

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

## AECOM benefits for your well-being



### Annual vacation

The Company's annual leave year is from January 1 to December 31. The number of days an employee is entitled to is outlined in their Contract of Employment. At the time that an employment term commences or terminates, the number of vacation days will be proportionally adjusted, as will be the case for part-time working hours contract.



### Wellness allowance

An annual 'Friskvårdsbidrag' of a maximum of SEK 5,000 per employee is available. The aim is to increase the well-being of our employees. Employees claim this benefit via Reimbursable Expense Records.



### Glasses contribution

If, in the course of your job, you are a user or are likely to become a user of Display Screen Glasses (terminalglasögon), you can submit a request for reimbursement for the cost of the glasses to AECOM. AECOM will pay for the eye test and basic spectacles that are prescribed to correct vision defects at the viewing distance used specifically for display screen. The maximum total amount for the eye test, glasses and frames is 1500 SEK, which will be reimbursed by AECOM.



### Pension

The employee will be enrolled in AECOM's pension scheme. The pensionable salary that serves as the base for the pension premium consists of the monthly salary including vacation supplement (monthly salary x 12.2). AECOM Nordic AB pays a premium consisting of a percentage of the employee's pensionable salary towards the employee's occupational pension every month. Pension can be enhanced via salary exchange and bonus investment. Disability insurance premiums are not included in the percentage plan but are instead paid on top of this by AECOM Nordic AB for the employees.



### Sickness benefits: Disability insurance/complementary

Employees are covered by disability insurance according to the following:

- The disability insurance is activated for cases of illness lasting longer than 90 days.
- The disability insurance is a supplement to the sickness benefit payable by Försäkringskassan. The right to disability insurance applies for an incapacity for work due to illness of at least 25%, and in such case in proportion to the degree of incapacity for work.
- The disability insurance applies for employees 18 years of age and older. The insurance provider is Skandia. Premiums are paid by AECOM Nordic AB.



### Sickness/survivor protection

Work injury insurance (TFA) is a collective insurance that covers all employees and is provided as a complement to the Work Injury Insurance Act. TFA may pay benefits both during an acute illness period and if a work injury results in permanent invalidity.



### Accident

The provider is EURO ACCIDENT. This is universal to all employees.



### Freedom to grow

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

Visit [WellBeingAtAECOM.com](https://www.aecom.com/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.

#### Fitness

Get free access to ClassPass on-demand classes and discounted memberships.

#### 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.