



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 Peru.

AECOM Peru benefits for your wellbeing



Medical insurance

You have medical insurance delivered through an EPS (Private Health Services Company) to be treated in a network of clinics nationwide and with coverage of up to PEN 3.5MM per year/person. Services are subject to a copayment (depending on the clinic) and covered with a certain percentage (also depending on the clinic). In the event of a complex layer disease, it is referred to ESSALUD (Social Security).



Life insurance

You receive life insurance coverage:

- 16 months of salary as compensation for natural death of the worker
- 32 months of salary as compensation for accidental death of the worker
- 32 months of salary as compensation for total and permanent disability due to accident

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

AECOM benefits are governed under the rules provided in the applicable plan documents and summary plan descriptions.