

# 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 Thailand 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
- Outpatient clinical
- Specialist consultation and treatment
- Emergency treatment for accidents

For permanent staff, your immediate family members also receive same coverage for some of these benefits.



### Group dental benefits

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



### Group life and personal accident insurance

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

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



### Provident Fund

Employees may opt-in a voluntary provident fund which AECOM contributes 5% of their basic salary after five years of membership.



### Time off and leaves of absence

In addition to annual leave, you have benefits for a variety of paid leaves, including education/examination leave, Thailand Labor law's business leave, marriage leave, compassionate 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.



### Employee welfare

AECOM boosts well-being by offering an annual health checkup for employees.



### 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, process and environment.



### 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.

**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.”**