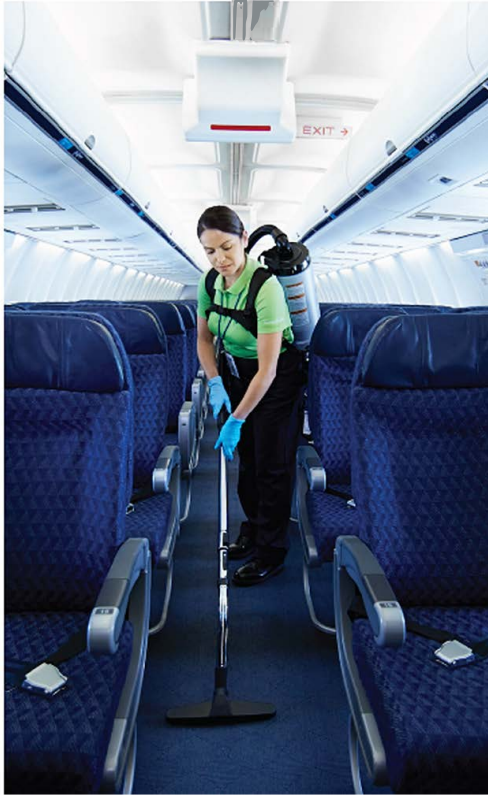




## ABM 2024 Benefits Program

### Frontline Team Members



*Our benefit package is reviewed regularly and modified to ensure we offer those benefits most valuable to both the team member and their family.*

*In general, benefits become effective on the first day of the month following 60 days of continuous employment, unless noted otherwise in the Summary Plan Description (SPD) or CBA.*

*This flyer is intended only to highlight some of the major provisions of ABM's benefit plans and should not be relied upon as complete detailed representation of this plan. Please refer to the plans' Summary Plan Descriptions (SPDs) for further details. Should this flyer differ from the SPD, the SPD prevails. The plans may be amended, changed, or terminated by ABM at any time without prior notice to, or consent by, team members, and it does not create a contract of employment between ABM and any team member.*

Your health and wellness are important to us! As a service industry leader, ABM provides a high quality, competitive benefit program designed to address our team members' benefit needs.

**Health and Welfare Plans** – We offer a variety of Medical, Dental, and Vision plans. Routine preventive care, tele-health, virtual care, and coverage while you're traveling are available under most options. Benefit options and team member contributions will vary depending on your work status and location. Your recruiter can provide more detailed information upon request.

**401(k)** – You become eligible to make personal contributions beginning the first of the month following 30 days of employment. You become eligible for the ABM match beginning the first of the month following six months of employment. ABM matches your pre-tax and/or Roth contributions, dollar for dollar, for the first 3%. For the next 2%, ABM contributes \$0.50 for each dollar you contribute. Your contributions and match are immediately vested.

**Employee Stock Purchase Plan (ESPP)** – All ABM team members can become owners of the Company through the purchase of ABM common stock. ABM gives team members a 5% monthly discount on the stock price. There is no waiting period to enroll in the plan.

**Pre-Tax Commuter & Parking** – ABM offers programs that allow you to set aside pre-tax dollars to pay for qualified transportation expenses.

**Employee Assistance Program (EAP)** – You can access free, confidential help and support to deal with life's daily challenges.

**Voluntary Plans** – You may be eligible for the following programs, depending on your work status and location.

- Voluntary Life and Accidental Death & Dismemberment (AD&D)
- Voluntary Short Term Disability
- Hospital Indemnity
- Accidental Injury
- Critical Illness
- Identity Theft Protection
- Legal Services
- Pet Insurance

**Discounts** – You also have access to exclusive discounts on everything from auto/home insurance to food and beverage delivery through Marketplace Mall and discounted fitness memberships through Gympass.

**Time Off** – ABM provides time off to our Frontline Team members in those markets where it is determined by applicable laws, applicable CBA, or client contract consistent with applicable laws.