

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 Indonesia employees. Explore these benefits to discover the value these plans and programs bring to your life.

AECOM benefits for your well-being



Group medical benefits

Your medical plan provides coverage for the following services:

- Hospitalizations
- Outpatient clinical and specialist consultations and treatment
- Maternity benefits
- Health screenings

Your immediate family members also receive coverage for some of these benefits.



Time off and leaves of absence

In addition to public holidays, such as Hari Raya, you have benefits for paid leaves, including education/examination leave, marriage leave and compassionate leave. You also are eligible for parental leave when you need time away from work to focus on your family. This includes time off to accompany your child on their first day of school.



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 acclimatize to AECOM culture, people, processes and environment.



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.



Group dental benefits

Through your dental benefits, you receive coverage for routine dental checkups, regular cleanings and specialist treatments.



Group optical benefits

Your optical benefits provide coverage for frames and lenses as well as treatment from eye specialists.



Group life and personal accident insurance

You are automatically enrolled in company-paid life insurance, total permanent disability benefits and personal accident insurance, which includes accidental death and disability.

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.

Fitness

Get free access to ClassPass on-demand classes and discounted memberships.

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.”