



# 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 Panama.

## AECOM Panama benefits for your wellbeing



### Medical insurance

All employees have health insurance from the social security fund. AECOM provides a monthly private medical insurance amount of \$130.00. If the insurance is greater than this amount, the employee pays the difference. Private Insurance is available through ANCON, PALIG, MAPFRE and International Insurance CIA.



### Dental

Protect your (and your family's) teeth with public security service of dental insurance. Private insurance does not cover this service.



### Time off

If your paid vacation days have already been taken and you require more days off, you can request a Leave without Pay (LWOP), which must be authorized by your manager in advance. You may not buy additional vacation days. Remember, your vacation days are a right by law. It is important to enjoy your vacation every year as vacation days are not cumulative.



### Life insurance and income protection

You receive company-paid basic life insurance of \$25,000.00 with the option to increase coverage at a cost to you. We also offer income protection, which provides for a proportion of your normal earnings to be continued if you are unable to work due to illness or incapacity.



### Retirement and financial benefits

You have the right to retirement by law, since you contribute to the Social Security Fund.

Additionally, AECOM provides an optional private retirement plan. If the employee is interested, he must contribute 2% of the annual salary to the fund, and the company will contribute another 2% for the employee.



### Health screenings

Receive a range of screenings, including cancer screenings, food intolerance screenings and allergy insight testing.

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.

**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.