

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information		
1a	Name of plan AECOM PENSION PLAN	1b	Three-digit plan number (PN) ▶ 004
		1c	Effective date of plan 12/01/1971
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) AECOM 13355 NOEL ROAD SUITE 400 DALLAS, TX 75240-6825	2b	Employer Identification Number (EIN) 61-1088522
		2c	Plan Sponsor's telephone number 972-788-1000
		2d	Business code (see instructions) 541330

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	07/09/2026	DEREK ZINGG
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 1882
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 122 6a(2) 112 6b 999 6c 460 6d 1571 6e 245 6f 1816 6g(1) 6g(2) 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1A 1I 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan AECOM PENSION PLAN	B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF AECOM	D Employer Identification Number (EIN) 61-1088522
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 10 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	101074239	
b	Actuarial value	2b	92302114	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	1226	73367351	73367351
b	For terminated vested participants	551	20657000	20657000
c	For active participants	122	7456832	7456832
d	Total	1899	101481183	101481183
4	If the plan is in at-risk status, check the box and complete lines (a) and (b). ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.33 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	1075000	
c	Target normal cost	6c	1075000	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Signature of actuary MICHELE RAAD Type or print name of actuary MERCER Firm name MERCER 633 W. FIFTH STREET, SUITE 1200 LOS ANGELES, CA 90071 Address of the firm	06/18/2026 Date 26-06641 Most recent enrollment number 213-346-2200 Telephone number (including area code)
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of <u>18.93</u> %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		230030
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.11</u> %		11755
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		241785
d Portion of (c) to be added to prefunding balance		241785
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	241785

Part III Funding Percentages

14 Funding target attainment percentage	14	90.71 %
15 Adjusted funding target attainment percentage	15	90.71 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	92.68 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
01/10/2025	0	97254			
01/13/2025	558000	0			
04/11/2025	558000	0			
10/14/2025	452000	0			
06/01/2026	420000	0			
Totals ►			18(b)	1988000	18(c) 97254

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	1906301

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 5.05 %	2nd segment: 5.31 %	3rd segment: 5.59 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 0
22 Weighted average retirement age				22 64
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes ☒ No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	1075000	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	9420854	946148	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	2021148	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	241785	241785
36 Additional cash requirement (line 34 minus line 35)	36	1779363	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	1906301	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	126938	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	126938	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021
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SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection.

For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025		
A Name of plan AECOM PENSION PLAN	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 AECOM	D Employer Identification Number (EIN) 61-1088522	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
14 50	NONE	397372	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

MERCER

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	278739	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

NEPC

26-1429809

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT CONSULTANT	266071	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

U.S. BANK

31-0841368

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	TRUSTEE	72300	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

WINSTON & STRAWN LLP

36-1975990

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	31856	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

EIDE BAILLY

45-0250958

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	26013	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
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(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025		
A Name of plan AECOM PENSION PLAN		B Three-digit plan number (PN) ▶ 004
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 AECOM		D Employer Identification Number (EIN) 61-1088522
Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)	
a Name of MTIA, CCT, PSA, or 103-12 IE: NEPC DIVERSIFIED CREDIT CT-CLASS A		
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY		
c EIN-PN 86-6497312-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1410628
a Name of MTIA, CCT, PSA, or 103-12 IE: WTC CIF II US INV GRADE INTERMED CO		
b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY, NA		
c EIN-PN 04-6913417-206	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 21039119
a Name of MTIA, CCT, PSA, or 103-12 IE: IR+M LONG CORP COLLECTIVE FD CLASS		
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY		
c EIN-PN 37-6567224-006	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 21298162
a Name of MTIA, CCT, PSA, or 103-12 IE: NEPC EMERGING MKTS CIT CLASS A		
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY		
c EIN-PN 86-6497312-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1359211
a Name of MTIA, CCT, PSA, or 103-12 IE: NEPC GLOBAL EQUITY CIT -CLASS A		
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY		
c EIN-PN 86-6497312-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5677261
a Name of MTIA, CCT, PSA, or 103-12 IE: NEPC US SMALL CAP EQTY CIT -CLASS A		
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY		
c EIN-PN 86-6497312-003	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1441830
a Name of MTIA, CCT, PSA, or 103-12 IE: 3-10 YEAR US TREASURY INDEX NL FUND		
b Name of sponsor of entity listed in (a): NEPC DISCRETIONARY SERVICES		
c EIN-PN 04-0025081-477	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 17385898
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule D (Form 5500) 2024 v. 240311		

a Name of MTIA, CCT, PSA, or 103-12 IE: FTSE RAFI US 1000 INDEX NL CTF

b Name of sponsor of entity listed in (a): NEPC DISCRETIONARY SERVICES

c EIN-PN 06-6556853-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1951653
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a Name of MTIA, CCT, PSA, or 103-12 IE: SSGA S&P 500 FLAGSHIP NL FUND

b Name of sponsor of entity listed in (a): NEPC DISCRETIONARY SERVICES

c EIN-PN 04-0025081-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4275165
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a Name of MTIA, CCT, PSA, or 103-12 IE: SSGA LONG US TREASURY INDEX NL FUND

b Name of sponsor of entity listed in (a): NEPC DISCRETIONARY SERVICES

c EIN-PN 04-0025081-479	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10646642
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a Name of MTIA, CCT, PSA, or 103-12 IE: MSCI EAFE 100HEDGED USD INDEX NL FD

b Name of sponsor of entity listed in (a): NEPC DISCRETIONARY SERVICES

c EIN-PN 90-0337987-455	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1620385
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a Name of MTIA, CCT, PSA, or 103-12 IE: SSGA MSCI EAFE INDEX NL FUND

b Name of sponsor of entity listed in (a): NEPC DISCRETIONARY SERVICES

c EIN-PN 04-0025081-241	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1620004
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection
For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025		
A Name of plan AECOM PENSION PLAN		B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 AECOM		D Employer Identification Number (EIN) 61-1088522

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	1061000	872000
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	2415947	2491
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	5139275	1903532
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)	5392531	4717036
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	88267790	89725957
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	17669	0
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	102294212	97221016
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	1597072	295039
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	1597072	295039
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	100697140	96925977

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	1988000	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)	97254	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		2085254
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	47326	
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C)	2b(2)(D)		47326
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	345898	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	145941	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		4153918
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-887
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		6777450

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	9051857	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		9051857
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	397372	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	26013	
(5) Investment advisory and investment management fees	2i(5)	266071	
(6) Bank or trust company trustee/custodial fees	2i(6)	72300	
(7) Actuarial fees	2i(7)	278739	
(8) Legal fees	2i(8)	31856	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	424405	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1496756
j Total expenses. Add all expense amounts in column (b) and enter total	2j		10548613

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-3771163
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **EIDE BAILLY LLP**

(2) EIN: **45-0250958**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 575969.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025		
A Name of plan AECOM PENSION PLAN		B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 AECOM		D Employer Identification Number (EIN) 61-1088522
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 31-0841368		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3 28
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☒ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☒ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2024 v. 240311		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:

Public Equity: 18.6 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 73.0 %

High-Yield Debt: 1.5 % Real Assets: 0.0 % Cash or Cash Equivalents: 2.0 % Other: 4.9 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☒ 5-10 years ☐ 10-15 years ☐ 15 years or more

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation.....

Part VII IRS Compliance Questions

- 21a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

- 21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

- 22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/___ (MM/DD/YYYY) and the Opinion Letter serial number_____.

AECOM Pension Plan

*Financial Statements as of September 30, 2025
and 2024 and for the Years Then Ended,
Supplemental Schedules as of and for the Year
Ended September 30, 2025 and
Independent Auditor's Report*

AECOM PENSION PLAN

TABLE OF CONTENTS

	<u>Page</u>
INDEPENDENT AUDITOR’S REPORT	2
FINANCIAL STATEMENTS:	
Statements of Net Assets Available for Benefits as of September 30, 2025 and 2024	6
Statements of Changes in Net Assets Available for Benefits for the Years Ended September 30, 2025 and 2024	7
Notes to Financial Statements	8
SUPPLEMENTAL SCHEDULES:	
Form 5500, Schedule H, Line 4i— Schedule of Assets (Held at End of Year) as of September 30, 2025	18
Form 5500, Schedule H, Line 4j— Schedule of Reportable Transactions for the Year Ended September 30, 2025	19



Independent Auditor's Report

The Plan Administrator
AECOM Pension Plan
Boise, Idaho

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of AECOM Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of September 30, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of September 30, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 8 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery,

intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedule H, line 4i – schedule of assets held at end of year, and schedule H, line 4j – schedule of reportable transactions as of or for the year ended September 30, 2025, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial

statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or are derived from the certified investment information, is presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

A handwritten signature in black ink that reads "Eide Bailly LLP". The signature is written in a cursive, flowing style.

Boise, Idaho
June 29, 2026

AECOM PENSION PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS SEPTEMBER 30, 2025 AND 2024

	September 30,	
	2025	2024
	(expressed in thousands)	
ASSETS:		
Investments—at fair value (Notes 2, 4, 5, and 8)		
Mutual funds	\$ —	\$ 18
Limited partner interests	4,717	5,392
Common investment trusts	89,726	88,268
Money market mutual fund	1,904	5,139
Total investments	96,347	98,817
Receivables:		
Employer contribution receivable	872	1,061
Investment holdback and liquidation receivable	—	2,406
Other receivables	2	10
Total receivables	874	3,477
Total assets	97,221	102,294
LIABILITIES:		
Payables for securities purchased	—	1,200
Accrued expenses	295	397
Total liabilities	295	1,597
NET ASSETS AVAILABLE FOR BENEFITS	\$ 96,926	\$ 100,697

See notes to financial statements.

AECOM PENSION PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS YEARS ENDED SEPTEMBER 30, 2025 AND 2024

	September 30,	
	2025	2024
	<i>(expressed in thousands)</i>	
Investment income:		
Net appreciation in fair value of investments (Notes 2, 4, 5, and 8)	\$ 4,645	\$ 15,760
Dividends	47	870
	<u>4,692</u>	<u>16,630</u>
Contributions (Note 1):		
Employer contributions	1,988	2,567
Participant rollovers	97	81
	<u>2,085</u>	<u>2,648</u>
Net increase before deductions	<u>6,777</u>	<u>19,278</u>
Benefits paid directly to participants	(9,052)	(9,423)
Administrative expenses	(1,230)	(1,410)
Investment management fees	<u>(266)</u>	<u>(340)</u>
Total deductions	<u>(10,548)</u>	<u>(11,173)</u>
Net increase (decrease)	(3,771)	8,105
Net assets available for benefits:		
Beginning of year	<u>100,697</u>	<u>92,592</u>
End of year	<u>\$ 96,926</u>	<u>\$ 100,697</u>

See notes to financial statements.

AECOM PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

1. DESCRIPTION OF THE PLAN

The following description of the AECOM Pension Plan (the “Plan”) is provided for general information purposes only. Selected Plan provisions are described below. Participants should refer to the Plan document and the Summary Plan Description for more complete information regarding the terms of the Plan.

General — The Plan is a frozen defined benefit pension plan that provides benefits to certain U.S. employees of AECOM (“AECOM” or the “Company”) and its participating subsidiaries who were hired on or before March 31, 1998.

Effective April 1, 1998, Plan participation was frozen for all eligible employees. Except as otherwise provided in the Plan, each employee who was a participant in the Plan as of March 31, 1998 will continue to participate in the Plan in accordance with the terms of the Plan. No person was eligible to become a participant in the Plan after March 31, 1998, except for certain employees who were on authorized leave of absence on March 31, 1998. Benefit accruals were frozen effective October 9, 2009 for all remaining participants.

Prior to March 31, 1998, participants were required to contribute up to 1.5% of annual compensation based on years of service. Effective April 1, 1998, employee contributions were no longer accepted by the Plan. All employee contributions made on or after April 1, 1998 and on or before December 31, 2006 were made to the AECOM Retirement & Savings Plan (“AECOM RSP”) and were deposited into separate pension accounts within the AECOM RSP (“AECOM RSP Pension Accounts”).

The Plan is administered by the AECOM Americas Benefits Administration Committee (delegated by the Global Benefits Administration Committee) as authorized by AECOM. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended.

Funding Policy — Contributions to provide benefits under the Plan are made by the Company and certain employee rollovers from the AECOM RSP Pension Accounts. The Company contributes such amounts as are deemed necessary on an accrual basis to provide the Plan with assets sufficient to meet the benefits to be paid to Plan participants and to meet minimum funding standards as required by law. Required contribution levels are based upon the payment of the current normal cost for each participant, as well as amortization of the total unfunded actuarial accrued liabilities. The Company met the minimum funding requirement for the years ended September 30, 2025 and September 30, 2024.

Employee Rollovers from Other Plan — Upon termination of employment, a participant may elect, within a specified period of time, to make a direct rollover from his or her AECOM RSP Pension Accounts to the Plan. This rollover will increase the participant’s monthly benefit amount commencing at the participant’s normal retirement date.

Vesting — Participants who have completed at least five years of vested service or who reach age 65 while employed with the Company are fully vested in their accrued benefit under the Plan. Participants in the Plan are always 100 percent vested in any employee contributions (plus applicable interest) they have made to the Plan.

Benefits — Upon retirement, a participant will receive a benefit, as calculated under the Plan’s terms, which is based on the participant’s years of service, final average compensation, and the participant’s employee contributions to the Plan. Effective April 1, 2004, the Plan was amended to

AECOM PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

limit the amount of annual compensation used to calculate a participant's benefits to the participant's highest calendar year compensation from 1994 to 2003. Furthermore, effective October 9, 2009, accrued benefits were frozen; and credited service earned from October 9, 2009 and later is no longer taken into account for determining accrued benefits. Effective January 1, 2025, the mandatory cashout limit for the plan was amended from \$5,000 to \$7,000 to follow SECURE 2.0 guidelines. Participants receive an actuarially-based benefit calculated under the Plan as described more fully in Note 6.

In addition, prior to January 1, 2007, participants were allowed to make specific elective contributions to the AECOM RSP into the AECOM RSP Pension Accounts for rollover to the Plan. Any such rollovers will increase the participant's monthly benefit amount commencing at the participant's normal date.

A participant's benefit under the Plan will commence at his or her normal retirement date or, if eligible, an early retirement date as defined under the Plan. For married participants, the normal form of payment is a qualified 50 percent joint and survivor annuity, unless a spousal waiver is obtained. For unmarried participants, the normal form of payment is a single life annuity. If an active participant dies with a vested benefit, a death benefit based on age of the participant at death will be paid to the participant's beneficiary. A participant shall be eligible for disability benefits if the participant terminated employment by reason of disability after completing 10 or more years of vesting service. The participant's disability retirement benefit is payable beginning when the participant reaches age 65 and is based on the participant's compensation when they became disabled and the years of service the participant would have earned if the participant had worked until age 65 (or October 9, 2009, if earlier).

2. SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting — The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates — The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates.

Investment Valuation and Income Recognition — Investments in mutual funds held by the Plan are stated at fair value, primarily based on quoted market prices. Investments in common investment trusts and limited partner interests are valued at fair value, which is based on the net asset value of the fund. Purchases and sales are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Net appreciation or depreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Expenses — The Plan's expenses are paid by either the Plan or the Company, as provided by the Plan document. Expenses that are paid directly by the Company, and not reimbursed by the Plan, are excluded from these financial statements. Certain expenses incurred in connection with general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying

AECOM PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

Statements of Changes in Net Assets Available for Benefits. In addition, certain investment-related expenses are included in net appreciation (depreciation) of fair value of investments presented in the accompanying Statements of Changes in Net Assets Available for Benefits.

Benefit Payments — Benefit payments to participants are recorded upon distribution by the Plan.

Fair Value Measurements — The Plan's investments, which are stated at fair value, are disclosed in accordance with the established framework and disclosure requirements described in the Financial Standards Accounting Board Accounting Standards Codification ("ASC") No. 820-10, "*Fair Value Measurements and Disclosures*" ("ASC 820-10"), which defines fair value, establishes a framework for measuring fair value under current accounting pronouncements that require or permit fair value measurement and enhances disclosures about fair value measurements. ASC 820-10 defines fair value as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction, which requires an entity to maximize the use of observable inputs when measuring fair value.

The standard describes three levels of inputs that may be used to measure fair value:

Level 1	Inputs to the valuation methodology are quoted prices available in active markets for identical investments as of the reporting date.
Level 2	Inputs to the valuation methodology include: • Quoted prices for similar assets or liabilities in active markets; • Quoted prices for identical or similar assets or liabilities in inactive markets; • Inputs other than quoted prices that are observable for the asset or liability; • Inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.
Level 3	Inputs to the valuation methodology are unobservable inputs in situations where there is little or no market activity for the asset or liability and the reporting entity makes estimates and assumptions related to the pricing of the asset or liability including assumptions regarding risk.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

The following is a description of the valuation methodologies used for instruments measured at fair value, including the general classification of such instruments pursuant to the valuation hierarchy.

Mutual Funds and Money Market Mutual Funds

A mutual fund is an investment company registered under the Investment Company Act of 1940 that pools the capital of many investors and invests it in stocks, bonds, short-term money market instruments, and/or other securities. These investments are public investment vehicles valued at the closing price reported in the active market in which the investments are traded. These investments are classified within Level 1 of the valuation hierarchy.

AECOM PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

Collective Investment Trusts

A collective investment trust is a trust for the collective investment and reinvestment of assets contributed from employee benefit plans maintained by more than one plan. These investments are valued using the net asset value (“NAV”) provided by the administrator of the collective trust. The NAV is based on the value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding. The NAV is used as a practical expedient to estimate fair value.

Collective investment trusts are not classified within the fair value hierarchy; however, the amounts measured using NAV is disclosed to permit reconciliation of the fair value of investments to the Statements of Net Assets Available for Benefits.

Limited Partner Interests

Investments in privately-held securities and partnerships are investments in closely held instruments for which there is no available market. These funds seek capital appreciation and current income by investing in various financial instruments. The funds may invest in publicly traded equity and debt securities, as well as derivatives thereof. In addition, the funds may pursue a value-oriented strategy through short selling and investments in private or less liquid instruments (financial instruments and other obligations for which no market or only a limited market may exist). The funds may also leverage its portfolio with borrowed funds. The fair value is determined by the Plan’s management using the NAV, as a practical expedient. The Plan’s management considers subscription and redemption rights, including any restrictions on the disposition of its interest in its determination of fair value. For information regarding restrictions on redemptions, see Note 5.

Limited partner interests are not classified within the fair value hierarchy; however, the amounts measured using NAV are disclosed to permit reconciliation of the fair value of investments to the Statements of Net Assets Available for Benefits.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although Plan management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Subsequent Event

The Plan has evaluated subsequent events through June 29, 2026, which is the date the financial statements were available to be issued.

3. CONTRACT WITH INSURANCE COMPANY

In 1986, AECOM entered into an investment contract with Metropolitan Life Insurance Company (“Metropolitan”). AECOM purchased an allocated contract that represents a contractual arrangement whereby funds were allocated to purchase annuities for Ashland Inc. (“Ashland”) participants prior to the Plan sponsor change in 1990. Under the terms of the allocated contract, Metropolitan assumed a legal obligation to make benefit payments, as described in the contract, to named participants or their beneficiaries; therefore, the related benefit obligations covered by this

AECOM PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

contract and the related value of the contract are excluded from the Plan's net assets available for benefits and accumulated plan benefits.

4. FAIR VALUE MEASUREMENTS

Below are the Plan's assets carried at fair value on a recurring basis by the ASC 820-10 fair value hierarchy levels described in Note 2:

	As of September 30, 2025			Total Fair Value
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
	<i>(expressed in thousands)</i>			
Money market mutual fund	\$ 1,904	\$ —	\$ —	\$ 1,904
Total investments in the fair value hierarchy	\$ 1,904	\$ —	\$ —	1,904
Investments measured at NAV				94,443
Total investments at fair value				\$ 96,347

	As of September 30, 2024			Total Fair Value
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
	<i>(expressed in thousands)</i>			
Mutual funds	\$ 18	\$ —	\$ —	\$ 18
Money market mutual fund	5,139	—	—	5,139
Total investments in the fair value hierarchy	\$ 5,157	\$ —	\$ —	5,157
Investments measured at NAV				93,660
Total investments at fair value				\$ 98,817

5. NET ASSET VALUE PER SHARE

The following tables summarize investments measured at NAV per share as of September 30, 2025 and 2024, respectively:

September 30, 2025	Strategy	Fair Value <i>(expressed in \$000)</i>	Unfunded Commitment	Redemption Frequency <i>(if currently eligible)</i>	Redemption Notice Period
Angeles Absolute Return Fund Ltd.	Hedge Fund	\$ 4,717	n/a	Quarterly	90 days
NEPC Global Equity CIT-Class A	Global Equity	5,677	n/a	Daily	Daily
NEPC US Small Cap Equity CIT-Class A	Domestic Equity	1,442	n/a	Daily	Daily
SSgA Long US Treasury Index NL Fund	Fixed Income	10,647	n/a	Daily	Daily
SSgA MSCI EAFE 100Hedged USD Index NL Fund	Developed Equity	1,620	n/a	Daily	Daily
WTC CIF II US Inv Grade Intermed Corp	Fixed Income	21,039	n/a	Daily	Daily
SSgA 3-10 Year US Treasury Index NL Fund	Fixed Income	17,386	n/a	Daily	Daily
NEPC Diversified Credit CT -Class A	Fixed Income	1,411	n/a	Daily	Daily
SSgA FTSE Rafi US 1000 Index NL CTF	Domestic Equity	1,952	n/a	Daily	Daily
SSgA S&P 500 Flagship NL Fund	Domestic Equity	4,275	n/a	Daily	Daily

AECOM PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

September 30, 2025	Strategy	Fair Value (expressed in \$000)	Unfunded Commitment	Redemption Frequency (if currently eligible)	Redemption Notice Period
SSgA MSCI EAFE Index NL Fund	International Developed Equity	1,620	n/a	Daily	Daily
NEPC Emerging Mkts CIT Class A	Emerging Market Equity	1,359	n/a	Daily	Daily
IR+M Long Corp Collective FD Class ND	Fixed Income	21,298	n/a	Daily	Daily
September 30, 2024	Strategy	Fair Value (expressed in \$000)	Unfunded Commitment	Redemption Frequency (if currently eligible)	Redemption Notice Period
Angeles Absolute Return Fund Ltd.	Hedge Fund	\$ 5,393	n/a	Quarterly	90 days
NEPC Global Equity CIT-Class A	Global Equity	5,533	n/a	Daily	Daily
NEPC US Small Cap Equity CIT-Class A	Domestic Equity	2,140	n/a	Daily	Daily
SSgA Long US Treasury Index NL Fund	Fixed Income	9,733	n/a	Daily	Daily
SSgA MSCI EAFE 100Hedged USD Index NL Fund	International Developed Equity	2,763	n/a	Daily	Daily
WTC CIF II US Inv Grade Intermed Corp	Fixed Income	17,979	n/a	Daily	Daily
SSgA 3-10 Year US Treasury Index NL Fund	Fixed Income	19,877	n/a	Daily	Daily
SSgA FTSE Rafi US 1000 Index NL CTF	Domestic Equity	3,262	n/a	Daily	Daily
SSgA S&P 500 Flagship NL Fund	Domestic Equity	5,116	n/a	Daily	Daily
SSgA MSCI EAFE Index NL Fund	International Developed Equity	1,025	n/a	Daily	Daily
NEPC Emerging Mkts CIT Class A	Emerging Market Equity	2,913	n/a	Daily	Daily
IR+M Long Corp Collective FD Class ND	Fixed Income	17,926	n/a	Daily	Daily

Angeles Absolute Return Fund Ltd. — The Angeles Absolute Return Fund Ltd. is an incorporated Cayman Islands exempted company. This investment fund is registered with the Cayman Islands Monetary Authority under Section 4(3) of the Mutual Funds Law. The principal activity of this fund is to invest in other offshore hedge fund vehicles to achieve long term capital appreciation. Angeles Investment Advisors, LLC is responsible for selecting the investments and determining their weight within this fund's investment portfolio.

This fund is currently in liquidation.

6. ACCUMULATED PLAN BENEFITS

Actuarial Present Value of Accumulated Plan Benefits — Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Because benefits under the Plan are frozen, the accumulated plan benefits for active employees are based on their accrued benefits as of October 9, 2009 (the "Plan Freeze Date"). Future active employee compensation and credited service increases are no longer applicable after the Plan Freeze Date. Due to the plan freeze, benefits payable under all circumstances (retirement, death, disability, and termination of employment) are included and are fully attributable to employee service rendered to the valuation date. Benefits to be provided via purchased annuity contracts are excluded from Plan assets and are excluded from accumulated plan benefits.

AECOM PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

The actuarial present value of accumulated plan benefits is determined by Mercer (US) LLC by applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

Significant actuarial assumptions used for purposes of estimating the actuarial present value of accumulated plan benefits as of October 1, 2024 and 2023 were:

Return on Investment	2024 – 5.25% 2023 – 6.00%
Average Retirement Age	Ranging from 5% at age 55 to 100% at age 70
Average Withdrawal Rates ⁽¹⁾	7% for all ages through age 55, 0% at age 55
Mortality Rates	Pri-2012 mortality table with fully generational projections using Mercer Modified MMP-2021 projection factors
Percentage Married	Males 90%; Females 80%
Age Difference	Males are assumed to be two years older than their spouses

⁽¹⁾ All active participants are age 50 and over

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

Actuarial assumptions used in the calculation of accumulated plan benefits were changed from the prior year. The employee contribution interest credit rate for future years was updated from 5.33% to 4.45% to better reflect expected future plan experience. The interest rate was updated from 6.00% to 5.25% to reflect the Capital Market assumptions as of October 2024.

Employer contributions and the actuarial present value of accumulated plan benefits are estimated by the Plan's independent actuary. Employer contributions for the year ended September 30, 2025 met the required minimum funding amounts under ERISA. Accumulated participant contributions and interest thereon totaled \$4.4 million and \$4.3 million as of October 1, 2025 and 2024, respectively. Employee contributions received interest credited at 4.45% and 5.33% for plan years ended

AECOM PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

September 30, 2025 and 2024, respectively. The actuarial present value of accumulated plan benefits is shown below as of October 1, the beginning of the Plan years:

	<u>2024</u>	<u>2023</u>
	<i>(expressed in thousands)</i>	
Actuarial present value of accumulated plan benefits:		
Vested benefits:		
Participants and beneficiaries currently receiving benefits	\$ 75,030	\$ 72,094
Other vested benefits	<u>28,721</u>	<u>29,165</u>
Total vested benefits	103,751	101,259
Nonvested benefits	<u>—</u>	<u>—</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 103,751</u>	<u>\$ 101,259</u>

Changes in the actuarial present value of accumulated plan benefits are shown below:

	2024
	<i>(expressed in thousands)</i>
Actuarial present value of accumulated plan benefits – October 1, 2023	<u>\$ 101,259</u>
Increase (decrease) attributable to:	
Additional benefits accumulated and (gains)/losses	729
Increase for interest due to decrease in discount period	5,769
Benefits paid to participants	(9,423)
Change in actuarial assumptions	<u>5,417</u>
Net increase/(decrease)	<u>2,492</u>
Actuarial present value of accumulated plan benefits – October 1, 2024	\$ 103,751

The computations of the actuarial present value of accumulated Plan benefits were made as of October 1, 2024. Had the valuation been performed as of September 30, 2024, there would be no material differences.

7. TAX STATUS

The Plan obtained a favorable determination letter dated February 2, 2016, from the Internal Revenue Service (the “IRS”) which stated that the Plan complies with the applicable regulations of the Internal Revenue Code (“Code”) and therefore, the related trust is exempt from taxation. The Plan has been amended since applying for the determination letter. The Plan administrator believes that the Plan is currently designed and operated in compliance with the applicable requirements of the Code and therefore believes that the Plan continues to be qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

AECOM PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

8. INFORMATION CERTIFIED OR PROVIDED BY THE TRUSTEE

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR Section 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, U.S. Bank N.A., the Trustee, has certified the investments and related investment transactions, interest and dividends, and net appreciation (depreciation) in fair value of investments as shown in the accompanying financial statements and supplemental schedules are complete and accurate as of September 30, 2025 and 2024, and for the years ended. No audit procedures were performed on the information provided by the Trustee except to compare such information to the related information included in the accompanying financial statements and supplemental schedules.

9. PLAN TERMINATION

Although it has not expressed any intent to do so, AECOM has the right under the Plan to discontinue its contributions at any time or to amend or terminate the Plan subject to provisions of the Plan agreement and provisions of ERISA. In the event the Plan is terminated, the net assets of the Plan will be allocated as specified by the Plan document in accordance with ERISA and its related regulations.

In the event of termination, benefits to be provided via contracts under which Metropolitan (see Note 3) is obligated to pay the benefits would be excluded for allocation purposes.

Certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation ("PBGC") if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling on the amount of an individual's monthly benefit that the PBGC guarantees. The ceiling is adjusted annually and varies depending on the form of benefit payment elected by the participant at the time of termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan's sponsor and the level of benefits guaranteed by the PBGC.

10. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Plan contributions are made and the actual present value of accumulated plan benefits reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near-term would be material to the financial statements.

AECOM PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

11. RELATED PARTY TRANSACTIONS AND PARTY-IN-INTEREST TRANSACTIONS

As described in Note 2, the Plan paid certain expenses related to Plan administration and investment activity to various service providers. The Plan has certain investments that are managed by NEPC. NEPC has the authority to make investment decisions within the guidelines of the investment policy. These transactions qualify as party-in-interest transactions. These party-in-interest transactions qualify for prohibited transaction exemptions.

Schedule SB, line 26a — Schedule of Active Participant Data

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 50											
50–54			1	4	3	1					9
55–59			5	11	5	2					23
60–64		1	4	11	14	6					36
65–69			5	8	7	4	1				25
70 & up ³		1	1	10	10	7					29
Total		2	16	44	39	20	1				122

In each cell, the number shown is the count of active participants for each age/service combination. Credited service is through the date the plan was frozen. Average compensation is not shown because it is no longer applicable due to plan freeze.

³ There are 21 active participants over age 70.5 receiving minimum required distributions who are included in the active participant statistics but valued as retirees.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial assumptions for October 1, 2024 funding valuation**

Discount rate sponsor elections		
• Segment rates or full yield curve	Segment	
• Look-back months	0	
	Stabilized	Non-stabilized
• First 5 years	5.05%	5.05%
• Next 15 years	5.31%	5.31%
• Over 20 years	5.59%	5.37%
Mortality sponsor elections		
• Healthy participants	Section 430(h)(3) prescribed generational annuitant and nonannuitant mortality tables for 2024 plan year funding valuations. These tables are based on the Pri-2012 mortality tables projected with the IRS-modified MP-2021 mortality improvement scale, in accordance with IRS regulation 1.430(h)(3)-1	
• Disabled participants	Same as described above for healthy participants.	
Other economic assumptions		
• DMJM lump sum	Annuity substitution: • Mortality table: Same as described above for healthy participants, blended 50% male/50% female post-retirement. • Interest rates: PPA segment rates prescribed for the 2024 plan year	
• Salary increases	N/A	
• Social Security wage base	N/A	
• Inflation	N/A	
• Administrative Expenses	\$1,075,000	
• Expected return on assets (used to calculate the actuarial value of assets)	5.92% for the 2022 plan year (5.97% limited by the 3 rd segment rate) 5.74% for the 2023 plan year (6.27% limited by the 3 rd segment rate) 5.59% for the 2024 plan year (5.89% limited by the 3 rd segment rate)	
• Interest on employee contributions	4.45%	
• Terminated vested participants over age 65	• Mortality table: Same as described above for healthy participants, blended 50% male/50% female. • Interest on retro-active payments: 3.42%	

Rationale for economic assumptions

- Discount rates for funding purposes – This assumption was prescribed by IRS. The stabilized discount rates reflect funding relief under the American Rescue Plan Act of 2021.
- DMJM lump sums – The DMJM lump sum is calculated using 417(e) assumptions. Therefore, annuity substitution is used, per guidance from the IRS.
- Expected investment return – This assumption is based on the median simulated investment return using capital market assumptions published in Mercer Investment Consulting's Capital Markets Outlook for the plan's current asset mix, net of an adjustment of 13 bps for investment expenses.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

- **Administrative Expenses** – Administrative expenses are based on the prior year expenses, adjusted to reflect the expected change in PBGC premiums, rounded to the nearest \$25,000.
- **Interest on employee contributions** – This assumption is set as 120% of the federal mid-term rate for the current plan year.
- **Terminated vested participants over age 65** – If a vested terminated participant over age 65 comes forward to claim their benefit, they will receive retroactive payments with interest from age 65, or termination if later, and an annuity going forward. This valuation assumes that a portion of the vested terminated participants over 65 population are deceased or lost; therefore, only a portion of their benefit is valued.
 - **Interest on retro-active payments** – This assumption is based on the average rate applied to retro-active payments based on the current over 65 terminated vested population. The rate is based on the first segment rate of the prior August for each plan year since 2008, and the 30-year treasury rate of the prior August for years before 2008.
 - **Mortality** - Retro-active payments with interest are prorated based on the expected lifetime during the retro-active period. Additionally, the present value of future payments due to these participants are reduced by the likelihood that they are deceased based on expected mortality rates between age 65, or termination if later, and their current age. For ease of calculation, we assumed blended mortality rates for this adjustment.

Other demographic assumptions

• Withdrawal	7% at all ages through age 55 ¹	
• Retirement age	Attained age	Percentage
	Under 55	0%
	55-59	5%
	60-64	10%
	65-70	15%
	Over 70	100%
• Benefit commencement age for vested terminated participants	65	
• Spouse assumptions	Male participants	Female participants
Percentage married	90%	80%
Spouse age difference	2 years younger	2 years older

Form of payment assumptions

Non DMJM, Non W&H Participants	Single life annuity	50% Joint & Survivor	100% Joint & Survivor
• Active & future vested retirements	40%	30%	30%
• Current vested deferred	50%	25%	25%

¹ All active participants are age 50 or older.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

DMJM Participants	Lump sum	Single life annuity	50% Joint & Survivor	100% Joint & Survivor
• Active & future vested retirements	75%	10%	10%	5%
• Current vested deferred	75%	10%	10%	5%
W&H Participants	Single life with 10 year certain	50% Joint & Survivor	100% Joint & Survivor	
• Active & future vested retirements	35%	35%		30%
• Current vested deferred	35%	35%		30%
Future deaths (all groups)		50% Joint & Survivor annuity		

Rationale for demographic assumptions

- Mortality tables for funding purposes – This assumption is prescribed by the IRS.
- Withdrawal – This assumption is based on an experience study undertaken in 2023 using data from October 1, 2017 through October 1, 2022 and the expectation that the future withdrawal patterns and circumstances of the employer will not differ significantly from the period studied.
- Disability incidence – The plan currently has no disabled participants and due to its size, does not have enough credible experience to analyze disability incidence. Therefore, we have assumed the disability incidence is included in the withdrawal and retirement rates.
- Retirement rates – This assumption is based on an experience study undertaken in 2023 using data from October 1, 2017 through October 1, 2022 and the expectation that the future retirement patterns and circumstances of the employer will not differ significantly from the period studied.
- Benefit commencement age for future and current vested deferred participants – Because the plan's early retirement factors do not materially subsidize early retirement benefits and there is no financial advantage to delaying benefits past age 65, we have assumed all vested terminated participants commence benefits at age 65. We have assumed DMJM participants who are currently active and are expected to choose a lump sum will do so at their earliest possible retirement date.
- Percent married and spouse age difference – These assumptions are based on an experience study undertaken in 2023 using data from October 1, 2017 through October 1, 2022.
- Form of payment – This assumption is based on an experience study undertaken in 2023 using data from October 1, 2017 through October 1, 2022.

Actuarial methods for funding**Asset methods**

The asset valuation method is an average of the adjusted market value for each year during the last two years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** All current and former employees who are due a benefit as of the valuation date are included in the valuation liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break-in-service on the valuation date are treated as terminated participants.
- **MetLife Annuity:** Benefits provided under the 1986 MetLife annuity contract are excluded from the valuation. Former participants of the plan whose total benefit is provided through the MetLife annuity contract and have no benefit payable from the plan are not included in the valuation.
- **Participants who buy back the Offset Amount:** At termination, Participants have the option to buy back the Offset Amount using Participant's funds from the AECOM 401(k) Plan. Prior to the plan freeze, the amount required to buy back the Offset Amount was equal to the hypothetical account balance. After the plan freeze, the amount required to buy back the Offset Amount is the actuarial equivalent value of the Offset Amount at termination. If a participant buys back the Offset Amount, or a portion thereof, their accrued benefit is increased by the annuity amount that is actuarially equivalent to the amount the participant contributes to the plan.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

AECOM PENSION PLAN
EIN #: 61-1088522
PLAN #: 004

FORM 5500, SCHEDULE H, LINE 4j
SCHEDULE OF REPORTABLE TRANSACTIONS
YEAR ENDED SEPTEMBER 30, 2025

(a)(b) Identity of Party Involved/Description	(c) Purchase Price	(d)(h) Selling Price	(g) Cost of Asset	(i) Net Gain (Loss)
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SINGLE TRANSACTIONS INVOLVING SAME INVESTMENT IN EXCESS OF 5%

SERIES OF TRANSACTIONS OF SAME INVESTMENT INVOLVING AMOUNTS IN EXCESS OF 5%

First American Government Obligation Fund Class Z	\$ 17,816,519	\$ —	\$ 17,816,519	\$ —
First American Government Obligation Fund Class Z	—	21,052,261	21,052,261	—
SSgA Long US Treasury Index NL Fund	3,400,000	—	3,400,000	—
SSgA Long US Treasury Index NL Fund	—	2,201,748	2,363,848	-162,100

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025

▶ Round off amounts to nearest dollar.
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan AECOM PENSION PLAN	B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF AECOM	D Employer Identification Number (EIN) 61-1088522

E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B **F** Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information

1 Enter the valuation date: Month 10 Day 01 Year 2024			
2 Assets:			
a Market value	2a	101,074,239	
b Actuarial value	2b	92,302,114	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	1,226	73,367,351	73,367,351
b For terminated vested participants	551	20,657,000	20,657,000
c For active participants	122	7,456,832	7,456,832
d Total	1,899	101,481,183	101,481,183
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)	☐		
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate	5	5.33%	
6 Target normal cost			
a Present value of current plan year accruals	6a	0	
b Expected plan-related expenses	6b	1,075,000	
c Target normal cost	6c	1,075,000	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE MCR Signature of actuary Michele Raad Type or print name of actuary MERCER Firm name Mercer 633 W. Fifth Street, Suite 1200 Los Angeles CA 90071 Address of the firm	6/18/2026 Date 2606641 Most recent enrollment number 213-346-2200 Telephone number (including area code)
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of <u>18.93</u> %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		230,030
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.11</u> %		11,755
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		241,785
d Portion of (c) to be added to prefunding balance		241,785
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	241,785

Part III Funding Percentages

14 Funding target attainment percentage	14	90.71 %
15 Adjusted funding target attainment percentage	15	90.71 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	92.68 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
01/10/2025	0	97,254			
01/13/2025	558,000	0			
04/11/2025	558,000	0			
10/14/2025	452,000	0			
06/01/2026	420,000	0			
Totals ►			18(b)	1,988,000	18(c) 97,254

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	1,906,301

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 5.05 %	2nd segment: 5.31 %	3rd segment: 5.59 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 0
22 Weighted average retirement age				22 64
23 Mortality table(s) (see instructions)	☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):												
a Target normal cost (line 6c).....	31a	1,075,000										
b Excess assets, if applicable, but not greater than line 31a	31b	0										
32 Amortization installments:	<table border="1"> <thead> <tr> <th></th> <th>Outstanding Balance</th> <th>Installment</th> </tr> </thead> <tbody> <tr> <td>a Net shortfall amortization installment</td> <td>9,420,854</td> <td>946,148</td> </tr> <tr> <td>b Waiver amortization installment</td> <td>0</td> <td>0</td> </tr> </tbody> </table>				Outstanding Balance	Installment	a Net shortfall amortization installment	9,420,854	946,148	b Waiver amortization installment	0	0
	Outstanding Balance	Installment										
a Net shortfall amortization installment	9,420,854	946,148										
b Waiver amortization installment	0	0										
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33											
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	2,021,148										
	Carryover balance	Prefunding balance	Total balance									
35 Balances elected for use to offset funding requirement	0	241,785	241,785									
36 Additional cash requirement (line 34 minus line 35).....	36	1,779,363										
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	1,906,301										
38 Present value of excess contributions for current year (see instructions)												
a Total (excess, if any, of line 37 over line 36)	38a	126,938										
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	126,938										
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....	39	0										
40 Unpaid minimum required contributions for all years	40	0										

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021
--

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. Numbers in the exhibit are rounded. The average retirement age is 64.

(A) Retirement age	(B) Retirement Percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	5.00%	10,000	500	27,500
56	5.00%	9,500	475	26,600
57	5.00%	9,025	451	25,721
58	5.00%	8,574	429	24,864
59	5.00%	8,145	407	24,028
60	10.00%	7,738	774	46,427
61	10.00%	6,964	696	42,481
62	10.00%	6,268	627	38,859
63	10.00%	5,641	564	35,537
64	10.00%	5,077	508	32,491
65	15.00%	4,569	685	44,549
66	15.00%	3,884	583	38,449
67	15.00%	3,301	495	33,177
68	15.00%	2,806	421	28,621
69	15.00%	2,385	358	24,686
70	15.00%	2,027	304	21,287
71	100.00%	1,723	1,723	122,350
Total			10,000	637,627
Average				63.76

Schedule SB, line 26b - Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	374,800	5,411,322	8,342,757	14,128,879
2025	435,948	906,840	8,019,624	9,362,412
2026	484,171	1,003,917	7,691,163	9,179,251
2027	528,257	1,098,148	7,358,581	8,984,986
2028	565,165	1,185,628	7,017,594	8,768,387
2029	593,801	1,237,525	6,670,855	8,502,181
2030	612,384	1,286,918	6,315,822	8,215,124
2031	615,619	1,293,428	5,937,512	7,846,559
2032	618,154	1,299,371	5,566,154	7,483,679
2033	618,252	1,284,793	5,194,078	7,097,123
2034	611,211	1,267,146	4,815,010	6,693,367
2035	600,513	1,240,488	4,452,335	6,293,336
2036	584,034	1,213,638	4,099,007	5,896,679
2037	564,877	1,180,163	3,752,576	5,497,616
2038	542,040	1,143,950	3,416,624	5,102,614
2039	517,910	1,105,379	3,092,211	4,715,500
2040	491,949	1,064,278	2,779,348	4,335,575
2041	464,690	1,020,665	2,478,366	3,963,721
2042	436,644	974,871	2,181,405	3,592,920
2043	407,470	926,800	1,918,419	3,252,689
2044	377,864	876,593	1,674,159	2,928,616
2045	348,227	824,668	1,449,242	2,622,137
2046	318,847	771,180	1,244,018	2,334,045
2047	289,998	716,548	1,058,565	2,065,111
2048	261,930	661,124	892,687	1,815,741
2049	234,865	605,347	745,926	1,586,138
2050	209,000	549,711	617,529	1,376,240
2051	184,500	494,763	506,496	1,185,759
2052	161,502	441,087	411,619	1,014,208
2053	140,115	389,279	331,519	860,913
2054	120,419	339,918	264,714	725,051
2055	102,467	293,535	209,671	605,673
2056	86,287	250,579	164,864	501,730
2057	71,872	211,396	128,818	412,086
2058	59,188	176,205	100,152	335,545
2059	48,168	145,099	77,598	270,865
2060	38,721	118,043	60,023	216,787
2061	30,732	94,891	46,443	172,066
2062	24,071	75,404	36,017	135,492
2063	18,598	59,268	28,044	105,910
2064	14,168	46,126	21,957	82,251
2065	10,639	35,597	17,306	63,542
2066	7,871	27,299	13,738	48,908
2067	5,735	20,862	10,985	37,582
2068	4,114	15,946	8,844	28,904
2069	2,904	12,245	7,163	22,312
2070	2,017	9,495	5,830	17,342
2071	1,377	7,476	4,765	13,618
2072	924	6,008	3,906	10,838
2073	610	4,946	3,209	8,765

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions

Immediately following is a summary of the major plan provisions used to determine the plan’s financial position for participants of the legacy AECOM Pension Plan. The Whitman & Howard Pension Plan (W&H Plan) merged into the AECOM Pension Plan on April 30, 2009; major provisions of the former W&H Plan follow those of the AECOM Pension Plan. This summary should not be used for purposes of determining benefits under the plan.

Effective date	October 1, 1989
Plan year	The 12-month period beginning October 1 and ending September 30.
Most recent amendment	Plan document amended and restated as of October 1, 2011 and last amended October 11, 2024.
Status of the plan	The plan was closed to all employees hired or rehired after March 31, 1998. The plan was frozen October 9, 2009.
Definitions	
• Covered employees	Plan participation was frozen as of April 1, 1998. No new participants may enter the plan after March 31, 1998.
• Participation	All employees participating as of September 30, 1989 continued to be eligible to participate. For others: a. DMJM employees hired prior to May 1, 1990 were eligible to participate the first of the month following or coincident with their date of hire. b. Non-DMJM employees hired before May 1, 1990 were eligible May 1, 1990. Others hired before September 30, 1990 were eligible following a 12-month eligibility period in which they completed at least 1,000 hours of service. c. All other employees of participating AECOM companies will be eligible following one year of employment. Part-time employees, however, must have 1,000 hours of service in a 12-month eligibility period.

Schedule SB, Part V — Summary of Plan Provisions

- Employee contributions Before May 1, 1990 (Non-DMJM Participants Only):
2% of compensation for the calendar year, plus 2% of compensation in excess of \$13,000 for the year

After May 1, 1990 and before April 1, 1998:

	Years of Credited Service	Percent of Annual Compensation
DMJM Participants Hired before May 1, 1990	Less than 20	1.5%
	At least 20, less than 35	0.5%
	35 or more	0.0%
Non-DMJM Participants Entered on or before May 1, 1990	Less than 25	1.5%
	At least 25, less than 40	0.5%
	40 or more	0.0%
All others	Less than 25	1.5%
	25 or more	0.0%

Starting April 1, 1998, employee contributions were no longer allowed by the plan; instead a hypothetical account was set up assuming employees would contribute the amounts shown above to an account. This account earned interest credits based on the investments returns of a benchmark account. The hypothetical account was converted to an Offset Amount at termination. The Offset Amount was frozen October 9, 2009.

- Vesting service
 - Non-DMJM participants prior to January 1, 1990 - Calendar years with 1,000 hours of service.
 - All others - Total years and completed months of service, excluding periods of service after eligible to participate for which contributions are required but not made. Additional years of service may be excluded because of consecutive breaks in service.

- Credited service

Credited service was frozen as of October 9, 2009

Benefit service prior to October 1, 1989 as provided in the prior pension plans.

After September 30, 1989: Months of service for DMJM employees from October 1, 1989 to April 30, 1990. Otherwise, years and months of contributory service for all participants to April 1, 1998 and thereafter years and completed months of service assuming the participant contributes to the pension plan 401(k) account.

- Final average monthly compensation (FAMC)

Highest average monthly compensation for 60 consecutive months during the last 120 calendar months prior to retirement or termination of employment. FAMC was frozen as of October 9, 2009

Schedule SB, Part V — Summary of Plan Provisions

-
- **Compensation** Compensation actually paid for personal service, including bonuses, overtime pay, severance pay and certain other supplemental income. As of April 1, 2004, compensation cannot exceed the lesser of
 - a. \$200,000 or
 - b. the member's highest annual compensation for any calendar year during the period beginning January 1, 1994 and ending December 31, 2003.
-

Normal retirement

-
- **Eligibility** First day of month coincident with or next following 65th birthday.
 - **Benefit** Accruals suspended as of October 9, 2009.
Greater of a., b. or c. less d. and e.
 - a. Target Benefit times the ratio of Accrued Credited Service to Potential Credited Service at Normal Retirement Date.
 - b. Target Benefit times the ratio of Accrued Credited Service after September 30, 1989 to Potential Credited Service at Normal Retirement Date, plus the Accrued Benefit at September 30, 1989 under the prior pension plans.
 - c. Accrued Benefit at September 28, 1990 under the prior pension plans (non-Highly Compensated Employees only).
 - d. The Offset Amount.
 - e. MetLife annuity contract amount, if applicable.

Benefit for highly compensated participants (with annual earnings before October 1, 1994 greater than \$150,000) after September 30, 1994 will be no less than the Accrued Benefit as of September 30, 1994 plus a future service benefit for credited service after September 30, 1994 calculated as under b. above.

Target Benefit: Base Percentage times the lesser of Final Average Monthly Compensation and Covered Compensation, plus Excess Percentage times the excess of Final Average Monthly Compensation over Covered Compensation.

Potential Credited Service: Years and months of participation to Normal Retirement Date if employee joined the plan at earliest possible date. For participants over age 65, use Accrued Credited Service, if greater.
-

Early retirement

-
- **Eligibility**
 - a. Before May 1, 1990 (Non-DMJM Participants Only) - After age 55 with completion of 10 years of Vesting Service
 - b. Before May 1, 1990 (DMJM Participants Only) - After age 60 with completion of 5 years of Vesting Service
 - c. After May 1, 1990 - After age 55 with completion of 5 years of Vesting Service
-

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Prior to October 1, 2020, the Accrued Benefit reduced by 1/12 for each of the first three years that retirement precedes the normal retirement date, reduced by 1/24 for each additional year greater than three. Effective October 1, 2020 the early retirement factors will be based the better of the prior reduction and on the Pri-2012 Private Retirement Plans Base Mortality Table, blended 50% male/50% female, with mortality projected to the year 2035 using the MP-2019 mortality projection scale, and a 5% annual interest rate.
Late retirement	
• Eligibility	Continued employment beyond age 65.
• Benefit	Benefit accrued to Late Retirement Date. Active participants over age 70.5 begin receiving benefits on April 1 st following the year they turn age 70.5.
Deferred vested	
• Eligibility	100% vesting after 5 years of Vesting Service.
• Benefit	If vested, return of accumulated contributions with interest, plus payment of employer provided monthly benefit at retirement, or payment of total monthly benefit at retirement. If not vested, return of accumulated contributions with interest.
Disability	
• Eligibility	Disabled while employed, after completing ten or more years of Vesting Service.
• Benefit	Normal retirement benefit, determined using FAMC at date of termination due to disability, and credited service projected to Normal Retirement Date. Benefit is payable commencing at Normal Retirement Date. FAMC and credited service were frozen as of October 9, 2009.
Pre-retirement death	
• Benefit	If the participant was vested, married and died before the earliest retirement date, a lifetime annuity to the spouse equal to the monthly benefit they would have received if the participant had separated from service, retired at their earliest retirement date, chosen the qualified joint and survivor annuity, and died prior to commencement of benefits. If the participant was vested, married and dies after the earliest retirement date, a lifetime annuity to the spouse equal to the monthly benefit he or she would have received if the participant had retired on the day before death. If the value of spouse annuity payments is less than accumulated Participant contributions with interest, the spouse has the option of taking the excess value as a lump sum payment or as an actuarial equivalent monthly benefit. If the participant was not vested or not married, payment of accumulated participant contributions with interest is paid to the beneficiary.
Post-retirement death	
• Benefit	If the participant dies after retiring, survivor benefits are based on the form of benefit chosen at retirement.

Schedule SB, Part V — Summary of Plan Provisions**Form of benefits**

- Optional forms
 - Single Life Annuity
 - 10 Year Certain and Life Annuity
 - 15 Year Certain and Life Annuity
 - 20 Year Certain and Life Annuity
 - 50% Joint & Survivor Annuity
 - 66 2/3% Joint & Survivor Annuity
 - 75% Joint & Survivor Annuity
 - 100% Joint & Survivor Annuity
 - Lump Sum for DMJM Participants Only
 - Automatic cash out if lump sum is less than or equal to \$7,000 before the withdrawal of the employee contributions with interest

Miscellaneous

- Maximum compensation Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins.
- Maximum benefits Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000.
- Withdrawal of accumulated employee contributions with interest At any time after termination and prior to retirement, Participants have the option to withdraw their accumulated contributions with interest. If a Participant withdraws these funds, their benefit will be actuarially reduced.
- Buy back of the Offset Amount At termination, Participants have the option to buy back the Offset Amount using Participant's funds from the AECOM 401(k) Plan. Prior to the plan freeze, the amount required to buy back the Offset Amount was equal to the hypothetical account balance. After the plan freeze, the amount required to buy back the Offset Amount is the actuarial equivalent value of the Offset Amount at termination.
- Actuarial equivalence for non-417(e) forms of payment Pri-2012 Private Retirement Plans Base Mortality Table, blended 50% male/50% female, with mortality projected to the year 2035 using the MP-2019 mortality projection scale, and a 5% annual interest rate.
- Actuarial equivalence for lump sums 417(e) rates and mortality for the plan year with a 4 month look back on the rates.
- Changes since the prior valuation The mandatory lump sum limit was increased to \$7,000.

Following is a summary of the major plan provisions used to determine the plan's financial position for former participants of the Whitman & Howard Pension Plan, which merged with the AECOM Pension Plan. This summary should not be used for purposes of determining benefits under the plan.

Former Plan Name	Whitman & Howard Pension Plan
Most recent amendment	Plan document amended and restated as of October 1, 2011 and last amended October 11, 2024
Status of the plan	The plan participation and all accrued benefits were frozen as of May 1, 1996.

Schedule SB, Part V — Summary of Plan Provisions**Definitions**

• Participating employees	All participants as of April 30, 1996. Participation was frozen as of May 1, 1996.
• Eligibility	Salaried and hourly employees of Whitman & Howard, Inc.
• Employee contributions	100% employer funded after January 1, 1989
• Participant contributions	Contributions before January 1, 1989 Upon cessation of pension payments, any excess of the participant's accumulated contributions determined at the earlier of the participant's annuity starting date or date of death, over total benefits paid shall be paid out in a lump sum.
• Service considered	Continuous service (for eligibility and vesting): • 500 hours in a plan year Credited service (frozen as of April 30, 1996): • One year equals 500 hours in a plan year • For short plan year July 1, 1987 to December 31, 1987: one year if participant earned 500 hours between January 1, 1987 and December 31, 1987 • For frozen plan year: One year if participant earned 500 hours between January 1, 1996 and April 30, 1996
• Compensation considered	W-2 earnings
• Average annual compensation	Career average compensation.

Normal retirement

• Eligibility	Age 65 with 5 years of continuous service
• Benefit	Accruals suspended April 30, 1996. Annual pension equal to the sum of: 1. December 31, 1988 accrued benefit 2. 1% times (December 31, 1988 accrued benefit) times (whole years of elapsed time less breaks through December 31, 1988) 3. 1.25% times average compensation times credited service after December 31, 1988 4. 0.5% times (average compensation minus Covered Compensation) times (credited service after December 31, 1988 limited to 35 years) Benefits are offset by benefits from prior plan.

Early retirement

• Eligibility	Age 55 with 10 years of continuous service.
• Benefit	Accrued benefit, reduced 5/12 of 1% per month before age 65

Late retirement

• Eligibility	First of any month after eligibility for Normal Retirement
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Better of: - Continued accruals, or - Actuarially increased normal retirement benefit (this applies only if suspension notice was not provided) No minimum distribution for employees working 40+ hours per month.
Deferred vested	
• Eligibility	5 years of continuous service.
• Benefit	Accrued benefit at termination Benefits can commence at normal retirement date or at early retirement date, if participant had completed 10 years of service, subject to same reduction factors as early retirement Lump sum option is payable immediately if participant is under age 55.
Disability	
• Eligibility	Disabled under the Company's Long-Term Disability Plan.
• Benefit	Continue to accrue continuous service under the plan with no benefit accrual after April 30, 1996. Will be eligible to receive a retirement benefit upon attaining normal retirement date.
Death benefit	
• Eligibility	Spouse or, on or after January 1, 2000, domestic partner of vested participant.
• Benefit	Actuarial equivalent 50% J&S annuity based on accrued benefit at date of death payable at the participant's normal retirement date, or early retirement date if participant was eligible for early retirement (reduced benefits in accordance with early retirement benefits) or payable immediately with actuarial reduction; participant can waive the 50% J&S annuity and receive special pre-retirement death benefit. Special pre-retirement death benefit: If participant dies before annuity starting date spouse or domestic partner (after January 1, 2000) receive immediately the greater of: a) For death before normal retirement date: 100 x monthly accrued benefit b) For death after Normal Retirement date: 120 x monthly accrued benefit - Accumulated contributions at date of death Special pre-retirement death benefit is payable as 60-month certain annuity (or alternatively a lump sum or an actuarial equivalent life annuity).

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
Optional forms of retirement benefits	Life Annuity with 10 year certain (normal form for single participants) Actuarial equivalent 50% Joint & Survivor (normal form for married participants) 75% Joint & Survivor 100% Joint & Survivor Lump sum for participants under age 55 ² Automatic cash out if lump sum is less or equal to \$7,000
Actuarial equivalence for non-417(e) forms of payment	Pri-2012 Private Retirement Plans Base Mortality Table, blended 50% male/50% female, with mortality projected to the year 2035 using the MP-2019 mortality projection scale, and a 5% annual interest rate.
Actuarial equivalence for lump sums	417(e) rates and mortality for the plan year with a 4 month look back on the rates.
Miscellaneous	
Changes since the prior valuation	The mandatory lump sum limit was increased to \$7,000.

Benefits included or excluded

Unless noted below, all benefits provided by the plan are included in this valuation:

- Most recent plan amendments included:** None.
- Plan amendments excluded:** Amendments effective after the current plan year are excluded from the valuation.
- Late retirement increases:**
 - Active participants:* The plan provides benefit suspension notices to participants who work beyond normal retirement and participants who reach age 70 ½ are required to commence receiving their benefits and are valued as retirees. Therefore, there are no late retirement increases. Whitman & Howard actives receive late retirement increases after age 65.
 - Deferred vested participants:* Vested terminated participants will receive retro-active payments with interest from the later of age 65 and their termination date to their benefit commencement date and an annuity going forward. This valuation assumes that a portion of the vested terminated participants over 65 population are deceased or lost. Therefore, only a portion of their benefit is valued, based on the probability that these participants are alive as of the valuation date, assuming they were alive at the age 65, or termination if later.
- Shutdown Benefits:** We are not aware of any corporate actions that would create shutdown benefits; therefore, they are excluded.
- Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-

² All legacy Whitman & Howard Pension plan participants who are not yet in pay are now over age 55.

Schedule SB, Part V — Summary of Plan Provisions

and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits that occurred before the valuation date but includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
- **Scheduled benefit increases:** There are no scheduled benefit increases.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

Maximum benefit amounts under IRS rules were updated from 2023 to 2024.

The minimum automatic lump sum cash out was increased from \$5,000 to \$7,000. However, this does not impact the valuation results.

AECOM PENSION PLAN
EIN #: 61-1088522
PLAN #: 004

FORM 5500, SCHEDULE H, LINE 4i
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
SEPTEMBER 30, 2025

(a)	(b)	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party			Cost	Current Value
American Government Obligation Fund Class Z		1,903,532.6 Shares	\$ 1,903,533	\$ 1,903,533
SSgA 3-10 Year US Treasury Index NL Fund		887,760.3 Shares	16,944,849	17,385,898
Angeles Absolute Return Fund Ltd		3,388.0 Shares	3,454,370	4,717,036
SSgA FTSE RAFI US 1000 Index NL CTF		36,367.0 Shares	1,704,385	1,951,653
IR+M Long Corp Collective FD Class ND		2,450,550.0 Shares	21,029,826	21,298,162
SSgA MSCI EAFE 1000 Hedged UJSD Index NL Fund		62,845.0 Shares	1,366,744	1,620,385
* NEPC Emerging Markets CIT Class A		119,131.0 Shares	1,093,871	1,359,211
* NEPC Global Equity CIT Class A		401,521.0 Shares	4,915,190	5,677,261
* NEPC US Small Cap Equity Class A		104,310.0 Shares	1,313,549	1,441,830
* NEPC Diversified Credit CT – Class A		118,483.0 Shares	1,353,769	1,410,628
SSgA Long US Treasury Index NL Fund		481,749.0 Shares	11,036,152	10,646,642
SSgA MSCI EAFE Index NL Fund		9,492.0 Shares	1,379,452	1,620,004
SSgA S&P 500 Flagship NL Fund		2,334.0 Shares	3,565,993	4,275,165
WTC CIF II US Inv Grade Intermed Corp		2,284,378.0 Shares	<u>21,086,331</u>	<u>21,039,119</u>
			<u>\$ 92,148,016</u>	<u>\$ 96,346,526</u>

* Party-in-interest as defined by ERISA

Schedule SB, line 32 — Schedule of Amortization Bases

The total shortfall amortization charge is the sum of the individual shortfall amortization installments for each plan year since the IRC Section 430 changes made by ARPA took effect for the plan. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than \$0.

Shortfall bases				
Year established		Outstanding balance	Years remaining	2024 installment
2022	\$	6,899,381	13	\$ 708,969
2023		478,791	14	46,748
2024		2,042,682	15	190,431
Total	\$	9,420,854		\$ 946,148

Schedule SB, line 24 — Change in Actuarial Assumptions

- The interest rates and mortality table were updated in accordance with PPA.
- The administrative expenses assumption was updated from \$1,475,000 to \$1,075,000 to better reflect plan experience and expectation of the upcoming year.
- The expected return on assets was updated from 5.74% for the 2023 plan year to 5.59% for the 2024 plan year.
- The employee contribution interest crediting rate was updated for future years from 5.33% to 4.45% to better reflect the current economic environment and as a best estimate for expected future plan experience.
- The interest on retro-active payments for terminated vested participants over age 65 was updated from 2.28% to 3.42%.