

# 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 Singapore 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 group medical plan has expanded coverage for these services:

- Hospitalization benefits
- Outpatient clinical
- Telemedicine
- Dental coverage
- Traditional Chinese Medicine
- Health screenings
- Specialist consultation

You can choose to cover your immediate family member for some of the benefits at the corporate rate.



### Time off and leaves of absence

In addition to annual leave, you have benefits for a variety of paid leaves, including discretionary culture or religious time off, education/examination leave, marriage leave, compassionate leave and parental leave.



### Professional membership subscription

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



### 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.



### Employee welfare

Throughout the year, AECOM hosts events to boost well-being, including health talks and webinars, voluntary community service, interests club and recreational activities. Employees also have access to a range of materials for self-learning via AECOM university.



### Gifts to employees

AECOM provides congratulatory gifts to honor important life events.



### 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 life and personal accident insurance

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

- Term Life
- Personal accident insurance
- Total and permanent disability benefit

The plan also provides an emergency cash benefit.



### Employee Stock Purchase Plan (ESPP)

AECOM stocks are available for purchase by Employees at a discounted rate via ESPP. This gives our employees the opportunity to have a share in the ownership of AECOM while investing for their future.

**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.”**