

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

AECOM benefits for your well-being



Medical subscription

This benefit is available to all employees and provides routine blood tests and blood pressure checks as well as a wide range of ambulatory medical services. Family members can be covered by request, the cost of which will be borne by the employee via payroll deductions.



Annual leave increase for service

Every employee starts on a base of 21 days. Their annual leave entitlement will increase by one extra day after every five years of service, up to a maximum of 27 days.



Funerals

If an immediate relative (child, parent, sibling) of an employee passes away, AECOM will pay a fixed value to help towards funeral costs.



Marriage

Employees are able to benefit from an additional three days of leave when getting married.



Paternity leave

A standard 10 days of leave are provided for paternity leave. If the father attends a childcare course (puericulture) they will receive an extra 5 days of leave.



Serious illness

If an employee has a serious illness like cancer, heart attack or stroke, they can receive up to 1.5 times their annual gross salary for any hospital to use for treatment via the Serious Illness Insurance benefit.



Life assurance

In the event of death of an employee whilst in service, AECOM will pay 2.5 times their annual gross salary to the employee's nominated beneficiary.



Pension

AECOM will match the employee contribution, subject to a maximum capped amount, into a private pension scheme. Employees can choose between Raifeissen and NN schemes.



Bookster

AECOM pays the library subscription for any employee passionate about reading, up to five books a month.



Meal vouchers

AECOM offers meal vouchers for all employees.



Freedom to grow

Freedom to Grow is our global framework, designed to support you in finding the balance and flexibility you need to be at your best and deliver your best.

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** 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.