

Denmark 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.

The background of the entire page is a photograph of a rugged mountain peak, likely Half Dome in Yosemite National Park, during the 'blue hour' of twilight. The sky is a mix of soft pinks, purples, and blues. A large, bright full moon is visible in the upper right corner. The mountain's surface is dark and textured, with some areas catching the low light of the setting or rising sun.

Table of Contents

Medical	04
Retirement & Risk	05
Time-Off	06
Travel and Wellness Reimbursement	07
Celebrating Your Milestones	08
Key Information	09



Medical



Healthcare

You will be able to participate a medical plan. Coverage is provided to you and your family members (partner and/or child(ren)).

Benefits include the following:

- The plan covers full hospitalization, prescription drugs and professional medical services.
- You will also be entitled to receive dental and vision benefits.
- The plan offers several web-based tools including an online search tool to locate local providers (including specialists and hospitals).

Retirement & Risk



Retirement Plan

In addition to the pension benefits provided by Social Security you will be enrolled in a local plan where Expedia Group will contribute 8% of your annual basic salary and you will contribute 4%. When you join, you will receive details from our Pension account manager about the plan itself and can speak directly with the provider.



Risk (Life & Disability) Plan

In the event of your death, a critical illness diagnosis or permanent disability while employed by Expedia Group, you will be covered as follows:

- Life insurance: 100% of your salary.
- Critical Illness: lump sum of DKK 200,000. At your cost, you may choose to increase this benefit.
- Disability: a disability pension of 40% of your salary for the duration of the disability.
- This benefit is fully paid for by the company.





Annual Leave

Expedia Group employees are entitled to 25 days of annual leave per year. The holiday year runs from September until August, and you accrue 2,08 days/month that you can use in the following month



Compassionate Leave

Employees may be granted one (1) day of compassionate leave at the discretion of their manager. Compassionate leave is to be used for the care of sick family members

Travel and 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 & Wellness Reimbursement Benefit
0-3 Years	Kr 10,140
3-6 Years	Kr 11,925
7+ Years	Kr 13,710

* 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:

- **5 years of service:** Kr 1075.00
- **10 years of service:** Kr 1785.00
- **Every 5 years thereafter:** Kr 3570.00



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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