

2023 Annual 401(k) Match FAQs

Frequently asked questions

For Participants of the AECOM Retirement & Savings Plan (RSP)

RSP participants who meet the match eligibility criteria described below are entitled to receive a company match for 2023. AECOM will match 50% of the first 6% of eligible compensation you contributed to the RSP during 2023 on a pre-tax or Roth 401(k) basis. Traditional after-tax contributions are not eligible for company matching contributions. The company matching contributions are invested as follows: 50% in AECOM stock* and 50% according to your investment direction.

If you have any questions not answered in the following FAQs, please call the Merrill Employee Services Center at **877.637.4226**. Services Center representatives are available weekdays, 8 a.m. to 7 p.m. Eastern time, on all days the New York Stock Exchange is open.

Eligibility and Timing

1. **Am I eligible for the 2023 company match? What are the eligibility requirements?**

You are eligible for the 2023 company match if you are employed on the last day of the year, or your employment is discontinued during 2023 due to death, disability or retirement at age 65 or later. In addition you are eligible for the company match if you leave the company during the year under the following circumstances:

- you have at least 30 years of service, or
- you are at least age 55 with at least 10 years of service, or
- involuntary termination due to reduction in force, contract loss, contract completion, or
- voluntary termination due to participation in an approved voluntary severance program offered by the company

2. **When will I see the company match in my 401(k) account with Merrill?**

The 2023 company match is expected to be posted to your RSP account in late March or early April of 2024. You will be able to view the company matching contribution amount in your account on the next business day. Merrill will notify you by email when the match is funded to your account.

3. **Do I have to stay employed until the 2023 annual match is funded? Do I have to keep my 401(k) account with Merrill in order to receive the AECOM annual match?**

As long as you meet the RSP match eligibility requirements the annual match is expected to be funded to your account in late March or early April of 2024. You do not have to be employed by AECOM at the time the match is funded, and you do not have to maintain a balance in the RSP at Merrill to receive it. If you have terminated from AECOM and have already rolled over your account or received a full distribution in the RSP before the 2023 annual match is posted, you will need to request another rollover or distribution if you desire to move the 2023 annual match.

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4. **I worked on a contract that closed before the end of 2023. Am I still eligible to receive the annual match?**
Involuntary termination due to a reduction in force, contract loss or contract completion are match-eligible criteria. You will be eligible to receive the annual match even if you were not actively employed on December 31, 2023.
5. **If I have a termination date of December 31, 2023, will I receive the company match?**
As long as your date of termination is no earlier than December 31, 2023, which is the last day of the plan year, you will receive the annual match. Also, you may meet some of the exceptions to the last day rule — see above.
6. **If I terminated in late 2022 and received a final paycheck issued at the beginning of 2023, would I be eligible for the 2023 annual match on 401(k) contributions deducted from my final paycheck?**
No, if you were not an active employee during 2023, you are not be eligible for an annual match associated with 2023 contributions.
7. **Will the annual match show on my pay stub?**
The annual match will not appear on your paystub. The annual match will be reflected in your RSP account at Merrill.

Match Details

8. **How will the share price be determined for purposes of allocating the AECOM stock portion of the matching contribution?**
The price will be based on the market close price from the day before the shares are allocated to participant accounts.
9. **Where can I see the company match deposit details in my account on Benefits OnLine?**
When you are notified by email that the 2023 company match has been deposited, access your account at **Benefits OnLine**[®]. Select the AECOM Retirement & Savings Plan link. On the Account Summary screen, click Activity from the drop-down menu. Under Recent Activity the default time frame selection is 30 days, but you can select a different time frame depending on the matching contribution you wish to view. Click View Detail to see additional information.
10. **Can I move the RSP company matching contribution out of AECOM stock?***
You may transfer your AECOM stock account balance to any of the RSP investment options any time after the company match is funded to your account, provided that you are not subject to the company's insider trading restrictions (in which case restrictions may apply). There is a nominal fee associated with transferring in or out of AECOM stock — 3 cents for each share bought or sold. For example, if you sold 100 shares of AECOM stock, the cost would be \$3.
11. **Who do I contact if I have additional questions or want make a transaction?**
Visit **Benefits OnLine**[®] to access your account or call the Merrill Employee Services Center at **877.637.4226** virtually 24 hours a day, seven days a week. Service representatives are available weekdays, 8 a.m. to 7 p.m. Eastern time, on all days the New York Stock Exchange is open.

Vesting

12. How do I determine my vesting percentage for the company matching contribution in the RSP?

Vesting of company matching contributions is based on legacy AECOM and URS 401(k) Plan provisions and current RSP provisions. Please see below:

- **Legacy AECOM employees:** You follow the RSP vesting schedule shown in the chart below. Once you have three years of service, you have a 100% vested interest in your company match account.
- **Legacy URS employees:** If you were employed with AECOM before January 1, 2016, you are 100% vested in your company match account.
- **Employees with original hire dates on or after January 1, 2016:** If your original hire date with AECOM is on or after January 1, 2016, your ownership of the matching contributions follows the RSP vesting schedule shown in the chart below.
- **Employees rehired on or after January 1, 2016:** If you are rehired with AECOM on or after January 1, 2016, special vesting rules may apply. To confirm your level of vesting, visit [Benefits OnLine](#)[®] to access your account or call the Merrill Employee Services Center at **877.637.4226**.

RSP Vesting Schedule	
Number of years of vesting service	Vested interest
0	0%
1	33%
2	67%
3 or more	100%

Examples of Vesting	
1 year of service	33% vested in company match
1.5 years of service	33% vested in company match
2.8 years of service	67% vested in company match
3 years of service or more	100% vested in company match

Vested balances are adjusted for any earnings and/or losses.

13. I am a rehired employee. Does my prior service count toward vesting in the 401(k) Plan?

Yes, if you are an employee with less than a 5 year break-in-service, your prior service counts toward your vesting schedule.

14. Will my vesting percentage increase in the following year?

Vesting is based on your years of service with AECOM and the vesting schedule shown above. If you are 100% vested in the RSP, you remain 100% vested in your current match account and the matching contributions going forward. If you are vested at 33% in 2023 and work an additional year, you will become 67% vested in all of your matching contributions after you complete that additional year. If you then work an additional year, you will become 100% vested in your current match account and all of your matching contributions going forward.

Match Allocation: 50% Invested in AECOM Stock*

15. **I've heard part of the company match will be invested in AECOM stock. How does this work?**
AECOM will match 50% of the first 6% of eligible compensation that you contribute (as either pre-tax or Roth 401(k) contributions) to the Plan. The company matching contributions are invested as follows: 50% in AECOM stock and 50% according to your investment direction.
16. **Are there any fees associated with investing in or transferring out of the AECOM stock?**
Yes, there is a nominal fee of 3 cents for each share bought or sold. For example, if you sold 100 shares of AECOM stock, the cost would be \$3.
17. **I would like to move the company match that is in the AECOM stock fund to another investment alternative. Can I do this, and if so, when?**
You may transfer your AECOM stock fund account balance to any of the RSP investment options any time after the company match is funded to your account, provided that you are not subject to the company's insider trading restrictions (in which case restrictions may apply). To transfer your balance, visit **Benefits OnLine**[®] to access your account or call the Merrill Employee Services Center at **877.637.4226**.
18. **If I choose to keep my company match in AECOM stock, does that mean I am enrolled in the Employee Stock Purchase Plan (ESPP)?**
The ESPP and RSP are different plans, and you need to enroll in them separately. Learn more at **Benefits OnLine**[®] or by calling the Merrill Employee Services Center at **877.637.4226**.

Stock Dividends

19. **Will I receive stock dividends? If so, when?**
AECOM currently pays a quarterly dividend to common stock shareholders of record. Any investments you have in the AECOM Stock fund in the RSP are eligible to receive the dividend.
20. **Do I receive stock dividends in cash?**
Dividends are automatically reinvested in the RSP AECOM Stock fund unless you elect to receive the dividend in cash outside of the RSP.
21. **How can I elect to receive my dividends in cash?**
To receive all or a portion of AECOM Stock dividends in cash instead of having them reinvested in additional shares of stock, you must make an election on **Benefits OnLine**[®] by the quarterly deadline. Log in to your account, select the Retirement & Savings Plan under Employer Sponsored Plans, select Dividend Election under Investments and follow the prompts.
22. **Are dividends subject to taxes?**
Dividends you receive as cash payments may be subject to federal (and possibly state) income taxes.
23. **Can I change my dividend election?**
Yes, you can change your dividend election on **Benefits OnLine**[®] or by calling the Merrill Employee Services Center at **877.637.4226**.

**AECOM stock gives you the potential for capital appreciation. As there are no other forms or types of investments in this option, the value of the stock stands on its own. Because this option is a single stock investment, it generally carries more risk than the other investment options offered through the RSP.*

If you are an officer or director of AECOM or an AECOM "covered person," certain transactions regarding AECOM stock 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 RetirementPlans@aecom.com.

This material provides general information concerning the company's annual 401(k) match. If provisions described in this document differ from the applicable provision of the RSP plan document, the plan document prevails.