



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 Germany.

# AECOM Germany benefits for your wellbeing



## Pension provision

AECOM provides pension benefit through the AECOM's company pension plan. We offer you the opportunity to convert part of your salary, up to 282 euros per month, into a contribution to the company pension plan, completely free of tax and social security. AECOM will also subsidize your contribution. If you are interested or have questions about the scheme, our partner Ellwanger & Kramm will be happy to help you.



## Monthly subsidy (tax free)

We grant you a monthly subsidy of 50 euros (tax-free). The following options can be subsidized using these 50 euros:

- Company pension scheme (see "Pension Provision".)
- Kindergarten allowance
- Travel allowance for public transport
- Travel allowance for travel expenses using a private car



## 30 days holiday

We offer all employees 30 days of holiday entitlement per year, based on a 5-day working week.



## Company bicycles

Together with our partner BusinessBike we offer you the opportunity to exchange salary for access to company bikes.



## Employee offers

Use the [arbeiterangebote.de](https://www.arbeiterangebote.de) webpage to benefit from exclusive employee offers from well-known brands such as Sixt, Apple or Expedia.



## Training & further education

AECOM University, gives you the opportunity to educate yourself flexibly and continuously through e-learning training. In addition, personal developmental training can also be arranged. It's best to get in touch with your manager(s) for this.



## Fruit basket & free drinks

Free drinks such as water, juice, tea and coffee are available to you in our offices. With regular fresh fruit available, we help ensure sufficient vitamins.



## Employee referral bonuses

You will receive a thank you bonus for each successful employee recruitment:

- Technicians/administrative staff: 1000 euros
- Architects/Engineers: 2000 euros
- Managers: 3000 euros



## Company accident insurance

We provide occupational accident insurance to protect you from financial difficulties, if you have an accident. Subject to some restrictions, this cover also applies outside of work.



## Parking for private cars & pool cars at most locations

If you drive to work by car, you are welcome to use our company parking spaces. A car from our company pool is usually available for business trips.



## Work anniversary gifts

You will receive a gift every 5 years, starting from the 5th anniversary of joining AECOM.



## Foreign travel health insurance

We provide International travel health insurance when you traveling outside of Germany on business.



## Performance & rewards cycle

With us you can expect a goal setting and development process with regular feedback sessions. Salaries are also reviewed each year taking account of your performance.



## Company doctor

A company doctor is available for workplace-related examinations (e.g. eye tests). You can get more information from the Health and Safety representative for your location.



## Subsidy for glasses for screen use

If prescribed by the doctor, we will provide a subsidy for glasses, for when you are using a computer screen, of up to 200 euros.

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 Crisis24 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](https://benefits.aecom.com)

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