

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

## AECOM benefits for your well-being



### Medical insurance

Mexico enjoys an incomparable Medical Expense Insurance through MetLife. The annual deductible is 2 UMAM (\$5,850.18 MXN), and coinsurance (the portion you pay) is 10% to \$25,000 MXN. Our medical plan offers coverage for the following services:

- Accident
- Pregnancy Complications
- Covid-19
- Surgery of the Nose and Paranasal Sinuses
- Vision correction
- Individual conversion
- Healthy Newborn services



### Life insurance and income protection

You receive company paid basic life insurance through Sura in the amount of 24 months of salary in case of natural death. In the case of accidental death, AECOM provides 48 months of salary. We also offer income protection, which provides for a proportion of your normal earnings to be continued if you are unable to work due to illness or incapacity.



### Funeral expenses

AECOM offers services through AIG and provides \$60,000 MXC Indemnity coverage for death of any cause. Relatives of the insured will have access to the network of funeral homes with an agreement in which support will be granted up to a limit of \$20,000 in any funeral service.



### Dental

Dental insurance through Dentalia includes coverage for minor treatments, routine examinations, restorative treatments and more:

- Gratuities: 2 cleanings per year
- Diagnosis and prevention: 80% discount
- Basic Restorative: 80% discount
- Minor Surgical Procedures: 80% discount
- Root canals: 80% discount
- Third molar removal: 80% discount
- Prodontia: 10% discount
- Prosthesis: 10% discount
- Annual limit per year: Unlimited



### Minor Medical Expenses Insurance

AECOM pays the total cost for Minor Medical Expenses Insurance through VRIM for you, and you may purchase coverage for family, friends or relatives. The coverages for this program are:

- Doctor online 24/7
- Ambulance
- Doctor at home
- Digital Health Checkbook
- Doctors specialists
- Vendors



### Time off

If your paid vacation days have already been taken and you require more days off, you can request a Leave without Pay (LWOP), which must be authorized by your manager in advance. You may not buy additional vacation days.



### Retirement and financial benefits

You have the right by law to a retirement prevention plan called AFORE (Retirement Funds Administrator). You must freely and voluntarily select the Investment Company Administrator, which will manage your pension savings through the opening of an "Individual Account". Contributions are periodically deposited by AECOM, the government and the worker will be accumulated in the account.

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

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.

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

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