

Belgium 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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Your Health Benefits



Healthcare

You will be able to participate in a local medical plan provided by our vendor, which provides supplementary hospitalization coverage. At your own expense, you may choose to extend coverage to dependents.

The maximum benefit is EUR 7,500 per person per year.

Please ensure you fill in both application forms ('Group Insurance – Application form' and 'Information Concerning the Application form') within the first month of joining. If the forms are not back with vendor before the first 30 days, they will not be able to cover hospitalization for the first 10 months.



Life and Disability Insurance

A supplementary scheme is provided through AG Insurance.

1 x salary for employees without dependents, 3 x salary + 0.5 x salary per child for those with dependents.

This benefit is fully paid for by the company and is insured by AG Insurance. In addition, a supplementary scheme is provided for permanent disability coverage under the same vendor.



Retirement/Pension Plan

Expedia contributes six percent (6%) of annual salary and employees contribute 3% of annual salary.



Commuting Allowance

Expedia has partnered with Belgian Rail to offer you a free home to work travel by train. This scheme covers 100% of the cost of your rail card in second class (train travel + MIVB/STIB). To take advantage of this scheme please email HR Benelux to request a certificate. The emailed certificate can be used at the train station to purchase your ticket - the cost of which will be covered entirely by the company.



Eco Vouchers

Expedia provides up to EUR 250 in eco vouchers provided to employees to purchase eco-friendly appliances and equipment. For more information, visit the [Eco-cheques website](#).



Meal Benefit

Expedia will provide a meal allowance of EUR 7 per working day per month. Expedia will contribute EUR 5.91 per day worked and employees will contribute EUR 1.09 per day worked. This is processed through payroll.

Time - Off



Annual Leave

Expedia employees are entitled to 20 days of annual leave per year. Additionally, Expedia allows 5 days as working time reduction for annual leave.

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	T&W Reimbursement Amount
0-3 Years	€1,375
3-6 Years	€1,615
7+ Years	€1,855

* This benefit is 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 1 st January	Service Award
5 years	€ 145
10 years	€ 240
Every 5 years thereafter	€ 480



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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