

**BOWDOIN COLLEGE RETIREMENT PLAN  
(July 1, 2013 Amendment and Restatement)**

**SIXTH AMENDMENT**

The Bowdoin College Retirement Plan (the "Plan") was last amended and restated generally effective July 1, 2013, and subsequently amended by a First Amendment, effective January 1, 2016; a Second Amendment, effective April 1, 2018; a Third Amendment, effective September 1, 2020; a Fourth Amendment, effective February 1, 2021; and a Fifth Amendment, effective July 1, 2023. The Plan is hereby further amended in the following respects, effective May 1, 2026.

1. The first paragraph of Section 1.6 is amended to add a new sentence to the end thereof as follows:

"For the avoidance of doubt, notwithstanding anything else in this Section 1.6 to the contrary, Compensation shall not include any amount paid to an Employee as paid family and medical leave (PFML) by an insurer or third-party administrator."

2. This Amendment shall be effective as of May 1, 2026.

31<sup>st</sup> IN WITNESS WHEREOF, the Employer has caused this Amendment to be executed this day of March, 2026.

BOWDOIN COLLEGE



By: Matthew P. Orlando

Its:

Senior Vice President for Finance and Administration  
& Treasurer