



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 Spain.

# AECOM Spain benefits for your wellbeing



## Private medical insurance

This benefit is provided through our third-party partner, DKV. The company grants core coverage to all permanent employees after two years of service. A 50% discount is offered on the cost of adding dependent children to the Private Medical Insurance (dependents with disabilities are covered by the company at no cost to the employee). Employees have the option to purchase health insurance for themselves and their dependents from day one, or to enhance their coverage beyond the company’s provision starting from the second year. Coverage is established at the beginning of the benefit year and remains fixed, with exceptions for employees leaving the company and eligible life events, such as the birth of a child.



## Accident insurance

All employees are insured against accidents, with a lump sum payment benefit provided in case of death or permanent disability due to a workplace incident.



## Life assurance

Employees are automatically enrolled in the company-sponsored life assurance scheme. In the event of death, the company will provide a payment of 2x salary, with a minimum coverage of €60,000.



## Pension plan

Upon completion of six years of service with AECOM, the company will contribute €300 annually to your pension. Additional contributions can be made via the MyFlexi benefits portal, allowing for up to €1500 in tax-free employee contributions per annum.



## Dining card

Permanent employees can select a dining card through our MyFlexi benefits portal. You can join, stop or make changes to this benefit at any time.



## Public transport

Permanent employees can select a flexible travel card for the metro or bus travel. You can join, stop or make changes to this benefit at any time.



## Childcare vouchers

Visit our benefits portal, MyFlexi, to select Childcare Vouchers. These vouchers can help you pay for childcare while also providing a tax saving. This flexible scheme, available to permanent employees, can be modified, joined or discontinued at any time.



## New hire buddy program

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



## Gifts to employees

AECOM provides congratulatory gifts or gifts to celebrate important life events, such as a new baby.



## Nutritionist at the office

Employees have access to nutritionist consultations to improve their health, complemented by various healthy initiatives throughout the year.



## Physiotherapist at the Madrid office

Employees can book an appointment and enjoy a half-hour massage at the Madrid office for a discounted price.



## SIO

A completely free information and guidance service that offers multidisciplinary support to employees and family member with disabilities.



## Training

This product allows you to optimize the cost of training courses related to your activity and functions in AECOM.



## Additional benefits

- Bonus referral
- Free fruit in our offices
- Free coffee in our offices
- AECOM Sports
- Social & Environmental Corporate Volunteering Options
- Holidays and free days
- Working parents champion

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.