Plan and Investment Notice

BRYN MAWR COLLEGE RETIREMENT PLAN

January 16, 2024

Your participation in your employer's retirement plan is the first step to ensuring adequate retirement income. The purpose of this Plan and Investment Notice is to help you make informed decisions when managing your retirement account. It contains important information regarding your plan's services, investments and expenses. K \] Y bc UWh]cb]g fYe i]fYX Uh h]g h]a Y, please review the notice and file it with your other retirement plan documents for future reference.

Section I: Summary of Plan Services and Costs

This section provides important information to assist you in making decisions related to your participation in your employer's plan. It outlines the services available under this plan, explains your right to select the investments for your account, and any fees and plan restrictions that may apply.

Section II: Investment Options Comparative Chart

This section is designed to make it easier for you to compare investments that align with your retirement goals. It provides detailed information about your plan's investment options, including long-term performance and expenses.

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Summary of Plan Services and Costs

TIAA has been selected to provide retirement services and investment options to employees in the plan. There are costs associated with these services and investments, some of which may be paid by you. In addition to explaining how to direct your investments, this section details the administrative and individual expenses associated with your plan.

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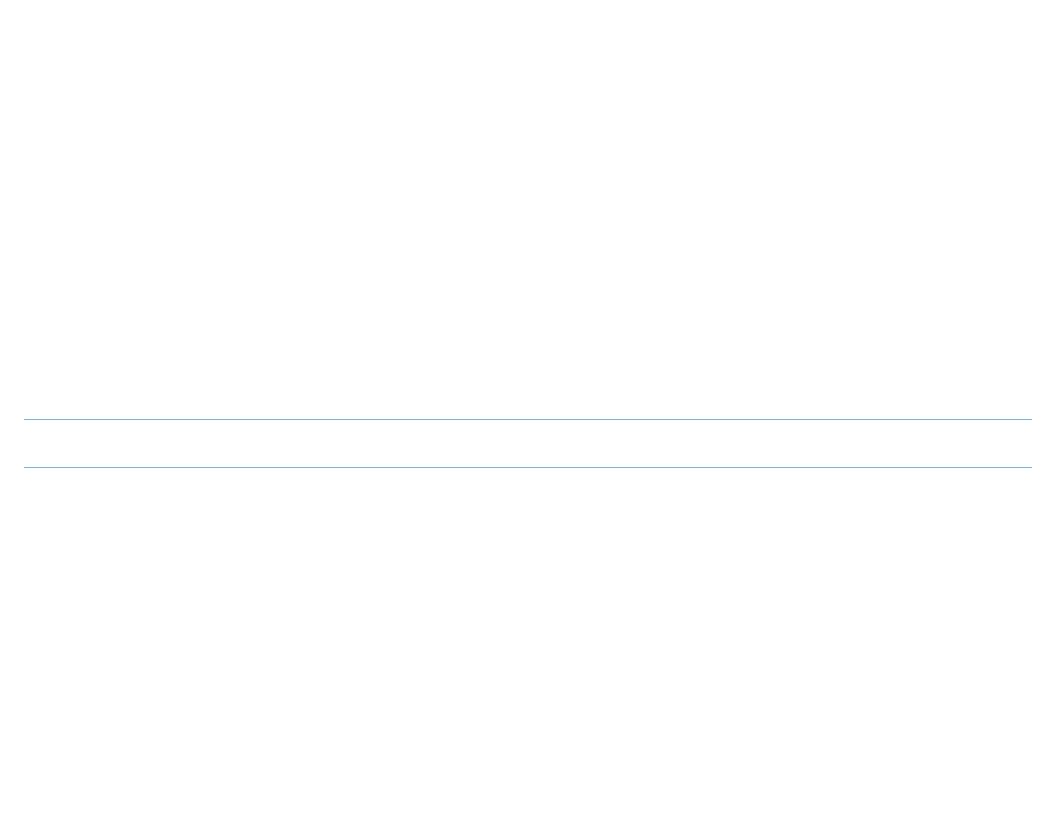
TIAA provides recordkeeping services for your employer's plan which includes:

• BRYN MAWR COLLEGE RETIREMENT PLAN -

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	407072 101988
Qualified Domestic Relations Orders (QDRO)	No charge
Sales Charges, Purchase, Withdrawal And Redemption Fees For Certain Investments	Certain charges may apply. See Section II: Investment Options Comparative Chart or the prospectus for applicable charges.

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Table 1 - Variable Return Investment Per	formanco		
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b j Ygh a Ybh BU a Y # Be <i>nchmark</i>	Acfb]b[ghUf [*] 7UhY[cfm [*]	H]W_Yf´ GmaVc``	₌bWYdh]cb [·] 8UhY	% [·] Mf") 'Mf"	%\$`Mf"`cf` G]bWY`=bWYdh]cb	; fcgg	·BYh·	G\UfY\c`XYf`:YYg`/`FYghf]Wh]cbgł`
56'@Uf[Y'7Ud';fckh\' :ibX'N'	Large Growth	APGZX	06/30/2015	35.11%	17.52%	14.70%	0.53% \$5.30	0.52% \$5.20	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072
Russell 1000 Growth TR USD				42.68%	19.50%	15.48%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
JUb[iUfX`K]bXgcf`≕`:ibX` 5Xa]fU`	Large Value	VWNAX	05/14/2001	21.07%	14.96%	10.14%	0.26% \$2.60	0.26% \$2.60	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072
Russell 1000 Value TR USD				11.46%	10.91%	8.40%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
JUb[iUfX'A]X!7Ud'=bXYI' : i bX'5X a]fU`'	Mid-Cap Blend	VIMAX	11/12/2001	15.98%	12.71%	9.41%	0.05% \$0.50	0.05% \$0.50	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072
CRSP US Mid Cap TR USD				15.98%	12.73%	9.44%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
7Uf]``cb'9U[`Y'A]X'7Ud' ; fckh\`: ibX'F*'	Mid-Cap Growth	HRAUX	08/15/2011	20.12%	13.64%	10.90%	0.64% \$6.40	0.64% \$6.40	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072
Russell Mid Cap Growth TR USD				25.87%	13.81%	10.57%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

JUb[iUfX`GaU``!7Ud` ≞bXYI':ibX`5Xa]fU`	Small Blend	VSMAX	11/13/2000	18.20%	11.70%	8.43%	0.05% \$0.50	0.05% \$0.50	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072
CRSP US Small Cap TR USD				18.09%	11.66%	8.41%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
JUf]UV`Y`5bbi]hm`									
7F9: 'GhcW_'5WWcibh'F&'	Allocation85%+	QCSTPX	04/24/2015	22.28%	12.20%	8.58%	0.32%	0.32%	Available in all plans.
	Equity						\$3.20	\$3.20	An annual plan servicing credit of 00.065% is credited on a quarterly basis. This applies to plan (s): 407072 101988
Morningstar Aggressive Target Risk TR USD				18.30%	10.72%	7.83%			Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
7F9:';`cVU`'9ei]h]Yg'	Global Large-	QCGLPX	04/24/2015	23.85%	12.90%	8.12%	0.32%	0.32%	Available in all plans.
5WWcibh F&	Stock Blend						\$3.20	\$3.20	An annual plan servicing credit of 00.065% is credited on a quarterly basis. This applies to plan (s): 407072 101988
MSCI ACWI NR USD				22.20%	11.72%	7.93%			Contributions and Transfers in not allowed. This applies to plan(s): 407072 101988 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
7F9:'9ei]hm'=bXYI'	Large Blend	QCEQPX	04/24/2015	25.68%	14.92%	11.20%	0.24%	0.24%	Available in all plans.
5 WWc i bh' F&							\$2.40	\$2.40	An annual plan servicing credit of 00.065% is credited on a quarterly basis. This applies to plan (s): 407072 101988
Russell 3000 TR USD				25.96%					` '

JUB IUFX He\nU" 6cbX Intermediate Core VBTIX D9/18/1995 5.72% 1.13% 1.80% D.04% D.04% Availab D.04%						[Y [.] 5bbiU` bg#6YbW\		HchU``5bbiU` 9IdYbgYgʻflı		-
JUB IUFX HeIU" 6cbX Intermediate Core VBTIX 09/18/1995 5.72% 1.13% 1.80% 0.04% 0.04% Availab 0.04% 0			. –	•			•			
### ### ##############################	UfX'HchU`'6cbX' h'=bXYI':ibX'	Intermediate Core			5.72%	1.13%	1.80%	0.04%	0.04%	G\UfY\c`XYf`: YYg`/`FYghf]Wh]cbgł` Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072
Substitute	0 00 0				5.60%	1.17%	1.83%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
### Bond TR USD ### JUNJUNY'5bb i]hm' TF9::bZ'Uh]cbl@jb_YX'			MWTIX	03/31/2000	6.00%	1.23%	1.83%			Available in plan(s): 407072 An annual plan servicing credit of 00.015% is credited on a quarterly basis. This applies to plan (s): 407072
7F9: 'ab7'Uh]cb!@jb_YX' Inflation-Protected 6cbX'5WWc i bh' F8' QCILPX 04/24/2015 4.54% 3.43% 2.39% 0.25% 0.25% Available control of celebration	0 00 0				5.53%	1.10%	1.81%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
6 cbX' 5WWc i bh' F& Bond \$2.50 \$2.50 \$2.50 An ann crediter (s) contribution (s) cont	/Y'5bbi]hm'									
## Acbym*Auf_Yh* A thiU*: ibX* ## Discrete Formation Notes 1-10 Yr TR USD ## USD #	m_ olon.olm		QCILPX	04/24/2015	4.54%	3.43%	2.39%			Available in all plans. An annual plan servicing credit of 00.065% is credited on a quarterly basis. This applies to plan (s): 407072 101988
F&: Bond Bloomberg US Aggregate Bloomberg US Aggregate Bond TR USD 5.53% 1.10% 1.81% Contrib applies Round calenda will be a AcbYm'AUf_Yh' AihiU'': ibX' JUb[iUfX':YXYfU''AcbYm' Money Market- VMFXX 07/13/1981 5.09% 1.83% 1.21% 0.11% 0.11% Availab AUf_Yh': ibX'=bjYghcf' 7-day current annualized yield					4.36%	3.43%	2.31%			Contributions and Transfers in not allowed. This applies to plan(s): 407072 101988 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
AcbYm'AUf_Yh' AihiU':ibX' JUb[iUfX':YXYfU'AcbYm' Money Market- VMFXX 07/13/1981 5.09% 1.83% 1.21% 0.11% 0.11% Availab AUf_Yh':ibX'=bjYghcf' Taxable \$1.10 \$1.10 \$1.10 An ann charged			QCBMPX	04/24/2015	6.23%	1.36%	1.98%			Available in all plans. An annual plan servicing credit of 00.065% is credited on a quarterly basis. This applies to plan (s): 407072 101988
A i h i U`: i bX` JUb [i UfX': YXYfU``AcbYm' Money Market- VMFXX 07/13/1981 5.09% 1.83% 1.21% 0.11% 0.11% Availab AUf_Yh': i bX'=b j Yghcf' Taxable \$1.10 \$1.10 An ann charged					5.53%	1.10%	1.81%			Contributions and Transfers in not allowed. This applies to plan(s): 407072 101988 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
JUb[iUfX':YXYfU''AcbYm' Money Market- VMFXX 07/13/1981 5.09% 1.83% 1.21% 0.11% 0.11% Availab Auf_Yh': i bX'=b j Yghcf' Taxable \$1.10 \$1.10 An ann charged	n'AUf_Yh'									
AUf_Yh': i bX'=b j Yghcf' Taxable \$1.10 \$1.10 An ann charged	``:ibX`									
7-day effective annualized yield 5.31% as of 12/31/2023	h': i bX'=b jYghcf' urrent annualized yield as of 12/31/2023 uffective annualized yield	,	VMFXX	07/13/1981	5.09%	1.83%	1.21%			Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072
FTSE Treasury Bill 3 5.26% 1.91% 1.26% Month USD	•				5.26%	1.91%	1.26%			

					5 jYfU[Y`5bbiU`HchU` FYhifbg#6YbW\aUf_		HchU``5bbiU`'CdYfUh]b[9IdYbgYg'flı#DYf'`%\$\$\$L		
:b j Ygh a Ybh BU a Y # Benchmark	Acfb]b[ghUf [*] 7UhY[cfm [*]	H]W_Yf˙ GmaVc`˙	=bWYdh]cb [·]	% [.] Mf" [.]) 'Mf" '	%\$`Mf"`cf` G]bWY`=bWYdh]cb	; fcgg	·BYh·	G\UfY\c`XYf`:YYg`/`FYghf]Wh]cbgł`
7 F9: 'AcbYm' AUf_Yh' 5 WWc i bh' F&' 7-day current annualized yield 5.10% as of 12/26/2023 7-day effective annualized yield 5.23% as of 12/26/2023	Money Market- Taxable	QCMMPX	04/24/2015	4.90%	1.64%	1.00%	0.25% \$2.50	0.25% \$2.50	Available in plan(s): 101988 An annual plan servicing credit of 00.065% is credited on a quarterly basis. This applies to plan (s): 101988
MoneyNet Money Fund Averages - All Government				4.76%	1.62%	1.01%			
A i`h]!5ggYh									
AihiU`:ibX									
JUb[iUfX`KY``Yg`Ym` :bWcaY`:ibX`5Xa]fU`` Morningstar Moderately	Allocation30% to 50% Equity	VWIAX	05/14/2001	7.08%	5.99% 5.55%	5.48% 4.50%	0.16% \$1.60	0.16% \$1.60	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072 Round Trip: You cannot exchange into the fund
Conservative Target Risk TR USD									within 30 calendar days of exchanging out of the fund.
JUb[iUfX`KY``]b[hcb` : ibX`5Xa]fU``	Moderate Allocation	VWENX	05/14/2001	14.41%	9.66%	7.96%	0.17% \$1.70	0.17% \$1.70	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072

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					5 jYfU[Y`5bb i U`'HchU`' FYh i fbg#6YbW\ a Uf_'		HchU` 5bbiU` 9IdYbgYgʻfli		
=b j Ygh a Ybh`BU a Y`#` <i>Benchmark</i>	Acfb]b[ghUf [*] 7UhY[cfm [*]	H]W_Yf` GmaVc``	=bWYdh]cb [·] 8UhY [·]	%'Mf"		%\$`Mf"`cf` B]bWY`=bWYdh]cb	; fcgg	·BYh·	G\UfY\c`XYf`:YYg`/`FYghf]Wh]cbgł`
JUb[iUfX`HUf[Yh' FYh]fY a Ybh'&\$&)': ibX' Morningstar Lifetime	Target-Date 2025	VTTVX	10/27/2003	14.55% 12.15%	7.56% 6.67%	6.10% 5.41%	0.08% \$0.80	0.08% \$0.80	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072 Round Trip: You cannot exchange into the fund
Allocation Moderate 2025 TR USD						2,2			within 30 calendar days of exchanging out of the fund.
JUb[iUfX`HUf[Yh' FYh]fYaYbh'&\$'\$':ibX'	Target-Date 2030	VTHRX	06/07/2006	15.99%	8.37%	6.58%	0.08% \$0.80	0.08% \$0.80	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072
Morningstar Lifetime Allocation Moderate 2030 TR USD				13.33%	7.44%	5.93%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
JUb[iUfX`HUf[Yh` FYh]fY a Ybh`&\$')`: i bX`	Target-Date 2035	VTTHX	10/27/2003	17.14%	9.17%	7.06%	0.08% \$0.80	0.08% \$0.80	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072
Morningstar Lifetime Allocation Moderate 2035 TR USD				14.83%	8.41%	6.49%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
JUb[iUfX'HUf[Yh' FYh]fY a Ybh'&\$(\$`: i bX'	Target-Date 2040	VFORX	06/07/2006	18.34%	9.99%	7.52%	0.08% \$0.80	0.08% \$0.80	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072
Morningstar Lifetime Allocation Moderate 2040 TR USD				16.34%	9.29%	6.95%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
JUb[iUfX'HUf[Yh' FYh]fYaYbh'&\$()':ibX'	Target-Date 2045	VTIVX	10/27/2003	19.48%	10.76%	7.91%	0.08% \$0.80	0.08% \$0.80	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072
Morningstar Lifetime Allocation Moderate 2045 TR USD				17.39%	9.84%	7.19%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
JUb[iUfX`HUf[Yh' FYh]fY a Ybh'&\$)\$`: ibX'	Target-Date 2050	VFIFX	06/07/2006	20.17%	10.93%	7.99%	0.08% \$0.80	0.08% \$0.80	Available in plan(s): 407072 An annual plan servicing fee of 00.085% is charged and deducted on a quarterly basis. This applies to plan(s): 407072
Morningstar Lifetime Allocation Moderate 2050 TR USD				17.85%	10.03%	7.23%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

HchU``5bbiU``CdYfUh]b[9IdYbgYgʻflı#DYf`~%\$\$\$Ł 5 jYfU[Y'5bbiU`HchU` FYhifbg#6YbW\aUf_ =b j Ygh a Ybh`BU a Y`#` Benchmark Acfb]b[ghUf^{*} 7UhY[cfm^{*} H]W_Yf =bWYdh]cb %\$'Mf"'cf' GmaVc` 8UhY

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a \$1,000 accumulation both as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

ł'@Y[YbX'cZ'd'Ub'bU a Y'Zcf'YUW\'Udd`]WUV'Y'd'Ub'b i a VYf'									
Plans	Plan Names								
407072	BRYN MAWR COLLEGE RETIREMENT PLAN								
101988	BRYN MAWR COLLEGE RETIREMENT PLAN								

Table 2- Fixed Return Investments

The following chart lists the plan's investment options that have a fixed or stated rate of return.

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; iUfUbhYYX`5bbi]hm`			
			Available in plan(s): 407072 An annual plan servicing credit of 00.065% is credited on a quarterly basis. This applies to plan(s): 407072
		Thomas	The current rate shown applies to premiums remitted during the month of January 2024 and will be credited through 2/29/2024. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733. TIAA Traditional guarantees your principal and a minimum annual interest rate. The current guaranteed minimum interest rate for premiums remitted in 2022 is 2.80%, and is effective through 2032. The account also offers the opportunity for additional amounts in excess of the minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.TIAA Traditional is designed primarily to help meet your long-term retirement income needs; it is not a short-term savings vehicle. Therefore, some contracts require that benefits are paid in installments over time and/or may impose surrender charges on certain withdrawals. TIAA has rewarded participants who save in contracts where benefits are paid in installments over time instead of in an immediate lump-sum by crediting higher interest rates, typically 0.50% to 0.75% higher. Higher rates will lead to higher account balances and more retirement income for you. For Retirement Choice (RC) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals are available from the TIAA Traditional account only within 120 days after termination of employment and are subject to a 2.5% surrender charge. All other withdrawals and transfers from the account must be paid in 84 monthly installments (7 years). If the Contractholder elects to remove TIAA Traditional, the contract's entire TIAA Traditional accumulation will be paid out in
TIAA Traditional-Retirement Choice	6.25%	Through 02/29/2024	60 monthly installments without any surrender charge.
Thur Traditional Real Official Official	0.2070	02,20,2024	

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	111110		Available in plan(s): 101988 An annual plan servicing credit of 00.065% is credited on a quarterly ba	С	S AA Traditio
		Through			
TIAA Traditional-Retirement Annuity	6.00%	02/29/2024			

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Once you have elected a lifetime annuity, your election is irrevocable.

Upon annuitization of CREF accumulations, the expenses associated with CREF will be the same as the R3 Class regardless of the CREF Class prior to annuitization. The R3 Class has the lowest expense of all the CREF Classes.

Please visit www.TIAA.org/public/support/help/glossary/index.html for a glossary of investment terms relevant to the investment options under this plan.

Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term effect of fees and expenses at www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf.

H=55] a dcfhUbh UXX]h]cbU`]bZcf a Uh]cb.

The returns quoted represent past performance, which is no guarantee of future results. Returns and the principal value of your investment will fluctuate. Current performance may be higher or lower than that shown, and you may have a gain or a loss when you redeem your investments. Expense ratiosshown are based on the most recent information available, but may not reflect all updates. Please consult the most recent prospectus or offering document for more detailed information.

Variable return investments (mutual funds and/or variable annuities) are offered through your plan sponsor's retirement plan. Funds are offered at that day's net asset value (NAV), and the performance is displayed accordingly. Performance at NAV does not reflect sales charges, which are waived through your retirement plan. If included, the sales charges would have reduced the performance as quoted.

If a variable return investment option includes performance for periods beyond its inception date that performance is based on the performance of an older share class of the investment option. Such performance has not been restated to reflect expense differences between the two classes. If expense differences had been reflected, performance for these periods would be lower or higher than stated.

Expense ratios shown are based on the most recent information available, butmay not reflect all updates and may differ slightly from the prospectus due to rounding. Please consult the most recent prospectus or offering document for more detailed information.

TIAA Stable Value is a guaranteed annuity product that credits interest at a net rate announced in advance of each semi-annual rate guarantee period beginning 1/1 or 7/1. Declared crediting rates (i.e., before deductions for contract fees) will not be less than the current minimum guaranteed rate. TIAA may declare additional amounts of interest above the minimum guaranteed rate. When declared, such amounts are in effect for the semi-annual period and are not guaranteed for future periods. TIAA Stable Value guarantees are subject to TIAA's long-term financial strength and claims-paying ability.

The Contract holder (typically your employer as the sponsor of your plan) of TIAAStable Value has the right to request a transfer of the contract's entire accumulation. This might occur if your employer has elected to use a new recordkeeper and has also elected to terminate the annuity contract. In this case, the TIAA Stable Valueaccumulation will be paid in a lump sum without any market value adjustments either within 90 days of the Discontinuance Date or two years from the Discontinuance Date based on a formula in the contract which references the movement of interest rates overtime. Only if the two year payout applies a Discontinuance Fee of, at most, 0.75% will be assessed which reduces the crediting rate during such period. Please refer to your contract certificate for additional details.

TIAA provides information on restrictions on record kept investment options, as well as performance and product information for all proprietary investment options. TIAA assumes no responsibility for damages or losses arising from the use of such information, and has not independently verified the accuracy or completeness of such information.

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The Morningstar Category classifies an investment option based on its investment style as measured by underlying portfolio holdings (portfolio statistics and compositions over the past three years). If the investment option is new and has no portfolio, Morningstar estimates where it will fall before assigning a more permanent category. When necessary, Morningstar may change a category assignment based on current information.

There are inherent risks in investing in variable return investments including loss of principal. Please read the prospectus and carefully consider the investment objectives, risks, charges and expenses before investing.

1 2024 Teachers Insurance and Annuity Association of America-College Retirement Equities Fund (TIAA-CREF), 730 Third Avenue, New York, NY 10017

