



Care for what matters most.

We believe that when you feel supported in every part of your life, you can thrive — at work and beyond.

At AECOM, your wellbeing is a shared priority. Our benefits and wellbeing programs are more than a set of resources. It’s a partnership to encourage a healthier, more fulfilled, and more resilient you, for you and your family. We’re focused on four essential pillars: Physical, Financial, Emotional, and Career.

Whether you’re facing challenges or pursuing big goals, the program evolves with you. It’s flexible, accessible, and built with real life in mind — so you can take what’s most useful, when the time is right.

Explore our benefits offered to eligible employees in Belgium.

AECOM Belgium benefits for your wellbeing



Hospitalization insurance

Hospitalization Insurance via DKV Belgium, under the plan IS+, is paid for by AECOM. There is unlimited reimbursement if the health insurance company intervenes. If not, there is a reimbursement of up to 50% of the medical costs incurred directly in connection with a hospitalization, plus ambulant care for 27 severe diseases. The same principle applies to the medical costs directly related to the disease, which have been incurred one month before and three months after the hospitalization. Employees can choose to add family members to the insurance at their own expense.



Pension

All employees are enrolled in the collective group insurance at Allianz. The employer’s standard contribution to the group insurance is 4% of the gross annual salary (calculated as gross salary multiplied by 13.92) at the start of employment. This contribution increases to 8% after six years of service. However, pension benefits are only accrued after one year of service.



Life assurance

Life Assurance is provided through AXA and is solely funded by AECOM. In the event of the insured’s premature death, a death benefit (up to a maximum of €300,000) will be paid to the beneficiary. The death benefit is set at a minimum of 1x the annual salary, with an increase of 0.5x the annual salary for each child under the age of 25 who is dependent on the family. Once the minimum death capital has been reached by the accrued pension reserves, the pension reserves accumulated at the time of death will be paid out in the event of premature death.



PHI

The government and the insurance company assume responsibility for salary payments up to a fixed percentage. The insurer makes direct payments to the employee after 30 days. The government pays the employee 60% of their salary, and the insurer, Allianz, tops this up to 80%.



Cycle to work

AECOM provides employees with the opportunity to lease a bike through Cyclis and repay the cost over a period of three years. A bike allowance is granted to all employees, including those who do not lease a bike, provided they cycle to work. Bike days can be added in My Work and Me.



Meal vouchers

Employees are granted an €8 meal voucher each working day, including half-days. Of this, AECOM contributes €6.91, while the employee pays the remaining €1.09. Employees can check their balance at My Edenred.



Ecological vouchers

AECOM provides employees with eco vouchers, up to a maximum of €250 per year, funded entirely by AECOM and distributed around June. The allocation of these vouchers is based on the duration of employment and the number of paid working days, including equivalent days such as holidays or maternity leave. These vouchers can be used to purchase ecological items. Employees can check their balance at My Edenred.



Compensation leave

Each employee receives 12 compensation days (ADV) for working 40 hours per week, instead of 38 hours, based on full-time FTE.



Additional leave

Seniority leave at AECOM is granted based on the number of years an employee has worked. For every two years, an employee receives an additional day of seniority leave, up to a maximum of four days.



Public transport

Train: AECOM pays full subscription
Bus: AECOM pays 72% of subscription



Car

The benefit in kind for private use of a company car is calculated on the basis of the catalogue value, the age of the car and a CO2 coefficient.



Net expense allowance

Net payment ranges from €100 to €300, depending on job level (excluding interns). Home working and expenses are less than €10.



Holiday allowance

Every May, employees will receive an 8% holiday allowance of their gross annual salary.



End of year bonus

AECOM arranges for the payment of an end-of-year bonus, following the procedures and rules established by the collective labour agreement of the joint committee.

As an important part of the AECOM global community, you also have access to a variety of benefits that promote wellbeing and help you feel your best:

Kudos

Share your appreciation for your colleagues and receive service awards for milestone work anniversaries.

Mental health

Use Koa Care 360 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.

Freedom to Grow

Freedom to Grow is our global framework, designed to support you in finding the balance and flexibility you need to be at your best and deliver your best.

To learn more about our benefits and wellbeing programs, visit benefits.aecom.com

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