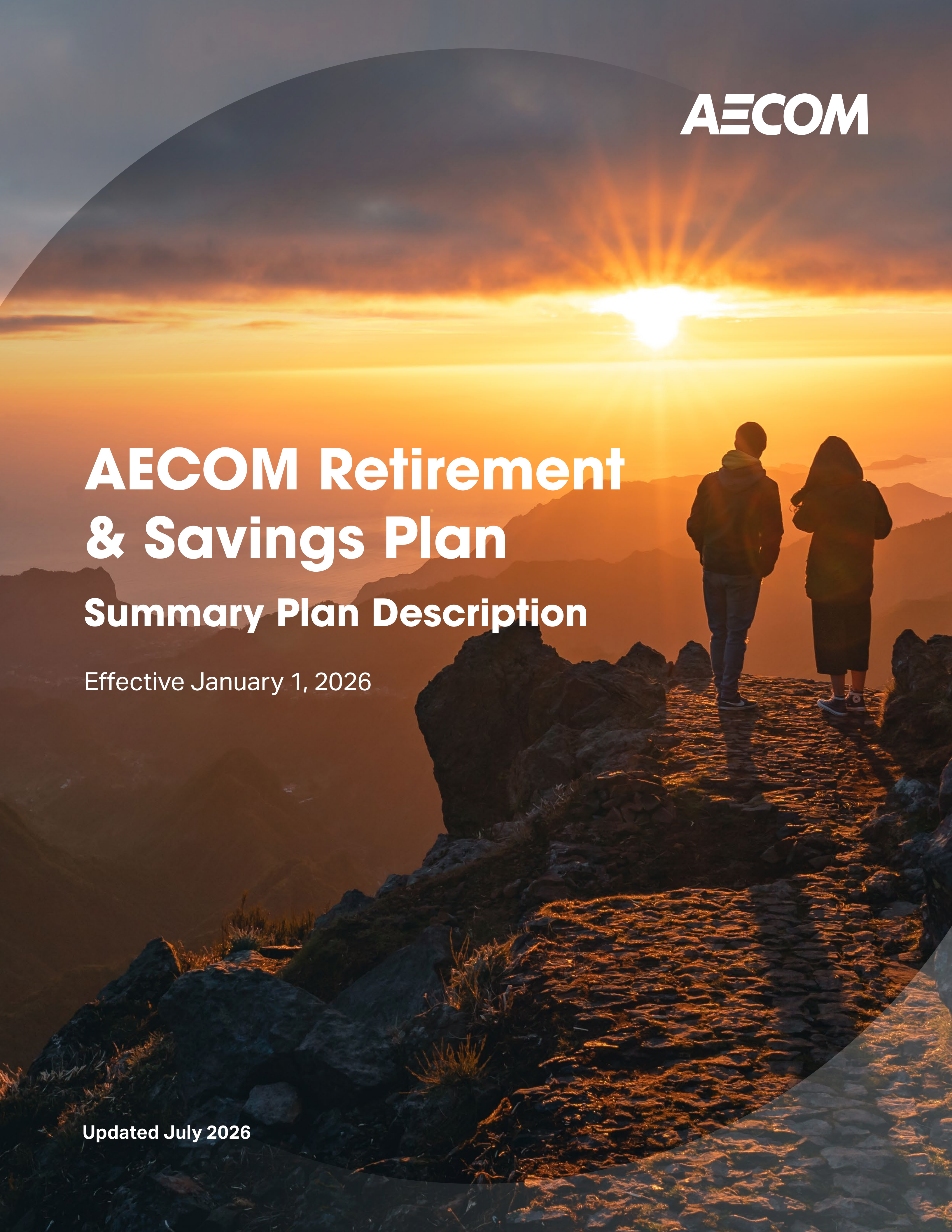

AECOM Retirement & Savings Plan

Summary Plan Description

Effective January 1, 2026

Updated July 2026

Contents

Contents

Summary Plan Description

This Summary Plan Description is a brief description of the AECOM Retirement & Savings Plan (the "Plan") as in effect on January 1, 2026, and your rights, obligations, and benefits under the Plan. AECOM sponsors the Plan to provide you with retirement benefits. If you terminated employment before January 1, 2026, your benefits will be governed by the Plan in effect on the date of your termination of employment, except as specifically provided otherwise, as required by applicable law, or in accordance with uniform procedures adopted by AECOM or the Plan Administrator, as applicable.

The Plan covers eligible employees of AECOM and its affiliates that have extended the Plan to eligible employees. In general, an "affiliate" is a corporation that is at least 80% owned by AECOM or by another corporation in a chain of corporations of which AECOM is the common parent corporation. AECOM and its affiliates that have extended the Plan are referred to in this summary collectively as the "Employers" and individually as an "Employer". This summary generally applies to all eligible employees of the Employers. However, special rules may apply to eligible employees of certain Employers that have been acquired by AECOM (the "Acquired Employers").

This summary is intended to explain the principal terms of the Plan in non-technical language. The complete terms and conditions of the Plan are described in a complex legal document. This summary is not intended to cover every circumstance covered in the Plan document. Should there be any inconsistency between this summary or any oral representation and the Plan document, the terms of the Plan document will govern. No benefits will be paid based on the terms of this summary, unless such benefits are provided for under the terms of the Plan document.

Of course, you may examine the complete Plan document on which this summary is based. You may obtain, upon written request, from the Plan Administrator a copy of the Plan document. If you have any questions regarding your Plan or this Summary Plan Description, you should ask the Plan Administrator.

Please note that the terms "you" and "your" as used in this summary refer to an employee of the Employers who otherwise meets all of the eligibility and participation requirements under the Plan. Receipt of this summary does not guarantee that the recipient is a participant under the Plan and/or otherwise eligible for benefits under the Plan.

Important Cybersecurity Reminder

It is your responsibility to safeguard your Plan account information—use a strong password that you do not use for any other online account and do not share your username or password with anyone else. Check your Plan account frequently. If any unauthorized account activity occurs, please immediately report it to Merrill. Contact Merrill online at www.benefits.ml.com or by calling 1-877-637-4226 to learn more about additional steps that you can take to protect your Plan account.

This document is being provided exclusively by the Employers, which retain responsibility for content.

General Information about Your Plan

Plan Name: AECOM Retirement & Savings Plan

Plan Number: 055

Plan Year: January 1st to December 31st

Plan Sponsor: AECOM
One Galleria Tower
13355 Noel Road Suite 400
Dallas, TX 75240-6825
972-788-1000

Plan Sponsor Employer Identification Number: 61-1088522

Plan Administrator: AECOM Americas Benefits Administration Committee
One California Plaza
300 S Grand Ave
9th Floor
Los Angeles, CA 90071
213-593-8000

The Plan Administrator keeps the records for the Plan and is responsible for the administration of the Plan. The Plan Administrator has discretionary authority to construe the terms of the Plan and make determinations on questions that may affect your eligibility for benefits.

The Plan Administrator will serve as the Plan's agent for service of legal process. Legal process may also be served on the Plan's Trustee.

Plan Recordkeeper: Merrill, Lynch, Pierce, Fenner & Smith, Inc. ("Merrill")
1400 American Blvd
Pennington, NJ 08534

The Plan Administrator has retained Merrill to maintain the records for the Plan and to provide administrative and investment services for the Plan's participants. Merrill or the Plan Administrator will answer any questions you may have about your Plan.

Plan Trustee: Bank of America, N.A.
1400 American Blvd.
Pennington, NJ 08534

Your Plan's Trustee has been designated to hold and invest Plan assets for the benefit of you and other Plan participants and beneficiaries. The trust fund maintained by the Plan's Trustee will be the funding medium used to accumulate the assets from which benefits will be distributed.

Plan Type: The Plan is a defined contribution plan with a 401(k) feature and Employer contributions. The portion of the Plan that invests primarily in AECOM common stock is also intended to be an employee stock ownership plan or "ESOP." The ESOP is intended to satisfy the requirements of an employee stock ownership plan within the meaning of Internal Revenue Code Sections 401(a), 409, and 4975(e)(7). The Plan is also intended to constitute a plan described in Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Other AECOM affiliates may extend the Plan to their eligible employees and become participating Employers. You and your beneficiaries may receive from the Plan Administrator, upon written request, information as to whether an affiliate is an Employer under the Plan, and if so, such Employer's address.

Becoming a Participant in Your Plan

Eligible Employees

You are generally eligible to participate in the Plan if you are employed by an Employer and you are classified by your Employer as an employee for purposes of wage withholding of federal income taxes. This includes part-time and temporary employees.

However, there are certain employees who are not eligible to participate in the Plan. Those employees are:

- Employees who work under a contract or project agreement, or whose employment is governed by a collective bargaining agreement, unless such contract or agreement expressly provides for participation in this Plan.
- Non-resident aliens who have no earned income from sources within the United States.
- Employees paid in certain designated payroll classification codes.
- Leased employees.
- Residents of Puerto Rico.
- Employees who are eligible to participate in the AECOM Caribe Retirement Plan or any other defined contribution plan maintained by AECOM or its affiliates (unless AECOM expressly provides for participation in this Plan).

If you do not satisfy the eligibility requirements described above, any subsequent determination by your Employer, a government agency, a court, or other third party that you are an eligible employee will not have a retroactive effect for purposes of your eligibility to participate in the Plan, even if the determination is applicable to prior years.

Plan Participation

If you are eligible to participate in the Plan, you may become a Plan participant as soon as administratively feasible after your date of hire.

You will receive an enrollment kit from Merrill when you become eligible to participate in the Plan. The enrollment kit will provide information on how to enroll in the Plan and the investment choices offered to you.

Automatic Enrollment Feature

If you are hired or rehired (or if you are classified or reclassified as an eligible employee) on or after January 1, 2016, and you do not affirmatively enroll or decline enrollment in the Plan within 45 days after your hire or rehire (or classification or reclassification) date, you will be automatically enrolled in the Plan. If you are automatically enrolled in the Plan, you will be deemed to have elected to contribute 1% of your eligible compensation (as defined in the "Eligible Compensation" section below) to the Plan as Pre-Tax Contributions (described below). This deemed election will be processed as soon as administratively feasible after you have been automatically enrolled. You may elect to change or discontinue the contribution rate at any time.

If you became a participant in the Plan as a result of the merger of the Leeding Builders Group 401k Plan into the Plan, the automatic enrollment feature described in this section did not apply to you.

Special Rules if You Changed 401(k) Plans Prior to February 1, 2020

Prior to February 1, 2020, if your employment classification with your Employer changed and resulted in you becoming eligible for a different AECOM 401(k) plan, special rules applied. If you became eligible for this Plan, your 401(k) contribution elections from the prior AECOM 401(k) plan continued under this Plan until you chose to change your level of participation after your new account was established.

If you were not actively participating in the prior AECOM 401(k) plan, you may have been automatically enrolled in this Plan as described in the "Automatic Enrollment Feature" section above. For additional information regarding your enrollment in the Plan following a transfer, please contact Merrill online at **www.benefits.ml.com** or by calling 1-877-637-4226; you may also refer to the Addendum at the end of this summary.

Contributions to Your Plan

Pre-Tax Contributions

Subject to the contribution limits described in the "Contribution Limits" section below, the Plan allows you to contribute a portion of your pay to the Plan on a pre-tax basis. "Pre-tax" means that your contributions will be deducted from your paycheck before any federal, state, and/or local income taxes (but not employment taxes) are calculated. The amount you elect to defer, and any earnings on that amount, will not be subject to income tax until it is actually distributed to you.

You may elect to defer between 1% and 75% (in increments of 1%) of your eligible compensation (as defined in the "Eligible Compensation" section below) to the Plan as Pre-Tax Contributions instead of receiving that amount as current pay. However, if you are a "highly compensated employee," the amount you may defer may be less if the Plan Administrator establishes a lower limit (as explained in the "Other Limits on Your Contributions" section below).

As noted above, if you are hired or rehired on or after January 1, 2016 and you do not make a deferral election (either to defer a certain percentage of your eligible compensation or not to defer), you will be deemed to have elected to contribute 1% of your eligible compensation to the Plan as Pre-Tax Contributions. This same automatic enrollment rule will generally apply if you become eligible for the Plan as a result of an employment transfer or reclassification on or after January 1, 2016.

Additionally, you may elect to have the rate at which you make Pre-Tax Contributions automatically increase by 1%, 2% or 3% of your eligible compensation on an annual basis (or on an every 2-year basis or every 3-year basis).

Roth 401(k) Contributions

Subject to the contribution limits described in the "Contribution Limits" section below, you may also contribute a portion of your pay to the Plan as "Roth 401(k) Contributions." Roth 401(k) Contributions are deducted from your pay after any employment, federal, state, and/or local income taxes have been calculated. Therefore, Roth 401(k) Contributions will not reduce your taxable income, but they will also not be taxed when they are withdrawn. In addition, the earnings you accumulate on Roth 401(k) Contributions will not be subject to federal income taxes at withdrawal, provided that you (1) have had your Roth 401(k) Contributions Account for at least five years and are at least age 59½ (or distribution occurs due to death or disability (as defined in Internal Revenue Code Section 72(m)(7)), or (2) you roll over your Roth 401(k) Contributions to a Roth Individual Retirement Account (IRA).

You may elect to contribute between 1% and 75% (in increments of 1%) of your eligible compensation (as defined in the "Eligible Compensation" section below) to the Plan as Roth 401(k) Contributions instead of receiving that amount as current pay. However, if you are a "highly compensated employee," the amount you may defer may be less if the Plan Administrator establishes a lower limit (as explained in the "Other Limits on Your Contributions" section below).

After-Tax Contributions

Subject to the contribution limits described in the "Contribution Limits" section below, you may also contribute a portion of your pay to the Plan as traditional "After-Tax Contributions." After-Tax Contributions are subject to any employment, federal, state, and/or local income taxes before these amounts are contributed to the Plan. However, any investment income earned on these contributions is not currently taxable to you, but will be taxed when you withdraw funds from your account.

You may elect to contribute between 1% and 75% (in increments of 1%) of your eligible compensation (as defined in the "Eligible Compensation" section below) to the Plan as After-Tax Contributions instead of receiving that amount as current pay. However, if you are a "highly compensated employee," the amount you may defer may be less if the Plan Administrator establishes a lower limit (as explained in the "Other Limits on Your Contributions" section below).

Catch-Up Contributions and Roth Catch-up Contributions

You are eligible to make Catch-up Contributions and/or Roth Catch-up Contributions to the Plan if you will be age 50 or older before the end of the calendar year and you are making the maximum Pre-Tax Contributions and/or Roth 401(k) Contributions permitted by the Internal Revenue Code and the Plan. "Catch-up Contributions" are amounts you elect to contribute to the Plan from your eligible compensation (as defined in the "Eligible Compensation" section below) as additional pre-tax deferrals. "Roth Catch-up Contributions" are amounts you elect to contribute to the Plan from your eligible compensation as additional Roth 401(k) Contributions. Catch-up Contributions and Roth Catch-up Contributions are designed to help you boost your savings as you near retirement by allowing you to save above and beyond the normal limits.

You choose a percentage to contribute per payroll period, up to a total combined Catch-up Contributions and Roth Catch-up Contributions of $8,000 (subject to adjustment annually based on a cost-of-living index) in a given calendar year. If you will attain age 60 to 63 before the end of the calendar year, your total combined Catch-up Contributions and Roth Catch-up Contributions may equal up to $11,250 (subject to adjustment annually based on a cost-of-living index) for that calendar year. Your Catch-up Contributions and Roth Catch-up Contributions are not subject to the Internal Revenue Code limits described below in the "Contribution Limits" section.

Mandatory Roth Catch-Up Contributions

Beginning January 1, 2026, certain highly paid employees will generally be prohibited from making pre-tax Catch-up Contributions, and, instead, will be permitted to make Roth Catch-up Contributions only.

If you are eligible to make catch-up contributions and you received wages (as such term is used for the purposes of determining FICA taxes) from the Employers in excess of $150,000 (as adjusted annually for inflation) in the previous calendar year, your pre-tax Catch-up Contribution election under the Plan (if any) will automatically be converted to a Roth Catch-up Contribution election as soon as administratively feasible after January 1 of the applicable calendar year. Prior to the date on which such deemed Roth Catch-up Contribution election becomes effective, you will be provided an opportunity to stop or otherwise change your Roth Catch-up Contribution election.

If you are eligible for catch-up contributions, you should carefully review your existing contribution elections on file with the Plan to make sure they are consistent with your intended tax planning for retirement. You may make an affirmative election to cancel or change your contribution elections, including, to the extent permitted by law, any deemed Roth Catch-up Contribution election, at any time by contacting Merrill at 1-877-637-4226 or logging on to Benefits OnLine at **www.benefits.ml.com**.

Combined Pre-Tax Contributions, Roth 401(k) Contributions, and After-Tax Contributions

You can elect to make Pre-Tax Contributions, Roth 401(k) Contributions, Catch-up Contributions, Roth Catch-up Contributions, and After-Tax Contributions to the Plan, subject to Plan and Internal Revenue Code limits. Your combined Pre-Tax Contributions, Roth 401(k) Contributions, Catch-up Contributions, Roth Catch-up Contributions, and After-Tax Contributions may not exceed 75% of your eligible compensation (as defined in the "Eligible Compensation" section below).

In addition, certain limits described in the "Contribution Limits" section below also apply to your combined Pre-Tax Contributions and Roth 401(k) Contributions and your After-Tax Contributions.

Changing Your Contributions

You may modify your contribution elections at any time. You may do this online at **www.benefits.ml.com** or by calling 1-877-637-4226. Your modification will become effective as soon as administratively feasible. Your election will remain in effect until you modify or terminate it. You should periodically review your contribution percentage. If your contribution percentage is inaccurate, you should notify the Plan Administrator immediately. If you fail to do so, your contribution percentage will be deemed to be approved by you 90 days after contributions are first credited to your account at the applicable contribution rate.

Company Matching Contributions—Eligible Employees Not Covered by Contract

If you are (i) eligible to receive a Company Matching Contribution and (ii) not covered by a collective bargaining agreement, applicable government contract or specific project agreement, your Employer may make a Company Matching Contribution to the Plan on your behalf equal to 50% of your combined Pre-Tax Contributions and Roth 401(k) Contributions up to 6% of your eligible compensation (as defined in the "Eligible Compensation" section below) for the Plan Year. Catch-up Contributions and Roth Catch-up Contributions (if any) will not generally be taken into account in calculating your Company Matching Contributions; however, contributions initially designated as Catch-Up Contributions and Roth Catch-Up Contributions that are recharacterized as Pre-Tax Contributions or Roth 401(k) Contributions, respectively, are eligible for Company Matching Contributions. Prior to January 1, 2019, your Employer made Company Matching Contributions on your After-Tax Contributions; however, on and after January 1, 2019, Company Matching Contributions will no longer be made with respect to your After-Tax Contributions.

The Company Matching Contribution described in the preceding paragraph, if made for a Plan Year, will be made on an annual basis. You generally must be actively employed on the last day of a Plan Year to be eligible to receive the annual Company Matching Contribution for that Plan Year. However, if you terminate employment during a Plan Year because of (i) your death (including death while performing qualified military service), Disability, Normal Retirement or Early Retirement, (ii) an involuntary termination of service due to a reduction in force, contract loss, or contract completion, or (iii) a voluntary termination of service due to participation in an approved voluntary severance program offered by your Employer, you may also be eligible to receive a Company Matching Contribution for that Plan Year. ("Disability," "Normal Retirement," and "Early Retirement" are defined below in the section entitled "How and When Benefits Are Paid.") The last day employment requirement may also be waived if you ceased to be employed by AECOM and its affiliates as a result of the sale of an operating unit (such as a subsidiary or division). Please contact Merrill at 1-877-637-4226 for more information.

How the Annual Company Matching Contribution is Made

If you are eligible to receive an annual Company Matching Contribution, fifty percent (50%) of Company Matching Contribution made to the Plan on your behalf is automatically invested in the AECOM Common Stock Fund and fifty percent (50%) of Company Matching Contribution made to the Plan on your behalf is invested in accordance with your investment elections. You may diversify your contributions as described below in the section entitled "Investment Diversification of Company Matching Contributions."

Generally, your Employer funds your Company Matching Contribution in cash, which is then invested on your behalf as described in the preceding section. However, your Employer may contribute shares of AECOM Common Stock in lieu of cash to cover the portion of the Company Matching Contribution that is automatically invested in the AECOM Company Stock Fund. In such cases, the number of shares of AECOM Common Stock that will be allocated to your Plan account is determined using the following formula:

$$\frac{\text{50\% of your Company Matching Contribution for the Plan Year}}{\text{Share Price of AECOM Common Stock}}$$

For the purposes of this formula, the share price of AECOM Common Stock will be the closing price on the last Friday (or, if not a trading day, the immediately preceding trading day) of the second quarter of the Company's fiscal year that begins in the Plan Year for which the Company Match Contribution is earned. For example, with respect to the Company Matching Contribution for the 2026 Plan Year, the share price of AECOM Common Stock will be its closing price on Friday, April 2, 2027.

The shares of AECOM Common Stock contributed to the Plan on your behalf will be allocated to your Plan account no later than the end of the first week of the third quarter of the Company's fiscal year that begins in the Plan Year for which the Company Match Contribution is earned. For example, with respect to the Company Matching Contribution for the 2026 Plan Year, the shares of AECOM Common Stock will be allocated to your account by Friday, April 9, 2027.

Company Matching Contributions—Eligible Employees Covered by Contract Only

If you are covered by a collective bargaining agreement (CBA), government contract, or specific project agreement, you will be eligible for the Company Matching Contribution (if any) described in the CBA, government contract, or project agreement that applies to you.

Nonelective Company Contributions—Eligible Employees Covered by Contract Only

If you are covered by a collective bargaining agreement (CBA), government contract, or specific project agreement, you will be eligible for the nonelective Company Contribution (if any) described in the CBA, government contract, or project agreement that applies to you.

Rollover Contributions

You may be permitted to deposit into the Plan distributions that you receive from other employer retirement plans or Individual Retirement Accounts ("IRAs"). Such a deposit is called a "Rollover Contribution" and it may result in current tax savings to you. You may make a Rollover Contribution if you are eligible to participate in the Plan even if you are not currently a participant, and even if you are on a leave of absence. You should consult your professional tax advisor before making a Rollover Contribution to determine if it is in your best interest.

You will be permitted to roll over money to the Plan from the following types of plans:

- Retirement plans qualified under Section 401(a) of the Internal Revenue Code, including:
  - 401(k) plans;
  - Defined benefit (pension) plans;
  - Profit sharing or thrift plans;
  - Employee stock ownership plans ("ESOPs");
  - Money purchase pension plans; and
  - Stock bonus plans;
- Section 403(b) tax-sheltered annuity plans (excluding after-tax employee contributions);
- Governmental Section 457(b) deferred compensation plans; and
- Traditional IRAs. (Rollovers from SIMPLE IRAs are not permitted.)

Generally, you cannot roll over monthly annuity payments from those plans, but you can roll over lump sum or partial lump sum distributions from those plans.

The Plan will accept a Roth Rollover Contribution only if it is a direct rollover from another Roth 401(k) contribution account under another employer's qualified retirement plan.

Other rollovers generally must be made within 60 days after you receive a payment from the former plan. (Special rules may apply to rollovers of after-tax contributions.) If the rollover is paid directly to you and it is not deposited into the Plan within 60 days, the Plan cannot accept it and the distribution will be taxable to you, unless you are able to provide evidence of a waiver of the 60-day period in a manner suitable to the Plan Administrator. Rollover Contributions are subject to other rules established by the Plan Administrator.

To find out if your money is eligible to be rolled over to the Plan, or to make a Rollover Contribution, call Merrill at 1-877-637-4226. To obtain a rollover form, please log on to Benefits OnLine at **www.benefits.ml.com**. We strongly encourage you to contact Merrill before completing your rollover form in order to ensure that you have provided all of the required supporting documentation and are eligible to make a Rollover Contribution to the Plan.

Prior Company Contributions

If you were formerly a participant in another employer's plan that was merged into the Plan, your Plan account may include Prior Company Contributions. Prior Company Contributions are employer contributions your former employer made to your former retirement plan that have been designated by AECOM as Prior Company Contributions. Your Prior Company Contributions are now held and invested under the terms of the Plan. These contributions may be subject to additional withdrawal rights or restrictions, and grandfathered vesting rules. Please contact Merrill at 1-877-637-4226 if you have any questions about how the additional withdrawal rights and vesting rules may apply to your Prior Company Contributions.

Contribution Limits

You should be aware that the Internal Revenue Code imposes certain limits on how much may be allocated to your Plan accounts for any given Plan Year. These limits are complex, but generally no more than the lesser of $72,000 (for the Plan Year ending December 31, 2026) or 100% of your compensation may be allocated to your account (excluding earnings and Rollover Contributions, Catch-up Contributions, and Roth Catch-up Contributions) in any Plan Year. In the future, this limit will be subject to cost-of-living increases.

In addition, your total pre-tax deferrals and/or Roth 401(k) contributions to all plans (including a 401(k) plan maintained by another employer) in any calendar year may not exceed a dollar limit which is set by the IRS. The limit is $24,500 for calendar year 2026. The limit for Catch-up Contributions and Roth Catch-up Contributions for calendar year 2026 is $8,000 if you will attain age 50 through 59 or age 64 or older before the end of the calendar year, or $11,250 if you will attain age 60 to 63 before the end of the calendar year. The following chart shows the Internal Revenue Code limits that apply to participants ages 50 and older during the 2026 calendar year. In the future, these limits will be subject to cost-of-living increases.

Contributions	Ages 50 Through 59	Ages 60 Through 63	Ages 64 and Older
Regular Pre-Tax and/or Roth 401(k) Contribution Limit	$24,500	$24,500	$24,500
Catch-up and/or Roth Catch-up Contribution Limit	$8,000	$11,250	$8,000
Total Contribution Limit	$32,500	$35,750	$32,500

If your total pre-tax deferrals and/or your total Roth 401(k) contributions under all plans for a calendar year exceed the annual dollar limit, the excess, and certain earnings on such excess, must be distributed to you. Any amounts distributed to you consisting of pre-tax deferrals and earnings thereon, as well as any earnings attributable to excess Roth 401(k) contributions, which have accumulated tax-free, must be included in your income for the year. If you decide that any excess amount that exceeds the annual dollar limit should be distributed from this Plan (for example, if you changed jobs in the middle of a year and inadvertently contributed too much to your prior employer's plan and this Plan), you should communicate this in writing to Merrill no later than the April 1st following the close of the calendar year in which such excess deferrals were made. Merrill may then return the excess deferrals and/or excess Roth 401(k) contributions and any earnings to you by April 15th.

Other Limits on Your Contributions

Certain IRS nondiscrimination rules apply to contributions made by highly compensated employees ("HCEs"). Consequently, the Pre-Tax Contributions, Roth 401(k) Contributions or After-Tax Contributions of HCEs may be limited at times in order to meet IRS requirements.

In general, you are considered an HCE if one or both of the following applies to you:

- For the current or prior Plan Year, you are a 5% owner of AECOM or any of its affiliates.
- For the prior Plan Year, you earned more than $160,000 from AECOM or any of its affiliates. This limit is subject to adjustment annually based on a cost-of-living index.

To satisfy certain non-discrimination requirements, Pre-Tax Contributions and Roth 401(k) Contributions of highly compensated employees may be further limited in a given Plan Year. If any of the above limits are exceeded under the Plan, the Plan Administrator will distribute your Roth 401(k) Contributions, if any, first and Pre-Tax Contributions second, to the extent necessary to meet the limitations.

In addition, to satisfy non-discrimination requirements on Company Matching Contributions and After-Tax Contributions, Company Matching Contributions and After-Tax Contributions made to highly compensated employees may be limited. If the limits are exceeded under the Plan, the Plan Administrator will forfeit or distribute excess Company Matching Contributions and/or After-Tax Contributions, respectively, and certain earnings on such excess, to the extent necessary to satisfy the limitations.

Eligible Compensation

For purposes of your Plan, "eligible compensation" has a special meaning. Your eligible compensation generally means your total salary, wages and other amounts paid to you while you are eligible to make contributions to the Plan. Specifically, this definition includes:

- Base salary and wages, including overtime, sick time, vacation/PTO, holidays, commissions, and jury duty;
- Bonuses;
- Cash awards;
- Shift differential;
- Service Contract Act payments in cash rather than in fringe benefits;
- Your Pre-Tax Contributions to the Plan;
- Your pre-tax contributions under your Employer's flexible benefits program (such as pre-tax contributions to the cost of health insurance premiums or contributions to health care or dependent care flexible spending accounts); and
- Short-term disability when paid by your Employer.

Your eligible compensation does not include the following items (even if they are included in your taxable compensation):

- Allowances (moving, education, expenses, tax, etc.)
- Non-cash fringe benefits;
- Severance payments;
- Stock payments, including amounts realized in connection with stock options or restricted stock;
- Deferred compensation, including distributions from non-qualified retirement plans;
- Hazard/danger pay;
- Tax gross ups;
- Group term life insurance;
- Long-term disability benefits paid by a third party;
- Prizes;
- Non-cash awards;
- Short-term disability when paid by an entity other than your Employer;
- Recognition awards; and
- Salary, wages, and other amounts paid to you prior to the date you became eligible to make Pre-Tax Contributions and/or Roth 401(k) Contributions to the Plan.

As required by the Internal Revenue Code, any eligible compensation you earn for any Plan Year in excess of $360,000 (for the Plan Year ending December 31, 2026) is not used to determine your benefits under the Plan. This amount will be adjusted in future years for cost of living increases.

Investing Your Accounts

Your Accounts

The Plan Administrator will establish separate accounts in your name to reflect the various types of contributions made to the Plan on your behalf. The Plan Administrator will maintain the following accounts in your name (to the extent applicable):

- A "Pre-Tax Contributions Account" to reflect amounts attributable to your Pre-Tax Contributions and Catch-up Contributions to the Plan.
- A "Roth 401(k) Contributions Account" to reflect amounts attributable to your Roth 401(k) Contributions and Roth Catch-up Contributions to the Plan.
- A "Company Matching Contributions Account" to reflect amounts attributable to the Company Matching Contributions made to the Plan on your behalf.
- A "Company Contributions Account" to reflect amounts attributable to the Company Contributions made to the Plan on your behalf.
- A "Rollover Contributions Account" to reflect amounts attributable to your Rollover Contributions to the Plan.
- An "After-Tax Contributions Account" to reflect amounts attributable to your After-Tax Contributions to the Plan.
- An "In-Plan Roth Conversion Account" to reflect amount attributable to your In-Plan Roth Conversion Contributions to the Plan.
- A "Prior Company Contributions Account" to reflect amounts attributable to any prior company contributions to another plan that was merged into the Plan and that AECOM has designated as a Prior Company Contribution. The Plan Administrator will maintain additional Prior Company Contributions Accounts as necessary to reflect the grandfathered vesting schedules and other rights applicable to Prior Company Contributions made on behalf of employees of certain Acquired Employers.

The Plan Administrator may maintain additional accounts to reflect other amounts held by the Plan, as necessary. If you have any questions about those accounts, please contact Merrill at 1-877-637-4226.

Your accounts are invested in a trust fund consisting of a number of different investment funds (see "The Investment Funds" section below, for more information). Your accounts will be adjusted to reflect contributions, as well as any loans, withdrawals, or distributions. Your accounts will also be adjusted each business day, upward or downward, to reflect your share of earnings, losses, expenses, appreciation, and depreciation of the investment funds in which your accounts are invested. A business day is each day the New York Stock Exchange is open for trading and the Plan's Trustee is open for business.

Investment Elections

The Plan is intended to comply with Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), and related Department of Labor regulations. By complying with these rules, AECOM, the Employers, the Plan Administrator, Merrill, the Plan Trustee, and other Plan fiduciaries are relieved of liability for any losses directly resulting from your particular investment decisions (for example, liability for the performance of a particular investment fund in which you elect to invest).

The Plan offers a variety of investment funds in which you may elect to invest the contributions to your accounts. If you would like to make your own investment choices, the Plan offers a range of investment options with different levels of risk and potential return. You will receive separate information about the investment funds. For more information, including mutual fund prospectuses, fund performance, and the funds' objectives and investment strategies, call 1-877-637-4226 or log on to **www.benefits.ml.com**, select the Investments tab and pick Investment Choices & Performance from the drop-down menu. In addition, see the section at the end of this summary entitled "AECOM Common Stock Fund Overview" for more information about the AECOM Common Stock Fund.

The Plan also offers the option to invest using a member-directed brokerage account through which you may access a wide variety of investment options not included in the Plan's core investment menu. The costs associated with maintaining a member-directed brokerage account, as well as any costs associated with the trades you make through such account, will be deducted from your Plan balance should you choose to take advantage of this investment option. Loans, withdrawals and distributions cannot be made directly from a member-directed brokerage account. You must first sell your securities and transfer your balance back to the Plan's core investment options prior to requesting a loan, withdrawal or distribution. Please note that the Plan fiduciary responsible for monitoring the Plan's core investment funds neither evaluates nor monitors the investments available through the member-directed brokerage account. If you choose to establish such an account, it is your responsibility to ensure the investments you select are suitable for your situation including your goals, time horizon, and risk tolerance.

When you first become a participant in the Plan, you will need to decide what percentage of your contributions, including your Pre-Tax Contributions, Catch-up Contributions, Roth 401(k) Contributions, Roth Catch-up Contributions, Rollover Contributions, After-Tax Contributions, Company Matching Contributions (if allocated to your account on a payroll period basis), Company Contributions and Prior Company Contributions you want to invest and in which investment funds you want to invest those contributions (in whole percentages). If you choose, you can fine-tune your retirement and tax planning by making a different investment election with respect to your (i) Roth 401(k) Contributions, Roth Catch-up Contributions, and Roth Rollover Contributions, (ii) traditional After-Tax Contributions and After-Tax Rollover Contributions, and (iii) Pre-Tax Contributions, Catch-up Contributions, Rollover Contributions, eligible Company Matching Contributions, Company Contributions, and Prior Company Contributions.

IMPORTANT NOTE: As described above, if you are eligible to receive the annual Company Matching Contribution under the Plan, 50% of your Company Matching Contributions are automatically invested in the AECOM Common Stock Fund. However, as described below in the section entitled "Investment Diversification of Company Matching Contributions," you have the right to direct the investment of your Company Matching Contributions out of the AECOM Common Stock Fund as soon as they are made to the Plan on your behalf.

All investment elections must be made in accordance with procedures established by the Plan Administrator. The Plan Administrator may impose a fee or otherwise restrict your investment elections, if you make excessive investment elections during a Plan Year or engage in certain trading practices, such as market timing. Note that special restrictions may apply with respect to investments in the AECOM Common Stock Fund, including restrictions developed by AECOM to comply with securities laws. For example, if you are an officer or director of AECOM or an AECOM "covered person," certain investments in the AECOM Common Stock Fund may be restricted. Please refer to AECOM's Insider Trading Policy for more details. If you have questions about the Insider Trading Policy, please contact **TradingCompliance@aecom.com** or the AECOM Legal Department at (213) 593-8000.

You may change your investment elections in accordance with procedures established by the Plan Administrator. You may change the way future contributions (other than 50% of your future Company Matching Contributions allocated on an annual basis) to your accounts are invested, and you may also reallocate the way your current account balances (i.e., past contributions, including all of your past Company Matching Contributions) are invested by transferring your money among the investment funds.

In general, you may change or reallocate your investments as described above at any time online at **www.benefits.ml.com** or by calling 1-877-637-4226. The information available through these systems will also provide you with the current value of your accounts and the current value of shares in the investment funds available to you. Your fund transfer election or fund reallocation may be delayed for one or more days if the market is closed or trading in a particular investment fund is restricted because of unusual circumstances, such as insufficient liquidity to process transactions, major market disruptions, etc. Your fund transfer or fund reallocation may be subject to trading restrictions. The trading rules apply only to fund transfers and fund reallocations. They do not apply to loans, new contributions, distributions, or hardship withdrawals. New contributions into the Plan do not require you to wait a specified number of calendar days before transferring or reallocating money.

If you do not make a specific investment fund election, your Plan contributions will be automatically invested in the age appropriate Vanguard Target Retirement Trust (the "Default Fund"), which satisfies the requirements of a "target retirement date" qualified default investment alternative set forth in Department of Labor regulations.

The provisions of ERISA Section 404(c)(5) will apply to the automatic investment of your Plan contributions. Thus, AECOM, the Employers, the Plan Administrator, Merrill, the Plan Trustee, and other Plan fiduciaries are relieved of liability for any losses that occur as the result of such investment. You will be notified if the Plan's qualified default investment alternative changes. Any of your contributions added as a result of automatic enrollment will be invested in the Default Fund.

To transfer all or any portion of your Plan account balance from the Default Fund to any other investment alternative available under the Plan, or to request additional information about the investment funds available under the Plan (other than the AECOM Common Stock Fund), visit **www.benefits.ml.com** or call 1-877-637-4226. For additional information about the AECOM Common Stock Fund, see the "AECOM Common Stock Fund Overview" section at the end of this summary or visit **www.benefits.ml.com**.

Neither AECOM, your Employer nor the Plan Trustee guarantees your Plan accounts against loss or depreciation. Past investment performance is no guarantee of future results. In addition, you are solely responsible for the investment decisions you make with respect to your contributions.

The voting of shares of the investment funds (other than the AECOM Common Stock Fund) will be made in accordance with the terms of the agreement between AECOM and the Plan Trustee. Voting rights on those shares will not be passed through to participants. As described in the "Voting Rights" section of the "AECOM Common Stock Fund Overview" at the end of this summary, participants have voting rights on their shares of AECOM stock in the AECOM Common Stock Fund.

Investment Diversification of Company Matching Contributions

As noted above, if you are eligible to receive the annual Company Matching Contribution under the Plan, 50% of your Company Matching Contributions are automatically invested in the AECOM Common Stock Fund. However, the Plan allows you to elect to move any portion of your Company Matching Contributions Account from investment in the AECOM Common Stock Fund into other diversified investment alternatives under the Plan that have materially different risk and return characteristics. As soon as practicable after contributions are credited to your Company Matching Contributions Account, you have the right to decide in which investment funds you want to reallocate your Company Matching Contributions Account and what percentage of your Company Matching Contributions Account you want to invest in each of those investment funds (in whole percentages).

This diversification right extends to all of the AECOM stock held under the Plan, whether you bought the stock with your own contributions or the stock was purchased with Employer contributions. Please note that any previously communicated trading restrictions continue to apply to the Plan. If you are an officer or director of AECOM or an AECOM "covered person," certain account balance transfers to the AECOM Common Stock Fund may be restricted. Please refer to AECOM's Insider Trading Policy for more details. If you have questions about the Insider Trading Policy, please contact **TradingCompliance@aecom.com** or the AECOM Legal Department at (213) 593-8000.

For specific information regarding your right to elect out of your investment in the AECOM Common Stock Fund, see the "Investment Elections" section above. In deciding whether to exercise this right, you will want to give careful consideration to the information below that describes the importance of diversification. All of the other investment funds under the Plan are available to you if you decide to diversify out of the AECOM Common Stock Fund.

To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return, while minimizing your overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform very well often cause another asset category, or another particular security, to perform poorly. If you invest more than 20% of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help you manage investment risk.

In deciding how to invest your retirement savings, you should take into account all of your assets, including any retirement savings outside of the Plan. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals, and different tolerances for risk. Therefore, you should carefully consider the diversification rights described above and how these rights affect the amount of money that you invest in the AECOM Common Stock Fund through the Plan.

It is also important to periodically review your investment portfolio, your investment objectives, and the investment fund options under the Plan to help ensure that your retirement savings will meet your retirement goals.

Fees and Expenses

Plan fees and expenses generally fall into three categories: plan administration fees, individual service fees, and plan asset fees. Administrative expenses include fees of the Plan Trustee, recordkeeping costs, fees for professional services, communications, and other costs incurred in administering the Plan. A fee to pay for these administrative expenses is reflected on your quarterly Account statement (for 2026, the quarterly fee is $12). Individual service fees are charged separately to participant accounts if a participant chooses to take advantage of certain Plan features. For example, currently, there is a $50 fee for regular loans, and a $95 fee for home loans. For more information about plan fees and expenses, please see the "Participant Disclosure of Plan and Investment Related Information" document available on **www.benefits.ml.com**, or request a copy from Merrill at 877-637-4226.

Separate from general administration and individual service fees are plan asset expenses, which vary by investment fund. These expenses are deducted from any gain/loss incurred in the fund, and reduce your overall return. These expenses include a management fee charged by the fund's investment manager and the cost of investing and administering assets in a mutual fund, collective investment trust, separately managed account, or other investment option. These expenses are expressed as a percentage of total assets (the "expense ratio"). All investment return information provided to you is net of these fees. You can obtain specific fund fee information by visiting **www.benefits.ml.com**.

Some funds also impose a short-term trading fee on redemptions and exchanges of shares held for short periods of time such as 30 days, 90 days or 6 months. The fee is retained by the fund for the benefit of the remaining shareholders. In addition, some funds do not permit market timing and will limit the number of times you may purchase and sell shares of their funds.

You may request additional financial information about the available investment funds under the Plan, such as a list of the Plan assets held in each fund, information on the operating expenses of the investment funds, copies of prospectuses, other financial reports provided to the Plan, possible restrictions, information on the value of your interest in each fund, and past and current performance of each fund. You may obtain such information by contacting Merrill at **www.benefits.ml.com** or by calling 1-877-637-4226.

Account Statements

To help you keep track of your account activity, you will receive a personal statement each plan quarter showing the value of your accounts. Following the end of every quarter, a personalized statement will be posted on Benefits OnLine. If you have an AECOM e-mail address, you will receive an e-mail notification when the statement is ready. In addition, you will have the right to request and obtain, free of charge, a paper copy of the quarterly statement by contacting Merrill at 1-877-637-4226. Note, you will also receive an annual statement delivered electronically or by mail, in accordance with your delivery election on file with Merrill. You may obtain this annual statement by contacting Merrill at 877-637-4226 or by visiting Benefits OnLine at **www.benefits.ml.com**.

Your statement will show the beginning balances of each of your accounts, the contributions to your accounts, investment gains and losses, ending balances, and the vested portion of your Company Matching Contributions Account, Company Contributions Account and Prior Company Contributions Account. You should regularly review this information for accuracy. If you believe that your investment directions have not been followed, you should contact Merrill at 1-877-637-4226. If the matter is not resolved, you must file a written claim with the Plan Administrator (see the "Claims by Participants and Beneficiaries" section below for more information).

Your account statement will also include a reference to the Department of Labor website, www.dol.gov/ebsa/investing.html, where you can find information related to investing and diversification. You also can view your quarterly account statement online anytime at **www.benefits.ml.com**.

In-Plan Roth Conversions

You may elect to convert all or any portion of your vested non-Roth contributions held under the Plan (including your Pre-Tax Contributions, After-Tax Contributions, vested Company Matching Contributions, vested Company Contributions, Rollover Contributions and vested Prior Company Contributions) into designated Roth contributions within the Plan (referred to as "In-Plan Roth Conversion Contributions"). Any outstanding loan balance cannot be converted. When your contributions are converted, they retain the same in-service withdrawal, loan and distribution features as they had prior to the conversion.

When you complete an in-plan Roth conversion, you will pay income tax on any amounts converted that were not previously taxed, including any earnings on your contributions to the date of conversion. There is no tax withholding, so you will be responsible for paying any taxes that you owe with assets outside the Plan.

When you take an in-service withdrawal or distribution from the Plan, you will not owe income tax on the converted assets because they have already been taxed. Any earnings on the converted assets earned after conversion can generally be withdrawn tax-free if you meet the requirements for a "qualified distribution." Generally, a qualified distribution is one that is taken:

- At least five years from the first day of the year in which you make your first Roth 401(k) Contribution, Roth Rollover Contribution, or in-plan Roth conversion contribution to the Plan; and
- On or after the date on which you reach age 59½ (or upon your disability or death).

Note that if you take a distribution of all or any part of your In-Plan Roth Conversion Contributions within five years of the first day of the year in which the conversion occurred, a 10% early distribution tax penalty may apply.

A separate five-year holding period applies to each in-plan Roth conversion and begins on the first day of the year in which the conversion occurs and ends on the last day of the fifth year thereafter (counting the conversion year as the first year). The 10% early distribution tax does not apply if you are age 59½ or over, or another exception applies.

The tax rules regarding distributions of In-Plan Roth Conversion Contributions are complicated. Please consult with your tax advisor before taking a distribution of In-Plan Roth Conversion Contributions from the Plan. Neither AECOM nor Merrill offers tax advice.

In-Service Withdrawals

The Plan allows you to receive certain distributions from your Plan account (in the form of cash or shares of AECOM common stock) while you are actively employed. However, any in-service withdrawals will reduce the benefits you will receive at retirement. (See the section entitled "Benefit Payment Options" for a further explanation of how benefits are paid from the Plan.)

Age 59½ Withdrawals

When you have reached the age of 59½, you may elect to withdraw all or a portion of your vested account balance (except any amounts in your Prior Money Purchase Pension Plan Account or any accumulated cash dividends, if any). You are limited to four withdrawals of this type per year.

Emergency Expense Withdrawal

You may take a withdrawal from your vested account balance (except any amounts in your Prior Money Purchase Pension Plan Account and your 2006 Pension Buy-Up Account) for unforeseeable or immediate financial needs due to necessary personal or family emergency expenses. The withdrawal amount is limited to $1,000 or less. When your vested balance is below $2,000, the amount of the withdrawal is reduced; when your vested balance is below $1,000 the withdrawal is unavailable. This withdrawal is limited to one per calendar year. Another such withdrawal will not be permitted for the following three calendar years unless you fully repay the amount of your previous withdrawal. Pre-Tax Contributions, Roth 401(k) Contributions, and/or After-Tax Contributions made to the Plan after the date of the emergency expense withdrawal are counted for purposes of determining whether the withdrawal has been repaid.

Qualified Declared Disaster Withdrawal

You may generally receive withdrawals from your vested account balance (other than any amounts in your Prior Money Purchase Pension Plan Account and your 2006 Pension Buy-Up Account) if (i) your principal residence is located in a federally-declared disaster area at the time of the disaster, and (ii) you have sustained an economic loss, including a loss related to property damage, displacement from your home, or lost wages, as a result of the disaster. Your request must be made within 180 days of the date of the disaster declaration. If eligible, the total amount of the withdrawals you receive from the Plan in connection with a specific disaster is limited to the lessor of $22,000 or your vested account balance (minus any amounts in your Prior Money Purchase Pension Plan Account and your 2006 Pension Buy-Up Account).

During the three-year period beginning on the date you receive the withdrawal, you may re-contribute to your Plan account all or a portion of such a withdrawal you receive from the Plan if you are eligible to make Rollover Contributions. Please contact Merrill for more information regarding eligibility and repayment options for qualified declared disaster withdrawals.

Qualified Birth or Adoption Distribution

You may take distributions from your vested account balance (other than any amounts in your Prior Money Purchase Pension Plan Account and your 2006 Pension Buy-Up Account), up to a total of $5,000, for the birth or adoption of a child. The eligibility period is limited to the one-year period beginning on the date your child is born or your child's adoption is finalized, as applicable. During the three-year period beginning on the date you receive the distribution, you may re-contribute to your Plan account all or a portion of such distribution if you are eligible to make Rollover Contributions. Please contact the Merrill for more information regarding eligibility and repayment options for qualified birth or adoption distributions.

Hardship Withdrawals

The Plan allows hardship withdrawals in the event of your immediate and heavy financial need. The taxable portion of any hardship withdrawal is subject to 10% withholding (unless you elect out of withholding) and cannot be rolled over.

A hardship withdrawal will be authorized only if you certify that the distribution is to be used for one of the following purposes:

a. The payment of uninsured medical expenses previously incurred by you, your spouse, your named Plan beneficiary or your dependent or necessary for you, your spouse, your named Plan beneficiary or your dependent to obtain medical care;

b. The costs directly related to the purchase of your principal residence (excluding mortgage payments);

c. The payment of tuition and related fees and expenses for the next twelve months of post-secondary education for yourself, your spouse, your named Plan beneficiary, your child, or your dependent;

d. The payment of amounts necessary to prevent your eviction from your principal residence or foreclosure on the mortgage of your principal residence;

e. The payment of burial or funeral expenses for your parent, your spouse, your child, your named Plan beneficiary or your dependents;

f. The repair of damage to your principal residence that qualifies for the casualty deduction under Internal Revenue Code Section 165 (without regard to whether damage is attributable to a federally declared disaster as required with respect to certain tax years under Internal Revenue Code Section 165(h)(5) or whether the loss exceeds 10% of your adjusted gross income);

g. Expenses and losses (including loss of income) incurred on account of a federally declared disaster, provided that your principal residence or principal place of employment at the time of the disaster is located in the federally declared disaster area; or

h. Other expenses that are permitted by guidance issued by the Commissioner of the IRS.

In addition, a distribution may be made only if you certify and agree that the following conditions are satisfied:

a. The distribution is not in excess of the amount of your immediate and heavy financial need; and

b. You have obtained all distributions, other than hardship withdrawals, currently available under all plans maintained by your Employer.

Hardship withdrawals are available from all or a part of the value of your vested Accounts, excluding any portion of any Accounts attributable to safe-harbor 401(k) contributions, accumulated cash dividends, or any amount held in a Prior Money Purchase Pension Plan Account or Prior Safe Harbor Match Account. Depending on your participation in a prior plan that merged into the Plan, there may also be additional historical sources that are unavailable for hardship withdrawal. If you participated in a prior plan that merged into the Plan, please contact Merrill at 1-877-637-4226 to determine which of your historical prior plan sources are available for hardship withdrawal.

Qualified Reservist Distributions

If you are a "Qualified Reservist," as defined below, you may elect to withdraw all or any portion of your Pre-Tax Contributions Account attributable to pre-tax contributions you made to the Plan. These amounts will not be subject to the 10% early distribution tax penalty, so long as such amounts are distributed during the period beginning on the date you are ordered or called to active duty and ending on the date your active duty ends. "Qualified Reservist" means an individual who is (i) a member of a reserve component, and (ii) ordered or called to active duty for a period in excess of 179 days or for an indefinite period.

Deemed Severance Distributions

If you are a member of the military called to active duty for a period in excess of 30 days you may receive a distribution from your Accounts while still employed. Your Pre-Tax Contributions, Roth 401(k) Contributions, and/or After-Tax Contributions will be suspended for 6 months after the receipt of the deemed severance distribution.

Other Pre-Age 59 ½ Withdrawals

- You may also elect to make withdrawals from certain contributions prior to age 59 ½. You are limited to four such pre-age 59 ½ withdrawals per year, which may be taken from the following contribution sources:
- Rollover Contributions and earnings thereon.
- After-Tax Contributions and earnings thereon.
- Company Matching Contributions and/or Company Contributions and earnings thereon, provided you have at least five Years of Vesting Service.
- Certain Contributions Transferred From a Prior Plan. If you are an eligible employee of an Acquired Employer, special rules may apply to the withdrawal of contributions transferred to the Plan from a prior plan. If you believe any special withdrawal rules may apply to you, you may contact Merrill at 1-877-637-4226.

How to Request an In-Service Withdrawal

If you are eligible for an in-service withdrawal from the Plan, you may contact Merrill at **www.benefits.ml.com** or at 1-877-637-4226 for more information about making a withdrawal from the Plan

Loans

You may apply to Merrill for a loan from the Plan. In addition to the rules outlined below, AECOM has established a written loan program which explains the Plan's loan requirements in more detail. You can request a copy of the loan program from Merrill.

Generally, the rules for loans include the following:

- No loan in an amount less than $1,000 will be granted.
- The maximum amount the Plan may loan to you is limited by Internal Revenue Code rules. The amount you may borrow from the vested balances in your Plan accounts (other than your 2006 Pension Buy-Up Account, if applicable) is an amount which does not exceed the least of: (1) $50,000 (reduced by the excess, if any, of the highest outstanding balance of all of your loans under the Plan and any other plan maintained by AECOM or an affiliate during the 12 months ending immediately preceding the date of the loan, minus the outstanding balance of such loans on the loan date), or (2) one-half of your vested account balances (other than your 2006 Pension Buy-Up Account). In the event you wish to borrow from or use your Prior Money Purchase Pension Plan Account as security for a Plan loan, spousal consent is required.

  Note: Loans shall be taken on a pro rata basis from all eligible vested accounts (and within each such account, on a pro rata basis from each fund).
- If you are on a leave of absence or ineligible status, you may still be eligible to request a loan. Please contact Merrill at 1-877-637-4226 for more information.
- A one-time loan processing fee (currently, $50 for general loans, and $95 for residential home loans) will be charged for each new loan taken from the Plan. The fee will be withheld from the loan proceeds you receive. This fee may change in the future.
- Your loan will bear a reasonable rate of interest which shall in no event be less than 1% over the Prime Rate, as published in the Wall Street Journal, in effect on the first business day of the month in which the loan application is made.
- Your loan will have a definite repayment period. In general, the term of your loan may not exceed five (5) years. However, if you use the loan to acquire your principal residence, the loan term may extend to a period of up to twenty (20) years.
- In general, you may have only one loan outstanding at any time. However, from March 27, 2020 to September 22, 2020, you were permitted to request a second loan.
- You must wait a period of 14 calendar days after a loan is repaid in full before becoming eligible to request a new loan.
- If you have an outstanding loan and terminate employment or are on a leave of absence or ineligible status, various loan repayment options may be available to you. If you receive a distribution from the Plan, any unpaid loan balance generally will be included in the taxable distribution, unless the taxable distribution, including the unpaid loan balance, is rolled over to an IRA or another employer's qualified retirement plan. Please contact Merrill at 1-877-637-4226 for more information.
- Your loan must be repaid by after-tax payroll deduction (if you are actively employed by an Employer) or ACH (if you are no longer employed by an Employer), unless you elect to pay off the loan in a lump sum. All payments of principal and interest by you on a loan will be credited to your Plan account. Loan repayments will be made proportionately to the same contribution type from which the money was withdrawn and invested according to your current investment direction.

Special Disaster-Related Loan Relief

If you qualify for a qualified declared disaster withdrawal (as described in the "Qualified Declared Disaster Withdrawal" section above) and have an outstanding loan, you may request that any loan repayments due be suspended for up to one year (the "Suspension Period"). If you elect to suspend your loan repayments, the original loan payoff date will be automatically extended by the length of the Suspension Period. Following the end of the Suspension Period, loan repayments will be automatically adjusted to reflect the interest accrued during the Suspension Period and the extended loan payoff date.

In addition, if you qualify for a qualified declared disaster withdrawal, you may request a disaster-related loan within 180 days of the federal disaster declaration of up to the lesser of:

- 100% of your vested account balance (other than your 2006 Pension Buy-Up Account); or
- $100,000 (reduced by the excess, if any, of the highest outstanding balance of all of your loans under the Plan and any other plan maintained by AECOM or an affiliate during the 12 months ending immediately preceding the date of the loan, minus the outstanding balance such loans on the loan date).

Loan Payment Delinquency

If you fail to make timely payments when they are due under the loan, the loan will be considered to be "in default." A loan that is in default may be considered a distribution from the Plan for tax purposes, and could be subject to a 10% penalty tax in addition to regular income taxes.

The Plan allows for a grace period during which you may make up any missed loan payment and avoid the tax consequences of a defaulted loan. The grace period extends until the end of the calendar quarter following the calendar quarter during which the missed payment occurred. A delinquent loan will continue to accrue interest on the delinquency. The interest accrued until the end of the grace period, plus the remaining principal due on the loan, will become due and payable if the delinquency is not cured. In the event you fail to repay such amount to the Plan, your Plan account balance will be reduced by the amount of the loan (the "Plan loan offset amount"), and you will be deemed to have received a taxable distribution from the Plan as of the last day of the applicable calendar quarter.

If, however, you terminate employment with the Employer with an outstanding Plan loan, you or your beneficiary have until the due date for filing your tax return (including extensions) for the year in which the Plan loan offset occurs to rollover the Plan loan offset amount by making an equivalent contribution to an IRA or a subsequent employer's tax-qualified plan, to avoid the loan being deemed a taxable distribution.

A defaulted loan will remain on the books of the Plan until the time you terminate employment, reach the age of 59 ½, or repay the loan. Until that time, the defaulted loan will be taken into consideration when determining whether you are eligible for a new loan or the amount of any new loan.

Suspension of Loan Repayments

If you are absent from work due to an authorized leave of absence (other than a leave of absence due to qualified military service) and are not receiving a regular payroll check, your loan payments may be suspended for the term of your leave or one year, whichever period is shorter. Additional interest will accrue on the loan during the time payments are suspended. Upon your return to work or the expiration of the one-year period, you must resume making payments on the loan. The missed payments and accrued interest may be paid in a lump sum or the remaining outstanding principal and interest may be reamortized over the remaining loan term. If you are on a leave of absence due to military service, your loan repayments may be suspended for the entire length of the military leave (or term of the loan, if shorter). Contact Merrill at 1-877-637-4226 for more information.

How and When Benefits are Paid

Normal Retirement

The term "Normal Retirement" refers to your termination of employment on or after the date you attain age 65 (your "Normal Retirement Age"). At Normal Retirement, you will automatically become 100% vested in your entire account balance under the Plan.

Early Retirement

The term "Early Retirement" refers to your termination of employment on or after the earlier of the date you attain age 55 with 10 or more Years of Vesting Service, or the date you attain 30 or more Years of Vesting Service.

Disability

Under the terms of your Plan, you will be considered to have a "Disability" if you qualify for benefits under a long-term disability welfare plan maintained by your Employer. If you are not a participant in such a long-term disability plan, you will be considered to have a "Disability" if you are eligible for disability benefits under the Social Security Act. If you become disabled while you are employed by an Employer and you terminate employment because of your Disability, you will automatically become 100% vested in your entire account balance under the Plan.

Death Benefits

If you die while you are employed by an Employer (or while you are performing qualified military service), your entire account balance under the Plan will automatically become 100% vested.

If you are not married, you may designate one or more primary beneficiaries of your choosing to receive your Plan account balance in the event of your death, and you may change your beneficiary at any time. You may also designate one or more contingent beneficiaries who will receive your account balance in the event that all of your primary beneficiaries predecease you. You must designate your beneficiary (or beneficiaries) online at **www.benefits.ml.com**.

If you are (or when you become) married, your spouse will automatically be designated as the primary beneficiary of your entire account balance in the Plan. If you wish to designate a primary beneficiary other than your spouse, your spouse must irrevocably consent to waive his or her right to be your sole beneficiary. Your spouse's consent must be in writing, must be witnessed by a notary or a Plan representative, and must acknowledge a non-spouse beneficiary.

Please contact Merrill for forms and information necessary to designate a non-spouse beneficiary. If you change your designation, your spouse must again consent to the change.

If no valid spousal consent is in effect, your entire account balance will be payable to your spouse as he or she elects, in any form allowed by the Plan (see the section entitled "Benefit Payment Options" below). If there is no beneficiary designated or surviving at your death, payment will be made to your surviving spouse, civil union partner, or state-registered domestic partner or (if none) to the personal representative of your estate. If an estate is not opened on your behalf, payment will be made to the individual designated or authorized by any applicable small estate affidavit or similar documentation issued under state law.

Because your spouse participates in these elections and has certain rights in the death benefit, you should immediately report any change in your marital status to Merrill. If you had designated your spouse as your designated beneficiary, then a subsequent divorce decree or qualified domestic relations order ("QDRO") that relates to such spouse will be deemed to have revoked your designation of your spouse as your beneficiary unless the divorce decree or QDRO specifically provides otherwise or a subsequent beneficiary designation form naming the spouse as a designated beneficiary was filed with the Plan. For more information on QDROs, see the "Qualified Domestic Relations Orders" section below.

In the event of the death of a participant, Merrill will not automatically contact surviving family members. As such, surviving family members should report a participant's death to Merrill as soon as possible to coordinate proper distributions.

Distribution of Benefits Upon Termination of Employment

If your employment with AECOM and its affiliates terminates for any reason other than Normal Retirement, Early Retirement, Disability, or death, you will be entitled to receive only your "vested percentage" of your account balance and the remainder of your account will be forfeited. Note, however, that only contributions made by your Employer are subject to forfeiture. You are always 100% vested in your Pre-Tax Contributions Account, Roth 401(k) Contributions Account, Rollover Contributions Account, and After-Tax Contributions Account. (See the section entitled "Vesting in Your Plan" below for more information.)

If your vested benefit under the Plan exceeds $7,000, you must give written consent before the distribution may be made. Vested benefits of $7,000 or less will be distributed without the need for consent. See the section entitled "Benefit Payment Options" below for a further explanation of how benefits are paid from the Plan.

Vesting in Your Plan Accounts

You are always 100% vested in your Pre-Tax Contributions Account, Roth 401(k) Contributions Account, Rollover Contributions Account, and After-Tax Contributions Account.

Unless otherwise specified below, in the Addendum at the end of this summary, your "vested percentage" in your Company Matching Contributions Account is determined under the following schedule and is based on your credited Years of Vesting Service. If you are employed by AECOM or one of AECOM's subsidiaries or affiliates on or after January 1, 2016, the vesting schedule is:

Vesting Schedule for Company Matching Contributions Account

Years of Vesting Service	Percentage
Less than 1 year	0%
At least 1 but less than 2 years	33%
At least 2 but less than 3 years	67%
3 or more years	100%

For periods on or after January 1, 2016, you will receive one "Year of Vesting Service" for each consecutive 12-month period you are employed at AECOM or one of its subsidiaries or affiliates, starting with your date of hire. If your employment ends or you take a leave of absence, special service rules will apply if you later return to work at AECOM or an affiliate.

For periods prior to January 1, 2016, you earned one Year of Vesting Service for each calendar year in which you completed 1,000 or more hours of service. Hours of service were not determined by your actual work hours. Instead, you received credit for 190 hours of service in each month you worked all or part of one day. In other words, you earned one Year of Vesting Service after working all or parts of six days in six different months during a calendar year. If you were an active employee on January 1, 2016 and had an account balance under the Plan on that date, you were credited with one additional Year of Vesting Service (i.e., one more Year of Vesting Service than you otherwise would have accrued prior to January 1, 2016 under the terms of the Plan).

Different schedules applied for those who terminated service prior to January 1, 2016. Immediately prior to January 1, 2016, the vesting schedule was zero percent (0%) for those who terminated with less than 3 Years of Vesting Service, and one-hundred percent (100%) for those who terminated with 3 or more Years of Vesting Service.

In addition, vesting rules may apply to your Company Contributions Account and, if you are an eligible employee of an Acquired Employer, your Prior Company Contributions Account. Please see the Addendum at the end of this summary, or contact Merrill, if you would like more information on how these rules may apply to you.

Special vesting rules may also apply if you ceased to be employed by AECOM and its affiliates as a result of the sale of an operating unit (such as a subsidiary or division). Please contact Merrill at 1-877-637-4226 for more information.

Forfeitures

If your employment with AECOM and its affiliates terminates and you are not 100% vested in your Company Matching Contributions, Company Contributions or other Employer contributions (if applicable), you will forfeit the non-vested portion of these contributions upon the earlier of:

- The date you receive a distribution of your vested account balance, or
- The last day of the calendar year in which you incur five consecutive one-year breaks in service.

If you received a distribution of your vested account balance and are reemployed before you experience five consecutive one-year breaks in service, you may have the forfeited portion of your account balance restored. In order to have your forfeited account balance restored, you must repay the total amount of the distribution you received to the Plan within five years of your reemployment date. If you are reemployed after incurring five or more consecutive breaks in service, any portion of your account balance that was forfeited will generally not be restored.

Generally, a break in service is any period of 12 consecutive months during which you are not employed by AECOM or an affiliate. Forfeited amounts will be used to help fund your Employer's future contributions to the Plan or to make corrective contributions to Plan participants.

Benefit Payment Options

You may elect to receive payment in a single lump sum payment or periodic lump sum payments, or in monthly, quarterly, semi-annual, or annual installments. Distributions will be in cash, except that you may choose to take a distribution in the form of shares of AECOM common stock held in your account to the extent you are invested in the AECOM Common Stock Fund. If you do not request a distribution from your Plan account, you will be deemed to have made an affirmative election to defer receipt of your Plan benefit.

Regardless of whether you initially elect to delay (or are deemed to have elected to delay) the receipt of your Plan benefit, pursuant to Internal Revenue Code rules, your minimum payments must begin no later than the April 1st of the year following the year in which you reach age 73 (age 72, if you were born on or after July 1, 1949 but prior to January 1, 1951, or age 70-1/2, if you were born prior to July 1, 1949). If you are not a 5% owner of an Employer and are still actively employed, these required distributions may be delayed until the year you actually retire. If you are required to take minimum distributions because you have attained age 73 (age 72, if you were born on or after July 1, 1949 but prior to January 1, 1951, or age 70-1/2, if you were born prior to July 1, 1949), you may receive installments as determined under Internal Revenue Code rules.

Special rules apply to distributions of amounts attributable to prior money purchase pension plans. See the attached Addendum for more information.

Cashout Distributions

If your vested account balance does not exceed $7,000 when you terminate employment, your account balance will be automatically distributed; you may not leave your account balance in the Plan. This kind of automatic distribution is known as a “cashout distribution” from the Plan.

If you do not make a distribution election, the Plan Administrator will make cashout distributions of $1,000 or less as a single-sum cash payment without your consent. Cashout distributions greater than $1,000 and less than or equal to $7,000 will be directly rolled over to an Individual Retirement Account (IRA) established by the Plan Administrator in your name, unless you elect another form of distribution. The balance in your Rollover Contributions Account is taken into account in determining whether your vested non-Roth account balance is less than $1,000 or exceeds $1,000 but does not exceed $7,000.

To determine whether the total amount of your vested account balances exceeds $1,000 for cashout distribution purposes, your Roth 401(k) Contributions, if any, along with any other designated Roth contributions, if any, are treated separately from all other contributions. Therefore, if, for example, the total vested balance in your Roth 401(k) Contributions Account is less than $1,000 and the total vested balance in your other accounts is also less than $1,000, the Plan may distribute each vested balance as a single-sum cash payment, even though the combined value of the Roth and non-Roth accounts is greater than $1,000. In addition, any rollover from your Roth 401(k) Contributions Account or any other designated Roth contributions will be made only to another Roth account under an eligible retirement plan or Roth IRA.

- **If you make an election within 30 days of your termination date:**
  - You may have your vested account balance paid to you in cash. This option is subject to 20% federal income tax withholding and a 10% penalty tax generally applies if you are under age 55.
  - You may have your vested account balance directly rolled over to an IRA of your choosing or another employer’s qualified retirement plan; provided, however, that if you made Roth 401(k) Contributions to the Plan, such Roth contributions will be directly rolled over only to a Roth IRA or a Roth elective deferral account under such other employer’s qualified retirement plan. This option allows you to keep your account balance tax-deferred and avoid penalties.

- **If you do not make an election within 30 to 90 days of your termination date:**
  - If your vested account balance (not including your Roth 401(k) Contributions Account) is $1,000 or less, such vested account balance will be paid to you in a lump sum as soon as practicable following the end of the 90-day period after your termination date, minus 20% for federal income tax withholding on the taxable portion of your distribution.
  - If your vested balance in your Roth 401(k) Contributions Account is $1,000 or less, such vested account balance will be paid to you in a lump sum as soon as practicable following the end of the 90-day period after your termination date, minus 20% for federal income tax withholding on the taxable portion of your distribution (if any).
  - If your vested account balance (not including the balance in your Roth 401(k) Contributions Account) is more than $1,000, but your total vested account balance is $7,000 or less, such non-Roth vested account balance will be distributed from the Plan and rolled over into a Merrill IRA established in your name. You will be notified by Merrill if this occurs. If your non-Roth vested account balance is automatically rolled over to a Merrill IRA, it will be invested in an investment product designed to preserve principal and provide a reasonable rate of return and liquidity. All fees or expenses related to your Merrill IRA will be allocated solely to your IRA.
  - If your vested balance in your Roth 401(k) Contributions Account is more than $1,000, but your total vested account balance is $7,000 or less, such vested Roth account balance will be distributed from the Plan and rolled over into a Merrill Roth IRA established in your name. You will be notified by Merrill if this occurs. If your vested account balance is automatically rolled over to a Merrill Roth IRA, it will be invested in an investment product designed to preserve principal and provide a reasonable rate of return and liquidity. All fees or expenses related to your Merrill Roth IRA will be allocated solely to your Roth IRA.

If your vested account balance is automatically rolled over to a Merrill IRA and/or Roth IRA, you are entitled to roll your Merrill IRA or Roth IRA into another IRA or Roth IRA, respectively, or another employer plan, if applicable. For more information regarding the Merrill IRA, please contact Merrill at 1-877-637-4226.

How to Request a Distribution

If you are eligible for a distribution from the Plan, contact Merrill at 1-877-637-4226 or log on to www.benefits.ml.com for more information about receiving a distribution from the Plan.

Treatment of Distributions From Your Plan

When you receive a cash distribution from your Plan, it will normally be subject to income taxes. Because tax laws are complex and change frequently, you should consult your personal tax advisor before you take any withdrawals or payments from the Plan. AECOM, its affiliates and the Plan fiduciaries do not guarantee, and do not have any responsibility for, the tax, legal or other implications of your participation in the Plan.

The following types of distributions may reduce or defer the tax due on your distribution:

a. A 60-day rollover of all or a portion of the distribution to an IRA or an eligible employer plan that is willing to accept the rollover. No tax will be due until you withdraw the funds from the IRA or other employer plan. Rollovers MUST be made within strict time frames (normally, within 60 days after you receive your distribution, unless you qualify for a waiver). Note that all or a portion of a distribution (including the portion of the distribution attributable to Roth 401(k) Contributions or After-Tax Contributions) may not qualify for 60-day rollover treatment. (For example, Roth 401(k) Contributions can be rolled over within 60 days to a Roth IRA, but not to another employer's plan. Also, traditional voluntary After-Tax Contributions cannot be rolled over to another employer's plan in a 60-day rollover.) The taxable portion of the cash distribution you receive will be subject to mandatory federal income tax withholding at a rate of 20%, reducing the amount you actually receive. For this reason, if you wish to roll over all or a portion of your distribution, the direct rollover option described in paragraph (b) below may be the better choice.

b. You may request a direct rollover of all or a portion of your distribution to either an IRA or an eligible employer plan that is willing to accept the rollover. If you made Roth 401(k) Contributions to the Plan, such Roth contributions may be directly rolled over only to a Roth IRA, or to a Roth elective deferral account under an eligible employer plan. A direct rollover will result in no tax being due until you withdraw funds from the IRA, Roth IRA or other employer plan. Under certain circumstances all or a portion of the amount to be distributed may not qualify for a direct rollover. No withholding will apply to the amount you directly rollover.

c. The election of favorable income tax treatment under the "10-year averaging" or, if you qualify, the "capital gains" method of taxation (as described in the section at the end of this summary entitled "AECOM Common Stock Fund Overview").

You also may be eligible for a qualified Roth distribution. Taxation of Roth 401(k) Contributions depends upon whether the distribution is qualified. A qualified Roth distribution, which is not subject to federal income tax, is a distribution made after a participant reaches age 59-1/2, dies or becomes disabled, and in all events after the participant has satisfied a five-year participation requirement. The five-year participation period begins on the first day of the calendar year in which a participant first made Roth 401(k) Contributions to the Plan and ends upon the completion of five consecutive calendar years. The five-year participation period is a one-time requirement, not a rolling requirement that applies separately to each year's Roth 401(k) Contributions. To determine whether you qualify for a qualified Roth distribution, please contact Merrill at 1-877-637-4226. If your distribution of Roth 401(k) Contributions is not "qualified", then the contributions you made will not be taxable, but the earnings on those contributions will be taxable income to you.

Special "net unrealized appreciation" rules apply to distributions made to you in AECOM stock. See the section at the end of this summary entitled "AECOM Common Stock Fund Overview" for more information on these special rules.

Whenever you receive a distribution, Merrill will give you a more detailed written explanation of these options. However, the rules which determine whether you qualify for favorable tax treatment are very complex. You should consult with your tax advisor before making a choice.

Distributions made prior to attaining age 59½ that are not rolled over into another retirement plan or IRA may be subject to a 10% federal "penalty" tax in addition to regular income taxes.

Rollovers to Roth IRAs

You may also roll over a distribution of your vested non-Roth account balance to a Roth IRA through a direct rollover or a 60-day rollover. As with any "conversion" of non-Roth amounts to a Roth IRA, you must include in income any portion of the rollover amount that would be includible in income if the amount were distributed but not rolled over. However, the early distribution penalty does not apply to rollovers to Roth IRAs. Although no withholding is required for a direct rollover to a Roth IRA, you may elect to have withholding apply.

Non-Spouse Beneficiary Rollovers

If you are a beneficiary other than a surviving spouse or alternate payee, you may directly roll over a payment to a traditional IRA or Roth IRA, or have the benefit paid to you. You may not make a 60-day rollover and you may not make a rollover to an eligible employer plan. The traditional or Roth IRA accepting the transfer must be treated as an inherited/beneficiary IRA, under which benefits must be distributed in accordance with the applicable required minimum distribution rules. You may not roll over the benefits again from the traditional or Roth IRA to another IRA or eligible employer plan. Benefits that are rolled over to a traditional IRA, and Roth 401(k) Contributions that are rolled over to a Roth IRA, are not taxable to the non-spouse beneficiary until they are subsequently distributed from the IRA; however, as described above, non-Roth amounts that are rolled over to a Roth IRA must be included in income as if the amounts were distributed but not rolled over, except that early distribution penalties do not apply. No rollover is available if payments are being made to a participant's estate, and special rules apply to payments to a trust.

Pension Plan Buy Up Rollover

If you are a participant in the AECOM Pension Plan (the "Pension Plan") and you have a hypothetical pension "buy up" account under the Plan, you may roll over your "buy up" account balance from this Plan to the Pension Plan. Such rollover election must be made no later than the later of: the 100th day after you terminate employment with AECOM and its affiliates, or the 45th day after Merrill notifies you of your right to make a "buy up" rollover. A rollover of your "buy up" account balance to the Pension Plan will increase your monthly benefit payable under the Pension Plan. Contact Merrill at 1-877-637-4226 for more details.

Plan Administration

The Plan Administrator has the exclusive responsibility and complete discretionary authority to control the operation and administration of the Plan. The Plan Administrator may delegate all or a portion of its powers, rights, and responsibilities for Plan administration, including the monitoring, selection, and discontinuance of the investment options offered under the Plan, to one or more persons. Any references in this summary to the Plan Administrator include the Plan Administrator's delegates.

The Plan Administrator has complete discretion to determine all questions arising under the Plan, including, but not limited to, questions arising because of ambiguities, inconsistencies or omissions, and questions as to the rights or eligibility of employees or participants and their beneficiaries and the value of their benefits under the Plan. Any interpretation of the Plan and a decision on any matter within the Plan Administrator's discretion made in good faith is final and binding on all persons. Benefits will be paid under the Plan only if the Plan Administrator decides in its discretion that the claimant is entitled to them.

A misstatement or other mistake of fact shall be corrected when it becomes known, and the Plan Administrator shall make such adjustment as it considers equitable and practicable. For example, if a participant or beneficiary receives a payment from the Plan that is greater than the payment that should have been made to the participant or beneficiary, or if a person receives an erroneous payment from the Plan, the Plan Administrator has the right to recover the excess amount or erroneous payment from the recipient. In certain circumstances, the Plan Administrator may deduct the amount of the excess or erroneous payment from the participant's or beneficiary's Plan account.

Amendment and Termination

Plan Amendments

AECOM reserves the right to amend your Plan at any time for any reason in its sole discretion. In no event, however, will any amendment:

a. authorize or permit any part of the Plan assets to be used for purposes other than the exclusive benefit of participants or their beneficiaries;

b. cause any reduction in the amount credited to your account; or

c. cause any part of your Plan assets to revert to the Employer.

No employee, officer, director, or agent of AECOM has the authority to alter, vary or modify the terms of the Plan, except by means of authorized written amendments to the Plan. No verbal or written representations contrary to the terms of the Plan and its written amendments shall be binding upon AECOM or the Plan.

Plan Termination

AECOM expects and intends that the Plan will continue indefinitely. However, AECOM reserves the right to terminate the Plan at any time for any reason in its sole discretion. Upon termination, all amounts credited to your Plan accounts will become 100% vested.

Other Important Information

Form of Elections

Each election or request required or permitted to be made by a participant (or a participant's beneficiary) must be made in accordance with the rules and procedures established by the Plan Administrator and shall be effective as determined by the Plan Administrator.

No Guarantee of Employment

Nothing in this summary says or implies that participation in the Plan is a guarantee of continued employment with AECOM or its affiliates, nor is it a guarantee that contribution levels will remain unchanged in future years.

No Guarantee Against Loss or Depreciation

The Plan is a defined contribution plan, which means that the full value of your accounts depends on the amount of contributions made to the Plan and the market value of the investment funds. Neither AECOM, your Employer nor the Plan Trustee guarantees your Plan accounts against loss or depreciation. Because the Plan is a defined contribution plan, federal law does not provide for Plan benefits to be insured through the Pension Benefit Guaranty Corporation ("PBGC"). The PBGC is a federal insurance agency that insures defined benefit pension plans.

Qualified Domestic Relations Orders

As a general rule, your vested interest may not be alienated, sold, used as collateral for a loan, given away, or otherwise transferred to another party. In addition, your creditors may not attach, garnish, or otherwise interfere with your account.

There is an exception, however, to this general rule. The Plan Administrator may be required by law to recognize obligations you incur as a result of court ordered child support or alimony payments. The Plan Administrator must honor a qualified domestic relations order ("QDRO"), defined as a decree or order issued by a court that allocates a portion of your assets in the Plan to your spouse, former spouse, child or other dependent. If a QDRO is received by the Plan Administrator or its delegates, all or a portion of your Plan benefits may be used to satisfy your child support or alimony obligation. The Merrill QDRO Processing Center, the Plan's third party administrator responsible for processing QDROs, will determine the validity of any domestic relations order (DRO) received.

The Plan has procedures which govern how a QDRO is qualified. A copy of these procedures is available to you, upon request, free of charge. If you would like a copy of the Plan's QDRO procedures, please contact the Merrill QDRO Processing Center at 877-637-7376.

Uniformed Services Employment and Reemployment Rights Act of 1994

In accordance with the Uniformed Services Employment and Reemployment Rights Act of 1994 and the Heroes Earnings Assistance and Relief Tax Act of 2008, special rules may apply if you perform qualified military service. Please contact your Employer's Human Resources representative for further details.

"Top Heavy" Plan Rules

Federal law requires that if the Plan should become "top heavy," special Plan rules may apply to contributions made to your account. In very general terms, the Plan would become "top heavy" if the value of the benefits earned by "key employees" under the Plan is more than 60% of the value of benefits earned by all employees. It is very unlikely that the Plan will ever become top heavy, but if it does, any resulting changes will be communicated.

Missing Participants or Beneficiaries

All Plan communications, including information regarding the distribution of your Plan benefit, will be mailed to the address on file with the Plan Administrator or your Employer. Accordingly, you and your beneficiary must notify the Plan Administrator of any change of address. If the Plan Administrator notifies you or your beneficiary at the last post office address provided to the Plan Administrator that you or the beneficiary are entitled to a payment and you or the beneficiary fail to claim the benefits or make your whereabouts known within a reasonable time after a notification, then the Plan Administrator will make diligent efforts to locate you or your beneficiary. If the Plan Administrator is unable to locate you or your beneficiary after diligent efforts, the Plan Administrator will forfeit the benefits and use them to reduce future Employer contributions to the Plan or to make corrective allocations to members in the Plan. If this happens, however, the Employer will be required to reinstate the benefits (without earnings or losses) if the person eligible to receive the benefits is later located or identified.

Claims By Participants And Beneficiaries

If you or your beneficiary wish to receive a distribution or other benefit from the Plan, you must make a written request to the Plan Administrator. Routine requests for information regarding your benefits under the Plan and other similar inquiries generally will not be considered benefit claims that require processing under ERISA. However, claims that the Plan failed to properly implement your elections or investment directions or otherwise made administrative errors will be treated as claims for benefits and must be filed in accordance with the procedures outlined in this section. If you wish to make a claim for Plan benefits in accordance with your rights under ERISA, you must make such a request in writing to the Plan Administrator.

Your written request for Plan benefits will be considered a claim for Plan benefits, and will be subject to a full and fair review. If your claim is wholly or partially denied, the Plan Administrator will furnish you with a written notice of this denial, including:

- The specific reasons for the denial;
- The specific provisions of the Plan upon which the denial is based;
- Any additional material or information necessary to perfect the claim and reasons why such material or information is necessary; and
- The right to request review of the denial and how to request such review, and the right to bring a civil action under Section 502(a) of ERISA following a denial of the claim on review.

This written notice will be provided to you within 90 days after the receipt of your claim by the Plan Administrator. In some situations, the Plan Administrator may need an extension of time to make a decision, and the initial 90-day period may be extended for an additional 90 days. You will receive a written notice of this extension before the end of the initial 90-day period. This extension notice will explain why an extension is necessary and when the Plan Administrator expects to make a decision.

If you receive written notice of a denial of all or a portion of a claim, or if the Plan Administrator does not respond to your initial claim in accordance with the procedures described above, you may file your claim for review, in writing, with the Plan Administrator. You must file the claim for review no later than 60 days after you have received or should have received written notification of the denial of your claim for benefits. You may submit written comments, documents, records, or other information relating to your claim along with the review request. You or your authorized representative may examine, and request free copies of, the Plan document and any other document upon which the denial is based.

If your claim is denied, the Plan Administrator will provide you with written notice of this denial within 60 days after the Plan Administrator's receipt of your written claim for review. If necessary, however, the initial 60-day period may be extended for an additional 60 days. You will receive a written notice of this extension before the end of the initial 60-day period. The written notice of the decision will inform you of the specific reasons for the decision and the specific provisions of the Plan upon which the decision is based:

- The specific reasons for the decision;
- The specific provisions of the Plan upon which the decision is based;
- The right to receive, upon request and free of charge, access to and copies of all documents, records, and other information relevant to your claim for benefits; and
- The right to bring a civil action under Section 502(a) of ERISA following a denial of your claim for benefits on review.

If your claim for Plan benefits is finally denied by the Plan Administrator, or if the Plan Administrator does not respond to your initial claim and your claim appeal, then you may bring a lawsuit in federal or state court. However, you may not commence a lawsuit for Plan benefits until you have exhausted the Plan's claim process and your appeal rights, and the Plan benefits requested in the appeal have been denied in whole or in part. After exhaustion of the Plan's claim procedures, as described above, any further legal action taken against the Plan or its fiduciaries must be filed in court no later than 90 days after the Plan Administrator's final decision regarding the claim. If any judicial proceeding is undertaken to appeal the denial of a claim or bring any other action under ERISA other than a breach of fiduciary duty claim, the evidence presented will be strictly limited to the evidence timely presented to the Plan Administrator.

Statement Of ERISA Rights

As a participant in this Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 ("ERISA"). ERISA provides that all Plan participants are entitled to:

a. Examine, without charge, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration. This examination may take place at the Plan Administrator's office and at other specified employment locations, such as worksites and union halls.

b. Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan Administrator may make a reasonable charge for the copies.

c. Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.

d. Obtain a statement telling you whether you have a right to receive a retirement benefit at Normal Retirement Age and, if so, what your benefits would be at Normal Retirement Age if you stop working under the Plan now. If you do not have a right to a retirement benefit, the statement will tell you how many more years you have to work to get a right to a retirement benefit. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The plan must provide the statement free of charge.

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer, your union, or any other person, may terminate your employment or otherwise discriminate against you in any way to prevent you from obtaining a retirement benefit or exercising your rights under ERISA.

If your claim for a retirement benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court (see the "Claims by Participants and Beneficiaries" section above for more information, including the requirement to exhaust all levels of appeal under the Plan before filing suit). In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court.

If the Plan's fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

If you have any questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

AECOM Common Stock Fund Overview

AECOM Common Stock Fund

The AECOM Common Stock Fund is designed to provide employees with the opportunity to share in the potential growth of AECOM common stock.

The AECOM Common Stock Fund is an investment fund which is invested exclusively in shares of AECOM Common Stock. The Plan's Trustee may purchase the common stock of AECOM for the AECOM Common Stock Fund either on the open market or from AECOM.

The degree of risk associated with this fund is expected to be high because it holds the stock of a single company. As a result, it is potentially more volatile, or subject to greater price variations, than the other investment alternatives available under the Plan.

If you are an officer or director of AECOM or an AECOM "covered person," certain investments in the AECOM Common Stock Fund may be restricted. Please refer to AECOM's Insider Trading Policy for more details. If you have questions about the Insider Trading Policy, please contact **TradingCompliance@aecom.com** or the AECOM Legal Department at (213) 593-8000.

Cash Dividend Payout Options

You have the option of having any future cash dividends that are paid on shares held on your behalf in the AECOM Common Stock Fund, either (1) paid directly to you in cash, or (2) reinvested in the AECOM Common Stock Fund. Cash dividends paid on shares held on your behalf in the AECOM Common Stock Fund are 100% vested. To make your dividend election, you must log on to the Merrill Lynch website at **www.benefits.ml.com**.

Note that the Board of Directors of AECOM decides whether or not a dividend will be paid on any shares of AECOM Common Stock, the amount of any dividend, and the payment date of any dividend.

If you elect a cash distribution of your AECOM Common Stock Fund dividends, the dividends will be sent to you in the form of a check or direct deposit when the dividend is paid. Any cash dividends paid to you are considered taxable income to you in the year in which you receive them. This means, for example, that if you receive a cash dividend payment during 2026, the payment will be treated as taxable (ordinary) income to you for 2026. There should be no early distribution tax penalty on the dividend payment. Dividend payments are not taxed at the rate for qualified dividends, regardless of the length of time held. Income taxes will not be withheld from the payment; you will be responsible for any taxes due. You should receive a tax reporting statement in January reflecting any AECOM Common Stock Fund cash dividends paid to you in the previous year. You are strongly urged to consult with your qualified tax advisor for information on the tax consequences of receiving any such accumulated cash dividends.

Your dividend election will stay in effect until you change it. To change your dividend election, you must log on to the Merrill Lynch website at **www.benefits.ml.com** or call 1-877-637-4226, and follow the applicable instructions. You can change your dividend election at any time. The dividend election that is in place one business day before the dividend payment date will be used to process that dividend.

Important: If you have made no affirmative dividend election before the dividend payment date, as described above, the dividend automatically will be reinvested in the AECOM Common Stock Fund. In addition, if you are scheduled to receive a cash dividend payment and the payment cannot be made because of distribution restrictions placed upon your account, your cash dividends instead will be invested in the Plan's qualified default investment alternative.

Participant's Voting and Tender Rights

As a Plan participant, you gain an ownership interest in AECOM, which gives you certain voting and tender rights as described below. You will receive instruction forms for use in directing the Plan Trustee as to voting (or tendering) of the shares of AECOM common stock credited to your account.

AECOM Stock – General: The Plan provides that each participant is entitled to direct the Plan Trustee how to vote (or, in the case of a tender offer, whether to tender) the shares of AECOM common stock corresponding to the participant's balance in the AECOM Common Stock Fund, subject to the Plan Trustee's obligations under ERISA. In directing the Plan Trustee on the voting or tendering of AECOM common stock, participants act as named fiduciaries (as described in ERISA). Under certain limited circumstances, the Plan Trustee may override the voting or tendering directions of participants and vote or tender the shares of AECOM common stock in its own discretion, but only if the Plan Trustee determines such action to be necessary to fulfill its fiduciary responsibilities under ERISA.

AECOM Stock – Voting: You will have the right to direct the Plan Trustee how to vote the shares of AECOM common stock corresponding to your balance in the AECOM Common Stock Fund. If you fail to direct the Plan Trustee how to vote the shares of AECOM common stock corresponding to your balance in the AECOM Common Stock Fund, then the Plan Trustee will vote those shares, together with any shares not allocated to participants' accounts, in accordance with the recommendations of AECOM, as contained in the applicable proxy material.

AECOM Stock – Tendering: In the event of a tender offer for AECOM common stock, you will have the right to direct the Plan Trustee whether or not to tender the shares of AECOM common stock corresponding to your balance in the AECOM Common Stock Fund. If you do not direct the Plan Trustee on the tendering of the shares of AECOM common stock in your account, then the Plan Trustee will not tender those shares. The Plan Trustee will tender shares not allocated to participants' accounts in the same proportion as the Plan Trustee was directed by other participants to tender shares corresponding to their balances in the AECOM Common Stock Fund.

Confidentiality: Your instructions to invest in AECOM common stock, and your exercise of voting and tendering rights, are kept strictly confidential. The Plan Administrator is responsible for ensuring the confidentiality of your instructions.

Federal Income Tax Consequences of Participating in the Plan

Under present law, so long as the Plan maintains its qualified status under Sections 401(a) and 401(k) of the Internal Revenue Code, you will not incur any federal income tax on any contributions to the Plan (other than Roth 401(k) Contributions and After-Tax Contributions), any earnings that are credited to your Plan account, or any increase in the value of the common stock in your Plan account before your account is withdrawn or distributed under the Plan. Contributions to the Plan may be subject to FICA withholding.

If you make a cash withdrawal from your Plan account while you are still employed with AECOM or an affiliate, you will be subject to federal income tax at ordinary income tax rates on the taxable amount of the withdrawal, unless you roll it over to an IRA or Roth IRA (to the extent that you made Roth 401(k) Contributions to the Plan), as applicable, or another eligible retirement plan. Any portion of your withdrawal that is a return of your After-Tax Contributions and/or Roth 401(k) Contributions will not be taxed, although all earnings on After-Tax Contributions and those earnings on Roth 401(k) Contributions included in a nonqualified distribution are taxable. If you make a cash withdrawal from the Plan, the taxable portion of any withdrawal will be subject to income tax withholding at a rate of 20% (unless you make a direct rollover to an IRA or Roth IRA, as applicable, or another eligible retirement plan). Hardship withdrawals are subject to 10% withholding (unless you elect to have no withholding apply) and cannot be rolled over. If you have not yet reached age 59½, you will also be subject to a special 10% tax on the taxable amount of the withdrawal, subject to certain exceptions.

Unless a distribution from your Plan account qualifies for special tax treatment for lump sum distributions as described in the following paragraphs, the taxable amount of a distribution of your Plan account received by you upon your termination of employment, or by your beneficiary upon your death, will be subject to tax at ordinary income tax rates, unless you roll it over to an IRA or Roth IRA (to the extent that you made Roth 401(k) Contributions to the Plan), as applicable, or another eligible retirement plan. If a distribution of your Plan account qualifies as a lump sum distribution for you (or your beneficiary), you may be able to elect 10-year averaging treatment for your payment, or exclude net unrealized appreciation if you are eligible to elect payment in the form of the AECOM common stock, as described below.

A distribution of your Plan account will qualify as a lump sum distribution for you (or your beneficiary) if:

- you receive the entire vested balance of your Plan account within one taxable year;
- you have been a participant in the Plan for at least five taxable years prior to the end of the year in which you receive the distribution; and
- the distribution results from your death or separation from employment with AECOM or an affiliate, or occurs after you have reached the age of 59½.

In addition, for you or your beneficiary to elect special lump sum tax treatment, the distribution of the amount of your Plan account must meet certain conditions relating to uniform treatment of distributions from all like AECOM or affiliate plans.

The taxable portion of your lump sum distribution from the Plan is the fair market value of the distribution on the date of distribution, reduced by any After-Tax Contributions, Roth 401(k) Contributions (and, in a qualified distribution, the earnings on the Roth 401(k) Contributions), and the net unrealized appreciation of the AECOM common stock, if any, included in the distribution. (Net unrealized appreciation is the excess of the fair market value of the common stock at the date you receive the distribution over the average price at which the stock was purchased by the Plan Trustee.) Unrealized appreciation in the value of common stock at the time of distribution that is not included in your gross income as part of the distribution, but which you subsequently realize upon the sale of your common stock, will be eligible for 18-month long-term capital gain treatment. However, with regard to any further appreciation in the stock after distribution from the Plan, the capital gains rate on that portion is determined by your actual holding period in the stock after it is distributed to you from the Plan. For federal income tax withholding purposes, your cost basis is the current taxable value of the stock you receive as a part of the lump sum.

The taxable amount of a lump sum distribution that you receive due to termination of your employment with AECOM or an affiliate will also be subject to 20% federal income tax withholding (unless you make a direct rollover to an IRA or Roth IRA, as applicable, or another eligible retirement plan). Alternatively, you (or your surviving spouse or alternate payee under a QDRO) may roll over to an IRA or Roth IRA, as applicable, or another eligible retirement plan, all or any portion of the lump sum distribution, assuming certain statutory requirements are met. Income tax on the amounts rolled over will be deferred until distribution is made from the IRA, Roth IRA (to the extent that you made Roth 401(k) Contributions only), or eligible retirement plan, as applicable. Any taxable portion of these amounts that is not rolled over into an IRA, Roth IRA or other eligible retirement plan, as applicable, will be subject to tax, if any, as ordinary income without benefit of special provisions. If you roll over all or a portion of your non-Roth account balances to a Roth IRA, you must include in income any portion of the rollover amount that would be includible in income if the amount were distributed but not rolled over; however, the early distribution penalty will not apply.

Distribution of your benefits from the Plan must be made or begin no later than April 1 of the year following the later of the year in which your employment ends or the year in which you reach age 73 (age 72, if you were born on or after July 1, 1949 but prior to January 1, 1951, or age 70-1/2, if you were born prior to July 1, 1949), or you may be subject to a 50% excise tax on amounts that should have been distributed. These mandatory distribution amounts cannot be rolled over and are not subject to the 20% federal income tax withholding. Also, the state, local, and foreign tax treatment of distributions from the Plan varies. Please contact Merrill at **www.benefits.ml.com** or by calling 1-877-637-4226 for more information.

In most cases, amounts in your account at your death are includable in your gross estate for federal estate tax purposes.

The terms of the Plan and the applicable provisions of the Internal Revenue Code are technical, and the foregoing statements are necessarily general in nature. Statutory provisions are subject to change, and their applications may vary in individual circumstances. Federal estate and gift taxes, and state, local, and foreign taxes also may be important in individual cases. Consequently, you are encouraged to consult a professional tax advisor with respect to any specific tax-related questions that may arise in connection with participation in the Plan.

Contributions made to the Plan on behalf of participants are deductible by the Employer for income tax purposes.

Addendum

Special Vesting Rules for Former Participants in Certain Prior Plans

Separate vesting rules may apply to your Company Matching Contributions Account, Company Contributions Account and/or Prior Company Contributions Account.

- **Former McNeil Technologies, Inc. 401(k) Plan Participants.** If you previously participated in the McNeil Technologies, Inc. 401(k) Plan prior to its merger into the Plan, you are fully vested in your Prior Company Contributions Account effective on the date of the plan merger.
- **Former Hunt Corporation Retirement Savings Plan Participants.** If you previously participated in the Hunt Corporation Retirement Savings Plan prior to its merger into the Plan and you do not complete an hour of service on or after January 1, 2016, you will vest in your Company Matching Contributions and your Prior Company Matching Contributions in accordance with the following schedule:

Number of Years of Vesting Service	Vested Interest
Less than 2	0%
2	20%
3	40%
4	60%
5	100%

- **Former AECOM 401(k) Retirement Savings Plan Participants.** If you previously participated in the AECOM 401(k) Retirement Savings Plan, f/k/a the URS Corporation 401(k) Retirement Plan (the "AECOM 401(k) Plan") prior to its merger into the Plan and you became an eligible employee under the AECOM 401(k) Plan prior to January 1, 2016, you will be fully vested in your accounts under the Plan at all times.
- **Former Leeding Builders Group 401k Plan Participants.** If you were eligible to participate in the Leeding Builders Group 401k Plan (the "LBG Plan") prior to its merger into the Plan (regardless of whether you actually participated in the LBG Plan), you will be fully vested in your accounts under the Plan at all times.
- **Former SSI Services, Inc. Custodial Retirement Plan Participants.** If your account balance in the SSI Services, Inc. Custodial Retirement Plan (the "SSI Plan") transferred to the AECOM Contract Employee 401(k) Plan effective June 30, 2019 as part of the merger of the SSI Plan into the AECOM Contract Employee 401(k) Plan, you will be fully vested in your accounts under the Plan at all times effective as of the date of the plan merger.
- **Former AECOM SCE Plan Participants.** If you previously participated in the AECOM SCE Plan and you became a participant in the Plan as a result of the spin-off and transfer of AECOM SCE Plan assets and liabilities to the Plan effective December 16, 2019, you will be fully vested in your accounts under the Plan at all times.

In determining vesting service for any purpose under the Plan, periods of employment that would have been taken into account for purposes of determining vesting service under the following plans shall be counted:

- McNeil Technologies, Inc. 401(k) Plan;
- Hunt Corporation Retirement Savings Plan;
- AECOM 401(k) Plan; and
- The JT4 LLC Savings Plan.

Special Vesting Rules Related to the Sale of the Management Services Business

If you terminate employment during the Plan Year which began on January 1, 2020, you will be fully vested in all of your accounts under the Plan.

Additional Special Rules for Certain Former SCE Plan Participants

If you became a participant in the Plan as a result of the spin-off of assets and liabilities from the AECOM 401(k) Retirement Plan for Specified Contract Employees (the "AECOM SCE Plan") effective December 16, 2019, the following special rules will apply:

- If you had affirmatively elected not to participate in the AECOM SCE Plan, you were not automatically enrolled in the Plan. You may elect to change or discontinue your contribution rate at any time.
- Your investment elections under the AECOM SCE Plan will continue to apply until you make a different investment election under the Plan.
- Your loan payroll deductions will continue in accordance with the terms and conditions that applied prior to the spin-off and transfer.

Methods of Distribution for Former Members of Money Purchase Pension Plans

Amounts attributable to prior participation in a money purchase pension plan held in a separate Plan account (your "Prior Money Purchase Pension Plan Account") are subject to different distribution rules. Your Prior Money Purchase Pension Plan Account shall be paid in the normal form of payment described below, unless you elect a 75% joint and survivor annuity (if applicable), a lump sum, or periodic installments. If you are married, your spouse must generally consent to your choice. Note: all annuities will be purchased from a commercial annuity provider at your expense.

Normal Form of Payment

Your normal payment form depends your marital status at the time of the distribution.

- **If you are single**, you will receive your Prior Money Purchase Pension Plan Account balance in the form of a life annuity. This is a monthly benefit payable for your lifetime. When you die, all payments stop.
- **If you are married**, you will receive your Prior Money Purchase Pension Plan Account balance in the form of a joint and survivor annuity. This is a monthly benefit payable for your lifetime (in an amount that is less than the monthly payment amount that would be paid to you under the life annuity due to the cost of covering two lives) with payments equal to 50% of your monthly benefit continuing after your death for your surviving spouse's life.

Optional Form of Payment

If you do not want to receive your Prior Money Purchase Pension Plan Account in the normal form of payment described above, you may elect a lump sum payment or periodic installments provided your spouse, if any, consents to your election. In addition, if you are married, you may elect to receive a 75% joint and survivor annuity. This is a monthly benefit payable for your lifetime (in an amount that is less than the monthly payment amount that would be paid to you under the life annuity due to the cost of covering two lives) with payments equal to 75% of your monthly benefit continuing after your death for your surviving spouse's lifetime.

All optional forms of payment are based on your Prior Money Purchase Pension Plan Account balance when payments begin. This means that whether you receive your benefit in the form of monthly payments, a lump sum, or periodic installments, the Plan provides you with a pension of equivalent value. However, as noted above, if you select an annuity option, the cost of purchasing the annuity from a commercial annuity provider will be paid by you.

Consent from Your Spouse

If you are married and you elect a form of payment other than the joint and survivor annuity or optional survivor annuity with your spouse as beneficiary, your spouse must consent to your election. Your spouse's consent must be in writing and the consent must be notarized. If your spouse does not consent to your election, your benefits can only be paid in the normal form.

If You Die Before Benefit Payments Begin

The amount of your pre-retirement death benefit depends on your Prior Money Purchase Pension Plan Account balance at the time of your death. The form of payment for pre-retirement death benefits depends on who your beneficiary is:

- **If your beneficiary is your spouse**, your spouse will receive monthly payments for his or her lifetime, unless he or she elects to receive your Prior Money Purchase Pension Plan Account balance in the form of a lump sum or periodic installments. In general, the amount of the monthly payment will be determined by converting your Money Purchase Pension Plan account balance into an actuarially equivalent life annuity for your spouse's life (adjusted to reflect the cost of purchasing a preretirement survivor annuity from a commercial annuity provider).
- **If your beneficiary is NOT your spouse**, your beneficiary will receive a lump sum payment equal to your Prior Money Purchase Pension Plan Account balance.

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