

# 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 Philippines.

## AECOM Philippines benefits for your wellbeing



### Group medical benefits

You are enrolled in a Health Maintenance Organization (HMO) that provides Maximum Benefit Limit (MBL) coverage for the following:

- Inpatient care/hospitalization
- Outpatient clinical and specialist consultation and treatment
- 24/7 teleconsult and retainer doctor service
- Dreaded diseases and pre-existing conditions
- Annual health examinations
- Pandemic coverage
- Optical assistance
- Outpatient medicine reimbursement

Your eligible immediate family members, including domestic partner may also receive coverage of these benefits.



### Group dental benefits

Through your dental benefits, you receive coverage for routine dental checkups and regular cleanings.



### Group personal accident insurance

For all employees

- Accidental Death and Disablement
- Accidental Medical Reimbursement
- Total and permanent disability lump sum



### Group term life insurance

For all regular, probationary and fixed-term employees

- Basic life insurance
- Living care benefit (terminal illness)
- Total and permanent disability lump sum



### Time off and leaves of absence

In addition to annual leave, you have benefits for variety of paid leaves including education/examination leave, bereavement leave, and statutory paternity leave, expanded maternity leave, parental leave for solo parent, VAWC leave, and special leave benefits for women.



### Employee welfare

Throughout the year, AECOM hosts events to boost wellbeing, including Health and Wellness Day, virtual games and e-karaoke sessions.



### 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.

**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.