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. . . . . ▶ [ ]

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
THE COCA-COLA COMPANY PENSION PLAN

1b Three-digit plan number (PN) ▶ 004

1c Effective date of plan 01/01/2012

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)
THE COCA-COLA COMPANY

P.O. BOX 1734
ATLANTA, GA 30301-1734

2b Employer Identification Number (EIN)
58-0628465

2c Plan Sponsor's telephone number
404-676-2121

2d Business code (see instructions)
312110

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	IRENE TAN
	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

THE COCA-COLA COMPANY BENEFITS COMMITTEE
C/O THE COCA-COLA COMPANY
P.O. BOX 1734
ATLANTA, GA 30301-1734

3b Administrator's EIN: 58-0628465

3c Administrator's telephone number: 404-676-2121

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**	48892
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)**	7113
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	6977
b	Retired or separated participants receiving benefits	**6b**	19126
c	Other retired or separated participants entitled to future benefits	**6c**	17710
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	43813
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	4083
f	Total. Add lines **6d** and **6e**.	**6f**	47896
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**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A 1E 3F 3H

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
THE COCA-COLA COMPANY PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
THE COCA-COLA COMPANY

D Employer Identification Number (EIN)
58-0628465

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**	3781318033
b Actuarial value	**2b**	3893785219

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	23341	2279037732	2279037732
b For terminated vested participants	18839	1051140937	1051140937
c For active participants	7113	632119468	647959470
d Total	49293	3962298137	3978138139

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**	5.32 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	58005139
b Expected plan-related expenses	**6b**	19800000
c Target normal cost	**6c**	77805139

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

09/22/2026
Date

ALEX HILLER, FSA, EA
Type or print name of actuary

26-07826
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

952-842-6441
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)	0	597131336
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	102294645
9	Amount remaining (line 7 minus line 8)	0	494836691
10	Interest on line 9 using prior year's actual return of 1.54 %	0	7620485
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 5.13 %		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)	0	502457176

Part III Funding Percentages

14	Funding target attainment percentage	14	85.24 %
15	Adjusted funding target attainment percentage	15	85.24 %
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	92.42 %
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? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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
0	0	0	0

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

21 Discount rate:

a Segment rates:	1st segment: 5.00 %	2nd segment: 5.27 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	61

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**	77805139
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	586810096	56601643
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**	134406782

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	134406782	134406782

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 C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection.**

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

A Name of plan
THE COCA-COLA COMPANY PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
THE COCA-COLA COMPANY

D Employer Identification Number (EIN)
58-0628465

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

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

A Name of plan
THE COCA-COLA COMPANY PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
THE COCA-COLA COMPANY

D Employer Identification Number (EIN)
58-0628465

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: COCA-COLA MASTER RETIREMENT TRUST

b Name of sponsor of entity listed in (a): THE COCA-COLA COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
58-0628465-003	M	3960220034

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 G (Form 5500)

Department of Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Financial Transaction Schedules

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

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

OMB No. 1210-0110

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
THE COCA-COLA COMPANY PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
THE COCA-COLA COMPANY

D Employer Identification Number (EIN)
58-0628465

Part I Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible

Complete as many entries as needed to report all loans or fixed income obligations in default or classified as uncollectible. Check box (a) if obligor is known to be a party in interest. Attach Overdue Loan Explanation for each loan listed. See Instructions.

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

Part II Schedule of Leases in Default or Classified as Uncollectible

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

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

Part III Nonexempt Transactions

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

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price
THE COCA-COLA COMPANY	PLAN SPONSOR	LOAN TO EMPLOYER - 11/15/2023 - DUPLICATE WTW INVOICE PAID FROM PLAN	30000

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
			30000	34752	4752

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price
THE COCA-COLA COMPANY	PLAN SPONSOR	LOAN TO EMPLOYER - 3/24/2023 - DUPLICATE WTW INVOICE PAID FROM PLAN	2910

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
			2910	2915	5

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price
THE COCA-COLA COMPANY	PLAN SPONSOR	LOAN TO EMPLOYER - 11/12/2024 - DUPLICATE WTW INVOICE PAID FROM PLAN	128859

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
			128859	129431	572

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price
THE COCA-COLA COMPANY	PLAN SPONSOR	LOAN TO EMPLOYER - 11/12/2024 - DUPLICATE WTW INVOICE PAID FROM PLAN	82500

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
			82500	83289	789

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

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

OMB No. 1210-0110

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
THE COCA-COLA COMPANY PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
THE COCA-COLA COMPANY

D Employer Identification Number (EIN)
58-0628465

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)	23682	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	3850770813	3960220034
(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	3850794495	3960220034
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	5930526	5243512
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	5930526	5243512
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	3844863969	3954976522

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)		450302417
(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		450302417
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	340189864	
(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)		340189864
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		340189864
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		110112553
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: ERNST & YOUNG, LLP **(2)** EIN: 34-6465596

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		244269
e Was this plan covered by a fidelity bond?	**4e**	X		9000000
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**		X	
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 589599.

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
THE COCA-COLA COMPANY PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
THE COCA-COLA COMPANY

D Employer Identification Number (EIN)
58-0628465

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): 36-3046063 06-6033492

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** 1537

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: 59.4 % Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: 23.6 %
High-Yield Debt: 4.0 % Real Assets: 7.3 % Cash or Cash Equivalents: 3.9 % Other: 1.8 %

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_____.

THE COCA-COLA COMPANY PENSION PLAN

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Report of Independent Auditors

The Coca-Cola Company Benefits Committee
The Coca-Cola Company Pension Plan

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

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

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

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025, stating that the certified investment information, as described in Note 4 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).

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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 after the date that 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.

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- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter

Supplemental Schedule Required by ERISA

The supplemental schedule of nonexempt transactions for the year ended December 31, 2025 (referred to as the "supplemental schedule"), is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

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In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedule is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Ernst & Young LLP

October 15, 2026

THE COCA-COLA COMPANY PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31,		**2025**		2024
ASSETS				
Investment in Master Trust, at fair value	**$**	**3,893,324,103**	$	3,781,318,032
Net assets held in 401(h) account (Note 1)		**66,895,931**		69,452,781
Other receivable		**—**		23,682
Total assets	**$**	**3,960,220,034**	$	3,850,794,495
LIABILITIES				
Accrued administrative expenses	**$**	**5,243,512**	$	5,930,526
Amounts related to obligation of 401(h) account		**66,895,931**		69,452,781
Total liabilities	**$**	**72,139,443**	$	75,383,307
Net assets available for benefits	**$**	**3,888,080,591**	$	3,775,411,188

THE COCA-COLA COMPANY PENSION PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

		Year Ended December 31, 2025
Additions to net assets attributed to:		
Net investment gain from Master Trust	$	471,076,892
Total additions		471,076,892
Deductions from net assets attributed to:		
Benefit payments		(328,789,864)
Administrative expenses		(29,617,625)
Total deductions		(358,407,489)
Net increase in net assets available for benefits		112,669,403
Net assets available for benefits:		
Beginning of year		3,775,411,188
End of year	$	3,888,080,591

Note 1 – Description of the Plan

General

The Coca-Cola Company Pension Plan (the "Plan") is a defined benefit pension plan covering substantially all domestic employees of The Coca-Cola Company and certain subsidiaries (the "Company") and those employees who are U.S. citizens working outside the U.S. and who are employees of certain foreign affiliates and domestic subsidiaries. The Plan is administered by The Coca-Cola Company Benefits Committee (the "Committee") which, as administrator, has complete control of and sole discretion over the administration of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

Prior to January 1, 2013, the Company or its subsidiaries maintained, among others, the following three pension plans: (1) the Plan; (2) The Coca-Cola Company Cash Balance Pension Plan (the "Pre 2013 Cash Balance Plan"); and (3) The Coca-Cola Refreshments Employees' Pension Plan (the "CCR Prior Pension Plan"). Effective January 1, 2013, the Plan and the CCR Prior Pension Plan were merged into the Pre-2013 Cash Balance Plan which was renamed as The Coca-Cola Company Pension Plan.

Participants in the Plan on December 31, 2011, may be subject to some or all of the provisions set forth in the Plan document's Plan Addendum. Participants in the CCR Prior Pension Plan on December 31, 2011, may be subject to some or all of the provisions set forth in the CCR Prior Pension Plan Addendum. Participants hired on or after January 1, 2012, are not covered by either of the Addendums.

Lump Sum Expansion

Effective October 1, 2023, the Plan was amended to expand lump sum payment options to all terminated participants. Prior to this date, certain terminated participants did not have access to a lump sum payment option.

Pension Benefits

Participants with one or more years of vesting service are entitled to pension benefits. The Plan permits early retirement beginning at age 55 for participants with at least 10 years of vesting service or beginning at age 60.

The Plan allows participants to choose the method of payment under which the pension benefit is paid. The available methods of payment are (1) life annuity; (2) 50% joint and survivor annuity; (3) 75% joint and survivor annuity; (4) 100% joint and survivor annuity; or (5) a single lump sum cash payment.

The Plan has a two-part formula. The first part retains a final average pay structure, where service was frozen as of December 31, 2009, with pay escalating for the lesser of 10 years and frozen as of December 31, 2019. The second part of the formula is a cash balance formula, which commenced January 1, 2010 under which employees received credits based on age, service, pay and interest. Effective January 1, 2012, all employees began receiving a fixed pay credit (as a percentage of eligible income) on an annual basis. As of July 1, 2022, pay credits were increased to a minimum of 5.5% and credited on a monthly basis. Participants previously eligible for an age-based pay credit in excess of the new 5.5% pay credit will transition to the new formula after a period of five years.

Contributions

The Company's funding policy is to contribute amounts as are necessary to provide assets sufficient to meet the benefits estimated to be paid to Plan participants based on annual actuarial valuations. The Company made no contributions to the Plan for the year ended December 31, 2025. The Plan has met the ERISA minimum funding requirements for 2025 through a funding balance election.

401(h) Account

The Plan includes a medical benefit component to fund a portion of the postretirement benefit obligations for retirees and their eligible dependents in accordance with Section 401(h) of the Internal Revenue Code ("IRC"). A separate account has been established for the Plan in The Coca-Cola Company Master Retirement Trust (the "Master Trust") for the assets related to the medical benefit component ("401(h) account"). In accordance with IRC Section 401(h), the assets in the 401(h) account may not be used for, or diverted to, any purpose other than providing health benefits for retirees and their eligible dependents. These health benefits are subordinate to the retirement benefits provided by the Plan. The obligations for health

benefits are not included in this Plan's obligations in the accumulated plan benefits shown in Note 3. Plan participants do not contribute to the 401(h) account. Employer contributions to the 401(h) account are determined annually, are made at the discretion of the Company, and are conditioned upon deductibility.

Plan Termination

The Company has the right, under the Plan, to discontinue its contributions or terminate the Plan at any time. In the event of the termination of the Plan, the Plan provides that the net assets of the Plan are to be set aside first for the payment of vested benefits to retirees and beneficiaries and second to the remaining participants on a pro rata basis. Whether a participant's accumulated plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation ("PBGC") at that time. Some benefits may be fully or partially provided for by the existing assets and the PBGC guarantee, while other benefits may not be provided for at all.

Additional information about the Plan agreement, its eligibility, vesting and benefit provisions, and the PBGC benefit guaranty is contained in the Summary Plan Description or Plan document.

Note 2 – Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared using the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates and assumptions (see Note 6).

Valuation of Investments

The Plan, including the 401(h) account, participates in the Master Trust administered by The Northern Trust Company (the "Trustee"). The investment of the Plan is equal to its allocable portion of net assets of the Master Trust. The investments in the Master Trust are stated at fair value (see Note 5).

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

Plan Expenses

At the discretion of the Committee, all costs and expenses incurred in administering the Plan are paid either by the Company or by the Plan. Expenses paid by the Company are excluded from these financial statements.

Benefit Payments

Benefit payments to participants are recorded in the year in which they are paid.

Note 3 – Accumulated Plan Benefits

Accumulated plan benefits are projected future payments that are attributable under the Plan's provisions to services rendered by the employees. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of deceased employees and (c) present employees or their beneficiaries. Benefits payable under all circumstances – retirement, death, disability, and termination of employment – are included to the extent they are deemed attributable to employee services rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by the Plan's actuary. These amounts result 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, withdrawal or retirement) between the valuation date and the expected date of payment.

The accumulated plan benefits information as of December 31 of each Plan year is as follows:

		2025		2024
Vested benefits:				
Participants currently receiving benefits	**$**	**2,012,475,008**	$	2,056,885,561
Other vested benefits		**1,444,260,436**		1,492,728,631
Total vested benefits		**3,456,735,444**		3,549,614,192
Non-vested benefits		**3,955,232**		14,877,516
Total actuarial present value of accumulated plan benefits	**$**	**3,460,690,676**	$	3,564,491,708

Changes in the actuarial present value of accumulated plan benefits are as follows:

Actuarial present value of accumulated plan benefits at December 31, 2024	$	3,564,491,708
Increase (decrease) attributable to:		
Benefits accumulated		49,854,268
Actuarial (gains) losses		9,695,679
Interest due to decrease in the discount period		232,871,695
Benefits paid		(328,789,864)
Assumption changes		(67,432,810)
Net increase (decrease)		(103,801,032)
Actuarial present value of accumulated plan benefits at December 31, 2025	$	3,460,690,676

The method and significant assumptions used in the December 31, 2025 and 2024 actuarial valuations are as follows:

Method	Unit Credit Cost
Interest rate	6.75% (2025 and 2024)
Mortality basis	2025 and 2024 mortality rates were updated to the Pri-2012 sex distinct tables with separate mortality rates for annuitants, non-annuitants, and contingent survivors. The table is projected with MP-2021 (2025 and 2024) improvement scale, modified to reflect a long-term improvement rate of 0.75%.
Average retirement age	Graduated table of ages between 55 and 72 (55 and 70 in 2024)
Commencement of benefits	• Retirement benefit – 35% (75% in 2024) of participants are assumed to commence immediately and 65% (25% in 2024) of participants are assumed to commence at social security retirement age. • Deferred vested benefit (active) – 35% (75% in 2024) of participants are assumed to commence immediately and 65% (25% in 2024) of participants are assumed to commence at social security retirement age. • Deferred vested benefit (inactive) 2025: Benefits are assumed to commence based on probabilities that vary by the number of years since the date of termination. ◦ Within one year of termination date: 40% ◦ More than one year but less than two years from termination date: 7.5% ◦ All subsequent years: 2.5% (100% at age 72) 2024: For participants less than age 62, annuities are assumed to commence at the later of age 62 and current age. Lump sums are assumed to commence five years after termination. • Disability benefit – Benefits commence after completion of eligibility for additional cash balance credits due to disability. • Pre-retirement death benefit – Benefits commence at the participant's date of death.

Lump sums were valued using a long-term interest rate of 6% and the substitution of annuity form under Internal Revenue Service ("IRS") Proposed Regulation 1.430(d)-1(f)(4).

The impact of changes in the assumed age(s) that participants are expected to receive a distribution is reflected in the assumption changes in the changes in actuarial present value of accumulated plan benefits noted above.

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.

Note 4 – Information Certified by the Trustee

The investment information regarding the Master Trust (including investment information for the 401(h) account) disclosed in the accompanying financial statements and notes (see Note 5), including investments held at December 31, 2025 and 2024 and net investment gain from Master Trust for the year ended December 31, 2025, was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by the Trustee.

Note 5 – The Coca-Cola Company Master Retirement Trust

Master Trust assets are allocated among participating plans by assigning to each plan those transactions (primarily contributions, benefit payments and specific administrative expenses) which can be specifically identified. Income and expenses resulting from the collective investment of the assets of the Master Trust are allocated among all plans (daily) in proportion to the fair value of the assets assigned to each plan.

The Plan's interest in the Master Trust, excluding the 401(h) account, as a percentage of net assets of the Master Trust was 98.31% and 98.19% at December 31, 2025 and 2024, respectively. Investment income is credited to each plan based upon the proportionate share of total Master Trust investments held by that plan.

The Statements of Net Assets for the Plan and the Master Trust as of December 31, 2025 and 2024 are as follows:

	2025 Master Trust	**2025 Plan's Portion of Master Trust Assets**	2024 Master Trust	2024 Plan's Portion of Master Trust Assets
Assets				
Investments, at fair value:				
Collective trust funds	**$ 238,880,216**	**$ 234,839,708**	$ 299,854,052	$ 294,437,521
Registered investment companies	**148,530,433**	**146,018,134**	145,497,962	142,869,703
Interest-bearing cash	**130,941,994**	**128,727,193**	127,010,093	124,715,796
Corporate stocks	**796,264,475**	**782,796,165**	727,939,432	714,790,013
Corporate bonds and notes	**212,264,864**	**208,674,538**	456,586,369	448,338,642
Government and agency securities	**921,034,838**	**905,456,115**	638,296,702	626,766,579
Limited partnerships and other alternative investments:				
Multi-strategy credit funds	**235,159,762**	**231,182,183**	133,169,780	130,764,215
Private equity funds	**68,400,754**	**67,243,798**	132,931,520	130,530,259
Hedge funds	**623,115,718**	**612,576,109**	702,709,932	690,016,256
Hedge fund of funds	**—**	**—**	179,935	176,685
Reinsurance funds	**271,136,019**	**266,549,924**	243,148,167	238,755,965
Real estate funds	**51,569,436**	**50,697,172**	128,756,827	126,430,978
Insurance contracts	**26,720,691**	**26,268,727**	26,169,907	25,697,177
Timber funds	**2,815,654**	**2,768,029**	3,009,190	2,954,832
Infrastructure funds	**192,223,775**	**188,972,431**	49,409,369	48,516,843
Total limited partnerships and other alternative investments	**1,471,141,809**	**1,446,258,373**	1,419,484,627	1,393,843,210
Derivative financial instruments:				
Currency exchange contracts	**66,218,190**	**65,098,151**	59,749,146	58,669,844
Non-interest-bearing cash	**27,349,435**	**26,886,837**	17,505,458	17,189,241
Accrued interest and dividends	**16,411,230**	**16,133,644**	18,537,843	18,202,977
Due from broker for securities sold	**7,248,737**	**7,126,129**	8,248,195	8,099,200
Due from broker for collateral on deposit	**906,782**	**891,444**	746,076	732,599
Securities lending collateral investment pool	**484,885,467**	**476,683,935**	296,969,313	291,604,891
Total assets	**4,522,078,470**	**4,445,590,366**	4,216,425,268	4,140,260,216
Liabilities				
Derivative financial instruments:				
Currency exchange contracts	**66,615,286**	**65,488,530**	58,958,363	57,893,345
Credit default contracts	**396,146**	**389,445**	—	—
Total return swaps	**1,484,076**	**1,458,974**	—	—
Due to broker for securities purchased	**8,167,390**	**8,029,244**	8,947,592	8,785,964
Due to broker for collateral on deposit	**219,854**	**216,135**	670,088	657,984
Liability for securities lending collateral	**484,885,467**	**476,683,935**	296,969,313	291,604,891
Total liabilities	**561,768,219**	**552,266,263**	365,545,356	358,942,184
Net assets	**$ 3,960,310,251**	**$ 3,893,324,103**	$ 3,850,879,912	$ 3,781,318,032

The change in net assets of the Master Trust for the year ended December 31, 2025 was as follows:

	Year Ended December 31, 2025
Additions to net assets attributed to:	
Net appreciation in fair value of investments	$ 353,669,278
Interest and dividends	97,907,123
Other investment income	30,673,898
Total additions	482,250,299
Deductions from net assets attributed to:	
Distributions to participants	340,189,864
Administrative expenses	30,586,084
Other investment deductions	2,044,012
Total deductions	372,819,960
Net increase (decrease) in net assets available for benefits	$ 109,430,339

Fair Value Measurements

Financial Accounting Standards Board Accounting Standards Codification ("ASC") 820, *Fair Value Measurements*, defines fair value and expanded disclosures about fair value measurements. ASC 820 defines fair value as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. ASC 820 also established a fair value hierarchy that prioritizes the inputs used to measure fair value. This hierarchy requires entities to maximize the use of observable inputs and minimize the use of unobservable inputs. The three levels of inputs used to measure fair value are as follows:

- Level 1 – Quoted prices in active markets for identical assets or liabilities.

- Level 2 – Observable inputs other than quoted prices included in Level 1, such as quoted prices for similar assets and liabilities in active markets; quoted prices for identical or similar assets and liabilities in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.

- Level 3 – Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities. This includes certain pricing models, discounted cash flow methodologies and similar techniques that use significant unobservable inputs.

Investments whose values are based on quoted market prices in active markets, and are therefore classified within Level 1, include certain registered investment companies, certain common stock and preferred stock equities. These investments are traded daily in public markets in the United States and/or other countries. The fair value of these investments is based on the last reported price quoted in an active market on the last day of the plan year.

Investments that trade in markets that are not considered to be actively traded daily, but are valued based on dealer and broker quotations, bid prices, or alternative pricing sources using observable inputs, are classified within Level 2. These include certain U.S. Government and foreign obligations, investment grade corporate bonds and bank loans, less liquid listed securities, certain government agency securities, certain registered investment companies, time deposits, and foreign currency exchange purchase and sales contracts.

Investments classified within Level 3 have significant unobservable inputs or they are not traded at all. These include certain corporate stocks, certain bonds, and insurance contracts. Applicable corporate stocks and bonds categorized as Level 3 utilize unobservable inputs such as extrapolated data points for curves, and mid, bid, ask/offer quotes which are uncorroborated market data obtained from a broker or investment manager. Insurance contracts use unobservable inputs such as estimated contract net asset values ("NAV") and adjustments to NAV based on liquidity issues and are categorized as Level 3 if the redemption is postponed, suspended, or otherwise unavailable for a period of time.

The fair values of assets and liabilities of the Master Trust as of December 31, 2025 are summarized in the table below:

	Level 1	Level 2	Level 3	Total
Assets				
Interest-bearing cash	$ —	$ 130,941,994	$ —	$ 130,941,994
Corporate stocks	774,956,072	12,349,965	8,958,438	796,264,475
Corporate bonds and notes	—	207,896,226	4,368,638	212,264,864
Government and agency securities	—	921,034,838	—	921,034,838
Registered investment companies	5,259,408	143,271,025	—	148,530,433
Insurance contracts	—	—	26,720,691	26,720,691
Derivative assets:				
Currency exchange contracts	—	66,218,190	—	66,218,190
Securities lending collateral investment pool	—	484,885,467	—	484,885,467
Total assets in the fair value hierarchy	780,215,480	1,966,597,705	40,047,767	2,786,860,952
Liabilities				
Derivative liabilities:				
Currency exchange contracts	—	66,615,286	—	66,615,286
Credit default contracts	—	396,146	—	396,146
Total return swaps	—	1,484,076	—	1,484,076
Liability for securities lending collateral	—	484,885,467	—	484,885,467
Total liabilities in the fair value hierarchy	—	553,380,975	—	553,380,975
Net assets in the fair value hierarchy	780,215,480	1,413,216,730	40,047,767	2,233,479,977
Assets measured at net asset value *	—	—	—	1,683,301,334
Non-interest-bearing cash	—	—	—	27,349,435
Accrued interest and dividends	—	—	—	16,411,230
Due from broker for collateral on deposit, net	—	—	—	686,928
Due to broker for securities purchased, net	—	—	—	(918,653)
Total Master Trust assets	$ 780,215,480	$ 1,413,216,730	$ 40,047,767	$ 3,960,310,251

* Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient and accruals have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets of the Master Trust. See the table of these investments on page 15.

The fair values of assets and liabilities of the Master Trust as of December 31, 2024 are summarized in the table below:

	Level 1	Level 2	Level 3	Total
Assets				
Interest-bearing cash	$ —	$ 127,010,093	$ —	$ 127,010,093
Corporate stocks	697,054,337	456,800	30,428,295	727,939,432
Corporate bonds and notes	—	438,929,991	17,656,378	456,586,369
Government and agency securities	—	638,296,702	—	638,296,702
Registered investment companies	897,123	144,600,839	—	145,497,962
Insurance contracts	—	—	26,169,907	26,169,907
Derivative assets:				
Currency exchange contracts	—	59,749,146	—	59,749,146
Securities lending collateral investment pool	—	296,969,313	—	296,969,313
Total assets in the fair value hierarchy	697,951,460	1,706,012,884	74,254,580	2,478,218,924
Liabilities				
Derivative liabilities:				
Currency exchange contracts	—	58,958,363	—	58,958,363
Liability for securities lending collateral	—	296,969,313	—	296,969,313
Total liabilities in the fair value hierarchy	—	355,927,676	—	355,927,676
Net assets in the fair value hierarchy	697,951,460	1,350,085,208	74,254,580	2,122,291,248
Assets measured at net asset value *	—	—	—	1,693,168,772
Non-interest-bearing cash	—	—	—	17,505,458
Accrued interest and dividends	—	—	—	18,537,843
Due from broker for collateral on deposit, net	—	—	—	75,988
Due to broker for securities purchased, net	—	—	—	(699,397)
Total Master Trust assets	$ 697,951,460	$ 1,350,085,208	$ 74,254,580	$ 3,850,879,912

* Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient and accruals have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets of the Master Trust. See the table of these investments on page 16.

The change in the fair value of the Master Trust's Level 3 assets for the year ended December 31, 2025 is set forth in the table below:

	Corporate Stocks	Corporate Bonds and Notes	Insurance Contracts	Total
Balance, beginning of year	$ 30,428,295	$ 17,656,378	$ 26,169,907	$ 74,254,580
Purchases	1,318,386	607,192	1,148,169	3,073,747
Sales	(2,021,283)	(7,010,026)	(597,385)	(9,628,694)
Gains (losses) on assets held at end of year	(12,514,321)	(3,533,811)	—	(16,048,132)
Gains (losses) on assets disposed of during the year	(7,670,861)	(4,612,907)	—	(12,283,768)
Transfers in (out), net	(581,778)	1,261,812	—	680,034
Balance, end of year	$ 8,958,438	$ 4,368,638	$ 26,720,691	$ 40,047,767

The Master Trust holds shares or interests in funds where the fair value of the investment held is estimated based on the net asset value per share (or its equivalent) of the investment companies. As of December 31, 2025, the fair value, unfunded commitments and redemption rules of those investments are as follows:

Investments Held at December 31, 2025

	Fair Value at December 31, 2025	Unfunded Commitments	Redemption Frequency	Notice Period
Private equity funds[1]	$ 68,400,754	$ 13,612,549	N/A[14]	N/A[14]
Infrastructure funds[2]	192,223,775	1,838,930	Quarterly15	60 – 90 days
Timber funds[3]	2,815,654	—	N/A[14]	N/A[14]
Real estate funds[4]	51,569,436	26,068,522	N/A[14]	N/A[14]
Collective trust funds:				
Infrastructure funds[2]	57,832,157	—	Daily	Up to 15 days
Real estate funds[4]	181,047,648	—	Quarterly15	Up to 30 days
Multi-strategy credit funds[5]	235,159,762	—	Daily – Quarterly	45 – 65 days
Emerging market funds[6]	411	—	None	None
Total collective trust funds	474,039,978	—		
Reinsurance funds[7]	271,136,019	—	Semi-annually	90 days, subject to certain gate restrictions
Hedge funds:				
Directional equity[8]	147,469,802	—	Monthly – Annually	Up to 4 months
Directional macro[9]	98,514,399	—	Monthly – Quarterly	Up to 3 months
Relative value[10]	177,388,465	—	Daily – Every 2 1/2 years	None – 180 days
Event driven[11]	76,987,718	—	Monthly – Semi-annually	60 – 120 days
Tactical trading[12]	19,302,579	—	Monthly – Quarterly	75 – 90 days
Multi-strategy[13]	103,452,755	—	Quarterly[15]	40 – 60 days
Total hedge funds	623,115,718	—		
Total	$1,683,301,334	$ 41,520,001		

[1] This class includes multiple diversified private equity strategies which can include venture capital, buyout, mezzanine/subordinated debt, restructuring/distressed debt and special situation partnerships through primary and secondary offerings in U.S. and non-U.S. developed and emerging markets.

[2] This class invests in infrastructure projects, seeking current income and capital appreciation. These funds include privately held infrastructure limited partnerships.

[3] This class includes investments in timber and timber-related resources in the U.S. These funds are privately held limited partnerships seeking income and capital appreciation.

[4] This class includes investments in real estate. These funds seek current income and capital appreciation. These funds include privately held real estate investment trusts and real estate collective trust funds.

[5] This class is primarily invested in emerging market and high-yield debt securities, securitized credit securities, and bank loans.

[6] This class includes actively managed emerging market equity funds, invested primarily in equity securities of companies in developing and emerging markets.

[7] This class primarily includes segregated portfolios of private investment funds that are invested in a portfolio of insurance-linked securities.

[8] This class represents funds investing in companies that have the potential to perform well (the long portfolio) and those that are expected to do poorly (the short portfolio). Investments may include equities in the U.S., international, global or emerging markets.

[9] This class represents funds investing primarily in strategies involving options on futures contracts and foreign exchange contracts. Many of these funds employ a discretionary trading strategy to allocate capital to relatively short-term trading opportunities around the world.

[10] This class represents funds investing primarily in strategies designed to benefit from changes in pricing discrepancies between related securities. The strategies include equity market neutral – statistical arbitrage, convertible arbitrage and fixed income arbitrage.

[11] This class represents funds investing primarily in the securities of companies involved in significant transaction events, such as spin-offs, mergers and acquisitions, bankruptcies, recapitalizations and share buybacks.

[12] This class represents funds utilizing short-term, opportunistic trading strategies to capitalize on market fluctuations while utilizing a wide range of instruments (i.e., equities, currencies, commodities, derivatives). The strategies include global macro, trend following and momentum trading.

[13] This class represents funds investing in fixed income securities that have the potential to perform well (the long portfolio) and those that are expected to do poorly (the short portfolio). Investments may include corporate issues or structured/securitized exposures in the U.S., international, global or emerging markets.

[14] The stated redemption frequency and notice period apply only to investments currently eligible for redemption. The category includes closed-end funds that are in liquidation status and no longer subject to redemption restrictions or notice provisions. Distributions from these funds will be received as the underlying assets are liquidated or distributed.

[15] Withdrawals from the funds are available quarterly, subject to available cash, as determined by the fund's trustee. To the extent that redemption requests exceed available cash, distributions are prorated based on the Master Trust's interest in the fund. Withdrawals will be processed on a quarterly basis based on calendar quarter-end valuations. Available cash is defined as excess cash after provision for outstanding future capital commitments and other operating reserves.

As of December 31, 2024, the fair value, unfunded commitments and redemption rules of those investments are as follows:

Investments Held at December 31, 2024

	Fair Value at December 31, 2024	Unfunded Commitments	Redemption Frequency	Notice Period
Private equity funds[1]	$ 132,931,520	$ 14,533,941	N/A[15]	N/A – Closed-end funds
Hedge fund of funds[2]	179,935	—	Monthly – Semi-annually	Up to 1 year
Infrastructure funds[3]	49,409,369	1,838,930	Monthly – Semi-annually	Up to 1 year
Timber funds[4]	3,009,190	—	N/A[15]	N/A – Closed-end funds
Real estate funds[5]	128,756,827	26,168,484	Quarterly[16]	None – 90 days
Collective trust funds:				
Real estate funds[5]	271,654,052	—	Daily – Quarterly	Up to 1 year
Multi-strategy credit funds[6]	133,169,780	—	Monthly – Semi-annually	Up to 1 year
Emerging market funds[7]	28,200,000	—	Daily	15 days
Total collective trust funds	433,023,832	—		
Reinsurance funds[8]	243,148,167	—	Semi-annually	90 days, subject to certain gate restrictions
Hedge funds:				
Directional equity[9]	171,549,812	—	Monthly – Semi-annually	Up to 1 year
Directional macro[10]	110,267,706	—	Monthly – Semi-annually	Up to 1 year
Relative value[11]	222,143,560	—	Daily - Semi-annually	Up to 1 year
Event driven[12]	137,300,049	—	Monthly – Semi-annually	Up to 1 year
Tactical trading[13]	37,074,854	—	Monthly – Semi-annually	Up to 1 year
Multi-strategy[14]	24,373,951		Quarterly[16]	60 days
Total hedge funds	702,709,932	—		
Total	$ 1,693,168,772	$ 42,541,355		

[1] This class includes multiple diversified private equity strategies which can include venture capital, buyout, mezzanine/subordinated debt, restructuring/distressed debt and special situation partnerships through primary and secondary offerings in U.S. and non-U.S. developed and emerging markets.

[2] This class is primarily invested in various core hedge fund of fund strategies which can include fundamental, credit-based, quantitative, event driven, global macro and commodities.

[3] This class invests in infrastructure projects, seeking current income and capital appreciation. These funds include privately held infrastructure limited partnerships.

[4] This class includes investments in timber and timber-related resources in the U.S. These funds are privately held limited partnerships seeking income and capital appreciation.

[5] This class includes investments in real estate. These funds seek current income and capital appreciation. These funds include privately held real estate investment trusts and real estate collective trust funds.

[6] This class is primarily invested in emerging market and high-yield debt securities, securitized credit securities, and bank loans.

[7] This class includes actively managed emerging market equity funds, invested primarily in equity securities of companies in developing and emerging markets.

[8] This class primarily includes segregated portfolios of private investment funds that are invested in a portfolio of insurance-linked securities.

[9] This class represents funds investing in companies that have the potential to perform well (the long portfolio) and those that are expected to do poorly (the short portfolio). Investments may include equities in the U.S., international, global or emerging markets.

[10] This class represents funds investing primarily in strategies involving options on futures contracts and foreign exchange contracts. Many of these funds employ a discretionary trading strategy to allocate capital to relatively short-term trading opportunities around the world.

[11] This class represents funds investing primarily in strategies designed to benefit from changes in pricing discrepancies between related securities. The strategies include equity market neutral – statistical arbitrage, convertible arbitrage and fixed income arbitrage.

[12] This class represents funds investing primarily in the securities of companies involved in significant transaction events, such as spin-offs, mergers and acquisitions, bankruptcies, recapitalizations and share buybacks.

[13] This class represents funds utilizing short-term, opportunistic trading strategies to capitalize on market fluctuations while utilizing a wide range of instruments (i.e., equities, currencies, commodities, derivatives). The strategies include global macro, trend following and momentum trading.

[14] This class represents funds investing in fixed income securities that have the potential to perform well (the long portfolio) and those that are expected to do poorly (the short portfolio). Investments may include corporate issues or structured/securitized exposures in the U.S., international, global or emerging markets.

[15] Closed-end funds are generally not eligible for redemption. Distributions from these funds will be received as the underlying assets are liquidated or distributed.

[16] Withdrawals from the funds are available quarterly, subject to available cash, as determined by the fund's trustee. To the extent that redemption requests exceed available cash, distributions are prorated based on the Master Trust's interest in the fund. Withdrawals will be processed on a quarterly basis based on calendar quarter-end valuations. Available cash is defined as excess cash after provision for outstanding future capital commitments and other operating reserves.

Derivative Financial Instruments

Under the oversight of the Assets Management Committee of the Company, the Master Trust makes use of several investment strategies involving limited use of derivative investments. Consistent with applicable policies and procedures, certain investment managers can use derivatives for various strategies which can include portfolio structuring, interest rate hedging, return enhancement and foreign currency fluctuations. The Assets Management Committee has established a control environment which includes policies and procedures for risk assessment and the approval, reporting and monitoring of derivative financial instrument activities. The objective for holding derivative financial instruments must be consistent with the overall investment strategy for all investments held by the respective investment managers. The Master Trust does not directly hold any derivatives that are designated as hedging instruments for the overall Master Trust portfolio. Changes in the fair value (i.e. gains or losses) of the derivatives are recorded in the line item net investment gain (loss) from Master Trust in the accompanying statement of changes in net assets available for benefits.

The following are the estimated fair values of derivative instruments as of December 31, 2025 and 2024 shown at the gross amounts:

	December 31, 2025		December 31, 2024	
	Gross Assets	**Gross Liabilities**	Gross Assets	Gross Liabilities
Credit default swaps	**$ —**	**$ (396,146)**	$ —	$ —
Total return swaps	—	**(1,484,076)**	—	—
Futures contracts	**14,158,614**	**(14,158,614)**	44,122,424	(44,122,424)
Foreign exchange contracts	**66,218,190**	**(66,615,286)**	59,749,146	(58,958,363)
Total investments at fair value	**$ 80,376,804**	**$ (82,654,122)**	$ 103,871,570	$ (103,080,787)

The notional amounts represent the principal amount, not the amount of risk. The following table presents the notional amounts of derivative instruments as of December 31, 2025 and 2024:

	December 31, 2025	December 31, 2024
Credit default swaps	**$ 6,050,000**	$ —
Total return swaps	**44,707,961**	—
Futures contracts	**2,433,159,992**	2,438,359,543
Total notional value	**$ 2,483,917,953**	$ 2,438,359,543

For the years ended December 31, 2025 and 2024, the amount of gain or loss recognized as Master Trust investment gain or loss in the statement of changes in net assets available for benefits attributable to derivative instruments is as follows:

	December 31, 2025	December 31, 2024
Credit default swaps	**$ (29,521)**	$ —
Total return swaps	**(1,484,076)**	—
Foreign exchange contracts	**(4,053,234)**	425,393
Total gain (loss)	**$ (5,566,831)**	$ 425,393

Swaps

With regards to derivative financial instruments, the Master Trust has entered into credit default swaps in order to manage certain credit risks and as part of the Master Trust's respective investment strategy. Credit default swaps are contracts that provide protection against losses resulting from specified credit events related to a referenced issuer or security.

The Master Trust has entered into total return swaps to gain or reduce exposure to certain securities or market indices as part of the Master Trust's investment strategy. Under these agreements, the Master Trust either receives or pays the total return of a referenced asset or index, which may include income and realized and unrealized gains or losses, in exchange for periodic payments based on a fixed or floating interest rate applied to a notional amount. Total return swaps are used to efficiently obtain market exposure, manage risk, or enhance investment returns without requiring direct ownership of the underlying assets.

The swaps are marked to market daily based on quotations supplied by an exchange or pricing service. The change in value is recorded as unrealized gains or losses. Realized gains and losses are recorded upon termination or maturity of the swap. At year end, outstanding swaps with a positive fair value are recorded as an asset and those with a negative fair value are recorded as a liability.

The Master Trust carries the fair value of the swap as a derivative asset or derivative liability in the Master Trust's statement of net assets. Market risk of loss is limited to the changes in fair value from December 31 of each year presented through the applicable expiration date. Due to the nature of the Master Trust's investments, the Company's view is that the use of derivative investments does not significantly change overall risk.

Futures Contracts

The Master Trust uses futures contracts to manage exposure to markets. Futures contracts are standardized agreements to buy or sell a specific amount of a financial instrument on a future date for a specified price. Futures contracts are marked to market daily and are valued based upon their quoted daily price. The primary risks associated with futures are the accuracy of the correlation between the value of bonds or equities and the price of the futures contracts.

Foreign Exchange Contracts

The Master Trust had 70 and 48, respectively, open foreign exchange contracts as of December 31, 2025 and 2024 with expiration dates through March 2026 and March 2025, respectively.

The future value of these derivative financial instruments and the related currency positions are subject to offsetting market risks resulting from foreign currency exchange rate volatility. Current market pricing models were used to estimate the fair values of the foreign currency exchange contracts.

Securities Lending

The Master Trust has an agreement with the Trustee authorizing the Trustee to lend securities held in the Master Trust to third parties. The Trustee must obtain collateral from the borrower in the form of cash, letters of credit issued by an entity other than the borrower, or acceptable securities. At all times, the borrower must maintain cash or equivalent collateral equal in value to at least 102% of the value of securities loaned. Both the collateral and the securities loaned are marked to market daily so that all loaned securities are always fully collateralized. If the loaned securities are not returned by the borrowers, the Trustee will at its own expense either replace the loaned securities or, if unable to purchase those securities on the open market, credit the Master Trust with cash equal to the fair value of the loaned securities. The amount of collateral held under securities lending is reported as an asset and a corresponding liability in the investment in the Master Trust.

The Master Trust and Trustee each receive a percentage of the net income derived from securities lending activities based on the type of securities. Income earned from securities lending activities during the year ended December 31, 2025 was $15,730,692, net of Trustee fees of $208,163 and rebates of $14,897,671.

Although the Master Trust's securities lending activities are collateralized as described above, they involve both market and credit risk. In this context, market risk refers to the possibility that the borrowers of securities will be unable to collateralize the loan upon a sudden material change in fair value of the loaned securities or the collateral. Credit risk refers to the possibility that counterparties involved in the securities lending program may fail to perform in accordance with the terms of their contracts.

The fair value of securities loaned by the Master Trust as of December 31, 2025 and 2024:

	December 31, 2025	December 31, 2024
Corporate bonds	**$ 74,568,975**	$ 110,601,398
Government bonds	**398,964,719**	179,562,444
Total fair value	**$ 473,533,694**	$ 290,163,842

Transactions with Parties-in-Interest

The Plan does not consider Company contributions or benefits accrued or paid for participants as party-in-interest transactions. Fees paid during the year for investment management, auditing, actuarial and other professional services rendered by parties-in-interest were based on customary and reasonable rates for such services. Certain investments, managed by The Northern Trust Company, the Trustee as defined by the Plan, qualify as party-in-interest transactions. Investments managed by Willis Towers Watson qualify as party-in-interest transactions as Willis Towers Watson provides actuarial services to the Plan.

The Coca-Cola Company is considered a party-in-interest. As of December 31, 2025 and 2024, the Master Trust held 1,785,651 and 2,566,157 shares, respectively, of common stock of The Coca-Cola Company with a fair value of $124,834,861 and $159,768,935, respectively. During the year ended December 31, 2025, the Master Trust received dividends of $3,891,832 related to these holdings. The Master Trust did not hold any corporate bonds of The Coca-Cola Company as of December 31, 2025. As of December 31, 2024, the Master Trust held corporate bonds of The Coca-Cola Company with a fair value of $1,265,396.

Note 6 – Risks and Uncertainties

The Master Trust invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Further, investments in limited partnerships and other alternative investments are not publicly traded and are subject to greater liquidity risk than market traded investment securities. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

Plan contributions, if any, are made, and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and participant demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption processes, 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 and notes.

Note 7 – Income Tax Status

The Plan resulted from the merger of The Coca-Cola Company Pension Plan and the Coca-Cola Refreshments Employees' Pension Plan into The Coca-Cola Company Cash Balance Plan, which was subsequently renamed The Coca-Cola Company Pension Plan. The Coca-Cola Company Pension Plan, which was the largest of the former plans, received its latest determination letter on April 29, 2021 in which the IRS stated that the Plan followed the applicable requirements of the IRC and is, therefore, not subject to tax under present federal income tax laws. The Plan has been amended subsequent to filing the request for the latest determination letter. However, the Plan administrator and the Plan's tax counsel believe the Plan is currently designated and being operated in compliance with applicable laws of the IRC. The Plan sponsor has indicated that it will take the necessary steps, if any, to maintain the qualified tax status of the Plan.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to 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, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 8 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits as of December 31 per the financial statements to the Form 5500:

		2025		2024
Net assets available for benefits per the financial statements	**$**	**3,888,080,591**	$	3,775,411,188
Net assets held in 401(h) account included as assets in Form 5500		**66,895,931**		69,452,781
Net assets available for benefits per Form 5500	**$**	**3,954,976,522**	$	3,844,863,969

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

The following is a reconciliation of net investment gain (loss) per the financial statements to Form 5500 for the year ended December 31, 2025:

Net investment gain (loss) from Master Trust per the financial statements	$	471,076,892
Net investment gain (loss) for the 401(h) account		9,129,395
Administrative expenses reported at Master Trust level		(29,617,625)
Administrative expenses for 401(h) account	$	(286,245)
Net investment gain (loss) from Master Trust per Form 5500	$	450,302,417

The following is a reconciliation of benefit paid per the financial statements to Form 5500 for the year ended December 31, 2025:

Benefits paid per the financial statements	$	328,789,864
Benefit paid from the 401(h) account		11,400,000
Benefits paid per Form 5500	$	340,189,864

Note 9 – Subsequent Events

Plan management has performed a review of subsequent events through October 15, 2026, the date that the financial statements were available to be issued, and concluded there were no subsequent events or transactions occurring during this period that required recognition or disclosure in the Plan's financial statements.

SCHEDULE SB ATTACHMENTS

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

	Attained Years of Credited Service[1]										
Attained Age	**Under 1**	**1-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & Over**	**Total**
Under 25	0	130	2	0	0	0	0	0	0	0	132
	-	56,175	-	-	-	-	-	-	-	-	56,531
25-29	0	375	105	1	0	0	0	0	0	0	481
	-	101,304	114,803	-	-	-	-	-	-	-	104,422
30-34	2	409	333	58	1	0	0	0	0	0	803
	-	131,038	144,092	175,831	-	-	-	-	-	-	139,509
35-39	42	345	383	186	36	1	0	0	0	0	993
	144,621	143,602	165,137	178,611	187,819	-	-	-	-	-	160,146
40-44	90	335	340	191	74	26	2	0	0	0	1,058
	170,670	159,763	167,652	184,881	210,654	184,729	-	-	-	-	171,987
45-49	83	273	322	189	76	43	26	0	0	0	1,012
	191,151	173,965	163,105	178,442	200,890	218,657	197,871	-	-	-	177,290
50-54	81	264	297	230	59	47	76	23	0	0	1,077
	178,483	168,274	162,631	184,673	169,852	222,043	203,882	199,479	-	-	176,600
55-59	56	190	243	218	107	37	55	24	8	3	941
	172,277	171,359	165,985	201,674	181,510	187,050	199,354	206,863	-	-	182,129
60-64	37	102	107	108	44	35	24	14	10	5	486
	127,315	139,378	146,934	146,531	160,488	142,857	191,051	-	-	-	149,223
65-69	8	29	27	25	9	8	7	2	2	0	117
	-	110,482	145,348	128,331	-	-	-	-	-	-	138,307
70 & over	0	5	2	3	0	2	1	0	0	0	13
	-	-	-	-	-	-	-	-	-	-	-
Total	399	2,457	2,161	1,209	406	199	191	63	20	8	7,113
	168,696	140,112	157,987	180,695	187,159	191,903	198,180	195,796	216,386	-	160,497

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

Plan Name: The Coca-Cola Company Pension Plan
EIN / PN: 58-0628465 / 004
Plan Sponsor: The Coca-Cola Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2025

	Attained Years of Credited Service[2]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	-	130	2	-	-	-	-	-	-	-	132
	-	6,861	-	-	-	-	-	-	-	-	6,970
25-29	-	375	105	1	-	-	-	-	-	-	481
	-	12,214	22,405	-	-	-	-	-	-	-	14,433
30-34	2	409	333	58	1	-	-	-	-	-	803
	-	17,664	31,193	46,512	-	-	-	-	-	-	25,409
35-39	42	345	383	186	36	1	-	-	-	-	993
	53,574	20,922	39,324	47,396	57,101	-	-	-	-	-	35,664
40-44	90	334	341	191	74	26	2	-	-	-	1,058
	71,995	33,532	44,008	55,531	65,028	56,791	-	-	-	-	46,973
45-49	83	273	322	189	75	44	26	-	-	-	1,012
	80,447	54,228	57,481	63,798	68,531	61,419	57,889	-	-	-	60,667
50-54	81	264	297	230	59	47	76	23	-	-	1,077
	116,843	66,858	77,905	107,409	85,796	88,621	81,350	102,077	-	-	86,085
55-59	56	190	243	218	107	37	55	24	8	3	941
	142,784	101,022	106,531	175,865	180,219	142,741	87,810	120,871	-	-	132,617
60-64	37	102	107	108	44	35	24	14	10	5	486
	128,528	70,483	115,984	133,814	195,255	129,505	162,200	-	-	-	121,791
65-69	8	29	27	25	9	8	7	2	2	-	117
	-	96,338	109,604	132,957	-	-	-	-	-	-	128,422
70 & over	-	5	2	3	-	2	1	-	-	-	13
	-	-	-	-	-	-	-	-	-	-	-
Total	399	2,456	2,162	1,209	405	200	191	63	20	8	7,113
	97,744	37,877	58,179	95,221	116,079	97,610	91,461	108,574	115,200	-	65,678

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

Plan Name: The Coca-Cola Company Pension Plan
EIN / PN: 58-0628465 / 004
Plan Sponsor: The Coca-Cola Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month: January
- Interest rate basis: 3-Segment Rates

Interest rates

	Reflecting Corridors	Not Reflecting Corridors
First segment rate	5.00%	5.00%
Second segment rate	5.27%	5.27%
Third segment rate	5.50%	5.40%
Effective interest rate	5.32%	5.29%

Annual rates of increase

- Compensation:
- Representative rates

Percentage of salary increase during the year

Age	Percentage Increase
20-29	7.25%
30-34	6.00%
35-39	5.25%
40-44	4.50%
45-49	3.50%
50-64	2.50%
65+	2.25%

- Assumed cost of living adjustments: 3.00% (for certain retirees)
- Future Social Security wage bases: National Average Wage Index: 4.00%

Cash balance interest crediting rate

Initial Rate: Equal to the current cash balance interest crediting rate, as provided in the Plan (e.g., 5.73% in 2025)

Ultimate rate: 4.16%, reached linearly from the initial rate over 10 years.

Per the provisions of the Plan, the cash balance interest crediting rate for all active plan participants (and former plan participants Schedule One) shall never be less than 3.80%.

Administrative Expenses

The amount included this year for plan related expenses is $19,800,000.

Plan Name: The Coca-Cola Company Pension Plan
EIN / PN: 58-0628465 / 004
Plan Sponsor: The Coca-Cola Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date

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

New or rehired employees

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

Mortality

- Healthy

Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a 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).

- Disabled

Participants benefiting under Schedule Two or Schedule Three: Mortality in accordance with Revenue Ruling 96-7.

Other Participants: Same as healthy mortality.

Termination

Rates varying by age and service.

Representative Termination Rates

Percentage terminating during the year		
Attained Age	**Basic Plan Schedule One Schedule Two**	**All Others**
20-24	20.0%	22.0%
25-29	15.0%	15.4%
30-34	10.0%	10.4%
35-39	8.0%	8.0%
40-44	7.0%	6.1%
45-49	5.0%	3.9%
50+	5.0%	2.0%

As part of the System of the Future transactions, there are no actively employed Union participants (other than participants on leave). However, due to reciprocity agreements, vesting service continues to accrue for Schedule Three participants while employed at a Bottler. Therefore, this demographic assumption is needed to assess the value of benefits that may be earned due to additional service.

Disability

Basic Plan, Schedule One, Schedule Two, and Schedule Six Participants

Participants benefitting under Schedule Two:

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

Percentage becoming disabled during the year		
Age	**Males**	**Females**
30	0.12%	0.18%
40	0.15%	0.22%
50	0.36%	0.54%
60	1.38%	2.07%

Other Participants: None assumed

Schedule Three, Schedule Four, and Schedule Five Participants

As part of the System of the Future transactions, there are no actively employed Union participants (other than participants on leave). However, due to reciprocity agreements, vesting service continues to accrue for Schedule Three participants while employed at a Bottler. Therefore, this demographic assumption is needed to assess the value of benefits that may be earned due to additional service.

Percentage becoming disabled during the year		
Age	**Males**	**Females**
30	0.13%	0.17%
40	0.31%	0.36%
50	0.83%	0.85%
60	2.27%	1.79%

Disabled participants are assumed to commence benefits at earliest unreduced age.

SCHEDULE SB ATTACHMENTS

Retirement

The rates at which participants retire by age and gender are shown below:

Percentage retiring during the year		
Age	**Basic Plan Schedule One Schedule Two**	**All Others**
<55	0%	2%
55	10%	5%
56	10%	5%
57	10%	5%
58	10%	5%
59	10%	5%
60	10%	9%
61	15%	9%
62	15%	20%
63	20%	20%
64	20%	15%
65	20%	30%
66	30%	30%
67	30%	30%
68	30%	30%
69	30%	30%
70	100%	100%

As part of the System of the Future transactions, there are no actively employed Union participants (other than participants on leave). However, due to reciprocity agreements, vesting service continues to accrue for Schedule Three participants while employed at a Bottler. Therefore, this demographic assumption is needed to assess the value of benefits that may be earned due to additional service.

SCHEDULE SB ATTACHMENTS

Benefit commencement date:

■ Preretirement death benefit	Schedules Three, Four, Five and Six Participants: The later of the death of the active participant or the date the participant would have attained early retirement eligibility. All other Participants: Benefits commence at the participant's date of death.
■ Deferred vested benefit (active on valuation date)	All Participants: Annuities are assumed to commence at later of age 62 and current age. Lump sums are assumed to commence 75% upon termination and the remaining 25% at social security normal retirement age.
■ Deferred vested benefit (inactive on valuation date)	Schedules Three, Four, Five and Six Participants: Annuities are assumed to commence at later of age 60 and current age. Lump sums are assumed to commence immediately. All Other Participants: For participants that are less than age 62 as of the valuation date, annuities are assumed to commence at the later of age 62 and current age. Lump sums are assumed to commence five years after the date of termination. For participants age 62 and older as of the valuation date, both annuities and lump sums are assumed to commence at 15% in the valuation year, 28% at social security normal retirement age, 28% the year following social security normal retirement age, and the remaining 29% two years following social security normal retirement age.
■ Disability benefit	Basic Plan, Schedule One and Schedule Two Participants: Benefits commence after completion of eligibility for additional cash balance credits due to disability. Schedule Three Participants: Disabled participants are assumed to commence benefits at earliest unreduced age. Schedule Four Participants: Immediately, if the participant has 10 years of service upon date of disablement. Otherwise, the later of age 60 or date of disability. Schedule Five Participants: Same as Deferred vested benefit or Retirement benefit, depending on eligibility at date of disablement.

SCHEDULE SB ATTACHMENTS

	Schedule Six Participants: Immediately, if participant has 15 years of service upon date of disablement. Otherwise, normal retirement date.
■ Retirement benefit	All Participants: 75% of benefits are assumed to commence immediately, and the remaining 25% at social security normal retirement age.
Lump sums	For funding purposes, these amounts are determined using the yield curve used to calculate target liability. For ASC 960 purposes, these amounts are determined using a long-term interest rate of 6.00%. For both funding and ASC 960 purposes the mortality table used is the prescribed mortality assumption under section 430(h)(3)(A) of the Internal Revenue Code using static tables with combined mortality rates for annuitants and non-annuitants.
Form of payment	Basic Plan Participants: Under age 55: 95% of participants are assumed to elect a lump sum and 5% are assumed to elect a single life annuity. Age 55 and older: 85% of participants are assumed to elect a lump sum and 15% are assumed to elect a single life annuity. Schedule One and Schedule Two Participants: Under age 55: 95% of participants are assumed to elect a lump sum and 5% are assumed to elect a single life annuity. Age 55 and older: 75% of participants are assumed to elect a lump sum and 25% are assumed to elect a single life annuity. For purposes of spousal survivor benefit coverage, 100% of participants are assumed to elect a lump sum. Schedule Three, Schedule Four, and Schedule Five Participants: For future retirees, 50% of participants are assumed to elect a single life annuity and 50% are assumed to elect a 50% joint and survivor annuity, if applicable. For purposes of spousal survivor coverage, 100% of participants are assumed to elect 50% joint and survivor coverage.

SCHEDULE SB ATTACHMENTS

	For Hartford, Naugatuck, and Detroit (hired prior to March 21, 2005 only) participants: 80% of retirement eligible participants and 60% of non-retirement eligible participants are assumed to receive their accrued benefits in the form of a lump sum at the time of termination or retirement. The lump-sum interest rate is assumed equal to the discount rate. The remaining 20% of retirement eligible participants and 40% of non-retirement eligible participants are assumed to elect an annuity. All participants with deferred benefits are assumed to receive their accrued benefits as an annuity. Schedule Six Participants: For future retirees, 50% are assumed to elect a lump sum benefit, 25% are assumed to elect a single life annuity and 25% are assumed to elect a 50% joint and survivor annuity. For purposes of spousal survivor benefit coverage, 100% of participants are assumed to elect 50% joint and survivor coverage.
Percent married	For purposes of valuing the pre-retirement surviving spouse's benefit, 90% of eligible participants are assumed to be married.
Spouse age	For purposes of valuing the pre-retirement surviving spouse's benefit, husbands are assumed to be 3 years older than wives.
Plan compensation	Future compensation is determined as: Sum of (a) and (b) reduced by (c): a. Base compensation as of the valuation date b. 120% of target bonus (target bonus percentage as of the valuation date times base pay as of the valuation date) c. Assumed base pay and bonus deferrals to the Deferred Compensation Plan (assumed to be the same deferral percentages as elected in the prior year) Each Employee's Compensation that is taken into account under the Plan will be limited to the cost-of-living factor under IRS Code Section 401(a)(17).
Timing of benefit payments	Annuities and lump sums are assumed to be made uniformly throughout the year and, on average, at mid-year.

SCHEDULE SB ATTACHMENTS

Decrement Timing	The assumptions used are collectively called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Future Increases in Maximum Benefits and Plan Compensation Limitations	Accrued benefits projected to be paid in future years are limited to the maximum presently allowed under IRC Section 415. Plan compensation is limited to the maximum allowed under IRC Section 401(a)(17). No provision is made for future increases in the maximum annual benefit or compensation limit.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, 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 prior 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.

SCHEDULE SB ATTACHMENTS

Benefits not valued	All benefits were valued with the exception of obligations attributable to reciprocity agreements, which were assumed to have a minimal cost impact.

Sources of Data and Other Information

Employee data was supplied by the employer as of the census date. Data on persons receiving benefits was supplied by the employer. An audit of the data was not made. A check of data was done, reconciling last year's data with the new data. This reconciliation accounted for the changes to the covered population. Data was checked for internal consistency and for consistency with last year's data. All asset data including administrative expenses for 2025 were provided by Northern Trust.

Additionally, the following assumptions were made for missing or apparently inconsistent data elements:

- For participants where the vested terminated benefit cannot be estimated, the average deferred benefit is assumed.
- Where beneficiary date of birth or sex was not provided, an assumption was made based on the participant information.
- For alternate payees whose assigned benefit is not available as of the valuation date, the benefit is assumed to be the average benefit among a similar peer group within the population.
- Due to available data in the administration system as of the valuation date, a cash balance calculation is not readily available for a small number of participants. For such individuals, a cash balance amount is estimated.

These assumptions affected an insignificant number of participants resulting in an immaterial effect on the valuation.

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
THE COCA-COLA COMPANY PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
THE COCA-COLA COMPANY

D Employer Identification Number (EIN)
58-0628465

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**	3,781,318,033
b Actuarial value	**2b**	3,893,785,219

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	23,341	2,279,037,732	2,279,037,732
b For terminated vested participants	18,839	1,051,140,937	1,051,140,937
c For active participants	7,113	632,119,468	647,959,470
d Total	49,293	3,962,298,137	3,978,138,139

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**	5.32%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	58,005,139
b Expected plan-related expenses	**6b**	19,800,000
c Target normal cost	**6c**	77,805,139

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

9/22/26
Date

ALEX HILLER, FSA, EA
Type or print name of actuary

2607826
Most recent enrollment number

Willis Towers Watson US LLC
Firm name

952-842-6441
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)	0	597,131,336
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	102,294,645
9	Amount remaining (line 7 minus line 8)	0	494,836,691
10	Interest on line 9 using prior year's actual return of 1.54%	0	7,620,485
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 5.13%		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)	0	502,457,176

Part III Funding Percentages

14	Funding target attainment percentage	14	85.24 %
15	Adjusted funding target attainment percentage	15	85.24 %
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	92.42 %
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
0	0	0	0

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

21 Discount rate:

	1st segment:	2nd segment:	3rd segment:	
a Segment rates:	5.00 %	5.27 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	61

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**	77,805,139
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	586,810,096	56,601,643
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**	134,406,782

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	134,406,782	134,406,782

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

Age	Exposures	Probability of retirement	Number of retirements	Weighted Retirement Age
			(2) x (3)	**(1) x (4)**
(1)	(2)	(3)	(4)	(5)
55	1,000	10.00%	100	5,500
56	900	10.00%	90	5,040
57	810	10.00%	81	4,617
58	729	10.00%	73	4,234
59	656	10.00%	66	3,894
60	590	10.00%	59	3,540
61	531	15.00%	80	4,880
62	452	15.00%	68	4,216
63	384	20.00%	77	4,851
64	307	20.00%	61	3,904
65	246	20.00%	49	3,185
66	197	30.00%	59	3,894
67	138	30.00%	41	2,747
68	96	30.00%	29	1,972
69	67	30.00%	20	1,380
70	47	100.00%	47	3,290
Total			**1,000**	**61,144**
Weighted average retirement age				**61.14**

Plan Name: The Coca-Cola Company Pension Plan
EIN / PN: 58-0628465 / 004
Plan Sponsor: The Coca-Cola Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	32,558,597	25,815,570	221,804,477	280,178,644
2026	34,493,825	43,610,485	216,102,716	294,207,026
2027	36,679,769	52,086,772	210,202,400	298,968,941
2028	38,070,863	72,460,947	204,031,107	314,562,917
2029	40,463,490	77,511,037	197,668,529	315,643,056
2030	42,374,162	75,110,440	191,111,854	308,596,456
2031	43,347,917	77,550,502	184,350,268	305,248,687
2032	44,759,958	77,858,753	177,390,926	300,009,637
2033	47,353,482	78,910,383	170,238,195	296,502,060
2034	46,340,028	79,231,021	162,882,484	288,453,533
2035	48,616,356	78,841,685	155,358,447	282,816,488
2036	48,627,109	77,377,445	147,716,501	273,721,055
2037	46,468,189	78,638,178	139,961,949	265,068,316
2038	46,384,270	78,709,532	132,110,223	257,204,025
2039	45,626,065	77,858,186	124,194,257	247,678,508
2040	44,544,243	77,237,751	116,243,080	238,025,074
2041	42,811,918	76,737,238	108,295,584	227,844,740
2042	42,502,621	74,072,500	100,394,496	216,969,617
2043	41,160,565	72,254,038	92,577,372	205,991,975
2044	39,949,152	70,256,618	84,885,288	195,091,058
2045	39,043,899	66,870,998	77,365,484	183,280,381
2046	37,839,948	65,377,193	70,066,434	173,283,575
2047	37,684,857	62,497,318	63,029,883	163,212,058
2048	35,129,735	59,783,070	56,299,462	151,212,267
2049	34,527,645	56,523,813	49,915,870	140,967,328
2050	32,560,219	53,259,415	43,915,203	129,734,837
2051	32,239,708	49,645,790	38,327,435	120,212,933
2052	29,046,033	46,253,939	33,175,506	108,475,478
2053	28,312,418	41,858,401	28,474,381	98,645,200

Plan Name: The Coca-Cola Company Pension Plan
EIN / PN: 58-0628465 / 004
Plan Sponsor: The Coca-Cola Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2054	27,357,394	38,518,851	24,230,498	90,106,743
2055	25,832,955	34,568,183	20,441,640	80,842,778
2056	23,621,680	31,164,241	17,097,062	71,882,983
2057	22,445,971	28,084,491	14,178,465	64,708,927
2058	19,449,769	25,279,498	11,661,049	56,390,316
2059	18,038,087	22,653,922	9,514,915	50,206,924
2060	16,046,157	20,184,755	7,706,458	43,937,370
2061	13,738,126	17,884,791	6,199,906	37,822,823
2062	12,778,187	15,760,969	4,958,846	33,498,002
2063	11,302,965	13,815,994	3,947,486	29,066,445
2064	9,512,011	12,047,997	3,131,818	24,691,826
2065	7,708,782	10,452,503	2,480,331	20,641,616
2066	6,746,848	9,031,601	1,964,575	17,743,024
2067	5,715,665	7,749,615	1,559,424	15,024,704
2068	4,932,099	6,623,113	1,243,199	12,798,411
2069	4,169,772	5,632,289	997,568	10,799,629
2070	3,616,482	4,765,901	807,332	9,189,715
2071	3,141,589	4,012,711	660,106	7,814,406
2072	2,560,021	3,361,696	545,935	6,467,652
2073	2,206,529	2,802,197	456,925	5,465,651
2074	1,900,649	2,324,058	386,937	4,611,644

THE COCA-COLA COMPANY PENSION PLAN

EIN: 58-0628465 PN: 004

Schedule G, Part III, – Nonexempt Transactions

Year Ended December 31, 2025

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in- interest	(c) Description of transactions including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price	(h) Cost of asset	(i) Current value of asset	(j) Net gain or (loss) on each transaction
The Coca-Cola Company	Plan Sponsor	Loan to employer - 11/15/2023 - duplicate WTW invoice paid from plan	$ 30,000	$ 30,000	$ 34,752	$ 4,752
The Coca-Cola Company	Plan Sponsor	Loan to employer - 3/24/2023 - duplicate WTW invoice paid from plan	$ 2,910	$ 2,910	$ 2,915	$ 5
The Coca-Cola Company	Plan Sponsor	Loan to employer - 11/12/2024 - duplicate WTW invoice paid from plan	$ 128,859	$ 128,859	$ 129,431	$ 572
The Coca-Cola Company	Plan Sponsor	Loan to employer - 11/12/2024 - duplicate WTW invoice paid from plan	$ 82,500	$ 82,500	$ 83,289	$ 789

Note: Columns (e), (f), and (g) are not presented as that information is not applicable.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

TCCC Pension Plan
(for benefits accrued under the Basic Plan - non-union employees hired after 1/1/12)

Plan Sponsor

The Coca-Cola Company

Plan

The Coca-Cola Company Pension Plan (for benefits accrued under the Basic Plan)

Effective Date and Most Recent Amendment

The plan was originally effective January 1, 2012 and restated effective January 1, 2020. Most recent amendment was effective December 2024 which primarily increased the cash out limit from $5,000 to $7,000.

Plan Year

The twelve-month period ending December 31st.

Coverage and Participation

Each eligible Employee will become a participant on the first day of the month on or after the date the Employee:

a. Has reached age 18, and
b. Completed one year of eligibility service (assuming Participant is an employee)

Certain transferred employees that are part of specified transactions will become plan participants upon the date of the closing when they are transferred.

Employees who are eligible to participate include:

a. Each employee, who is employed by an Employer in the U.S.A or a citizen of the U.S.A. employed by an Employer outside of the U.S.A.
b. Each citizen or permanent resident of the U.S.A, who is an employee of a subsidiary which is a foreign affiliate or domestic subsidiary

SCHEDULE SB ATTACHMENTS

Employees who are not eligible to participate include:

a. Employees covered by another qualified plan or a collective bargaining agreement which does not provide for participation in this Plan
b. Leased employees
c. U.S. citizens, who are employees of a subsidiary, which is a foreign affiliate and is participating in a local retirement plan
d. Non-U.S. citizens, who are classified as International Service Associates or are on training or short-term assignment
e. Individuals not receiving at least a portion of his compensation from the U.S.A.
f. Interns or seasonal employees
g. Employees earning benefits under Schedules One or Two (KO and CCR Prior Pension Plans)

Benefits summarized within this section of the appendix apply to employees hired or rehired on or after January 1, 2012.

Vesting Service

Vesting service is based on elapsed time.

Disability Service

Computed in whole and partial years beginning on the date that a disabled participant's regular compensation ceases and continuing until the earlier of the participant's recovery date or benefit commencement date. Periods during which the participant is eligible for Social Security disability are excluded.

Plan Compensation

Participant's wages for purposes of income tax withholding plus all pre-tax salary deferrals made to any §401(k), §125, or §132(f). Compensation excludes amounts paid or deferred under a nonqualified deferred compensation plan or any other formal incentive arrangement, severance payments, tuition, relocation, and other expense reimbursements, taxable income from stock option transactions, and restricted stock transactions, welfare benefits, cash and noncash fringe benefits, extraordinary remuneration associated with international assignment, and most wages received after the Participant's date of termination. Plan Compensation is limited to $150,000 ($200,000 after December 31, 2001) as adjusted annually by a cost-of-living factor under IRS Code Section 401(a)(17).

Normal Retirement Benefit

Normal Retirement Date:	The first of the month on or after the date the Participant reaches age 65
Benefit:	Accrued Benefit determined as of Normal Retirement Date.

SCHEDULE SB ATTACHMENTS

Late Retirement

The Participant who retires after his Normal Retirement Date will receive his monthly retirement benefit as of his actual retirement date.

Accrued Benefits

For each year of service, a member's notional cash balance account will be credited as follows:

1. *Pay Credits:* Pay credits will be credited to each member's account balance as follows:

    a. Prior to July 1, 2022: 3.0% of salary (credited annually)

    b. After June 30, 2022: 5.5% of salary (credited monthly)

    For member's employed in Puerto Rico, effective January 1, 2021, the notional cash balance account will receive no future pay credits.

2. *Transitional Credits:* A member of the KO Prior Pension Plan who terminated between 1/1/2010 and 12/31/2011, who was subsequently rehired after 1/1/2012, and whose age plus service was greater than or equal to 55 as of 1/1/2010 is credited with an additional 2.0% of his salary for each year of service. Effective July 1, 2022, the transitional pay credit is eliminated.

3. *Interest Credits:* Interest credits will be credited to each member's account balance each month and are based on 150 basis points plus the discount rate on six-month Treasury Bills, determined based on the closing rate on the last business day of September immediately preceding the applicable Plan year. Effective July 1, 2022, a minimum 3.80% interest crediting rate was added for any participant who works an hour of service on or after July 1, 2022.

4. *Transaction Credits:* Certain transferred employees that are part of specified transactions may be eligible for Transaction Credits equal to two times Plan Compensation times the sum of:

    - Pay credit percentage plus
    - Transition credit percentage plus
    - The TCCC maximum 401(k) employer match (3.5%) less the receiving employer's maximum 401(k) match. Note, this final value may be negative.

Early Retirement Benefit

The cash balance account as of termination may be received as an immediate lump sum or it may be converted to an actuarially equivalent annuity.

SCHEDULE SB ATTACHMENTS

Disability Benefit

Eligibility:	Any participant who incurs a disability while still employed and after the participant has completed at least 1 year of vesting service will begin to receive early retirement income or termination benefit on his disability retirement date (no later than third anniversary of his or her becoming disabled).
Benefit:	The cash balance account is payable as an immediate lump sum or other actuarially equivalent forms.

Vested Benefits upon Termination of Service

Vesting:	Participants will become fully vested upon completion of 1 year of vesting service. Certain transferred employees that are part of specified transactions under System of the Future and other transactions will become 100% vested upon the date of the closing when they are transferred.
Benefit:	The cash balance account is payable as an immediate lump sum or other actuarially equivalent forms.

Death Benefits for Participants in Active Service

Eligibility:	Death while eligible for early, normal, late, disability or vested retirement benefits.
Benefit:	The cash balance account is payable as an immediate lump sum or other actuarially equivalent forms.

Optional Forms of Retirement Income in Lieu of Normal Form

1. Joint and 50% survivor annuity
2. Joint and 75% survivor annuity
3. Joint and 100% survivor annuity
4. Lump Sum

The actuarial equivalence basis for these optional forms of payment is the Revenue Ruling 2001-62 Mortality Table and an interest rate of 7%. For conversion between the normal form and lump sum, the actuarial equivalence basis is the applicable mortality table and the interest rates specified by Code Section 417(e)(3) for September of the year preceding the plan year the payment is made. The lump sum for the cash balance benefit is the value of the balance at commencement.

Changes in Plan Provisions since Last Actuarial Valuation

None.

SCHEDULE SB ATTACHMENTS

TCCC Pension Plan

(for benefits accrued under Schedule One - KO Prior Pension Plan)

Plan Sponsor

The Coca-Cola Company

Plan

The Coca-Cola Company Pension Plan (for benefits accrued under the KO Prior Pension Plan)

Effective Date and Most Recent Amendment

The Coca-Cola Company Pension Plan was originally effective July 1, 1948. The Coca-Cola Company Cash Balance Plan was originally effective January 1, 2012. Effective December 31, 2012, The Pension Plan was merged into the Cash Balance Plan. The merged plan name was changed to The Coca-Cola Company Pension Plan. The plan has been restated effective January 1, 2020. Most recent amendment was effective December 2024 which primarily increased the cash out limit from $5,000 to $7,000.

Plan Year

The twelve-month period ending December 31st.

Coverage and Participation

Each eligible Employee will become a participant on the first day of the month on or after the date the Employee:

a. Has reached age 18, and
b. Completed one year of eligibility service (assuming Participant is an employee)

Employees who are eligible to participate include:

a. Each employee, who is employed by an Employer in the U.S.A or a citizen of the U.S.A. employed by an Employer outside of the U.S.A.
b. Each citizen or permanent resident of the U.S.A, who is an employee of a subsidiary which is a foreign affiliate or domestic subsidiary

SCHEDULE SB ATTACHMENTS

Employees who are not eligible to participate include:

a. Employees covered by another qualified plan or a collective bargaining agreement which does not provide for participation in this Plan
b. Leased employees
c. U.S. citizens, who are employees of a subsidiary, which is a foreign affiliate and is participating in a local retirement plan
d. Non-U.S. citizens, who are classified as International Service Associates or are on training or short-term assignment
e. Individuals not receiving at least a portion of his compensation from the U.S.A.
f. Interns or seasonal employees
g. Employees hired or rehired on or after January 1, 2012

Benefits summarized within this section of the appendix do not apply to employees hired on or after January 1, 2012.

Benefit Service

Computed in whole and partial years where all complete calendar months of benefit service will be treated as 1/12 year. All noncontinuous partial months will be aggregated into whole 30-day months that are then each treated as 1/12 year and counting any remaining days as 1/12 year. Benefit service will not be credited for any period of service with Coca-Cola Enterprises Inc. after December 31, 1988. Other exclusions include years of disability service, certain period of absence extending beyond one year, period of service as a Leased Employee, certain periods of service where the participant worked for Odwalla, Inc., and any period that the participant earned vested accrued benefit under the Coca-Cola Export Corporation Overseas Retirement Plan (and its predecessor plans) or any other defined benefit plan to which the Company or subsidiary contributed.

Vesting Service

For service prior to January 1, 2012: Computed in whole and partial years where all complete calendar months of vesting service will be treated as 1/12 year. All noncontinuous partial months will be aggregated into whole 30-day months that are then each treated as 1/12 year and counting any remaining days as 1/12 year. Vesting service will include years of disability service, any period of an approved absence, any unapproved period of absence beyond one year assuming the participant resumes employment prior to one year after his termination date, maternity or paternity leave that extends beyond two years assuming the Employee resumes employment prior to one year after termination date, certain periods of service and absence with nonparticipating subsidiaries, period of service as a Leased Employee, any period over which severance lump-sum payments are made and any effective January 1, 1999, any period of service with an approved entity as a designated aligned bottler.

For service beginning January 1, 2012: Vesting service is based on elapsed time.

SCHEDULE SB ATTACHMENTS

Disability Service

Computed in whole and partial years beginning on the date that a disabled participant's regular compensation ceases and continuing until the earlier of the participant's recovery date or benefit commencement date. Periods during which the participant is eligible for Social Security disability are excluded.

Plan Compensation

Participant's wages for purposes of income tax withholding plus all pre-tax salary deferrals made to any §401(k), §125, or §132(f). Compensation excludes amounts paid or deferred under a nonqualified deferred compensation plan or any other formal incentive arrangement, severance payments, tuition, relocation, and other expense reimbursements, taxable income from stock option transactions, and restricted stock transactions, welfare benefits, cash and noncash fringe benefits, extraordinary remuneration associated with international assignment, and most wages received after the Participant's date of termination. Plan Compensation is limited to $150,000 ($200,000 after December 31, 2001) as adjusted annually by a cost-of-living factor under IRS Code Section 401(a)(17).

Final Average Compensation/Salary

The average of the highest five consecutive years of Plan Compensation during eleven consecutive plan years ending with the year of termination or retirement (inclusive). The averaging period is limited to the number of years in which vesting service is granted.

Normal Retirement Benefit

Normal Retirement Date:	The first of the month on or after the date the Participant reaches age 65
Benefit:	Accrued Benefit determined as of Normal Retirement Date.

Late Retirement

The Participant who retires after his Normal Retirement Date will receive his monthly retirement benefit as of his actual retirement date.

SCHEDULE SB ATTACHMENTS

Accrued Benefits

The accrued benefit of a participant shall be equal to the sum of Portion A plus Portion B:

Portion A (defined as a monthly annuity):
One-twelfth (1/12) of the greater of (1) and (2), minus (3):

1. The sum of (a), (b), and (c) :
    a. 1.5% of Average Compensation multiplied by the years of Disability Service.
    b. 1.1% of Average Compensation plus .4% of Average Compensation in excess of Covered Compensation multiplied by each year of Benefit Service up to 35 years.
    c. 1.45% of Average Compensation multiplied by the years of Benefit Service in excess of 35 years.
2. $60 multiplied by the sum of the years of Benefit Service and Disability Service.
3. Retirement Benefits from other plans to which the company contributes, including any annuity purchase under a prior plan.

Benefit Service and Disability Service were frozen on December 31, 2009. Average Compensation and Covered Compensation is frozen as of December 31, 2019.

Portion B (defined as a lump sum):

A member's notional cash balance account will be credited with the following percentage of salary:

Age	Prior to July 1, 2022 (Credited Annually)	July 1, 2022 – June 30, 2027 (Credited Monthly)	After July 1, 2027 (Credited Monthly)
Under 35	3.0%	5.5%	5.5%
35 - 39	4.0%	5.5%	5.5%
40 - 44	5.0%	5.5%	5.5%
45 - 49	6.0%	6.0%	5.5%
50 - 54	7.0%	7.0%	5.5%
55 and over	8.0%	8.0%	5.5%

1. *Transitional Credits:* A member of the plan as of January 1, 2010 whose age plus service was greater than or equal to 55 is credited with an additional 2.0% of his salary for each year of service. Effective July 1, 2027, the transition credits are eliminated.

2. *Interest Credits:* Interest credits will be credited to each member's account balance each month and are based on 150 basis points plus the discount rate on six-month Treasury Bills, not less than 3.80% minimum, determined based on the closing rate on the last business day of September immediately preceding the applicable Plan year.

3. *Puerto Rico plan freeze:* Effective January 1, 2021, member's in Puerto Rico shall only receive interest credits to their notional cash balances. No future pay credits or transitional credits shall be deposited.

Plan Name: The Coca-Cola Company Pension Plan
EIN / PN: 58-0628465 / 004
Plan Sponsor: The Coca-Cola Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Grandfathering Eligibility: For participants who met early retirement eligibility as of December 31, 2009, the accrued benefit is the maximum of the benefits described above (A plus B) and the A Portion without the freeze on Service and Average Compensation.

Early Retirement Benefit

Eligibility: The first of the month on or after the earlier of:

a. age 55 with completed 10 years of service, or
b. age 60

Benefit:

Portion A
The accrued monthly benefit determined as of Early Retirement Date reduced by 3.0% for each year prior to age 62 that the benefit commenced. Participants who elect to receive their benefit as a lump sum will receive the present value to this reduced annuity benefit.

Portion B
The cash balance account as of termination may be received as an immediate lump sum or it may be converted to an actuarially equivalent annuity.

Bridge Benefit
Participants that commence benefit prior to age 62 are eligible to receive a temporary income of $18 multiplied by the sum of the years of Benefit and Disability Service as of January 1, 2010 (or as of date of retirement for participants who are eligible for early retirement as of January 1, 2010). The temporary benefit will end on the earlier of:

a. The first of the month of death of the participant, or
b. First of the month that the participant becomes eligible to receive social security benefits.

Solely for purposes of this Bridge Benefit, Benefit and Disability Service will include all years of service at retirement for active participants in the Atlanta Bev Base and Cidra locations as of October 15, 2013 (unless such participant is employed in Puerto Rico, in which case Benefit Service for the Bridge Benefit is frozen effective January 1, 2021)

SCHEDULE SB ATTACHMENTS

Disability Benefit

Eligibility: Any participant who incurs a disability while still employed and after the participant has completed at least 1 year of vesting service will begin to receive early retirement income or termination benefit on his disability retirement date.

Benefit:

Portion A
Accrued benefit as of the participant's normal retirement date if the participant remains disabled until normal retirement date or termination date. Service will be determined as of January 1, 2010 (unless the participant meets the grandfathering eligibility.)

Portion B
Employees who are disabled on or before December 31, 2009 will receive pay credits to their cash balance account for as long as they remain disabled. Employees who are disabled on or after January 1, 2010, will receive pay credits to their cash balance account for a maximum of three years, after which they will be terminated.

The total accrued benefit as of termination may be converted to an immediate lump sum or an actuarially equivalent annuity.

Vested Benefits upon Termination of Service

Vesting: Participants will become fully vested on the earlier of age 60 and completion of 5 years of vesting service. For terminations on or after January 1, 2010 and on or before June 30, 2022, the service requirement will be reduced to 3 years. Associates transferring to bottlers as a part of System of the Future or another specified transactions will also be immediately vested. For terminations on or after July 1, 2022, the service requirement will be reduced to 1 year.

Termination Benefit:

Portion A
Monthly accrued benefit formula determined as of the participant's termination date reduced by 4.8% for each year from age 55 to 65 and reduced further to the age that the benefit commences using the plan's actuarial equivalence.

Portion B
The cash balance account as of termination may be received as an immediate lump sum or it may be converted to an actuarially equivalent annuity.

SCHEDULE SB ATTACHMENTS

Death Benefits for Participants in Active Service

Eligibility: Death while eligible for early, normal, late, disability or vested retirement benefits.

Benefit: The beneficiary of the deceased participant will receive the accrued benefit, reduced as follows:

Portion A
Lump sum value of the participant's unreduced accrued benefit, payable as if the participant had terminated immediately prior to death.

Portion B
The cash balance account is payable as an immediate lump sum. Actuarially equivalent forms of payment are available.

Optional Forms of Retirement Income in Lieu of Normal Form

1. Joint and 50% survivor annuity
2. Joint and 75% survivor annuity
3. Joint and 100% survivor annuity
4. Lump sum

The actuarial equivalence basis for these optional forms of payment is the Revenue Ruling 2001-62 Mortality Table and an interest rate of 7%. For conversion between the normal form and lump sum for both Portion A and Portion B, the actuarial equivalence basis is the applicable mortality table and the interest rates specified by Code Section 417(e)(3) for September of the year preceding the plan year the payment is made. For participants with a Portion A benefit who are early retirement eligible, the lump sum is calculated as the present value of the immediate annuity. For participants with a Portion A who are not yet early retirement eligible, but have more than 10 years of vesting service, the lump sum is calculated as the present value of deferred to age 55 annuity. For all other participants with a Portion A, the lump sum is calculated as the present value of the deferred to age 60 annuity. The lump sum for Portion B is the value of the balance at commencement.

2008 – 2011 Involuntary Termination Retirement Enhancement Program (ESP) and 2015 – 2016 Special Separation Program (SSP)

TCCC is providing an enhanced benefit to eligible individuals who are involuntarily terminated as a result of a company reorganization who were at least age 50 and had attained 10 years of vesting service. The enhanced benefits for participants who terminated under the program are reflected in this valuation.

Changes in Plan Provisions since Last Actuarial Valuation

None.

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TCCC Pension Plan

(for benefits accrued under Schedule Two - CCR Prior Pension Plan)

Plan sponsor

The Coca-Cola Company

Plan

The Coca-Cola Company Pension Plan (for benefits accrued under the CCR Prior Pension Plan)

Effective date and most recent amendment

The plan was originally effective January 1, 1997. The merged plan was originally effective January 1, 2012 and restated for the merging of plans, effective January 1, 2013. Most recent amendment was effective December 2024 which primarily increased the cash out limit from $5,000 to $7,000.

Plan year

The twelve-month period ending December 31.

Eligibility

All non-union employees who are classified as eligible employees, including non-union employees of the Philadelphia Coca-Cola Bottling Company and employees of Odwalla as of December 31, 2011. Effective January 1, 2012, the plan is closed to new hires and rehires.

Participation

Earlier of (i) or (ii).

(i) An eligible employee who was a participant under a predecessor plan as of the merger date shall be a participant under this plan as of the merger date.

(ii) First day of the month coinciding with or following the later of the employee's 18th birthday, the completion of one year of eligibility service, or the first day on which the employee became an eligible employee.

Certain transferred employees that are part of specified transactions will become plan participants upon the date of the closing when they are transferred.

Eligibility service

An employee shall be credited with one year of eligibility service for all periods of service commencing with the employee's first day of employment or reemployment and ending on the employee's termination date.

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Plan Sponsor:	The Coca-Cola Company
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Benefit service

A participant shall be credited with one month of benefit service for each month (i) for which he is credited with at least one hour of service (received pay) and (ii) during which he is an eligible employee in the year of eligibility service. Special rules apply for employees who participated prior to January 1, 2001 or terminated prior to 2001.

No benefit service shall be credited to any participant on or after January 1, 2011.

Vesting service

For services performed before January 1, 2011, one year is credited for each calendar year in which an employee earned pay during six months. This includes all periods of employment with CCR or any predecessor company.

Effective January 1, 2011, vesting service is based on elapsed time.

Total earnings

Base pay, overtime, commission, bonus, vacation, sick pay, and pre-tax contributions to the Deferred Compensation Plan and flex plans.

Final average earnings

Average of the highest three consecutive complete calendar years' Total Earnings of the last ten calendar years prior to retirement or termination. Pay earned on or after January 1, 2011 is disregarded in calculating Final Average Earnings.

Final average earnings benefit

1.15% of Final Average Earnings times years of Benefit Service.

A minimum accrued benefit applies to employees who were participants in a predecessor plan. The minimum accrued benefit is equal to the sum of the employee's frozen accrued benefit determined under the predecessor plan as of the merger date, plus the new plan formula applied to service on and after the date the predecessor plan merged into the CCR plan.

Effective January 1, 2011, benefits ceased to accrue under the formula described above. Benefits are instead accrued based on the cash balance formula described below.

Non-union employees of the Philadelphia Coca-Cola Bottling Company have a frozen accrued benefit determined as of December 31, 2011. Beginning on January 1, 2012, these participants began to accrue based on the cash balance formula described below.

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Cash balance account

The sum of pay credits, transition credits, interest credits, temporary credits, and transaction credits.

Pay credits

Pay credits begin January 1, 2011 and are equal to a percent of Total Earnings based on the table below:

Age	Prior to July 1, 2022 (Credited Annually)	After July 1, 2022 (Credited Monthly)
Under 35	3.0%	5.5%
35-49	4.0%	5.5%
50+	5.0%	5.5%

Prior to July 1, 2022, pay credits are based on the participants' age as of December 31 and are credited as of the last day of the plan year, or on the last day of the month of termination, if earlier. After July 1, 2022, pay credits are credited monthly.

Transition credits

Transition credits are granted for years 2011-2017. Participants are eligible for transition credits if, as of January 1, 2011, their age plus vesting service is greater than or equal to 70 or they are age 50 with at least 10 years of vesting service. In addition a participant must be actively employed or on disability on January 1, 2011 to be eligible for transition credits. Transition credits are equal to a percent of Total Earnings based on the table below:

Age plus Vesting Service	Transition Credit
60-69	3%
70-79	6%
80+	9%

Transition credits are posted to a participant's account as of December 31, or as of the last day of the month of termination, if earlier.

Interest credits

Interest credits are posted to the participant's account monthly. Interest is based on the account balance at the beginning of the month.

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Prior to January 1, 2013, the annual interest crediting rate is 3%. Effective January 1, 2013, the annual interest crediting rate is the six-month U.S. Treasury bill yield in effect on September 30 of the prior plan year, plus 150 basis points.

In no event shall the participant's Cash Balance Account be less than the participant's Cash Balance Account as of December 31, 2012 with such Cash Balance Account credited with 3% interest credits until the participant's annuity start date.

Effective July 1, 2022, the minimum annual interest crediting rate for active employees is 3.80%.

Temporary Credits

The 2013 and 2014 Pay Credits and Transition Credits shall be increased by 2.75% and 4.50% to make up for the reduction in the 2013 and 2014 Interest Crediting Rates for participants that remain active until December 31, 2013 and December 31, 2014, respectively.

Transaction Credits

Certain transferred employees that are part of specified transactions may be eligible for Transaction Credits equal to two times Total Earnings times the sum of:

- Pay credit percentage plus
- Transition credit percentage plus
- The TCCC maximum 401(k) employer match (3.5%) less the receiving employer's maximum 401(k) match. Note, this final value may be negative.

Normal retirement

Eligibility — Normal Retirement Age (NRA) is based on year of birth:

Year of Birth	NRA
Prior to 1938	65
1938 – 1954	66
After 1954	67

Final Average Earnings Benefit — Accrued benefit at NRA.

Cash Balance Annuity Benefit — The benefit payable upon normal retirement is equal to the actuarial equivalent of the participant's cash balance account.

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Early retirement

Eligibility — Age 55 with 1 year of Vesting Service.

Final Average Earnings Benefit — The accrued benefit payable at NRA is reduced 5/9% for each of the first 60 months and 5/18% for each month thereafter that early retirement benefit payments begin before NRA (factors are rounded to three digits). The predecessor plan early retirement factors are applied to the predecessor plan accrued benefit.

For 2009 and 2010 hires, as well as participants hired prior to January 1, 2011 and actively employed at the Brandon, Florida location on October 15, 2015, early retirement factors will be based on provisions under Schedule One – KO Prior Pension Plan.

Cash Balance Annuity Benefit — The benefit payable upon early retirement is equal to the actuarial equivalent of the participant's cash balance account.

Supplemental early retirement

Eligibility — A participant must be between ages 55 and 62 when they retire and their age plus vesting service (both expressed in years and completed months) must equal 60 years or more on July 1, 1993 (Rule of 60). In addition, the participant must be credited with at least ten years of vesting service as of their early retirement date. Lastly, the participant must be part of a business acquired by the employer prior to January 1, 2000.

Benefit — Temporary monthly supplemental early retirement benefit is equal to vesting service times the dollar amount shown below. This benefit is payable until age 62.

Years of Vesting Service	Dollar Amount
10 – 19	$6
20 – 29	12
30 or more	18

Special proration rules apply for participants who satisfy Rule of 56 to Rule of 59. As part of an early retirement window, participants who terminate between July 1, 2001 and June 30, 2002 or between May 1, 2005 and April 30, 2006 will be eligible for this benefit even if they have not attained age 55 when they terminate.

Participants active in the plan at January 1, 2011 are eligible to receive the supplemental early retirement benefit equal to $18 times frozen vesting service at December 31, 2010. This benefit is available as a lump sum.

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Late retirement

Eligibility — Retirement after NRA.

Final Average Earnings Benefit — The greater of the final average earnings accrued benefit calculated as of the late retirement date, or the final average earnings accrued benefit determined as of the normal retirement date actuarially increased to the date of late retirement.

Cash Balance Annuity Benefit – The benefit payable upon late retirement is equal to the actuarial equivalent of the participant's cash balance account.

Disability retirement

Eligibility — Three years of vesting service and receiving company-provided LTD or Social Security disability benefits.

Final Average Earnings Benefit — Normal retirement benefit based on continued accrual of benefit service to the earlier of December 31, 2010 or NRA. Total Earnings during disability is assumed equal to Total Earnings in the calendar year prior to disability.

Cash Balance Annuity Benefit — The benefit payable upon disability retirement is the actuarial equivalent of the participant's cash balance account. No more than five years of pay and transition credits, if eligible, will be credited after December 31, 2010 for participants who become disabled prior to January 1, 2011. No more than three years of pay and transition credits, if eligible, will be credited after December 31, 2010 for participants who become disabled January 1, 2011 and after. Pay and transition credit, if eligible, based on Total Earnings for the calendar year prior to the year of disability.

Deferred vested benefit

Eligibility — Generally, 1 year of Vesting Service. Certain transferred employees that are part of specified transactions will be 100% vested in their benefits upon the date of the closing when they are transferred.

Final Average Earnings Benefit — Accrued benefit at termination, payable at NRA. Reduced benefit available at age 55 using early retirement reduction factors. Participants who terminate on or after July 1, 2010 may elect to receive an immediate annuity that is the actuarial equivalent of the NRA accrued benefit.

Cash Balance Annuity Benefit, if eligible — The benefit payable upon deferred vested retirement is equal to the actuarial equivalent of the participant's cash balance account.

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Pre-Retirement death benefit

Eligibility — 1 year of Vesting Service.

Final Average Earnings Benefit — If the participant dies prior to retirement, the surviving spouse will receive an annuity actuarially equivalent to 100% of the lump sum the participant would have been entitled to had he terminated the day before his death. The estate of a single participant will receive 100% of the lump-sum value of the participant's accrued benefit.

Cash Balance Annuity Benefit, if eligible — If the participant dies prior to retirement, the benefit payable is equal to 100% of the actuarial equivalent of the participant's cash balance account.

Employee contributions

None.

Normal form of benefit

Single life annuity or, if married, actuarially equivalent 50% Joint and Survivor Annuity

Optional forms of retirement income in lieu of normal form

1. Joint and 50% survivor annuity
2. Joint and 75% survivor annuity
3. Joint and 100% survivor annuity
4. 10 year Certain and Life
5. Lump sum

The actuarial equivalence basis for these optional forms of payment for the Final Average Earnings benefit is the 1983 GAT mortality tables with an interest rate of 5%. The actuarial equivalence basis for these optional forms of payment for the Cash Balance benefit is the Revenue Ruling 2001-62 Mortality Table and an interest rate of 7%. For conversion between the normal form and lump sum for both the Final Average Earnings benefit and the Cash Balance benefit, the actuarial equivalence basis is the applicable mortality table and the interest rates specified by Code Section 417(e)(3) for September of the year preceding the plan year the payment is made. For participants with a Final Average Earnings benefit and who are early retirement eligible, the lump sum is calculated as the present value of the immediate annuity. For participants with a Final Average Earnings benefit who are not yet early retirement eligible, the lump sum is calculated as the present value of deferred to normal retirement age annuity. The lump sum for the Cash Balance benefit is the value of the balance at commencement.

Transfers

Special rules apply to benefits for employees who have transferred either from or to union plans or The Coca-Cola Company.

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Other special provisions

Special circumstances relating to prior plans involved in mergers have been retained (i.e., forms of payment and early retirement subsidies).

Changes in plan provisions since last actuarial valuation

None.

SCHEDULE SB ATTACHMENTS

TCCC Pension Plan

(for benefits accrued under Schedule Three - CCR Bargaining Pension Plan)

Plan sponsor

The Coca-Cola Company

Plan

The Coca-Cola Company Pension Plan (for benefits accrued under the Coca-Cola Refreshments Bargaining Employees' Pension Plan)

Effective date and most recent amendment

The plan was originally effective January 1, 1994 and restated as of January 1, 2002. This plan is a merged plan consisting of prior plans with earlier effective dates. Effective December 31, 2017, the plan was merged into The Coca-Cola Company Pension Plan. Most recent amendment was effective December 2024 which primarily increased the cash out limit from $5,000 to $7,000.

Plan year

The twelve-month period ending December 31st.

Eligibility

Employees of The Coca-Cola Company who are members of various union locals. See Plan Provisions for Specific Union Locals.

Employees generally participate in this plan on the first day of the month following the completion of one year of eligibility service and attainment of age 21. Other eligibility conditions vary by union local.

Benefit Service

Generally, one month is credited for each month in which the employee works one hour or more, starting from the date the union joined this plan.

Benefit Service granted for employment prior to the date the union entered this plan will be as defined by the prior plans (or by the collective bargaining agreement if no prior plan existed).

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For Certain Hourly (Lansing):

After January 1, 1989, a calendar year during which an employee completes 1,000 hours of service. Benefit Service earned under a prior plan on December 31, 1988 is included in this plan.

Benefit Service earned prior to January 1, 1997 is not used to calculate benefits under the flat dollar formula for Lansing employees.

Benefit Service earned prior to January 1, 1999 is not used to calculate benefits under the flat dollar formula for Providence employees.

For Detroit:

Hours of Service	Benefit Service
Less than 181	.1
181 to 360	.2
361 to 540	.3
541 to 720	.4
721 to 900	.5
901 to 1,080	.6
1,081 to 1,260	.7
1,261 to 1,440	.8
1,441 to 1,620	.9
1,621 or more	1.0

For Hartford and Naugatuck:

Hours of Service	Benefit Service
Less than 375	0.0000 (0 months)
375 to 499	0.1667 (2 months)
500 to 599	0.2500 (3 months)
600 to 749	0.3333 (4 months)
750 to 829	0.4167 (5 months)
830 to 999	0.5000 (6 months)
1,000 to 1,149	0.5833 (7 months)
1,150 to 1,299	0.6667 (8 months)
1,300 to 1,499	0.7500 (9 months)
1,500 to 1,649	0.8333 (10 months)
1,650 to 1,799	0.9167 (11 months)
1,800 or more	1.0000 (12 months)

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For Maryland Heights:

Benefit Service prior to June 1, 2010 is equal to the Benefit Service earned under the Teamsters Local 688 Multiemployer Pension Plan.

For Marmora, Moorestown, and Philadelphia:

Before October 1, 2012, one year for each 12 month period ending on September 30 in which the employee completes 1,000 hours of service.

After September 30, 2012 and before January 1, 2013, 0.25 years of Benefit Service is credited with at least 250 hours worked.

After December 31, 2013, one year is granted for each Plan Year in which the employee completes 1,000 hours of service.

For Duluth, Maryland Heights, St. Louis, and Youngstown:

Benefit service for employment covered by the Teamsters Central States Pension Fund is equal to Contributory and Non-Contributory Credit earned under that plan.

Vesting Service

Generally, one year of Vesting Service is credited if the employee works one hour or more in at least five months during a calendar year, starting from date of hire.

Certain transferred employees that are part of specified transactions under System of the Future will become 100% vested upon the date of the closing when they are transferred.

For Certain Hourly (Lansing):

After January 1, 1989, one year for each calendar year in which an employee completes 1,000 hours of service. Vesting Service earned under a prior plan on December 31, 1988 is included in this plan.

For Detroit:

On or after March 19, 1975, one year for each calendar year in which an employee completes 1,000 hours of service. Vesting Service earned under a prior plan on March 18, 1975 is included in this plan.

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For Hartford and Naugatuck:

One year for each calendar year in which an employee completes 750 hours of service.

For Marmora, Moorestown, and Philadelphia:

Before October 1, 2012, one year for each calendar year in which an employee completes 1,000 hours of service.

After December 31, 2013, one year is granted for each Plan Year in which the employee completes 1,000 hours of service.

Additionally, one year of service shall be granted for each of the following periods during which the employee completes 1,000 hours of service: October 1, 2012 through September 30, 2013, and January 1, 2013 through December 31, 2013.

Accrued Benefit

For each year of Benefit Service, a monthly amount is accrued. This amount varies by union local. See Plan Provisions for Specific Union Locals.

Normal retirement

Eligibility — Age 65.

Benefit — The Accrued Benefit earned as of the Normal Retirement Date.

Early retirement

Eligibility — Generally, age 55 and 5 years of Vesting Service. Other eligibility conditions vary by union local. See Plan Provisions for Specific Union Locals.

Benefit — Accrued Benefit is generally reduced for early retirement. The reduction varies by union local. See Plan Provisions for Specific Union Locals.

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Late retirement

Eligibility — Retirement after eligibility for normal retirement.

Benefit — The greater of the Accrued Benefit calculated as of the late retirement date or the Accrued Benefit calculated as of the normal retirement date actuarially increased to the late retirement date.

Disability Retirement

Eligibility — Eligibility varies by union local. See Plan Provisions for Specific Union Locals.

Benefit — Benefit amount varies by union local. See Plan Provisions for Specific Union Locals.

Deferred Vested Benefit

Eligibility — Generally, age 55 and 5 years of Vesting Service. Other eligibility conditions vary by union local. See Plan Provisions for Specific Union Locals.

Benefit — Accrued Benefit is generally reduced for early retirement. The reduction varies by union local. See Plan Provisions for Specific Union Locals.

Increased benefit for certain participants (Hartford and Naugatuck)

Eligibility — Retirement after age 57 and 22 years of Benefit Service.

Benefit — Accrued Benefit is increased by approximately 5% for each year after reaching age 57 and 22 years of Benefit Service. Increases cease upon age 64. Benefit accruals are limited, as necessary, to conform to the IRS accrual rules.

Pre-retirement death benefit

Eligibility — Fully vested and married.

Benefit — If the participant dies prior to retirement and has a qualified spouse, the surviving spouse is eligible to receive a death benefit, the amount of which varies by union local. See Plan Provisions for Specific Union Locals. If the participant was not eligible for early retirement at the time of death, the benefit may be payable to the spouse on the date when the participant would have become eligible. If the participant was eligible for early retirement at the time of death, the benefit may be payable immediately.

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Employee contributions

Hartford and Naugatuck:

The predecessor plan required employee contributions for participation prior to February 1, 1995.

All other union locals:

None.

Normal form of benefit

Generally, single life annuity or, if married, actuarially equivalent 50% Joint and Survivor Annuity. The normal form may vary by union local. See Plan Provisions for Specific Union Locals.

Optional forms of benefit in lieu of normal form

Generally, the following optional benefit forms are available:

1. Life Annuity
2. 10 Year Certain and Life Annuity
3. Joint and 100% Survivor Annuity
4. Joint and 75% Survivor Annuity
5. Joint and 50% Survivor Annuity
6. Lump Sum

Other optional forms may be available for certain union locals.

Generally, the actuarial equivalence for these optional forms of payment is the 1983 GAT mortality tables with an interest rate of 5.0%. For Detroit participants, the actuarial equivalence basis for annuities is the 1971 Group Annuity Mortality Table and an interest rate of 7%. For participants at Detroit, Hartford, and Naugatuck, a lump sum optional form is also available. For such participants who are early retirement eligible, the lump sum is calculated as the present value of the immediate annuity. Otherwise, the lump sum is calculated as the present value of the deferred to normal retirement benefit. For Detroit participants, the actuarial equivalence basis is specified by Code Section 417(e)(3), with interest rates from October of the year preceding the plan year the payment is made. For Hartford and Naugatuck participants, the actuarial equivalence basis for determining the lump sum value is the 1984 Unisex Pension Mortality Table and an interest rate of 7%.

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Plan Provisions for Specific Union Locals

- Participating Union Locals

Location	Union Locals	Adoption or Merger Date
Akron	Teamsters No. 24	12/1/1994
Alpena/Bay City	Teamsters No. 406	1/1/1998
Baltimore (Kresson Street)	UF&CW No. 27	1/1/1996
Bridgeton	IAMAW No. 9	9/1/2012
Certain Hourly (Lansing)	RWDSU No. 93	1/1/2002
Chicago	Teamsters No. 727	1/1/2004
Cincinnati Local 1199 - Production	Teamsters No. 1199	1/1/1996
Cincinnati	ISDWU	1/1/1996
Cincinnati Local 1199 - Vending	Teamsters No. 1199	1/1/1996
Coachella	Seafarers No. 63	12/1/1994
Columbus	Teamsters No. 284	12/1/1994
Dayton	Teamsters No. 957	1/1/1996
Detroit	Teamsters No. 337	12/31/2012
Duluth	Teamsters No. 346	12/31/2012
Eau Claire	Teamsters No. 662	1/1/1995
Elyria	Teamsters No. 20	12/1/1994
Evansville	Teamsters No. 215	12/1/1994
Flint	Teamsters No. 332	1/1/1998
Grand Rapids	Teamsters No. 406	1/1/1998
Hartford	Teamsters No. 1035	12/31/2012
Indianapolis	Teamsters No. 1096	1/1/2005
Kalamazoo	Teamsters No. 7	1/1/1998
Kincheloe	Teamsters No. 406	3/1/1999
Lafayette	Teamsters No. 1976	1/1/2005
Lansing	Teamsters No. 243	1/1/1998
Lenexa	Teamsters No. 838	1/1/1996
Marmora	Teamsters No. 331	9/30/2012
Maryland Heights	Teamsters No. 688	12/31/2012
Moorestown	Teamsters No. 676	9/30/2012
Mt. Pleasant	Teamsters No. 406	1/1/1998
Naugatuck	Teamsters No. 677	12/31/2012
Needham Heights	Teamsters No. 513	12/31/2012
Oceanside	Teamsters No. 683	6/1/2008
Philadelphia	Teamsters No. 830	9/30/2012
Pikeville	United Steelworkers	10/1/2000
Pittsburgh	Teamsters No. 585	2/1/2011
Port Huron	Teamsters No. 337	12/1/1994
San Leandro	IAMAW No. 1546	7/1/2012

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Location	Union Locals	Adoption or Merger Date
Sedalia	Teamsters No. 41	4/1/2009
Springfield	Teamsters No. 916	5/1/2010
St. Joseph	United Cereal Workers No. 125	1/1/1996
St. Louis	Teamsters No. 688	12/31/2012
Toledo	Teamsters No. 20	12/31/2001
Traverse City/Petoskey	Teamsters No. 406	1/1/1998
Upstate New York	Teamsters Nos. 294, 317, and 687	1/1/2012
Wausau	Teamsters No. 662	1/1/1995
Westboro	Teamsters No. 170	12/31/2012
Willoughby	Teamsters No. 293	12/1/1994
Youngstown	Teamsters No. 377	12/31/2012

Prior plans with only inactive participants in this plan

- Employee Retirement Plan of Coca-Cola Bottling Company of California
- Mid-States Coca-Cola Bottling Company Paducah Bargaining Employees' Pension Plan
- Salisbury Coca-Cola Bottling Company Retirement Plan
- Coca-Cola Bottling Company of Mid-America, Inc. Certain Hourly Retirement Plan
- CCBC Bargaining Employees' Retirement Plan (with exception of locations that have negotiated back into the plan)

Union Local Closed to New Entrants

- Marmora (effective April 15, 2010)

Accrued Benefit

For current active participants, for each year of Benefit Service, a monthly amount is accrued as shown in the table below:

Akron	
Prior to 6/1/1992	$10.00
6/1/1992 and later	67.00

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Alpena/Bay City

1/1/1996 – 11/30/2006	$62.00
12/1/2006 – 11/30/2007	63.00
12/1/2007 – 11/30/2008	64.00
12/1/2008 – 11/30/2009	65.00
12/1/2009 – 11/30/2014	66.00
12/1/2014 – 11/30/2015	67.00
12/1/2015 – 11/30/2016	68.00
12/1/2016 – 11/30/2017	69.00
12/1/2017 – 11/30/2018	70.00
12/1/2018 and later	71.00

The Accrued Benefit for the Benefit Service through 12/31/1995 is determined under the provisions of the plan in effect on that date.

Baltimore (Kresson Street)

Termination Date On or After

3/28/2010	$43.00
3/29/2013	44.00
3/29/2015	45.00

Bridgeton

9/1/2012 and later	$99.00

Certain Hourly (Lansing)

1/1/1997 – 12/31/2007	$52.00
1/1/2008 – 12/31/2008	53.00
1/1/2009 – 12/31/2009	54.00
1/1/2010 – 12/31/2014	55.00
1/1/2015 – 12/31/2015	56.00
1/1/2016 – 12/31/2017	57.00
1/1/2018 – 12/31/2018	58.00
1/1/2019 – 12/31/2019	59.00
1/1/2020 and later	60.00

The Accrued Benefit for Benefit Service through 12/31/1996 is determined under the provisions of the plan in effect on that date.

Chicago

1/1/2004 – 12/31/2010	$40.00
1/1/2011 – 12/31/2011	42.00
1/1/2012 – 12/31/2012	44.00
1/1/2013 – 12/31/2013	46.00
1/1/2014 – 12/31/2014	48.00
1/1/2015 – 3/31/2016	50.00

The Accrued Benefit for Benefit Service as of 12/31/1996 is determined under the provisions of the plan in effect on that date.

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Cincinnati ISDW

1/1/1993 – 3/31/2005	$48.00
4/1/2005 – 3/31/2006	51.00
4/1/2006 – 3/31/2007	54.00
4/1/2007 – 3/31/2008	58.00
4/1/2008 – 3/31/2009	61.00
4/1/2009 – 3/31/2011	62.00
4/1/2011 – 3/31/2012	64.00
4/1/2012 – 3/31/2015	66.00
4/1/2015 – 3/31/2017	67.00
4/1/2017 and later	68.00

The Accrued Benefit for Benefit Service through 12/31/1992 is determined under the provisions of the plan in effect on that date.

Benefit amounts accrued under this plan are offset by the annuity, if any, purchased from Lincoln National Life Insurance Company as of January 1, 1985.

Cincinnati Local 1199 - Production

1/1/1993 – 3/14/2012	$56.00
3/15/2012 – 3/14/2013	57.00
3/15/2013 – 3/14/2014	58.00
3/15/2014 – 3/14/2015	59.00
3/15/2015 – 3/14/2016	60.00
3/15/2016 and later	61.00

The Accrued Benefit for Benefit Service through 12/31/1992 is determined under the provisions of the plan in effect on that date.

Additionally, effective July 1, 2012, an Eligible Employee will receive an additional supplemental benefit of $2.00 per month per year for all years of Benefit Service after January 1, 1993 if the Employee retires prior to March 31, 2017.

Benefit amounts accrued under this plan are offset by the annuity, if any, purchased from Lincoln National Life Insurance Company as of January 1, 1985.

Cincinnati Local 1199 - Vending

1/1/1994 – 4/28/2006	$51.00
4/29/2006 – 4/28/2007	54.00
4/29/2007 – 4/28/2008	57.00
4/29/2008 – 4/28/2009	59.00
4/29/2009 – 4/28/2010	60.00
4/29/2010 – 4/28/2011	61.00
4/29/2011 – 4/28/2013	62.00
4/29/2013 – 4/28/2016	63.00
4/29/2016 – 4/28/2017	64.00
4/29/2017 and later	65.00

The Accrued Benefit for Benefit Service through 12/31/1993 is determined under the provisions of the plan in effect on that date.

Benefit amounts accrued under this plan are offset by the annuity, if any, purchased from Lincoln National Life Insurance Company as of January 1, 1985.

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Coachella

8/1/1992 – 8/31/2004	$30.00
9/1/2004 – 9/30/2008	36.00
10/1/2008 – 9/30/2011	38.00
10/1/2011 – 9/30/2012	39.00
10/1/2012 – 9/30/2013	40.00
10/1/2013 – 9/30/2014	41.00
10/1/2014 – 9/30/2015	43.00
10/1/2015 – 9/30/2016	45.00
10/1/2016 – 9/30/2017	46.00
10/1/2017 – 9/30/2018	47.00
10/1/2018 – 9/30/2019	48.00
10/1/2019 – 3/31/2020	49.00

For participants who, as of 9/20/2004, were age 40 and where age plus years of Vesting Service with the company equaled 75, the multiplier shall be equal to $36 for all years of Benefit Service credited under the Plan from August 1, 1992 through September 30, 2008.

Columbus

Prior to 6/1/2003	$49.00
6/1/2003 – 5/31/2004	50.00
6/1/2004 – 5/31/2005	51.00
6/1/2005 – 5/31/2006	52.00
6/1/2006 – 5/31/2007	53.00
6/1/2007 – 5/31/2008	54.00
6/1/2008 – 5/31/2009	55.00
6/1/2009 – 5/31/2011	56.00
6/1/2011 – 5/31/2014	57.00
6/1/2014 – 5/31/2015	58.00
6/1/2015 – 5/31/2018	60.00
6/1/2018 and later	61.00

Dayton

1/1/1995 – 12/31/2003	$46.00
1/1/2004 – 5/31/2012	61.00
6/1/2012 – 5/31/2013	62.00
6/1/2013 – 5/31/2014	63.00
6/1/2014 – 5/31/2015	64.00
6/1/2015 – 5/31/2016	65.00
6/1/2016 and later	66.00

The Accrued Benefit for Benefit Service through 12/31/1994 is determined under the provisions of the plan in effect on that date.

Benefit amounts accrued under this plan are offset by the annuity, if any, purchased from Lincoln National Life Insurance Company as of January 1, 1985.

Detroit

3/19/1984 – 3/1/2014	$70.00
3/1/2014 – 2/29/2016	71.00
3/1/2016 and later	72.00

SCHEDULE SB ATTACHMENTS

The Accrued Benefit for Benefit Service through 3/19/1984 is determined under the provisions of the plan in effect on that date.

Duluth

Prior to 1/1/1986	$30.00
1/1/1986 – 12/31/1990	40.00
1/1/1991 – 12/31/1994	50.00
1/1/1995 – 12/31/1997	52.00
1/1/1998 – 12/31/2007	70.00
1/1/2008 and later	75.00

The total accrued benefit is offset by benefits accrued under the Central States Teamsters Pension Fund. The resulting amount cannot be less than the amount accrued for service earned after an employee enters this plan.

Eau Claire

1/1/1995 – 12/31/1997	$40.00
1/1/1998 – 12/31/1999	43.00
1/1/2000 – 12/31/2000	48.00
1/1/2001 – 12/31/2001	53.00
1/1/2002 – 12/31/2004	58.00
1/1/2005 – 12/31/2017	60.00
1/1/2018 and later	61.00

Elyria

Prior to 6/1/1992	$10.00
6/1/1992 – 5/31/1999	45.00
6/1/1999 – 5/31/2000	47.00
6/1/2000 – 5/31/2001	49.00
6/1/2001 – 5/31/2002	50.00
6/1/2002 – 5/31/2003	51.00
6/1/2003 – 5/31/2004	52.00
6/1/2004 – 5/31/2005	53.00
6/1/2005 – 5/31/2006	54.00
6/1/2006 – 5/31/2007	55.00
6/1/2007 – 5/31/2008	56.00
6/1/2008 – 5/31/2014	57.00
6/1/2014 – 5/31/2016	58.00
6/1/2016 and later	59.00

Evansville

Prior to 11/1/2011	$55.00
11/1/2011 – 10/31/2012	56.00
11/1/2012 and later	60.00

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Flint

1/1/1996 – 12/31/2006	$63.00
1/1/2007 – 12/31/2007	64.00
1/1/2008 – 12/31/2008	65.00
1/1/2009 – 12/31/2013	66.00
1/1/2014 – 12/31/2014	67.00
1/1/2015 – 12/31/2015	68.00
1/1/2016 – 12/31/2016	69.00
1/1/2017 and later	70.00

The Accrued Benefit for Benefit Service through 12/31/1995 is determined under the provisions of the plan in effect on that date.

Grand Rapids

1/1/1997 – 12/31/2006	$66.00
1/1/2007 – 12/31/2007	67.00
1/1/2008 – 12/31/2008	68.00
1/1/2009 – 12/31/2009	69.00
1/1/2010 – 12/31/2010	70.00
1/1/2011 – 12/31/2014	71.00
1/1/2015 – 12/31/2015	72.00
1/1/2016 – 12/31/2016	72.50
1/1/2017 and later	73.00

The Accrued Benefit for Benefit Service through 12/31/1996 is determined under the provisions of the plan in effect on that date.

Hartford

1/1/1995 – 5/31/2012	$54.00
6/1/2012 – 11/30/2013	55.00
12/1/2013 – 11/30/2014	56.00
12/1/2014 and later	57.00

The Accrued Benefit for Benefit Service through 1/31/1995 is determined under the provisions of the plan in effect on that date.

Indianapolis

1/1/2005 – 12/31/2009	$25.00
1/1/2010 – 12/31/2011	26.00
1/1/2012 – 12/31/2012	27.00
1/1/2013 – 12/31/2013	29.00
1/1/2014 – 12/31/2014	30.00
1/1/2015 – 12/31/2015	31.00
1/1/2016 and later	32.00

The Accrued Benefit for Benefit Service as of 3/31/1990 is determined under the provisions of the plan in effect on that date.

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Kalamazoo	$37.00
6/1/1996 – 5/31/1999	40.00
6/1/1999 – 5/31/2000	43.00
6/1/2000 – 5/31/2001	46.00
6/1/2001 – 5/31/2002	47.00
6/1/2002 – 5/31/2003	48.00
6/1/2003 – 5/31/2004	49.00
6/1/2004 – 5/31/2006	50.00
6/1/2006 – 5/31/2007	51.00
6/1/2007 – 5/31/2008	52.00
6/1/2008 – 5/31/2010	53.00
6/1/2010 – 5/31/2011	54.00
6/1/2011 – 5/31/2012	55.00
6/1/2012 – 5/31/2013	56.00
6/1/2013 – 5/31/2014	57.00
6/1/2014 – 5/31/2017	58.00
6/1/2017 – 5/31/2019	59.00
6/1/2019 and later	60.00

The Accrued Benefit for Benefit Service through 5/31/1996 is determined under the provisions of the plan in effect on that date.

Kincheloe

3/1/1999 – 2/28/2002	$40.00
3/1/2002 – 2/28/2003	42.00
3/1/2003 – 2/29/2004	44.00
3/1/2004 – 2/28/2005	46.00
3/1/2005 – 2/28/2006	48.00
3/1/2006 – 2/28/2007	50.00
3/1/2007 – 2/29/2008	52.00
3/1/2008 – 2/28/2009	54.00
3/1/2009 – 2/28/2010	56.00
3/1/2010 – 2/28/2011	58.00
3/1/2011 – 3/12/2016	60.00
3/13/2016 – 3/12/2018	61.00
3/13/2018 – 3/12/2020	62.00
3/13/2020 and later	63.00

Lafayette

1/1/2005 – 12/31/2007	$23.00
1/1/2008 – 4/30/2011	25.00
5/1/2011 – 4/30/2013	26.00
5/1/2013 – 4/30/2016	29.00
5/1/2016 and later	32.00

The Accrued Benefit for Benefit Service as of 4/30/1990 is determined under the provisions of the plan in effect on that date.

SCHEDULE SB ATTACHMENTS

Lansing

6/1/1996 – 5/31/1999	$28.00
6/1/1999 – 5/31/2002	44.00
6/1/2002 – 4/30/2006	47.00
5/1/2006 – 4/30/2007	50.00
5/1/2007 – 4/30/2008	53.00
5/1/2008 – 4/30/2009	56.00
5/1/2009 – 4/30/2010	59.00
5/1/2010 – 4/30/2011	62.00
5/1/2011 – 4/30/2012	63.00
5/1/2012 and later	64.00

The Accrued Benefit for Benefit Service through 5/31/1996 is determined under the provisions of the plan in effect on that date.

Lenexa

1/1/1994 – 12/31/1996	$30.00
1/1/1997 – 12/31/1999	35.00
1/1/2000 – 12/31/2002	45.00
1/1/2003 – 12/31/2005	50.00
1/1/2006 – 10/1/2008	52.00
10/2/2008 – 10/1/2010	54.00
10/2/2010 – 10/1/2011	57.00
10/2/2011 – 10/1/2016	59.00
10/2/2016 – 10/1/2017	60.00
10/2/2017 – 10/1/2018	61.00
10/2/2018 – 10/1/2019	62.00
10/2/2019 – 10/1/2020	63.00
10/2/2020 and later	64.00

The Accrued Benefit for Benefit Service through 12/31/1993 is determined under the provisions of the plan in effect on that date.

Marmora

Participants hired prior to 4/15/2010:	
Prior to 4/15/2014	$59.00
4/15/2014 – 4/14/2015	60.00
4/15/2015 and later	61.00

Maryland Heights

Prior to 6/1/2000	$35.00
6/1/2000 – 5/31/2001	40.00
6/1/2001 – 5/31/2013	45.00
6/1/2013 – 5/31/2016	46.00
6/1/2016 – 5/31/2017	48.00
6/1/2017 – 5/31/2018	49.00
6/1/2018 – 5/31/2019	50.00
6/1/2019 – 5/31/2020	51.00
6/1/2020 and later	52.00

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Moorestown

Prior to 5/1/2011	$53.00
5/1/2011 – 4/30/2012	55.00
5/1/2012 – 4/30/2013	57.00
5/1/2013 – 4/30/2014	59.00
5/1/2014 – 4/30/2015	61.00
5/1/2015 and later	65.00

Mt. Pleasant

1/1/1994 – 12/31/1996	$35.00
1/1/1997 – 3/31/2003	52.00
4/1/2003 – 3/31/2004	53.00
4/1/2004 – 3/31/2005	54.00
4/1/2005 – 3/31/2006	55.00
4/1/2006 – 3/31/2007	57.00
4/1/2007 – 3/31/2008	58.00
4/1/2008 – 3/31/2009	59.00
4/1/2009 – 3/31/2010	60.00
4/1/2010 – 3/31/2011	63.00
4/1/2011 – 3/31/2017	65.00
4/1/2017 – 3/31/2019	66.00
4/1/2019 and later	67.00

The Accrued Benefit for Benefit Service through 12/31/1993 is determined under the provisions of the plan in effect on that date.

Naugatuck

1/1/1995 and later	$57.00
2/1/2012 – 1/31/2013	58.00
2/1/2013 – 1/31/2014	59.00
2/1/2014 and later	60.00

The Accrued Benefit for Benefit Service through 1/31/1995 is determined under the provisions of the plan in effect on that date.

Needham Heights

Prior to 1/1/2001	$60.00
1/1/2001 – 12/31/2011	70.00
1/1/2012 – 12/31/2017	72.00
1/1/2018 – 12/31/2018	74.00
1/1/2019 and later	76.00

In no event shall the Accrued Benefit be less than the Pre-1998 Frozen Minimum Accrued Benefit determined under the Predecessor Plan.

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Oceanside

6/1/2008 – 5/31/2009	$24.00
6/1/2009 – 5/31/2010	25.00
6/1/2010 – 5/31/2012	26.00
6/1/2012 – 5/31/2013	27.00
6/1/2013 – 5/31/2014	28.00
6/1/2014 – 5/31/2015	29.00
6/1/2015 – 5/31/2017	30.00
6/1/2017 – 5/31/2018	32.00
6/1/2018 – 5/31/2019	34.00
6/1/2019 – 5/31/2020	36.00
6/1/2020 – 5/31/2021	38.00
6/1/2021 – 5/31/2022	40.00

Philadelphia

Prior to 4/15/2013	$65.50
4/15/2013 and later	72.50

Philadelphia (Clerical)

Prior to 4/15/2013	$50.00
4/15/2013 and later	57.00

Pikeville

10/1/2000 – 9/30/2007	$42.00
10/1/2007 – 9/30/2008	43.00
10/1/2008 and later	44.00

Benefit Service begins accruing October 1, 2000 (except for participants not vested at 10/1/2000).

Pittsburgh

2/1/2011 – 1/31/2015	$36.00
2/1/2015 – 1/31/2016	44.00
2/1/2016 – 1/31/2017	45.00
2/1/2017 and later	46.00

The Accrued Benefit for service prior to 2/1/2011 is payable from the Western Pennsylvania Teamsters and Employers Pension Fund.

Port Huron

Prior to 1/1/1998	$33.00
1/1/1998 – 12/31/2003	44.00
1/1/2004 – 12/31/2014	56.50
1/1/2015 – 12/31/2016	57.50
1/1/2017 – 12/31/2017	58.50
1/1/2018 and later	59.50

San Leandro

7/1/2012 – 6/30/2015	$60.00
7/1/2015 – 6/30/2016	62.00
7/1/2016 and later	64.00

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Sedalia

4/1/2009 – 3/31/2013	$45.00
4/1/2013 – 3/31/2015	46.00
4/1/2015 – 3/31/2016	47.00
4/1/2016 and later	48.00

The Accrued Benefit for service prior to 4/1/2009 is payable from the Central States Southeast and Southwest Area Pension Fund.

Springfield

8/1/2011 – 4/30/2012	$46.00
5/1/2012 – 4/30/2013	47.00
5/1/2013 – 4/30/2014	50.00
5/1/2014 – 4/30/2017	51.00
5/1/2017 – 4/30/2018	52.00
5/1/2018 and later	53.00

The Accrued Benefit for service prior to 8/1/2011 is payable from the Midwest Teamsters Pension Fund.

St. Joseph

1/1/1995 – 12/31/1997	$25.00
1/1/1998 – 12/31/1998	30.00
1/1/1999 – 12/31/1999	31.00
1/1/2000 – 12/31/2001	32.00
1/1/2002 – 12/31/2004	47.00
1/1/2005 – 12/31/2007	50.00
1/1/2008 – 4/30/2010	53.00
5/1/2010 – 4/30/2013	54.00
5/1/2013 – 4/30/2014	55.00
5/1/2014 – 4/30/2016	56.00
5/1/2016 and later	57.00

The Accrued Benefit for Benefit Service through 12/31/1994 is determined under the provisions of the plan in effect on that date.

St. Louis

Prior to 3/31/2016	$65.00
4/1/2016 – 3/31/2017	66.00
4/1/2017 – 3/31/2018	67.00
4/1/2018 – 3/31/2019	68.00
4/1/2019 – 3/31/2020	69.00
4/1/2020 and later	70.00

The total accrued benefit is offset by benefits accrued under the Central States Teamsters Pension Fund. The resulting amount cannot be less than the amount accrued for service earned after an employee enters this plan.

On February 1, 2000 and September 21, 2001 those members of Local 303 (Special Events/Bulk CO2) that transferred to Local 688 had their pension in Local 303 multi-employer pension fund frozen.

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If vested at transfer then benefit service begins at transfer (had benefit under old union). If not vested at transfer, same as above for service after transfer plus $27 from date of hire until transfer.

Also all former Local 303 participants receive $17 for each year of service under Local 303 (i.e., for service prior to 2/2000).

Toledo

1/1/1999 – 9/30/1999	$42.00
10/1/1999 – 9/30/2000	43.00
10/1/2000 – 9/30/2001	45.00
10/1/2001 – 9/30/2005	60.00
10/1/2005 – 9/30/2006	61.00
10/1/2006 – 9/30/2007	62.00
10/1/2007 – 9/30/2008	63.00
10/1/2008 – 9/30/2014	64.00
10/1/2014 – 9/30/2016	65.00
10/1/2016 – 9/30/2019	66.00
10/1/2019 and later	67.00

The Accrued Benefit for Benefit Service as of 12/31/1998 will be determined under the provisions of the plan in effect on that date.

Traverse City/Petoskey

1/1/1997 – 12/31/2002	$49.00
1/1/2003 – 12/31/2003	50.00
1/1/2004 – 12/31/2004	51.00
1/1/2005 – 12/31/2005	52.00
1/1/2006 – 12/31/2006	53.00
1/1/2007 – 12/31/2007	55.00
1/1/2008 – 12/31/2008	57.00
1/1/2009 – 12/31/2009	59.00
1/1/2010 – 12/31/2010	61.00
1/1/2011 – 12/31/2014	64.00
1/1/2015 – 12/31/2015	65.00
1/1/2016 – 12/31/2016	66.00
1/1/2017 – 12/31/2018	67.00
1/1/2019 – 12/31/2020	68.00
1/1/2021 and later	69.00

The Accrued Benefit for Benefit Service through 12/31/1996 is determined under the provisions of the plan in effect on that date.

Upstate New York

11/1/2011 – 10/31/2012	$47.00
11/1/2012 – 10/31/2014	48.00
11/1/2014 – 10/31/2015	49.00
11/1/2015 – 10/31/2016	50.00
11/1/2016 – 10/31/2017	51.00
11/1/2017 and later	52.00

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The Accrued Benefit for service prior to 11/1/2011 is payable from either the Upstate New York Bakery Drivers and Industry Pension Fund or the New York State Teamsters Conference Pension and Retirement Fund.

Wausau

1/1/1995 – 12/31/1997	$40.00
1/1/1998 – 12/31/1999	43.00
1/1/2000 – 12/31/2000	48.00
1/1/2001 – 12/31/2001	53.00
1/1/2002 – 12/31/2004	58.00
1/1/2005 – 12/31/2005	60.00
1/1/2006 – 12/31/2006	61.00
1/1/2007 and later	63.00

Westboro

1/1/1997 – 12/31/1999	$53.00
1/1/2000 – 12/31/2000	72.00
1/1/2001 – 12/31/2001	74.00
1/1/2002 – 1/30/2003	76.00
1/31/2003 and later	80.00

The accrued benefit for benefit service through 1/31/1997 is determined under the provision of the plan in effect on that date.

Effective 1/1/2001, the benefit earned prior to 1/1/1977 will be increased by $25 per month for each year of Benefit Service prior to 1/1/1977.

Minimum benefit of $8 per month per year of Benefit Service. Benefits are reduced by the Teamsters benefit earned between 1997 and 1988.

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Willoughby

1/1/1993 – 2/28/1994	$36.00
3/1/1994 – 2/28/1995	37.00
3/1/1995 – 2/28/1997	38.00
3/1/1997 – 2/28/1998	39.00
3/1/1998 – 2/28/1999	40.00
3/1/1999 – 2/29/2000	41.00
3/1/2000 – 2/28/2001	42.00
3/1/2001 – 2/28/2002	43.00
3/1/2002 – 2/28/2003	44.00
3/1/2003 – 2/29/2004	45.00
3/1/2004 – 2/28/2005	46.00
3/1/2005 – 2/28/2006	47.00
3/1/2006 – 2/28/2007	48.00
3/1/2007 – 2/29/2008	49.00
3/1/2008 – 2/28/2009	50.00
3/1/2009 – 2/28/2010	51.00
3/1/2010 – 2/28/2011	52.00
3/1/2011 – 2/29/2012	53.00
3/1/2012 – 2/28/2013	54.00
3/1/2013 – 2/28/2015	55.00
3/1/2015 – 2/28/2017	56.00
3/1/2017 and later	57.00

The Accrued Benefit for Benefit Service through 12/31/1992 is determined under the provisions of the plan in effect on that date.

Youngstown

Prior to 1/1/1986	$30.00
1/1/1986 – 12/31/1991	40.00
1/1/1992 – 5/31/1996	50.00
6/1/1996 – 5/31/1999	53.00
6/1/1999 – 5/31/2000	55.00
6/1/2000 – 5/31/2001	57.00
6/1/2001 – 5/31/2002	60.00
6/1/2002 – 5/31/2003	62.00
6/1/2003 – 5/31/2004	64.00
6/1/2004 – 5/31/2005	66.00
6/1/2005 – 5/31/2006	68.00
6/1/2006 – 5/31/2007	69.00
6/1/2007 – 5/31/2008	70.00
6/1/2008 – 1/31/2018	71.00
2/1/2018 and later	72.00

The total accrued benefit is offset by benefits accrued under the Central States Teamsters Pension Fund. The resulting amount cannot be less than the amount accrued for service earned after an employee enters this plan.

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Early retirement

Eligibility —

Alpena/Bay City, Flint, Grand Rapids, Kalamazoo, Lansing, Mt. Pleasant, and Traverse City/Petoskey

- Age 55 with 5 years of Vesting Service or age 60.

Certain Hourly (Lansing)

- Age 55 with 10 years of Vesting Service or age 60.

Detroit

- Age 55 with 5 years of Vesting Service if a participant on March 19, 1984; age 55 and 10 years of Vesting Service for all other participants.

Duluth

- Age 50 with 20 years of Vesting Service, or age 55 with 5 years of Vesting Service, or 30 years of Vesting Service.

Eau Claire, Pittsburgh (participant employed on or before 2/1/2011), Upstate New York (participant employed on or before 1/1/2012), and Wausau

- Age 55 with 5 years of Vesting Service or any age with 30 years of Vesting Service.

Hartford and Naugatuck

- Age 55 with 5 years of Benefit Service or age 52 with 15 years of Benefit Service or 30 years of Vesting Service and worked for at least 6 months after age 49.

Maryland Heights, Philadelphia, and St. Louis

- Age 55 with 10 years of Vesting Service or any age with 30 years of Vesting Service.

Marmora and Moorestown

- Age 50 with 10 years of Vesting Service.

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Needham Heights and Westboro

- Age 55 with 20 years of Vesting Service or age 60.

Pittsburgh (hired prior to 2/1/1993) and Upstate New York (participants with 20 years or more of Vesting Service as of 1/1/2012)

- For purposes of the "make-whole" benefit only, participants who would have otherwise been eligible for an unreduced benefit in the multiemployer plan at retirement.

Port Huron

- Age 55 with 5 years of Vesting Service or any age with 35 years of Vesting Service.

All Other Union Locals

- Age 55 with 5 years of Vesting Service.

Benefit —

Akron, Elyria (hired prior to 6/1/2014), and Willoughby (hired prior to 3/1/2010)

- Accrued Benefit at retirement is reduced by 1/3 of 1% for each month by which retirement precedes age 62. There is no reduction for retirement at age 62 or later.

Alpena/Bay City, Flint (hired prior to 1/8/2010), Grand Rapids (hired prior to 10/2/2012), Kalamazoo, Lansing, Mt. Pleasant, Needham Heights, Traverse City/Petoskey and Westboro (hired prior to 2/1/2013)

- Accrued Benefit at retirement is reduced by 1/4 of 1% for each month that early retirement benefit payments begin before age 62. There is no reduction for retirement at age 62 or later.
- An additional temporary monthly benefit of $12.00 for each year of Benefit Service (maximum monthly benefit of $408.00) is payable from date of retirement until age 62. (Not available to Kalamazoo employees hired on or after 3/1/2010, Mt. Pleasant employees hired on or after 3/1/2015, and Needham Heights or Westboro employees).

Baltimore (Kresson Street)

- Accrued Benefit at retirement is reduced by 1/2 of 1% for each of first 60 months and 1/4 of 1% for each of the next 60 months by which retirement precedes age 65.

SCHEDULE SB ATTACHMENTS

Bridgeton

- Accrued Benefit at retirement is reduced by 1/2 of 1% for each month by which retirement precedes age 65.
- For participants in the multiemployer plan as of August 31, 2012 the following applies:

    1. A maximum reduction of 20% for employees with an age plus service total of at least 85 years

    1. An additional "make-whole" monthly benefit amount equal to the difference between:

        a. The pension benefit earned in the multiemployer plan prior to the reduction for early retirement, and

        a. The pension benefit earned in the multiemployer plan reduced for early retirement.

    2. For participants age 55 with 10 years of service there is a supplemental benefit of $10 payable until age 65.

Certain Hourly (Lansing)

- Accrued Benefit at retirement is reduced by 1/3 of 1% for each month by which retirement precedes age 60. There is no reduction for retirement at age 60 or later.
- An additional temporary monthly benefit of $18.00 for each year of Benefit Service is payable from date of retirement until age 62.

Chicago, Indianapolis, and Lafayette

- Accrued Benefit at retirement is reduced by 1/2 of 1% for each month by which retirement precedes age 65. There is no reduction for retirement at age 60 with 25 years of Vesting Service.

Cincinnati ISDW, Cincinnati Local 1199 - Production, Cincinnati Local 1199 - Vending, Dayton, Elyria (hired on or after 6/1/2014), Kincheloe, Oceanside, Pikeville, Pittsburgh (not a participant employed on or before 2/1/2011), San Leandro, Sedalia, Springfield, St. Joseph, Upstate New York (not a participant employed on or before 1/1/2012), and Willoughby (hired on or after 3/1/2010)

- Accrued Benefit at retirement is reduced by 5/9 of 1% for each of the first 60 months and 5/18 of 1% for each of the next 60 months by which retirement precedes age 65.

SCHEDULE SB ATTACHMENTS

Coachella and Evansville

- Accrued Benefit at retirement is reduced by 5/12 of 1% for each month by which retirement precedes age 65.

Columbus

- Accrued Benefit at retirement is reduced by .2333% for each month by which retirement precedes age 65.

Detroit

- Accrued Benefit at retirement is reduced by 1/3 of 1% for each month by which retirement precedes age 60. There is no reduction for retirement at age 60 or later.

Duluth

- Accrued Benefit at retirement is reduced by 5/12 of 1% for each month by which retirement precedes age 62. There is no reduction for retirement at age 62 or later, or at any age with 30 years of Vesting Service.

Eau Claire, Pittsburgh (participant employed on or before 2/1/2011), Upstate New York (participant employed on or before 1/1/2012) and Wausau

- Accrued Benefit at retirement is reduced by 5/9 of 1% for each of the first 60 months and 5/18 of 1% for each of the next 60 months by which retirement precedes age 65. There is no reduction for retirement after 30 years of Vesting Service.

Flint (hired on or after 1/8/2010)

- The Accrued Benefit at retirement is reduced by 4/10 of 1% for each month that early retirement benefit payments begin before age 65.

SCHEDULE SB ATTACHMENTS

Hartford and Naugatuck

- If age 52 with 15 years of Benefit Service, the Accrued Benefit at retirement times:

Age at First Payment	Percent of Pension
64	100%
63	100%
62	100%
61	100%
60	100%
59	89%
58	80%
57	72%
56	65%
55	58%
54	55%
53	52%
52	49%

- If age 55 with 5 years of Benefit Service, accrued benefit is reduced by 1/2 of 1% for each of the first 60 months and 1/4 of 1% for each of the next 60 months by which retirement precedes age 64. There is no reduction for retirement after 30 years of Vesting Service.

Lenexa

- Accrued Benefit at retirement is reduced by 5/9 of 1% for each of the first 60 months and 5/18 of 1% for each of the next 60 months by which retirement precedes age 65. There is no reduction for retirement at age 60 or later.

Maryland Heights, Philadelphia, and St. Louis

- Accrued Benefit at retirement is reduced by 1/4 of 1% for each month preceding age 65. There is no reduction for retirement after 30 years of Vesting Service.

Grand Rapids (hired on or after 10/2/2012), Marmora, Moorestown and Westboro (hired on or after 2/1/2013)

- Accrued Benefit at retirement is reduced by 1/4 of 1% for each month preceding age 65.
- For up to four Marmora participants with 30 or more years of Vesting Service as of January 1, 2014 who retire between August 1, 2014 and November 1, 2014, the Accrued Benefit is unreduced.

SCHEDULE SB ATTACHMENTS

Pittsburgh (hired prior to 2/1/1993)

- An additional "make-whole" monthly benefit amount equal to the difference between:

    a. The pension benefit earned in the multiemployer plan for service before August 1, 2008 prior to reduction for early retirement, and

    a. The pension benefit earned in the multiemployer plan for service before August 1, 2008 reduced for early retirement.

Port Huron

- Accrued Benefit at retirement is reduced by 1/2 of 1% for each month by which retirement precedes age 62. There is no reduction for retirement at age 62 or later. There is also no reduction for retirement after 35 years of Vesting Service.

Toledo

- Accrued Benefit reduced 1/4 of 1% for each month that early retirement benefit payments begin before age 62. No reduction for retirement at age 62 or if employee is at least age 55 and has 30 years of Benefit Service.
- An additional temporary monthly benefit of $12.00 for each year of Benefit Service (maximum monthly benefit of $408.00) is payable from date of retirement until age 62.

Upstate New York (participant with 20 or more years of Vesting Service as of 1/1/2012)

- An additional "make-whole" monthly benefit amount equal to the difference between:

    a. The pension benefit earned in the multiemployer plan prior to the reduction for early retirement, and

    b. The pension benefit earned in the multiemployer plan reduced for early retirement.

Youngstown

- Accrued Benefit reduced 1/3 of 1% for each month that early retirement benefit payments begin before age 62. No reduction for retirement at age 62 or later, or at age 59 ½ or later with 30 years of Vesting Service.

SCHEDULE SB ATTACHMENTS

Deferred vested benefit

Eligibility –

Hartford and Naugatuck

- 100% vested after 5 years of Vesting Service or age 64.

Needham Heights and Westboro

- 100% vested after 5 years of Vesting Service or age 60.

All Other Union Locals

- 100% vested after 5 years of Vesting Service or age 65.

Benefit —

Akron, Cincinnati ISDW, Cincinnati Local 1199 - Production, Cincinnati Local 1199 - Vending, Coachella, Dayton, Duluth, Eau Claire, Elyria, Evansville, Kincheloe, Lenexa, Maryland Heights, Oceanside, Pikeville, Pittsburgh (not a participant employed on or before 2/1/2011), Port Huron, San Leandro, Sedalia, Springfield, St. Joseph, St. Louis, Toledo, Upstate New York (not a participant employed on or before 1/1/2012), Wausau, Willoughby, and Youngstown

- Accrued Benefit at termination is reduced by 5/9 of 1% for each of the first 60 months and 5/18 of 1% for each of the next 60 months by which retirement precedes age 65.

Alpena/Bay City, Flint, Grand Rapids, Kalamazoo, Lansing, Mt. Pleasant, Needham Heights, Traverse City/Petoskey and Westboro

- Accrued Benefit at termination is payable at age 65. Available at early retirement eligibility date with reductions of 4/10 of 1% for each month payments begin prior to the normal retirement date.

Baltimore (Kresson Street)

- Accrued Benefit at retirement is reduced by 1/2 of 1% for each of first 60 months and 1/4 of 1% for each of the next 60 months by which retirement precedes age 65.

SCHEDULE SB ATTACHMENTS

Bridgeton

- Accrued Benefit at termination is reduced by 1/2 of 1% for each month by which retirement precedes age 65.

Certain Hourly (Lansing)

- Accrued Benefit at termination is payable at age 65. If the participant has 10 years of Vesting Service at termination, a benefit may begin as early as age 55, with benefits reduced 4/10 of 1% for each month by which the commencement of benefits precedes age 65.

Chicago, Indianapolis, and Lafayette

- Accrued Benefit at termination is reduced by 1/2 of 1% for each month by which retirement precedes age 65. There is no reduction for retirement at age 60 with 25 years of Vesting Service.

Columbus

- Accrued Benefit at termination is reduced by .2333% for each month by which retirement precedes age 65.

Detroit

- Benefits commencing before early retirement eligibility are determined as the actuarial equivalent of the accrued benefit payable at age 65. Benefits commencing after early retirement eligibility are determined under the early retirement provisions.

Hartford and Naugatuck

- Accrued Benefit at retirement is reduced by 1/2 of 1% for each of first 60 months and 1/4 of 1% for each of the next 84 months by which retirement precedes age 64.

Marmora, Moorestown, and Philadelphia

- If the participant has less than 10 years of service, the Accrued Benefit is payable at age 65. If the participant has 10 or more years of service, the Accrued Benefit at termination is reduced by 1/4 of 1% for each month preceding age 65.

Pittsburgh (participant employed on or before 2/1/2011) and Upstate New York (participant employed on or before 1/1/2012)

- Accrued Benefit at retirement is reduced by 5/9 of 1% for each of the first 60 months and 5/18 of 1% for each of the next 60 months by which retirement precedes age 65. There is no reduction for retirement after 30 years of Vesting Service.

Disability retirement

Eligibility —

Baltimore (Kresson Street), Bridgeton, Chicago, Eau Claire, Grand Rapids, Indianapolis, Kincheloe, Lafayette, Lansing, Lenexa, Oceanside, Pittsburgh, San Leandro, Sedalia, Springfield, St. Joseph, Upstate New York, and Wausau

- Not applicable; no disability benefit provided.

Akron, Alpena/Bay City, Certain Hourly (Lansing), Dayton, Elyria, Evansville, Flint, Kalamazoo, Mt. Pleasant, Pikeville, Toledo, Traverse City/Petoskey, and Youngstown

- 5 years of Vesting Service.

Cincinnati ISDW, Cincinnati Local 1199 - Production, and Cincinnati Local 1199 - Vending

- 15 years of Vesting Service.

Columbus

- Age 55 with 5 years of Vesting Service.

Coachella, Duluth, Maryland Heights, Port Huron, and St. Louis

- 10 years of Vesting Service.

Detroit

- Employee who is absent from work on an authorized leave of absence.

SCHEDULE SB ATTACHMENTS

Hartford and Naugatuck

- 10 years of Benefit Service.

Marmora, Moorestown, and Philadelphia

- Age 40 with 5 years of Vesting Service.

Needham Heights and Westboro

- Eligible to receive Social Security disability benefits. Vesting Service continues to accrue throughout the period of disablement.

Willoughby

- Age 50 with 15 years of Vesting Service.

Benefit —

Baltimore (Kresson Street), Chicago, Eau Claire, Grand Rapids, Indianapolis, Kincheloe, Lafayette, Lansing, Lenexa, Oceanside, Pittsburgh, San Leandro, Sedalia, Springfield, St. Joseph, Upstate New York, and Wausau

- Disabled participant treated as a vested terminated participant.

Akron, Cincinnati ISDW, Cincinnati Local 1199 - Production, Cincinnati Local 1199 - Vending, Columbus, Dayton, Elyria, Marmora, Moorestown, Philadelphia, Pikeville, Toledo, and Willoughby

- Accrued Benefit as of date of disability. Benefit is payable 6 months after date of disability.

Alpena/Bay City, Coachella, Duluth, Flint, Kalamazoo, Mt. Pleasant, Port Huron, and Traverse City/Petoskey, Youngstown

- $250.00 per month to retirement age. Benefit is payable 6 months after date of disability.

Certain Hourly (Lansing), and Evansville

- Continued accrual of Benefit Service during period of disability. No immediate disability income benefit.

SCHEDULE SB ATTACHMENTS

Detroit

- Participant receives up to 12 months of vesting and Benefit Service. No immediate disability income benefit.

Hartford and Naugatuck

- If less than 15 years of Benefit Service and actively engaged at onset of disability the benefit is $75 per month to normal retirement. Benefit is payable 6 months after date of disability.
- If the participant has 15 or more years of Benefit Service and actively engaged at onset of disability the benefit is $400 per month to normal retirement. Benefit is payable 6 months after date of disability.
- If the participant is age 50 with 5 years of service, payment shall be the greater of the preceding benefit and the participant's accrued benefit without reduction for early retirement.

Maryland Heights and St. Louis

- Accrued Benefit, offset by Social Security disability benefits and any company-provided disability benefits. Benefit is payable 6 months after date of disability.

Needham Heights and Westboro

- Accrued Benefit as of date of disability payable at the earliest retirement date. The benefit is reduced for early retirement using Early Retirement factors for active participants.

Pre-retirement death benefit

Akron, Alpena/Bay City, Cincinnati ISDW, Cincinnati Local 1199 - Production, Cincinnati Local 1199 - Vending, Coachella, Dayton, Duluth, Elyria, Evansville, Flint, Grand Rapids, Kalamazoo, Kincheloe. Lansing, Maryland Heights, Mt. Pleasant, Port Huron, St. Louis, Toledo, Traverse City/Petoskey, Willoughby, and Youngstown

- 50% of the participant's Accrued Benefit.

SCHEDULE SB ATTACHMENTS

Baltimore (Kresson Street), Bridgeton, Certain Hourly (Lansing), Chicago, Columbus, Detroit, Eau Claire, Hartford, Indianapolis, Lafayette, Lenexa, Marmora, Moorestown, Naugatuck, Needham Heights, Oceanside, Philadelphia, Pittsburgh, San Leandro, Sedalia, Springfield, St. Joseph, Upstate New York, Wausau, and Westboro

- Same benefit which would have been payable to the spouse had the participant terminated on the day of death, survived to the earliest retirement date, and retired with a 50% Joint and Survivor annuity.
- Participants in Needham Heights and Westboro may elect 100% Joint and Survivor Annuity coverage. If a participant elects and later cancels the 100% Joint and Survivor option upon retirement, the benefit will be reduced by .025% for each month the coverage was in effect prior to age 65.
- Participants in Detroit receive a lump sum of $1,000 multiplied by Benefit Service at 1/1/1984 (or equivalent monthly benefit) if larger than the 50% Joint and Survivor Annuity
- Participants at Hartford and Naugatuck receive an additional $5,000 paid as a lump sum.

Pikeville

- If the Participant dies prior to retirement and before his age plus service equals 50, the Surviving Spouse will receive the same benefit which would have been payable to the Spouse had the Participant terminated on the day of death, survived to the Earliest Retirement Date, and retired with a Qualified Joint and Survivor Annuity.
- If the Participant dies prior to retirement after his age plus service equals 50, the Surviving Spouse will receive 50% of the Participant's prospective Normal Retirement Benefit calculated as a Qualified Joint and Survivor Annuity.

Normal form of benefit

- Single life annuity or, if married, actuarially equivalent 50% Joint and Survivor Annuity.
- The normal form of benefit for participants at Cincinnati ISDW, Cincinnati Local 1199 - Production, Cincinnati Local 1199 - Vending, Dayton, Marmora, Moorestown, and Philadelphia is a life annuity with 60 months payment guaranteed or, if married, an actuarially equivalent 50% Joint and Survivor Annuity.

SCHEDULE SB ATTACHMENTS

Optional form of benefit

- The benefit options shown below are available to the union locals indicated.

Union Local	Optional Benefit Form
All locals (generally)	■ Life Annuity ■ 10-Year Certain and Life Annuity ■ Joint and 100% Survivor Annuity ■ Joint and 75% Survivor Annuity ■ Joint and 50% Survivor Annuity
Akron	Lump Sum of 5/31/92 Accrued Benefit
Cincinnati ISDW	5-Year Certain and Life Annuity
Cincinnati Local 1199	5-Year Certain and Life Annuity
Dayton	5-Year Certain and Life Annuity
Detroit	Lump Sum if hired prior to March 21, 2005
Elyria	Lump Sum of 5/31/92 Accrued Benefit
Evansville	Lump Sum of 10/31/87 Accrued Benefit
Hartford	Lump Sum
Marmora	15-Year Certain and Life Annuity
Moorestown	15-Year Certain and Life Annuity
Naugatuck	Lump Sum
Philadelphia	15-Year Certain and Life Annuity

Changes in plan provisions since last actuarial valuation

None.

SCHEDULE SB ATTACHMENTS

TCCC Pension Plan

(for benefits accrued under Schedule Four – CCR Midwest Pension Plan)

Plan sponsor

The Coca-Cola Company

Plan

The Coca-Cola Company Pension Plan (for benefits accrued under the Midwest Coca-Cola Bottling Company Pension Plan for Bargaining Employees)

Effective date and most recent amendment

The plan was originally effective January 1, 1997, restated most recently as of January 1, 2002, and most recently amended effective August 6, 2018. Effective December 31, 2022, the plan was merged into The Coca-Cola Company Pension Plan. Most recent amendment was effective December 2024 which primarily increased the cash out limit from $5,000 to $7,000.

Plan Year

The twelve-month period ending December 31st.

Eligibility

Employees of The Coca-Cola Company who are members of Teamsters Local #792.

Eligible employees begin to participate on the first of the month after completing one year of service and attaining age 21.

Benefit service

One month for each month of employment in which the employee works at least one hour as an employee covered by this plan.

Benefit service granted for employment prior to January 1, 1991 is equal to Contributory and Non-Contributory Credit under the Teamsters Central States Pension Fund.

Plan Name:	The Coca-Cola Company Pension Plan
EIN / PN:	58-0628465 / 004
Plan Sponsor:	The Coca-Cola Company
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Vesting service

One year of vesting service is credited if the employee works one hour or more in at least five months during a calendar year.

Vesting service granted for employment prior to January 1, 1991 is equal to the vesting service and non-contributory service credited under the Teamsters Central States Pension Fund.

Certain transferred employees that are part of specified transactions under System of the Future will become 100% vested upon the date of the closing when they are transferred.

Employees transferred as part of specified transactions under System of the Future will continue earning vesting service as long as they continue employment with their new employer.

Accrued benefit

For each year of Benefit Service, a monthly amount is accrued as shown on the table below. The total accrued benefit is offset by the benefit accrued under the Teamsters Central States Pension Fund.

For Years of Benefit Service Credited	Applicable Amount
For service prior to 1986	
■ for termination date prior to 4/1/1994	$30
■ for termination date after 4/1/1994	33
1986 – 1990	40
1991 – 2012	
■ for termination date prior to 4/1/1997	55
■ for termination date between 4/1/1997-3/31/1998	56
■ for termination date between 4/1/1998-3/31/1999	58
■ for termination date between 4/1/1999-3/31/2000	61
■ for termination date between 4/1/2000-3/31/2001	65
■ for termination date between 4/1/2001-3/31/2002	68
■ for termination date between 4/1/2002-12/31/2004	71
■ for termination date between 1/1/2005-12/31/2007	73
■ for termination date on or after 1/1/2008	74
2013 and later	
■ for termination date prior to 4/1/2013	74
■ for termination date on or after 4/1/2013	75

SCHEDULE SB ATTACHMENTS

Normal retirement

Eligibility:	Age 65.
Benefit:	The accrued benefit earned as of the Normal Retirement Date.

Early retirement

Eligibility:	Age 50 with 20 years of vesting service, age 55 with five years of vesting service, or any age with 30 years of vesting service.
Benefit:	Accrued benefit reduced 5% per year for commencement prior to age 62. No reduction for retirement at age 62 or later. No reduction if employee has 30 years of vesting service.

Late retirement

The Participant who retires after his Normal Retirement Date will receive the greater of the Accrued Benefit calculated as of the Late Retirement Date, or the Accrued Benefit determined as of Normal Retirement actuarially increased to the date of retirement.

Disability retirement

Eligibility:	Disablement after earning 10 years of vesting service and eligible to receive Social Security disability benefits (or determined by plan's Administrative Committee to be totally and permanently disabled).
Benefit:	$250.00 per month to retirement age. Benefit is payable six months after date of disability.

Deferred vested benefit

Eligibility:	100% vested after five years of vesting service.
Benefit:	Accrued benefit at termination is payable at age 65. An actuarially reduced benefit may be payable at age 55 (or as early as age 50 if the participant had 20 years of Vesting Service at termination). The early retirement factors for vested terminated participants are based on the 1983 Group Annuity Mortality Table and a 6% interest rate.

SCHEDULE SB ATTACHMENTS

Pre-retirement death benefit

Eligibility:	Five years of vesting service or age 65.
Benefit:	If the participant dies prior to retirement and has a qualified spouse, the surviving spouse will receive 50% of the participant's accrued benefit. If the participant was not eligible for early retirement at the time of death, the benefit is payable to the spouse on the date when the participant would have become eligible. If the participant was eligible for early retirement at the time of death, the benefit is payable immediately.

Employee contributions

None.

Normal form of benefit

Single life annuity or, if married, actuarially equivalent 50% Joint and Survivor Annuity. Amount of benefit under Joint and Survivor Annuity reverts to single life amount if retiree survives the spouse.

Optional forms of benefit in lieu of normal form

Generally, the following optional benefit forms are available:

- 10 Year Certain and Life Annuity
- Joint and 100% Survivor Annuity
- Joint and 75% Survivor Annuity
- Joint and 50% Survivor Annuity
- Lump Sum

The actuarial equivalence for these optional forms is defined by a table of factors explicitly stated within the plan document varying by age and form of payment. Conversion factors at representative ages are shown below.

SCHEDULE SB ATTACHMENTS

Schedule of Actuarial Equivalence Factors				
Attained Age	**50% Joint and Survivor Annuity**	**75% Joint and Survivor Annuity**	**100% Joint and Survivor Annuity**	**Ten-Year Certain and Life Annuity**
50	92.5%	88.6%	85.8%	98.0%
55	90.0%	85.6%	81.8%	96.5%
60	87.5%	82.6%	77.8%	94.5%
65	85.0%	79.6%	73.8%	91.0%
70	82.5%	76.6%	70.3%	85.0%

Changes in plan provisions since last actuarial valuation

None.

SCHEDULE SB ATTACHMENTS

TCCC Pension Plan

(for benefits accrued under Schedule Five - CCR Local #125 Pension Plan)

Plan Sponsor

The Coca-Cola Company

Plan

The Coca-Cola Company Pension Plan (for benefits accrued under the Coca-Cola Bottling Company of New York and Teamsters Local #125 Jointly Administered Pension Plan)

Effective date and most recent amendment

The plan was originally effective September 1, 1997, restated most recently as of January 1, 2002, and most recently amended effective August 6, 2018. Effective December 31, 2022, the plan was merged into The Coca-Cola Company Pension Plan. Most recent amendment was effective December 2024 which primarily increased the cash out limit from $5,000 to $7,000.

Plan year

The twelve-month period ending December 31st.

Eligibility

Employees of The Coca-Cola Company who are members of Teamsters Local #125.

Eligible employees begin to participate on the first of the month after completing one year of service and attaining age 18. Employees earn eligibility service if they complete 1,000 hours either in the first 12 months of employment or in any Plan Year.

SCHEDULE SB ATTACHMENTS

Benefit service

One year of benefit service for each calendar year with 1,600 hours. 300 hours for any month in which the employee would be credited with one hour worked for service credited on or after June 1, 2003. Partial years of service granted are in accordance with the following schedule.

Worked	Years of Benefit Service
1,600 or more	1.0
1,200-1,600	0.8
800-1,200	0.6
400-800	0.4
<400	0.0

Vesting service

One year of vesting service is credited if the employee works 750 hours or more during a Plan Year.

Certain transferred employees that are part of specified transactions under System of the Future will become 100% vested upon the date of the closing when they are transferred.

Employees transferred as part of specified transactions under System of the Future will continue earning vesting service as long as they continue employment with their new employer.

Accrued benefit

The accrued benefit is equal to the Total Accrued Benefit less the Prior Plan Pension. The Total Accrued Benefit is equal to the following Applicable Amount multiplied by years of Benefit Service credited during the periods shown in the table below:

For Years of Benefit Service Credited	Applicable Amount
Before 1/1/2005	$81
1/1/2005 – 12/31/2005	
If the Participant's date of termination is before June 1, 2005	$81
If the Participant's date of termination is on or after June 1, 2005	$83
1/1/2006 and later years	
If the Participant's date of termination is before June 1, 2006	$83
If the Participant's date of termination is on or after June 1, 2006	$85

SCHEDULE SB ATTACHMENTS

For a former Distributor who was vested in his Prior Plan Pension and an active participant in the Prior Plan both on the date of his conversion from Distributor to Employee and between August 31, 1997 and June 1, 2000, the Accrued Benefit is equal to:

i. The amount of his Prior Plan Pension, plus

i. Years of Benefit Service as an Employee earned under the Prior Plan since the most recent hire date and before September 1, 1997 times the excess of the Applicable Amount over the multiplier applied to such years under the Prior Plan, plus

ii. Years of Benefit Service as a Distributor that were not included in (i) due to the application of the Prior Plan's service cap times the Applicable Amount, plus

iii. Years of Benefit Service earned on or after September 1, 1997 times the Applicable Amount

Normal retirement

Eligibility:	Age 60.
Benefit:	Accrued Benefit determined as of Normal Retirement Date.

Early retirement

Eligibility:	Age 55 with 10 years of service.
Benefit:	Accrued benefit reduced .5% per month for commencement prior to age 60. No reduction for retirement at age 60 or later or if the participant has reached age 55 and has 30 or more years of vesting service.

Late retirement

The Participant who retires after his Normal Retirement Date will receive the greater of the Accrued Benefit calculated as of the Late Retirement Date, or the Accrued Benefit determined as of Normal Retirement actuarially increased to the date of retirement.

Disability benefit

Eligibility:	Disablement after attaining age 55 and earning 10 years of vesting service and eligible to receive Social Security disability benefits (or determined by plan's Administrative Committee to be totally and permanently disabled).
Benefit:	Early retirement benefit, unreduced for commencement prior to age 60.

SCHEDULE SB ATTACHMENTS

Deferred vested benefit

Vesting:	100% vested after five years of vesting service.
Benefit:	Accrued benefit at termination is payable at age 60. An actuarially reduced benefit may be payable at age 55.

Pre-retirement death benefit

Eligibility:	Vested at time of death.
Benefit:	If eligible for early retirement, 50% of participant's early retirement benefit as of the date of death, actuarially reduced as if the 50% and Survivor option was elected. Otherwise, as long as five years of Service have been attained, 50% of the benefit the participant would have received had the participant terminated employment the day before death and elected a 50% Joint and Survivor option to commence at the earliest possible retirement.

Supplemental death benefit

Eligibility:	Benefit service before January 1, 1989 with at least 2 years of service after June 1, 1957.
Benefit:	Based on a service schedule. This benefit is offset by any benefits received from Prior Plan.

Employee contributions

None.

Normal form of benefit

Single life annuity, or if married, actuarially equivalent 50% Joint and Survivor Annuity.

Optional forms of benefit in lieu of normal form

- Joint and 75% survivor annuity
- Joint and 50% survivor annuity
- 10 year certain and life annuity
- Social Security level income option
- Lump Sum

SCHEDULE SB ATTACHMENTS

The actuarial equivalence for these optional forms of payment, other than the level income option, is the 1984 Unisex Pension Mortality Table and an interest rate of 7%. For the level income option, actuarial equivalence is given by tables in the plan document, varying by Social Security Normal Retirement age and age at commencement.

Changes in Plan Provisions since Last Actuarial Valuation

None.

SCHEDULE SB ATTACHMENTS

TCCC Pension Plan

(for benefits accrued under Schedule Six - KO Union Pension Plan)

Plan Sponsor

The Coca-Cola Company

Plan

The Coca-Cola Company Pension Plan (for benefits accrued under the The Coca-Cola Company Union Employees' Retirement Plan)

Effective Date and Most Recent Amendment

The plan was originally effective May 10, 1993, and restated January 1, 2016, and most recently amended October 2021. Effective December 31, 2022, the plan was merged into The Coca-Cola Company Pension Plan. Most recent amendment was effective December 2024 which primarily increased the cash out limit from $5,000 to $7,000.

Plan Year

The twelve-month period ending December 31st.

Coverage and Participation

Each Employee who participated in the plan immediately before the effective date of the amendment and restatement will continue to participate in the plan.

Each Employee who was not a participant in the Plan before the effective date of the amendment and restatement will become a participant if the Employee:

a. Is employed by an Employer in U.S.A or a citizen of the U.S.A. employed by an Employer outside of the U.S.A.

b. Covered by a collective bargaining agreement which provides for his participation in the Plan

c. Not a leased employee.

SCHEDULE SB ATTACHMENTS

Benefit Service

Each calendar year during which a participant earns at least 1,800 hours of service. Partial years of benefit service can be credited in the amount of 1/10 year of benefit service for each 180 hours, and 1/10 years of benefit service for any remaining of at least 90 (if the calendar year is the year of employment, termination or retirement or at least 1,000 hours of service was earned).

Any non-vested participant who incurs a five-year break in service will lose all his credited benefit service earned prior to the five-year break.

Employees of the Truesdale Plant will be credited with 1/12 of a year of service for each month beginning on March 28, 2003 in which the participant is credited with at least one hour of service as an employee eligible to participate in the Plan.

Benefit service will not be credited for any period during which the participant earned vested accrued benefit under any other retirement plan to which the Company or any Affiliated Company contributed.

Vesting Service

Each calendar year during which a participant earns at least 1,000 hours of service. If a participant fails to complete at least 1,000 hours of service, partial years are credited as 1/10 year for each 100 hours of service completed in calendar years of employment, termination or retirement.

Any non-vested participant who incurs a five-year break in service will lose all his credited vesting service earned prior to the five-year break.

Normal Retirement Benefit

Normal Retirement Date:	The first of the month on or after the date the Participant reaches age 65.
Monthly Benefit:	Accrued Benefit determined as of Normal Retirement Date

Late Retirement

The participant who retires after his Normal Retirement Date will receive his monthly retirement benefit as of his actual retirement date.

SCHEDULE SB ATTACHMENTS

Accrued Benefits

Truesdale Plant Employees	$40 per month for each year of benefit service prior to December 31, 2015. $41 per month for each year of benefit service earned from January 1, 2016 to December 31, 2016. $42 per month for each year of benefit service earned from January 1, 2017 to December 31, 2017. $43 per month for each year of benefit service earned from January 1, 2018 to December 31, 2018. $44 per month for each year of benefit service earned from January 1, 2019 to December 31, 2019. $45 per month for each year of benefit service earned from January 1, 2020, and thereafter.
All others	$33 per month for each year of benefit service earned prior to March 25, 2013. $34 per month for each year of benefit service earned from March 25, 2013 to March 24, 2014. $35 per month for each year of benefit service earned from March 25, 2014 to March 24, 2015. $37 per month for each year of benefit service earned from March 25, 2015 to March 24, 2017. $38 per month for each year of benefit service earned from March 25, 2017 to March 24, 2019. $39 per month for each year of benefit service earned from March 25, 2019, and thereafter.

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

Eligibility:	
Truesdale Plant Employees	The first of the month on or after the participant reached age 55 and completed 5 years of service. For participants transferring to Refresco in October 2021, eligibility is age 55 only.
All others	The first day of the month on or after date the participant reaches age 60 and completed 15 years of vesting service.
Monthly Benefit:	
Truesdale Plant Employees	The accrued benefit at normal retirement is reduced by five-ninths of one percent (5/9 of 1%) for each of the first 60 months and five-eighteenths of one percent (5/18 of 1%) for each of the next 60 months by which retirement precedes age 65.
All others	Monthly retirement benefit determined as of the early retirement date reduced 7.2% for each year that the participants benefit commencement date precedes the normal retirement date.

Disability Benefit

Eligibility:	Any participant who incurs a total and permanent disability while still employed and after the participant has completed at least 15 years of vesting service will begin to receive retirement income on his disability retirement date in the amount of the normal retirement benefit unreduced.
Monthly Benefit:	Retirement income as of the participant's disability retirement date without reduction for early retirement. Benefits will commence 6 months after disability and continue until death of the disabled participant. Truesdale Plan participants are not eligible for disability retirement income.

SCHEDULE SB ATTACHMENTS

Vested Benefits Upon Termination of Service

Vesting:	Participants will become fully vested on the earlier of age 60 and completion of 5 years of vesting service. All participants transferring to Refresco in October 2021 are immediately vested.
Termination Benefit:	Monthly accrued benefit determined as of the participant's termination date reduced for early retirement for each year prior to age 65 that the benefit commenced.

Death Benefits for Participants in Active Service

Eligibility:	If the participant dies while eligible for early, normal, late, disability or vested retirement benefits, with a surviving spouse or non-spouse beneficiary (on or after early retirement date).
Monthly Benefit:	The surviving spouse of the deceased participant will receive the retirement income equal to the applicable percentage of the reduced actuarial equivalent amount payable to the participant as the 50% survivor benefit as of the first day of the month on or after the participant's normal retirement date or on the first day of the month on or after the participant's early retirement date.

Optional Forms of Retirement Income in Lieu of Normal Form

1. Straight Life Annuity
2. Joint and 50% survivor annuity
3. Joint and 75% survivor annuity
4. Joint and 100% survivor annuity
5. Lump Sum

The actuarial equivalence for these annuity optional forms of payment is the Revenue Ruling 2001-62 Mortality Table and an interest rate of 7%.

For conversion between the normal form and lump sum, the actuarial equivalence basis is the applicable mortality table and the interest rates specified by Code Section 417(e)(3) for September of the year preceding the plan year the payment is made.

Plan Participants' Contributions

They are not required or permitted.

Changes in Plan Provisions since Last Actuarial Valuation

None.

Plan Name:	The Coca-Cola Company Pension Plan
EIN / PN:	58-0628465 / 004
Plan Sponsor:	The Coca-Cola Company
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2025

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2025	295,287,977	15.00000	295,287,977	27,463,335
2. Shortfall	01/01/2024	157,154,779	14.00000	147,437,274	14,363,315
3. Shortfall	01/01/2023	161,333,029	13.00000	144,084,845	14,774,993
Total				586,810,096	56,601,643

Plan Name: The Coca-Cola Company Pension Plan
EIN / PN: 58-0628465 / 004
Plan Sponsor: The Coca-Cola Company
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Change in Actuarial Assumptions

The following changes in non-prescribed actuarial assumptions have been made as permitted under IRS guidance:

- The assumed plan-related expenses added to the target normal cost were changed from $13,400,000 for 2024 to $19,800,000 for 2025.
- The cash balance interest crediting rate was changed from 6.82% in 2024 to 5.73% in 2025. This rate is trended linearly over 10 years to 4.16%.
- Annuity and lump sum benefit commencement dates were updated as follows:
    - Lump sum deferred vested benefit (active on valuation date) election changed from immediate commencement at termination to 75% immediate commencement and 25% deferred commencement to social security normal retirement age.
    - Annuity and lump sum deferred vested benefits (inactive on valuation date) for participants that are age 62 or older as of the valuation date with lump sum election changed from 25% election rate for each of the four years following valuation date to 15% immediate commencement, 28% deferred to social security normal retirement age, 28% deferred to one year after social security normal retirement age, and 29% deferred to two years after social security normal retirement age.
    - Annuity and lump sum retirement benefits commencement changed from immediate commencement to 75% immediate commencement and 25% deferred to social security normal retirement age.