



# 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 New Zealand.

## AECOM New Zealand benefits for your well-being

As an important part of the AECOM global community, you also have access to a variety of benefits that promote well-being and help you feel your best:



### Freedom to grow

Our flexible work arrangements give you more freedom in where and how you work, supporting your desired work-life balance. Alternative start/finish times, hybrid work where staff balance work from home and office time.



### Career development and learning

- Bring your unique talents, background and expertise to your work here and you'll get to explore and pursue rewarding career opportunities in Technical Excellence, Growth and Client Management, Project & Program Management, and Business Area Leadership.
- Our AECOM University platform features personalised learning experiences for critical skill-building. We also offer courses via LinkedIn Learning.
- Advance your skills and learn from internal experts with our Technical Practice Network.
- Attend AECOM networking events to expand your network.
- Leadership At All Levels, a suite of programs to invest in developing leadership talent at all career stages.



### Professional membership subscription

To support your professional growth, AECOM covers the fees to one role-related professional body membership per calendar year.



### Employee well-being

- Flu vaccinations
- Private health insurance discounts
- Executive health assessments
- Study assistance
- **AECOM Voices:** Our employee resources groups ensure that diverse voices are represented and heard and provide opportunities for networking, career development and community outreach.
- **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.
- **Active Commuting Benefit:** Discounted access to bicycles e-bikes, and scooters to encourage active and more environmentally sustainable modes of commuting between home and office.



### Wellness benefit

AECOM values the emotional and physical well-being of our team members. To help our team members achieve this, AECOM provides staff the ability to claim a \$200 annual wellness subsidy to be used to offset costs associated with fitness and wellness memberships and activities.



### New hire buddy program

When you are new at AECOM you will be partnered with a buddy who will help you acclimatise to AECOM culture, people processes and environment.



### Insurance

- Salary continuance Insurance
- Life insurance
- Personal Travel Insurance



### Leave entitlements

- Annual Leave
- Additional Annual Leave Purchase Program (up to 6 weeks)
- Paid Parental and Partner Leave
- Volunteer Leave
- Flex Public Holidays initiative



### Reward and recognition

- Service Milestone rewards
- **Encore:** In-house recognition program
- **Kudos:** Share your appreciation for your colleagues and recognise service milestones



### Benefits / discounts

- Corporate Health Cover Rates
- **AECOM Everyday:** Savings and cashback on hundreds of retailers
- Employee referral scheme up to \$2000
- **Business Travel:** Receive protection and support on your international business travels with Crisis24 and Business Travel Accident Insurance.
- **Employee Stock Purchase Plan (ESPP):** You can purchase discount AECOM Stock through the Employee Stock Purchase Plan ESPP.

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.