

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

## AECOM benefits for your well-being



### Company-paid Annual Check Program

While you are automatically covered under the national health insurance plan, we support your physical well-being through the company-paid Annual Check Program, which is performed by an outside vendor.



### Professional membership subscription

To support your professional growth, AECOM offers a monthly cash allowance for employees who want to pursue professional licenses.



### Employee welfare

Throughout the year, AECOM hosts events to boost well-being, including outings, birthday parties, voluntary community service, team-building activities and sport clubs. We also partner with vendors to provide discounts on select hotels, Internet shopping sites, movies and high-speed train tickets.



### Group life and personal accident insurance

You are automatically enrolled in company-paid life insurance and personal accident insurance, which includes the following benefits:

- Total disability benefits
- Accidental death and disability
- Critical illness
- Occupational hazard



### Freedom to grow

As an AECOM employee, under our Freedom to Grow framework, you are empowered to have greater work flexibility so as to achieve the right and healthy balance between your work and personal life.



### Time off and leaves of absence

In addition to annual leave, you have benefits for fully paid sick leave. AECOM also provides an annual allowance for childcare.

**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.”**