

# 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 United Arab Emirates 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 and your eligible dependents will be covered with medical insurance worldwide (excluding U.S.). Coverage includes prescribed drugs and pre-existing and chronic conditions with a yearly health check-up. Members also have additional resources such as Teleconsultation, a multilingual service providing audio and video consultations with licensed general practitioners and medication prescriptions, as well as wellness coaching by nutritionists.



### Life insurance and income protection

You will receive company-paid life and disability insurance. Coverage is for a minimum of 2 times your annual salary subject to the terms and conditions of the policy. Temporary and permanent disability insurance is provided to support you for unpaid eligible sick leave up to a maximum of 2 years subject to terms and conditions of the policy.



### Dental

When you are hired, you may select dental insurance at discounted rates to protect your (and your family's) teeth. Coverage includes routine examinations, root canal, crowns and bridges. Benefit limit is determined by the policy.



### Time off

You will receive paid time off, as defined by Labour Law. Employees who regularly work 5 days per week will receive 22 days, and those regularly working 6 days per week will receive 26 working days.



### Maternity and paternity leave

Female employees are eligible for 60 calendar days of leave, including both pre- and post-natal periods:

- You receive full pay for the first 45 days
- You receive half pay for the next 15 days

If needed, additional unpaid leave may be granted at company discretion and as determined by the leave policy.

AECOM also offers an additional 5 working days applicable as paternity leave for males and females, which may be taken consecutively or non-consecutively within the first 6 months of birth of baby.



### Retirement benefits

Upon completion of your employment contract, you are entitled to End of Service Pay or gratuity, in accordance with Labour Law.



### Employee Stock Purchase Program (ESPP)

The program allows you to purchase shares of AECOM at a significant discounted rate.



### Employee Referral Program

The Referral Program is intended to encourage current eligible employees to recommend external candidates for employment opportunities and get rewarded.



### Career development

AECOM is committed to supporting employees in building their careers by providing strategically focused learning and development opportunities. Various options and support are available, including learning courses on AECOM University.



### Reward and recognition programs

AECOM offers a variety of programs designed to reward employees on their achievements, discretionary effort and/or accomplishments that contribute to the overall goals and objectives of AECOM.

- **Spot bonuses** recognize and reward employees for outstanding work and achievements.
- **Project+** rewards strong project execution across key performance indicators, including safety, client satisfaction, profitability and cash collection through project level incentive plans.
- Discretionary annual incentive plans reward employees as per eligibility criteria of the Annual Rewards Cycle.



### Study assistance

Study assistance supports employees in managing the financial impacts of undertaking additional studies, as well as providing time off to attend or prepare for examinations.



### Professional membership fee

AECOM is committed to the development of employees and supporting them in obtaining professional accreditation and membership in their chosen field. Reimbursement of professional membership fee is covered subject to AECOM policy.



### Relocation support and onetime cash advance

When you join AECOM, you may be eligible for support, which includes a mobilization and demobilization allowance and a cash advance to support with accommodation payment.

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.

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.