THIRD AMENDMENT

TO THE

ASSOCIATION OF UNIVERSITIES FOR RESEARCH IN ASTRONOMY, INC.

403(b) SAVINGS PLAN

PREAMBLE

Pursuant to the terms of the Association of Universities for Research in Astronomy, Inc. 403(b) Savings Plan (the "Plan") and corresponding Retirement Plan Oversight Committee Charter, the Retirement Plan Oversight Committee (the "Committee") is adopting this Amendment (the "Amendment") to the Plan to amend the eligibility criteria for Participants.

The Amendment supersedes the provisions of the Plan to the extent those provisions are inconsistent with the provisions of this Amendment. The Amendment shall be effective as indicated below.

A. Article II, Section 2.1 of the Plan is hereby amended and shall read in its entirety follows:

"(q) "Eligible Employee" means (i) each Employee whose Compensation is paid by an Employer; and (ii) is regularly scheduled to work more than 20 hours per week or, effective as of January 1, 2025, meets the requirements set forth in Treasury Reg. Sec. 1.403(b)-5(b)(4) for long-term part-time employees. The term Eligible Employee does not include Employees who are eligible to make a cash or deferred election under a Code Section 401(k) plan of an Employer or who are eligible to defer under a Code Section 403(b) plan of an Employer other than the Plan. To the extent required by the Heroes Earnings Assistance and Relief Tax Act of 2008, an individual receiving differential wage payments (as defined in Code Section 3401(h)(2)) from the Employer during a period of qualified military service will be considered an Eligible Employee. Notwithstanding the foregoing, if an Employee earns 1,000 Hours of Service between the date of the first Hour of Service and the anniversary thereof, that Employee will become a Participant in the Plan immediately upon satisfaction of the 1,000 Hours of Service. Notwithstanding the foregoing:

(A) If an Employee fails to complete 1,000 Hours of Service between the first Hour of Service and the anniversary of that date, the Employee moves to a new testing period which begins on the first day of the Plan Year that includes the anniversary date and concludes at the end of the Plan Year. All subsequent testing periods for the Employee will be based on service during the Plan Year.

(B) Effective as of January 1, 2025, if an Employee earns 500 Hours of Service in two (2) consecutive Plan Years and has attained age twenty-one (21) at the end of those two (2) consecutive Plan Years, that person will become a Participant in the Plan on the first day of the Plan Year following the second Plan Year in which the person earned 500

Hours of Service. For Employees who are hired on a date other than January 1 of a Plan Year and such Employee earns 500 Hours of Service between the date of the first Hour of Service and the anniversary thereof (their “Hire Year”), and proceeds to earn 500 Hours of Service in the first full Plan Year following the Plan Year that includes the date of the Employee’s first Hour of Service, that Employee will become a Participant in the Plan on the first day of the Plan Year following (A) their satisfaction of completing 500 Hours of Service in the first full Plan Year following the Plan Year that includes the date of the Employee’s first Hour of Service, and (B) their attainment of age twenty-one (21). If an Employee fails to complete two (2) consecutive Plan Years (or a Hire Year plus a Plan Year for mid-year hires) with 500 Hours of Service, the Employee moves to a new testing period which begins on the first day of the Plan Year and concludes as the end of the Plan Year. All subsequent testing periods for the Employee will be based on service during the Plan Year.”

Under no circumstances shall the provisions of this Amendment be interpreted or implemented in a manner which results in a reduction or elimination of any benefit that is protected under Internal Revenue Code (the "Code") Section 411(d)(6) or the corresponding provisions of Title I of the Employee Retirement Income Security Act of 1974 (“ERISA”).

Intent and Effect of Amendment. In adopting this Amendment, the Committee’s intent is to maintain the qualified status of the Plan. Accordingly, the provisions of this Amendment shall be interpreted in a manner consistent with the continued qualification of the Plan. If any provision of this Amendment is determined to be inconsistent with such intent, such provision shall be deemed to be further amended in a manner designed to reasonably accommodate the changes contemplated by this Amendment, but which will maintain the qualification of the Plan. Further, if any provision of the Plan not specifically amended by this Amendment is affected thereby, such provision shall be deemed to be amended in a manner consistent with the changes made in this Amendment, and consistent with the requirements of the Code and ERISA.

IN WITNESS WHEREOF, the Retirement Plan Oversight Committee has caused this Amendment to the Plan to be executed on December 20, 2024.

RETIREMENT PLAN OVERSIGHT
COMMITTEE OF THE PLAN

By: Elvira Urquidez Digitally signed by Elvira Urquidez Date: 2024.12.20 14:15:19 -07'00'

Elvira Urquidez