

# Benefits that help our people be their best

**We're a global company with a purpose: to deliver a better world.** Even though we think big, we never overlook the importance of the people who help us deliver our promise. We are committed to our employees' well-being and to the things that help them be their best, personally and professionally. That's why we offer benefits, resources and perks to support our employees, their spouses/domestic partners and their eligible dependent children. Each employee can choose a program of benefits that suits them best. Most benefits are available on day one.



**“We believe that when our employees feel their best, they bring their best to work.”**

## We take a holistic approach to well-being



### Health care

Eligible employees can select from one of three health care modules to supplement provincial health coverage. Module A is offered at no cost to employees and provides medical, hospital and pharmacy coverage with an annual deductible. Employees share the cost of Modules B and C, which have no deductibles and expand coverage to include vision and dental benefits. Module C provides the highest level of overall coverage. All three modules offer access — at no cost — to Lumino Virtual Health for telehealth consultations and Teladoc Medical Experts for free expert advice and second opinions.



### Spending accounts

Employees participating in any health care module receive an annual spending account contribution from AECOM based on their coverage level (that is, employee only vs. employee plus others). This money can be used to defray a variety of health care and well-being expenses. AECOM's contributions are automatically placed in an employee's Health Savings Account unless a request is made to direct all or some into a Personal Spending Account.



### Life insurance and disability

Employees receive company-paid basic life and accidental death and dismemberment insurance with options to purchase additional buy-up coverage. Employees have options for mandatory short- and long-term disability benefits.



### Retirement and financial benefits

The Defined Contribution Pension Plan (DCPP) provides each eligible employee with an AECOM contribution (2% of base earnings), whether or not an employee contributes to the DCPP. DCS employees who contribute (up to 4% of base earnings) can receive an additional 50% match from AECOM.

The Group Registered Retirement Savings Plan, offering tax-sheltered savings, and the Tax-Free Savings Account, an after-tax plan, provide two additional avenues to enhance financial security. Neither plan is matched by AECOM.

The Employee Stock Purchase Plan gives employees the opportunity to purchase shares of AECOM common stock at a 12% discount.



### Time-off and leaves

AECOM regular full-time and regular part-time salaried employees who work at least 20 hours per workweek are eligible for Flexible Time Off, which lets them decide when and how much paid time off to take (no maximum), as long as they are on track to meet their performance goals and have manager approval. AECOM also provides 11 company-paid statutory holidays per year as well as paid and unpaid leaves of absence.

### That's not all! Also available are...

- Auto, home and pet insurance
- Business travel benefits
- Care.com
- ClassPass
- Critical illness insurance
- Discounts at Mark's Work Warehouse
- Education assistance program and first-time licensure
- Fitness discounts
- GuidanceResources Employee Assistance Program (EAP)
- Identity restoration services
- Koa Health Foundations mental health digital platform
- Kudos service awards and social recognition program

For details, visit [benefitsatAECOM.com](https://benefitsatAECOM.com)

AECOM benefits are governed by the terms and conditions of the official plan documents and insurance contracts. The benefits described are effective only if the employee is eligible for coverage, becomes covered and remains covered under the provisions of the plans. Benefits may vary by business group or province.

## Employee well-being is a #1 priority

AECOM cares about the well-being of our employees and their families worldwide. This is a big part of our culture, because we believe that when our employees feel their best, they bring their best to work.

Employees and their spouses/domestic partners who are eligible for an AECOM Sun Life health plan can participate in Canada Well-Being program activities and earn points toward gift card rewards. They also have access to our Global Well-Being program, which provides additional opportunities to be well, including fun challenges, a robust resource library and our popular Well-Being Wheel.