

Finland 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.

Table of Contents

Healthcare & Retirement	04
Life & Disability Insurance	05
Time Off	06
Travel & Wellness Reimbursement	07
Meal Benefit	08
Celebrating Your Milestones	09
Key Information	10

Healthcare & Retirement



Healthcare

As a resident of Finland, your medical coverage will be provided by the public medical care system. Additionally, Expedia Group will provide access to preventive occupational health services through Mehiläinen..



Retirement

A pension plan is one of the most tax-efficient ways to save for your retirement. In addition to the State pension provided by the Finnish government, employees in Finland will also participate in the mandatory TyEL pension plan.

Contributions into your pension plan will be made as follows:

- Expedia Group will contribute 25,53% of payroll amount. This contribution is inclusive of your share as detailed below.
- Your contribution is deducted from your salary on monthly basis. The contribution rate depends on your age: 17-52 years old = 7,15% 53-62 years old = 8,65% 63-67 years old = 7,15%

Life & Disability Insurance

Life and Disability Insurance

In the event of your death while employed by Expedia Group, mandatory life insurance is provided through a local provider. The benefit is determined by your age at the time of claim and is as follows:

Under age 49	€17,970	Age 55	€10.820
Age 50	€16,790	Age 56	€ 9,640
Age 51	€15,600	Age 57	€ 8,510
Age 52	€14,370	Age 58	€ 7,250
Age 53	€13,190	Age 59	€ 6,070
Age 54	€12,030	Age 60	€ 5,020

There is also an additional child increment of €8,110 added to the basic benefit amounts shown above for each child beneficiary of the insured. In the event of accidental death, an additional amount of 50% of the basic benefit is also added to the basic benefit amounts shown above inclusive of the child increment.





Annual Leave

Employees are entitled to receive **25 days** of vacation per annum.

You may carry over a minimum of 2 and up to a maximum of 12 working days (2 weeks) holiday to the next holiday year, subject to agreement with your manager. Any carry over is for a maximum of 5 years. This may be pro-rata based on your service and hours worked.

The holiday credit year runs from April 1 to March 31.



Sick Leave

Full time employees are entitled to sick leave based on their years of service:

Less than 3 years – 28 working days

3-5 Years – 35 working days

5-10 Years – 42 working days

10+ years – 56 working days

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 & Wellness Reimbursement Benefit
0-3 Years	€1,375
3-6 Years	€1,615
7+ Years	€1,855

* These benefits are taxable

Meal Benefit



Meal Allowance

Expedia will provide a meal allowance of €12 per working day of which the company pays €9 and you pay €3.

Please note that 75% of the employer contribution is taxable and will be added to your taxable pay.

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:** € 145.00
- **10 years of service:** € 240.00
- **Every 5 years thereafter:** € 480.00





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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