

# 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 Sweden.

## AECOM Sweden benefits for your wellbeing

### Annual vacation

The Company's annual leave year runs from January 1 to December 31. The employee's entitlement to leave days is specified in their Employment Contract. When an employment term begins or ends, the number of vacation days is adjusted proportionally. This adjustment also applies to part-time work contracts.

### Accident

EURO ACCIDENT is the provider, offering universal coverage to all employees under the Sjukvårdsförsäkring PrivatAccess Silver plan.

### Glasses contribution

If you use or are likely to use Display Screen Glasses (terminalglasögon) in your job, you may request a reimbursement for the cost of the glasses from AECOM. AECOM will cover the cost of the eye test and basic spectacles prescribed to correct vision defects at the viewing distance specifically used for the display screen. Costs should be claimed through the Reimbursable Expense Records Procedure, and receipts are required. Always consult your line manager before scheduling an eyesight test, as we collaborate with a dedicated supplier. Obtain written approval from your manager before making any purchases. The maximum total reimbursement for the eye test, glasses and frames is 1500 SEK. Employees who work in the field and require special field glasses will be reimbursed according to the above guidelines. If the cost of glasses exceeds 1500 SEK, additional approval based on a quote must be obtained from the manager. AECOM collaborates with a preferred supplier, Synsam.

### Wellness allowance

An annual 'Friskvårdsbidrag' of a maximum of SEK 5,000 per employee is available. This is intended to enhance our employees' well-being. Employees can claim this benefit through Reimbursable Expense Records.

### Pension

The employee will be enrolled in AECOM's pension scheme. The pensionable salary, which forms the basis for the pension premium, consists of the monthly salary, including vacation supplement (monthly salary x 12.2). AECOM Nordic AB contributes a premium, which is a percentage of the employee's pensionable salary, to the employee's occupational pension each month. The pension can be enhanced through salary exchange and bonus investment. Disability insurance premiums are not included in the percentage plan; instead, AECOM Nordic AB pays these on top of the plan for the employees.

### Sickness benefits: Disability insurance/complementary

Employees are covered by disability insurance under the following conditions:

- The insurance is activated for instances of illness lasting more than 90 days.
- The insurance serves as a supplement to the sickness benefit provided by Försäkringskassan. Eligibility for disability insurance requires a minimum work incapacity of 25% due to illness, with benefits proportionate to the degree of work incapacity.
- The insurance is applicable to employees aged 18 and above. The insurance provider is Skandia. Premiums are paid by AECOM Nordic AB.

### Sickness/survivor protection

Work Injury Insurance (TFA) is a collective policy covering all employees, serving as an addition to the Work Injury Insurance Act (Lagen om arbetsskadeförsäkring). TFA may provide benefits during periods of acute illness and in cases where a work injury leads to permanent invalidity. The insurance provider for TFA is FORA AB. Premiums are paid by AECOM Nordic AB.

### **Occupational Healthcare: Health Profile Assessment**

AECOM offers employees in Sweden a complimentary Health Profile Assessment through Feelgood, providing a broader view of your health beyond the standard occupational check-up.

It includes a health habits questionnaire, fitness test, weight and blood pressure measurement.

You may also opt for an extended version with cholesterol, blood sugar, BMI, and waist circumference tests.

- Under 50: every 3 years
- 50 and over: recommended annually

To learn more or book your appointment, contact Camilla Sielwedotter:

[c.sielwedotter@aecom.com](mailto:c.sielwedotter@aecom.com)

**To learn more about our benefits and wellbeing programs, visit [benefits.aecom.com](http://benefits.aecom.com)**

AECOM benefits are governed under the rules provided in the applicable plan documents and summary plan descriptions.

**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.