

Benefits that help you be your best

We're a global company with a purpose: to deliver a better world. Even though we think big, we never overlook the importance of the people who help us deliver our promise. We are committed to our employees' well-being and to the things that help you be your best, personally and professionally. That is why we offer benefits, programs and resources to support our employees and their families.

This summary provides an overview of the benefits generally offered to eligible France employees. Explore these benefits to discover the value these plans and programs bring to your life.

AECOM benefits for your well-being



Health insurance

The company offers health insurance to employees with the option to add dependents (partner and kids).



Seniority leave

Additional leave is given based on length of service — one extra day every five years with a limit of four days.



Disability insurance

Employees receive coverage for long-term sickness and death.



Bereavement leave

- The death of the employee's spouse or civil partner authorizes the employee to take three days of leave.
- The death of the employee's father or mother entitles the employee to three days of leave.
- The death of a brother or sister authorizes the employee to take three days of leave.
- The death of the employee's father-in-law or mother-in-law authorizes the employee to take three days of leave.



Pension

An extra pension is provided by AECOM — employees pay a social contribution through their pay slips.



Meal vouchers

The company pays 50% of the cost of meal vouchers.



Marriage leave

Employees are entitled to four paid days off.



Bicycle allowance

The company reimburses the kilometers cycled in a year up to 200€ per year.



Freedom to grow

As an AECOM employee, you have flexible daily working hours options that provide support beyond normal working hours.



Public transport

50% of the subscription is paid by AECOM.

As an important part of the AECOM global community, you also have access to a variety of benefits that promote well-being 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 Health Foundations 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 International SOS and Business Travel Accident Insurance.

Visit [WellBeingAtAECOM.com](https://www.aecom.com/WellBeingAtAECOM.com) for more information on Global Well-Being benefits and programs.

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

We believe that when our employees feel their best, they bring their best to work.