

Austria Benefits Summary





Welcome to
expedia group[™]

We are so thrilled for you to join. EG offers benefits to help you thrive in and outside of the workplace. Read through this summary to learn about all the benefits we offer locally, and don't forget to read your global benefits summary to learn more about what is offered to all employees.



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Life & Disability Insurance

Life and disability Insurance

While employed by Expedia, Life and Long -Term Disability insurance is provided under the pension plan.

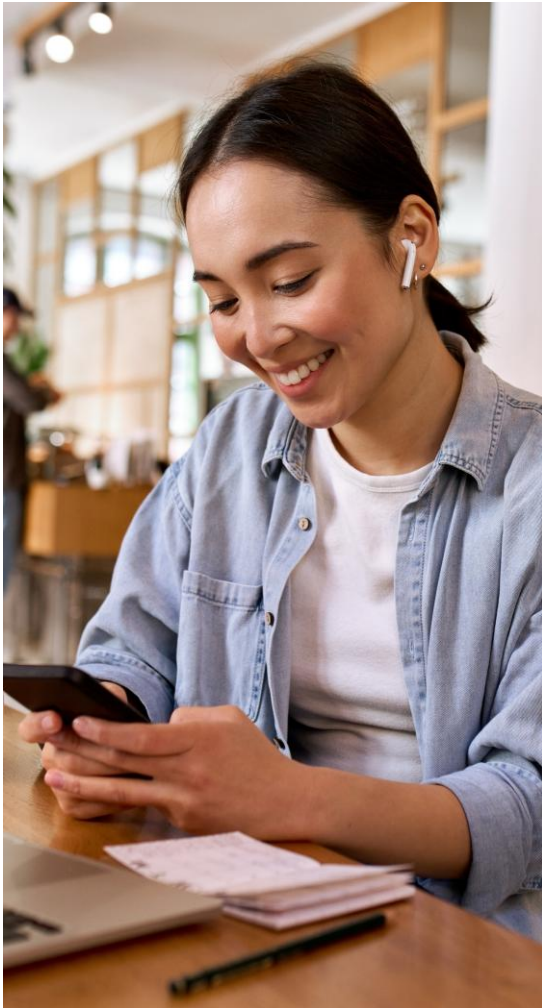
In the event of your death, your spouse will receive a monthly pension of 60% of your benefit and your orphans will receive 20% of your benefit (40% if both parents are deceased).

If you are unable to work due to illness or injury, you will receive a Long-Term Disability monthly pension of 100% of your benefit.

There is also additional coverage for accidental death or accidental disability (AD&D) which is a lump sum one-off payment of 2x your basic annual salary at time of claim.



Plan For Your Future



Retirement and Pension Plan

Expedia provides an occupational retirement plan for employees through a Pensionskasse fund with employer contributions of 2% of your annual salary up to the Social Security ceiling and 9% over this ceiling.

Annual salary is defined as 14-months of salary.

You are eligible to join this plan following completion of the 1-month probationary period which is mandatory under Austrian Law.



Annual Leave

Expedia Group offers annual leave based on years of service as of 1st January.

- **Up to 24 years' service:** 25 days (pro-rated for new hires and part-timers)
- **25+ years' service:** 30 days



Sick Leave

Expedia Group offers sick leave, based on years of service. In the event of a non-work-related illness or injury, employees will receive full pay for the following periods:

- **Up to 15 years' service:** 8 weeks per year
- **16 – 25 years' service:** 10 weeks per year
- **25+ years' service:** 12 weeks per year

If you exceed the noted limits Expedia will pay an additional 4 weeks at 50% of full pay.

Time Off Benefits



Unpaid Compassionate Leave

Employees can take leave or work reduced hours to care for a terminally ill relative or seriously ill child for a period of up to three months.



Moving Homes

Employees are entitled to take up to two days off with pay in the event of a change of residence.

Travel & Wellness Reimbursement



Travel & Wellness Reimbursement

Employees are eligible for an annual Travel & Wellness benefit. The program is designed to help offset the cost of activities that promote wellness for you and your family and expenses you incur for your own leisure travel which are booked on one of our eligible travel sites.

Eligibility is determined based on your work location and may require meeting working hours thresholds. The benefit amount available is determined by the years of service you have earned as of January 1 of the vacation plan year.

Service at the beginning of the Plan year	Travel & Reimbursement Benefit
0-3 Years	€1,375
3-6 Years	€1,615
7+ Years	€1,855

* These benefits are taxable



Celebrating your Milestones



Service Award Program

Employees are a critical part of our company's success. As such, this program recognizes your effort, commitment, and contributions by awarding additional travel reimbursement amounts at key years of service milestones of 5, 10, and every 5 years thereafter:

Length of Service as of 1st January	Service Award
5 years	€ 145
10 years	€ 240
Every 5 years thereafter	€ 480

Extra Perks



Meal Allowance

To offset the cost of eating lunch at work, Expedia employees in Austria receive a meal allowance of EUR 4.40 per working day which is exempt from both tax and social security contributions. This allowance will be added to your regular paycheck in a monthly amount.



Key Information

All insured benefits offered by Expedia are subject to the insurer's terms and conditions and may change from time to time. If any insurance provider refuses for any reason to provide the applicable insurance benefit to you (or your dependents where applicable) Expedia will not be liable to provide you any replacement benefit of the same or similar kind or to pay compensation in lieu of such benefit.

The voluntary participation of the employee in this benefits program implies the acceptance and observance by the employee of every provision contained in this communication and the any applicable terms and conditions.

Expedia expressly reserves the right to at any time withdraw, reduce or vary an employee's entitlement under or participation in any schemes or benefits referred to in this summary without compensation.



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