

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

## AECOM benefits for your well-being



### Accident insurance

Accident insurance provides coverage against accidental injuries or accidental death in the workplace.



### Disability

Additional insurance is provided when an employee is disabled.



### Pension

Currently, we offer an allowance — 7.5% of the gross annual salary (including holiday pay) will be paid out per month. (New pension plan can be introduced later in FY23.)



### Bike

Benefits are available for employees to lease a bike.



### Lease car (optional)

A company EV car with a fleet car budget of € 650 per month and a fuel/charge card which can be used across The Netherlands. The information about the type of car, possibilities and options are handled by an external provider who will contact you.



### Holiday allowance

Employees will get 8% holiday allowance of their gross annual salary paid out every May.



### Annual leave

Employees receive 28 vacation days per calendar year, 20 statutory vacation days and 8 additional vacation days.



### Freedom to grow

As an AECOM employee, you have flexible daily working hours options that provide support beyond normal working hours.

**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.**