prior to July 3, 2006 for UFCW and July 1, 2006 for IBT, the noncontributory benefit was $40.00 per month.
Prior to August 1, 2009 for UFCW and July 1, 2009 for IBT, the noncontributory benefit was $41.00 per month.
Prior to June 29, 2010 for IBT, the noncontributory benefit was $42.00 per month.
Prior to August 1, 2010 for UFCW, the noncontributory benefit was $44.00 per month.
Prior to June 27, 2011 for IBT, the noncontributory benefit was $43.00 per month.
Prior to July 2, 2012 for IBT, the noncontributory benefit was $44.00 per month.
Prior to January 1, 2014 for UFCW, the noncontributory benefit was $45.00 per month.
Prior to January 1, 2015 for IBT, the noncontributory benefit was $45.00 per month.
Prior to January 1, 2016 for UFCW, the noncontributory benefit was $47.00 per month.
Prior to January 1, 2016 for IBT, the noncontributory benefit was $47.00 per month.

SCHEDULE SB ATTACHMENTS

Formula B (Additional Contributory Benefit):[2] $2.00 per month multiplied by pre-October 1, 1981 contributory participation, plus $2.00 per month multiplied by contributory participation between July 1, 1987 and October 1, 1990, plus $3.00 per month multiplied by post-October 1, 1990 contributory participation.

c) Credited Service: One-year waiting period plus all contributory participation to September 30, 1981, plus continuous service from October 1, 1981 to the later of the normal or deferred retirement date.

5. Early Retirement Benefit:

a) Eligibility: Age 55.

b) Basic Benefit:[3]

Hired before July 3, 2005 for UFCW and July 24, 2006 for IBT: Accrued benefit with no reduction from age 65 to 62, reduced 3% for the next six years early and 2% for the next year early. If an employee was a participant prior to July 1, 1996 for United Food and Commercial Workers (UFCW), or October 1, 1996 for International Brotherhood of Teamsters (IBT), then no reduction from ages 65 to 62, reduced 2% for the next two years early, 5% for the next year early, 3% for the next three years early, and 2% for the next year early.

Hired on or after July 3, 2005 for UFCW and July 24, 2006 for IBT: Accrued benefit reduced 6% per year that retirement precedes age 65.

c) Supplement:[4]

(i) Dover UFCW: $8.00 per month multiplied by credited service up to 35 years payable until age 62.

(ii) Dover IBT: $16.00 per month multiplied by credited service up to 35 years payable until age 62

[2] For members of Dover UFCW, post-October 1, 1990 contributory participation is frozen effective December 25, 2005.
Members of Dover IBT hired after July 23, 2006 are not eligible to earn contributory service.

[3] Prior to July 1, 1996 for UFCW and October 1, 1996 for IBT, the early retirement factors were 2% each year from age 62 to 60 and 5% each year from age 60 to 55.

[4] Prior to August 1, 1996 for UFCW and November 1, 1996 for IBT, the supplement was $8.00 per month.
Prior to July 1, 1996 for UFCW and October 1, 1996 for IBT, the limit on service was 30 years.
Prior to November 1, 1997, the supplement was $25.00 per month for UFCW and $27.00 per month for IBT.
Prior to May 1, 2000, the supplement was $20.00 per month for UFCW and $25.00 per month for IBT.
Prior to July 2, 2001, the supplement was $15.00 per month.
Prior to January 1, 2008, for Dover UFCW, the supplement was $28.00 per month.
Prior to January 1, 2009, for Dover IBT, the supplement was $28.00 per month.
Prior to August 1, 2009, for Dover UFCW, the supplement was $8.00 per month.
Prior to January 1, 2011, for Dover IBT, the supplement was $8.00 per month.
Prior to August 1, 2012, for Dover UFCW, the supplement was $28.00 per month.
Prior to July 2, 2013, for Dover IBT, the supplement was $28.00 per month.
Prior to January 1, 2017, for Dover UFCW, the supplement was $28.00 per month.
Prior to July 2, 2017, for Dover IBT, the supplement was $28.00 per month.
Prior to October 6, 2019, for Dover IBT, the supplement was $8.00 per month.
Effective January 1, 2021, for Dover IBT, the supplement will be $8.00 per month.
Effective December 1, 2023, Dover IBT will no longer be eligible for a supplemental benefit

SCHEDULE SB ATTACHMENTS

6. Pre-Retirement Death Benefits:

   a) Eligibility: Age 55 or five years of service.

   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.

      If not eligible for early retirement, further reductions apply.

   c) Period Payable: Life of the spouse.

   d) If benefit is not in effect, refund of contributions with interest.

7. Vesting:

   a) Requirements: Age 55 or five years of service.

   b) Benefit: Accrued benefit.

8. Employee Contributions:[5]

   a) Dover UFCW: None. Contributions made prior to December 25, 2005 are accumulated at 120% of the Federal Mid-Term Rate.

   b) Dover IBT: Hired before July 24, 2006: Not mandatory, but if contributory, $3.00 per week (maximum 48 weeks per year). Contributions are accumulated at 120% of the Federal Mid-Term Rate.

      Hired after July 23, 2006: None.

9. Post-Retirement Spouse's Benefit: 50% of the benefit if employee takes 5% reduction at retirement.

[5] Prior to October 1, 1990, the employee contributions were $2.00 per week.
Prior to December 25, 2005, contributions were $3.00 per week (not mandatory).
Prior to January 1, 1995, contributions were accumulated at 5% interest.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Jacksonville (Maxwell House)

1. Effective Date: January 1, 1977.
2. Date of Most Recent Amendment: May 28, 2012 – Service used in benefit calculations will freeze as of December 31, 2022.
3. Eligibility Requirements: One year of service. Employees hired after May 27, 2012 are not eligible to participate in the Kraft Heinz Retirement Plan.
4. Normal and Deferred Retirement Benefit:
   a) Retirement Dates:

      Normal: The first of the month following age 65.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit: Formula A (for all employees), plus Formula B (for employees with contributory service), but not less than benefit accrued to January 1, 1977 from the General Foods Retirement Plan for United States Hourly Employees.

      Formula A (Noncontributory Benefit):[(1)] $49.00 per month multiplied by credited service up to 35 years.

      Formula B (Additional Contributory Benefit):[(2)] $13.00 per month multiplied by all contributory service. Contributory service was frozen as of December 31, 2003.

   c) Credited Service: One-year waiting period plus all contributory participation to January 1, 1977, plus continuous participation after January 1, 1977 to the later of the normal or deferred retirement date.
      Contributory service is equal to credited service as of December 31, 2003. As of January 1, 2004, contributions to the plan were no longer accepted.

(1) Prior to January 1, 1989, the noncontributory benefit was $14.50 per month.
Prior to January 1, 1992, the noncontributory benefit was $16.50 per month.
Prior to January 1, 1993, the noncontributory benefit was $17.50 per month.
Prior to January 1, 2000, the noncontributory benefit was $20.50 per month.
Prior to January 1, 2002, the noncontributory benefit was $33.00 per month.
Prior to March 1, 2004, the noncontributory benefit was $35.00 per month.
Prior to June 1, 2006, the noncontributory benefit was $38.00 per month.
Prior to January 1, 2009, the noncontributory benefit was $40.00 per month.
Prior to January 1, 2013, the noncontributory benefit was $44.00 per month.
Prior to January 1, 2015, the noncontributory benefit was $46.00 per month.
Prior to January 1, 2016, the noncontributory benefit was $47.00 per month.
Prior to January 1, 2017, the noncontributory benefit was $48.00 per month.

(2) Prior to January 1, 1989, the additional contributory benefit was $7.50 per month.
Prior to January 1, 1992, the additional contributory benefit was $8.50 per month.
Prior to January 1, 1993, the additional contributory benefit was $9.50 per month.
Prior to February 1, 2004, the additional contributory benefit was $10.50 per month.

SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit:
   a) Eligibility: Age 55.
   b) Basic Benefit: Accrued benefit with no reduction from age 65 to 62, reduced 3% for the next 6 years early and 2% for the next year early.
   c) Supplement:[3] $8.00 per month multiplied by credited service up to 35 years payable until age 62. For retirements on or after May 1, 2010 and on or before May 1, 2012 with fifteen years of service, $750.00 per month payable until age 62.

6. Pre-Retirement Death Benefits:
   a) Eligibility: Age 55 or five years of service.
   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.
      If not eligible for early retirement, further reductions apply.
   c) Period Payable: Life of the spouse.
   d) If benefit is not in effect, refund of contributions with interest.

7. Vesting:
   a) Requirements: Age 55 or five years of service.
   b) Benefit: Accrued benefit.

8. Employee Contributions:[4] Not mandatory, but if contributory, $10.50 per week (maximum 48 weeks per year). Contributions are accumulated at 120% of the Federal Mid-Term Rate.

9. Post-Retirement Spouse's Benefit (Company Sponsored): None.

[3] For retirements between January 1, 2000 and May 1, 2008, inclusive, the supplement was $750 per month payable until age 62.

[4] Prior to January 1, 1989, employee contributions were $6.00 per week.
Prior to January 1, 1992, employee contributions were $8.50 per week.
Prior to January 1, 1993, employee contributions were $9.50 per week.
Prior to January 1, 1995, contributions were accumulated at 5.5% interest.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Kendallville

1. Effective Date: January 1, 2003. (Kendallville location previously in the Kraft Salaried Pension Plan, was divested in 1995.)

2. Date of Most Recent Amendment: December 2015 – Earnings and service used in benefit calculations will freeze as of December 31, 2015.

3. Eligibility Requirements:[1] Employees hired before January 1, 2005. One year of service required for participation.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month coincident with or next following the attainment of age 65.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit: 1.3% of final average earnings multiplied by credited service.

   c) Definitions:

      Credited Service: Based on hours worked in a calendar year, from the later of January 1, 2003 or date of hire, not to exceed 30 years of service:

      1 year of credited service for 1000 or more hours worked.
      0.75 years of credited service for 750 to 999 hours worked.
      0.50 years of credited service for 500 to 749 hours worked.
      0.25 years of credited service for 250 to 499 hours worked.
      No credited service for less than 250 hours worked.

      Earnings: All pay including overtime, commissions and bonuses.

      Final Average Earnings: Average of the highest five consecutive years' earnings in the last ten years of employment.

[1] Employees hired on or after January 1, 2005 but before January 1, 2009 are eligible for the Nonunion Hourly benefit structure. Employees hired on or after January 1, 2009 are not eligible for company-sponsored defined benefit pension coverage.

SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit:

   a) Eligibility: Age 55 and ten years of service.

      Basic Benefit: The accrued benefit earned after December 31, 2002, with no reduction from age 65 to 62, reduced 5% per year that the payment precedes age 62, with maximum reduction of 35% at age 55.
      For participants hired on or after January 1, 2004, the accrued benefit will be reduced by 6% per year benefit commencement date precedes age 65.

   b) Supplement: None.

6. Pre-Retirement Death Benefits:

   a) Eligibility: Age 55 or five years of service.

   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.

   c) Period Payable: Life of the spouse.

7. Vesting:

   a) Requirements: Five years of service from date of hire or age 65.

   b) Benefit: The accrued benefit earned after December 31, 2002, with no reduction from age 65 to 62, reduced 5% per year that the payment precedes age 62, with maximum reduction of 35% at age 55.
      For participants hired on or after January 1, 2004, the accrued benefit will be reduced by 6% per year benefit commencement date precedes age 65

8. Employee Contributions: None.

9. Post-Retirement Spouse's Benefit (Company Sponsored): None.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Nonunion Hourly

1. Effective Date: January 1, 2005.

2. Date of Most Recent Amendment: December 2015 – Earnings and service used in benefit calculations will freeze as of December 31, 2015.

3. Eligibility Requirements: Nonunion full-time hourly employees hired on or after January 1, 2005 but before January 1, 2009. Employees hired on or after January 1, 2009 are not eligible for company-sponsored defined benefit pension coverage. One year of service is required for participation.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month coincident with or next following the attainment of age 65.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit: 1.3% of final average earnings multiplied by credited service earned after December 31, 2004.

   c) Earnings: All pay including overtime, commissions and bonuses.

   d) Credited Service: Based on hours worked in a calendar year, not to exceed 30 years of service:

      1 year of credited service for 1000 or more hours worked.
      0.75 years of credited service for 750 to 999 hours worked.
      0.50 years of credited service for 500 to 749 hours worked.
      0.25 years of credited service for 250 to 499 hours worked.
      No credited service for less than 250 hours worked.

   e) Final Average Earnings: Average of the highest 5 consecutive years' earnings in the last 10 years of employment.

5. Early Retirement Benefit:

   a) Eligibility: Age 55 and ten years of service.

   b) Basic Benefit: The accrued benefit will be reduced by 6% per year benefit commencement date precedes age 65.

   c) Supplement: None.

SCHEDULE SB ATTACHMENTS

6. Pre-Retirement Death Benefits:

   a) Eligibility: Age 55 or five years of service.

   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.

      If not eligible for early retirement, further reductions apply.

   c) Period Payable: Life of the spouse.

7. Vesting:

   a) Requirements: Five years of service from date of hire.

   b) Benefit: The accrued benefit will be reduced by 6% per year benefit commencement date precedes age 65.

8. Employee Contributions: None.

9. Post-Retirement Spouse's Benefit (Company Sponsored): None.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Nonunion Hourly — Appendix A

Summary of Nonunion Hourly Locations

Location[1]	Location Status
ALBS – Albuquerque Sales	Spun off Mondelēz
ALTO – Altoona Sales	Spun off Mondelēz
BRLN – Burlington Sales	Spun off Mondelēz
BTHL – Bethlehem Sales	Spun off Mondelēz
CACY – Cayce Sales	Spun off Mondelēz
COLD – Columbus MC DC	Closed 2009
COLR – Groveport DSD	Closed 2009
COLU – Columbia Plant	Open
CRPD – Cedar Rapid Sales	Spun off Mondelēz
DOTH – Dothan Sales	Spun off Mondelēz
DUNC – Duncan Sales	Spun off Mondelēz
ELPS – El Paso Sales	Spun off Mondelēz
EVVL – Evansville Sales	Spun off Mondelēz
FTLR – Ft Lauderdale	Spun off Mondelēz
FTSM – Fort Smith Plan	Sold June 7, 2021
GLBR – Goldsboro Sales	Spun off Mondelēz
GRBR – Greensboro Sales	Spun off Mondelēz
HUGT – Huntington Sales	Spun off Mondelēz
JKVL – Jacksonville Sales	Spun off Mondelēz
KIRK – Kirksville Plant	Open
KNDL – Kendallville Plant	Open
LBBK – Lubbock Sales	Spun off Mondelēz
LCHT – Little Chute Plant	Sold February 28, 2010
LFYT – Lafayette Sales	Spun off Mondelēz
LULU – Honolulu Sales	Spun off Mondelēz
MANA – Manassas Sales	Spun off Mondelēz
ORLN – Orlando Sales	Spun off Mondelēz
PHNX – Phoenix Sales	Spun off Mondelēz
SALT – Salt Lake City	Spun off Mondelēz
SXFL – Sioux Fall Sales	Spun off Mondelēz
TLSA – Tulsa Sales	Spun off Mondelēz
WTBK – Westbrook Sales	Spun off Mondelēz

(1) This listing may not be complete.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — OM Hourly No. 1

1. Effective Date: The effective date of the Plan is January 1, 1985. Plan merged into the KFG, Inc. Hourly Retirement Plan effective December 31, 2003. (Original plan name was Pension Plan No. 1 of Oscar Mayer Foods Corporation and Subsidiary Companies).

2. Date of Most Recent Amendment: November 28, 2023 – for Davenport employees – Certain benefits were enhanced and credited service froze as of December 31, 2023.

3. Eligibility Requirements: All employees who are (i) employed by an employer who has adopted the plan, (ii) represented by United Food and Commercial Workers, (iii) hired before November 14, 2014 for Davenport employees.

4. Normal Retirement Benefit:

   a) Normal Retirement Date: The later of the fifth anniversary of the participation date or age 65.

   b) Basic Benefit:
   For Davenport employees[1], the monthly benefit unit is determined as of the sum of:
   $28.00 multiplied by credited service through December 31, 1988 and
   — $37.00 multiplied by credited service from January 1, 1989 through December 31, 2018
   — $50.00 multiplied by credited service from January 1, 2019.

   c) Credited Service: All years of service.

[1] Prior to June 1, 2006,
For Davenport employees, the monthly benefit unit was determined as of the sum of:
$18.00 multiplied by credited service through December 31, 1988 and
— $27.00 multiplied by credited service from January 1, 1989.

Prior to May 1, 2002,
For Davenport employees who were at least 52 years old or who had at least 27 years of service as of March 1, 1989 and who elected not to receive the 401(k) match under the Long-Term Savings Plan (LOTS) in 1989, the monthly benefit unit was determined as the sum of:
— $17.00 multiplied by credited service through December 31, 1988 and
— $24.00 multiplied by credited service from January 1, 1989.

for Davenport employees who were at least 52 years old or who had at least 27 years of service as of March 1, 1989 and who chose to receive a 401(k)match from LOTS in 1989 and who then chose to discontinue the 401(k) match in 1992, or who were at least 52 years old or who had at least 27 years of service as of April 5, 1992 and who were ineligible to select an option in 1989 and who then chose not to have the 401(k) match in 1992, the monthly benefit unit was determined as the sum of:
— $17.00 multiplied by credited service through December 31, 1988 and
— $24.00 multiplied by credited service from January 1, 1989.
Prior to April 1, 1999, the benefit accrual rate for service after January 1, 1989 was $21.00.
Prior to April 1, 2000, the benefit accrual rate for service after January 1, 1989 was $22.00.
Prior to April 1, 2001, the benefit accrual rate for service after January 1, 1989 was $23.00.

for all other Davenport employees, the monthly benefit unit was determined as the sum of:
— $15.50 multiplied by credited service through December 31, 1988, and
— $22.00 multiplied by credited service from January 1, 1989.
Prior to April 1, 1999, the benefit accrual rate for service after January 1, 1989 was $19.00.
Prior to April 1, 2000, the benefit accrual rate for service after January 1, 1989 was $20.00.
Prior to April 1, 2001, the benefit accrual rate for service after January 1, 1989 was $21.00.

Prior to January 1, 2011,
For Davenport employees, the monthly benefit unit was determined as the sum of:
— $20.00 multiplied by credited service through December 31, 1988 and
— $29.00 multiplied by credited service from January 1, 1989.

Prior to January 1, 2015,
For Davenport employees, the monthly benefit unit was determined as the sum of:
— $23.00 multiplied by credited service through December 31, 1988 and
— $32.00 multiplied by credited service from January 1, 1989.

Prior to November 28, 2023
For Davenport employees, the monthly benefit unit was determined as the sum of:
— $28.00 multiplied by credited service through December 31, 1988 and

Plan Name:	Kraft Heinz Retirement Plan
EIN / PN:	25-0542520/003
Plan Sponsor:	Kraft Heinz Foods Company
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

— $37.00 multiplied by credited service from January 1, 1989 and
— $40.00 multiplied by credited service from January 1, 2019.

5. Early Retirement:

a) Eligibility: Retirement after age 55 and 5 years of vesting service.

b) Basic Benefit: Accrued benefit with no reduction from 65 to 60, and 4% reduction per year for the next five years early.
For Davenport employees hired after June 27, 2006, the early retirement benefit is reduced by 6% per year prior to age 65.

c) Special Benefit: For employees with 30 or more years of vesting service (regardless of age), accrued benefit with no reduction. Service was changed from credited to vesting service for retirements after December 31, 2023.

d) Supplement[(4)]: For employees with 30 or more years of service (regardless of age), $100.00 per month payable until age 62.

(4) For Davenport employees who retired on or after May 1, 1998 and through to January 1, 2002 with 30 or more years of service (regardless of age), the monthly supplement was $24.00 per month multiplied by credited service up to 35 years payable until age 62.

For Davenport employees who retired on or after May 1, 2006 through March 1, 2009 with 30 or more years of service (regardless of age) the early retirement supplement was $750.00 per month payable until age 62.

For Davenport employees who retired on or after May 1, 2006 through March 1, 2009 with 20 or more years of service and who are at least 55 years old, the early retirement supplement was $750.00 per month payable until age 62.

For Davenport employees who retired on or after October 1, 2011 through February 1, 2014 with 30 or more years of service (regardless of age) the early retirement supplement was $750.00 per month payable until age 62.

For Davenport employees who retired on or after October 1, 2011 through February 1, 2014 with 20 or more years of service and who are at least 55 years old, the early retirement supplement was $750.00 per month payable until age 62.

For Davenport employees who retired on or after January 1, 2016 through June 30, 2018 with 30 or more years of service (regardless of age) the early retirement supplement was $750.00 per month payable until age 62.

For Davenport employees who retired on or after January 1, 2016 through June 30, 2018 with 20 or more years of service and who are at least 55 years old, the early retirement supplement was $750.00 per month payable until age 62.

For Davenport employees who retire on or after January 1, 2019 through June 30, 2023 with 30 or more years of service (regardless of age) the early retirement supplement will be $750.00 per month payable to age 62.

For Davenport employees who retire on or after January 1, 2019 through June 30, 2023 with 20 or more years of service and who are at least 55 years old, the early retirement supplement will be $750.00 per month payable to age 62.

For Davenport employees who retire on or after November 28, 2023 through July 31, 2028 with 30 or more years of vesting service (regardless of age) the early retirement supplement will be $750.00 per month payable to age 62.

For Davenport employees who retire on or after November 28, 2023 through July 31, 2028 with 20 or more years of vesting service and who are at least 55 years old, the early retirement supplement will be $750.00 per month payable to age 62.

For Davenport employees who retire on or after August 1, 2028 with 30 or more years of vesting service (regardless of age) the early retirement supplement will be $100.00 per month payable until age 62.

For Davenport employees who retire on or after August 1, 2028 with 20 or more years of vesting service and who are at least 55 years old, the early retirement supplement will be $0 per month.

Effective January 1, 2024, vesting service will be used to determine eligibility for early retirement benefits. Prior to January 1, 2024 the Special Benefit determined eligibility using credited service.

e) Separation Retirement Benefit: In lieu of items (b) and (c), for employees in specified locations [see (g) below] **and** (i) whose employment is terminated by reason of a permanent closing of a plant, division, or department, (ii) who are eligible for separation pay under the applicable labor agreement, (iii) who are between the ages of 50 and 62, and have completed 20 or more years of service, (iv) who elect not to receive separation pay, and (v) who apply for a separation pension within 24 months of employment termination, a benefit equal to "1½" times the accrued benefit, payable to the earlier of age 62 and the age at eligibility for primary or disability Social Security benefits; thereafter, the "1½" factor reduces to a factor of "1."

f) Separation Retirement Benefit — Double Pension: In lieu of (b) and (c), for employees in specified locations [see (g) below] **and** (i) who meet the requirements for separation retirement benefits and (ii) who apply for a separation retirement benefit — double pension within seven days of employment termination, a benefit equal to 2 times the accrued benefit, payable to the earlier of age 62 and the age at eligibility for primary or disability Social Security benefits; thereafter, the "2" factor reduces to a factor of "1."

g) Locations Providing Separation Benefits: Employees covered under labor agreements at the Davenport - Local 431 are eligible for either separation retirement benefits or separation retirement benefits — double pension upon satisfying the requirements described in (e) and (f) above:

6. Disability Retirement Benefit:

a) Eligibility: Five years of credited service and total and permanent disability.

b) Basic Benefit: Accrued benefit with no reduction.

c) Supplement: If a participant has five years of credited service and is not eligible for Social Security benefits, and is either (i) totally and permanently disabled, or (ii) over age 60 and unable to perform on the job, the supplement equals the accrued benefit payable until age 65 (or earlier eligibility for Social Security disability benefits).

7. Pre-Retirement Spouse's Benefit:

a) Eligibility: Five years of credited service.

b) Basic Benefit: 42.5% of accrued benefit, adjusted by .03% for each month the spouse's birth precedes or follows the birth date of the participant, but not less than 50% of the accrued benefit reduced for early retirement and election of the Joint & Survivor annuity form as of date of death, payable until later of (i) death of eligible spouse, or (ii) marriage or attainment of age 18 of any dependent child.

SCHEDULE SB ATTACHMENTS

8. Vesting:

   a) Requirements: Five years of service.

   b) Basic Benefit: Accrued benefit, reduced by 6% per year prior to age 65, payable as early as age 55.

9. Employee Contributions: None.

10. Post-Retirement Spouse's Benefit (Company Sponsored): None.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement — OM Hourly No. 2

1. Effective Date: The effective date of the Plan is January 1, 1989. Plan merged into the KFG, Inc. Hourly Retirement Plan effective December 31, 2003. (Original plan name was Pension Plan No. 2 of Oscar Mayer Foods Corporation and Subsidiary Companies).

2. Date of Most Recent Amendment: December 2015 – Earnings and service used in benefit calculations will freeze as of December 31, 2015. September 2013 – Newberry participants moved to the final average pay formula effective January 1, 2014.

3. Eligibility Requirements:[1] All employees who are (i) employed by an employer who has adopted the plan, (ii) to whom the plan has been extended by collective bargaining or by unilateral action of the company, (iii) not represented by United Food and Commercial Workers, and (iv) hired before January 1, 2005 for Kirksville and Columbia and before January 1, 2009 for Newberry. Included also are all part-time and full-time nonunion employees and all non-United Foods and Commercial Workers employees.

4. Normal Retirement Benefit:

   a) Normal Retirement Date: Age 65.

   b) Basic Benefit:[2] Participants in Columbia and Kirksville – The sum of (i) and (ii)

      (i) $18.00 per month multiplied by credited service earned through December 31, 2002.

      (ii) One twelfth of 1.3% of final average earnings multiplied by credited service earned after December 31, 2002.

   Participants in Newberry – The sum of (i) and (ii)

      (i) $23.00 per month multiplied by credited service earned through December 31, 2013.

      (ii) One-twelfth of 1.3% of final average earnings multiplied by credited service earned after December 31, 2013.

(1) Employees at Columbia and Kirksville hired on or after January 1, 2005 but before January 1, 2009 are eligible for the Nonunion Hourly benefit structure.
Employees hired on or after January 1, 2009 are not eligible for company-sponsored defined benefit pension coverage.

(2) Prior to January 1, 2000, the monthly unit at Newberry, Columbia and Kirksville was $10.00, $12.00 and $12.00, respectively.
Prior to January 1, 2001, the monthly unit at Newberry, Columbia and Kirksville was $12.00, $14.00 and $14.00, respectively.
Prior to January 1, 2002, the monthly unit at Newberry, Columbia and Kirksville was $14.00, $16.00 and $16.00, respectively.
Prior to January 1, 2003, the monthly unit at Newberry was $16.00.
Prior to January 1, 2004, the monthly unit at Newberry was $18.00.
Prior to January 1, 2005, the monthly unit at Newberry was $20.00.
Prior to January 1, 2007, the monthly unit at Newberry was $21.00.

Plan Name:	Kraft Heinz Retirement Plan
EIN / PN:	25-0542520/003
Plan Sponsor:	Kraft Heinz Foods Company
Valuation Date:	January 1, 2025

c) Definitions:

Earnings: All pay including overtime, commissions and bonuses.

Final Average Earnings: Average of the highest five consecutive years' earnings in the last ten years of employment.

Credited Service: For participants in Columbia and Kirksville, all years of Oscar Mayer service, limited to 30 years if less than 20 years of service has been accrued as of December 31, 2002. For participants in Newberry, all years of service from December 31, 1980 and accrued through December 31, 2013. Effective January 1, 2014, one year of credited service is earned for 1,000 or more hours worked per year. A partial year of service is awarded, based on a schedule, for participants who do not work 1,000 or more hours during a year.

5. Early Retirement:

a) Eligibility: Age 55 and ten years of credited service. For participants in Columbia, 30 years of credited service (regardless of age).

b) Basic Benefit:[(1)] The sum of (i) and (ii)

(i) The accrued benefit earned through December 31, 2002 with no reduction from 65 to 60, and 6% reduction per year to age 55. For participants in Columbia with 30 or more years of service at retirement (regardless of age), the accrued benefit through December 31, 2002 with no reduction for early retirement.

(ii) The accrued benefit earned after December 31, 2002 with no reduction from age 65 to 62, and 5% reduction per year to age 55. For participants in Columbia with 30 or more years of service at retirement (regardless of age) and with 20 or more years of service as of December 31, 2002, the accrued benefit after December 31, 2002 may commence prior to age 55 with no reduction from age 65 to 62 and 5% reduction per year prior to age 62.

For participants hired on or after January 1, 2004, the accrued benefit will be reduced by 6% per year benefit commencement date precedes age 65.

c) Supplement: For participants in Columbia with 30 or more years of service at retirement (regardless of age) and with 20 or more years of service as of December 31, 2002, $100.00 per month payable until age 62.

[(1)] For Newberry participants hired before January 1, 2004, the accrued benefit for all earned service will be reduced by 6% per year benefit commencement date precedes age 60.

SCHEDULE SB ATTACHMENTS

6. Disability Retirement Benefit:

   a) Eligibility: Ten years of credited service and total and permanent disability.

   b) Basic Benefit: Accrued benefit earned through December 31, 2002 with no reduction.

   c) Supplement: For participants in Columbia and Kirksville who have ten years of credited service and are not eligible for Social Security benefits, and are either (i) totally and permanently disabled, or (ii) over age 60 and unable to perform on the job, the supplement equals the accrued benefit earned through December 31, 2002 payable until age 65 (or earlier eligibility for Social Security disability benefits).

7. Pre-Retirement Spouse's Benefit:

   a) Eligibility: Five years of credited service.

   b) Basic Benefit: For participants in Columbia and Kirksville, the greater of (i) and (ii):

      (i) 42.5% of accrued benefit earned through December 31, 2002, adjusted by .03% for each month the spouse's birth precedes or follows the birth date of the participant, payable until later of (i) death of eligible spouse, or (ii) marriage or attainment of age 18 of any dependent child but not less than 50% of the accrued benefit earned through December 31, 2002 reduced for early retirement and election of the Joint & Survivor annuity form as of date of death.

      (ii) 50% of the accrued benefit for all service, reduced for early retirement and election of the joint and survivor annuity form as of date of death, payable to an eligible surviving spouse (married one year).

      For participants in Newberry, 50% of the accrued benefits, reduced for early retirement and election of the joint and survivor annuity form as of the date of death, payable to an eligible surviving spouse (married one year).

8. Vesting:

   a) Requirements: Five years of service.

   b) Basic Benefit: Accrued benefit the accrued benefit will be reduced by 6% per year benefit commencement date precedes age 65.

9. Employee Contributions: None.

10. Post-Retirement Spouse's Benefit (Company Sponsored): None.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Woodstock

1. Effective Date: January 1, 2001.

2. Date of Most Recent Amendment: February 7, 2013 – Service used in benefit calculations was frozen as of December 31, 2019.

3. Eligibility Requirements: One year of service or in active status as of January 1, 2001. Employees hired after February 7, 2013 are not eligible to participate in the Kraft Heinz Retirement Plan.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month coincident with or next following attainment of age 65, or five years of vesting service, if later.

      Deferred: The first of any month after normal retirement date.

   b) Basic Benefit:[(1)] $26.00 per month multiplied by credited service.

   c) Credited Service: All continuous service prior to January 1, 2001 plus service based on hours worked in a calendar year after January 1, 2001:

      1 year of credited service for 1000 or more hours worked.
      0.75 years of credited service for 750 to 999 hours worked.
      0.50 years of credited service for 500 to 749 hours worked.
      0.25 years of credited service for 250 to 499 hours worked.
      No credited service for less than 250 hours worked.

(1) Prior to January 1, 2002, the basic benefit amount was $8.00 per month.
Prior to January 1, 2003, the basic benefit amount was $9.00 per month.
Prior to January 1, 2004, the basic benefit amount was $10.00 per month.
Prior to January 1, 2005, the basic benefit amount was $11.00 per month.
Prior to January 1, 2006, the basic benefit amount was $12.00 per month.
Prior to January 1, 2007, the basic benefit amount was $13.00 per month.
Prior to January 1, 2011, the basic benefit amount was $16.00 per month.
Prior to January 1, 2012, the basic benefit amount was $17.00 per month.
Prior to January 1, 2013, the basic benefit amount was $18.00 per month.
Prior to January 1, 2014, the basic benefit amount was $20.00 per month.
Prior to January 1, 2016, the basic benefit amount was $21.00 per month.
Prior to January 1, 2017, the basic benefit amount was $23.00 per month.
Prior to January 1, 2018, the basic benefit amount was $25.00 per month.

SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit:

   a) Eligibility: Age 55 and ten years of service.

   b) Basic Benefit: The accrued benefit, reduced 6% for each year that the payment precedes age 65, with maximum reduction of 60% at age 55.

   c) Supplement: None.

6. Pre-Retirement Death Benefits:

   a) Eligibility: Age 55 or five years of service.

   b) Benefit: If eligible for early retirement, 50% of the benefit which would have been payable had the employee retired early on the date of his death.

      If not eligible for early retirement, further reductions apply.

   c) Period Payable: Life of the spouse.

7. Vesting:

   a) Requirements: Five years of service from date of hire.

   b) Benefit: The accrued benefit, reduced 6% for each year that the payment precedes age 65, with maximum reduction of 60% at age 55.

8. Employee Contributions: None.

9. Post-Retirement Spouse's Benefit (Company Sponsored): None.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Heinz Former Plan B

1. Effective Date: January 1, 1964

2. Date of Most Recent Amendment: December 2015

3. Eligibility Requirements:

   New employees are no longer eligible to participate in plan

   Appendix (b): Heinz USA of Holland, Michigan. Plan closed 12/1/2004. Originally, 6 months of service.

   Appendix (f): Employees of Ore-Ida of Ontario, Oregon. Plan frozen on 12/31/2015. *Location sold on February 22, 2022*

   Appendix (m): Weight Watchers Foods of Massillon, Ohio. Plan closed May 19, 1998. Originally, 1 year of service.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month coinciding or after attainment of age 65.

      Deferred: Retirement after normal retirement date.

   b) Earnings: Appendix: Pensionable pay is defined as total payment received for services rendered

   c) Normal Benefit:

      Appendix (b): 1.1% of pensionable pay for each year of credited service, with a minimum benefit of $396 effective November 1, 2012 for each year of credited service.

      Appendix (f): 1.0% of pensionable pay for each year of credited service, with a minimum benefit of $228 for each year of credited service ($234 effective 7/1/2010; $240 effective 7/1/2012; $246 effective 7/1/2013). Pay and service used to calculate benefits were frozen as of 12/31/2015.

      Appendix (m): 1.0% of pensionable pay for each year of credited service, with a minimum benefit of $360 for each year of credited service.

d) Terminated Vested Benefit:

Accrued Benefit payable at age 65. Benefit is payable as early as age 55 (Age 60 for Appendices (f) and (m)).

Benefit is reduced 6% per year from age 65 until age 55 (age 60 for Appendix (f)) (6.67% per year from age 65 until age 60 for Appendix (m)).

e) Credited Service: Full-time employees earn continuous service for all periods of employment including paid and unpaid Company authorized absences. Part-time employees earn a year of continuous service for any calendar year during which he or she has 1,000 hours of service or more. Appendix (s): 1,000 hours of service, regardless of employment status. Employees on layoff no longer accrue credited service but they continue to accrue credited service.

5. Early Retirement Benefit:

a) Eligibility: Appendix (b): Age 55.
Appendix (f): Age 60.
Appendix (m): Age 60.

b) Benefit: Accrued Benefit is payable early with reduction from age 65 and varies by Appendix.

Appendix (b): 2% per year from age 65 until age 62; 4% per year thereafter until age 55. Unreduced after:

- Attainment of age 60 and 30 years of vesting service. Temporary monthly supplement until age 62 of $144, effective November 1, 2012, per year of credited service
- Attainment of age 62 and 25 years of vesting service.

Appendix (f): 4% per year from age 65 until age 60.

Appendix (m): 6.67% per year from age 65 until age 60.

SCHEDULE SB ATTACHMENTS

6. Pre-Retirement Death Benefits:

a) Eligibility: Death while eligible for deferred vested, early retirement, normal or postponed retirement.

b) Benefit:

Appendices (b), (f), (m): 50% of the accrued benefit reduced for early retirement to age 55 (age 60 for Appendices (f) and m)).Further reductions are made for benefits starting before age 55 (age 60 for Appendices (f) and (m)). Reductions from the reduced age 55 (age 60 for Appendices (f) and (m)) benefit are 6% per year for 1st 5 years before age 55 (age 60 for Appendices (f) and (m)), 4% for each of the next 5 years and 2.5% for each of the next 10 years.

After eligibility for early retirement:

The surviving spouse will receive a pension benefit from the Plan as if the participant had retired at the date of his or her death with a joint and survivor annuity.

- Death occurs while actively employed: Under a 100% joint and survivor form of annuity. Benefit reductions for early retirement, if applicable, and for the form of payment will be applied.
- Death occurs after termination of employment: Under a 50% joint and survivor form of annuity. Benefit reductions for early retirement, if applicable, and for the form of payment will be applied.
- Death occurs while in receipt of disability pension benefit: Under a 50% joint and survivor form of annuity. The amount of benefit will be reduced for the form of payment, but unreduced for early retirement.

Before eligibility for early retirement:

Upon the death of an active or terminated participant that has earned a vested benefit, the surviving spouse will receive a benefit equal to 20% of the benefit the participant had accrued at his death, reduced for early commencement prior to the date the participant would have attained age 55.

For Appendices (f) and (m), the benefit payable is 35% and 33%, respectively, of the participant's accrued benefit, reduced by 6% for each of the first 5 years, 4% for each of the next 5 years, and 2.5% for each of the next 10 years by which the payment is prior to the date the participant would have attained age 60.

SCHEDULE SB ATTACHMENTS

7. Disability Benefits:

   a) Eligibility: Appendix (b): 10 years of vesting service
   Appendix (f): Age 50 and 20 years of vesting service or age 55
   Appendices (m): No disability provisions

   b) Benefit: Appendix (b): Accrued benefit payable immediately
   Appendix (f): Accrued benefit reduced 4% per year from age 65.

8. Vesting: 5 years of vesting service

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Heinz Former Plan C

1. Effective Date: January 1, 1967

2. Date of Most Recent Amendment: December 2015

3. Eligibility Requirements: New employees are not eligible to participate.

   Appendix (b) – Employees of Fremont: No employees hired after March 1, 2004 are eligible to participate.

   Appendix (c) – Employees of Muscatine: No employees hired after September 1, 2004 are eligible to participate.

4. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      Normal: The first of the month coinciding or after attainment of age 65.

      Deferred: Retirement after normal retirement date.

   b) Earnings: Pensionable pay is defined as total payment received for services rendered

   c) Normal Benefit:

      Appendix (b): 1.4% of pensionable pay for each year of credited service with a minimum of $480 for each year of credited service

      Appendix (c): 1.4% of pensionable pay for each year of credited service with a minimum of $485 for each year of credited service. Accruals will freeze at 12/31/2026.

d) Terminated Vested Benefit:

Accrued Benefit payable at age 65. Benefit is payable as early as age 55. Benefit is reduced 6% per year from age 65 until age 55.

e) Credited Service: Full-time employees earn continuous service for all periods of employment including paid and unpaid Company authorized absences. Part-time employees earn a year of continuous service for any calendar year during which he or she has 1,000 hours of service or more or 2,200 Hours for Appendix (b). Employees on layoff no longer accrue credited service.

5. Early Retirement Benefit:

a) Eligibility: First of the month coincident with or following the attainment of age 55.

b) Benefit:

Accrued Benefit unreduced with attainment of age 55 and 30 years of vesting service or attainment of age 62 and 25 years of vesting service. Otherwise reduction is 2% per year from age 65 until 62 and 4% per year thereafter until age 55.

Appendix (c): Temporary monthly supplement from unreduced retirement age until age 62 of $180 per year of credited service.

Appendix (b): A one-time $5,000 Retirement Bonus for early retirement eligible employees who retire within one year of first becoming eligible during the length of the contract from March 1, 2017 through October 30, 2022.

SCHEDULE SB ATTACHMENTS

6. Pre-Retirement Death Benefits:

   a) Eligibility: Death while eligible for deferred vested, early, normal or postponed retirement.

   b) Benefit:

   50% of the accrued benefit reduced for early retirement to age 55. Further reductions are made for benefits starting before age 55. Reductions from the reduced age 55 benefits are 6% per year for 1st 5 years before age 55, 4% for each of the next 5 years and 2.5% for each of the next 10 years.

   After eligibility for early retirement:

   The surviving spouse will receive a pension benefit from the Plan as if the participant had retired at the date of his or her death with a joint and survivor annuity.

   - Death occurs while actively employed: Under a 100% joint and survivor form of annuity. Benefit reductions for early retirement, if applicable, and for the form of payment will be applied.
   - Death occurs after termination of employment: Under a 50% joint and survivor form of annuity. Benefit reductions for early retirement, if applicable, and for the form of payment will be applied.
   - Death occurs while in receipt of disability pension benefit: Under a 50% joint and survivor form of annuity. The amount of benefit will be reduced for the form of payment, but unreduced for early retirement.

   Before eligibility for early retirement:

   Upon the death of an active or terminated participant that has earned a vested benefit, the surviving spouse will receive a benefit equal to 20% of the benefit the participant had accrued at his death, reduced for early commencement prior to the date the participant would have attained age 55.

7. Vesting: 5 years of vesting service

8. Changes from prior valuation: The minimum benefit for appendix c was increased to $485 per year of credited service, and accruals will freeze at 12/31/2026.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan – Former Retirement Plan

1. Effective Date: January 1, 2010.

2. Eligibility for Participation: All nonunion employees and union employees hired before January 1, 2009, who belong to a participating group to whom the benefits of this Plan have been extended become participants immediately following the completion of one year of service. There are some union groups who have not yet negotiated into the level of benefits described in 4(b) below. See the plan document for the plan provisions which apply to these groups.

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

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

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

3. Definitions:

   a) Continuous Service: All completed years and months of employment.

   b) Credited Service: The sum of all completed years and months during which employees were participants in their predecessor plans prior to the effective date, and all completed years and months during which employees are participants in the Plan as of January 1, 1989.

c) Past Contributory Service: For former Kraft participants, the credited service earned through December 31, 1988 while contributing to the prior Kraft plan. For former General Foods Salaried participants, the credited service earned through December 31, 1990 while contributing to the prior General Foods Salaried plan. For former Tombstone and former All American Gourmet participants, the credited service earned through December 31, 1990. For former Nabisco Shredded Wheat participants, the credited service earned through December 31, 1992. This service definition is not applicable for Capri Sun, U.S. Hourly, former Oscar Mayer Salaried participants, or former Nabisco participants in the Retirement Plan for Employees of Nabisco, Inc.

d) Past Noncontributory Service: For former Kraft participants, the credited service earned through December 31, 1988 while not contributing to the prior Kraft plan. For former General Foods Salaried participants, the credited service earned through December 31, 1990 while not contributing to the prior General Foods Salaried plan. This service definition is not applicable to former All American Gourmet, Tombstone, Nabisco Shredded Wheat, Capri Sun, U.S. Hourly, former Oscar Mayer Salaried participants, or former Nabisco participants in the Retirement Plan for Employees of Nabisco, Inc.

e) Future Service: For former Kraft participants, the credited service earned since December 31, 1988. For former General Foods Salaried, All American Gourmet, and Tombstone participants, the credited service earned since December 31, 1990. For former Nabisco Shredded Wheat participants and Capri Sun participants, the credited service earned since December 31, 1992. For former Oscar Mayer Salaried participants, the credited service earned since December 31, 1993. For U.S. Hourly participants, the credited service earned since December 31, 1995 plus the credited service earned through December 31, 1995 while contributing to the Kraft Foods Group, Inc. Hourly Retirement Plan. For former Nabisco participants not eligible for the Preserved PRA grandfather formula in the Retirement Plan for Employees of Nabisco, Inc., the credited service earned since December 31, 2002. For all participants, credited service is frozen as of December 31, 2015. This service definition is not applicable for former Nabisco participants eligible for the Preserved grandfather formula in the Retirement Plan for Employees of Nabisco Inc.

f) Final Average Earnings: The average annual compensation received in the five highest paid consecutive years in the last ten years prior to retirement or termination. For all participants, the final average earnings is frozen as of December 31, 2015.

g) Career Earnings: Annual compensation received in the years beginning January 1, 1989 through retirement for former Kraft participants. For former General Foods Salaried, All American Gourmet, and Tombstone participants, annual compensation received beginning January 1, 1991 through retirement. For former Nabisco Shredded Wheat participants, annual compensation received beginning January 1, 1993 through retirement. For other Kraft employees who became participants in the plan prior to January 1, 1995, annual compensation received beginning at date of hire through retirement. This definition is not applicable for any other employees. For all applicable employees, career earnings are frozen as of December 31, 2015.

h) Social Security Covered Compensation: The average of the Social Security taxable wage bases in effect during each year of the 35-year period that ends with the year the participant reaches Social Security retirement age. For all applicable employees, covered compensation is frozen as of December 31, 2015.

i) Actuarial Equivalence: Benefits are generally converted from the normal form of payment to the optional form of payment on an actuarially equivalent basis, which varies depending on the plan formula. Benefits accrued under multiple prior plan formulas may be converted using

multiple bases. See the "Optional Forms and Actuarial Equivalence" section for the actuarial equivalence bases that apply to the plan.

4. Pension Benefit at Normal Retirement:

a) Eligibility: All participants who retire on the first day of the month following attainment of age 65 after completing at least five years of continuous service.

b) Annual Retirement Benefit: For former Kraft, former All American Gourmet, former Nabisco Shredded Wheat, Capri Sun, and U.S. Hourly participants, the greater of the sum of (i) through (iv), or (v):

i) Past contributory service benefit:

— 1.3% of final average earnings up to Social Security covered compensation multiplied by years of past contributory service limited to 30 years, plus

— 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of past contributory service limited to 30 years.

ii) Future service benefit:

— 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus

— 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

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

iii) Past noncontributory service benefit:

— $72 multiplied by years of past noncontributory service.

iv) All service benefit:

— 0.5% of final average earnings multiplied by years of credited service over 30 years.

Credited service for former Kraft participants excludes past noncontributory service.

v) Minimum benefit:

— For former Kraft and All American Gourmet participants, benefits accrued under the prior plan as of December 31, 1990 plus 1.75% of career earnings after December 31, 1990.

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

— For former Nabisco Shredded Wheat participants, the adjusted accrued benefit as of December 31, 1992 as earned under the Nabisco Brands Salaried Pension Plan (see plan document for further information).

— For former U.S. Hourly participants, benefits accrued under the Kraft Foods Group, Inc. Hourly Retirement Plan as of December 31, 1995.

SCHEDULE SB ATTACHMENTS

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

vi) Past contributory service benefit:

— 1.5% of final average earnings up to Social Security covered compensation multiplied by years of past contributory service limited to 30 years, plus

— 1.875% of final average earnings in excess of Social Security covered compensation multiplied by years of past contributory service limited to 30 years.

vii) Future service benefit:

— 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus

— 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

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

viii) Past noncontributory service benefit:

— 1.0% of final average earnings up to Social Security covered compensation multiplied by years of past noncontributory service, plus

— 1.375% of final average earnings in excess of Social Security covered compensation multiplied by years of past noncontributory service.

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

ix) All service benefit:

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

x) Minimum benefit:

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

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

SCHEDULE SB ATTACHMENTS

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

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

— 1.1% of final average earnings up to one-half of the Social Security taxable wage base multiplied by years of past credited service, plus

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

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

xii) Future service benefit:

— 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus

— 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

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

xiii) All service benefit:

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

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

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

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

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

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

xv) Future service benefit:

— 1.3% of final average earnings up to Social Security covered compensation multiplied by years of future service, plus

— 1.675% of final average earnings in excess of Social Security covered compensation multiplied by years of future service.

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

xvi) All service benefit:

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

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

c) Certain transfers from Altria between December 8, 1988 and September 30, 2007, inclusive, could be entitled to benefits in addition to those described above. Each such participant's accrued benefit for service earned under the Altria plan formula will be recalculated using Final Average Earnings and Social Security Covered Compensation as of their date of termination. The credited service used in this calculation will be the amount frozen as of the transfer date. To the extent that the recalculated benefit exceeds the frozen benefit calculated as of the transfer date, additional benefits will be due.

d) For participants whose compensation in years prior to 1994 exceeded the IRC Section 401(a)(17) limit effective January 1, 1994, the extended wear-away approach to calculating benefits is applied.

5. Pension Benefit at Early Retirement Date:

a) Eligibility: All participants who have completed at least ten years of continuous service, and who retire on the first day of any month subsequent to attainment of age 55, or participants who were deemed early retirement eligible or bridged to early retirement as part of special program.

b) Annual Benefit: The benefit determined as in 4(b) above, based upon service and earnings prior to the early retirement date. This benefit is reduced by 1/4% for each full month between ages 56 and 62 and 1/6% for each full month between ages 55 and 56 that commencement of benefits precedes the first day of the month following attainment of age 62. For participants hired on or after January 1, 2004, the benefit is reduced by 1/2% for each full month between ages 55 and 65 that commencement of benefits precedes the first day of the month following attainment of age 65. Early retirement reduction factors which are applicable to benefits accrued under prior plans before their merger with the Kraft Foods Group, Inc. Retirement plan are preserved where necessary.

c) Former Oscar Mayer Salaried Participants: Employees with at least 20 years of past credited service prior to December 31, 1993 who retire under the 30 and Out provision may commence their annual retirement benefit upon attainment of 30 years of total credited service. All other

employees retiring under the 30 and Out provision may only commence their past credited service benefit upon attainment of 30 years of total credited service. The benefits attributable to credited service prior to December 31, 1993 are reduced by the factors applicable to the former plan.

d) Altria Transfers: The recalculated and frozen benefits described in section 4(c) above are reduced by the factors applicable to the Altria plan. As described in the plan document, former Altria participants continue to accrue vesting service in the Kraft plan and could grow into more favorable early retirement factors to be applied to the recalculated benefit. The early retirement factor applied to the frozen benefit is based on vesting service as of the transfer date.

6. Pension Benefit at Postponed Retirement Date:

a) Eligibility: All participants who retire subsequent to their normal retirement date.

b) Annual Retirement Benefit: The benefit determined as in 4(b) above, based upon service and earnings to postponed retirement date.

7. Vested Benefit:

a) Retirement: All participants who have completed at least five years of continuous service.
b) Annual Retirement Benefit: The benefit determined as in 4(b) above, based upon service and earnings to date of termination, reduced:

— For participants with 20 or more years of continuous service at termination, or participants who were deemed early retirement eligible or bridged to early retirement as part of special program, as described in 5(b) above, and

— For participants who terminate prior to age 55 with less than 20 years of continuous service at termination, by 1/2% for each full month commencement of benefits precedes the normal retirement date.

c) Former Oscar Mayer Salaried Participants: The benefits attributable to credited service prior to December 31, 1993 are instead reduced by the factors applicable to the former plan.

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

SCHEDULE SB ATTACHMENTS

9. Pre-Retirement Spouse's Benefit:

   a) Eligibility: Spouses of participants who die with at least five years of service.

   b) Annual Benefit for Spouses of Active Employees Who Die after Attaining Eligibility for Early Retirement: The benefit determined as in 4(b) above payable as if the participant had retired on the first day of the month following his death and had elected a 100% contingent annuitant option.

   c) Annual Benefit for Spouses of Active Employees Who Die before Attaining Eligibility for Early Retirement: The benefit determined as in 4(b) above payable as if the participant had terminated on the first day of the month following his death and had elected a 50% contingent annuitant option to begin at age 55.

   d) Duration of Benefit: For the lifetime of the spouse.

10. Other Post-Retirement Death Benefits: As provided by the normal or optional form of benefit payment.

11. Optional Forms of Benefit Payment:

   a) Life annuity form.

   b) 50%, 66-2/3%, 75% and 100% contingent annuitant forms.

   c) Level income form (applicable to either (a) or (b) above).

   d) Lump sum (if hired prior to January 1, 2004).

   e) Five and ten year certain and continuous annuity forms.

SCHEDULE SB ATTACHMENTS

Plan Provisions – Kraft Heinz Retirement Plan – Former Retirement Plan – Appendix A

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

1. Effective Date: Plan most recently restated effective January 1, 2010.

2. Date of Most Recent Amendment: June 14, 1999.

3. Eligibility Requirements: Regular salaried employees on U.S. payroll and pay FICA taxes. Eligible on the first day of the month coincident with or next following six months of service. To be eligible for the Preserved PRA grandfather formula, participants must be in the former PRA plan on December 31, 1992 who (i) were in PRA on January 1, 1988 and (ii) were either age 40 with ten years of service or age 55 with five years of service on January 1, 1988. Effective December 31, 2002, service will cease to accrue for employees not eligible for the Preserved PRA grandfather formula.

4. Definitions:
   a) Credited Service: All service including the first two years of a participant's leave of absence due to permanent disability, service while on military leave as required under Section 414(u). Credited service is frozen as of December 31, 2015.
   b) Final Average Earnings: The average annual compensation received in the three highest paid consecutive years in the last five years prior to retirement or termination. For employees eligible for the Preserved PRA grandfather formula, the average annual compensation received in the five highest paid consecutive years in the last ten years prior to retirement or termination. The final average earnings are frozen as of December 31, 2015.
   c) Social Security Covered Compensation: The average of the maximum Social Security taxable wage bases in effect during each of the 35 calendar years ending with the year the participant attains Social Security retirement age.
   d) Social Security Benefit: Primary benefit payable at age 65 under Social Security. For employees who retire early, the Social Security benefit will be the benefit payable at age 62 or age of retirement if later, assuming that the last rate of earnings continues unchanged to age 62 or age at retirement, if later. For employees who terminate prior to early retirement eligibility, the Social Security benefit will be the benefit payable at age 65, assuming that the last rate of earnings continues unchanged. The Social Security benefit is frozen as of December 31, 2015.
   e) Social Security Offset: 1.25% of the Social Security benefit multiplied by years of credited service (maximum percentage is 50%).
   f) Treasury Rate: The 30-year treasury as of November of the year prior to distribution.
   g) Actuarial Equivalence: The factor used for converting a lump sum to a life annuity is based on an interest rate as specified in (h) below and the mortality table as specified in (i) below. For purposes of determining the qualified 50% Joint and Survivor annuity for the pre-retirement spouse benefit, the basis is 8% and the UP-1984 mortality table.
   h) Interest rate: For periods before the annuity starting date, the interest rate is the lesser of (i) Treasury Rate or (ii) 5%, but not less than 2.5%. For periods after the annuity starting date, the interest rate is the greater of (i) Treasury Rate or (ii) 8%.
   i) Mortality: The table specified by the Secretary of the Treasury set forth in Code Section 417(e)(3). There is no mortality assumed prior to the annuity starting date.

SCHEDULE SB ATTACHMENTS

5. Normal Retirement Benefit:

a) Normal Retirement Date: The first day of the month coincident with or next following the earlier of the completion of five years of service or the attainment of age 65.

c) Benefit: A lump sum benefit equal to final average earnings multiplied by the sum of percentage credits below for each year of credited service. (A single life annuity is Actuarially Equivalent to the lump sum benefit.)

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

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

(i) The benefit described above.

(ii) The amount (a) plus (b) minus (c):

(a) 1.5% of final average earnings multiplied by years of credited service up to 25 years, plus

(b) 1.25% of final average earnings multiplied by years of credited service over 25 years (up to 15 years, if hired after December 1, 1974) minus

(c) Social Security Offset.

(iii) The amount (d) plus (e):

(d) $24 per month multiplied by years of credited service up to 25 years, plus

(e) $12 per month multiplied by years of credited service over 25 up to 15 years.

SCHEDULE SB ATTACHMENTS

6. Early Retirement Benefit:

   a) Eligibility: Age 55 with at least ten years of service.

   b) Benefit:

      (i) Accrued benefit reduced for early commencement according to the Actuarial Equivalence definition described above.

      (ii) Preserved PRA grandfather: If participant retires after age 62 or after 30 years of service, benefit is unreduced. Otherwise, accrued benefit with no reduction from age 65 to 62, reduced 5% for the next seven years early (reduction is not applied to the Social Security Offset).

   c) Supplement: Social Security offset if formula (ii) in Section 5(b) applies, not applied until age 62.

7. Vested Benefit:

   a) Requirement: The earlier of five years of service or age 65.

   b) Benefit: Accrued benefit.

8. Pre-Retirement Spouse's Benefit:

   a) Eligibility: The earlier of five years of service or age 65.

   b) Benefit: Accrued benefit reduced for early commencement according to the Actuarial Equivalence definition described above.

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

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan – Former Retirement Plan — Appendix B

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

1. Eligibility for Participation: Salaried employees are eligible to participate in the plan on the first payroll period following completion of one year of eligibility service. Eligibility service is a 12-month period during which the employee completes 1,000 hours of service. All regular full-time salaried employees, employed prior to January 1, 1992, begin participating on January 1, 1992. Participants in the Adams Retirement Plan as of April 30, 2005 participate as of May 1, 2005. Participation was closed to new entrants effective January 1, 2007.

2. Definitions:

   a) Vesting Service: Completed years of employment generally including employment with acquired companies and Cadbury affiliates.

   b) Benefit Service:

      (i) Years and fractional years of employment:

      — Employees who did not elect to participate in the Cadbury U.S.A. Salaried Employees' Pension Plan begin to accrue benefit service on January 1, 1979.

      — Employees who became participants as a result of the May 30, 1986 acquisition begin to earn service under this plan on various dates, as provided by Cadbury.

      — Employees who became participants as a result of the Adams acquisition begin to earn service under this plan on May 1, 2005.
      — Benefit service is frozen as of December 31, 2015 (December 31, 2020 for Walton Plant).

   c) Compensation Considered: Base pay, overtime pay, Annual Incentive Plan bonus, but excluding deferred compensation. Compensation is limited by IRC Section 401(a)(17).

   d) Average Annual Compensation: The average of the five highest consecutive completed calendar years of compensation out of the last ten completed calendar years. Average annual compensation is frozen as of December 31, 2015 (December 31, 2020 for Walton Plant).

   e) Social Security Benefits: Amount to which participant is entitled to at age 65 based on earnings during periods for which benefit service is accrued. The Social Security Benefit is frozen as of December 31, 2015 (December 31, 2020 for Walton Plant).

SCHEDULE SB ATTACHMENTS

f) Benefit Under the Plan as of 12/31/1991:

(i) Benefit:

— 56% of final average compensation less 50% of Social Security benefit as of December 31, 1991, reduced proportionately for benefit service of less than 25 years as of December 31, 1991.

(ii) Offset Benefit:

— Above benefit will be offset by any benefit accrued under the Retirement Plan for Employees of Del Monte Corporation for service which is considered benefit service under this plan, by benefits earned in non-U.S. Cadbury plans, and by annuity benefits purchased from insurance companies.

g) The PPA Account: The PPA account is a record keeping account, established for each participating employee, which each year is credited with an annual allocation based on the following table. Annual allocations are frozen as of December 31, 2015 (December 31, 2020 for Walton Plant).

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

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

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

SCHEDULE SB ATTACHMENTS

3. Eligibility for Benefits:

   a) Normal Retirement: The first of the month coincident with or next following the later of attainment of age 65 and the fifth anniversary of employment.
   b) Early Retirement: The first month coincident with or next following attainment of age 55 and completion of 10 years of vesting service.

   c) Vested Retirement Pension: Completion of three years of vesting service (including service with acquired or affiliated companies).

   d) Death Benefit: Beneficiary of participant who dies.

   e) Disability: Employees who are receiving payments under the long-term disability plan and/or Workers' Compensation payments.

4. Monthly Benefits Paid Upon the Following Events:

   a) Normal Retirement:

      (i) For employees at least age 50 with at least 10 years of vesting service as of December 31, 1991, the greater of (a) or (b), where:

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

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

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

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

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

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

   b) Early Retirement: Normal retirement benefit as determined according to Normal Retirement Pension above but based upon final average compensation, Social Security benefit, benefit service and PPA annuity as of the employee's early retirement date. If payments are to commence prior to normal retirement date, such payments, except for the PPA annuity, will be reduced by 2% for each of the first 3 years and 4% for each additional year that early retirement date precedes normal retirement date.

c) Vested Retirement Pension: Normal retirement benefit as determined according to Normal Retirement Pension above based upon final average compensation, Social Security benefit, benefit service and PPA annuity as of the employee's termination date. Payments may commence immediately, but are actuarially reduced prior to earliest retirement age provided he or she had accrued the required vesting service prior to termination.

d) Death Benefit: For beneficiaries of participants who die prior to satisfying the service requirement for early retirement: 50% of the employee's vested accrued benefit reduced on a actuarially equivalent basis and converted to a 50% joint and survivor form of payment commencing as of the date of death.

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

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

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

5. Other Plan Provisions:

a) Normal Form of Payment: Life annuity.

b) Optional Forms of Retirement Benefits: Actuarially equivalent to life annuity:

(i) Joint and survivor: 100%, 75%, or 50%
(ii) 5 or 10 years certain and continuous
(iii) Lump sum

(c) Actuarial Equivalence: Based on the 1994 Group Annuity Reserving Table with ages set back 1 year for participants and 4 years for beneficiaries and an interest rate of 8.5%. For lump sums, based on the Applicable Interest Rate and Applicable Mortality Table as defined in the plan.

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

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

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan – Former Retirement Plan — Appendix C

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

1. Effective Date: April 1, 2003.

2. Covered Employees: Active employees included in the plan spinoff from the Warner-Lambert Company Retirement Plan on March 31, 2003. After April 20, 2005, no employee is eligible to commence participation in the plan.

3. Participation Date: January 1st following employment date.

4. Definitions:

   a) Compensation: Base pay rate on January 1 plus incentive and overtime pay.

   b) Dollar Value of Equity Unit: Equal to the net market value of all assets in the Equity Fund divided by the present value units of all credited units.

   c) Normal Retirement Date (NRD): Age 65.

   d) Monthly Pension Benefit: As of May 1, 2005, the Monthly pension benefit was frozen and participants were moved to the PPA plan. The frozen benefit is calculated as the sum of (i), (ii), and (iii):

      (i) Dollar annuity retirement income:
      - 1.5% of Compensation for each year of service.

      (ii) Equity annuity retirement income:
      - For employees who elected at January 1, 1977 to retain their Equity Annuity Retirement Income, the Dollar Annuity benefit is half the amount described above and the remaining half is the "assumed benefit." Equity Annuity Units are credited to a participant each year by dividing that year's assumed benefit by the Dollar Value of a Unit at that time. Equity Annuity Retirement Income to a retired participant is determined by multiplying the participant's number of Units by the Dollar Value of a Unit determined in the preceding calendar year.

      (iii) Flat dollar retirement income:
      - $96 per year of service.
      - After April 30, 2005, no participant will accrue any additional benefit under the plan.

   e) Monthly Postretirement Spouse Benefit: 50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday.

SCHEDULE SB ATTACHMENTS

5. Eligibility for Benefits:

   a) Normal Retirement: Retirement on NRD.

   b) Early Retirement: Retirement before NRD, and on or after both attaining age 55 and completing 5 years of service.

   c) Postponed Retirement: Retirement on NRD.

   d) Deferred Vested: Termination for reasons other than death or retirement after completing five years of service.

   e) Retirement Spouse Benefit: Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.

6. Monthly Benefits Paid Upon the Following Events:

   a) Normal Retirement: Monthly pension benefit determined as of NRD.

   b) Early Retirement: Monthly pension benefit determined as of early retirement date. Dollar annuity benefit is reduced 3.0% for each year of payment before age 62 and 6% for each year of payment before age 60.

   c) Postponed Retirement: Monthly pension benefit determined as of actual retirement date.

   d) Termination with Deferred Vested Benefit: Monthly pension benefit determined as of early retirement date. Dollar annuity benefit is reduced 3.0% for each year of payment before age 62 and 6% for each year of payment before age 60.

   e) Death with Preretirement Spouse Benefits: Monthly preretirement spouse benefit is payable if employee has completed 5 years of pension service. Additional benefit of $2,500 payable upon death of retired participant or active participant who has exceeded NRD.

   f) Maximum on Benefits and Pay: All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

7. Other Plan Provisions:

   a) Normal Form of Payment: Life annuity.

   b) Optional Forms of Retirement Benefit: Joint and survivor (50%, 75%, or 100%) annuity actuarially equivalent to life annuity.

   c) Actuarial Equivalence: Based on the 7.5% interest and 71 GAM mortality.

8. Future Plan Changes: No future plan changes were recognized in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.
9. Changes in Benefits Valued Since Prior Year: There have been no changes in benefits valued since the prior year, except to reflect the current-year changes in the Internal Revenue Code maximums on benefits.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Kraft Heinz Retirement Plan — Optional Forms and Actuarial Equivalence

Benefits are generally converted from the normal form of payment to the optional form of payment on an actuarially equivalent basis, which varies depending on the plan formula. Benefits accrued under multiple prior plan formulas may be converted using multiple bases.

The following actuarial equivalence bases apply to the Kraft Heinz Retirement Plan:

Mortality	Interest
417(e)(3) Applicable Mortality Table	417(e)(3) Applicable Interest Rates with a five-month lookback and monthly stability period
1971 TPFC	7.0%
1951 GAM with TPFC Projection with one-year setback for participant and four-year setback for joint annuitant	7.5%
UP84-Unisex	10.5% / 9.5% / 8.0% / 5.0%
UP84-Unisex with two-year setback	7.0% / 10.5%
Revenue Ruling 2001-62 Mortality Table	8.5%
1971 GAM with one-year setback for participant and seven-year setback for joint annuitant	7.5% / 5.0%
1951 GA with no setback for participant and five-year setback for joint annuitant	3.5%
GAR94 Mortality	Treasury rate interest with a November lookback
1983 Group Annuity Unisex Mortality	6.0%

For the former Retirement Plan, the conversion bases for optional forms for some groups are alternatively based upon specified factors, such as the following:

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

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

Plan Name: Kraft Heinz Retirement Plan
EIN / PN: 25-0542520/003
Plan Sponsor: Kraft Heinz Foods Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Select groups may also receive a fully subsidized 50% Joint-and-Survivor annuity.
For the Heinz Former Plan B and Heinz Former Plan C, the conversion bases for optional forms for some groups are alternatively based upon specified factors, such as the following tables:

Form	Factor	Addition/subtraction for each year in excess of 5 years the survivor is older/younger than participant
50% Joint-and-Survivor	0.9000	0.0030
100% Joint-and-Survivor	0.8200	0.0060

Form	Factor- no reduction for survivor spouse age difference
50% Joint-and-Survivor	0.9000
66-2/3% Joint-and-Survivor	0.8500
100% Joint-and-Survivor	0.8000
10-year Certain & Continuous	0.9300
15-year Certain & Continuous	0.8700

Alternatively, for the former Hourly Plan, one of the following subsidized conversion factors may be used to convert to a 50% Joint-and-Survivor annuity for select groups:

- 1.00
- .95

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

SCHEDULE SB ATTACHMENTS

The following tables summarize the optional forms of payment that are available under the Kraft Heinz Retirement Plan, former Hourly Plan participants:

RIC	Forms of Payment
KFH - All RICS except Battle Creek and SHR, SW1, SW2, SW3 NUP - New Benefit Piece	Single Life Annuity Level Income 50% J&S (Spouse and Non Spouse) 66-2/3 J&S (Spouse and Non Spouse) 75% J&S (Spouse and Non Spouse) 100% J&S (Spouse and Non Spouse) 5 C&C Cashout
KFH Battle Creek	Single Life Annuity 50% J&S (Spouse) 50% J&S (Non Spouse) 75% J&S (Spouse and Non Spouse) 100% J&S (Spouse and Non Spouse) Level Income Level Income with 50% J&S (Spouse) Cashout
KFH – SHR, SW1, SW2, SW3	Single Life Annuity Level Income QEJS 50% J&S (Spouse and Non Spouse) 66-2/3% J&S (Spouse and Non Spouse) 75% J&S (Spouse and Non Spouse) 100% J&S (Spouse and Non Spouse) 25% J&S with Pop-up (Spouse and Non-Spouse) 50% J&S with Pop-up (Spouse and Non-Spouse) 100% J&S with Pop-up (Spouse and Non-Spouse) Cashout
OM1 & 2 - OMD, OMM, OMC, OMK OMN, OMP, OMS, PH1, BE2, CH2 OM1 & 2 - Disabled Retiree OMD, OMM, OMC, OMK OMN, OMP, OMS, PH1, BE2, CH2	Single Life Annuity 50% J&S (Spouse and Non Spouse) 75% J&S (Spouse and Non Spouse) 100% J&S (Spouse and Non Spouse) Cashout
OM1- OML	Single Life Annuity Level Income Age 62 with 5 C&C Level Income Age 65 with 5 C&C 50% J&S (Spouse and Non Spouse) 75% J&S (Spouse and Non Spouse) 100% J&S (Spouse and Non Spouse) 5 C&C Cashout

Plan Name:	Kraft Heinz Retirement Plan
EIN / PN:	25-0542520/003
Plan Sponsor:	Kraft Heinz Foods Company
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

OM1 & 2 - NEB, LIB, ELL, SIG OM1 & 2 - Disabled Retiree NEB, LIB, ELL, SIG	Single Life Annuity 50% J&S (Spouse & Non Spouse) 75% J&S (Spouse and Non Spouse) 10 C&C Cashout
OM Chefs Pantry	Single Life Annuity 50% J&S (Spouse & Non Spouse) 75% J&S (Spouse & Non Spouse) Cashout
PPN - All Locations FDP - All Locations	Single Life Annuity Level Income QEJS 25% J&S (Spouse) 50 J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 25% J&S with Pop-up (Spouse) 50% J&S with Pop-up (Spouse) 100% J&S with Pop-up (Spouse) Cashout
NUP Prior Benefit - All Prior Benefit	Single Life Annuity QEJS 25% J&S with Pop-up (Spouse) 50% J&S with Pop-up (Spouse) 100% J&S with Pop-up (Spouse)

SCHEDULE SB ATTACHMENTS

RIC	Forms of Payment
Brewery	Single Life Annuity Level Income 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 10 C&C Cashout
Seville Montebello	Single Life Annuity 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 10 C&C Cashout
Clinton Corn	Single Life Annuity 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) Cashout
PLSH - Holland PLSH - Amsterdam PLSH - Canajoharie	Single Life Annuity Level Income 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 5C&C 10 C&C Cashout
Beacon Marseilles	Single Life Annuity 25% J&S (Spouse) 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 50% J&S with Pop-up (Spouse) 100% J&S with Pop-up (Spouse) Cashout

SCHEDULE SB ATTACHMENTS

RIC	Forms of Payment
ADM Milling Fleishmann's	Single Life Annuity QEJS 25% J&S (Spouse) 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 50% J&S with Pop-up (Spouse) 100% J&S with Pop-up (Spouse) Cashout
PLS - Fort Smith	Single Life Annuity Level Income 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 50% J&S with Pop-up (Spouse) 100% J&S with Pop-up (Spouse) Lump Sum
PLS - Port Chester	Single Life Annuity Level Income 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 10 C&C Cashout
Local 26	Single Life Annuity 50% J&S (Spouse) 66 2/3% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 50% J&S with Pop-up (Spouse) 66 2/3% J&S with Pop-up (Spouse) 100% J&S with Pop-up (Spouse) Cashout
Hervin	Single Life Annuity 50% J&S (Spouse) 66 2/3% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 5 C&C 10 C&C Cashout
BA, BE, BF, BK, BM CA, CB, CC	Single Life Annuity 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse)

SCHEDULE SB ATTACHMENTS

	Cashout
BV	Single Life Annuity 50% J&S (Spouse) 75% J&S (Spouse) Cashout
BR, BY	Single Life Annuity 50% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 10 C&C Cashout
BS, BW, BX	Single Life Annuity 50% J&S (Spouse) 66 2/3% J&S (Spouse) 75% J&S (Spouse) 100% J&S (Spouse) 10 C&C 15 C&C Cashout

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 25
Change in Method

On June 30, 2025, the plan sponsor of the Kraft Heinz Retirement Plan EIN 25-0542520 PN 003 spun off a portion of plan participants into a new plan, the Kraft Heinz Retiree Plan EIN 25-0542520 PN 007. The first day of the plan year for the Kraft Heinz Retiree Plan was July 1, 2025. As a result of the spin-off, the plan sponsor requested IRS approval for certain method changes including the calculation of the minimum required contribution for each plan. As of the time of the Form 5500 filing, the IRS was reviewing the filing request. The control number for the request is 911756299. The Schedule SB has been submitted based on the results submitted to the IRS for approval.

Plan Name:	Kraft Heinz Retirement Plan
EIN / PN:	25-0542520/003
Plan Sponsor:	Kraft Heinz Foods Company
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Change in Actuarial Assumptions

Retirement and termination rates were updated based on results from an Experience Study performed during 2024 to better reflect future expectations.

The change in actuarial assumptions were deemed automatically approved as the plan has no funding shortfall before or after the change.

Plan Name:	Kraft Heinz Retirement Plan
EIN / PN:	25-0542520/003
Plan Sponsor:	Kraft Heinz Foods Company
Valuation Date:	January 1, 2025