

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 Hong Kong 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

You and your spouse will be enrolled in our group medical plan coverage for these services:

- Inpatient with supplemental major medical protection
- Outpatient benefits cover:
 - General/specialist physician services
 - Chinese herbalist/bone setting/acupuncture
 - Physiotherapy and chiropractor
 - Routine check-up
- Dental coverage

Your children could also be enrolled in this plan at your discretion. A top up medical plan is available at your discretion



Group risk insurance plan

You are automatically enrolled in the company-paid group risk insurance plan, which includes the following:

- Term life
- Total and permanent disability income benefit
- Accidental death & disablement benefit

The plan also provides an emergency cash benefit.



Mandatory Provident Fund (MPF) schemes

AECOM supports your financial well-being through two options of service providers in the Mandatory Provident Fund (MPF) schemes. These schemes include discounted management fees.



Employee Stock Purchase Plan (ESPP)

You can purchase discounted AECOM stock through the Employee Stock Purchase Plan (ESPP).



Time off and leaves of absence

In addition to annual leave, you have benefits for a variety of paid leaves, including education/examination leave, marriage leave, maternity leave, compassionate leave, additional statutory sick leave and paternity leave.



Professional membership subscription

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



Hong Kong Institution of Engineers (HKIE) training

AECOM supports the career growth of engineers by providing financial assistance and education leave for participation in the Hong Kong Institution of Engineers (HKIE) training.



Employee welfare

Throughout the year, AECOM hosts events to boost well-being, including health talks and webinars, financial webinars, voluntary community service, interests club and recreational activities.



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.

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.

Fitness

Get free access to ClassPass on-demand classes and discounted memberships.

Mental health

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

Employee Assistance Program (EAP)

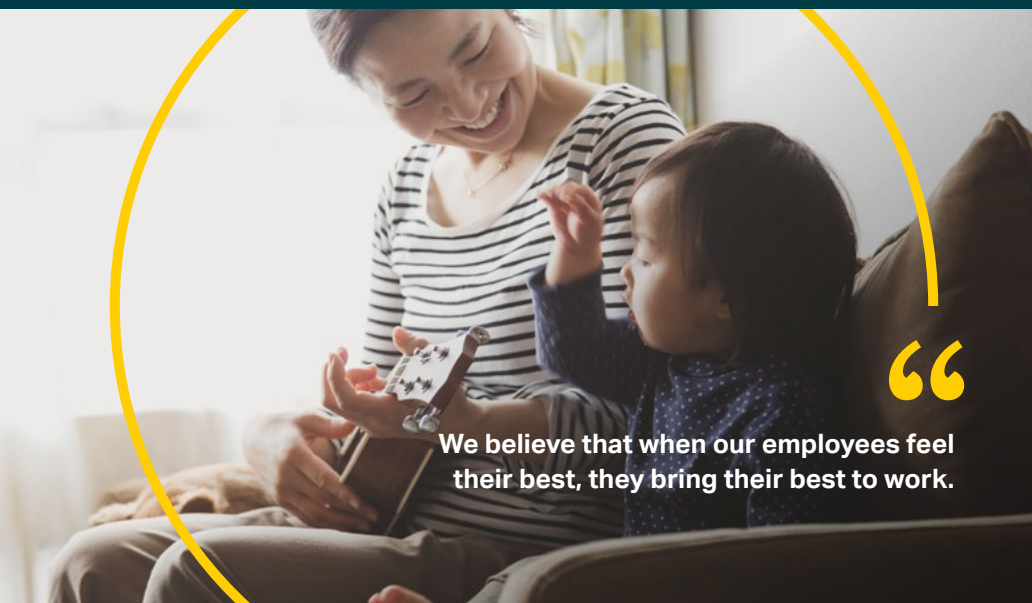
Get 24/7 confidential support for personal challenges and concerns. Reach out for referrals, financial and legal guidance and access to work-life resources.

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.



“

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