

# 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 Romania.

## AECOM Romania benefits for your wellbeing



### Medical subscription

This benefit is available to all employees and includes routine blood tests, blood pressure checks and a wide range of ambulatory medical services. Family members may also be covered upon request at a cost to the employee.



### Serious illness

If an employee has a serious illness, such as cancer, heart attack or stroke, they can receive up to 1.5 times their annual gross salary for use in any hospital treatment.



### Life assurance

In the event of the death of an employee while in service, AECOM will pay 2.5 times their annual gross salary to the employee's nominated beneficiary.



### Pension

AECOM will match the employee contribution, subject to a maximum capped amount, into a private pension scheme. Employees can choose between Raifeissen and NN schemes.



### Meal vouchers

AECOM offers meal vouchers for all employees.



### Annual leave increase for service

Every employee starts with a base of 21 days of annual leave. Their entitlement will increase by one extra day after every five years of service, up to a maximum of 27 days.



### Funerals

If an immediate relative (child, parent or sibling) of an employee passes away, AECOM will pay a fixed value to help towards funeral costs.



### Marriage

Employees can enjoy an additional three days of leave when getting married.



### Paternity leave

A standard 10 days of leave are provided for paternity leave. If the father attends a childcare course (puericulture) they will receive an extra 5 days of leave.



### Bookster

AECOM pays for up to five books a month via the Bookster library subscription for any employee passionate about reading.

**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.

### Freedom to Grow

Freedom to Grow is our global framework, designed to support you in finding the balance and flexibility you need to be at your best and deliver your best.

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.