

# 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 Singapore.

## AECOM Singapore benefits for your wellbeing



### Group medical benefits

Our group medical plan has expanded coverage for these services:

- Hospitalization benefits
- Outpatient clinical
- Telemedicine
- Dental coverage
- Traditional Chinese Medicine
- Health screenings
- Specialist consultation

You can choose to cover your immediate family member for some of the benefits at the corporate rate.



### Group life and personal accident insurance

You are automatically enrolled in the company-paid life insurance plan, which includes the following:

- Term Life
- Personal accident insurance
- Total and permanent disability benefit

The plan also provides an emergency cash benefit.



### Employee Stock Purchase Plan (ESPP)

AECOM stocks are available for purchase by Employees at a discounted rate via ESPP. This gives our employees the opportunity to have a share in the ownership of AECOM while investing for their future.



### Time off and leaves of absence

In addition to annual leave, you have benefits for a variety of paid leaves, including discretionary culture or religious time off, education/examination leave, marriage leave, compassionate leave and parental leave.



### Professional membership subscription

To support your professional growth, AECOM covers the fees for two job-related professional bodies' membership fees per calendar year.



### New hire buddy program

When you are new at AECOM, you will be partnered with a buddy who will help you acclimate to AECOM culture, people, processes and environment.



### Employee welfare

Throughout the year, AECOM hosts events to boost wellbeing, including health talks and webinars, voluntary community service, interests club and recreational activities. Employees also have access to a range of materials for self-learning via AECOM university.



### Gifts to employees

AECOM provides congratulatory gifts to honor important life events.



### 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.