

# 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 Italy.

## AECOM Italy benefits for your wellbeing



### Meal vouchers

You receive 8€ meal vouchers per working day to help assist with and cover the cost of the mid-day meal. The lunch vouchers are provided on an electronic card.



### Company Welfare Plan

AECOM helps you and your family enhance your wellbeing with the Company Welfare Plan, which grants you access to numerous services that cater to your needs.



### Retirement (Pensions)

A state-run social security system covers illness, maternity, unemployment, retirement, disability and family allowances. This system is financed by contributions from both employees and employers, calculated as a percentage of gross remuneration. The contribution rates are paid by employees and the employer. However, the employer is responsible for paying both contributions.

The value of contributions is calculated as a percentage of the employee's salary. On average, employers are currently required to make mandatory contributions of about 33% of the employees' gross salary. Employees are expected to contribute 9.19% of their gross salary.

In addition to the National System, AECOM offer a voluntary supplementary pension. If employees decide to participate, they can contribute to only the severance pay (TFR) or an additional voluntary contribution. If an employee chooses to add voluntary contributions to the category's pension fund, the employer is obligated to add an additional percentage as stipulated by the collective agreement or company regulation. AECOM's additional employer contribution is 2%.



### Public transport

AECOM encourages the use of public transport by providing a contribution for an annual subscription.\*



### Accident insurance

AECOM provides Work Accident insurance to cover employees against accidents and occupational disease and non-professional accident insurance, which gives compensation in the event of death or permanent disability following a non-work-related accident.



### Disability insurance

Workers registered with disability, who are no longer able to return to work, are protected by economic benefits including incapacity benefits and disability pension.



### Leave of absence

AECOM provides a variety of leave benefits to eligible employees:

- Accident Leave
- Short Term Sick Leave
- Marriage Leave
- Bereavement Leave

These benefits provide financial compensation while you are unable to work.



### Medical coverage

All employees have medical coverage from their first day of employment and can submit requests for reimbursement for health care expenses at affiliated health care facilities.



### Part-Time contract

In support of work-life balance, AECOM Italy facilitates part-time requests, especially for mothers returning from maternity leave.



### Fitness

AECOM supports the wellbeing of employees in a variety of ways. Further information is available from your HR representative.



### Travel allowance

In the event of a business trip, each employee is entitled to a travel allowance of €15.49 per day for national travel and €25 for foreign travel, in addition to reimbursement for all expenses incurred for meals, accommodation and travel.



### Tax service

You can compile your tax return directly at your office, where a professional meets you during the working day. This service is paid for by AECOM.



### Employee Referral Program

You will receive an incentive for recommending external candidates for employment opportunities.



### Happy events

For occasions such as marriages and the birth of children, AECOM is delighted to offer a gift to join in the celebrations.

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