

# Benefits that help our people be their 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 them be their best, personally and professionally. That's why we offer benefits, resources and perks to support our employees, their spouses/domestic partners and their eligible dependent children. Each employee can choose a program of benefits that suits them best. Most benefits are available on day one.



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

## We take a holistic approach to well-being



### Medical

Employees can select from a variety of medical plan options, including two high deductible health plans with a health savings account to help pay for eligible expenses now and in the future. All options provide coverage for medical care and prescription drugs as well as cost-free in-network preventive care (e.g., annual physical exams, well visits and recommended preventive screenings). Plan participants have access to expert medical advice and second opinions, telemedicine for convenient virtual care, disease management programs, such as Livongo for diabetes, and a fertility health care and family-forming benefit.



### Dental

Dental options provide cost-free routine dental exams and cleanings every six months. Some options include additional coverage for basic and major dental care, including orthodontia.



### Vision

A range of options cover individual vision care needs — from cost-free annual eye exams only to coverage that also includes eyeglasses and contact lenses.



### Flexible spending accounts (FSAs)

Two types of FSAs offer tax savings when paying for eligible expenses — the health care FSA for medical, dental and vision expenses not covered by health insurance, and the dependent care FSA for work-related day care expenses for a child or other dependent.



### Income protection

Employees receive company-paid basic life and accidental death & dismemberment (AD&D) insurance and short-term disability insurance. AECOM also shares in the cost of long-term disability insurance. Additional buy-up options are available for life, AD&D and disability insurance.



### Retirement and financial benefits

The 401(k) Retirement & Savings Plan\* allows employees to contribute up to 75% of eligible pay (subject to IRS limits) on a pre-tax, after-tax and/or Roth 401(k) basis. AECOM matches 50% of the first 6% of eligible pay that an employee contributes to the RSP on a pre-tax or Roth 401(k) basis.

The Employee Stock Purchase Plan gives employees the opportunity to purchase shares of AECOM common stock at a 12% discount.

The Banking and Investment Program provides employees with a special bundle of no-fee banking services if they have direct deposit set up with Bank of America.

\* Employees working under a contract or in Puerto Rico are generally not eligible for the AECOM Retirement & Savings Plan and may be eligible for a different plan.



### Time off

Exempt employees in Corporate and Design and Consulting Services (DCS) roles receive Flexible Time Off (FTO), which lets the employee decide when and how much time off to take, as long as they are on track to meet their performance goals and have their manager's approval.

Other eligible employees receive 15 to 25 days of Paid Time Off (PTO) annually, depending on their years of service.

AECOM also offers paid holidays and paid and unpaid leaves of absence.

### That's not all! Also available are...

- Adoption financial assistance
- Advocacy service
- Auto, home and pet insurance
- Bill negotiation services
- Business travel benefits
- Care.com
- ClassPass
- Commuter benefit
- Education assistance program and first-time licensure
- eM Life
- Group accident, hospital indemnity and critical illness insurance
- GuidanceResources Employee Assistance Program (EAP)
- International vacation medical insurance for personal travel
- Koa Health Foundations mental health digital platform
- Kudos service awards and social recognition program
- Legal and identity theft services
- Smart Spend and discounts
- Student loan refinancing and counseling services
- Total Brain
- Wellness Program

For details, visit [AECOMbenefits.com](https://www.aecombenefits.com)

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

## Employee well-being is a #1 priority

AECOM cares about the well-being of our employees and their families worldwide. This is a big part of our culture, because we believe that when our employees feel their best, they bring their best to work.

Employees and their spouses/domestic partners can participate in our U.S. Well-Being program and earn credits toward lowering their next year's medical plan contributions. They also have access to our Global Well-Being program, which provides additional opportunities to be well, including fun challenges, a robust resource library and our popular Well-Being Wheel.