

Aon Savings Plan

Safe Harbor Automatic Contribution Arrangement and Qualified Default Investment Alternative Annual Notice

The Aon Savings Plan (the “Plan”) provides an opportunity for colleagues to save for retirement by incorporating automatic enrollment and default investment features plus a Safe Harbor Matching Contribution and non-elective employer contribution. This is a required notice which describes the terms of the Plan as expected to be in effect for the 2026 plan year. This notice provides an overview of some of the benefits you may be eligible for through Aon. If there is a discrepancy between the information herein and the official plan documents, the official plan documents will govern.

Contributions to the Plan

Automatic Enrollment Contributions

As soon as administratively possible after hire, **3% of your eligible pay determined on a before-tax basis will be automatically contributed to the Plan through payroll deductions.** This rate will automatically be increased by 1% on the April 1 following at least 6 months of service and then annually thereafter in 1% increments, up to a maximum default contribution rate of 12%.

How to Stop Automatic Enrollment Contributions

If you were automatically enrolled and do not want to continue with these contributions or be subject to the automatic annual rate escalations, you may stop your future contributions or elect a different rate of contribution at any time. In addition, during the 90 days following the date your first automatic contribution is deducted from your paycheck, you can withdraw the full amount of your automatic contributions, adjusted for any investment gain or loss. If you withdraw your automatic contributions, you will forfeit any corresponding safe harbor matching contributions. Your withdrawal will be subject to taxation, but not the extra 10% penalty tax that normally applies to early distributions. If you withdraw your automatic contributions, the Plan will also consider it an election to stop further contributions.

You can elect to stop your automatic contributions by calling Vanguard at **800-523-1188**, Monday through Friday from 7:30 a.m. to 8 p.m., Central time, or log into Vanguard at vanguard.com/retirementplans. However, you must call Vanguard if you want to withdraw your automatic contribution. By ending your contributions, you will miss the benefit of receiving company matching contributions. You may elect to contribute to the Plan at any time in the future.

Colleague Contributions

Colleagues may affirmatively elect to contribute to the Plan by specifying a dollar amount or percentage of eligible pay to be deferred per paycheck, on a combined before-tax and Roth 401(k) basis, up to a total amount that is not more than the lesser of 100% of eligible compensation or the applicable IRS limit (the 2026 limit is \$24,500). Additional contributions, known as catch-up contributions, are permitted for those who have attained age 50 prior to the close of the calendar year and are limited by the IRS in 2026 to \$8,000. Colleagues who are or will be between the ages of 60 through 63 in 2026 can save an additional \$3,250 in catch up contributions for a total of \$11,250.

New in 2026 – Special Catch-up Contribution Rules for Colleagues Making Over \$150,000

Effective January 1, 2026, colleagues who made over \$150,000 in FICA wages from Aon in 2025 (see Box 3 of Form W2) will no longer be able to make before-tax (pre-tax) catch-up contributions. If you are in this group, any catch-up contributions you wish to make in 2026 must be on a Roth 401(k) basis.

Safe Harbor Matching Contributions

Under the Plan, Aon makes safe harbor matching contributions that permit the Plan to avoid certain annual testing requirements which may otherwise limit the before-tax and Roth 401(k) deferrals of highly compensated colleagues. The safe harbor matching contribution is 100% on the first 1% of eligible pay you contribute, plus 50% on next 6% of eligible compensation (up to a total annual matching contribution of 4%

of your eligible pay). Eligibility for this safe harbor matching contribution will begin on the day following attainment of a year of service (with 1,000 paid hours of service). Aon will automatically true-up your matching contributions no later than the quarter end following the quarter in which you made your eligible deferrals so that you will receive the maximum matching contributions based on your average deferral percentage for the period.

The Plan may be amended during the plan year to reduce or suspend safe harbor matching contributions. The reduction or suspension would not apply until at least 30 days after all eligible employees receive a supplemental notice of the reduction or suspension.

The maximum eligible pay considered under the Plan for 2026 is projected to be \$360,000 in accordance with IRS limits. Examples of eligible pay include, but are not limited to, base pay, overtime, commissions, and bonuses as part of your regular performance appraisals and formal bonus programs. For information on types of compensation that are considered eligible pay under the Plan, refer to the Definition of Compensation section of the Aon Savings Plan Summary Plan Description (SPD). If you have any questions or need an additional copy of the SPD, please use the contact information provided at the end of this Notice to get assistance.

Other Plan Contributions

In addition to the 401(k) deferrals and safe harbor matching contributions described above, colleagues may save regular after-tax contributions and, under certain circumstances, may make rollover contributions from another qualified employer plan or IRA to the Plan. Please note that regular after-tax contributions that are not Roth 401(k) contributions are not eligible for safe harbor matching contributions.

Retirement Account Contribution

Aon contributes an amount equal to 2.5% of each participant's eligible compensation (the "Retirement Account Contribution" or "RAC") to the participant's Plan account following the end of each Plan year. Eligibility for this contribution will begin on the day following attainment of a year of service (with 1,000 paid hours of service). Additionally, to qualify for the contribution for the Plan year, you must be active on U.S. payroll on December 31 (or such earlier date as determined by the Plan Administrator for administrative convenience). Notwithstanding the foregoing, you may qualify for the contribution if you were not active on U.S. payroll on December 31 (or such earlier date as determined by the Plan Administrator for administrative convenience) because you were on an approved leave of absence (other than due to permanent disability), permanently transferred to another Aon location outside of the U.S., or because you terminated employment during the Plan year due to death, voluntary termination of employment at or after age 55 with at least five years of service, or under circumstances that qualified you for severance benefits under the Aon Severance Plan.

You do not have to contribute to the Plan to receive a Retirement Account Contribution. Note that the RAC is discretionary and subject to change.

Plan Details That May Impact You

Beneficiary Designations

If you are enrolled in the Plan, you can designate a beneficiary who will receive your Plan account balance if you die. To do this, call Vanguard or log into the Vanguard site.

If you do not choose a beneficiary, the benefit will be paid based on the provisions of the Plan. You can change your beneficiary at any time.

Your beneficiary will be paid the vested amount in your account when you die. If you die while employed, your account will be fully vested.

Vesting

You will always be fully vested in your contributions to the Plan. Safe harbor matching contributions and Retirement Account Contributions are subject to a 2-year cliff vesting schedule based on your years of service, including eligible prior service if you are rehired, unless a more favorable prior vesting provision applies.

You can learn more about vesting for other company contributions by referring to the Plan SPD.

Limits on Withdrawals

Even if you are vested in your account, there are limits on when you may withdraw your money. Generally, you may only withdraw vested money after you either:

- Separate from service
- Reach age 59-1/2
- Become disabled

Withdrawals from the Plan are subject to taxation, including income taxes and, if applicable, the extra 10% penalty tax on early distributions. Please consult with a tax advisor before requesting a withdrawal. You also may be able to borrow certain amounts from your vested Plan account.

***Taxes:** Taking money from your retirement account can affect how much you'll have to pay in taxes. You'll owe taxes on pre-tax money. You won't owe taxes on Roth earnings as long as you are age 59½ or older and it's been at least five years since your first Roth contribution. If required by law, Vanguard will withhold some taxes for you. You may need to pay a 10% federal penalty tax if you take money out early.

Hardship Withdrawals

You may be able to withdraw a portion of your vested account if you have a qualifying financial hardship. Safe harbor matching and Retirement Account Contributions and earnings thereon may not be withdrawn due to hardship. Before-tax and Roth 401(k) contributions, but generally not earnings, may be withdrawn under this provision.

Hardship distributions must be for specific reasons that qualify under the IRS Safe Harbor provisions, such as:

- Medical expenses
- Costs of purchasing your principal residence (or preventing eviction from or foreclosure on your principal residence, or repairing qualifying damages to your principal residence)
- Post-secondary education expenses
- Federally declared emergency

Additional restrictions apply. To learn more about hardship withdrawal rules, consult the Plan's SPD.

Qualified Default Investment Alternative

The Plan provides a default investment option that is intended to satisfy Department of Labor regulations on Qualified Default Investment Alternatives. If your enrollment in the Plan occurred on or after April 1, 2007 and you have not elected otherwise, the contributions in your Plan account continue to be invested in a premixed portfolio based on your date of birth on record at the time of the default investment. These portfolios are called the Target Date Portfolios and are intended to qualify as Qualified Default Investment Alternatives. The Qualified Default Investment Alternatives are a managed investment option with a targeted retirement date. Each Qualified Default Investment Alternative primarily uses the core funds of the Aon Savings Plan and is designed to provide a long-term diversified investment strategy that automatically reduces equity exposure as the target retirement date nears.

Target-date investments are subject to the risks of their underlying funds. The year in the investment's name refers to the approximate year (the target date) when an investor would retire and leave the workforce. The investment will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. A target-date investment is not guaranteed at any time, including on or after the target date.

The specific Qualified Default Investment Alternative applicable to you is based on the following chart:

Your Birth Date	Qualified Default Investment Alternative
6/30/1947 or earlier	Target Date Retirement Income Portfolio
between 7/1/1947 – 6/30/1952	Target Date 2015 Portfolio
between 7/1/1952 – 6/30/1957	Target Date 2020 Portfolio
between 7/1/1957 – 6/30/1962	Target Date 2025 Portfolio
between 7/1/1962 – 6/30/1967	Target Date 2030 Portfolio
between 7/1/1967 – 6/30/1972	Target Date 2035 Portfolio
between 7/1/1972 – 6/30/1977	Target Date 2040 Portfolio
between 7/1/1977 – 6/30/1982	Target Date 2045 Portfolio
between 7/1/1982 – 6/30/1987	Target Date 2050 Portfolio
between 7/1/1987 – 6/30/1992	Target Date 2055 Portfolio
between 7/1/1992 – 6/30/1997	Target Date 2060 Portfolio
7/1/1997 and after	Target Date 2065 Portfolio

The Fact Sheet for each Qualified Default Investment Alternative provides more details about the investment objectives and risk and return characteristics of each Qualified Default Investment Alternative, including the related investment fees and expenses. Note that other non-investment fees and expenses may be applied to your account. The latest investment information on the Qualified Default Investment Alternatives is available at vanguard.com/retirementplans.

Amounts may also be invested on your behalf in a Qualified Default Investment Alternative in the following situations: a rollover into the Aon Savings Plan from another qualified plan or IRA or the removal of an investment option from the Plan.

How to Change Your Savings Rate or Investment Choices

You can make changes based on your unique saving needs and the amount of investment risk you want to assume. Your changes can include:

- Contributing at a different before-tax, Roth 401(k), or regular after-tax rate up to a combined maximum rate of 100% of eligible pay (not to exceed any Plan or IRS contribution limits)
- Changing your investment choices

You can make these changes by accessing the Vanguard site or calling Vanguard.

You can transfer any amounts initially invested in a Qualified Default Investment Alternative to any other investment option available under the Plan. There are no restrictions, fees, or expenses associated with that transfer. You can get more information about the Plan's other investment options or request a fund transfer by accessing the Vanguard site or by calling Vanguard.

Review Your Contact Information

It is important to keep your contact information up to date to make sure you receive important mailings and alerts. Please review and update your contact information (primary home address, preferred phone number, and email address) in Workday (accessible from UPoint: UPoint.aon.com).

Contact Information

If you have any questions about this notice or wish to make an election, please log into Vanguard at vanguard.com/retirementplans or call Vanguard at **800-523-1188**, Monday through Friday from 7:30 a.m. to 8 p.m., Central time.