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
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] 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. . . . . ▶ [X]

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
MONDELEZ GLOBAL LLC HOURLY RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 151

1c Effective date of plan 09/01/2012

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
MONDELEZ GLOBAL LLC

905 WEST FULTON MARKET, SUITE 200
CHICAGO, IL 60607

2b Employer Identification Number (EIN)
38-3869170

2c Plan Sponsor's telephone number
847-943-4000

2d Business code (see instructions)
311900

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2026	ROBERT W ANDERSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

MONDELEZ GLOBAL LLC ADMINISTRATIVE COMMITTEE

MONDELEZ GLOBAL LLC, BENEFITS DEPT.
905 WEST FULTON MARKET, SUITE 200
CHICAGO, IL 60607

3b Administrator's EIN: 38-3869170

3c Administrator's telephone number: 847-943-4000

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

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	2188
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)**	725
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	656
b	Retired or separated participants receiving benefits	**6b**	887
c	Other retired or separated participants entitled to future benefits	**6c**	547
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	2090
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	94
f	Total. Add lines **6d** and **6e**.	**6f**	2184
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**	5
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 3F

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

9a Plan funding arrangement (check all that apply)

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

9b Plan benefit arrangement (check all that apply)

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

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

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

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

A Name of plan
MONDELEZ GLOBAL LLC HOURLY RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 151

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
MONDELEZ GLOBAL LLC

D Employer Identification Number (EIN)
38-3869170

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	280567625
b Actuarial value	**2b**	287005172

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	914	167346214	167346214
b For terminated vested participants	549	29687618	29687618
c For active participants	725	77959641	82388944
d Total	2188	274993473	279422776

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**	5.38 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	3279045
b Expected plan-related expenses	**6b**	1100000
c Target normal cost	**6c**	4379045

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

07/31/2026
Date

CHAD FIX
Type or print name of actuary

26-06729
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

312-525-2468
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)	29728926	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	29728926	0
10	Interest on line 9 using prior year's actual return of 0.12 %	35675	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 5.18 %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		0
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	29764601	0

Part III Funding Percentages

14	Funding target attainment percentage	14	92.06 %
15	Adjusted funding target attainment percentage	15	102.71 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	115.96 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

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

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

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

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate:

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

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	64

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	4379045
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

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

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	4379045

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	4379045	0	4379045

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

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☐ 2021

SCHEDULE 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
MONDELEZ GLOBAL LLC HOURLY RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 151

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
MONDELEZ GLOBAL LLC

D Employer Identification Number (EIN)
38-3869170

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: MONDELEZ GLOBAL LLC MASTR RET TRUST

b Name of sponsor of entity listed in (a): MONDELEZ GLOBAL LLC

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)
46-0575918-059	M	291044000

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)

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
MONDELEZ GLOBAL LLC HOURLY RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 151

C Plan sponsor's name as shown on line 2a of Form 5500
MONDELEZ GLOBAL LLC

D Employer Identification Number (EIN)
38-3869170

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
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)	280568000	291044000
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	280568000	291044000
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	225000	208000
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	225000	208000
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	280343000	290836000

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		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)		25583000
(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		25583000
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	15371000	
(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)		15371000
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		15371000
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		10212000
l Transfers of assets:			
(1) To this plan	2l(1)		281000
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: CROWE LLP **(2)** EIN: 30-1506626

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		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

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

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 582303.

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
MONDELEZ GLOBAL LLC HOURLY RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 151

C Plan sponsor's name as shown on line 2a of Form 5500
MONDELEZ GLOBAL LLC

D Employer Identification Number (EIN)
38-3869170

Part I Distributions

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

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

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

EIN(s): 04-3275867

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 1

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: 19.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 75.0 %
High-Yield Debt: 3.0 % Real Assets: 3.0 % Cash or Cash Equivalents: 0.0 % 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_____.

Mondelēz Global LLC Hourly Retirement Plan

Financial Statements

at and for the years ended December 31, 2025 and 2024

Mondelēz Global LLC Hourly Retirement Plan

Index to the Financial Statements

	Page No.
Independent Auditor's Report	1
Financial Statements:	
Statements of Net Assets Available for Benefits at December 31, 2025 and 2024	4
Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2025 and 2024	5
Notes to Financial Statements	6

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

Crowe LLP
Independent Member Crowe Global

INDEPENDENT AUDITOR'S REPORT

To the Mondelēz Global Administrative Committee,
Benefits Investment Committee and the Participants
of the Mondelēz Global LLC Hourly 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 the Mondelēz Global LLC Hourly 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 statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

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

Opinion

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

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

(Continued)

Basis for Opinion

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

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

Mondelēz Global LLC Hourly Retirement Plan

Statements of Net Assets Available for Benefits
at December 31, 2025 and 2024

	2025	2024
	(in thousands)	
Assets:		
Investments, at fair value (Notes 3 and 4):		
Investments in Master Trust	$ 291,044	$ 280,568
Liabilities:		
Accrued administrative fees	208	225
Net assets available for benefits	$ 290,836	$ 280,343

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

Mondelēz Global LLC Hourly Retirement Plan

Statements of Changes in Net Assets Available for Benefits for the Years Ended December 31, 2025 and 2024

	2025	2024
	(in thousands)	
Additions to net assets attributed to:		
Net investment gain from Master Trust (Notes 3 and 4)	$ 26,745	$ 351
Total additions	26,745	351
Deductions from net assets attributed to:		
Benefits Paid	15,371	14,618
Administrative Fees	1,162	1,194
Total deductions	16,533	15,812
Increase/(decrease) in net assets available for benefits prior to plan transfer	10,212	(15,461)
Plan transfer	281	—
Increase/(decrease) in net assets available for benefits	10,493	(15,461)
Net assets available for benefits		
Beginning of year	280,343	295,804
End of year	$ 290,836	$ 280,343

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

Note 1. General Description of the Plan

Mondelēz Global LLC Hourly Retirement Plan (the "Plan") is a defined benefit pension plan sponsored by Mondelēz Global LLC ("Mondelēz Global"). Mondelēz Global is a wholly owned subsidiary of Mondelēz International, Inc. ("Mondelēz International"). The Plan generally covers hourly employees of Mondelēz Global who are eligible for defined benefit pension benefits under a company sponsored plan pursuant to the applicable collective bargaining agreement covering the hourly employees. There are also certain non-union hourly groups covered under the Plan as well.

The Plan was established effective as of September 1, 2012 in anticipation of the spin-off of Kraft Foods Group, Inc. ("KFGI") to shareholders of Kraft Foods Inc. The spin-off occurred on October 1, 2012, at which point, Kraft Foods Inc. changed its name to Mondelēz International.

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

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

The Plan's normal retirement date is generally defined as the first day of the month following the employee's 65th birthday. There are variations in Plan design based on applicable collective bargaining agreements and other factors.

The Plan is closed to non-union hourly employees hired after December 31, 2008 and who are not members of a collective bargaining unit to which the Plan is extended by a currently effective collective bargaining agreement. Effective December 31, 2019, benefit accruals under the Plan ceased, except for participants who are members of a collective bargaining unit to which the Plan is extended under a currently effective collective bargaining agreement.

Note 2. Summary of Significant Accounting Policies

Basis of Presentation

The financial statements are prepared using the accrual basis of accounting.

Use of Estimates

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

Investments Held by Mondelēz Global LLC Master Retirement Trust

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

During 2024, Mondelēz entered into an agreement with two third party insurance companies for the Mondelēz Global LLC Retirement Plan ("Retirement Plan") which features a buy-in of the plan assets for that plan. As part of the buy-in, all of the assets of the Retirement Plan were transferred from the Master Trust to the insurance companies in exchange for an annuity contract. As such, the Retirement Plan assets are no longer held in the Master Trust as of December 31, 2024. This Plan was not impacted by the buy-in agreements.

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 the relative interest of the Plan in the Master Trust at the beginning of the month.

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

Valuation of Investments

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

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

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

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

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

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

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

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

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

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

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

Mutual Funds: The fair values of mutual fund investments are determined by obtaining quoted prices on nationally recognized securities exchanges (level 1 inputs). 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 or losses and the change in the unrealized appreciation (depreciation) of investments held at year-end.

Risks and Uncertainties

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

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

Actuarial Present Value of Accumulated Plan Benefits

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

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

The significant assumptions underlying these actuarial computations at December 31, 2024 and December 31, 2023 are as follows:

Interest rate	6.75% at December 31, 2024 6.25% at December 31, 2023
Mortality basis	Pri-2012 mortality tables (employee table used for active, terminated vested participants, and deferred beneficiaries; healthy retiree table used for in-pay participants; contingent survivor table used for beneficiaries before and after the death of the retiree), with collar adjustments (100% blue collar) projected on a generational basis with Scale MP-2021 adjusted to converge to 50% of the long term rates by 2037 at December 31, 2024 and December 31, 2023.
Retirement age	2024 and 2023: Varying assumed to retire rates by age, starting at 10% at age 55, 20% at normal retirement age of 65 and 100% at age 70

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

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 Mondelēz Global. Brokerage commissions are included in the cost basis of investments when purchased and deducted from the proceeds of investments when sold. Investment management fees are charged to the Plan and the Master Trust as a reduction of investment return and included in the investment income (loss) reported by the Plan and the Master Trust. Administrative fees such as trustee fees, participant recordkeeping, communications, actuarial, audit and legal fees are paid by the Plan.

Note 3. Certified Investments

Certain information related to investments disclosed in the financial statements, including investments held at December 31, 2025 and 2024, and net appreciation (depreciation) in fair value of investments and interest and dividends, for the years ended December 31, 2025 and 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by JPMorgan Chase Bank, N.A. (the trustee of the Plan).

Note 4. Master Trust Investments

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

	2025		2024	
	Master trust balances	Plan's interest in Master trust balances	Master trust balances	Plan's interest in Master trust balances
	(in thousands)			
Investments, at fair value (Notes 3 and 4):				
U.S. Government securities	$ 20,311	$ 20,184	$ 104,968	$ 104,429
Corporate bonds	—	—	124,037	123,399
Municipal bonds and other fixed income securities	91	91	3,327	3,310
Collective trusts	255,188	253,600	45,447	45,213
Mutual funds	3,825	3,801	2,425	2,413
Total investments	279,415	277,676	280,204	278,764
Cash	13,355	13,272	—	—
Receivables:				
Interest	351	349	2,164	2,153
Net derivatives margin receivable	46	45	—	—
Other	—	—	6	6
Total Receivables	397	394	2,170	2,159
Total assets	293,167	291,342	282,374	280,923
Liabilities				
Net derivatives margin payable	300	298	31	31
Payable for securities purchased	—	—	326	324
Total liabilities	300	298	357	355
Net assets available for benefits	$ 292,867	$ 291,044	$ 282,017	$ 280,568

The Master Trust and the Plan's interest in the Master Trust's investment income for the years ended December 31, 2025 and 2024 is summarized as follows:

	2025		2024	
	Master Trust Activity	Plan's interest in Master trust Activity	Master trust Activity	Plan's interest in Master trust Activity
	(in thousands)			
Interest and dividends	$ 3,725	$ 3,703	$ 25,547	$ 8,900
Net appreciation/(depreciation)	23,175	23,042	(19,331)	(8,549)
Investment income	$ 26,900	$ 26,745	$ 6,216	$ 351

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.

	2025			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total Fair Value of Net Asset/ (Liability)
	(in thousands)			
Mutual Funds	$ 3,825	$ —	$ —	$ 3,825
U.S. Government securities	—	20,311	—	20,311
Corporate bonds	—	—	—	—
Municipal bonds and other fixed income securities	—	91	—	91
Total assets	3,825	20,402	—	24,227
Investments measured at net asset value (a)				255,188
Investments at fair value				$ 279,415

	2024			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total Fair Value of Net Asset/ (Liability)
	(in thousands)			
Mutual Funds	$ 2,425	$ —	—	$ 2,425
U.S. Government securities	—	104,968	—	104,968
Corporate bonds	—	124,037	—	124,037
Municipal bonds and other fixed income securities	—	3,327	—	3,327
Total assets	2,425	232,332	—	234,757
Investments measured at net asset value (a)				45,447
Investments at fair value				$ 280,204

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

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

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

During the years ended December 31, 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. These contracts involve elements of market risk in excess of amounts recognized on the statements of net assets available for benefits.

At December 31, 2025, the Master Trust held positions in six different types of interest rate futures contracts expiring at various dates in 2026. At December 31, 2024, the Master Trust held positions in six different types of interest rate futures contracts expiring at various dates in 2025. The investments had a notional value of $156,265,227 at December 31, 2025 and $65,093,500 at December 31, 2024.

Realized gains and losses on settled trades are recorded as net appreciation (depreciation) in fair value of investments. The unrealized appreciation (depreciation) for the contracts for the years ended December 31, 2025 and 2024 were $1,410,767 and $356,645 respectively. The cash settlement value of the investments was $(254,102) at December 31, 2025 and $(30,766) at December 31, 2024. All of these amounts are immaterial to the Plan.

Note 5. Accumulated Plan Benefits

The actuarial present value of accumulated plan benefits at December 31, 2024 and the changes in the actuarial present value of accumulated plan benefits for the year ended December 31, 2024 were calculated by the Actuary:

	(in thousands)
Vested benefits:	
Participants currently receiving benefit payments	$ 145,002
Other participants	84,378
Total vested benefits	229,380
Non-vested benefits	4,017
Actuarial present value of accumulated plan benefits at December 31, 2024	$ 233,397

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

		(in thousands)
Actuarial present value of accumulated benefits as of December 31, 2023	$	241,537
Increase (decrease) during the year attributable to:		
Increase for interest due to the decrease in the discount period		14,824
Change in actuarial assumptions		(12,337)
Benefits accumulated and actuarial (gains)/losses		3,855
Plan amendments		136
Benefits paid		(14,618)
Net decrease		(8,140)
Actuarial present value of accumulated plan benefits at December 31, 2024	$	233,397

Note 6. Funding Policy

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

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

As a result of the Plan's funded status and contribution credits from prior years, the Actuary has determined that no minimum contributions were required by Mondelēz Global for the years ended December 31, 2025 and 2024. Mondelēz Global did not make any additional contributions to the Plan for the years ended December 31, 2025 and 2024, respectively. Mondelēz Global has complied with the minimum funding requirements of ERISA and the Code.

Note 7. Transactions with Parties-in-Interest

Parties-in-interest are defined under Department of Labor regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. The Master Trust held party-in-interest investments consisting of a mutual fund, mortgage-backed securities, and corporate bonds issued by JPMorgan Chase Bank, N.A. or one of its affiliates. JPMorgan Chase Bank, N.A. is the Plan’s trustee and the trustee of the Master Trust, therefore these investments and transactions therein are considered party-in-interest. The Master Trust invests in collective trusts issued by State Street Bank and Trust Company, an affiliate of State Street Global Advisors, an investment manager of the Master Trust. The investments, transactions and fees paid to the investment managers are also exempt parties-in-interest transactions.

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

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

Note 8. 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. Should the Plan terminate at some future time, its net assets generally will not be available on a pro rata basis to provide participants' benefits. 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.

Note 9. Tax Status

The Plan received a favorable determination letter dated May 5, 2017. In the determination letter, the Internal Revenue Service (IRS) states that the Plan constitutes a qualified plan under Section 401(a) of the Code and the related trust is therefore exempt from federal income taxes under the provisions of Section 501(a) of the Code. Therefore, no provision for income taxes had been included in the Plan's financial statements. The Plan has been amended since receiving the determination letter. However, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

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 is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administrator believes it is no longer subject to income tax examinations for years prior to 2022.

Note 10. Subsequent Events

Plan management has evaluated subsequent events for recognition and disclosure through October 14, 2026, which is the date the financial statements were available to be issued. An actuarial valuation report for the year ended December 31, 2025 has subsequently been issued by the Plan's actuary, which reports the present value of accumulated plan benefits as of December 31, 2025 to be $237,075,438 (unaudited).

SCHEDULE SB ATTACHMENTS

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

	Attained Years of Credited Service[16]										
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	2	0	1	0	0	0	0	0	0	0	3
25-29	3	1	5	0	0	0	0	0	0	0	9
30-34	3	0	12	4	0	0	0	0	0	0	19
35-39	4	4	18	21	3	0	0	0	0	0	50
40-44	3	3	25	16	22	7	0	0	0	0	76
45-49	6	5	27	13	34	11	4	0	0	0	100
50-54	5	7	16	20	36	21	18	3	0	0	126
55-59	5	6	16	17	27	34	24	14	9	1	153
60-64	1	3	11	17	28	21	12	21	13	2	129
65-69	1	4	7	6	7	8	1	6	7	2	49
70 & over	0	1	4	0	3	1	0	0	0	2	11
Total	33	34	142	114	160	103	59	44	29	7	725

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

Plan Name: Mondelez Global LLC Hourly Retirement Plan
EIN / PN: 38-3869170/151
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Actuarial Assumptions and Methods

Economic Assumptions

Interest rate basis:

- Applicable month: September 2024
- Interest rate basis: 3-Segment Rates

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
First segment rate	5.07%	5.07%
Second segment rate	5.31%	5.33%
Third segment rate	5.50%	5.36%
Effective interest rate	5.38%	5.33%

Annual rates of increase

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

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 and disabled mortality rates

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

Termination (not due to disability or retirement) rates

Rates varying by age

Percentage leaving during the year	
Attained Age	Termination Rate
18-29	20.0%
30-34	13.0%
35-39	9.0%
40-49	7.0%
50-54	6.0%
55	0.0%

Disability

- Nabisco PPN, FD

Standard 1987 Commissioners Group Disability table with adjustments for recent experience

- All others

No rates assumed

SCHEDULE SB ATTACHMENTS

Retirement

Rates at which participants are assumed to retire by age are shown below. The average retirement age is 63.9.

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

Percentage retiring during the year	
Age	Retirement Rate
55	10.0%
56	5.0%
57	7.0%
58	9.0%
59	10.0%
60	12.0%
61	12.0%
62	25.0%
63	30.0%
64	20.0%
65	20.0%
66	30.0%
67	30.0%
68	30.0%
69	30.0%
70	100.0%

Benefit commencement date:

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

SCHEDULE SB ATTACHMENTS

Form of payment

Active and terminated vested:

Form of Payment	Life Annuity	50% JS	100% JS
Election Percent	40%	30%	30%

Percent married	80% of males; 60% of females. Used to value pre-retirement surviving spouse benefits.
Spouse age	Wife three years younger than husband.
Covered pay	Projected plan compensation for the year beginning on the valuation date was generally set equal to the base rate of pay on the valuation date, adjusted for the target bonus, increased by 4.00%. For certain groups, the prior year's base pensionable earnings were used in lieu of the base rate of pay.
Administrative expenses	Estimated expenses are assumed to be equal to prior year actual expenses. For 2025, this amount was $1,100,000.
Loads	None.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

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

SCHEDULE SB ATTACHMENTS

Actuarial value of assets

Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22) . The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2024 plan year.)

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

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with Mondelēz and, based on that review, is not aware of any significant benefits required to be valued that were not.

Data Sources

WTW used asset data supplied by the trustee. Mondelēz through its third party administrator furnished participant data as of 1/1/2025. Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

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

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
MONDELEZ GLOBAL LLC HOURLY RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 151

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
MONDELEZ GLOBAL LLC

D Employer Identification Number (EIN)
38-3869170

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	280,567,625
b Actuarial value	**2b**	287,005,172

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	914	167,346,214	167,346,214
b For terminated vested participants	549	29,687,618	29,687,618
c For active participants	725	77,959,641	82,388,944
d Total	2,188	274,993,473	279,422,776

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**	5.38%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	3,279,045
b Expected plan-related expenses	**6b**	1,100,000
c Target normal cost	**6c**	4,379,045

Statement by Enrolled Actuary

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

SIGN HERE

CAF 7/31/2025

Signature of actuary

Date

CHAD FIX

Type or print name of actuary

2606729

Most recent enrollment number

WILLIS TOWERS WATSON US LLC

Firm name

312-525-2468

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)	29,728,926	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	29,728,926	0
10	Interest on line 9 using prior year's actual return of 0.12 %	35,675	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 5.18 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	29,764,601	0

Part III Funding Percentages

14	Funding target attainment percentage	14	92.06 %
15	Adjusted funding target attainment percentage	15	102.71 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	115.96 %
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: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	64

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	4,379,045
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

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

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	4,379,045

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	4,379,045	0	4,379,045

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

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☐ 2021

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Mondelez Global LLC
EIN/PN	38-3869170/151
Plan Name	Mondelez Global LLC Hourly Retirement Plan
Valuation Date	January 1, 2025
Enrolled Actuary	Chad A. 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.

SCHEDULE SB ATTACHMENTS

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

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

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

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

Plan Name:	Mondelez Global LLC Hourly Retirement Plan
EIN / PN:	38-3869170/151
Plan Sponsor:	Mondelez Global LLC
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Actuarial Assumptions and Methods

Economic Assumptions

Interest rate basis:

- Applicable month: September 2024
- Interest rate basis: 3-Segment Rates

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
First segment rate	5.07%	5.07%
Second segment rate	5.31%	5.33%
Third segment rate	5.50%	5.36%
Effective interest rate	5.38%	5.33%

Annual rates of increase

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

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 and disabled mortality rates

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

Termination (not due to disability or retirement) rates

Rates varying by age

Percentage leaving during the year	
Attained Age	Termination Rate
18-29	20.0%
30-34	13.0%
35-39	9.0%
40-49	7.0%
50-54	6.0%
55	0.0%

Disability

- Nabisco PPN, FD

Standard 1987 Commissioners Group Disability table with adjustments for recent experience

- All others

No rates assumed

SCHEDULE SB ATTACHMENTS

Retirement

Rates at which participants are assumed to retire by age are shown below. The average retirement age is 63.9.

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

Percentage retiring during the year	
Age	Retirement Rate
55	10.0%
56	5.0%
57	7.0%
58	9.0%
59	10.0%
60	12.0%
61	12.0%
62	25.0%
63	30.0%
64	20.0%
65	20.0%
66	30.0%
67	30.0%
68	30.0%
69	30.0%
70	100.0%

Benefit commencement date:

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

SCHEDULE SB ATTACHMENTS

Form of payment

Active and terminated vested:

Form of Payment	Life Annuity	50% JS	100% JS
Election Percent	40%	30%	30%

Percent married	80% of males; 60% of females. Used to value pre-retirement surviving spouse benefits.
Spouse age	Wife three years younger than husband.
Covered pay	Projected plan compensation for the year beginning on the valuation date was generally set equal to the base rate of pay on the valuation date, adjusted for the target bonus, increased by 4.00%. For certain groups, the prior year's base pensionable earnings were used in lieu of the base rate of pay.
Administrative expenses	Estimated expenses are assumed to be equal to prior year actual expenses. For 2025, this amount was $1,100,000.
Loads	None.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

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

SCHEDULE SB ATTACHMENTS

Actuarial value of assets

Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22) . The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2024 plan year.)

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

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with Mondelēz and, based on that review, is not aware of any significant benefits required to be valued that were not.

Data Sources

WTW used asset data supplied by the trustee. Mondelēz through its third party administrator furnished participant data as of 1/1/2025. Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

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

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions — Mondelēz Global LLC Hourly Retirement Plan —Flat Dollar (Union Participants)[1]

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Hourly Retirement Plan. Effective date prior to the spinoff was January 1, 1998. (Original plan name was The Nabisco, Inc. Flat Dollar Pension Plan).

2. Date of Most Recent Amendment: Varies by location.

3. Eligibility Requirements: Eligible employees include all regular union employees in the U.S. who are in participating locations and who are not covered by collective bargaining agreements that exclude them from plan participation. Eligible after completion of 1,000 hours of service in a 12-month period, either in the first 12 months of employment or any calendar year thereafter. If the employee transferred from a prior location, eligible upon Transfer Date. Employees hired before Eligibility Date of Hire are eligible to receive benefits.

4. Definitions:

   a) Credited Service: Service prior to the Transfer Date is granted only to those participants in locations with retroactive benefits (see Appendix A for these locations). All other participants are granted service from the Transfer Date forward. Service is granted for all calendar years in which a participant is credited with 1,000 hours of service.

      Except for those employees participating in a transfer plan prior to January 1, 1974, the total Credited Service is limited to 40 years. If there are other benefit plan benefits that the participant is receiving, the aggregate service for all Company plans is 40 years. If benefits are offset from this plan, the 40-year limit will apply to this plan only.

   b) Transfer Date: Date location transferred from the Plan for Pensions of Nabisco, Inc. to this Plan (see Appendix A).

5. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      (i) Normal: First day of the month following age 65.

      (ii) Deferred: First day of any month after normal retirement date.

[1] Prior to January 1, 2003, plan provisions for nonunion participants were identical to plan provisions for union participants.

b) Basic Benefit: For participants with fewer than 1,000 hours of service in year of transfer from the Plan for Pensions of Nabisco, Inc., the monthly benefit based on the sum of (i) and (ii):

(i) The benefit accrued to Transfer Date in the Plan for Pensions of Nabisco, Inc. (see Appendix B for plan provisions).

(ii) The monthly amount shown in Appendix A (per location), multiplied by credited service earned after the Transfer Date.

For participants with 1,000 or more hours of service in year of transfer from the Plan for Pensions of Nabisco, Inc., the monthly benefit based on the sum of (i), (ii), and (iii):

(i) The benefit accrued to the beginning of the year of transfer under the Plan for Pensions of Nabisco, Inc.

(ii) During the year of transfer, the greater of the benefit determined under:

— The Plan for Pensions of Nabisco, Inc. formula or
— The Flat Dollar Plan formula

(iii) The monthly amount shown in Appendix A (per location) multiplied by credited service earned after the year of transfer.

For participants hired after the Transfer Date, the monthly amount shown in Appendix A (per location) multiplied by credited service.

For grandfathered New England Council Red Circle employees terminating prior to February 15, 2001, the greater of (i) or (ii):

(i) The benefit as calculated above.

(ii) The accrued benefit earned under the Plan for Pensions of Nabisco, Inc., determined without regard to the Social Security offset.

For locations with retrospective benefits (see Appendix A), the monthly benefit is the greater of (i) and (ii), effective at the date specified:

(i) The benefit as calculated above.

(ii) The monthly amount shown in Appendix A (per location), multiplied by credited service.

6. Early Retirement Benefit:

   a) Eligibility: Age 55 with at least 15 years of service.

      1. Basic Benefit: Accrued benefit reduced by a certain percentage for each year benefit commencement precedes a given age. The reduction percentage and age from which reduction factors are calculated can vary based on an employee's location, date of hire and/or date of retirement as described in Appendix A. Except as noted in Appendix A, the basic early retirement benefit is equal to the accrued benefit reduced by 5% per year benefit commencement precedes a given age (reduction is not applied to the Social Security Offset).

         The benefit is then reduced by the Social Security Offset (if applicable) on the first of the month following the participant's 62nd birthday.

   b) Supplement: Social Security Offset if formula (i) is applied in Appendix B, Section 2.

7. Vesting:

   a) Eligibility: Age 65 or five years of service.

   b) Benefit: Accrued benefit payable at normal retirement date.

8. Pre-Retirement Spouse Benefit:

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

   b) Benefit: 50% of the accrued benefit payable to the employee assuming the employee terminated on the date of death and had elected a 50% Joint and Survivor annuity. The benefit is payable at any time following the participant's death and is reduced actuarially (same reduction as withdrawal benefit) from the benefit that would otherwise be payable on the participant's early retirement date.

   c) Period Payable: Life of the spouse.

9. Disability Benefit:

   a) Eligibility: Permanent disability (as determined under the Social Security Act) and having attained the earlier of (i) 20 years of service or (ii) age 55 with at least 10 years of service.

   b) Benefit: If payable after age 60, benefit is payable immediately without reduction for early commencement. If payable prior to age 60, the accrued benefit (without Social Security Offset, if applicable) is payable immediately, reduced by 1/2% per year prior to age 60. If applicable, the Social Security benefit payable at 62 is then applied as an offset without reduction.

10. Employee Contributions: None.

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Flat Dollar Union —Appendix A

Location	Bargaining Unit	Transfer Date	Retrospective Effective Date	1/1/2025	12/31/2025	Ultimate	Ultimate Effective Date	ERF Date of Hire/Retirement[1]	Eligibility Date of Hire[2]
Baltimore, MD	NT70	1/1/2001	1/1/2001	$ 58.00	$ 58.00	$59.00	1/1/2026	9/1/2008	9/1/2019
Batavia, NY – CSC (formerly Henrietta)	NT91	9/1/1998	7/1/2002	58.00	59.00	60.00	1/1/2027	1/1/2008	7/1/2011
Birmingham, AL[3]	NRW1/NRW4	4/1/2001	4/1/2005	50.00	50.00	50.00		12/1/2009	1/1/2014
Buena Park –Bky. (closed)	NT95	7/1/1998		57.00	57.00	57.00			
Cedar Rapids, IA[4]	NT38	4/1/2000	4/1/2003	40.00	40.00	40.00		1/1/2006	
Corpus Christi, TX	NB63	1/1/2000	1/1/2003	54.00	54.00	54.00			
Greater Pittsburgh	NT97	5/1/2000	5/1/2000	64.00	64.00	64.00		3/1/2010	7/1/2019
Earth City, MO[3]	NT88/NT94	3/1/2001	1/1/2006	60.00	61.00	61.00	1/1/2026	8/1/2009	8/1/2013
Edison (including Teterboro)	NT60	6/1/1998	4/1/2002	82.00	82.00	82.00			7/1/2013
Fargo, ND[4]	NT16	4/1/2003	4/1/2003	38.00	38.00	38.00		1/1/2006	
Farmington, MI	NT51	10/1/1999	10/1/1999	75.00	75.00	75.00			4/1/2011
Fort Worth, TX (formerly Irving)[4]	NT73/NT74	2/1/2001	2/1/2001	55.00	55.00	57.00	1/1/2027	11/1/2008	1/1/2012
Glastonbury, CT – CSC	NT77	6/1/1998	6/1/2001	81.00	81.00	81.00			
Green Bay, WI	NT75	7/1/2001	7/1/2001	59.00	59.00	59.00		6/29/2007	7/4/2018
West Chester (formerly Hamilton)	NT03/NT04	8/1/2000	1/1/2007	65.00	65.00	65.00		8/20/2009	7/1/2013
Haverhill, MA – CSC (formerly Methuen)	NT86	6/1/1998	6/1/2001	81.00	81.00	81.00			
Horsham –CSC	NT46	4/1/1998	2/1/2001	81.00	81.00	81.00		9/19/2010	12/1/2019
Houston, TX –Bky. (closed)	N/A	5/1/1998		60.00	60.00	60.00			
Houston, TX – DSD	NT98	1/1/2000	1/1/2005	57.00	57.00	57.00			2/12/2019
Indianapolis, IN[3]	NT35/NT36	3/1/2001	3/1/2001	58.00	58.00	58.00		1/1/2008	1/1/2011
Landover, MD	NT39	4/1/2001	11/1/2003	59.00	59.00	59.00		1/27/2007	
Lenexa, KS	NT55	5/1/1999	1/1/2006	51.00	51.00	51.00		11/1/2008	7/1/2013
Louisville, KY – CSC	NT89	1/1/1999	1/1/2006	62.00	62.00	62.00		10/4/2009	1/1/2013
Monticello, IL (closed)[4]	NT25/NT26	7/1/2000	2/1/2005	50.00	50.00	50.00		5/5/2006	
North Smithfield, RI – CSC	NT64	6/1/1998	6/1/2001	81.00	81.00	81.00			
New Berlin – CSC	NT44	11/1/1998	1/1/2006	67.00	67.00	67.00			7/1/2014
New Orleans, LA	NT27	2/1/2007	2/1/2007	47.00	47.00	47.00		12/3/2006	9/1/2010
Newburgh, NY (formerly Montgomery)	NT33	1/1/1999	9/1/2001	73.00	73.00	73.00			1/1/2020
Richmond, VA[4]	K358	1/1/2007	1/1/2007	49.00	49.00	49.00			
San Antonio, TX	NB11	1/1/2000	1/1/2003	54.00	54.00	54.00			
Shreveport, LA[3]	NT67/NT68	2/1/2001	2/1/2001	55.00	55.00	57.00	1/1/2027		1/1/2012
Springfield, MO	NT23/NT34	1/1/2001		50.00	50.00	50.00		10/23/2005	1/1/2011
Streetsboro, OH (formerly Macedonia)	NT52	8/1/2000	8/1/2001	67.00	69.00	69.00	1/1/2026	10/1/2008	9/1/2019
Urbana, OH (closed)	URBA	12/23/1999		20.00	20.00	20.00			

1 If date specified, the basic early retirement benefit for participants hired on or after this date is equal to the accrued benefit reduced by 6% per year benefit commencement date precedes age 65. Furthermore, for Batavia, Cedar Rapids and Fargo only, the basic early retirement benefit for participants retiring on or after this date is equal to the accrued benefit reduced by 6% per year benefit commencement date precedes age 65 (reduction is not applicable to the Social Security Offset), but not less than the benefit accrued prior to this date reduced by 5% per year benefit commencement date precedes age 62.

2 If specified, employees hired on or after this date will not be eligible to participate in the Mondelēz Global LLC Hourly Retirement Plan.

3 Eligibility for coverage could differ between the two bargaining units listed. Specific coverage for each bargaining unit is included in the coverage criteria document

4 Indicates union group that decertified, with participants retiring after decertification receiving the better of the Nonunion Hourly benefit for all service or the accrued benefit effective date of switch except for Richmond. Richmond participants will receive the accrual benefit to date and the Nonunion Hourly benefit for future service.

SCHEDULE SB ATTACHMENTS

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Flat Dollar Union —Appendix B
Selected Plan Provisions Required to Calculate the Transfer Benefit Accrued in the Plan for Pensions of Nabisco, Inc.

1. Definitions:

   a) Credited Service:

      (i) For years prior to January 1, 1982: Credited service is as shown on company records.

      (ii) All continuous service from date of hire. Service with subsidiaries other than designated subsidiaries counts for eligibility and vesting only and not for determination of benefits. Service shall include all periods required to be credited for military service.

      (iii) Service is limited to 40 years.

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

   c) Final Average Earnings: Average of the highest five consecutive years out of the last ten years of employment prior to the Transfer Date.

   d) Social Security Benefit: Primary amount based on the level in effect on the Transfer Date. If at least age 62 on the Transfer Date, benefit is based on the age and service as of the Transfer Date. If between ages 55 and 62 on the Transfer Date, benefit is assumed to commence at age 62, assuming continued employment and constant earnings as of the Transfer Date. If younger than age 55 on the Transfer Date, benefit is assumed to commence at age 65 assuming continued employment and constant earnings as of the Transfer Date.

   e) Social Security Offset: 1.25% of the Social Security Benefit multiplied by credited service up to 40 years (maximum offset is 50%).

   f) Actuarial Equivalence: The basis for calculating the present value of the accrued benefit is the interest rate and mortality table specified by the Secretary of the Treasury set forth in Code Section 417(e)(3).

SCHEDULE SB ATTACHMENTS

2. Normal and Deferred Retirement Benefit:

The greater of (i) or (ii), whichever produces the greater Actuarial Equivalent present value:

i) One twelfth of [(a) + (b) – (c)]:

a) 1.5% of final average earnings, multiplied by credited service up to 25 years, plus
b) 1.25% of final average earnings, multiplied by credited service over 25 years (up to 40 years in total), less
c) Social Security Offset.

If a year of credited service is granted for the transfer year, the benefit is further reduced by the lesser of (i) the amount determined under The Nabisco, Inc. Flat Dollar Plan for service in the transfer year or (ii) the amount determined above for service in the transfer year.

If the participant terminates prior to attaining early retirement eligibility, the benefit is calculated based on credited service projected to normal retirement date and then prorated by a fraction of actual credited service at termination divided by credited service projected to normal retirement date.

ii) (d) + (e):

d) $24 per month, multiplied by credited service up to 25 years, plus
e) $12 per month, multiplied by credited service over 25 years (up to 40 years in total).

SCHEDULE SB ATTACHMENTS

Plan Provisions — Flat Dollar Nonunion Participants[6] (formerly The Nabisco, Inc. Flat Dollar Pension Plan)

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Hourly Retirement Plan. Effective prior to the spinoff was January 1, 1998. (Original plan name was The Nabisco, Inc. Flat Dollar Pension Plan).

2. Date of Most Recent Amendment: December 2009 – Earnings and service used in benefit calculations will freeze as of December 31, 2019.

3. Eligibility Requirements:[7] Eligible employees include all regular nonunion employees, hired prior to January 1, 2005, excluding part-time service representatives in the U.S. who are in participating locations and who are not covered by collective bargaining agreements that exclude them from plan participation. Eligible after completion of 1,000 hours of service in a 12-month period, either in the first 12 months of employment or any calendar year thereafter. If the employee transferred from a prior location, eligible upon Transfer Date.

4. Definitions:

   a) Credited Service: All continuous service is granted from the Transfer Date forward. Prior to January 1, 2003, service is granted only for all calendar years in which a participant is credited with 1,000 hours of service.

      If fewer than 20 years of aggregate service for all company plans as of December 31, 2002, total aggregate service is limited to 30 years, otherwise no service limit applies.

   b) Transfer Date: Date location transferred from the Plan for Pensions of Nabisco, Inc. to this Plan (see Appendix A).

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

   d) Final Average Earnings: Average of the highest five consecutive years out of the last ten years of employment.

5. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      (i) Normal: First day of the month following age 65.

      (ii) Deferred: First day of any month after normal retirement date.

   b) Basic Benefit: The monthly benefit based on the sum of (i), (ii), and (iii), not less than (iv):

      (i) The benefit accrued to Transfer Date in the Plan for Pensions of Nabisco, Inc. (see Appendix C for plan provisions).

      (ii) The greater of (1) and (2)

[6] Prior to January 1, 2003, plan provisions for nonunion participants were identical to plan provisions for union participants.
[7] 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 coverage.

(1) the monthly amount shown in Appendix B (per location) multiplied by credited service earned after the Transfer Date through December 31, 2002.

(2) One twelfth of 1.3% of final average earnings multiplied by credited service earned after the Transfer Date through December 31, 2002.

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

(iv) Benefit accrued to December 31, 2002 in the Flat Dollar Plan as described in Appendix A using service as of December 31, 2002 and average earnings and PIA as of Transfer Date.

6. Early Retirement Benefit:

a) Eligibility[8] Age 55 with at least 10 years of service.

b) Basic Benefit: Accrued benefit reduced by 5% per year benefit commencement date precedes age 62 (reduction is not applied to the Social Security Offset). The benefit is then reduced by the Social Security Offset (if applicable) on the first of the month following the participant's 62nd birthday.
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: Social Security Offset if formula (i) is applied in Appendix B, Section 2(a).

7. Vesting:

a) Eligibility: Age 65 or five years of service.

b) Benefit: Accrued benefit payable at normal retirement date.

8. Pre-Retirement Spouse Benefit:

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

b) Benefit: 50% of the accrued benefit payable to the employee assuming the employee terminated on the date of death and had elected a 50% Joint and Survivor annuity. The benefit is payable at any time following the participant's death and is reduced actuarially (same reduction as withdrawal benefit) from the benefit that would otherwise be payable on the participant's early retirement date.

c) Period Payable: Life of the spouse.

9. Disability Benefit:

a) Eligibility: Permanent disability (as determined under the Social Security Act) and having attained the earlier of (i) 20 years of service or (ii) age 55 with at least 10 years of service.

[8] Prior to January 1, 2003, early retirement eligibility was age 55 with at least 15 years of service

b) Benefit: Accrued benefit earned through December 31, 2002 using service as of December 31, 2002, average earnings and PIA as of Transfer Date reduced as follows: If payable after age 60, benefit is payable immediately without reduction for early commencement. If payable prior to age 60, the accrued benefit (without Social Security Offset, if applicable) is payable immediately, reduced by 1/2% per year prior to age 60. If applicable, the Social Security benefit payable at 62 is then applied as an offset without reduction.

10. Employee Contributions: None.

SCHEDULE SB ATTACHMENTS

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Flat Dollar Nonunion —Appendix A

Selected Plan Provisions Required to Calculate the Accrued Benefit at December 31, 2002

1. For participants with fewer than 1,000 hours of service in year of transfer from the Plan for Pensions of Nabisco, Inc., the monthly benefit based on the sum of (i) and (ii):

   (i) The benefit accrued to Transfer Date in the Plan for Pensions of Nabisco, Inc. based on earnings and PIA as of the Transfer Date (see Appendix C for plan provisions).

   (ii) The monthly amount shown in Appendix B (per location), multiplied by credited service earned after the Transfer Date through December 31, 2002.

2. For participants with 1,000 or more hours of service in year of transfer from the Plan for Pensions of Nabisco, Inc., the monthly benefit based on the sum of (i), (ii), and (iii):

   (i) The benefit accrued to the beginning of the year of transfer under the Plan for Pensions of Nabisco, Inc. based on earnings and PIA as of the Transfer Date.

   (ii) During the year of transfer, the greater of the benefit determined under:

   — The Plan for Pensions of Nabisco, Inc. formula or
   — The Flat Dollar Plan formula

   (iii) The monthly amount shown in Appendix B (per location) multiplied by credited service earned after the year of transfer through December 31, 2002.

3. For participants hired after the Transfer Date, the monthly amount shown in Appendix B (per location) multiplied by credited service earned through December 31, 2002.

SCHEDULE SB ATTACHMENTS

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Flat Dollar Nonunion —Appendix B

Location	Transfer Date	Benefit Level 12/31/2002
Cedar Rapids, IA	4/01/2000	N/A
Endicott, NY	4/01/2000	40.00
Fairfax, VA	7/01/2000	45.00
Fargo, ND	4/01/2003	N/A
Fresno, CA	3/01/2000	39.00
Grand Rapids, MI	7/01/1999	45.00
Harrisburg, PA	7/01/2000	39.00
Knoxville, TN	8/01/2001	40.00
Omaha, NE	1/01/2001	40.00
Pensacola, FL	2/01/2000	36.00
Salisbury, MD	3/01/2001	40.00
Wichita, KS	1/01/2001	37.00
Wyomissing, PA	10/01/1999	39.00

SCHEDULE SB ATTACHMENTS

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Flat Dollar Nonunion —Appendix C

Selected Plan Provisions Required to Calculate the Transfer Benefit Accrued in the Plan for Pensions of Nabisco, Inc.

1. Definitions:

   a) Credited Service:

      (i) For years prior to January 1, 1982: Credited service is as shown on company records.

      (ii) All continuous service from date of hire. Service with subsidiaries other than designated subsidiaries counts for eligibility and vesting only and not for determination of benefits. Service shall include all periods required to be credited for military service.

      (iii) Service is limited to 40 years.

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

   c) Final Average Earnings: Average of the highest five consecutive years out of the last ten years of employment prior to the Termination Date.

   d) Social Security Benefit:[9] Primary amount based on the level in effect on the Termination Date. If at least age 62 on the Termination Date, benefit is based on the age and service as of the Termination Date. If between ages 55 and 62 on the Termination Date, benefit is assumed to commence at age 62, assuming continued employment and constant earnings as of the Termination Date. If younger than age 55 on the Termination Date, benefit is assumed to commence at age 65 assuming continued employment and constant earnings as of the Termination Date.

   e) Social Security Offset: 1.25% of the Social Security Benefit multiplied by credited service up to 40 years (maximum offset is 50%).

   f) Actuarial Equivalence: The basis for calculating the present value of the accrued benefit is as follows: (i) an interest rate equal to either the Section 430 valuation segment rates for funding purposes or the valuation discount rate for accounting purposes, and (ii) the mortality table specified by the Secretary of the Treasury set forth in Code Section 417(e)(3).

[9] Prior to January 1, 2002, Social Security Benefit was frozen as of the Transfer Date.

g) Normal and Deferred Retirement Benefit:

The greater of (i) or (ii), whichever produces the greater Actuarial Equivalent present value:

(i) One twelfth of [(a) + (b) – (c)]:

a) 1.5% of final average earnings, multiplied by credited service up to 25 years, plus
b) 1.25% of final average earnings, multiplied by credited service over 25 years (up to 40 years in total), less
c) Social Security Offset.

If a year of credited service is granted for the transfer year, the benefit is further reduced by the lesser of (i) the amount determined under The Nabisco, Inc. Flat Dollar Plan for service in the transfer year or (ii) the amount determined above for service in the transfer year.

If the participant terminates prior to attaining early retirement eligibility, the benefit is calculated based on credited service projected to normal retirement date and then prorated by a fraction of actual credited service at termination divided by credited service projected to normal retirement date.

(ii) (d) + (e):

d) $24 per month, multiplied by credited service up to 25 years, plus
e) $12 per month, multiplied by credited service over 25 years (up to 40 years in total).

SCHEDULE SB ATTACHMENTS

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Nonunion Hourly

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Hourly Retirement Plan. Effective prior to the spinoff was January 1, 2005.

2. Date of Most Recent Amendment: December 2009 – Earnings and service used in benefit calculations will freeze as of December 31, 2019.

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.

SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit:

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

   a) Basic 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 ½% for each full month between ages 60 and 65 and ¼% for each full month between ages 55 and 60 that commencement of benefits precedes the first day of the month following attainment of age 65. Early retirement reduction factors which are applicable to benefits accrued under prior plans before their merger with The Kraft Foods Global, Inc. Retirement plan are preserved where necessary.

   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.

      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.

8. Employee Contributions: None.

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

SCHEDULE SB ATTACHMENTS

Plan Provisions — Plan for Pensions – Part-time Service Representatives[10] and Union Industry Participants[11] (formerly Plan for Pensions of Nabisco, Inc.)

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Hourly Retirement Plan. The original effective date of the Plan is May 1, 1946. Prior to the spinoff, the plan was most recently restated effective January 1, 1989. (Original plan name was Plan for Pensions of Nabisco, Inc.).

2. Date of Most Recent Amendment: For Union Participants: December 2001. For Part-time Service Representatives only: December 2009 – Earnings and service used in benefit calculations will freeze as of December 31, 2019.

3. Eligibility Requirements: Part-time service representatives and regular union employees of U.S. Companies in participating locations not covered by a collective bargaining agreement that excludes them from plan coverage are eligible as follows:

   a) If hired before January 1, 1996, eligible after six months of service.

   b) If hired on or after January 1, 1996, eligible after 1,000 hours of service during first 12 months of employment or during any plan year thereafter.

   c) Former SBI participants are eligible after attaining age 21 and one year of service with at least 1,000 hours of service.

4. Definitions:

   a) Credited Service:

      (i) All continuous service from date of hire. Service with subsidiaries other than designated subsidiaries counts for eligibility and vesting only and not for determination of benefits. Service shall include all periods required to be credited for military service.
      (ii) For periods prior to January 1, 1982, service as shown on Company records.

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

   c) Final Average Earnings: Average of the highest five consecutive years out of the last ten years of employment.

   d) Social Security Benefit: If participant terminates prior to age 55, it is the primary benefit payable at age 65, assuming that the last rate of earnings continues unchanged. If participant retires between ages 55 and 62, it is the primary benefit payable at age 62, assuming that there are no earnings to age 62 (for terminations after July 1, 1995). If participant retires after age 62, it is the Social Security benefit payable at that age.

   e) Social Security Offset: 1.25% of the Social Security Benefit multiplied by credited service up to 40 years (maximum offset is 50%).

   f) Actuarial Equivalence: For the purpose of calculating a lump sum value of a distribution on or after July 1, 1995, the interest rate used is the 30-year Treasury rate for the November prior to the distribution year. The mortality is as stated in 417(e)(3).

[10] Coverage is not available for part-time service representatives hired after December 31, 2003
[11] Prior to January 1, 2003, plan provisions for non-union participants were identical to plan provisions for union participants

SCHEDULE SB ATTACHMENTS

5. Normal and Deferred Retirement Benefit:

a) Retirement Dates:

Normal: First day of month following age 65.

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

a) Basic Benefit:

Nabisco and SBI – Pennsauken: The greater of (i) or (ii), whichever produces the greater Actuarial Equivalent present value:

(i) One twelfth of [(a) + (b) – (c)]:
- a) 1.5% of final average earnings, multiplied by credited service up to 25 years plus,
- b) 1.25% of final average earnings, multiplied by credited service over 25 years (up to 40 years in total if hired after 1973), less
- c) Social Security Offset.

(ii) (d) + (e):

- d) $24.00 per month, multiplied by credited service up to 25 years, plus
- e) $12.00 per month, multiplied by credited service over 25 years, (up to 40 years in total)

(iii) If participant terminates prior to early retirement eligibility, amount above is determined based on Credited Service to Normal Retirement Date and then multiplied by a fraction of Credited Service to termination divided by Credited Service at Normal Retirement Date.

SBI – Indianapolis: The sum of (i) and (ii) or (iii), as applicable. Credited service shall not exceed 40 years for the cumulative benefits in (i), (ii) and (iii).

(i) Benefit accrued to March 2, 1986.

(ii) For noncontributing employees: $37.05 per month multiplied by credited service earned after March 2, 1986.

For contributing employees: Benefit level frozen at March 1, 1986 level multiplied by credited service earned after March 2, 1986.

(iii) For employees hired after March 2, 1986: $25.50 per month multiplied by credited service up to 25 years, plus $12.75 per month times credited service over 25 years.

SBI – Denison: The sum of (i) and (ii) or (iii), as applicable. Credited service shall not exceed 40 years for the cumulative benefits in (i), (ii) and (iii).

(i) Benefit accrued to July 6, 1987.

(ii) For noncontributing employees: $25.84 per month multiplied by credited service earned after July 6, 1987.

For contributing employees: Benefit level frozen at July 5, 1987 level multiplied by credited service earned after July 6, 1987.

(iii) For employees hired after July 6, 1987, $19.00 per month multiplied by credited service up to 25 years, plus $9.50 per month times credited service over 25 years.

6. Early Retirement Benefit:

a) Eligibility: Age 55 with at least 15 years of service. All SBI participants, except those at Pennsauken, are eligible at age 55, with at least 10 years of service.

b) Basic Benefit:

(i) Accrued benefit reduced by 5% per year benefit commencement date precedes age 62 (reduction is not applied to the Social Security Offset). The benefit is then reduced by the Social Security Offset (if applicable) on the first of the month following the employee's 62nd birthday.

(ii) For participants hired at Fairlawn, NJ on or after May 5, 2009, and for participants hired at Atlanta, GA on or after January 1, 2008, the early retirement reduction is 6% per year benefit commencement date precedes age 65.

c) Supplement: Social Security Offset if formula (i) is applied in Section 5(b) for Nabisco and SBI –Pennsauken.

SCHEDULE SB ATTACHMENTS

7. Vesting:

   a) Requirement: Age 65 or five years of service.

   b) Benefit: Accrued benefit payable at normal retirement date.

8. Pre-Retirement Spouse Benefit:

   a) Eligibility: 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. Prior to early retirement age, 50% of the benefit which would have been payable had the employee survived to his earliest retirement age and retired on that day.

   c) Period Payable: Life of the spouse.

9. Disability Benefit:

   a) Eligibility:

      (i) Nabisco and SBI Pennsauken – Permanently disabled after 20 years of service or after age 55 with at least ten years of service.

      (ii) All other SBI – Totally and permanently disabled after age 50 with at least 15 years of participation service.

   b) Benefit:

      (i) Nabisco and SBI Pennsauken – Accrued benefit (without Social Security offset) payable immediately, reduced by 1/2% per year benefit commencement date precedes age 60. The Social Security offset (if applicable) would be applied without reduction on the first month following the employee's 62nd birthday or date of award, if earlier.

      (ii) All other SBI – Same as in (i) except there is no reduction for commencement prior to age 65.

10. Employee Contributions: None after December 31, 1988.

SCHEDULE SB ATTACHMENTS

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Plan for Pensions —Appendix A

List of Active Union Locations

Location
ADDISON, IL
ATLANTA, GA
CHICAGO, IL
FAIRLAWN, NJ
FORT WAYNE, IN
LITTLE ROCK/MAUMELL, AR
MEMPHIS, TN
RICHLAND, MS
TOLEDO, OH

* Chicago IL includes IAM LCL 008 and IUOE LCL 399

SCHEDULE SB ATTACHMENTS

Plan Provisions — Nonunion (formerly Plan for Pension of Nabisco, Inc.) [12]

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Hourly Retirement Plan. The original effective date of the Plan is May 1, 1946. Prior to the spinoff, the plan was most recently restated effective January 1, 1989. (Original plan name was Plan for Pensions of Nabisco, Inc.).

2. Date of Most Recent Amendment: December 2009 – Earnings and service used in benefit calculations will freeze as of December 31, 2019.

3. Eligibility Requirements[1]: Regular nonunion hourly employees, excluding part-time service representatives, of U.S. Companies in participating locations not covered by a collective bargaining agreement that excludes them from plan coverage are eligible as follows:

   a) If hired before January 1, 1996, eligible after six months of service.

   b) If hired on or after January 1, 1996, eligible after 1,000 hours of service during first 12 months of employment or during any plan year thereafter.

   c) Former SBI participants are eligible after attaining age 21 and one year of service with at least 1,000 hours of service.

   d) If hired before January 1, 2005.

4. Definitions:

   a) Credited Service:

      (i) All continuous service from date of hire. If fewer than 20 years of service as of December 31, 2002, total credited service is limited to 30 years. Otherwise, total credited service is unlimited.

      (ii) For periods prior to January 1, 1982, service as shown on Company records.

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

   c) Final Average Earnings: Average of the highest five consecutive years out of the last ten years of employment.

   d) Social Security Benefit: If participant terminates prior to age 55, it is the primary benefit payable at age 65, assuming that the last rate of earnings continues unchanged. If participant retires between ages 55 and 62, it is the primary benefit payable at age 62, assuming that there are no earnings to age 62 (for terminations after July 1, 1995). If participant retires after age 62, it is the Social Security benefit payable at that age.

   e) Social Security Offset: 1.25% of the Social Security Benefit multiplied by credited service through December 31, 2002 up to 40 years (maximum offset is 50%).

   f) Actuarial Equivalence: For the purpose of calculating a lump sum value of a distribution on or after July 1, 1995, the interest rate used is the 30-year Treasury rate for the November prior to the distribution year. The mortality is as stated in 417(e)(3).

[12] 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. Normal and Deferred Retirement Benefit:

a) Retirement Dates:

Normal: First day of month following age 65.

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

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

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

(ii) The benefit accrued under the prior formula for credited service through December 31, 2002.

Prior Formula Benefit:

The greater of (i) or (ii), whichever produces the greater Actuarial Equivalent present value:

(i) One twelfth of [(a) + (b) – (c)]:
   a) 1.5% of final average earnings, multiplied by credited service through December 31, 2002 up to 25 years, plus
   b) 1.25% of final average earnings, multiplied by credited service through December 31, 2002 over 25 years (up to 40 years in total if hired after 1973), less
   c) Social Security Offset.

(ii) (d) + (e):
   d) $24.00 per month, multiplied by credited service through December 31, 2002 up to 25 years, plus
   e) $12.00 per month, multiplied by credited service through December 31, 2002 over 25 years, (up to 40 years in total)

(iii) If participant terminates prior to early retirement eligibility, amount above is determined based on Credited Service to Normal Retirement Date and then multiplied by a fraction of Credited Service through December 31, 2002 to termination divided by Credited Service at Normal Retirement Date.

6. Early Retirement Benefit:

a) Eligibility: Age 55 with at least 10 years of service.

b) Basic Benefit: Accrued benefit reduced by 5% per year benefit commencement date precedes age 62 (reduction is not applied to the Social Security Offset). The benefit is then reduced by the Social Security Offset (if applicable) on the first of the month following the employee's 62nd birthday.
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: Social Security Offset if formula (i) is applied in Section 5(b).

7. Vesting:

a) Requirement: Age 65 or five years of service

Plan Name: Mondelez Global LLC Hourly Retirement Plan
EIN / PN: 38-3869170/151
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2025

b) Benefit: Accrued benefit payable at normal retirement date.

8. Pre-Retirement Spouse Benefit:

a) Eligibility: 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. Prior to early retirement age, 50% of the benefit which would have been payable had the employee survived to his earliest retirement age and retired on that day.

c) Period Payable: Life of the spouse.

9. Disability Benefit:

a) Eligibility: Permanently disabled after 20 years of service or after age 55 with at least ten years of service.

b) Benefit: Accrued benefit earned through December 31, 2002 using service and average earnings as of December 31, 2002 (without Social Security offset) payable immediately, reduced by 1/2% per year benefit commencement date precedes age 60. The Social Security offset calculated using earnings and PIA as of December 31, 2002 (if applicable) would be applied without reduction on the first month following the employee's 62nd birthday or date of award, if earlier.

10. Employee Contributions: None after December 31, 1988.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Shredded Wheat

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Hourly Retirement Plan. Effective prior to the spinoff was May 1, 1946.

2. Date of Most Recent Amendment: April 26, 2009 for Local 343[13] (Grain Millers), June 13, 2009 for Local 1202 (Machinists).

3. Eligibility Requirements: Completion of 180 days of service.

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:[14] The greater of (i) or (ii) below:

      (i) One twelfth of 1.5% of final average earnings multiplied by credited service up to 25 years, plus 1.25% of final average earnings for each year in excess of 25 years (maximum of 40 years if hired after 1973), less the Social Security offset.

      (ii) For Local 1 employees, $40.00 per month multiplied by years of service up to a maximum of 30 years plus $30.00 per month for each year in excess of 30 years. For Local 1202 employees, $40.00 per month multiplied by years of service up to a maximum of 30 years plus $30.00 per month for each year in excess of 30 years.

   c) Definitions:

      Credited Service: All continuous service from date of hire.

      Earnings: All pay including overtime, commissions and bonuses.

      Final Average Earnings: Average of the highest five calendar year earnings out of the last ten years of employment.

      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.

---

[13] Starting in 2013, Local 343 is referred to as Local 1.

[14] Prior to June 1, 1995, the benefit in (4)(b)(ii) was $24.00 per month multiplied by years of service up to a maximum of 25 years, plus $12.00 per month for each year in excess of 25 years (maximum 40 years).
Prior to June 1, 1999 for Local 343, July 1, 1999 for Local 1202, and August 1, 1999 for Local 399, the benefit in (4)(b)(ii) was $25.00 per month for each year of service in excess of 30 years.
Prior to September 1, 2003 for Local 343, October 1, 2003 for Local 1202, and December 1, 2003 for Local 399, the benefit in (4)(b)(ii) was $35.00 per month multiplied by years of service up to a maximum of 30 years.
Prior to June 1, 2009 for Local 343 and June 14, 2009 for Local 1202, the benefit in (4)(b)(ii) was 37.00 per month multiplied by years of service up to a maximum of 30 years. Prior to July 1, 2013, for Local 1, the benefit in 4(b)(ii) was $39.00 per month multiplied by years of service up to a maximum of 30 years.

Social Security Offset: 1.25% of the Social Security benefit times credited service (maximum percentage is 50%).

5. Early Retirement Benefit:

   a) Eligibility: Age 55 and 15 years of service.

   b) Basic Benefit: Accrued benefit with no reduction from age 65 to 62, reduced 5% per year for the next seven years early (reduction is not applied to the Social Security offset).

   c) Supplement[15] $17.00 per month multiplied by credited service up to 30 years, plus the Social Security offset if formula (i) is applied in Section 4(b)

6. Disability Benefit:

   a) Eligibility: All participants who become permanently disabled after 20 years of service or between ages 55 and 61 with ten years of service.

   b) Benefit: Gross normal retirement benefit (without offset) with no reduction prior to age 60, and ½% for each year prior to age 60. This benefit is reduced by the Social Security offset (if applicable) on the first month following the employee's 62nd birthday or, if sooner, upon commencement of a Social Security Disability Benefit. If the benefit in 4(b)(ii) applies, the accrued benefit is reduced by 6% from age 60 to 62, plus 3% for each year prior to age 60.

7. Pre-Retirement Death Benefits:

   a) Eligibility: 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. Prior to early retirement age, 50% of the benefit which would have been payable had the employee survived to his earliest retirement age and retired on that day.

   c) Period Payable: Life of the spouse.

8. Vesting:

   a) Requirements: Age 65 or five years of service.

   b) Benefit: Accrued benefit.

[15] For retirements prior to 1995, the supplement did not include the $17.00 per month multiplied by credited service up to 30 years.
For Local 1202, for retirements between July 1, 1999 and July 1, 2003, inclusive, between January 1, 2004 and January 1, 2006, inclusive, and between July 1, 2006 and January 1, 2009, inclusive, the supplement was increased by $8.00 per month per year of credited service up to 30 years.
For Local 399, for retirements between August 1, 1999 and August 1, 2003, inclusive, and between January 1, 2004 and January 1, 2006, inclusive, the supplement was increased by $8.00 per month per year of credited service.
For Local 343, for retirements between June 1, 1999 and May 1, 2003, inclusive, the supplement was increased by $8.00 per month per year of credited service. For retirements between January 1, 2005 and May 1, 2006, inclusive, and between May 1, 2006 and January 1, 2009, inclusive, the supplement was increased by $9.00 per month per year of credited service up to 30 years.

SCHEDULE SB ATTACHMENTS

9. Employee Contributions: None.

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

SCHEDULE SB ATTACHMENTS

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

	Attained Years of Credited Service[16]										
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	2	0	1	0	0	0	0	0	0	0	3
25-29	3	1	5	0	0	0	0	0	0	0	9
30-34	3	0	12	4	0	0	0	0	0	0	19
35-39	4	4	18	21	3	0	0	0	0	0	50
40-44	3	3	25	16	22	7	0	0	0	0	76
45-49	6	5	27	13	34	11	4	0	0	0	100
50-54	5	7	16	20	36	21	18	3	0	0	126
55-59	5	6	16	17	27	34	24	14	9	1	153
60-64	1	3	11	17	28	21	12	21	13	2	129
65-69	1	4	7	6	7	8	1	6	7	2	49
70 & over	0	1	4	0	3	1	0	0	0	2	11
Total	33	34	142	114	160	103	59	44	29	7	725

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

Plan Name: Mondelez Global LLC Hourly Retirement Plan
EIN / PN: 38-3869170/151
Plan Sponsor: Mondelez Global LLC
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	593,370	157,587	14,627,523	15,378,480
2026	1,624,557	316,438	14,341,369	16,282,364
2027	2,457,015	378,128	14,073,918	16,909,061
2028	3,203,248	507,604	13,806,730	17,517,582
2029	3,841,854	696,826	13,561,180	18,099,860
2030	4,386,184	857,421	13,317,511	18,561,116
2031	4,841,082	1,011,395	13,044,428	18,896,905
2032	5,217,472	1,176,697	12,758,325	19,152,494
2033	5,534,650	1,328,853	12,465,043	19,328,546
2034	5,787,365	1,478,611	12,148,118	19,414,094
2035	5,997,263	1,661,832	11,805,286	19,464,381
2036	6,170,977	1,844,828	11,436,363	19,452,168
2037	6,318,381	2,039,847	11,040,457	19,398,685
2038	6,433,557	2,220,312	10,617,038	19,270,907
2039	6,531,912	2,358,367	10,166,051	19,056,330
2040	6,616,564	2,486,428	9,688,018	18,791,010
2041	6,664,870	2,586,980	9,184,188	18,436,038
2042	6,713,418	2,697,113	8,656,668	18,067,199
2043	6,744,221	2,807,879	8,108,489	17,660,589
2044	6,739,921	2,916,547	7,543,690	17,200,158
2045	6,723,984	3,029,446	6,967,331	16,720,761
2046	6,693,051	3,087,405	6,385,368	16,165,824
2047	6,612,575	3,150,933	5,804,431	15,567,939
2048	6,504,069	3,208,406	5,231,487	14,943,962
2049	6,400,610	3,191,845	4,673,472	14,265,927
2050	6,248,750	3,153,518	4,136,986	13,539,254
2051	6,064,561	3,120,602	3,627,999	12,813,162
2052	5,861,260	3,086,551	3,151,610	12,099,421
2053	5,629,907	3,029,388	2,711,797	11,371,092
2054	5,387,910	2,945,108	2,311,284	10,644,302

Plan Name: Mondelez Global LLC Hourly Retirement Plan
EIN / PN: 38-3869170/151
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2055	5,129,966	2,854,110	1,951,536	9,935,612
2056	4,867,232	2,758,419	1,632,786	9,258,437
2057	4,595,500	2,652,198	1,354,150	8,601,848
2058	4,311,094	2,536,281	1,113,812	7,961,187
2059	4,029,268	2,412,174	909,175	7,350,617
2060	3,747,433	2,287,303	737,107	6,771,843
2061	3,472,625	2,163,029	594,166	6,229,820
2062	3,206,112	2,034,730	476,782	5,717,624
2063	2,945,207	1,903,569	381,421	5,230,197
2064	2,696,074	1,772,986	304,703	4,773,763
2065	2,459,653	1,643,813	243,486	4,346,952
2066	2,236,284	1,516,859	194,946	3,948,089
2067	2,026,828	1,392,877	156,605	3,576,310
2068	1,829,171	1,272,540	126,349	3,228,060
2069	1,645,143	1,156,450	102,433	2,904,026
2070	1,474,487	1,045,149	83,449	2,603,085
2071	1,316,715	939,097	68,289	2,324,101
2072	1,171,370	838,678	56,086	2,066,134
2073	1,037,890	744,231	46,189	1,828,310
2074	915,721	656,029	38,104	1,609,854

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Mondelez Global LLC
EIN/PN	38-3869170/151
Plan Name	Mondelez Global LLC Hourly Retirement Plan
Valuation Date	January 1, 2025
Enrolled Actuary	Chad A. 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.

SCHEDULE SB ATTACHMENTS

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

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

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

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

Plan Name:	Mondelez Global LLC Hourly Retirement Plan
EIN / PN:	38-3869170/151
Plan Sponsor:	Mondelez Global LLC
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	593,370	157,587	14,627,523	15,378,480
2026	1,624,557	316,438	14,341,369	16,282,364
2027	2,457,015	378,128	14,073,918	16,909,061
2028	3,203,248	507,604	13,806,730	17,517,582
2029	3,841,854	696,826	13,561,180	18,099,860
2030	4,386,184	857,421	13,317,511	18,561,116
2031	4,841,082	1,011,395	13,044,428	18,896,905
2032	5,217,472	1,176,697	12,758,325	19,152,494
2033	5,534,650	1,328,853	12,465,043	19,328,546
2034	5,787,365	1,478,611	12,148,118	19,414,094
2035	5,997,263	1,661,832	11,805,286	19,464,381
2036	6,170,977	1,844,828	11,436,363	19,452,168
2037	6,318,381	2,039,847	11,040,457	19,398,685
2038	6,433,557	2,220,312	10,617,038	19,270,907
2039	6,531,912	2,358,367	10,166,051	19,056,330
2040	6,616,564	2,486,428	9,688,018	18,791,010
2041	6,664,870	2,586,980	9,184,188	18,436,038
2042	6,713,418	2,697,113	8,656,668	18,067,199
2043	6,744,221	2,807,879	8,108,489	17,660,589
2044	6,739,921	2,916,547	7,543,690	17,200,158
2045	6,723,984	3,029,446	6,967,331	16,720,761
2046	6,693,051	3,087,405	6,385,368	16,165,824
2047	6,612,575	3,150,933	5,804,431	15,567,939
2048	6,504,069	3,208,406	5,231,487	14,943,962
2049	6,400,610	3,191,845	4,673,472	14,265,927
2050	6,248,750	3,153,518	4,136,986	13,539,254
2051	6,064,561	3,120,602	3,627,999	12,813,162
2052	5,861,260	3,086,551	3,151,610	12,099,421
2053	5,629,907	3,029,388	2,711,797	11,371,092
2054	5,387,910	2,945,108	2,311,284	10,644,302

Plan Name: Mondelez Global LLC Hourly Retirement Plan
EIN / PN: 38-3869170/151
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2055	5,129,966	2,854,110	1,951,536	9,935,612
2056	4,867,232	2,758,419	1,632,786	9,258,437
2057	4,595,500	2,652,198	1,354,150	8,601,848
2058	4,311,094	2,536,281	1,113,812	7,961,187
2059	4,029,268	2,412,174	909,175	7,350,617
2060	3,747,433	2,287,303	737,107	6,771,843
2061	3,472,625	2,163,029	594,166	6,229,820
2062	3,206,112	2,034,730	476,782	5,717,624
2063	2,945,207	1,903,569	381,421	5,230,197
2064	2,696,074	1,772,986	304,703	4,773,763
2065	2,459,653	1,643,813	243,486	4,346,952
2066	2,236,284	1,516,859	194,946	3,948,089
2067	2,026,828	1,392,877	156,605	3,576,310
2068	1,829,171	1,272,540	126,349	3,228,060
2069	1,645,143	1,156,450	102,433	2,904,026
2070	1,474,487	1,045,149	83,449	2,603,085
2071	1,316,715	939,097	68,289	2,324,101
2072	1,171,370	838,678	56,086	2,066,134
2073	1,037,890	744,231	46,189	1,828,310
2074	915,721	656,029	38,104	1,609,854

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions — Mondelēz Global LLC Hourly Retirement Plan —Flat Dollar (Union Participants)[1]

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Hourly Retirement Plan. Effective date prior to the spinoff was January 1, 1998. (Original plan name was The Nabisco, Inc. Flat Dollar Pension Plan).

2. Date of Most Recent Amendment: Varies by location.

3. Eligibility Requirements: Eligible employees include all regular union employees in the U.S. who are in participating locations and who are not covered by collective bargaining agreements that exclude them from plan participation. Eligible after completion of 1,000 hours of service in a 12-month period, either in the first 12 months of employment or any calendar year thereafter. If the employee transferred from a prior location, eligible upon Transfer Date. Employees hired before Eligibility Date of Hire are eligible to receive benefits.

4. Definitions:

   a) Credited Service: Service prior to the Transfer Date is granted only to those participants in locations with retroactive benefits (see Appendix A for these locations). All other participants are granted service from the Transfer Date forward. Service is granted for all calendar years in which a participant is credited with 1,000 hours of service.

      Except for those employees participating in a transfer plan prior to January 1, 1974, the total Credited Service is limited to 40 years. If there are other benefit plan benefits that the participant is receiving, the aggregate service for all Company plans is 40 years. If benefits are offset from this plan, the 40-year limit will apply to this plan only.

   b) Transfer Date: Date location transferred from the Plan for Pensions of Nabisco, Inc. to this Plan (see Appendix A).

5. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      (i) Normal: First day of the month following age 65.

      (ii) Deferred: First day of any month after normal retirement date.

[1] Prior to January 1, 2003, plan provisions for nonunion participants were identical to plan provisions for union participants.

b) Basic Benefit: For participants with fewer than 1,000 hours of service in year of transfer from the Plan for Pensions of Nabisco, Inc., the monthly benefit based on the sum of (i) and (ii):

(i) The benefit accrued to Transfer Date in the Plan for Pensions of Nabisco, Inc. (see Appendix B for plan provisions).

(ii) The monthly amount shown in Appendix A (per location), multiplied by credited service earned after the Transfer Date.

For participants with 1,000 or more hours of service in year of transfer from the Plan for Pensions of Nabisco, Inc., the monthly benefit based on the sum of (i), (ii), and (iii):

(i) The benefit accrued to the beginning of the year of transfer under the Plan for Pensions of Nabisco, Inc.

(ii) During the year of transfer, the greater of the benefit determined under:

— The Plan for Pensions of Nabisco, Inc. formula or
— The Flat Dollar Plan formula

(iii) The monthly amount shown in Appendix A (per location) multiplied by credited service earned after the year of transfer.

For participants hired after the Transfer Date, the monthly amount shown in Appendix A (per location) multiplied by credited service.

For grandfathered New England Council Red Circle employees terminating prior to February 15, 2001, the greater of (i) or (ii):

(i) The benefit as calculated above.

(ii) The accrued benefit earned under the Plan for Pensions of Nabisco, Inc., determined without regard to the Social Security offset.

For locations with retrospective benefits (see Appendix A), the monthly benefit is the greater of (i) and (ii), effective at the date specified:

(i) The benefit as calculated above.

(ii) The monthly amount shown in Appendix A (per location), multiplied by credited service.

6. Early Retirement Benefit:

   a) Eligibility: Age 55 with at least 15 years of service.

      1. Basic Benefit: Accrued benefit reduced by a certain percentage for each year benefit commencement precedes a given age. The reduction percentage and age from which reduction factors are calculated can vary based on an employee's location, date of hire and/or date of retirement as described in Appendix A. Except as noted in Appendix A, the basic early retirement benefit is equal to the accrued benefit reduced by 5% per year benefit commencement precedes a given age (reduction is not applied to the Social Security Offset).

         The benefit is then reduced by the Social Security Offset (if applicable) on the first of the month following the participant's 62nd birthday.

   b) Supplement: Social Security Offset if formula (i) is applied in Appendix B, Section 2.

7. Vesting:

   a) Eligibility: Age 65 or five years of service.

   b) Benefit: Accrued benefit payable at normal retirement date.

8. Pre-Retirement Spouse Benefit:

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

   b) Benefit: 50% of the accrued benefit payable to the employee assuming the employee terminated on the date of death and had elected a 50% Joint and Survivor annuity. The benefit is payable at any time following the participant's death and is reduced actuarially (same reduction as withdrawal benefit) from the benefit that would otherwise be payable on the participant's early retirement date.

   c) Period Payable: Life of the spouse.

9. Disability Benefit:

   a) Eligibility: Permanent disability (as determined under the Social Security Act) and having attained the earlier of (i) 20 years of service or (ii) age 55 with at least 10 years of service.

   b) Benefit: If payable after age 60, benefit is payable immediately without reduction for early commencement. If payable prior to age 60, the accrued benefit (without Social Security Offset, if applicable) is payable immediately, reduced by 1/2% per year prior to age 60. If applicable, the Social Security benefit payable at 62 is then applied as an offset without reduction.

10. Employee Contributions: None.

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Flat Dollar Union —Appendix A

Location	Bargaining Unit	Transfer Date	Retrospective Effective Date	1/1/2025	12/31/2025	Ultimate	Ultimate Effective Date	ERF Date of Hire/Retirement[1]	Eligibility Date of Hire[2]
Baltimore, MD	NT70	1/1/2001	1/1/2001	$ 58.00	$ 58.00	$59.00	1/1/2026	9/1/2008	9/1/2019
Batavia, NY – CSC (formerly Henrietta)	NT91	9/1/1998	7/1/2002	58.00	59.00	60.00	1/1/2027	1/1/2008	7/1/2011
Birmingham, AL[3]	NRW1/NRW4	4/1/2001	4/1/2005	50.00	50.00	50.00		12/1/2009	1/1/2014
Buena Park –Bky. (closed)	NT95	7/1/1998		57.00	57.00	57.00			
Cedar Rapids, IA[4]	NT38	4/1/2000	4/1/2003	40.00	40.00	40.00		1/1/2006	
Corpus Christi, TX	NB63	1/1/2000	1/1/2003	54.00	54.00	54.00			
Greater Pittsburgh	NT97	5/1/2000	5/1/2000	64.00	64.00	64.00		3/1/2010	7/1/2019
Earth City, MO[3]	NT88/NT94	3/1/2001	1/1/2006	60.00	61.00	61.00	1/1/2026	8/1/2009	8/1/2013
Edison (including Teterboro)	NT60	6/1/1998	4/1/2002	82.00	82.00	82.00			7/1/2013
Fargo, ND[4]	NT16	4/1/2003	4/1/2003	38.00	38.00	38.00		1/1/2006	
Farmington, MI	NT51	10/1/1999	10/1/1999	75.00	75.00	75.00			4/1/2011
Fort Worth, TX (formerly Irving)[4]	NT73/NT74	2/1/2001	2/1/2001	55.00	55.00	57.00	1/1/2027	11/1/2008	1/1/2012
Glastonbury, CT – CSC	NT77	6/1/1998	6/1/2001	81.00	81.00	81.00			
Green Bay, WI	NT75	7/1/2001	7/1/2001	59.00	59.00	59.00		6/29/2007	7/4/2018
West Chester (formerly Hamilton)	NT03/NT04	8/1/2000	1/1/2007	65.00	65.00	65.00		8/20/2009	7/1/2013
Haverhill, MA – CSC (formerly Methuen)	NT86	6/1/1998	6/1/2001	81.00	81.00	81.00			
Horsham –CSC	NT46	4/1/1998	2/1/2001	81.00	81.00	81.00		9/19/2010	12/1/2019
Houston, TX –Bky. (closed)	N/A	5/1/1998		60.00	60.00	60.00			
Houston, TX – DSD	NT98	1/1/2000	1/1/2005	57.00	57.00	57.00			2/12/2019
Indianapolis, IN[3]	NT35/NT36	3/1/2001	3/1/2001	58.00	58.00	58.00		1/1/2008	1/1/2011
Landover, MD	NT39	4/1/2001	11/1/2003	59.00	59.00	59.00		1/27/2007	
Lenexa, KS	NT55	5/1/1999	1/1/2006	51.00	51.00	51.00		11/1/2008	7/1/2013
Louisville, KY – CSC	NT89	1/1/1999	1/1/2006	62.00	62.00	62.00		10/4/2009	1/1/2013
Monticello, IL (closed)[4]	NT25/NT26	7/1/2000	2/1/2005	50.00	50.00	50.00		5/5/2006	
North Smithfield, RI – CSC	NT64	6/1/1998	6/1/2001	81.00	81.00	81.00			
New Berlin – CSC	NT44	11/1/1998	1/1/2006	67.00	67.00	67.00			7/1/2014
New Orleans, LA	NT27	2/1/2007	2/1/2007	47.00	47.00	47.00		12/3/2006	9/1/2010
Newburgh, NY (formerly Montgomery)	NT33	1/1/1999	9/1/2001	73.00	73.00	73.00			1/1/2020
Richmond, VA[4]	K358	1/1/2007	1/1/2007	49.00	49.00	49.00			
San Antonio, TX	NB11	1/1/2000	1/1/2003	54.00	54.00	54.00			
Shreveport, LA[3]	NT67/NT68	2/1/2001	2/1/2001	55.00	55.00	57.00	1/1/2027		1/1/2012
Springfield, MO	NT23/NT34	1/1/2001		50.00	50.00	50.00		10/23/2005	1/1/2011
Streetsboro, OH (formerly Macedonia)	NT52	8/1/2000	8/1/2001	67.00	69.00	69.00	1/1/2026	10/1/2008	9/1/2019
Urbana, OH (closed)	URBA	12/23/1999		20.00	20.00	20.00			

1 If date specified, the basic early retirement benefit for participants hired on or after this date is equal to the accrued benefit reduced by 6% per year benefit commencement date precedes age 65. Furthermore, for Batavia, Cedar Rapids and Fargo only, the basic early retirement benefit for participants retiring on or after this date is equal to the accrued benefit reduced by 6% per year benefit commencement date precedes age 65 (reduction is not applicable to the Social Security Offset), but not less than the benefit accrued prior to this date reduced by 5% per year benefit commencement date precedes age 62.

2 If specified, employees hired on or after this date will not be eligible to participate in the Mondelēz Global LLC Hourly Retirement Plan.

3 Eligibility for coverage could differ between the two bargaining units listed. Specific coverage for each bargaining unit is included in the coverage criteria document

4 Indicates union group that decertified, with participants retiring after decertification receiving the better of the Nonunion Hourly benefit for all service or the accrued benefit effective date of switch except for Richmond. Richmond participants will receive the accrual benefit to date and the Nonunion Hourly benefit for future service.

SCHEDULE SB ATTACHMENTS

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Flat Dollar Union —Appendix B
Selected Plan Provisions Required to Calculate the Transfer Benefit Accrued in the Plan for Pensions of Nabisco, Inc.

1. Definitions:

   a) Credited Service:

      (i) For years prior to January 1, 1982: Credited service is as shown on company records.

      (ii) All continuous service from date of hire. Service with subsidiaries other than designated subsidiaries counts for eligibility and vesting only and not for determination of benefits. Service shall include all periods required to be credited for military service.

      (iii) Service is limited to 40 years.

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

   c) Final Average Earnings: Average of the highest five consecutive years out of the last ten years of employment prior to the Transfer Date.

   d) Social Security Benefit: Primary amount based on the level in effect on the Transfer Date. If at least age 62 on the Transfer Date, benefit is based on the age and service as of the Transfer Date. If between ages 55 and 62 on the Transfer Date, benefit is assumed to commence at age 62, assuming continued employment and constant earnings as of the Transfer Date. If younger than age 55 on the Transfer Date, benefit is assumed to commence at age 65 assuming continued employment and constant earnings as of the Transfer Date.

   e) Social Security Offset: 1.25% of the Social Security Benefit multiplied by credited service up to 40 years (maximum offset is 50%).

   f) Actuarial Equivalence: The basis for calculating the present value of the accrued benefit is the interest rate and mortality table specified by the Secretary of the Treasury set forth in Code Section 417(e)(3).

SCHEDULE SB ATTACHMENTS

2. Normal and Deferred Retirement Benefit:

The greater of (i) or (ii), whichever produces the greater Actuarial Equivalent present value:

i) One twelfth of [(a) + (b) – (c)]:

a) 1.5% of final average earnings, multiplied by credited service up to 25 years, plus
b) 1.25% of final average earnings, multiplied by credited service over 25 years (up to 40 years in total), less
c) Social Security Offset.

If a year of credited service is granted for the transfer year, the benefit is further reduced by the lesser of (i) the amount determined under The Nabisco, Inc. Flat Dollar Plan for service in the transfer year or (ii) the amount determined above for service in the transfer year.

If the participant terminates prior to attaining early retirement eligibility, the benefit is calculated based on credited service projected to normal retirement date and then prorated by a fraction of actual credited service at termination divided by credited service projected to normal retirement date.

ii) (d) + (e):

d) $24 per month, multiplied by credited service up to 25 years, plus
e) $12 per month, multiplied by credited service over 25 years (up to 40 years in total).

SCHEDULE SB ATTACHMENTS

Plan Provisions — Flat Dollar Nonunion Participants[6] (formerly The Nabisco, Inc. Flat Dollar Pension Plan)

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Hourly Retirement Plan. Effective prior to the spinoff was January 1, 1998. (Original plan name was The Nabisco, Inc. Flat Dollar Pension Plan).

2. Date of Most Recent Amendment: December 2009 – Earnings and service used in benefit calculations will freeze as of December 31, 2019.

3. Eligibility Requirements:[7] Eligible employees include all regular nonunion employees, hired prior to January 1, 2005, excluding part-time service representatives in the U.S. who are in participating locations and who are not covered by collective bargaining agreements that exclude them from plan participation. Eligible after completion of 1,000 hours of service in a 12-month period, either in the first 12 months of employment or any calendar year thereafter. If the employee transferred from a prior location, eligible upon Transfer Date.

4. Definitions:

   a) Credited Service: All continuous service is granted from the Transfer Date forward. Prior to January 1, 2003, service is granted only for all calendar years in which a participant is credited with 1,000 hours of service.

      If fewer than 20 years of aggregate service for all company plans as of December 31, 2002, total aggregate service is limited to 30 years, otherwise no service limit applies.

   b) Transfer Date: Date location transferred from the Plan for Pensions of Nabisco, Inc. to this Plan (see Appendix A).

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

   d) Final Average Earnings: Average of the highest five consecutive years out of the last ten years of employment.

5. Normal and Deferred Retirement Benefit:

   a) Retirement Dates:

      (i) Normal: First day of the month following age 65.

      (ii) Deferred: First day of any month after normal retirement date.

   b) Basic Benefit: The monthly benefit based on the sum of (i), (ii), and (iii), not less than (iv):

      (i) The benefit accrued to Transfer Date in the Plan for Pensions of Nabisco, Inc. (see Appendix C for plan provisions).

      (ii) The greater of (1) and (2)

[6] Prior to January 1, 2003, plan provisions for nonunion participants were identical to plan provisions for union participants.
[7] 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 coverage.

(1) the monthly amount shown in Appendix B (per location) multiplied by credited service earned after the Transfer Date through December 31, 2002.

(2) One twelfth of 1.3% of final average earnings multiplied by credited service earned after the Transfer Date through December 31, 2002.

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

(iv) Benefit accrued to December 31, 2002 in the Flat Dollar Plan as described in Appendix A using service as of December 31, 2002 and average earnings and PIA as of Transfer Date.

6. Early Retirement Benefit:

a) Eligibility[8] Age 55 with at least 10 years of service.

b) Basic Benefit: Accrued benefit reduced by 5% per year benefit commencement date precedes age 62 (reduction is not applied to the Social Security Offset). The benefit is then reduced by the Social Security Offset (if applicable) on the first of the month following the participant's 62nd birthday.
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: Social Security Offset if formula (i) is applied in Appendix B, Section 2(a).

7. Vesting:

a) Eligibility: Age 65 or five years of service.

b) Benefit: Accrued benefit payable at normal retirement date.

8. Pre-Retirement Spouse Benefit:

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

b) Benefit: 50% of the accrued benefit payable to the employee assuming the employee terminated on the date of death and had elected a 50% Joint and Survivor annuity. The benefit is payable at any time following the participant's death and is reduced actuarially (same reduction as withdrawal benefit) from the benefit that would otherwise be payable on the participant's early retirement date.

c) Period Payable: Life of the spouse.

9. Disability Benefit:

a) Eligibility: Permanent disability (as determined under the Social Security Act) and having attained the earlier of (i) 20 years of service or (ii) age 55 with at least 10 years of service.

[8] Prior to January 1, 2003, early retirement eligibility was age 55 with at least 15 years of service

b) Benefit: Accrued benefit earned through December 31, 2002 using service as of December 31, 2002, average earnings and PIA as of Transfer Date reduced as follows: If payable after age 60, benefit is payable immediately without reduction for early commencement. If payable prior to age 60, the accrued benefit (without Social Security Offset, if applicable) is payable immediately, reduced by 1/2% per year prior to age 60. If applicable, the Social Security benefit payable at 62 is then applied as an offset without reduction.

10. Employee Contributions: None.

SCHEDULE SB ATTACHMENTS

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Flat Dollar Nonunion —Appendix A

Selected Plan Provisions Required to Calculate the Accrued Benefit at December 31, 2002

1. For participants with fewer than 1,000 hours of service in year of transfer from the Plan for Pensions of Nabisco, Inc., the monthly benefit based on the sum of (i) and (ii):

   (i) The benefit accrued to Transfer Date in the Plan for Pensions of Nabisco, Inc. based on earnings and PIA as of the Transfer Date (see Appendix C for plan provisions).

   (ii) The monthly amount shown in Appendix B (per location), multiplied by credited service earned after the Transfer Date through December 31, 2002.

2. For participants with 1,000 or more hours of service in year of transfer from the Plan for Pensions of Nabisco, Inc., the monthly benefit based on the sum of (i), (ii), and (iii):

   (i) The benefit accrued to the beginning of the year of transfer under the Plan for Pensions of Nabisco, Inc. based on earnings and PIA as of the Transfer Date.

   (ii) During the year of transfer, the greater of the benefit determined under:

   — The Plan for Pensions of Nabisco, Inc. formula or
   — The Flat Dollar Plan formula

   (iii) The monthly amount shown in Appendix B (per location) multiplied by credited service earned after the year of transfer through December 31, 2002.

3. For participants hired after the Transfer Date, the monthly amount shown in Appendix B (per location) multiplied by credited service earned through December 31, 2002.

SCHEDULE SB ATTACHMENTS

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Flat Dollar Nonunion —Appendix B

Location	Transfer Date	Benefit Level 12/31/2002
Cedar Rapids, IA	4/01/2000	N/A
Endicott, NY	4/01/2000	40.00
Fairfax, VA	7/01/2000	45.00
Fargo, ND	4/01/2003	N/A
Fresno, CA	3/01/2000	39.00
Grand Rapids, MI	7/01/1999	45.00
Harrisburg, PA	7/01/2000	39.00
Knoxville, TN	8/01/2001	40.00
Omaha, NE	1/01/2001	40.00
Pensacola, FL	2/01/2000	36.00
Salisbury, MD	3/01/2001	40.00
Wichita, KS	1/01/2001	37.00
Wyomissing, PA	10/01/1999	39.00

SCHEDULE SB ATTACHMENTS

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Flat Dollar Nonunion —Appendix C

Selected Plan Provisions Required to Calculate the Transfer Benefit Accrued in the Plan for Pensions of Nabisco, Inc.

1. Definitions:

   a) Credited Service:

      (i) For years prior to January 1, 1982: Credited service is as shown on company records.

      (ii) All continuous service from date of hire. Service with subsidiaries other than designated subsidiaries counts for eligibility and vesting only and not for determination of benefits. Service shall include all periods required to be credited for military service.

      (iii) Service is limited to 40 years.

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

   c) Final Average Earnings: Average of the highest five consecutive years out of the last ten years of employment prior to the Termination Date.

   d) Social Security Benefit:[9] Primary amount based on the level in effect on the Termination Date. If at least age 62 on the Termination Date, benefit is based on the age and service as of the Termination Date. If between ages 55 and 62 on the Termination Date, benefit is assumed to commence at age 62, assuming continued employment and constant earnings as of the Termination Date. If younger than age 55 on the Termination Date, benefit is assumed to commence at age 65 assuming continued employment and constant earnings as of the Termination Date.

   e) Social Security Offset: 1.25% of the Social Security Benefit multiplied by credited service up to 40 years (maximum offset is 50%).

   f) Actuarial Equivalence: The basis for calculating the present value of the accrued benefit is as follows: (i) an interest rate equal to either the Section 430 valuation segment rates for funding purposes or the valuation discount rate for accounting purposes, and (ii) the mortality table specified by the Secretary of the Treasury set forth in Code Section 417(e)(3).

[9] Prior to January 1, 2002, Social Security Benefit was frozen as of the Transfer Date.

g) Normal and Deferred Retirement Benefit:

The greater of (i) or (ii), whichever produces the greater Actuarial Equivalent present value:

(i) One twelfth of [(a) + (b) – (c)]:

a) 1.5% of final average earnings, multiplied by credited service up to 25 years, plus
b) 1.25% of final average earnings, multiplied by credited service over 25 years (up to 40 years in total), less
c) Social Security Offset.

If a year of credited service is granted for the transfer year, the benefit is further reduced by the lesser of (i) the amount determined under The Nabisco, Inc. Flat Dollar Plan for service in the transfer year or (ii) the amount determined above for service in the transfer year.

If the participant terminates prior to attaining early retirement eligibility, the benefit is calculated based on credited service projected to normal retirement date and then prorated by a fraction of actual credited service at termination divided by credited service projected to normal retirement date.

(ii) (d) + (e):

d) $24 per month, multiplied by credited service up to 25 years, plus
e) $12 per month, multiplied by credited service over 25 years (up to 40 years in total).

SCHEDULE SB ATTACHMENTS

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Nonunion Hourly

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Hourly Retirement Plan. Effective prior to the spinoff was January 1, 2005.

2. Date of Most Recent Amendment: December 2009 – Earnings and service used in benefit calculations will freeze as of December 31, 2019.

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.

SCHEDULE SB ATTACHMENTS

5. Early Retirement Benefit:

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

   a) Basic 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 ½% for each full month between ages 60 and 65 and ¼% for each full month between ages 55 and 60 that commencement of benefits precedes the first day of the month following attainment of age 65. Early retirement reduction factors which are applicable to benefits accrued under prior plans before their merger with The Kraft Foods Global, Inc. Retirement plan are preserved where necessary.

   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.

      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.

8. Employee Contributions: None.

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

SCHEDULE SB ATTACHMENTS

Plan Provisions — Plan for Pensions – Part-time Service Representatives[10] and Union Industry Participants[11] (formerly Plan for Pensions of Nabisco, Inc.)

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Hourly Retirement Plan. The original effective date of the Plan is May 1, 1946. Prior to the spinoff, the plan was most recently restated effective January 1, 1989. (Original plan name was Plan for Pensions of Nabisco, Inc.).

2. Date of Most Recent Amendment: For Union Participants: December 2001. For Part-time Service Representatives only: December 2009 – Earnings and service used in benefit calculations will freeze as of December 31, 2019.

3. Eligibility Requirements: Part-time service representatives and regular union employees of U.S. Companies in participating locations not covered by a collective bargaining agreement that excludes them from plan coverage are eligible as follows:

   a) If hired before January 1, 1996, eligible after six months of service.

   b) If hired on or after January 1, 1996, eligible after 1,000 hours of service during first 12 months of employment or during any plan year thereafter.

   c) Former SBI participants are eligible after attaining age 21 and one year of service with at least 1,000 hours of service.

4. Definitions:

   a) Credited Service:

      (i) All continuous service from date of hire. Service with subsidiaries other than designated subsidiaries counts for eligibility and vesting only and not for determination of benefits. Service shall include all periods required to be credited for military service.
      (ii) For periods prior to January 1, 1982, service as shown on Company records.

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

   c) Final Average Earnings: Average of the highest five consecutive years out of the last ten years of employment.

   d) Social Security Benefit: If participant terminates prior to age 55, it is the primary benefit payable at age 65, assuming that the last rate of earnings continues unchanged. If participant retires between ages 55 and 62, it is the primary benefit payable at age 62, assuming that there are no earnings to age 62 (for terminations after July 1, 1995). If participant retires after age 62, it is the Social Security benefit payable at that age.

   e) Social Security Offset: 1.25% of the Social Security Benefit multiplied by credited service up to 40 years (maximum offset is 50%).

   f) Actuarial Equivalence: For the purpose of calculating a lump sum value of a distribution on or after July 1, 1995, the interest rate used is the 30-year Treasury rate for the November prior to the distribution year. The mortality is as stated in 417(e)(3).

[10] Coverage is not available for part-time service representatives hired after December 31, 2003
[11] Prior to January 1, 2003, plan provisions for non-union participants were identical to plan provisions for union participants

SCHEDULE SB ATTACHMENTS

5. Normal and Deferred Retirement Benefit:

a) Retirement Dates:

Normal: First day of month following age 65.

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

a) Basic Benefit:

Nabisco and SBI – Pennsauken: The greater of (i) or (ii), whichever produces the greater Actuarial Equivalent present value:

(i) One twelfth of [(a) + (b) – (c)]:
- a) 1.5% of final average earnings, multiplied by credited service up to 25 years plus,
- b) 1.25% of final average earnings, multiplied by credited service over 25 years (up to 40 years in total if hired after 1973), less
- c) Social Security Offset.

(ii) (d) + (e):

- d) $24.00 per month, multiplied by credited service up to 25 years, plus
- e) $12.00 per month, multiplied by credited service over 25 years, (up to 40 years in total)

(iii) If participant terminates prior to early retirement eligibility, amount above is determined based on Credited Service to Normal Retirement Date and then multiplied by a fraction of Credited Service to termination divided by Credited Service at Normal Retirement Date.

SBI – Indianapolis: The sum of (i) and (ii) or (iii), as applicable. Credited service shall not exceed 40 years for the cumulative benefits in (i), (ii) and (iii).

(i) Benefit accrued to March 2, 1986.

(ii) For noncontributing employees: $37.05 per month multiplied by credited service earned after March 2, 1986.

For contributing employees: Benefit level frozen at March 1, 1986 level multiplied by credited service earned after March 2, 1986.

(iii) For employees hired after March 2, 1986: $25.50 per month multiplied by credited service up to 25 years, plus $12.75 per month times credited service over 25 years.

SBI – Denison: The sum of (i) and (ii) or (iii), as applicable. Credited service shall not exceed 40 years for the cumulative benefits in (i), (ii) and (iii).

(i) Benefit accrued to July 6, 1987.

(ii) For noncontributing employees: $25.84 per month multiplied by credited service earned after July 6, 1987.

For contributing employees: Benefit level frozen at July 5, 1987 level multiplied by credited service earned after July 6, 1987.

(iii) For employees hired after July 6, 1987, $19.00 per month multiplied by credited service up to 25 years, plus $9.50 per month times credited service over 25 years.

6. Early Retirement Benefit:

a) Eligibility: Age 55 with at least 15 years of service. All SBI participants, except those at Pennsauken, are eligible at age 55, with at least 10 years of service.

b) Basic Benefit:

(i) Accrued benefit reduced by 5% per year benefit commencement date precedes age 62 (reduction is not applied to the Social Security Offset). The benefit is then reduced by the Social Security Offset (if applicable) on the first of the month following the employee's 62nd birthday.

(ii) For participants hired at Fairlawn, NJ on or after May 5, 2009, and for participants hired at Atlanta, GA on or after January 1, 2008, the early retirement reduction is 6% per year benefit commencement date precedes age 65.

c) Supplement: Social Security Offset if formula (i) is applied in Section 5(b) for Nabisco and SBI –Pennsauken.

SCHEDULE SB ATTACHMENTS

7. Vesting:

   a) Requirement: Age 65 or five years of service.

   b) Benefit: Accrued benefit payable at normal retirement date.

8. Pre-Retirement Spouse Benefit:

   a) Eligibility: 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. Prior to early retirement age, 50% of the benefit which would have been payable had the employee survived to his earliest retirement age and retired on that day.

   c) Period Payable: Life of the spouse.

9. Disability Benefit:

   a) Eligibility:

      (i) Nabisco and SBI Pennsauken – Permanently disabled after 20 years of service or after age 55 with at least ten years of service.

      (ii) All other SBI – Totally and permanently disabled after age 50 with at least 15 years of participation service.

   b) Benefit:

      (i) Nabisco and SBI Pennsauken – Accrued benefit (without Social Security offset) payable immediately, reduced by 1/2% per year benefit commencement date precedes age 60. The Social Security offset (if applicable) would be applied without reduction on the first month following the employee's 62nd birthday or date of award, if earlier.

      (ii) All other SBI – Same as in (i) except there is no reduction for commencement prior to age 65.

10. Employee Contributions: None after December 31, 1988.

SCHEDULE SB ATTACHMENTS

Plan Provisions —Mondelēz Global LLC Hourly Retirement Plan —Plan for Pensions —Appendix A

List of Active Union Locations

Location
ADDISON, IL
ATLANTA, GA
CHICAGO, IL
FAIRLAWN, NJ
FORT WAYNE, IN
LITTLE ROCK/MAUMELL, AR
MEMPHIS, TN
RICHLAND, MS
TOLEDO, OH

* Chicago IL includes IAM LCL 008 and IUOE LCL 399

SCHEDULE SB ATTACHMENTS

Plan Provisions — Nonunion (formerly Plan for Pension of Nabisco, Inc.) [12]

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Hourly Retirement Plan. The original effective date of the Plan is May 1, 1946. Prior to the spinoff, the plan was most recently restated effective January 1, 1989. (Original plan name was Plan for Pensions of Nabisco, Inc.).

2. Date of Most Recent Amendment: December 2009 – Earnings and service used in benefit calculations will freeze as of December 31, 2019.

3. Eligibility Requirements[1]: Regular nonunion hourly employees, excluding part-time service representatives, of U.S. Companies in participating locations not covered by a collective bargaining agreement that excludes them from plan coverage are eligible as follows:

   a) If hired before January 1, 1996, eligible after six months of service.

   b) If hired on or after January 1, 1996, eligible after 1,000 hours of service during first 12 months of employment or during any plan year thereafter.

   c) Former SBI participants are eligible after attaining age 21 and one year of service with at least 1,000 hours of service.

   d) If hired before January 1, 2005.

4. Definitions:

   a) Credited Service:

      (i) All continuous service from date of hire. If fewer than 20 years of service as of December 31, 2002, total credited service is limited to 30 years. Otherwise, total credited service is unlimited.

      (ii) For periods prior to January 1, 1982, service as shown on Company records.

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

   c) Final Average Earnings: Average of the highest five consecutive years out of the last ten years of employment.

   d) Social Security Benefit: If participant terminates prior to age 55, it is the primary benefit payable at age 65, assuming that the last rate of earnings continues unchanged. If participant retires between ages 55 and 62, it is the primary benefit payable at age 62, assuming that there are no earnings to age 62 (for terminations after July 1, 1995). If participant retires after age 62, it is the Social Security benefit payable at that age.

   e) Social Security Offset: 1.25% of the Social Security Benefit multiplied by credited service through December 31, 2002 up to 40 years (maximum offset is 50%).

   f) Actuarial Equivalence: For the purpose of calculating a lump sum value of a distribution on or after July 1, 1995, the interest rate used is the 30-year Treasury rate for the November prior to the distribution year. The mortality is as stated in 417(e)(3).

[12] 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. Normal and Deferred Retirement Benefit:

a) Retirement Dates:

Normal: First day of month following age 65.

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

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

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

(ii) The benefit accrued under the prior formula for credited service through December 31, 2002.

Prior Formula Benefit:

The greater of (i) or (ii), whichever produces the greater Actuarial Equivalent present value:

(i) One twelfth of [(a) + (b) – (c)]:
   a) 1.5% of final average earnings, multiplied by credited service through December 31, 2002 up to 25 years, plus
   b) 1.25% of final average earnings, multiplied by credited service through December 31, 2002 over 25 years (up to 40 years in total if hired after 1973), less
   c) Social Security Offset.

(ii) (d) + (e):
   d) $24.00 per month, multiplied by credited service through December 31, 2002 up to 25 years, plus
   e) $12.00 per month, multiplied by credited service through December 31, 2002 over 25 years, (up to 40 years in total)

(iii) If participant terminates prior to early retirement eligibility, amount above is determined based on Credited Service to Normal Retirement Date and then multiplied by a fraction of Credited Service through December 31, 2002 to termination divided by Credited Service at Normal Retirement Date.

6. Early Retirement Benefit:

a) Eligibility: Age 55 with at least 10 years of service.

b) Basic Benefit: Accrued benefit reduced by 5% per year benefit commencement date precedes age 62 (reduction is not applied to the Social Security Offset). The benefit is then reduced by the Social Security Offset (if applicable) on the first of the month following the employee's 62nd birthday.
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: Social Security Offset if formula (i) is applied in Section 5(b).

7. Vesting:

a) Requirement: Age 65 or five years of service

Plan Name: Mondelez Global LLC Hourly Retirement Plan
EIN / PN: 38-3869170/151
Plan Sponsor: Mondelez Global LLC
Valuation Date: January 1, 2025

b) Benefit: Accrued benefit payable at normal retirement date.

8. Pre-Retirement Spouse Benefit:

a) Eligibility: 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. Prior to early retirement age, 50% of the benefit which would have been payable had the employee survived to his earliest retirement age and retired on that day.

c) Period Payable: Life of the spouse.

9. Disability Benefit:

a) Eligibility: Permanently disabled after 20 years of service or after age 55 with at least ten years of service.

b) Benefit: Accrued benefit earned through December 31, 2002 using service and average earnings as of December 31, 2002 (without Social Security offset) payable immediately, reduced by 1/2% per year benefit commencement date precedes age 60. The Social Security offset calculated using earnings and PIA as of December 31, 2002 (if applicable) would be applied without reduction on the first month following the employee's 62nd birthday or date of award, if earlier.

10. Employee Contributions: None after December 31, 1988.

SCHEDULE SB ATTACHMENTS

Plan Provisions — Shredded Wheat

1. Effective Date: September 1, 2012 to reflect the spinoff from The Kraft Foods Group, Inc. Hourly Retirement Plan. Effective prior to the spinoff was May 1, 1946.

2. Date of Most Recent Amendment: April 26, 2009 for Local 343[13] (Grain Millers), June 13, 2009 for Local 1202 (Machinists).

3. Eligibility Requirements: Completion of 180 days of service.

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:[14] The greater of (i) or (ii) below:

      (i) One twelfth of 1.5% of final average earnings multiplied by credited service up to 25 years, plus 1.25% of final average earnings for each year in excess of 25 years (maximum of 40 years if hired after 1973), less the Social Security offset.

      (ii) For Local 1 employees, $40.00 per month multiplied by years of service up to a maximum of 30 years plus $30.00 per month for each year in excess of 30 years. For Local 1202 employees, $40.00 per month multiplied by years of service up to a maximum of 30 years plus $30.00 per month for each year in excess of 30 years.

   c) Definitions:

      Credited Service: All continuous service from date of hire.

      Earnings: All pay including overtime, commissions and bonuses.

      Final Average Earnings: Average of the highest five calendar year earnings out of the last ten years of employment.

      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.

---

[13] Starting in 2013, Local 343 is referred to as Local 1.

[14] Prior to June 1, 1995, the benefit in (4)(b)(ii) was $24.00 per month multiplied by years of service up to a maximum of 25 years, plus $12.00 per month for each year in excess of 25 years (maximum 40 years).
Prior to June 1, 1999 for Local 343, July 1, 1999 for Local 1202, and August 1, 1999 for Local 399, the benefit in (4)(b)(ii) was $25.00 per month for each year of service in excess of 30 years.
Prior to September 1, 2003 for Local 343, October 1, 2003 for Local 1202, and December 1, 2003 for Local 399, the benefit in (4)(b)(ii) was $35.00 per month multiplied by years of service up to a maximum of 30 years.
Prior to June 1, 2009 for Local 343 and June 14, 2009 for Local 1202, the benefit in (4)(b)(ii) was 37.00 per month multiplied by years of service up to a maximum of 30 years. Prior to July 1, 2013, for Local 1, the benefit in 4(b)(ii) was $39.00 per month multiplied by years of service up to a maximum of 30 years.

Social Security Offset: 1.25% of the Social Security benefit times credited service (maximum percentage is 50%).

5. Early Retirement Benefit:

   a) Eligibility: Age 55 and 15 years of service.

   b) Basic Benefit: Accrued benefit with no reduction from age 65 to 62, reduced 5% per year for the next seven years early (reduction is not applied to the Social Security offset).

   c) Supplement[15] $17.00 per month multiplied by credited service up to 30 years, plus the Social Security offset if formula (i) is applied in Section 4(b)

6. Disability Benefit:

   a) Eligibility: All participants who become permanently disabled after 20 years of service or between ages 55 and 61 with ten years of service.

   b) Benefit: Gross normal retirement benefit (without offset) with no reduction prior to age 60, and ½% for each year prior to age 60. This benefit is reduced by the Social Security offset (if applicable) on the first month following the employee's 62nd birthday or, if sooner, upon commencement of a Social Security Disability Benefit. If the benefit in 4(b)(ii) applies, the accrued benefit is reduced by 6% from age 60 to 62, plus 3% for each year prior to age 60.

7. Pre-Retirement Death Benefits:

   a) Eligibility: 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. Prior to early retirement age, 50% of the benefit which would have been payable had the employee survived to his earliest retirement age and retired on that day.

   c) Period Payable: Life of the spouse.

8. Vesting:

   a) Requirements: Age 65 or five years of service.

   b) Benefit: Accrued benefit.

[15] For retirements prior to 1995, the supplement did not include the $17.00 per month multiplied by credited service up to 30 years.
For Local 1202, for retirements between July 1, 1999 and July 1, 2003, inclusive, between January 1, 2004 and January 1, 2006, inclusive, and between July 1, 2006 and January 1, 2009, inclusive, the supplement was increased by $8.00 per month per year of credited service up to 30 years.
For Local 399, for retirements between August 1, 1999 and August 1, 2003, inclusive, and between January 1, 2004 and January 1, 2006, inclusive, the supplement was increased by $8.00 per month per year of credited service.
For Local 343, for retirements between June 1, 1999 and May 1, 2003, inclusive, the supplement was increased by $8.00 per month per year of credited service. For retirements between January 1, 2005 and May 1, 2006, inclusive, and between May 1, 2006 and January 1, 2009, inclusive, the supplement was increased by $9.00 per month per year of credited service up to 30 years.

SCHEDULE SB ATTACHMENTS

9. Employee Contributions: None.

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