Summary Plan Description

C.V. Starr & Co., Inc. Retirement Plan

June 2025

Contents

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Introduction

C.V. Starr & Co., Inc. ("C.V. Starr") and The Starr Foundation (the "Foundation") maintain the C.V. Starr & Co., Inc. Retirement Plan (the "Plan") for eligible employees and their beneficiaries. If you are an employee of C.V. Starr, the Foundation, Starr Insurance Holdings, Inc. or any of their respective affiliates participating in the Plan, you should consider the term "Employer" in this summary plan description ("SPD") to mean your own employer. However, when used in connection with the administration of the Plan, the term C.V. Starr or Employer means C.V. Starr & Co., Inc.

The Plan is intended to provide you with a source of income for your retirement years, to be combined with Social Security, any other Employer-sponsored retirement benefits and your personal savings.

This SPD highlights the main features of the Plan effective as of January 1, 2025, but is subject to the terms of the official Plan documents. To the extent that the SPD and the official Plan documents vary in the description of the Plan, the official Plan documents are the final authority. Copies of the official Plan documents are on file with Human Resources and may be inspected during regular business hours.

Relationship to the American International Group, Inc. Retirement Plan

Prior to January 1, 2006, C.V. Starr, many of its affiliates and the Foundation had adopted the American International Group, Inc. Retirement Plan (the "AIG Retirement Plan"), and eligible employees of C.V. Starr, those affiliates and the Foundation accrued benefits under the AIG Retirement Plan. C.V. Starr, its affiliates and the Foundation ceased to participate in the AIG Retirement Plan as of December 31, 2005 and established this Plan as a continuation of the AIG Retirement Plan, effective as of January 1, 2006.

If you were an employee of C.V. Starr, of its affiliates or of the Foundation as of January 1, 2006, any benefit you accrued under the AIG Retirement Plan was transferred to this Plan unless you left to work for American International Group, Inc. and its subsidiaries (collectively, "AIG") before July 1, 2006 (in which case any benefits you earned under this Plan between January 1, 2006 and June 30, 2006 were transferred to the AIG Retirement Plan). If you were an employee of C.V. Starr, of its affiliates or of the Foundation as of January 1, 2006, you will receive full credit for any Service that you earned under the AIG Retirement Plan for eligibility, vesting and benefit accrual purposes. Your Compensation for purposes of computing your pension benefit generally will include compensation earned under the AIG Retirement Plan. Your rights to benefits accrued under the AIG Retirement Plan will be preserved as required by federal law.

If you had a vested benefit under the AIG Retirement Plan by reason of employment with C.V. Starr, its affiliates or the Foundation but you had terminated employment with C.V. Starr, its affiliates and the Foundation (and also AIG) prior to January 1, 2006, your vested benefit also was transferred to this Plan. Your rights to benefits accrued under the AIG Retirement Plan were not reduced by this transfer and will be preserved as required by federal law. If you were receiving benefits under the AIG Retirement Plan, your benefits will continue to be paid from this Plan in accordance with the payment option you elected. Any designation of a contingent annuitant or beneficiary that you made under the AIG Retirement Plan will continue in effect under this Plan until such time as you properly file a new designation.

At-a-Glance

Here are some key features of the Plan:

- Generally, the amount of your benefits is based on your Average Final Compensation, years of Credited Service, and the Considered Compensation level, as such terms are defined in the Plan.

- Payment of your normal retirement benefits will begin when you reach your Normal Retirement Date, assuming you have retired from the Employers as of that date. Your Normal Retirement Date is (i) the first day of the month immediately following or coincident with your attainment of age 65, if you commenced employment before January 1, 1988; or (ii) the first day of the month immediately following or coincident with the later of your attainment of age 65 or your fifth (5th) anniversary of Plan participation, if you commenced employment on or after January 1, 1988.

- If you leave the Employers on or after age 55 with at least ten (10) years of Credited Service, you may receive early retirement benefits at any time on or prior to the attainment of your Normal Retirement Date (but reduced if payments begin before your Normal Retirement Date).

- You earn a permanent right to your benefits (*i.e.*, you are vested in your benefits) after completing five (5) years of Continuous Service or when you reach your Normal Retirement Date during employment with the Employers, if earlier. If you leave the Employers prior to your Normal Retirement Date, you may begin receiving vested deferred benefits at any time between ages 55 and 65 if you have ten (10) or more years of Credited Service. Otherwise, your benefit will begin when you attain your Normal Retirement Date.

- You may continue to accrue pension benefits while you are receiving long term disability benefits if you become Totally and Permanently Disabled.

- If you die after completing five (5) years of Continuous Service but before your vested benefit payments begin, the Plan provides survivor benefits to your surviving spouse, if any.

- If you continue to work beyond your Normal Retirement Date, commencement of your benefit payments will be delayed until you leave the Employers, unless you elect to begin payments during employment after you attain age 70½.

These features of the Plan are described in more detail below.

Plan Participation

Who is Eligible

Except as described below, you are eligible to participate in the Plan if you are an employee of C.V. Starr, the Foundation, Starr Insurance Holdings, Inc. or any of their respective affiliates participating in the Plan, and you are employed in the United States. Certain U.S. citizens employed abroad will be notified by the Employer if they are covered by the Plan.

Individuals who are classified by the Employer as temporary agency employees, leased employees, hourly employees or employees paid through a leasing company, contract employees, consultants, independent contractors, or certain nonresident aliens, regardless of the characterization of such individuals for any other purpose, are not eligible to participate in the Plan.

Becoming a Plan Participant

If you are an eligible employee as described above, you will become a Plan participant on the first day of the calendar month that follows or is coincident with the latest of:

- Your 21st birthday; or
- The day you have completed one (1) year of Continuous Service for eligibility purposes.

You are a participant in this Plan as of January 1, 2006 if you were a participant in the AIG Retirement Plan as of December 31, 2005 and were employed by an Employer as of January 1, 2006. Further, if you transferred to an Employer from AIG after January 1, 2006 but before July 1, 2006, and were a participant in the AIG Retirement Plan immediately prior to your date of transfer, you became a participant in the Plan as of your date of transfer, and your benefits under the AIG Retirement Plan were transferred to this Plan. However, if you transferred from AIG to an Employer on or after July 1, 2006, and were a participant in the AIG Retirement Plan immediately prior to your date of transfer, or if you were a former participant in the AIG Retirement Plan but not an active participant in that plan immediately prior to your date of hire with an Employer, special rules may apply to you. Also, if you were a participant in this Plan at any time between January 1, 2006 and June 30, 2006 and you left to work for AIG before July 1, 2006, any benefits you earned under this Plan between January 1, 2006 and June 30, 2006 were transferred to the AIG Retirement Plan. Contact Human Resources for more information regarding the coordination of benefits between this Plan and the AIG Retirement Plan.

Once you meet the eligibility requirements, you automatically become a Plan participant. No enrollment is necessary.

Cost

The entire cost of the Plan is paid by the Employer; you do not make any contributions at any time. Employer contributions to the Plan are actuarially determined in accordance with the Internal Revenue Code (the "Code") and other applicable law.

Service

Your service with the Employer affects your retirement in three ways:

- ***Continuous Service*** determines your **eligibility to participate** in the Plan;

- ***Continuous Service*** determines whether you have **a vested right** to a Plan benefit. As explained below, Continuous Service is calculated differently for purposes of vesting than for purposes of eligibility; and

- ***Credited Service*** determines the **dollar amount** you will receive each month after you retire, as well as your eligibility for early retirement benefits.

Calculating Service under the Plan

Generally, a pension plan will give credit to a participant for his or her service as an employee for eligibility, vesting and accrual of benefits by using either the "hours of service" method or "elapsed time" method. Under the hours of service method, an employee must earn 1,000 or more hours of service in an employment year to be credited with a year of service. In contrast, the elapsed time method generally measures periods of employment without regard to number of hours worked, subject to certain modifications described below.

The Plan uses the hours of service method for computing Continuous Service for eligibility purposes. However, the Plan uses the elapsed time method for computing both Continuous Service for vesting purposes and Credited Service for the dollar accrual of your benefit.

Service crediting rules are described below and on page 16 under "*Loss of Your Benefit*." Please note that if your employment changes from an Employer to an affiliate of an Employer that is not participating in the Plan, you will not be considered to have terminated employment for purposes of receiving a benefit from the Plan, but you will no longer receive Credited Service (for benefit accrual purposes) under the Plan. However, you will continue to earn Continuous Service (for purposes of eligibility and vesting) under the Plan while employed by a non-participating affiliate.

If your employment is transferred from a non-participating affiliate of an Employer to an Employer, your prior service while employed with the non-participating affiliate will count in determining your Continuous Service (for purposes of eligibility and vesting) under the Plan. Your Credited Service (for benefit accrual purposes) under the Plan will be based entirely on your employment with the Employers however.

Continuous Service for Eligibility

A year of Continuous Service for purposes of your eligibility to participate in the Plan is a 12-month period measured from your date of hire and each anniversary thereof (an employment year) in which you earn 1,000 or more hours of service. There will be a break in your Continuous Service for eligibility purposes in any employment year in which you do not complete at least 500 hours of service.

If you leave the Employers and are rehired, your prior Continuous Service for eligibility purposes will be disregarded if you were not vested when you left and your years of break in Continuous Service exceed the greater of (i) five (5) years or (ii) your prior Continuous Service for eligibility purposes.

Hours of service include each hour you are paid or entitled to be paid by the Employer for the performance of duties. In addition, hours of service will be credited for certain paid periods of absence, including vacation time, approved sick leave, and approved leaves of absence.

Continuous Service for Vesting

Continuous Service determines whether you have a vested right to a Plan benefit. Generally, Continuous Service for purposes of vesting is measured from the first day you earn an hour of service with the Employer to the first day you are absent from employment. Continuous Service for purposes of vesting also includes vacations, approved leaves of absence, leaves covered by the salary continuance and long-term disability programs, and approved maternity/paternity leaves (subject to the limits described in "*Loss of Your Benefit*" on page 16).

There will be a break in your Continuous Service for purposes of vesting during each 12 consecutive month period of absence in which you do not work at least one (1) hour of service (unless you are on authorized leave, etc. as described in "*Loss of Your Benefit*" on page 16). If you leave the Employer and return to employment within 12 months, your period of absence also will count as Continuous Service for purposes of vesting.

Credited Service for Benefit Accrual

You receive one (1) year of Credited Service for benefit accrual purposes during each 12-month period of service after you become a participant in the Plan, through the end of the month in which your separation from employment with the participating Employers occurs. Credited Service is computed in months with respect to a partial year (less than 12 months). You also will receive an additional six (6) months of Credited Service for your service rendered prior to your attaining age 21 and your completing one (1) year of Continuous Service for eligibility purposes. In addition, you also may receive Credited Service for periods during which you are not performing active service, such as up to one (1) year of Credited Service for periods of absence (with or without pay) for reasons such as vacation, holiday, sickness, disability, leave of absence or layoff, and up to two (2) years of additional Credited Service for leaves of absence on account of pregnancy or birth or adoption of a child. Credited Service includes periods of absence under the Family and Medical Leave Act to the extent required by law and not otherwise credited under the Plan. The Plan Administrator may require appropriate information prior to your being credited with certain additional years of Credited Service under the Plan.

Service While on Protected Military Leave

The Plan will provide service credit for all purposes under the Plan (*i.e.*, eligibility, vesting and benefit accrual) for any absence that qualifies as protected military leave under federal law, provided that you return to work with the Employer during the period that your reemployment rights are protected by law. In the event of your death during protected military leave under federal law, your Continuous Service for purposes of vesting may be calculated as if you had returned to work with the Employer immediately before your death, which may entitle your spouse or designated beneficiary to certain additional benefits. If you are planning to leave employment to enter military service, you should provide advance notice to your Employer and obtain further information from Human Resources about your rights and obligations while on military leave.

Service Earned Under the AIG Retirement Plan

If your benefit earned under the AIG Retirement Plan was transferred to the Plan (see "*Relationship to the American International Group, Inc. Retirement Plan*" on page 2) or if you transferred to a Starr

Company from AIG within six months of your separation from service with AIG without intervening employment by an employer other than a Starr Company or AIG between January 1, 2006 and July 1, 2009, your service credit under the Plan will include any Continuous Service for eligibility purposes, Continuous Service for vesting purposes or Credited Service for benefit accrual purposes you earned under the AIG Retirement Plan, as determined under the provisions of the AIG Retirement Plan. Service earned under the AIG Retirement Plan is subject to certain special rules, as follows:

Continuous Service for Vesting Purposes

No service will be recognized as Continuous Service for vesting purposes for any period during which you elected not to participate in the American International Group, Inc. Pension Plan (as in effect before April 1, 1985) when otherwise eligible.

Credited Service for Benefit Accrual Purposes

You will receive an additional six (6) months of Credited Service for your service rendered prior to your attaining age 21 and your completing one (1) Year of Continuous Service for eligibility purposes if you became a participant in the AIG Retirement Plan on or after January 1, 1994. Credited Service also includes any years in which you participated in the American International Group, Inc. Pension Plan (as in effect before April 1, 1985).

Certain participants also may receive Credited Service for service performed for American International Assurance Company, American International Reinsurance Company, Inc., American International Underwriters Overseas, Ltd., American Life Insurance Company, Philippine American Life Insurance Company, Starr International Company, Inc., or International Lease Finance Corporation, or such other companies as were designated by the Board of Directors of American International Group, Inc., for service performed prior to becoming a participant in the AIG Retirement Plan; provided such service was not previously credited under the American International Group, Inc. Pension Plan (as in effect before April 1, 1985), the American International Overseas Pension Plan or any other similar plan administered or participated in by any such employer. If you believe this provision may apply to you, you should contact Human Resources for further information.

Change to Method of Calculating Continuous Service and Credited Service under the AIG Retirement Plan

Effective as of January 1, 2003, the AIG Retirement Plan was revised to change the method of calculating Continuous Service for vesting purposes and Credited Service from the hours of service method to the elapsed time method. No service credit or benefits were lost by any participant under the AIG Retirement Plan due to this change. Any participant who could have been adversely affected by this change was credited with service under the method that would provide the greater benefit during the transition period. Your credit (see "*Relationship to the American International Group, Inc. Retirement Plan*" on page 2) under this Plan for service earned under the AIG Retirement Plan is equal to the full amount of service you earned under the AIG Retirement Plan, including any service reflecting this transition rule.

No Duplication of Service

In no event will you receive duplicate service credit of the same type (*e.g.*, for vesting purposes) under the Plan for the same period of employment.

Your Normal Retirement Benefit

If you commenced employment with an Employer (or with AIG) prior to January 1, 1988, your "Normal Retirement Date" is the first day of the month immediately following or coincident with your attainment of age 65. If you commenced employment with an Employer (or with AIG) on or after January 1, 1988, your "Normal Retirement Date" is the first day of the month immediately following or coincident with the later of your attainment of age 65 or your fifth (5th) anniversary of participation in the Plan. Nothing in the Plan requires you to retire at your Normal Retirement Date.

How Your Normal Retirement Benefit is Calculated

The Plan is a defined benefit plan, which means your benefit is based on a specific formula. The formula is based on your Average Final Compensation, your Considered Compensation (these two terms are explained later in this section) and your years of Credited Service (as described above).

Your annual Plan benefit payable if you terminate employment with the Employers at your Normal Retirement Date is equal to a benefit of (A) - (B), where

> (A) is 0.925% of your Average Final Compensation up to your Considered Compensation plus 1.425% of your Average Final Compensation in excess of your Considered Compensation, this sum multiplied by the lesser of i) Credited Service earned after April 1, 1985 or ii) 35 minus Credited Service earned as of April 1, 1985, plus 1.425% of Average Final Compensation multiplied by Credited Service from April 1, 1985 in excess of 35 years but limited to 44 years. (In determining whether your Credited Service is more or less than 35 years, all Credited Service, including Credited Service before April 1, 1985, is taken into account.)

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> (B) the vested normal retirement benefit, if any, payable from the AIG Retirement Plan (applicable only to employees who transferred to a Starr Company from AIG within six months of separation from service with AIG without intervening employment by an employer other than a Starr Company or AIG between January 1, 2006 and July 1, 2009).

If you have Credited Service before April 1, 1985, a different formula applies to those years, and, if applicable, an offset is applied to your benefit equal to the normal retirement allowance payable from the American International Group, Inc. Pension Plan (as in effect before April 1, 1985).

Your monthly normal retirement benefit is the annual benefit, as computed above, divided by 12 months.

If you were hired before 2015, **Average Final Compensation** is based on your "pensionable compensation" paid during the 36 consecutive months within the last one hundred and twenty months of Credited Service that produce the highest annual average. If you were hired or rehired on or after January 1, 2015, **Average Final Compensation** is based on the average of your "pensionable compensation" during your last 120 months of Credited Service, or during all months of Credited Service if less than 120 months.

Your “pensionable compensation” for Plan Years after 2005 generally will be your base pay, commissions, overtime, sick leave pay, pay for accrued time off, annual performance based cash bonus and executive bonus payments; however, deferrals under any nonqualified deferred compensation plan maintained by the Employer or any of its affiliates, equity-based compensation, sign-on bonus and certain other bonuses are excluded. You should contact Human Resources for further information regarding whether any specific item of your individual compensation is excluded. In contrast, “pensionable compensation” for Plan Years before 2006 is restricted to base pay and commissions. Your annual pensionable compensation included in determining your Plan benefit is subject to a dollar limit imposed by the Code. For 2025, that dollar limit is $350,000. The dollar limit may be adjusted by the IRS in future years to reflect cost-of-living increases.

Considered Compensation is equal to the lesser of: (i) 150% of the average of the Social Security taxable wage bases in effect for each calendar year during the 35 year period ending with the last day of the calendar year in which you attain or will attain Social Security retirement age; or (ii) the Social Security taxable wage base for the calendar year in which you terminate employment (Table 1, page 32 lists Considered Compensation for employees who terminate employment in 2025. The amounts will be different for employees who terminate in other years).

If you are vested, the **minimum benefit** you will receive from the Plan (combined with the retirement benefit, if any, payable from the Pension Plan) is $100 per month, proportionately reduced if you have less than ten (10) years of Credited Service.

Example

Jill, who was born in 1960, came to work for an Employer in 1994 and joined the AIG Retirement Plan in 1995. Assume her benefit was transferred from the AIG Retirement Plan and, as a consequence, this Plan recognizes all of her Credited Service earned under that plan. She will retire at age 65 on April 1, 2025. At that time, Jill will have 30 years of Credited Service. Assume that Jill’s Average Final Compensation will be $187,000. Since Jill was born in 1960, her 2025 Considered Compensation is $163,710 (see Table 1, page 34). Finally, Jill is unmarried and has chosen the Single Life Annuity (Option 1). If she chooses any other option, her benefit will be reduced (see page 24).

Using the Plan formula, Jill’s annual normal retirement benefit will be determined as follows:

(A) **<u>For Credited Service From 4/1/95 Thru 3/31/25</u>**

.00925 x $163,710 x 30 years =	$45,429.52
.01425 x $23,290 ($187,000- $163,710) x 30 years =	+ 9,956.48
	$55,386.00
Annual Normal Retirement Benefit =	$55,386.00

Jill’s monthly normal retirement benefit under this Plan payable for her lifetime will be $4,615.50 ($55,386.00 divided by 12 months).

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Your Early Retirement Benefit

You are eligible for early retirement if you terminate employment with the Employers after you have attained age 55 and completed at least ten (10) years of Credited Service.

How Your Early Retirement Benefit is Calculated

Your benefit at early retirement is calculated using the normal retirement formula reflecting Credited Service you would have earned if you continued to work until your Normal Retirement Date (age 65). This result is multiplied by a fraction — the numerator of which is your Credited Service at your early retirement, and the denominator of which is your projected Credited Service at your Normal Retirement Date, both limited to 44 years. If you choose to retire early, your Average Final Compensation will be calculated as of the date you end your employment with the Employers.

You may choose to retire early but delay receiving your Plan benefit until your Normal Retirement Date. However, if you begin receiving Plan benefits before your Normal Retirement Date, the amount of your monthly benefit will be permanently reduced to provide for payments over a longer period of time. The early retirement reduction is: (i) 5% per year (pro-rated monthly) for each year payment of your early retirement benefits precedes your Normal Retirement Date; (ii) 4% per year (pro-rated monthly) for each year payment of your early retirement benefits precedes your Normal Retirement Date if you terminate employment after you have attained age 60 and you have at least 25 years of Credited Service; or (iii) 3% per year (pro-rated monthly) for each year payment of your early retirement benefits precedes your Normal Retirement Date if you terminate employment after you have attained age 60 and you have at least 30 years of Credited Service.

Example

Bob, who was born in 1962, came to work for an Employer in 1991, became a participant in the AIG Retirement Plan on July 1, 1994 and will retire at age 63 on July 1, 2025. Assume his benefit was transferred from the AIG Retirement Plan and, as a consequence, this Plan recognizes all of his Credited Service earned under that plan. Had he worked up to his Normal Retirement Date of July 1, 2027, Bob would have had 33.5 years of Credited Service. However, at his early retirement date, Bob will have a total of 31.5 years of Credited Service. Assume that Bob's Average Final Compensation will be $100,000. Since Bob was born in 1962, his 2025 Considered Compensation is $173,736 (see Table 1, page 34). Finally, Bob is unmarried and has chosen the Single Life Annuity (Option 1). If he chooses any other option, his benefit will be reduced (see page 24).

Using the Plan formula, Bob's annual early retirement benefit will be determined as follows:

(A) **<u>For Credited Service From 4/1/85 Thru 7/1/2027 (Age 65)</u>**
.00925 x $100,000 x 33.5 years = $30,987.50

Projected Annual Normal Retirement Benefit = $30,987.50

<u>Annual Early Retirement Benefit Payable at Age 63</u>

Projected Annual Normal Retirement Benefit of $30,987.50 as computed above,	
x 31.5 years at July 1, 2025, divided by 33.5 years at age 65 =	$29,137.50
Early Retirement Reduction Factor (100% - [3% x 2 years]) =	x 94%
Annual Early Retirement Benefit =	$27,389.25

Bob's lifetime-only monthly early retirement benefit under the Plan will be $2,282.44 per month ($27,389.25 divided by 12 months).

When Early Retirement Benefits Are Paid

Payment of your early retirement benefit can begin as early as the first day of the month following your early retirement date.

If you plan to retire early, you should give Human Resources as much advance notice as possible. This will help ensure that your benefit payments begin on time.

Your Postponed Retirement Benefit

If you work past your Normal Retirement Date, your normal retirement benefit will be the greater of the actuarial equivalent of the benefit you would have received had you retired at your Normal Retirement Date, adjusted to reflect the fact that benefits distribution is beginning at a later date; or the benefit calculated taking into account your additional years of Credited Service (limited to a total of 44 years) and compensation earned after your Normal Retirement Date. No pension payments will be made while you continue working, except to the extent required by law or as provided below.

If you are still working and attain age 70½, you may elect to begin receiving your retirement benefit commencing on April 1st in the calendar year after you attain age 70½. In such case, once each year your retirement benefit will be re-calculated to reflect any additional Credited Service and benefit accruals over the past year, but there will be an offset against those pension accruals by the value of any payments you previously received.

In the alternative, if you are still working and attain age 70½, you may elect to postpone commencement of your retirement benefit. In such case, your retirement benefit will be actuarially increased for any period after April 1st following your attainment of age 70½ that you elect to defer receipt of your benefit. However, this actuarial increase will be offset by any additional benefits that you earn during this period of continued employment.

Your Disability Retirement Benefit

If you become Totally and Permanently Disabled:

(i) after completing at least five (5) years of Continuous Service; or

(ii) after obtaining a vested interest in your retirement allowance and your Employer is the Starr Foundation; or (iii) while your Employer is Back O' Beyond, Inc.;

you will receive a disability retirement benefit using the normal retirement formula. You are considered to be "Totally and Permanently Disabled" under the Plan only if you are either: (i) entitled to long term disability benefits under your Employer's long term disability benefit plan or (ii) determined to be Totally and Permanently Disabled by the Social Security Administration.

The amount of your disability retirement benefit generally will be based on your Average Final Compensation, Credited Service and Considered Compensation as of the date you became Totally and Permanently Disabled. However, you are not eligible for a disability retirement benefit as long as you are receiving other Employer-sponsored disability benefits such as disability, salary continuance, weekly disability income benefits or long-term disability benefits under an Employer-sponsored program. You instead may continue to receive credit for Continuous Service and Credited Service under the Plan for periods during which you are receiving such Employer-sponsored disability benefits.

Your disability retirement benefit will be payable monthly, beginning on the first day of the month following the latest of: (i) the date you become Totally and Permanently Disabled; (ii) the date you properly apply for disability retirement benefits; or (iii) the date your Employer-sponsored disability benefits cease, provided that you remain Totally and Permanently Disabled. Your disability retirement benefit will be paid in the standard form of payment or an optional form of payment, as you may elect (see "*Forms of Benefit Payment*" on page 23).

Your Death Benefit

If you have completed at least five (5) years of Continuous Service, die while an active employee, and you have pensionable compensation for the last 12 months preceding your death of $153,335 (adjusted annually by the increase in average "pensionable compensation" (see page 8) at the Employer) or less, your surviving spouse (to whom you must be married for at least the last six (6) months preceding your death) will receive a death benefit equal to the greatest of:

(i) 40% of the Normal Retirement benefit you would have received had you worked to your Normal Retirement Date, based on your Average Final Compensation at the time of death and reduced 2% for each year (pro-rated monthly) your spouse is more than five (5) years younger than you. This benefit is payable immediately; or

(ii) 50% of the benefit you would have received if you had terminated on your date of death, survived to your earliest retirement date, elected the Standard Form of Payment (discussed on page 23) with your spouse as beneficiary, and died immediately thereafter. This benefit is payable when you would have reached your earliest retirement date; or

(iii) if you work beyond your Normal Retirement Date, 100% of the benefit you would have received if you had terminated on your date of death, elected a 100% Joint and Survivor Annuity (Option 2, discussed on page 24) with your spouse as beneficiary, and died immediately thereafter. This benefit is payable immediately.

If you have completed at least five (5) years of Continuous Service for vesting purposes, die while an active employee and you have "pensionable compensation" (see page 8) for the last 12 months preceding your death of more than $153,335 (adjusted by the increase in average "pensionable compensation" at the Employer), your surviving spouse (to whom you must be married for at least the last six (6) months preceding your death) will receive a death benefit equal to the greater of the amounts determined under (ii) or (iii) above.

If you leave the Employer with a vested benefit and die prior to your commencement of benefits, your surviving spouse will receive a death benefit equal to 50% of the benefit you would have received if you had survived to your earliest retirement date, elected the Standard Form of Payment (discussed on page 23) with your spouse as beneficiary, and died immediately thereafter. The benefit is payable when you would have reached your earliest retirement date (that is age 55 if you had 10 or more years of Credited Service when you terminated your employment, or your Normal Retirement Date otherwise). However, if your death occurs after your earliest retirement date, the death benefit is calculated and payable as of the date of your death.

If You Leave The Employers Before Retirement

Certain Transfers of Employment

If your employment changes from an Employer to an affiliate of an Employer that is not participating in the Plan, you will not be considered to have terminated employment for purposes of receiving a benefit from the Plan or for purposes of the discussion in the remainder of this section. Although you will continue to earn Continuous Service (for purposes of eligibility and vesting under the Plan) while employed by a non-participating affiliate, you will not earn Credited Service (for benefit accrual purposes under the Plan) during your employment by a non-participating affiliate.

Vesting

If your employment is terminated for a reason other than retirement or death, you will be entitled at your Normal Retirement Date to a deferred vested benefit if you have completed five (5) or more years of Continuous Service. The amount of your benefit will be based on your Credited Service and Average Final Compensation at your termination of employment.

If you are vested and have at least ten (10) years of Credited Service when you leave the Employer, you may elect to begin receiving your benefit in a permanently reduced amount any time after you attain age 55, at which point the benefit will equal the following percentages of your accrued benefit payable at your Normal Retirement Date:

Age Benefit Begins	**% of Age 65 Gross Benefit Payable**
65	100.0%
64	93.3%
63	86.7%
62	80.0%
61	73.3%
60	66.7%
59	63.3%
58	60.0%
57	56.7%
56	53.3%
55	50.0%

For example, if your vested normal retirement benefit payable at age 65 is equal to $375 per month and you had at least ten (10) years of Credited Service when you left the Employer, you could elect to have your monthly benefit payable before attaining age 65 as follows:

Payable at age 62 = $300.00 per month
Payable at age 58 = $225.00 per month
Payable at age 55 = $187.50 per month

If payment of your vested benefit is made in any form other than a Single Life Annuity basis (Option 1), your vested benefit will be reduced (see page 24).

Loss of Your Benefit

Your right to a retirement benefit may be lost if you are not vested (have less than five (5) years of Continuous Service) and have a break in service. A break in service for this purpose is a 12 or more consecutive month period in which you do not work at least one (1) hour for an Employer or an affiliate of an Employer.

However, an authorized leave of absence of up to 12 months, or a leave covered by the salary continuance and long-term disability programs will not cause a break in service. In addition, special rules apply to an approved maternity or paternity leave or if you are absent because of service in the Armed Forces of the United States. Under a maternity or paternity leave, you will not incur a break in service for up to 24 months if you are absent because of pregnancy, the birth of your child, placement in connection with your adoption of a child or the need to care for your child during a period immediately following the child's birth or placement in connection with adoption. If you are absent because of service in the Armed Forces of the United States while your rights are protected under the Uniform Services Employment and Reemployment Rights Act of 1994, you may not have a break in service and will receive credit for your period of absence upon your return to service with an Employer to the extent required by law.

If you incur a break in service when you are not vested and are subsequently re-employed, you will not receive credit for vesting or benefit accrual for your earlier employment if the length of your break in service equals or exceeds the greater of your prior years of Continuous Service or five (5) years. In addition, your pre-break service is not taken into account under the Plan for benefit accrual purposes until you complete a year of Continuous Service after your return to service (that, is, 12 months have elapsed since your return).

If you previously received a lump sum distribution of your vested benefit and are subsequently re-employed, you will receive credit for your earlier benefit accrual service only if you repay the lump sum distribution, plus applicable interest, prior to the earlier of: (i) the date you incur a break in service of five (5) consecutive years; or (ii) five (5) years from your date of re-employment.

Your Plan benefit also may be reduced if you have been convicted of a crime involving the Plan, have a civil judgment entered against you in connection with an alleged breach of a fiduciary duty under the Plan or have entered into a settlement agreement with the Pension Benefit Guaranty Corporation or the U.S. Department of Labor in connection with a fiduciary breach to the extent specifically required by court order, judgment, decree or settlement agreement.

If You Return to Work After Benefits Begin

In the event you retire and subsequently return to regular active employment with an Employer or an affiliate of an Employer, your benefits generally will be suspended during active employment unless you are over age 70½ and you are not a "5% owner" of your Employer (or the affiliate). However, if you accrued a benefit under the Hartford Steam Boiler Inspection and Insurance Company Employees' Retirement Plan (see page 18), your payments will not be suspended until the first day of the month after you earn at least 1,000 hours of service during a Plan Year. In any event, your benefits will not be suspended if you are reemployed in an employment classification that is not eligible to accrue benefits under the Plan.

If your benefits have been suspended, monthly benefits will resume after you are no longer employed by an Employer or, if earlier, upon your election to start payment during employment after the April 1 of the year you attain age 70-1/2 (see page 13). Upon your subsequent retirement, your benefit will be increased by any additional benefits you may have earned during your reemployment and will be reduced by the value of any benefits you have already received.

Qualified Domestic Relations Order

As a general rule, your Plan benefits cannot be appropriated by anyone. Therefore your interest cannot be sold or used as collateral for a loan, given away, or otherwise transferred. In addition, most creditors may not attach, garnish or otherwise interfere with your Plan benefits.

There is a common exception, however, to this general rule. The Plan Administrator is required by law to recognize and execute the terms of a “qualified domestic relations order” (“QDRO”) that assigns all or a portion of your vested retirement allowance to an “alternate payee.” A QDRO is a judgment, decree or order (including a property settlement agreement) that is made pursuant to state domestic relations law (or community property law) that relates to the provision child support, alimony payments or marital property rights for a spouse, former spouse, child or other dependent. Though typically issued by a court, a QDRO may be issued by a state agency or instrumentality. Such an order also must meet certain requirements of ERISA and the Code. If a domestic relations order is received by the Plan Administrator, the Plan Administrator will determine whether the domestic relations order is a QDRO. If the domestic relations order is determined by the Plan Administrator to be a QDRO, the Plan will take action to reduce your retirement allowance according to the assignment terms of the QDRO and to allocate to the “alternate payee” the portion of your retirement allowance assigned to the “alternate payee.” A copy of the procedures used by the Plan Administrator to determine whether a domestic relations order satisfies the requirements to be a qualified domestic relations order under the Plan may be obtained free of charge from Human Resources.

Forms of Benefit Payment

The Plan offers several options for payment of your retirement benefit. You should contact Human Resources before your retirement date to discuss the forms of benefit payment available. **If you do not elect an option, you will automatically receive the standard form of payment described below.** Monthly payments will vary depending on how the benefit is distributed. For example, if you elect to receive your benefit in one of the joint and survivor annuity forms which provide both a monthly benefit payable to you and, after your death, a monthly benefit payable to your surviving spouse or beneficiary for his or her lifetime, the dollar amount of the monthly benefit you receive during your lifetime will be reduced because of the benefits that will continue to be paid to your spouse (or other designated beneficiary) after your death.

You also should be aware that tax laws change from time to time and may be quite complex. You may want to consult a tax advisor before making a decision concerning the form of your retirement benefit payments.

You must make your benefit election and any election to name a designated beneficiary on the proper form, available from Human Resources.

Lump Sum Payment

If the total value of your accrued benefit is $1,000 or less, you will automatically receive a lump sum payment of the entire amount upon retirement or termination of employment. You also may, upon written request and ***notarized*** consent of your spouse, receive a lump sum distribution of your accrued benefit if the value of that benefit is greater than $1,000 but $100,000 or less. You may elect to have the Plan Administrator directly rollover this lump sum distribution to an eligible retirement plan described under “Direct Rollovers” on page 26.

Standard Form of Payment for Unmarried Employees

If you are ***unmarried*** when payment of your benefits commences, the standard form of payment will be a Single Life Annuity. This form provides a lifetime monthly payment to you. After your death, no further benefits are payable.

Standard Forms of Payment for Married Employees

If you are ***married*** when payment of your benefits commences, the standard form of payment will be a 50% Joint and Survivor Annuity. This form provides an actuarially reduced lifetime monthly payment to you. After your death, a payment equal to 50% of the benefit you were receiving will be paid monthly to your surviving spouse for the rest of his or her life. The monthly benefit you receive will be less than that which you would have received as a Single Life Annuity. However, this reduction is made so that payment of benefits may be made over two lifetimes: yours and your spouse’s.

As an alternative to the 50% Joint and Survivor Annuity, you may elect the optional standard form of payment, a 75% or 100% Joint and Survivor Annuity, without seeking the consent of your spouse. These forms also provide an actuarially reduced lifetime monthly payment to you. After your death, a payment equal to 75% or 100%, as applicable, of the benefit you were receiving will be paid monthly to your surviving spouse for the rest of his or her life. The monthly benefit you receive under either of these options will be less than that which you would have received under the 50% Joint and Survivor Annuity. However, the further reduction is made so that the monthly payment to your spouse may be greater than the monthly payment your spouse would have received under the 50% Joint and Survivor Annuity.

If you are married when payment of your benefits commences, your benefit must be paid as a 50% Joint and Survivor Annuity, or at your election, a 75% or 100% Joint and Survivor Annuity, under applicable law, unless: (i) you qualify for an automatic lump sum distribution described above; or (ii) you make a written election to have your benefit paid in another optional form provided under the Plan and such election contains the written ***notarized*** consent of your spouse.

Optional Forms of Payment

Option 1. Single Life Annuity

This benefit is the same as the standard form of payment for single employees, and pays a monthly benefit until your death. After your death, all payments stop. If you are married, you may, with the written and ***notarized*** consent of your spouse, choose a Single Life Annuity.

Option 2. 100% Joint and Survivor Annuity

Under this option you will receive an actuarially reduced monthly benefit for your lifetime. Your surviving spouse (or designated beneficiary other than your surviving spouse, provided that if you are married you have obtained the written ***notarized*** consent of your spouse to the designated beneficiary) will then receive the identical monthly payment until his or her death. This form of payment provides higher payments to your surviving spouse (or designated beneficiary) than the standard 50% Joint and Survivor Annuity form of payment for married employees (see Option 3 below), but you will receive lower payments during your lifetime than with the 50%, 75% or 25% annuities discussed below.

Option 3. 50% Joint and Survivor Annuity

This form is identical to the standard form of payment for married employees, except your designated beneficiary is someone other than your spouse. It pays an actuarially reduced monthly benefit until your death and then a monthly payment equal to 50% of the benefit you were receiving will be paid to your surviving beneficiary. Like the other optional annuities under the Plan, it also can serve to provide an annuity to someone other than your spouse. For your election to receive a 50% joint and survivor benefits that will be payable to a designated beneficiary other than your spouse to be effective, you must obtain the written ***notarized*** consent of your spouse (if you are married at the time benefit payments are to commence).

Option 4. 75% Joint and Survivor Annuity

This form is identical to the optional standard form of payment for married employees, except your designated beneficiary is someone other than your spouse. It pays an actuarially reduced monthly benefit until your death and then a payment equal to 75% of the benefit you were receiving will be paid to your surviving beneficiary. Like the other optional annuities under the Plan, it also can serve to provide an annuity to someone other than your spouse. For your election to receive a 75% joint and survivor benefits that will be payable to a designated beneficiary other than your spouse to be effective, you must obtain the written ***notarized*** consent of your spouse (if you are married at the time benefit payments are to commence).This form of payment provides higher monthly payments to your surviving spouse (or designated beneficiary) than the 50% standard form of payment for married employees (Option 3), but less than the 100% Joint and Survivor Annuity (Option 2).

Option 5. 25% Joint and Survivor Annuity

Under this option you receive an actuarially reduced monthly benefit until your death and then a payment equal to 25% of the benefit you were receiving will be paid monthly to your surviving spouse (or designated beneficiary) until his/her death. If you are married at the time benefit payments are to commence, you must obtain the written ***notarized*** consent of your spouse to elect this option (whether or not your spouse is the designated beneficiary) since, under this option, your surviving spouse (or designated beneficiary) would receive lower payments than the standard 50% form of payment for married employees (Option 3).

Option 6. Social Security Level Income Option

If you retire early (prior to age 65), your Plan payments may begin before you start receiving Social Security payments. To approximate a level income each year after you retire, you may elect to receive a larger amount from the Plan before age 65 and a smaller amount from the Plan thereafter. You may, with the written ***notarized*** consent of your spouse (if you are married at the time benefit payments are to commence), elect this Social Security Level Income Option. There are no survivorship benefits due your spouse under this form of benefit payment. This option is not available if you terminate prior to age 55 or prior to having ten (10) years of Credited Service.

Option 7. Life and 10 Year Certain Option

Under this option you will receive an actuarially reduced monthly benefit for your lifetime; this reduced monthly benefit is guaranteed for a period of ten (10) years (i.e., 120 monthly payments). If you should die prior to receiving 120 monthly payments, the remaining payments will then continue to your designated beneficiary until a total of 120 payments have been paid made. If your designated beneficiary predeceases you, the commuted value of the remaining guaranteed payments will be paid to your estate. You may, with the written ***notarized*** consent of your spouse (if you are married at the time benefit payments are to commence), elect this Life and 10 Year Certain Option.

In order to elect an optional form of payment, you will receive election forms from the Plan Administrator at least 30 days before your benefits are scheduled to commence. You have the right to waive the 30-day advance election period, but there must be at least a 7-day election period before payments commence. You can choose a form of payment any time after receiving the election forms and before your benefit is scheduled to begin, as long as you have obtained any required written notarized consent from your spouse (if you are married). To have your benefits commence on a timely basis, you should give Human Resources sufficient advance notice of your intended benefit commencement date.

Limitations may apply for certain payment methods, depending on your age or your beneficiary's age. When you apply for your benefit, you will be informed of any limitations that affect you.

If either you or your designated beneficiary dies between the election of an optional form of payment and the date as of which benefits are to begin, the election generally will be revoked. However, if you elected a joint and survivor annuity with your spouse as your designated beneficiary and you die before payments begin, your election will be honored if it produces a larger death benefit to your spouse than that described under “Your Death Benefit” on page 14. **After your form of payment becomes effective, your election cannot be changed or rescinded.**

Mandatory Lump Sum Payments to Alternate Payees, Beneficiaries and Contingent Annuitants

If the total value of your accrued benefit payable to an alternate payee or, following your death, to your surviving spouse or other beneficiary is $7,000 or less, the individual will automatically receive a lump sum payment of the entire amount.

Lump Sum Option for Alternate Payees, Beneficiaries and Contingent Annuitants

If the total value of the benefits payable to an alternate payee or, following your death, to your surviving spouse or contingent annuitant is $100,000 or less, the individual may elect to receive a lump sum payment of the entire amount.

Other Plan Information

Rights to Benefits

Except as may be required by law, your benefits are not assignable by you or subject to the claims of any creditors. Benefit payments may be withheld in order to enforce this provision of the Plan or, if you are unable to care for your affairs, to assure that such payments will be used for your and your family's benefit.

Federal law requires that the Plan comply with certain court-ordered attachments of a participant's rights or interest where the order arises from claims of alimony, child support, or the division of marital property (see "*Qualified Domestic Relations Order*" on page 21).

In addition, your benefits could be subject to an IRS levy if you fail to pay federal income taxes.

There are times that you will be required to furnish information or proof necessary to determine your, your spouse's or your designated beneficiary's right to a benefit payments. If you, your spouse or your designated beneficiary fails to submit the requested information or proof, makes a false statement, or furnishes fraudulent or incorrect information, your, your spouse's or your designated beneficiary's benefits may be denied, suspended or discontinued at any time and for any length of time (including permanently) by a duly authorized representative of the Plan or any of its designees in its sole and absolute discretion.

If the Plan makes payment for benefits that are in excess of actual benefit payments due to you, your spouse or your designated beneficiary, due to error (including, for example, a clerical error) or fraud or for any other reason, the Plan Administrator reserves the right to recover such overpayment plus interest and costs, through whatever means are necessary, including, without limitation, legal action or, to the extent permitted by law, by offsetting future benefit payments to you, your spouse, your designated beneficiary or your estate.

Maximum Benefit

Federal law sets an upper limit on the amount of annual pension payments you can receive from the Plan. It is unlikely that you will be affected by this limit. If you are so affected, you will be notified by Human Resources.

Federal and State Income Taxes

Under current federal income tax law, your pension benefits are not subject to federal income tax before they are paid from the Plan. However, unless you elect otherwise at retirement, federal income taxes will be withheld from your benefit payments. Federal taxes will be automatically withheld if your mailing address is outside the United States. You also may be subject to state income tax withholding when your benefits become payable from the Plan.

Direct Rollovers

Certain lump sum distributions from the Plan are eligible for a direct rollover into an IRA, a Roth IRA, a tax-qualified pension, profit-sharing, 401(k) or similar plan qualified under Section 401(a) of the Code, a tax-deferred annuity qualified under Section 403(b) of the Code or an eligible plan under section 457(b) of the Code which is maintained by a state, political subdivision of a state and which agrees to separately account for amounts transferred into such plan from the Plan. If your benefit is eligible for a direct rollover, you will be provided further information about this election with the forms that you receive from Human Resources.

Top Heavy Rules

The Code requires that all plans contain certain specific provisions that will come into play if the Plan becomes “top heavy.” Generally, this occurs if the value of benefits earned by “key employees” exceeds 60% of the value of benefits earned by all participants. Key employees are certain owners or officers of the Employer. In the unlikely event that the Plan should become top heavy, it could accelerate your vesting in your accrued retirement income and increase the credit for retirement income you receive in a calendar year. You will be notified if such an event should occur.

Plan Information

Plan Administrator

C.V. Starr is the sponsor of the Plan, and the "plan administrator" and "named fiduciary" as that term is used under ERISA, and through its Board has the ultimate responsibility for the Plan, its operational rules and funding and investment policies. As used in this Summary Plan Description, the "Plan Administrator" handles the day-to-day administration and operation of the Plan, and that function is carried out by C.V. Starr's Benefits Director, with assistance of the Human Resources Department of C.V. Starr and the Human Resources at the Foundation. For example, the Plan Administrator maintains the Plan's records, including your benefit information, provides you with the forms you need to elect payment of your benefits and directs the payment of your benefits at the appropriate time.

The Plan Administrator has the complete power, in its sole discretion, to determine all questions arising in connection with the administration, interpretation, and application of the Plan (and any related documents and underlying policies). Any such determination by the Plan Administrator is conclusive and binding upon all persons and shall be given deference if such determination is subject to judicial or arbitrator review and shall be overturned by a court of law only if such determination is determined to be arbitrary and capricious.

The name, address and business telephone number of the Plan Administrator are:

Benefits Director
ATTN: Human Resources
C.V. Starr & Co., Inc.
399 Park Avenue
New York, NY 10022
Phone: (646) 227-6339

Plan Year

January 1 to December 31

Funding

Benefits under the Plan are funded by Employer contributions made to a trust. The Plan's Trustee is:

The Northern Trust Company
50 LaSalle Street
Chicago, IL 60603

The Plan is required to satisfy certain funding requirements. When those requirements are not satisfied, the Plan may become subject to restrictions, including limits on the ability of Participants to elect certain forms of distribution. You will be notified by the Plan Administrator if the Plan becomes subject to restrictions that will have an effect on the way that your benefits may be paid.

Employer Information

The names, addresses and identification numbers of the co-sponsors of the Retirement Plan are:

C.V. Starr & Co., Inc.
399 Park Avenue
New York, NY 10022
EIN: 13-5621350

and

The Starr Foundation
399 Park Avenue
New York, NY 10022
EIN: 13-6151545

and

Starr Insurance Holdings, Inc.
399 Park Avenue
New York, NY 10022
EIN:20-4924762

The Retirement Plan allows other employers to adopt its provisions. The name, address and identification number of other employers who have adopted the Retirement Plan may be found at the end of this document. That list is updated from time to time. If you wish to know if your employer is currently participating in the Plan, please ask Human Resources.

Plan Number

002

Agent for Service of Legal Process

The name and address of the Retirement Plan's agent for service of legal process are:

C.V. Starr & Co., Inc.
ATTN: General Counsel
399 Park Avenue
New York, NY 10022

Legal process also may be served on the Plan Trustee or Plan Administrator at the respective addresses listed above.

Claiming Your Benefits

Ideally, you should apply for retirement benefits three (3) months, but no earlier than six (6) months, before you plan to retire. This gives Human Resources adequate time to process your retirement application before your retirement date. However, if you should die before retiring, your surviving spouse should contact Human Resources for information on how to claim his/her benefits.

To apply for retirement benefits, you will need to complete and return certain election forms which are available from Human Resources.

Once your retirement has been documented, Human Resources will process your claim within 90 days after it has been received. In some cases, they may need more time. If this happens, you will be notified that an additional processing period of up to 90 days is required.

Once your paperwork is completed, The Northern Trust Company, the Trustee for the Plan, will process your pension checks. Your checks will be issued as of the first day of each month. Once you begin receiving benefits, be sure to notify Human Resources and the Trustee if your address changes.

Denied Claims

In the event of a denial or limitation of any such benefit or payment due to, or requested by, you or your beneficiary under this Plan (a “claimant”), the claimant will be given a written notification containing specific reasons for the denial or limitation of the benefit. The written notification will be written in a manner calculated to be understood by the claimant and will contain specific reference to the pertinent provisions of the Plan on which the denial or limitation of the benefit is based. In addition, it will contain a description of any other material or information necessary for the claimant to perfect a claim, and an explanation of why such material or information is necessary. The notification will further provide appropriate information as to the steps to be taken if the claimant wishes to submit a claim for review, including but not limited to the applicable time limits for submitting such claim and a statement of the claimant’s right to bring a civil action under Section 502(a) of ERISA following an adverse benefit determination on review. This written notification will be given to a claimant within 90 days after receipt of the claim by Human Resources unless special circumstances require an extension of time to process of the claim. If such an extension of time for processing is required, written notice of the extension will be furnished to the claimant prior to the termination of said 90-day period, and such notice will indicate the special circumstances which make the postponement appropriate and the date by which the Plan expects to render the benefit determination. In no event may such extension exceed a period of 90 days from the end of the initial 90-day period.

In the event of a denial or limitation of the claimant’s benefit, the claimant or the claimant’s duly authorized representative may make a written request for a full and fair review of the claim and its denial by the Plan Administrator or its delegate; provided, however, that such written request must be received by the Plan Administrator within 60 days after receipt by the claimant of written notification of the denial or limitation of the claim. The 60-day requirement may be waived by the Plan Administrator in appropriate cases. As part of such review, the claimant or the claimant’s duly authorized representative will be provided, upon request and free of charge, reasonable access to all documents, records or other information relevant to the claimant’s claim for benefits and will be permitted to submit to the Plan Administrator written comments, documents records and other information relating to the claim, which will be taken into account by the Plan Administrator in making its determination on review, without regard to whether such information was submitted or considered in the initial benefit determination.

A decision on review will be rendered by the Plan Administrator within 60 days after the receipt of the request for review, unless special circumstances require an extension of time to process of the claim. If such an extension of time for processing is required, written notice of the extension will be furnished to the claimant prior to the termination of said 60-day period, and such notice will indicate the special circumstances which make the postponement appropriate and the date by which the

Plan Administrator expects to render the determination on review. In no event may such extension exceed a period of 60 days from the end of the initial 60-day period. Any decision on review by the Plan Administrator will be furnished to the claimant in writing and will set forth the specific reasons for the decision and the specific Plan provisions on which the decision is based. The decision on review will be written in a manner calculated to be understood by the claimant and will include a statement that the claimant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records and other information relevant to the claimant's claim for benefits and a statement of the claimant's right to bring a civil action under Section 502(a) of ERISA.

If you are dissatisfied with the results of your appeal, and wish to take legal action, you can serve legal process on the Plan Trustee, the Plan Administrator or the Plan's agent for service of process (see page 29). You may not take legal action, however, until after you have exhausted all administrative procedures under the Plan. Moreover, if you fail to file a request for review according to these procedures, you will have no right to further review and no right to bring action in any court, and the denial of the claim by the Administrator, or its delegate, will become final and binding.

Future of the Plan

C.V. Starr and the Foundation intend to continue the Plan indefinitely, but reserve the right to modify, amend or terminate it, in whole or in part, as well as the right to freeze benefit accruals or cease making contributions under the Plan (to the extent permitted by law) at any time and in their sole and absolute discretion. C.V. Starr and the Foundation also reserve the right to change the method of providing benefits. The Plan also is subject to the continuing approval of the IRS, and may be modified as needed to keep the Plan qualified under the Code.

If the Plan is amended, the benefit you have earned up to the time the Plan is changed will not be reduced unless permitted (or required) by applicable law.

If the Plan terminates, benefits will cease accruing. However, you will automatically become 100% vested in the benefit you earned, to the extent funded, as of the Plan's termination date. Whether you eventually receive all or part of your Plan benefit depends on whether there are sufficient Plan assets in the pension fund to pay for it, and, if not, whether the benefit is insured by the Pension Benefit Guaranty Corporation (see below). If there are not sufficient assets to pay all benefits, the law establishes priorities as to how the Plan's assets will be distributed to provide Plan benefits after termination.

The Pension Benefit Guaranty Corporation (PBGC)

Your pension benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (the "PBGC"), a federal insurance agency. If the Plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay pension benefits up to the maximum allowed by law. Most people will receive all of the pension benefits they would have received under the Plan, but some people may lose certain benefits.

The PBGC guarantee generally covers: (1) normal and early retirement benefits; (2) disability benefits if you become disabled before the Plan terminates; and (3) certain benefits for your survivors.

The PBGC guarantee generally does not cover: (1) benefits greater than the maximum guaranteed amount set by law for the year in which the Plan terminates; (2) some or all of benefit increases and new benefits based on Plan provisions that have been in place for fewer than 5 years at the time the Plan terminates; (3) benefits that are not vested because you have not worked long enough for the Employer; (4) benefits for which you have not met all of the requirements at the time the Plan terminates; (5) certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the Plan's normal retirement age; and (6) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay and severance pay.

Even if certain of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money the Plan has and on how much the PBGC collects from the Employers.

For more information about the PBGC and the benefits it guarantees, ask Human Resources or contact the PBGC's Technical Assistance Division, 1200 K Street N.W., Suite 930, Washington, D.C. 20005- 4026 or call 202-326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at http://www.pbgc.gov.

Your Rights Under the Employee Retirement Income Security Act of 1974 (ERISA)

As a participant in the Plan, you have certain rights under the Employee Retirement Income Security Act of 1974 (ERISA). You can:

- receive information about your Plan and benefits;
- examine, without charge, at the Plan Administrator's office and at your work site, all official documents related to this Plan including the Plan document, trust agreement, insurance contracts, if any, and a copy of the latest annual report (Form 5500 series) filed by the Plan with the U.S. Department of Labor, which is also available online at https://www.efast.dol.gov/portal/app/disseminatePublic?execution=e1s1
- obtain copies of all Plan documents governing the operation of the Plan, insurance contracts, if any, and copies of the latest annual report (Form 5500 series), an updated summary plan description and other Plan information by writing to the Plan Administrator who may make a reasonable charge for copies;
- receive automatically a copy of the Plan's annual funding notice;
- obtain a statement telling you whether you have a right to receive a pension at normal retirement (age 65 or your fifth (5th) anniversary of plan participation, whichever is later, if you commenced employment with the Employer on or after January 1, 1988; otherwise, age 65). If you have such a right, the statement will tell you what your benefit would be at normal retirement age if you stop working for the Employer now. If you do not have a right to a pension, the statement will tell you how many more years you have to work in order to earn this right. You must request this statement in writing. The Employer does not have to provide it more than every 12 months, and it will be sent to you free of charge.

Prudent Actions by Plan Fiduciaries

Besides creating rights for Plan participants, ERISA places duties on the people who operate your Plan. These people are fiduciaries of the Plan, and have a duty to operate the Plan prudently and in the interest of you, other Plan participants, and beneficiaries. No one, including your Employer and any other person, may fire you or discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension benefit is denied or ignored in whole or in part you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules. (See “Denied Claims” on page 30). Under ERISA, there are steps you can take to enforce your rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and don’t receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide materials to you and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court, but only after you have first exhausted all available claims and appeals under the Plan. In addition, if you disagree with the Plan’s decision or lack thereof concerning the qualified status of a domestic relations order you may file suit in federal court. If Plan fiduciaries misuse the Plan's money, or if you are discriminated against for exercising your ERISA rights, you can ask for help from the U.S. Department of Labor, or you may file suit in federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay those costs and fees, for example, if it finds your claim frivolous.

Assistance with Your Questions

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest area office of the Employee Benefits Security Administration, U.S. Department of Labor listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You also may obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at (866) 444-3272.

Table 1: 2025 Considered Compensation*

Year of Birth	Considered Compensation
1945	$92,826
1946	$96,840
1947	$100,962
1948	$104,994
1949	$108,954
1950	$112,770
1951	$116,820
1952	$120,798
1953	$124,866
1954	$129,078
1955	$137,826
1956	$142,758
1957	$147,924
1958	$153,270
1959	$158,526
1960	$163,710
1961	$168,786
1962	$173,736
1963 or later	$176,100

* Note: Table changes each year as Social Security Covered Compensation increases.

OTHER PARTICIPATING EMPLOYERS

The Plan allows other employers to adopt its provisions. The names, addresses and identification numbers of all Employers who, as of January 1, 2025, are participating Employers this Plan are:

Back O' Beyond, Inc.
233 Federal Hill Road
Brewster, New York 10509
EIN:13-2630842

C.V. Starr & Co., Inc.
399 Park Avenue, 17th Floor
New York, NY 10022
EIN: 13-5621350

C.V. Starr Advisors LLC
399 Park Avenue, 17th Floor
New York, NY 10022
EIN: 82-0682580

The Starr Foundation
399 Park Avenue, 3rd Floor
New York, NY 10022
EIN: 13-6151545

Starr Adjustment Services, Inc.
399 Park Avenue, 3rd Floor
New York, NY 10022
EIN: 20-4495053

Starr Equipment Corporation
169 Route 17K
Newburgh, NY 12550
EIN: 13-2882891

Starr Insurance Holdings, Inc.
399 Park Avenue, 3rd Floor
New York, NY 10022
EIN: 20-4924762

Starr Private Equity Partners, LLC
399 Park Avenue, 17th Floor
New York, NY 10022
EIN: 83-0520919

Starr Indemnity & Liability Company
399 Park Avenue, 3rd Floor
New York, NY 10022
EIN:75-1670124

Starr Specialty Lines Insurance Agency, LLC
3353 Peachtree Rd., Suite 1000
Atlanta, GA 30326
EIN: 26-1252232

Starr Surplus Lines Insurance Company
399 Park Avenue, 3rd Floor
New York, NY 10022
EIN: 26-3622499

Starr Underwriting Agencies International, LLC
3353 Peachtree Rd., Suite 1000
Atlanta, GA 30326 EIN: 26-1564729

Starr Wright Insurance Agency, Inc.
200 Bellevue Parkway, Suite 200
Wilmington, DE 19809
EIN: 52-0819164