

SUMMARY ANNUAL REPORTS FOR HARVARD UNIVERSITY EMPLOYEE BENEFIT PLANS

RETIREMENT INCOME PLAN FOR TEACHING FACULTY OF HARVARD UNIVERSITY

This is a summary of the annual report for the Retirement Income Plan for Teaching Faculty of Harvard University (Employer Identification Number 04-2103580, Plan Number 002) for the plan year ended December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by insurance contracts and a trust fund. Plan expenses were \$101,478,036. These expenses included \$175,810 in administrative expenses and \$101,302,226 in benefits paid to participants and beneficiaries, and \$0 in other expenses. A total of 8,208 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$2,380,051,887 as of the end of the plan year, compared to \$2,165,044,645 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of \$215,007,242. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$316,485,278, including employer contributions of \$56,953,304, employee contributions of \$0, and earnings from investments of \$245,894,520.

The plan has a contract with TIAA-CREF which allocates funds toward individual and group annuity contracts.

Minimum Funding Standards

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

HARVARD UNIVERSITY RETIREMENT PLAN

This is a summary of the annual report for the Harvard University Retirement Plan (Employer Identification Number 04-2103580, Plan Number 003) for the plan year ended December 31, 2024. This annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided from a trust and through individual and group annuity contracts issued by TIAA (formerly known as the Teachers Insurance and Annuities Association/College Retirement Equities Fund).

Plan expenses were \$126,813,744. These expenses included \$3,128,375 in administrative expenses and \$123,685,369 in benefits paid to participants and beneficiaries, and \$0 in other expenses. A total of 8,705 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$1,557,052,167 as of the end of the plan year, compared to \$1,569,351,747 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of (\$12,299,580.) This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$114,514,164, including employer contributions of \$24,796,982, employee contributions of \$0, and earnings from investments of \$90,546,524.

Minimum Funding Standards

An actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

HARVARD UNIVERSITY TAX-DEFERRED ANNUITY PLAN

This is a summary of the annual report for the Harvard University Tax-Deferred Annuity Plan (Employer Identification Number 04-2103580, Plan Number 006) for the plan year ended December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by insurance contracts and a trust fund. Plan expenses were \$196,095,621. These expenses included \$499,098 in administrative expenses and \$194,803,684 in benefits paid to participants and beneficiaries, and \$792,839 in other expenses. A total of 38,534 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$4,299,350,229 as of the end of the plan year, compared to \$3,765,660,720 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of \$533,689,509. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$729,785,130, including employer contributions of \$2,304,769, employee contributions of \$183,677,355, and earnings from investments of \$433,303,229.

HARVARD UNIVERSITY DEFINED CONTRIBUTION RETIREMENT PLAN

This is a summary of the annual report for the Harvard University Defined Contribution Retirement Plan (Employer Identification Number 04-2103580, Plan Number 007) for the plan year ended December 31, 2024. This annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by insurance contracts and a trust fund. Plan expenses were \$70,597,855. These expenses included \$446,789 in administrative expenses and \$70,151,066 in benefits paid to participants and beneficiaries, and \$0 in other expenses. A total of 25,749 persons were participants in or beneficiaries of the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$2,033,803,409 as of the end of the plan year, compared to \$1,763,325,967 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of \$270,477,442. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$341,075,297, including employer contributions of \$125,158,593, employee contributions of \$0, and earnings from investments of \$210,023,068. The plan has a contract with TIAA-CREF which allocates funds toward individual and group annuity contracts.

Minimum Funding Standards

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

HARVARD UNIVERSITY FLEXIBLE BENEFITS PLAN

This is a summary of the annual report for the Harvard University Flexible Benefits Plan (Employer Identification Number 04-2103580, Plan Number 501), a Code Section 125 cafeteria plan offering health, dental, vision, life insurance, legal, and long-term disability benefits, for the plan year ended December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Harvard University has committed itself to pay certain health (other than vision and dental) claims incurred under the terms of the Plan.

Insurance Information

The plan has contracts with Tufts Associated Health Maintenance Organization, Inc. and Harvard Pilgrim Health Care to pay certain medical claims incurred under the terms of the plan. The total premiums paid for the plan year ended December 31, 2024 were \$9,467,586.

The plan has contracts with Kaiser Foundation Health Plan of Mid-Atlantic States Inc. and GHMSI/CareFirst BlueChoice to pay certain medical claims incurred under the terms of the plan. The total premiums paid for the plan year ended December 31, 2024 were \$1,797,343.

The plan has contracted with MetLife Delaware American Life Insurance Company (MetLife Global) to pay certain health, life, dental and LTD claims incurred under the terms of the plan. The total premiums paid for the plan year ended December 31, 2024 were \$204,092.

The plan has a contract with EyeMed Vision care on behalf of the Fidelity Security Life Insurance Company to pay all vision insurance claims incurred under the terms of the plan. The total premiums paid for the plan year ended December 31, 2024 were \$1,602,794.

The plan has a contract with Lincoln Life Assurance Company of Boston to pay certain long-term disability claims under the terms of the plan. The total premiums paid for the plan year ended December 31, 2024 were \$7,481,338.

The plan has a contract with Metropolitan Life Insurance Company to pay all life insurance claims incurred under the terms of the plan. The total premiums paid for the plan year ended December 31, 2024 were \$10,582,282.

The plan has a contract with Metropolitan Property and Casualty Insurance Company (MetLife Legal Plans) to pay certain property and casualty insurance claims incurred under the terms of the plan. The total premiums paid for the plan year ended December 31, 2024 were \$828,515.

The plan has a contract with Metropolitan Life Insurance Company to pay all dental claims incurred under the terms of the plan. The total premiums for the plan year ended December 31, 2024 were \$21,714,910.

HARVARD UNIVERSITY BUSINESS TRAVEL PLAN

This is a summary of the annual report for the Harvard University Business Travel Plan (Employer Identification Number 04-2103580, Plan Number 504), a business travel accident and sickness and death benefit plan, for the plan year ended June 30, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has a contract with Federal Insurance Company to pay all business travel accident claims incurred under the terms of the plan. The total premiums paid for the plan year ended June 30, 2025 were \$373,705.

HARVARD UNIVERSITY RETIREES ASSOCIATION DENTAL PLAN

This is a summary of the annual report for the Harvard University Retirees Association Dental Plan (Employer Identification Number 04-2103580, Plan Number 518), a dental plan, for the plan year ended December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has an insurance contract with Metropolitan Life Insurance Company to pay certain Dental claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2024 were \$10,748.

HARVARD UNIVERSITY INDIVIDUAL SUPPLEMENTAL DISABILITY PLAN

This is a summary of the annual report for the Harvard University Individual Supplemental Disability Plan (Employer Identification Number 04-2103580, Plan Number 520), a long-term disability plan, for the plan year ended April 30, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has insurance contracts with Standard Insurance Company to pay certain Long-term disability claims incurred under the terms of the plan. The total premiums paid for the plan year ending April 30, 2025 were \$313,114.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive copies of the full annual reports, or any part thereof, on request. The items listed below are included in those reports:

- An accountant's report;
- Financial information and information on payments to service providers;
- Assets held for investment;
- Transactions in excess of 5% of plan assets;
- Insurance information, including sales commissions paid by insurance carriers;
- Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates;
- Actuarial information regarding the funding of the plan.

To obtain copies of the full annual reports or any part thereof, write or call Harvard Human Resources, Benefits, 124 Mt. Auburn Street 4th Floor, Cambridge, MA 02138, telephone (617) 496-4001.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plans and accompanying notes, or a statement of income and expenses of the plans and accompanying notes, or both. If you request a copy of a full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual reports at the main office of the plans (Harvard Human Resources, Benefits, 124 Mt. Auburn Street 4th Floor, Cambridge, MA 02138), and at the U.S. Department of Labor in Washington DC, or to obtain copies from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:

Public Disclosure Room, N-1513 Employee Benefits Security Administration
U.S. Department of Labor 200 Constitution Avenue, NW
Washington, DC 20210