

NGSP Employee Contributions Comparison Chart

	Pre-tax	Roth 401(k)	After-tax
General Description of the Contribution Type	Contributions are made on a before-tax basis and reduce current taxable income	Contributions are made on an after-tax basis and do not reduce current taxable income	Contributions are made on an after-tax basis and do not reduce current taxable income
Contribution Limits	1% to 75% ¹ of your eligible compensation (combined with after-tax and Roth 401(k) contributions) up to \$24,500 (combined with Roth 401(k) contributions)	1% to 75% ¹ of your eligible compensation (combined with pre-tax and after-tax contributions) up to \$24,500 (combined with pre-tax 401(k) contributions)	1% to 75% ¹ of your eligible compensation (combined with pre-tax and Roth 401(k) contributions)
Catch-up Contribution² If You Are Age 50 and Above	Can contribute an additional \$8,000 for a maximum of up to \$32,500 (combined with Roth 401(k))	Can contribute an additional \$8,000 for a maximum of up to \$32,500 (combined with pre-tax 401(k))	Not applicable
Catch-up Contribution² If You Are Age 60 to 63	Can contribute an additional \$11,250 for a maximum of \$35,750 (combined with Roth 401(k))	Can contribute an additional \$11,250 for a maximum of \$35,750 (combined with pre-tax 401(k))	Not applicable
Company Match	Eligible for company matching contributions ³	Eligible for company matching contributions ³	Eligible for company matching contributions ³
Taxation at Distribution	Contributions and earnings are taxable at time of distribution	If a "qualified" distribution ⁴ , contributions and associated earnings are not taxable at time of distribution	Only earnings are taxable at time of distribution. Distributions will come from contributions and earnings on a prorated basis.

¹ 35% if you are a highly compensated employee (HCE) under IRS rules.

² Starting in 2026, if your FICA wages from Northrop Grumman for 2025 exceeded \$150,000, IRS requires catch-up contributions in 2026 must be made as Roth 401(k) contributions.

³ Northrop Grumman will contribute a certain amount of money to your 401(k) based on your contributions, called a "company match."

⁴ A distribution from a Roth 401(k) is federally tax and penalty free, provided the five-year aging requirement has been satisfied and one of the following conditions is met: age 59½, disability, or death.