

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 Malaysia 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

Our group medical plan has expanded coverage for these services:

- Hospitalization
- Dental coverage
- Optical coverage
- Outpatient clinical
- Specialist consultation and treatment
- Health screenings

Your spouse and children would be covered under our group hospital and surgical benefit. Fixed term employees are only eligible for Hospitalization and Outpatient within a certain limit, and their spouses and children are not covered.



Group life and personal accident insurance

Eligible employees are automatically enrolled in the company-paid life insurance plan, which includes the following:

- Term life
- Total permanent disability
- Terminal illness
- Personal accident insurance



Time off and leaves of absence

In addition to annual leave, you have benefits for a variety of paid leaves, including education/examination leave, marriage leave, compassionate leave, and parental leave.



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.



Employee welfare

Throughout the year, AECOM hosts health talks and webinars, voluntary community service, interests club and recreational activities. Employees also have access to a range of materials for self-learning via AECOM university.



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.

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.”