

SAGRADO

Universidad del Sagrado Corazón

FIRST AMENDMENT TO THE UNIVERSIDAD DEL SAGRADO CORAZÓN SAVINGS PLAN

(as Amended and Restated Effective July 1, 2021)

Universidad del Sagrado Corazón (the “University” or the “Employer”) maintains a retirement plan for its eligible employees and now finds it advisable to amend the plan as provided herein.

WHEREAS, the Universidad del Sagrado Corazón Savings Plan (the “Plan”) was adopted effective on October 1, 2006, for all eligible employees and their beneficiaries;

WHEREAS, the Plan was determined to be a church plan as defined in section 3(33) of the Employee Retirement Income Security Act of 1974, and, accordingly, its governing documents (Plan Document, Deed of Trust, and the Summary Plan Description) were amended to reflect the Plan’s church plan status, effective as of July 1, 2020;

WHEREAS, the University has discretion and authority to amend the Plan pursuant to Article X, Section 10.01 of the Plan; and

WHEREAS, the Employer deems it advisable to amend the Plan to clarify certain provisions applicable to the Plan, such amendments to be effective on July 1, 2020;

NOW, THEREFORE, the Plan is amended as follows:

First: Section 2.02(b) is restated to read as follows:

2.02. Participation

(a) ...

(b) If the Eligible Employee does not make the application contemplated in Section 2.02(a) prior to his Automatic Enrolment Date, such Eligible Employee shall become a Participant effective as of his Automatic Enrolment Date and shall be deemed to have (i) authorized payroll deductions for Pre-Tax Contributions in accordance with Section 3.01, equal to 1% of his Compensation and (ii) elected to invest such contributions in such fund as the Committee may designate. Notwithstanding the foregoing, the Eligible Employee may at any time elect a

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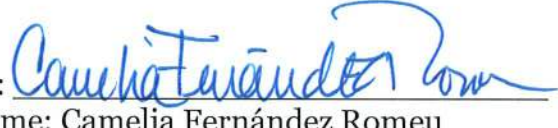
different contribution percentage (including 0%) in accordance with Sections 3.03 and 3.04 and/or different Investment Funds in accordance with Section 4.06.

Second: Section 3.01(a) is restated to read as follows:

3.01. Pre-Tax Contributions.

(a) Subject to the provisions of Section 3.08, a Participant may make Pre-Tax Contributions to the Plan by authorizing Pre-Tax Contributions in 1% increments in lieu of an equal amount being paid to him as current cash Compensation. Pre-Tax Contributions are made through payroll deductions.

IN WITNESS HEREOF, the representatives for Universidad del Sagrado Corazón and for the Pension Plan Administrative Committee execute this amendment on December 20, 2022.

Universidad del Sagrado Corazón	Pension Plan Administrative Committee
By:  Name: Gilberto J. Marxuach-Torrós Title: President of the Universidad del Sagrado Corazón	By:  Name: Camelia Fernández Romeu Title: Chairperson of the Pension Plan Administrative Committee