



# Benefits that help you be your 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 you be your best, personally and professionally. That is why we offer benefits, programs and resources to support our employees and their families.

This summary provides an overview of the benefits generally offered to eligible People's Republic of China employees. Explore these benefits to discover the value these plans and programs bring to your life.

## AECOM benefits for your well-being



### Group medical benefits

Our commercial medical insurance has expanded coverage for these services:

- Hospitalization
- Outpatient coverage

To help you take care of your health, AECOM partners with an external provider to offer health checkup services at a discounted price.



### Employee welfare

Throughout the year, AECOM hosts events to boost well-being, including health talks and webinars, social tea or fruit breaks, voluntary community services, sports clubs and recreational activities.



### Gifts and awards

AECOM provides congratulatory gifts to honor important life events, such as a new baby or marriage. We also celebrate service anniversaries starting at three years of employment with a regular celebration ceremony.



### Group life and accident insurance

You are automatically enrolled in company-paid insurance coverage, which includes the following:

- Term life
- Accidental death & dismemberment benefit



### New hire buddy program

When you are new at AECOM, you will be partnered with a buddy who will help you acclimatize to AECOM culture, people, processes and environment.



### Time off and leaves of absence

In addition to annual leave, you have benefits for a variety of paid leaves, including education/examination leave, sick leave and parental leave.



### Freedom to grow

As an AECOM employee, under our Freedom to Grow framework, you are empowered to have greater work flexibility so as to achieve the right and healthy balance between your work and personal life.



### Professional membership subscription

To support your professional growth, AECOM covers the fees for certain job related professional bodies membership fees per calendar year.



### Growth-nurturing work environment

AECOM utilizes digital platforms for internal communications and encourages collaboration initiatives and sharing sessions to promote knowledge sharing across business lines.

**As an important part of the AECOM global community, you also have access to a variety of benefits that promote well-being and help you feel your best:**

#### **Kudos**

Share your appreciation for your colleagues and receive service awards for milestone work anniversaries.

#### **Mental health**

Use myStrength to help build your resilience, manage your stress and improve your mood.

#### **Employee Assistance Program (EAP)**

Get 24/7 confidential support for personal challenges and concerns. Reach out for referrals, financial and legal guidance and access to work-life resources.

#### **Business travel**

Receive protection and support on your international business travels with International SOS and Business Travel Accident Insurance.

Visit [WellBeingAtAECOM.com](https://www.aecom.com/WellBeingAtAECOM.com) for more information on Global Well-Being benefits and programs.

*AECOM benefits are governed under the rules provided in the applicable plan documents and summary plan descriptions.*

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