

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

AECOM benefits for your well-being



Meal Vouchers

You receive 8€ meal vouchers per working day to help assist with and cover the cost of the mid-day meal. The lunch vouchers are provided on an electronic card.



Public Transport

Employees may purchase an annual bus card with monthly payroll deductions.



Retirement (Pensions)

A state-run system of social security operates in Italy, covering illness, maternity, unemployment, retirement, disability and family allowances. This system is financed by contributions from employees and employers, calculated as a percentage of gross remuneration. The contribution rates are paid by employees and the employer. However, the employer is responsible for paying both its own contributions and the employee's contributions.

The value of contributions is calculated as a percentage of the employee's salary. On average, employers must currently make mandatory contributions of about 33% of the gross salary of their employees, and the contribution payable by employees is 9.19% of their gross salary.

In addition to the National System, there is a supplementary pension on a voluntary basis. An employee can decide whether to participate or not. If an employee decides to participate, they can choose whether to join by paying into the supplementary pension fund only the severance pay (TFR) or with an additional voluntary contribution. If an employee adds the voluntary contributions, the employer must add an additional percent provided by the collective agreement or company regulation. AECOM's additional employer contribution is 2%.



Accident Insurance

AECOM provides Work Accident insurance to cover employees against accidents and occupational disease and non-professional accident insurance, which gives compensation in the event of death or permanent disability following a non-work-related accident.



Disability Insurance

Workers registered with obligatory forms of insurance for Disability, who are no longer able, completely or in part, to return to working activity, are protected by economic benefits (incapacity benefits, disability pension).



Leave of Absence

AECOM provides a variety of leave benefits to eligible employees:

- Accident Leave
- Short Term Sick Leave
- Marriage Leave
- Bereavement Leave

These benefits provide financial compensation while you are unable to work.



Vacation Policy

We encourage vacation planning at the beginning of the year and on an annual basis to allow for holiday planning in advance and appropriate planning of all available days.



Medical Coverage

All employees have medical coverage from their first day of employment and can submit requests for reimbursement for health care expenses at affiliated health care facilities.



Flexible Work Arrangements

AECOM offers flexible daily working hours options through Freedom to Grow and allows you to work in the office and at other locations, upon agreement, through the Smart Working Policy.



Part-Time Contract

In support of work-life balance, AECOM Italy facilitates part-time requests, especially by mothers who return from maternity leave and ask for it.



Fitness

AECOM pays for annual passes to the gym closest to the office.



Travel Allowance

When traveling on business, you may receive a travel allowance of 15€, 49€ per day (national travel) and 25€ (foreign travel) plus reimbursement of all expenses incurred for meals, accommodation and travel.



Tax Service

AECOM provides tax return services at work during the working day at no cost to you.



Employee Referral Program

You will receive an incentive for recommending external candidates for employment opportunities.

The bonus amounts include:

- Career Levels 14 - 11: 750€
- Career Levels 10 - 7: 1000€
- Career Levels 6 and All Executive Levels: 1500€

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.