

BRYN MAWR COLLEGE RETIREMENT PLAN

SUMMARY OF MATERIAL MODIFICATIONS

The purpose of this Summary of Material Modifications is to inform you of some changes that have been made to the Bryn Mawr College Retirement Plan (the "Plan"). Effective as of January 1, 2026, the eligibility and vesting provisions of the Plan have been modified.

These changes have affected the information previously provided to you in the Plan's Summary Plan Description. The revised portions of the Summary Plan Description are described below.

ELIGIBILITY FOR PARTICIPATION

What eligibility requirements do I have to meet to receive Non-Elective Contributions?

You will be eligible to receive Non-Elective Contributions on the first day of the calendar month coincident with or next following your hire date by the Employer.

VESTING

Are there any other vesting schedules that may apply to my account balances?

Yes. If you are a Participant who is hired, or rehired, by the Employer on or after January 1, 2026, you will become 100% vested in your account(s) under the Plan upon the completion of eight (8) months of service.

How is my service with the Employer measured for purposes of vesting?

Your service is measured based on your date of hire by the Employer. You will complete eight (8) months of service, and become 100% vested in your Non-Elective Contributions, if you are still employed on your 8-month anniversary.

Are there other vesting exceptions or exclusions?

Yes. Notwithstanding any other provision of the Plan to the contrary, Participants who are hired, or rehired, by the Employer prior to January 1, 2026 are 100% vested at all times.