

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

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

## AECOM benefits for your well-being



### Private medical insurance

Private medical insurance provides you and any added family members with reimbursement for the cost of certain medical treatments or procedures. Always refer to your doctor first for an initial recommendation and seek advice from the provider directly before arranging treatment. Flexible coverage options are available to you for selection during our annual enrolment timeframe (for 1 May scheme year).



### Life assurance

Should something happen to you whilst you are employed by AECOM, life assurance provides your family with financial support if you pass away. You can increase your cover above the standard 4x salary to a maximum of 8x.



### Income protection

This benefit provides you with financial support if you are unable to work due to serious ill health or injury. Refer to your employment contract to see if you are eligible for this benefit, claims for which are subject to the insurer's acceptance.



### Retirement and financial benefits

With the **AECOM Ireland Ltd. Group Pension Scheme**, we can help you plan for a secure future and prepare for your retirement. Contribute to your pension, and AECOM will too. You have the flexibility of adding or changing Additional Voluntary Contributions (AVCs) at any point.



### Time off

All employees are entitled to 25 days of core annual leave in addition to the recognised bank holidays (pro-rata for part timers) with the option to buy and sell annual leave via our flexible benefits platform, MyFlex.



### MyFlex

Our UK&I flexible benefits scheme, **MyFlex**, is designed to help you look after your health and well-being and enjoy your time outside of work. We've brought together a fantastic selection of benefits at preferential rates as well as a wide array of discount and cashback options through our 3rd party lifestyle savings page.



### Critical illness insurance

Get financial protection for you and your family in case of specified serious illnesses. Receive a lump sum pay-out to help you with the financial implications of a critical illness. Choose to cover yourself or yourself plus partner along with the cover level that suits you.



### Partner life assurance

As well as increasing your own life assurance cover, you can choose to also add cover for your partner. Choose the level that's right for your family for that extra peace of mind.



### Cycle to work

Make your commute healthier and greener! Choose a brand-new bike and accessories and save on taxes and PRSI. The cost is spread over 12 months, interest-free. You can choose a push bike and accessories worth up to €1,250, or an electric bike and accessories worth up to €1,500.



### Gym membership

Receive up to 25% off membership at leading clubs, gym chains, leisure centres and more. For added savings, you'll receive discounts on activewear, sports nutrition and even spa breaks via MyActive Discounts when you sign up.



### Travel insurance

This benefit provides you with essential insurance against events that might disrupt or spoil the enjoyment of your trip. Cover can include partner and family and is available for Europe or worldwide.



### Food intolerance testing

Food intolerance isn't always obvious. Choose one of a range of tests and take control of your nutrition, health and wellbeing.



### Health assessments

Keep on track with your physical well-being and help prevent future problems with a comprehensive health check-up. Assessments are provided for liver and kidney function, bone condition and more. Choose from a variety of options, including cancer screenings.



### Dental

Receive reimbursement on everyday preventive dental treatments and insurance for the cost of restorative dental treatment for you and your family.



### Everyday discounts

AECOM Ireland's employees can also save money on everything from broadband to everyday shopping through hundreds of offers and ways to earn cashback along the way.



### AECOM Service Award Programme

Kudos is our social recognition and service award platform. Employees with 5 or more years' service will be invited to select a reward for their ongoing service.



### Flu vaccinations

All employees are entitled to a complimentary flu vaccination to help protect them from the common winter flu illness.



### Season ticket loans

Employees can spread the cost of their commute over 12 months with the loan option for a Tax Saver Commuter ticket.



### Eyecare voucher

Employees are entitled to an annual eye test and in some cases, reimbursement against the cost of required eyewear.



### Social value

AECOM proudly support employees in volunteering, fundraising and donating to charity. More information is available via the EcoSystem Social Value pages.

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.