

THE MAXAR 401(K) PROFIT SHARING PLAN (29057)

Key Plan Details

When can I enroll in the Plan?

There is no waiting period. You can enroll in the Plan at any time.

If you have not enrolled in the Plan within 35 business days from your date of hire, you will be automatically enrolled in the Plan at a contribution rate of 4% of your pretax eligible earnings.

Based on your date of birth and assuming a retirement age of 65, you will be invested in the Fidelity Freedom Index Commingled Pool Class T, with a corresponding target retirement date. Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.

We encourage you to take an active role in the Plan and to choose a contribution rate and investment options that are appropriate for you. If you do not wish to contribute to the Plan, you must change your contribution rate to 0% within the first 35 business days of your date of hire. You may change your contribution rate at any time online, or by calling the Fidelity Service Center at 1-800-890-4015.

Annual Increase Program

In addition to being automatically enrolled in the 401(k) feature of the Plan, you will also be automatically enrolled in the Annual Increase Program. Every year, your regular pre-tax 401(k) contribution rate will increase in increments of 1%, up to 8%. You can elect to opt out of the Annual Increase Program via NetBenefits or by calling the Fidelity Service Center at 1-800-890-4015.

How do I enroll in the Plan?

Enroll online at any time, or by calling the Fidelity Service Center at 1-800-890-4015.

What is the Roth contribution option?

A Roth contribution to your retirement savings plan allows you to make after-tax contributions and take any associated earnings completely tax free at retirement - as long as the distribution is a qualified one. A qualified distribution, in this case, is one that is taken at least five tax years after your first Roth 401(k) contribution and after you have attained age 59½, or become disabled or die. Through automatic payroll deduction, you can contribute up to 75% of your eligible pay as designated Roth contributions, up to the annual IRS dollar limits.

Find more information online within the “Library” section of NetBenefits®.

How much can I contribute?

Through automatic payroll deduction, you may contribute up to 75% of your eligible pay on a pretax basis, Roth 401(k) basis, or a combination of both, up to the annual IRS dollar limits. In addition, you can automatically increase your retirement savings plan contributions each year through the Annual Increase Program. Sign up online by accessing the “Contribution Amount” section on NetBenefits®, or by calling the Fidelity Service Center at 1-800-890-4015.

What is the IRS contribution limit?

The IRS contribution limit for 2023 is \$22,500.

Does the Company contribute to my account?

The Plan helps your retirement savings grow by providing a discretionary match on your pretax, Roth, and/or catch-up contributions. The current matching formula is 50% up to the first 8% that you contribute (4% total match).

How do I designate my beneficiary?

If you have not already selected your beneficiaries, or if you have experienced a life-changing event such as a marriage, divorce, birth of a child, or a death in the family, it’s time to consider your beneficiary designations. Fidelity’s Online Beneficiaries Service offers a straightforward, convenient process that takes just minutes. To make your elections, click on the “Profile” link, then select “Beneficiaries” and follow the online instructions.

What are my investment options?

To help you meet your investment goals, the Plan offers you a range of options. You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. The various investment options available through the Plan include conservative, moderately conservative, and aggressive funds. A complete description of the Plan’s investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online.

What if I don’t make an investment election?

We encourage you to take an active role in the Maxar 401(k) Profit Sharing Plan and choose investment options that best suit your goals, time horizon, and risk tolerance. If you do not select specific investment options in the Plan, your contributions will be invested in the Fidelity Freedom Index Commingled Pool Class T with the target retirement date closest to the year you might retire, based on your current age and assuming a retirement age of 65, at the direction of Maxar Technologies Inc.

If no date of birth or an invalid date of birth is on file at Fidelity, your contributions may be invested in the Fidelity Freedom Index Income Commingled Pool Class T. More information about

the Fidelity Freedom Index Commingled Pool Class T options can be found online.

Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.

What catch-up contribution can I make?

If you have reached age 50 or will reach 50 during the calendar year January 1 – December 31 and are making the maximum plan or IRS contribution, you may make an additional catch-up contribution each pay period. The maximum annual catch-up contribution is \$7,500. Going forward, catch-up contribution limits will be subject to cost of living adjustments (COLAs) in \$500 increments.

In 2023, the maximum annual catch-up contribution is \$7,500.

When am I vested?

You are always 100% vested in your own contributions to the 401(k) Plan. All matching contributions received on or after January 1, 2019, will be immediately 100% vested.

All previous employer contributions will continue to vest according to the original schedule.

Can I take a loan from my account?

Although your plan account is intended for the future, you may borrow from your account for any reason.

Learn more about and/or request a loan online, or by calling the Fidelity Service Center at 1-800-890-4015.

Can I make withdrawals?

Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, become permanently disabled, have severe financial hardship, as defined by your plan.

When you leave the Company, you can withdraw contributions and any associated earnings. If your vested account balance is greater than \$5,000, you can leave contributions and any associated earnings in the Plan, until you reach age 72*.

*The change in the MRD age requirement from 70½ to 72 only applies to individuals who turn 70½ on or after January 1, 2020. Please speak with your tax advisor regarding the impact of this change on future MRDs.

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your vested account balance is greater than \$5,000, you can leave contributions and any associated earnings in the Plan. After you leave the Company, if your vested account balance is equal to or less than \$1,000, it will automatically be distributed to you. However, if your vested account balance is greater than \$1,000 but not more than \$5,000, you will be notified that your entire vested account balance will be transferred to an Individual Retirement Account (Rollover IRA), unless you request either a cash distribution or a rollover distribution of your choice.

[Can I move money from another retirement plan into my account in the Maxar 401\(k\) Profit Sharing Plan?](#)

You are permitted to roll over eligible pretax, after-tax, and Roth 401(k) contributions from another 401(k) plan, 401(a) plan, 403(b) plan, or eligible pretax and after-tax contributions from a conduit individual retirement accounts (IRAs). A conduit IRA is one that contains only money rolled over from an employer-sponsored retirement plan that has not been mixed with regular IRA contributions.

Additional information can be obtained online, or by calling the Fidelity Service Center at 1-800-890-4015.

Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.

[Where can I find information about exchanges and other plan features?](#)

Learn about loans, exchanges, and more online. In particular, you can access loan modeling tools that illustrate the potential impact of a loan on the long-term growth of your account. You will also find a withdrawal modeling tool, which shows the amount of federal income taxes and early withdrawal penalties you might pay, along with the amount of earnings you could potentially lose by taking a withdrawal. Additional information can be obtained by calling the Fidelity Service Center at 1-800-890-4015.

Additional Important Information

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a mutual fund prospectus or, if available, a summary prospectus containing this information. Read it carefully.

Investing involves risk, including risk of loss.

This information provides only a summary of the main features of the Maxar 401(k) Profit Sharing Plan and the Plan Document will govern in the event of discrepancies.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

