

# 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 People's Republic of China.

## AECOM PRC benefits for your wellbeing



### Group medical benefits

Our commercial medical insurance has expanded coverage for these services:

- Hospitalization
- Outpatient coverage

To help you take care of your health, AECOM partners with an external provider to offer health checkup services at a discounted price.



### Group life and accident insurance

You are automatically enrolled in company-paid insurance coverage, which includes the following:

- Term life
- Accidental death & dismemberment benefit



### Time off and leaves of absence

In addition to annual leave, you have benefits for a variety of paid leaves, including education/examination leave, sick leave and parental leave.



### Professional membership subscription

To support your professional growth, AECOM covers the fees for certain job related professional bodies membership fees per calendar year.



### Employee welfare

Throughout the year, AECOM hosts events to boost wellbeing, including health talks and webinars, social tea or fruit breaks, voluntary community services, sports clubs and recreational activities.



### Gifts and awards

AECOM provides congratulatory gifts to honor important life events, such as a new baby or marriage. We also celebrate service anniversaries starting at three years of employment with a regular celebration ceremony.



### New hire buddy program

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



### 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.



### Growth-nurturing work environment

AECOM utilizes digital platforms for internal communications and encourages collaboration initiatives and sharing sessions to promote knowledge sharing across business lines.

**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.