## NOTICE FOR EMPLOYER-SPONSORED WELLNESS PROGRAMS

Parsons Corporation Live Well. Be Well. Wellness Program is a voluntary wellness program available to US benefit-eligible employees and spouses/domestic partners enrolled in a Parsons-sponsored medical plan. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990 (ADA), the Genetic Information Nondiscrimination Act of 2008 (GINA), and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program, you may be asked to complete certain voluntary health-related activities. Examples of these activities include:

- The Real Age Test or "health risk assessment" that asks a series of questions about your health-related activities and lifestyle behaviors
- Complete an annual physical and self-attest on Sharecare platform

This is a voluntary program and you are not required to participate. However, incentives may be offered to employees who participate in the wellness program and complete the applicable activities.

Additional incentives may also be available for employees who participate in certain other health-related activities such as online or digital health programs, telephonic coaching, well-being activities or achieve certain health outcomes if applicable. Although you are not required to participate, employees who chose to participate will receive an incentive for completing the program activities.

Details about the wellness program, including criteria and incentives, can be found in the Benefits Guide or on your company's website. If you have questions about your company's wellness program & incentives, please contact Parsons HR Central at (833) 867-8001 or Sharecare at 855-203-5506. If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Sharecare at 855-203-5506.

The information from The Real Age Test will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as education and lifestyle coaching. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Parsons Corporation may use aggregate information it collects to design a program based on identified health risks in the workplace, the wellness program will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who

will receive your personally identifiable health information is (are) data governance and coaching teams when necessary in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Parsons HR Central at (833) 867 – 8001. You can also log a ticket or live chat HR Central through Concierge.