

# 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 Philippines 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 are enrolled in a Health Maintenance Organization (HMO) that provides Maximum Benefit Limit (MBL) coverage for the following:

- Inpatient care/hospitalization
- Outpatient clinical and specialist consultation and treatment
- 24/7 teleconsult and retainer doctor service
- Dreaded diseases
- Annual health examinations
- Pandemic coverage
- Optical assistance
- Outpatient medicine reimbursement

Your eligible immediate family members, including domestic partner may also receive coverage of these benefits.



### Group term life insurance

For all regular, probationary and fixed-term employees

- Basic life insurance
- Living care benefit (terminal illness)
- Total and permanent disability lump sum



### Time off and leaves of absence

In addition to annual leave, you have benefits for variety of paid leaves including education/examination leave, bereavement leave, and statutory paternity leave, expanded maternity leave, parental leave for solo parent, VAWC leave, and special leave benefits for women.



### Employee welfare

Throughout the year, AECOM hosts events to boost well-being, including Health and Wellness Day, virtual games and e-karaoke sessions.



### 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.



### Group dental benefits

Through your dental benefits, you receive coverage for routine dental checkups, regular cleanings and specialist treatments.



### Group personal accident insurance

For all employees

- Basic life insurance
- Living care benefit (terminal illness)
- Total and permanent disability lump sum

**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://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.”**