Aon Pooled Employer Plan

Introduction for New Employees

Welcome to the Aon PEP

As part of our overall benefits package, APTIM Corporation participates in the Aon Pooled Employer Plan (Aon PEP). The Aon PEP is a 401(k) savings plan that offers comprehensive savings options and a broad array of financial planning tools to help you meet your personal needs.

Voya Financial provides administration services for the Aon PEP and Aon is the plan sponsor. You may receive mailed or emailed communications from Voya or Aon regarding the plan.

Included in the following pages is a summary of the Aon PEP and the steps you need to take to enroll once you are eligible.

Eligibility

In general, employees of APTIM Corporation who are located in the U.S., excluding temporary employees, Service Contract Act employees, and benefit ineligible (part-time casual), are eligible for the Aon PEP. Any employees who reside or work primarily in Puerto Rico are ineligible.

Once you become eligible to participate in the plan, you will receive an enrollment kit in the mail within 7-10 business days. The enrollment kit contains additional information on the plan. You do not need to wait to receive the enrollment kit to activate your account.

How to Enroll

You can enroll in one of two ways:

1. Go to **aonpep.voya.com** through the website or the QR code or the Voya Retire mobile app and select Register Now; or
2. Call the Aon PEP Retirement Service Center at 833-AON-9PEP (833-266-9737)

As part of the registration process, you will receive a verification code through the most convenient method you have on file with Voya (text, email, or mail). You will also be prompted to set up your username and password for online and mobile access.

Representatives are available from 8:00 a.m. to 8:00 p.m., Eastern time, Monday through Friday, excluding stock market holidays.

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Understanding your Retirement Benefit

Contributions

You can invest your contributions, including rollovers, on a before-tax, Roth, or after-tax basis. Contributions can be made as a percent of pay or as a flat dollar amount.

You have three different ways to save - you can choose one or more for your personal savings. Here's how they compare:

	Contributions	Distributions	Matched[1]
Before-tax	Made before you pay taxes	Subject to tax	Yes
Roth	Made after you pay taxes	Not taxed[2]	Yes
After-tax	Made after you pay taxes	Only earnings are taxed	No

[1] Contributions are matched based on the Employer Match, if applicable
[2] For Roth earnings to be eligible for tax-free withdrawals, your initial Roth deposit must have been in your account for at least five years and you must be at least age 59½ (or in the event of your permanent disability or your death).

Contribution Limits

You may contribute a percentage (up to 75%) of your eligible pay or a specified dollar amount of your eligible pay, on a before-tax, Roth, or after-tax basis, subject to IRS limits. For more information, visit **voya.com/irslimits**.

Catch-up Contributions

If you'll be 50 or older by the close of the calendar year, you can make catch-up contributions over and above the contribution limits for regular before-tax and/or Roth contributions. A higher limit is available if you will be between the ages of 60 and 63 during the year.

Under the Aon PEP, catch-up contributions do not require a separate contribution election. Instead, your contributions will be considered catch-up contributions once you reach the regular IRS annual limits. Visit **voya.com/irslimits** to learn more.

Employer Match

APTIM Corporation will help you save for the future by adding a matching contribution to your account. APTIM Corporation will match 100% of the first 4% of your eligible pay that you elect to contribute on a before-tax or Roth basis. The matching contribution will be deposited into your account on a per pay period basis.

Employer Retirement Contribution

APTIM Corporation may make a discretionary retirement contribution to your Aon PEP account if you are an eligible employee with 12 months of service if you remain employed through the last day of the year. The amount of any retirement contribution is determined by your employer annually and such amount, if any, will be deposited into your Aon PEP account after the end of the year.

Vesting

Vesting is a term for ownership of your account balance. You're always 100% vested in your contributions, rollover contributions, and the related earnings. As part of the Aon PEP, you are also immediately vested in any employer safe harbor matching contributions.

Distribution Options

The following distribution options are available in the Aon PEP:

- Lump-sum
- Partial withdrawals
- Installments

In most cases, you can roll over your lump sum or partial withdrawals to an IRA or another employer plan.

If you terminate employment and have a vested account balance of $1,000 or less, your benefit will be automatically cashed out.

Upon termination, a statement detailing your options and next steps will be provided.

Beneficiaries

You can designate and update beneficiaries for your Aon PEP account online at any time. It is a good idea to periodically check your beneficiaries to make sure they are correct and up to date, particularly if you experience life changing events such as marriage, divorce, or growing your family.

Investment Options

The Aon PEP provides a range of investment options to meet your retirement needs.

Target Retirement Portfolio provides diversification, asset allocation, and professional management in a single fund. The year in the fund name refers to the approximate year you want to retire.

Target Retirement Portfolio
In Retirement Portfolio
Target Retirement 2025 Portfolio
Target Retirement 2030 Portfolio
Target Retirement 2035 Portfolio
Target Retirement 2040 Portfolio
Target Retirement 2045 Portfolio
Target Retirement 2050 Portfolio
Target Retirement 2055 Portfolio
Target Retirement 2060 Portfolio
Target Retirement 2065 Portfolio
Target Retirement 2070 Portfolio

Each Target Retirement Portfolio starts with an asset allocation considered appropriate by investment professionals for its years from retirement and risk tolerance. Each portfolio is designed to rebalance to a more conservative approach as it gets closer and closer to its retirement date. The objective is to achieve the highest possible returns while minimizing potential risks.

Please note, an investment in a Target Retirement Portfolio is not guaranteed at any time, including on or after the target date.

The **Core Funds** provide you with a choice of passive and active fund options. Each core fund provides access to a distinct fund type without redundancy or overlap.

You design a customized investment portfolio based on your own objectives and needs.

Additional details on each of the fund options are available on the website or Voya Retire mobile app after you enroll.

Passive Management	Active Management
	Capital Preservation
U.S. Bond Index	U.S. Bond
S&P 500 Index	U.S. Large Company Stock
U.S. Small & Mid Cap Stock Index	U.S. Small & Mid Company Stock
Non-U.S. Stock Index	Non-U.S. Stock

A **self-directed brokerage account**, also called a Personal Choice Retirement Account, is a fee-based service offered through Schwab and is designed for more experienced investors. It allows you to create a tailored portfolio from thousands of investment options.

Additional information on the Personal Choice Retirement Account is available on the website or Voya Retire mobile app after you enroll.

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Financial Wellbeing

You deserve to feel good about your financial future and confident in your plan to get there.

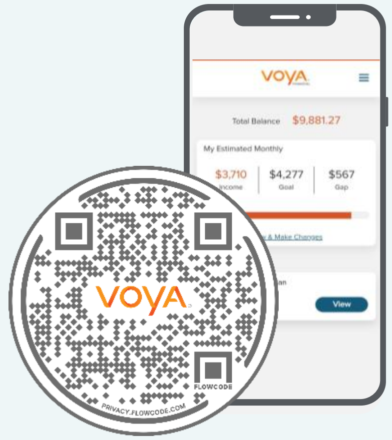
The Aon PEP Information Center is your hub to access all financial education available to you through the Aon PEP.

Scan the QR Code or go to **myaonpep.com/learn** to get started today.

To Learn More

Call the **Aon PEP Retirement Service Center** at 833-AON-9PEP (833-266-9737).

Download the **Voya Retire mobile app** to save and manage your money while on the go.



[1] For participants who utilize the Personal Choice Retirement Account (PCRA), the following fees and conditions may apply:

- Trades in no-load mutual funds available through Mutual Funds OneSource® service (including Schwab Funds) as well as certain other funds, are available without transaction fees when placed through schwab.com or our automated phone channels.
- Schwab's short-term redemption fee of $49.95 will be charged on redemption of funds purchased through Schwab's Mutual Fund OneSource® service and held for 90 days or less.
- Schwab reserves the right to change the funds available without transaction fees and to reinstate fees on any funds.
- Funds are also subject to management fees and expenses.
- Charles Schwab & Co., Inc., member SIPC, receives remuneration from fund companies for record keeping, shareholder services and other administrative services for shares purchased through its Mutual Fund OneSource service. Schwab also may receive remuneration from transaction fee fund companies for certain administrative services.
- Investment returns will fluctuate and are subject to market volatility, so an investor's shares, when redeemed or sold, may be worth more or less than their original cost.

[2] The standard electronic $0 commission does not apply to over-the-counter (OTC) equities, transaction-fee mutual funds, futures, fixed-income investments, or trades placed directly on a foreign exchange or in the Canadian market. Options trades will be subject to the standard $0.65 per-contract fee. Service charges apply for trades placed through a broker ($25). Exchange process, ADR, and Stock Borrow fees still apply. See the Charles Schwab Pricing Guide for Retirement Plan Accounts for full fee and commission schedules.

Not FDIC/NCUA/NCUSIF Insured I Not a Deposit of a Bank/Credit Union I May Lose Value I Not Bank/Credit Union Guaranteed I Not Insured by Any Federal Government Agency

The pooled plan provider of the Aon PEP is Aon Consulting, Inc. Investment advice and consulting services are provided by Aon Investments USA Inc. Both, as well as other service providers, are Aon companies. The Aon companies are not affiliated with the Voya family of companies.

Plan administrative services are provided by Voya Institutional Plan Services, LLC (VIPS). VIPS is a member of the Voya® family of companies.

Schwab Personal Choice Retirement Account® (PCRA) is offered through Charles Schwab & Co., Inc. (Member SIPC), the registered broker/dealer, which also provides other brokerage and custody services to its customers.

Advisory Services provided by Voya Retirement Advisors, LLC (VRA). VRA is a member of the Voya Financial (Voya) family of companies. For more information, please read the Voya Retirement Advisors Disclosure Statement, Advisory Services Agreement and your plan's Fact Sheet. These documents may be viewed online by accessing the advisory services link(s) through your plan's website at aonpep.voya.com. You may also request these from a VRA Investment Advisor Representative by calling your plan's information line at 833.266.9737. Financial Engines Advisors L.L.C. (FEA) acts as a sub advisor for Voya Retirement Advisors, LLC. Financial Engines Advisors L.L.C. (FEA) is a federally registered investment advisor. Neither VRA nor FEA provides tax or legal advice. If you need tax advice, consult your accountant or if you need legal advice consult your lawyer. Future results are not guaranteed by VRA, FEA or any other party and past performance is no guarantee of future results. Edelman Financial Engines® is a registered trademark of Edelman Financial Engines, LLC. All other marks are the exclusive property of their respective owners. FEA and Edelman Financial Engines, LLC are not members of the Voya family of companies. Used with permission.

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Aon Pooled Employer Plan

Plan Overview

Save for the retirement you envision. You deserve to feel good about your future and confident in your plan to get there.

As part of our overall benefits package, APTIM Corporation participates in the Aon Pooled Employer Plan (Aon PEP). The Aon PEP is a 401(k) savings plan that offers comprehensive savings options and a broad array of financial planning tools to help you meet your personal needs.

Voya Financial provides administration services for the Aon PEP and Aon is the plan sponsor. You may receive mailed or emailed communications from Voya or Aon regarding the plan.

How to Enroll

Once you become eligible to participate in the plan, you will receive an enrollment kit in the mail within 7-10 business days. The enrollment kit contains additional information on the plan. You do not need to wait to receive the enrollment kit to activate your account.

You can enroll in the plan in two ways:

1. Go to **aonpep.voya.com** or the Voya Retire mobile app and select Register Now; or
2. Call the Aon PEP Retirement Service Center at 833-AON-9PEP (833-266-9737)

As part of the registration process, you will receive a verification code through the most convenient method you have on file with Voya (text, email, or mail). You will also be prompted to set up your username and password for online and mobile access.

Representatives are available from 8:00 a.m. to 8:00 p.m., Eastern time, Monday through Friday, excluding stock market holidays.

Benefits

- **Investment line-up designed for all types of savers**
- **Multiple ways to contribute with flexible distribution options**
- **Comprehensive financial wellness and planning tools**
- **Easy account access through website, app, and call center**
- **Ability to roll over balances from other qualified plans**

Your account in the APTIM Savings Plan with your prior recordkeeper

Note that if you participated in the APTIM Savings Plan, your account balance was automatically transferred into the Aon PEP.

Go to **aonpep.voya.com** or **scan the QR code below** to access your account. Follow the 'How to Enroll' steps to the left if you have not previously enrolled in the Aon PEP.

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Plan Features

Summary of key plan features in the Aon PEP

Eligibility

In general, employees of APTIM Corporation who are located in the U.S., excluding temporary employees, Service Contract Act employees, and benefit ineligible (part-time casual), are eligible for the Aon PEP. Any employees who reside or work primarily in Puerto Rico are ineligible.

Once eligible, you will receive information on the Aon PEP and can enroll in the Aon PEP immediately.

Contributions

You can invest your contributions, including rollovers, on a before-tax, Roth, or after-tax basis. Contributions can be made as a percent of pay or as a flat dollar amount.

You have three different ways to save - you can choose one or more for your personal savings. Here's how they compare:

	Contributions	Distributions	Matched[1]
Before-tax	Made before you pay taxes	Subject to tax	Yes
Roth	Made after you pay taxes	Not taxed[2]	Yes
After-tax	Made after you pay taxes	Only earnings are taxed	No

[1] Contributions are matched based on the Employer Match, if applicable
[2] For Roth earnings to be eligible for tax-free withdrawals, your initial Roth deposit must have been in your account for at least five years and you must be at least age 59½ (or in the event of your permanent disability or your death).

Contribution Limits

You may contribute a percentage (up to 75%) of your eligible pay or a specified dollar amount of your eligible pay, on a before-tax, Roth, or after-tax basis, subject to IRS limits. For more information, visit **voya.com/irslimits**.

Catch-up Contributions

If you'll be 50 or older by the close of the calendar year, you can make catch-up contributions over and above the contribution limits for regular before-tax and/or Roth contributions. A higher limit is available if you will be between the ages of 60 and 63 during the year.

Under the Aon PEP, catch-up contributions do not require a separate contribution election. Instead, your contributions will be considered catch-up contributions once you reach the regular IRS annual limits. Visit **voya.com/irslimits** to learn more.

Employer Match

APTIM Corporation will help you save for the future by adding a matching contribution to your account. APTIM Corporation will match 100% of the first 4% of your eligible pay that you elect to contribute on a before-tax or Roth basis. The matching contribution will be deposited into your account on a per pay period basis.

Vesting

Vesting is a term for ownership of your account balance. You're always 100% vested in your contributions, rollover contributions, and the related earnings. As part of the Aon PEP, you are also immediately vested in any employer safe harbor matching contributions.

Loans

You may borrow up to 50% of your vested account balance, with a minimum of $1,000 and a maximum of $50,000 (subject to Aon PEP rules), while you are employed by APTIM Corporation. You may only have one loan outstanding at any time under the Aon PEP (an exception exists if you had multiple loans under APTIM Savings Plan prior to the transition to the Aon PEP).

Withdrawals

The following types of withdrawals will be available in the Aon PEP:

- Hardship - hardship withdrawals may be taken from employee contribution sources at any time if you experience a qualified financial hardship
- Age 59½ - at age 59½, withdrawals may be taken from vested account balances
- After-tax - withdrawals from after-tax contribution sources may be taken at any time
- Rollover accounts - withdrawals from rollover account sources may be taken at any time
- Other special situations

Note that withdrawals from the Aon PEP may be subject to 20% federal tax withholding. Employee before-tax contributions that are part of a hardship withdrawal will be subject to 10% withholding rather than the standard 20% withholding.

Other federal, state and local taxes may also apply and if you are younger than 59½, a 10% early withdrawal penalty may apply.

The rules governing distribution provisions in the Aon PEP may be different from the distribution provision rules from which rollover money originated. The Aon PEP's withholding rules for distributions may apply to rollover money from other plans.

Distribution Options

The following distribution options are available in the Aon PEP:

- Lump-sum
- Partial withdrawals
- Installments

In most cases, you can roll over your lump sum or partial withdrawals to an IRA or another employer plan.

If you terminate employment and have a vested account balance of $1,000 or less, your benefit will be automatically cashed out.

Upon termination, a statement detailing your options and next steps will be provided.

Beneficiaries

You can designate and update beneficiaries for your Aon PEP account online at any time. It is a good idea to periodically check your beneficiaries to make sure they are correct and up to date, particularly if you experience life changing events such as marriage, divorce, or growing your family.

eDelivery

You can log into your account at **aonpep.voya.com** to select how information will be provided to you. You can sign up for paper statements, add or update your preferred email address, or sign up to have all of your communications be paperless. You also have the option of receiving periodic text or email updates regarding the plan.

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Aon Pooled Employer Plan

Understanding your contribution options in the plan

As an employee of your employer, you have the opportunity to save for your retirement through our 401(k) retirement savings plan, the Aon Pooled Employer Plan (Aon PEP). The Aon PEP is designed to provide flexibility to you when making decisions around saving for retirement – including the types of contributions you can invest in the plan. You can choose among three different types of employee contributions– before-tax, Roth, and after-tax. You even have the flexibility to use a combination of these contribution types.

Each type of contribution can play a valuable role in your retirement savings, and they all may offer certain tax advantages. However, there are trade-offs in when and how much you pay in income taxes. In general, the greater the tax advantage, the less flexibility you have to access your money. The chart and sections below highlight the key features, considerations, and differences between the types of contributions.

	Employer Match Eligible[1]	Taxes Apply			2026 Contribution Limits[2]		
		When Deferred	While Invested	When Distributed[3]	Under 50	50-59 or 64+	60-63
Before-tax[4]	Yes	No	No	Yes	$24,500	$32,500	$35,750
Roth[4]	Yes	Yes	No	No[5]	$24,500	$32,500	$35,750
After-tax[6]	No	Yes	No	No – Contributions Yes – Investment Earnings	$72,000	$80,000	$83,250

[1] Eligible for employer matching contributions, if applicable.

[2] The amount of annual eligible pay that may be taken into consideration is limited by the IRS to $360,000 for 2026. Contributions are subject to nondiscrimination testing and may be limited for Highly Compensated Employees (which include certain officers and owners of the employer as well as those who earned at least $160,000 for 2025).

[3] An additional 10% excise tax **may** apply to taxable distributions that occur prior to age 59½.

[4] The contribution limit for before-tax and Roth contributions is a single limit based on the combined before-tax and Roth contributions made during the year. For individuals age 50 or over who earned more than $150,000 in 2025, all catch-up contributions for the year must be made as Roth contributions.

[5] Investment earnings are not taxed if you are at least age 59½ and take a distribution at least 5 calendar years after your first Roth contribution.

[6] After-tax contribution limits are determined by including all other employee and employer contributions with any after-tax contributions made during the year.

Before-tax Contributions

The basics

Before-tax contributions come with a big tax advantage. These contributions are made with before-tax dollars; in other words, they are deducted from your paycheck before income taxes are applied. You get to defer income taxes. When you take a distribution in the future, you will be taxed on your distribution including investment earnings.

Why before-tax contributions may be right for you

- **Consider your tax bracket now and your tax bracket later**

  Since you do not pay taxes now but pay taxes when you take your distribution, before-tax contributions can be a good option if you expect to be in a lower income tax bracket during your retirement years. Of course, when you think about your tax bracket in retirement, remember that distributions of before-tax contributions and all employer contributions will be considered taxable income.

- **Take advantage of employer matching contributions**

  If your employer offers a matching contribution under the Aon PEP, before-tax and Roth contributions are automatically eligible for the match (after-tax contributions may be matched based on your employer's specific plan design). If you feel limited in how much you can contribute to the plan, remember that before-tax contributions are taken out before you pay income taxes so you might be able to contribute more (and get more matching contributions) with less impact on your take-home pay than Roth contributions. Of course, this only matters if you are paying income taxes on your earnings now.

Roth Contributions

The basics

Roth contributions also offer a tax advantage, but the timing is different from before-tax contributions. Roth contributions are made with after-tax dollars; in other words, they are deducted from your paycheck after income taxes are applied. The tax advantage comes in the future, when you take a distribution. You will not be taxed on your distribution, including any investment earnings, if your distribution is "qualified". A qualified distribution must occur at least 5 calendar years after your first Roth contribution, and you must be at least age 59-1/2.

Why Roth contributions may be right for you

- **Consider your tax bracket now and your tax bracket later**

  Since Roth contributions are made with after-tax dollars, they may be a good option if you expect to be in a higher income tax bracket during your retirement years. When you take a distribution, you won't be taxed on your contributions, and, if your distribution is qualified, you also will not be taxed the investment earnings. It's important to remember that even if you make Roth contributions, all employer contributions, plus earnings on employer contributions, will be subject to tax when you take a distribution.

- **Maximize your savings opportunity**

  If you are planning to make significant contributions to the plan (for instance, up to the IRS annual limits), Roth contributions may be an effective way to increase your savings. If you do the math, contributing to the IRS limits with Roth contributions may create greater overall tax savings than contributing to the IRS limits with before-tax dollars. If you are in this situation, we suggest you speak with your financial advisor.

After-tax Contributions

The basics

As the name suggests, after-tax contributions are deducted from your paycheck after taxes are applied. With after-tax contributions, when you take a distribution, you will be taxed on investment earnings, but not the amounts you contributed. This is different from Roth contributions.

Because after-tax contributions do not offer the same tax advantages as before-tax or Roth contributions, they can offer more flexibility. For instance, they are not subject to the IRS annual limits. In addition, the Aon PEP allows you to take withdrawals from your after-tax accounts at any time, without needing to demonstrate a financial hardship.

Generally, your after-tax contributions to the Aon PEP are not eligible for employer matching contributions. However, your employer's specific plan design may permit matching on after-tax contributions. Refer to your Summary Plan Description for information on how after-tax contributions are handled with regards to the match.

Note: Each year the Aon PEP must pass certain tests to show the plan does not overly favor highly compensated employees or the owners of its participating employers. After-tax contributions are tested and some or all may need to be refunded, plus earnings, if necessary to pass the test.

Why after-tax contributions may be right for you

- **Save beyond the limits on before-tax and Roth contributions**

  Before-tax and Roth contributions may offer you a greater tax advantage than after-tax contributions, but you are limited in how much you can contribute each year. If you want to save even more, you may be able to do that with after-tax contributions. Refer to the table on page 1 of this brochure to see the annual limit for after-tax contributions. This limit is reduced by the amount of any before-tax, Roth, and employer contributions made to your account for the year, and the resulting amount is what you can contribute on an after-tax basis. This may allow you to make considerable contributions into the Aon PEP to add to your retirement savings.

- **Access to your savings while you are still active**

  Under the Aon PEP you can request a withdrawal of your after-tax contributions at any time. Unlike before-tax and Roth contributions, after-tax withdrawals need not be limited to financial hardship before age 59-1/2. When you take an after-tax distribution, you are not taxed on the amounts you contributed, however, any portion of your withdrawal attributable to earnings is subject to income tax. If you take a withdrawal before age 59-1/2, your taxable earnings may also be subject to the 10% excise tax for early distributions.

- **Increase your ability to accumulate Roth contributions**

  By making after-tax contributions, you may be able to increase your Roth contributions beyond the IRS annual contribution limits. Under current rules, your after-tax savings may be converted to Roth by either:

  – Requesting an in-plan Roth conversion of your after-tax account, or

  – Requesting a withdrawal from your after-tax account and directing it into a Roth IRA.

  In both cases, you will be taxed on any investment earnings. Special rules apply and the action is irrevocable, so you should talk to your tax advisor to make sure this approach makes sense for you.

Catch-up Contributions

In each year that you are age 50 or older by the end of the year, you may save more under the Aon PEP by making catch-up before-tax or Roth contributions. Catch up contributions allow eligible participants who are nearing retirement to increase their savings if they have made the maximum dollar amount of combined before-tax and Roth contributions otherwise permitted. If you are eligible and want to make catch-up contributions, you should choose your savings rate accordingly.

You do not make a separate election if you want to make catch-up contributions. If you are eligible for catch-up contributions in a particular year and are making before-tax or Roth contributions (or a combination of both), the total dollar amount of your contribution limit automatically will be increased for that year up to the catch-up limit. An increased catch-up limit is available to you from age 60 to age 63.

Beginning in 2026, catch-up contributions for certain higher-income participants must be made as Roth contributions. Specifically, if your FICA wages (box 3 of your W-2) earned from your employer in 2025 exceed $150,000, any catch-up contributions you make must be designated as Roth 401(k)contributions.

Catch-up contributions are eligible for employer matching contributions and will be treated like before-tax and Roth contributions for purposes of withdrawals, loans, and investment options.

For More Information

If you have questions on this topic or other questions regarding the Aon PEP, log in to your account at **aonpep.voya.com**, access the Voya mobile app, or call the Aon PEP Retirement Service Center at **833-AON-9PEP (833-266-9737)**.

This information is designed to give you an overview of considerations for choosing how to contribute to the Aon PEP. Individual circumstances can vary greatly. You may want to discuss your specific situation with a financial adviser.

Aon Pooled Employer Plan

Maximizing Your Employer Matching Contribution

The Aon Pooled Employer Plan (Aon PEP) provides an easy way for you to save for retirement through automatic payroll deductions. Your employer also helps you save by matching a portion of your pre-tax and Roth contributions. *The examples below are illustrative. Please review your Summary Plan Description for details on your employer matching contributions.*

An important consideration that many people overlook is *how* you contribute to the Aon PEP throughout the year impacts *when* and *how much* employer matching contributions are credited to your account. If you contribute up to the IRS limits each year, it is important that you spread out your contributions so that you receive the full employer match for each pay period throughout the year. This article contains examples to illustrate how the amount and timing of employee contributions to the Aon PEP may impact the amount of employer matching contributions credited to your account.

Example 1 – Contribute up to IRS limits before the end of the year

Cassandra works for XYZ Corporation. She earns $300,000 per year and has elected to contribute 15% of her pay each pay period as Roth contributions to her Aon PEP account. For ease of illustration, this example assumes the following:

- Cassandra is paid monthly. However, the same concept applies for any pay period frequency
- XYZ Corporation matches 100% of the first 3% and 50% of the next 2% of eligible pay
- Cassandra is age 57. The 2026 annual IRS limit on before-tax and/or Roth contributions for individuals 50 and over is $32,500 (Note: there is an increased catch-up limit for individuals between age 60 and 64)

Annual Contributions and Employer Match

Pay Period	Compensation	Contribution Rate	Employee Contribution	Match Rate	Employer Match
January	$25,000	15%	$3,750	4%	$1,000
February	$25,000	15%	$3,750	4%	$1,000
March	$25,000	15%	$3,750	4%	$1,000
April	$25,000	15%	$3,750	4%	$1,000
May	$25,000	15%	$3,750	4%	$1,000
June	$25,000	15%	$3,750	4%	$1,000
July	$25,000	15%	$3,750	4%	$1,000
August	$25,000	15%	$3,750	4%	$1,000
September	$25,000	15%	$2,500	4%	$1,000
October	$25,000	15%	$0	0%	$0
November	$25,000	15%	$0	0%	$0
December	$25,000	15%	$0	0%	$0
Total	**$300,000**		**$32,500**		**$9,000**

Result

Cassandra's contributions throughout the year illustrate that she has maximized the amount *she* can save through the Aon PEP as before-tax and/or Roth contributions. However, since Cassandra maximized her contributions under the IRS limit prior to the end of the year, she missed out on full employer matching contributions for October– December (a total of $3,000).

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Example 2 – An alternative approach to maximize the employer match during the year

If Cassandra were to modify how she is contributing to the Aon PEP during the year, she could receive the entire employer match within the year. By shifting her Roth contribution from a 15% rate to a flat-dollar amount of $2,709 ($32,500 ÷ 12), she will receive her full employer match as illustrated in the table below.

Note: This example assumes 12 pay periods in a year. When calculating your own flat dollar contribution, you must divide your contribution limit by the actual number of pay periods in a year.

Annual Contributions and Employer Match Using $2,709 flat-dollar Roth contribution

Pay Period	Compensation	Contribution Rate	Employee Contribution	Match Rate	Employer Match
January	$25,000	$2,709	$2,709	4%	$1,000
February	$25,000	$2,709	$2,709	4%	$1,000
March	$25,000	$2,709	$2,709	4%	$1,000
April	$25,000	$2,709	$2,709	4%	$1,000
May	$25,000	$2,709	$2,709	4%	$1,000
June	$25,000	$2,709	$2,709	4%	$1,000
July	$25,000	$2,709	$2,709	4%	$1,000
August	$25,000	$2,709	$2,709	4%	$1,000
September	$25,000	$2,709	$2,709	4%	$1,000
October	$25,000	$2,709	$2,709	4%	$1,000
November	$25,000	$2,709	$2,709	4%	$1,000
December	$25,000	$2,709	$2,701	4%	$1,000
Total	**$300,000**		**$32,500**		**$12,000**

Result

In this scenario, spreading employee contributions throughout the year maximizes the employer match paid during the year. This can be accomplished by either electing a flat-dollar contribution or a percentage contribution (of no less than 5%) that results in the IRS limit being reached in the final pay period of the year.

An additional benefit of a flat-dollar contribution (vs a percentage election) is that it will not change even if your eligible compensation for a given pay period changes (e.g., bonus payment). This ensures a steady stream of contributions throughout the year.

If this scenario applies to you, consider reviewing how you are saving through the Aon PEP to take full advantage of the timing for the employer match. You can log onto your account at aonpep.voya.com or through the Voya mobile app to view how much you have contributed year-to-date; how much employer match you have received; and whether you should make any changes to your remaining contributions for the year to maximize your employer matching contributions.

Compensation Limits and Maximum Employer Match

The IRS imposes a limit to the maximum annual compensation that may be considered eligible for 401(k) contributions each year. In 2026, the maximum compensation is limited to $360,000. If you make more than $360,000, the maximum match available in these examples in 2026 is $14,400 (which is calculated as 4% of $360,000) . Your contribution strategy and cadence may differ from the examples noted above if the compensation limit applies to you.

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