

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

AECOM benefits for your well-being



Medical insurance

All employees have health insurance from the social security fund. AECOM provides a monthly private medical insurance amount of \$130.00. If the insurance is greater than this amount, the employee pays the difference. Private Insurance is available through ANCON, PALIG, MAPFRE and International Insurance CIA.



Life insurance and income protection

You receive company-paid basic life insurance of \$25,000.00 with the option to increase coverage at a cost to you. 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.



Health screenings

Receive a range of screenings, including cancer screenings, food intolerance screenings and allergy insight testing.



Dental

Protect your (and your family's) teeth with public security service of dental insurance. Private insurance does not cover this service.



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. Remember, your vacation days are a right by law. It is important to enjoy your vacation every year as vacation days are not cumulative.



Retirement and financial benefits

You have the right to retirement by law, since you contribute to the Social Security Fund.

Additionally, AECOM provides an optional private retirement plan. If the employee is interested, he must contribute 2% of the annual salary to the fund, and the company will contribute another 2% for the employee.

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.