

# 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 the Netherlands.

## AECOM Netherlands benefits for your wellbeing



### Accident insurance

Accident insurance provides coverage against accidental injuries or death in the workplace.



### Disability

Disability insurance offers coverage in the event of an employee's disability.



### Pension

A pension plan is offered through Zwitserleven, with an employer's contribution of 11.25%. This includes a partner's pension, an orphan's pension and a waiver of contribution in the event of occupational disability. WIA-excess and WGA Plus insurances are provided through Eclipslife.



### Bike

Employees have the option to lease a bike; more information can be found at [AECOM](#).



### Lease car (optional)

A company EV car is available with a budget of €700-€900 per month, including a fuel/charge card usable across the Netherlands. Further information is available from our external provider.



### Holiday allowance

Employees will receive an 8% holiday allowance of their gross annual salary, paid in May.



### Annual leave

Each calendar year includes 28 vacation days, comprised of 20 statutory vacation days and 8 additional vacation days, excluding Good Friday and Liberation Day.



### Commuting allowance

Travel costs from home are reimbursed at a net rate of €0.23 net per kilometer, or alternatively, public transport costs can be covered. For business-related travel, a pool car can be provided.



### Net expense allowance

A net internet allowance of €35 per month is provided, based on a full-time contract.

**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.