

# 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 India.

## AECOM India benefits for your wellbeing



### Medical insurance

You are eligible for Group Medical Insurance Scheme from the first day of employment.

- For detailed benefit coverage, please refer to the Benefit Manual or contact the HR Department.
- For the claim procedures, please refer to the same Benefit Manual or contact the HR Department.



### Life insurance

You are covered by the Group Life Insurance Scheme during your employment. The scheme will protect employees for the financial risks associated with death. For details, please check with the HR Department or refer to the Benefit Manual.



### Group Personal Accident Policy

AECOM provides a Personal Accident insurance policy for all employees in India. This insurance offers compensation/payment up to a financial limit as assigned by the company, to the insured person or their nominated beneficiary, if the insured person suffers unfortunate death or disablement due to an accident. The cover is worldwide, but payment of claim can only be made in India and in Indian Rupees.



### Health screenings

You can stay on top of your physical wellbeing with Annual Health Checkup as part of the Insurance benefit. The limit for annual health checkup of employees is INR 5000 within policy year. You can book a checkup on Visit Mobile App.



### Time off

You are entitled to 18 annual leaves, 7 casual leaves and 7 sick leaves in one calendar year. Unutilized Annual Leaves are carried over up to max of 30 days while casual and sick leaves lapse at the end of year.

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

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