

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

AECOM benefits for your well-being



Medical insurance

You have medical insurance delivered through an EPS (Private Health Services Company) to be treated in a network of clinics nationwide and with coverage of up to PEN 3.5MM per year/person. Services are subject to a copayment (depending on the clinic) and covered with a certain percentage (also depending on the clinic). In the event of a complex layer disease, it is referred to ESSALUD (Social Security).



Life insurance

You receive life insurance coverage:

- 16 months of salary as compensation for natural death of the worker
- 32 months of salary as compensation for accidental death of the worker
- 32 months of salary as compensation for total and permanent disability due to accident

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.