

# Croatia Benefits Summary





Welcome to  
**expedia group**<sup>™</sup>

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.

# Table of Contents

Your Health Benefits	<b>04</b>
Wealth & Protection	<b>05</b>
Lifestyle Benefits	<b>06</b>
Time-off	<b>07</b>
Travel & Wellness Reimbursement	<b>08</b>
Celebrating your Milestones	<b>09</b>
Key Information	<b>10</b>

# Your Health Benefits



## Healthcare

Employees who obtain private medical insurance at their own expense from a local of such cover up to a maximum amount of EUR 358 per calendar year. licensed provider may be reimbursed for the costs.

This is subject to satisfactory evidence of expenditure being provided by you in accordance with any relevant expenses policy. Any reimbursement payment will be made through payroll and will appear as a separate line item on your paycheck.



## Life and Disability Insurance

In the unfortunate event of your death whilst employed by Expedia Group, a lump sum of 2 times your basic annual salary will be paid to your beneficiaries.

In the event of an accident that causes permanent disability or death, an additional lump sum of 2 times your basic annual salary will be paid to you or your beneficiaries. This benefit is fully paid for by the company and is insured through a local risk insurance provider.



## Retirement

Expedia Group will contribute to the mandatory social security fund in connection with your retirement, payment into the fund will be the statutory minimum requirement.



# Lifestyle Benefits



## Working from Home Allowance

Expedia will provide you with a tax-free remote working allowance of EUR70 per month. This amount will be prorated for days worked.



## Annual Leave

In Expedia Group, in addition to statutory public holidays, you are entitled to 25 days paid leave each year.



## Sick Leave

Full time employees are entitled to 42 mandatory days of leave per annum, paid at 70%. Once the company-paid benefit is exhausted, employees should contact Croatia Social Security to qualify for continued benefits.



## Other Leave

Employees may use up to 7 days paid leave per year for personal reasons such as marriage, birth of a child, severe illness or death of a family member.

# Travel & Wellness Reimbursement



## Travel & Wellness Reimbursement

At Expedia Group, we want to make sure the wellness of you and your families is a top priority. We also recognize that travel is our lifestyle, and it contributes to our wellbeing through strengthening connections and broadening our horizons.

The benefit provides an annual amount towards the reimbursement of eligible travel and wellness expenses for you and your immediate family:

Service at the beginning of the Plan year	T&W Reimbursement Benefit
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 <sup>st</sup> 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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