



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 Hong Kong.

AECOM Hong Kong benefits for your wellbeing



Group medical benefits

You and your spouse will be enrolled in our group medical plan coverage for these services:

- Inpatient with supplemental major medical protection
- Outpatient benefits cover:
 - General/specialist physician services
 - Chinese herbalist/bone setting/acupuncture
 - Physiotherapy and chiropractor
 - Routine check-up
- Dental coverage

Your children could also be enrolled in this plan at your discretion. A top up medical plan is available at your discretion



Group risk insurance plan

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

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

The plan also provides an emergency cash benefit.



Mandatory Provident Fund (MPF) schemes

AECOM supports your financial wellbeing through two options of service providers in the Mandatory Provident Fund (MPF) schemes. These schemes include discounted management fees.



Employee Stock Purchase Plan (ESPP)

You can purchase discounted AECOM stock through the Employee Stock Purchase Plan (ESPP).



Time off and leaves of absence

In addition to annual leave, you have benefits for a variety of paid leaves, including education/examination leave, marriage leave, maternity leave, compassionate leave, additional statutory sick 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.



Hong Kong Institution of Engineers (HKIE) training

AECOM supports the career growth of engineers by providing financial assistance and education leave for participation in the Hong Kong Institution of Engineers (HKIE) training.



Employee welfare

Throughout the year, AECOM hosts events to boost wellbeing, including health talks and webinars, financial webinars, voluntary community service, interests club and recreational activities.



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 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.

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.