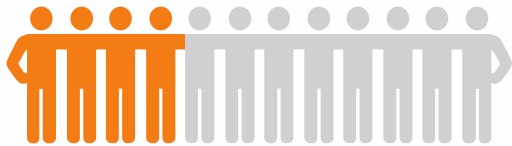


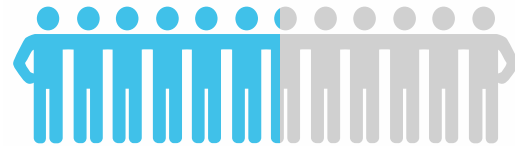
Managers are Well-Being Role Models and Advocates

- Helping employees focus on their well-being supports AECOM's commitment to Safeguarding our employees and enables a Culture of Caring. It is also one of the most essential business imperatives that employers, including our industry peers, will tackle over the next decade.
- With the recent coronavirus events, your role in helping employees stay connected, engaged and focused on their well-being is even more critical.
- As a manager, you are a role model for employees as well as a key agent and organizer of change.
- By taking an active role in Well-Being at AECOM programs, you are demonstrating your support and prioritization for the well-being of your employees. We strongly encourage your participation and the advocacy of well-being to your team.

Employees are **34%** more likely to be engaged in well-being programs when their managers are actively involved in well-being.



53% of employees feel there are cultural barriers preventing them from fully engaging in well-being, with the main barrier being their manager's lack of support for their participation.



72% of employees with high well-being levels say they also have high managerial support.



When a manager is healthy, their direct reports are **15%** more likely to be healthy as well.

