



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 Saudi Arabia.

AECOM Saudi Arabia benefits for your wellbeing



Medical insurance

You and your eligible dependents will be covered with medical insurance in KSA. Coverage includes prescribed drugs and pre-existing and chronic conditions with a yearly health check-up. Members also have additional resources, including Bupa Telehealth, a multilingual service providing audio and video consultations with licensed general practitioners that can prescribe medication and includes prescription delivery. In addition to access to **Tebtom** for medication refill, pickup and delivery, members have access to home-based labs and vaccinations and second medical opinions.



Life insurance and income protection

You will receive company-paid life and disability insurance. Coverage is for a minimum of 2 times your annual salary subject to the terms and conditions of the policy. Temporary and permanent disability insurance is provided to support you for unpaid eligible sick leave up to a maximum of 2 years subject to terms and conditions of the policy.



Dental and optical

You and your eligible dependents receive coverage for dental and optical, as per policy.



Time off

You will receive paid time off, as defined by Labour Law. Employees working 5 days per week will earn 2.08 working days per month of service, and those working 6 days per week earn 2.5 working days per month of service.



Maternity and paternity leave

Female employees are eligible for 10 weeks at full pay (4 weeks immediately preceding the expected date of delivery and the subsequent 6 weeks). Further extension may be granted as per leave policy. Male employees receive 3 days at full pay following the birth of the baby.



Retirement benefits

Upon completion of your employment contract, you are entitled to End of Service Pay or gratuity, in accordance with Labour Law.



Employee Referral Program

The Referral Program is intended to encourage current eligible employees to recommend external candidates for employment opportunities and get rewarded.



Reward and recognition programs

AECOM offers a variety of programs designed to reward employees on their achievements, discretionary effort and/or accomplishments that contribute to the overall goals and objectives of AECOM.

- **Spot bonuses** recognize and reward employees for outstanding work and achievements.
- **Project+** rewards strong project execution across key performance indicators, including safety, client satisfaction, profitability and cash collection through project level incentive plans.
- Discretionary annual incentive plans reward employees as per eligibility criteria of the Annual Rewards Cycle.



Career development

AECOM is committed to supporting employees in building their careers by providing strategically focused learning and development opportunities. Various options and support are available, including learning courses on AECOM University.



Study assistance

Study assistance supports employees in managing the financial impacts of undertaking additional studies, as well as providing time off to attend or prepare for examinations.



Professional membership fee

AECOM is committed to the development of employees and supporting them in obtaining professional accreditation and membership in their chosen field. Reimbursement of professional membership fee is covered subject to AECOM policy.



Relocation support and onetime cash advance

When you join AECOM, you may be eligible for support, which includes a mobilization and demobilization allowance and a cash advance to support with accommodation payment.



Employee Stock Purchase Program (ESPP)

The program allows you to purchase shares of AECOM at a significant discounted rate. More information can be found on **ESPP on Ecosystem**.

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.