

**SUMMARY ANNUAL REPORT FOR
NORTHWESTERN UNIVERSITY EMPLOYEE WELFARE BENEFIT PLAN**

This is a summary of the annual report of the Northwestern University Employee Welfare Benefit Plan (Employer Identification Number 36-2167817, Plan Number 575) for the plan year 01/01/2024 through 12/31/2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Northwestern University has committed itself to pay certain medical expense reimbursement and employee assistance program claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with Health Care Service Corporation, Cigna Health and Life Insurance Company, Dearborn Life Insurance Company, Hartford Life and Accident, The Guardian Life Insurance Company of America, Four Ever Life Ins Co, and Symetra Life Insurance Company to pay certain health, prescription drug, dental, vision, life insurance, accidental death & dismemberment, long-term disability, and business travel accident claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2024 were \$145,015,695.

Because they are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending 12/31/2024, the premiums paid under such "experience-rated" contracts were \$135,205,904 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$128,951,398.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was -\$1,268,957 as of the end of plan year, compared to \$9,161,612 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of -\$10,430,569. This change includes unrealized appreciation and 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. During the plan year, the plan had total income of \$198,634,012 including employer contributions of \$145,559,918, employee contributions of \$52,686,763, and earnings from investments of \$387,331. Plan expenses were \$209,064,581. These expenses included \$8,305,101 in administrative expenses and \$200,759,480 in benefits paid to participants and beneficiaries and to insurance carriers for the provision of benefits.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

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

To obtain a copy of the full annual report, or any part thereof, write or call the plan administrator, Northwestern University, at 1800 Sherman Ave, Evanston, IL 60201 and phone number, 847-491-4700.

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 plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the 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 report at the main office of the plan: Northwestern University, 1800 Sherman Ave, Evanston, IL 60201, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. The annual report is also available online at the Department of Labor website www.efast.dol.gov.