

Tarsus Pharmaceuticals 401(k) Plan

Reminder: Our Available Employer Matching Contribution has Increased

Effective at the beginning of this year, the available company match was increased to provide a matching contribution on the first 6% you contribute to the 401(k) plan!

How does the Tarsus match work?

We will match 100% on the first 4% plus 50% on the next 2% of your employee-elected contributions, up to a maximum annual compensation limit of \$350,000. Eligible compensation includes salary and bonus wages.

How do I receive the full available match?

To receive the full available matching contribution, employees should be contributing at least 6% of their eligible compensation into the 401(k) plan.

How do I make changes to my contributions?

If you are not contributing at least 6% of your eligible compensation and would like to increase this amount to receive more match, changes to your contribution elections can be made through Fidelity either online (www.netbenefits.com) or by phone (800-835-5097).

What if I contribute more than 6% and reach my contribution limit before year-end?

We will provide a "True-up" each year, which means you will receive the 5% company match based on your full-year contributions. This true-up typically occurs in first half of the following year.

How much can you receive in matching contributions (Example):

| Annual Compensation (Salary + Bonus) | Employee 401(k) % Deferral | Employee Contribution Amount | Tarsus Match Contribution (5%) | Total Contribution |
|---|----------------------------------|---------------------------------|-----------------------------------|--------------------|
| \$60,000 | 6% | \$3,600 | \$3,000 | \$6,600 |
| \$80,000 | 6% | \$4,800 | \$4,000 | \$8,800 |
| \$100,000 | 6% | \$6,000 | \$5,000 | \$11,000 |
| \$175,000 | 6% | \$10,500 | \$8,750 | \$19,250 |
| \$350,000 | 6% | \$21,000 | \$17,500 | \$38,500 |

Additional questions?

For additional questions on how to contribute, how to ensure you're receiving the full available match, or other questions about the 401(k) plan, contact our independent 401(k) plan advisors: Erik Pflaum, Erik.Pflaum@MarshMMA.com; Eric Gefre, Eric.Gefre@MarshMMA.com.