

Your retirement benefits at a glance

Below please find an overview of the Parsons Corporation Retirement Savings Plan (RSP) with services provided by Principal®. For complete details about the plan and the information provided below, see the plan's Summary Plan Description (SPD), available in your Benefits Library in Workday.

Eligibility

Eligible employees are defined as employees of Parsons or one of Parsons' designated U.S. subsidiaries whose compensation is subject to withholding of income tax and/or for whom Social Security contributions are made by Parsons. Collectively bargained employees are not eligible to participate in the plan unless a collective bargaining agreement provides coverage under this plan. Casual and leased employees are not eligible to participate in the plan. Eligible employees, including interns, are immediately eligible to participate in the RSP upon performance of one hour of service. Within three weeks of hire, you will receive enrollment information about the plan, which you can access anytime at principal.com.

→ Visit principal.com/welcome to get started

Automatic enrollment

If you haven't enrolled in the Parsons RSP within 45 days from your date of hire, you'll be automatically enrolled at a contribution rate of 4% of your pretax eligible earnings.

Beneficiary

Designate a beneficiary for your retirement savings. Please note that your will, prenuptial agreement, and/or trust will not govern the distribution of proceeds from this plan upon your passing.

Company contributions

The plan includes an annual discretionary company contribution if you are employed by a participating Parsons member company. You must be actively employed on Dec. 31 to receive the company contribution (exceptions for retirement, disability, or death). Any discretionary company contributions are generally funded in January each year for the prior plan year. Contributions may vary depending on your benefit group.¹ For more detailed plan information, refer to the Benefit Guide available in your Benefit Library in Workday.

Investments

You have a lot of options for investing. Unless you elect otherwise, your contributions will be directed to the plan's Qualified Default Investment Alternative. View plan notices and investment details by logging in to your account at principal.com.

Contributions

You may contribute between 1% and 100% of your compensation to the RSP (up to the 2024 IRS annual compensation limit of \$345,000). You may contribute to your account with pretax and/or Roth 401(k) contributions. Together, both contribution types are subject to the annual dollar limit on deferrals. The 2024 IRS contribution limit is \$23,000. An employee who is one of the top 20% most highly paid employees of Parsons in 2023 is considered a highly compensated employee in 2024 and may be subject to a contribution limit of 12% of eligible pay. You will be notified if you are a highly compensated employee.

If you are age 50 or older by Dec. 31, you can make additional contributions during the year as "catch-up" contributions. The catch-up limit for 2024 is \$7,500.

Visit irs.gov for current contribution limits.

Vesting

You're always fully vested in your contributions. You are immediately 100% vested in any company contributions Parsons makes to your account.

Loans

You may borrow up to 50% of your vested account balance, up to \$50,000. The minimum loan amount is \$1,000. You may have one outstanding loan at a time and you can take up to five years to repay it.²

Withdrawals

The RSP offers the following withdrawal options:

- Age 59½: If you are age 59½ or older, you may request a withdrawal of all or a portion of your account.
- Rollover contributions: You may request a withdrawal of all or a portion of the amount you rollover into your account from another qualified plan or IRA.
- Hardship withdrawals: You may request a hardship withdrawal of the contributions you make to your account if you have a financial hardship, as defined by the IRS.
- Federally Declared Disaster Withdrawals/Loans: These are only available to those whose principal place of residence is within a disaster area during the incident period and who have sustained economic loss due to a qualified disaster.
- Domestic Abuse Withdrawals: This withdrawal shall not exceed the lesser of \$10,000 or 50% of the participant's vested account balance. The withdrawal can be repaid over a 3 year period.

Rollovers

The RSP accepts rollovers from other qualified plans (excluding the Parsons ESOP). If you have retirement accounts at various places, you may consider consolidating them. Consult your tax advisor before consolidating as there may be tax consequences. Visit principal.com/simplify to get started.

Distributions

You may receive the money in your account when you retire, your employment with Parsons ends, or you become totally and permanently disabled. The money in your account will be paid to your beneficiary if you die.

Questions?

Visit principal.com or call Principal® at **800-547-7754**.

Retirement specialists are available Monday – Friday, 8 a.m. – 10 p.m. ET.

¹ Discretionary company contributions for highly compensated employees within certain divisions of legacy Polaris Alpha®, SGSS, Fourth Dimension and BlackHorse companies will be made to the non-qualified Deferred Compensation Plan.

² Generally, the maximum loan amount is the lesser of (A) or (B):

(A) 50% of the vested account balance, reduced by any outstanding loan balance, or

(B) \$50,000 reduced by the highest outstanding loan balance during the past 12 months. This includes all loans (new loans taken in the past 12 months, loans paid off in the last 12 months, and all defaulted loan balances, no matter how old the loan).



Plan features in this communication are current as of December 2023.

This communication is intended to be educational in nature and is not intended to be taken as a recommendation.

The legal plan document governs the employer's plan. If any discrepancies, the legal plan document will govern. Contact your plan sponsor if question regarding applicable retirement plan provisions.

When deciding between an employer-sponsored plan and an IRA you should consider the differences in investment options and risks, fees and expenses, tax implications, services and penalty-free withdrawals for your various options. The organization's retirement plan investment options may have investment expenses lower than similar investment options offered outside the plan. There may be other factors to consider due to your specific needs and situation. You may wish to consult your tax advisor or legal counsel.

Insurance products and plan administrative services are provided by Principal Life Insurance Company®, a member of the Principal Financial Group®, Des Moines, IA 50392.

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