SUMMARY ANNUAL REPORT

For Parsons Corporation Health & Welfare Plan

This is a summary of the annual report of the Parsons Corporation Health & Welfare Plan, EIN 95-3232481, Plan No. 502, for period 01/01/2025 through 12/31/2025. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Parsons Corporation has committed itself to pay certain self-insured Medical, Stop Loss, and Short-term Disability claims incurred under the terms of the plan.

Insurance Information

The plan has contracts with Hawaii Medical Service Association, Kaiser Foundation Health Plan Of Colorado, Kaiser Foundation Health Plan Of Georgia, Inc., Kaiser Foundation Health Plan Of The Mid-atlantic States, Inc., United Behavioral Health dba Optum, Vision Service Plan, Metropolitan General Insurance Company, Hartford Accident And Life Insurance Company, Lincoln National Life Insurance Company, Life Insurance Company Of North America, Delaware American Life Insurance Company, Kaiser Foundation Health Plan, Inc., Metropolitan Life Insurance Company, Cigna Health And Life Insurance Company, Genworth Life Insurance Company, Zurich American Insurance Company to pay Medical, Dental, Vision, Life Insurance, Long-term Disability, Accidental Death and Dismemberment, Employee Assistance Program, Long Term Care, Business Travel Accident, Legal, Critical Illness, Hospital, Accident, and Tricare Supplement claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2025 were $36,942,503.

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:

- insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of Parsons Corporation at 14291 Park Meadow Drive, Suite 100, Chantilly, VA, 20151 or by telephone at 833-867-8001.

You also have the legally protected right to examine the annual report at the main office of the plan (Parsons Corporation, 14291 Park Meadow Drive, Suite 100, Chantilly, VA, 20151) 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 N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. Or you may access a copy on the DOL's web site www.efast.dol.gov.

Paperwork Reduction Act Statement

According to the Paperwork Reduction Act of 1995 (Pub. L. 104-13) (PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The Department notes that a Federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA, and displays a currently valid OMB control number, and the public is not required to respond to a collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average less than one minute per notice (approximately 3 hours and 11 minutes per plan). Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of the Chief Information Officer, Attention: Departmental Clearance Officer, 200 Constitution Avenue, N.W., Room N-1301, Washington, DC 20210 or email DOL_PRA_PUBLIC@dol.gov and reference the OMB Control Number 1210-0040.

OMB Control Number 1210-0040 (expires 07/31/2029)