

France 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



Medical Coverage

You will be able to participate in a local medical plan provided by our vendor. You can select either individual or family cover. Family coverage is mandatory for all married employees unless the spouse can provide details for their own PMI cover elsewhere. The Company will pay 50% and the employee is required to pay 50%. When you elect medical coverage under certain plans, you'll automatically receive prescription drug coverage through that plan with our vendor.



Dental Reimbursement

Comprehensive dental is provided as part of your overall medical coverage through our vendor. Once you've elected your medical plan, you are automatically enrolled in dental care.

Wealth & Retirement



Retirement/Pension Plan

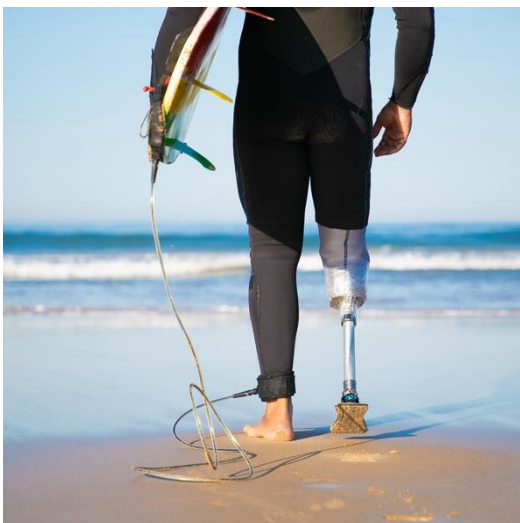
Expedia offers a Retirement plan in line with the collective agreement.

We have the AGIRC and ARRCO pension programs in place, as well as a Plan d'Epargne Entreprise (PEE) via Groupama that enables you to add additional savings towards retirement.



Life & Disability Insurance

In the event of your death or permanent disability while employed by Expedia, a lump sum will be paid. In addition, long and short-term disability is also provided. This benefit is insured by our vendor.





Teleworking Allowance

Full remote employees (Virtual) full-time and part-time will receive a monthly allowance of EUR 50 per month. Employees on Hybrid working pattern, full-time and part-time will receive a monthly allowance of EUR 12 per month.



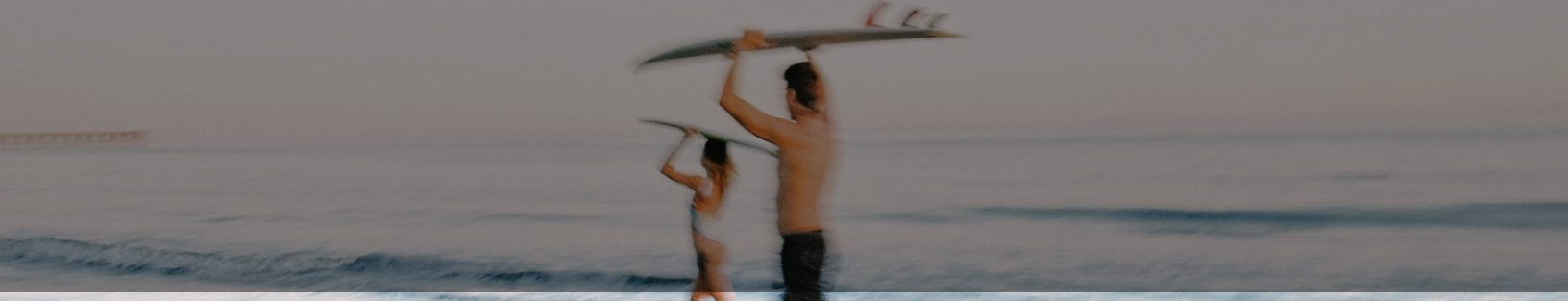
Restaurant Tickets

Expedia offers meal vouchers of EUR 11/day worked. Expedia contribution is 60% and the employee contribution is 40% towards the meal voucher.



Transport Care

Expedia will reimburse 75% of the cost of the monthly Paris transport card and subscription to the public bike rental service. To apply for this benefit please contact the People Team via askEG.



RTT (Réduction du temps de travail)

Expedia France employees are eligible for 12 days RTT. RTT is accrued at a rate of 1 day per month. Some absences (like sick leave) can impact your RTT acquisition and deduct days from your original acquisition.



Unpaid Parental Education Leave

4 days paid granted upon your legal marriage, 1 or 2 days for the marriage of certain relatives as specified in the collective agreement.



Annual Leave

Expedia employees are entitled to 25 days of annual leave per year



Marriage Leave

4 days paid granted upon your legal marriage, 1 or 2 days for the marriage of certain relatives as specified in the collective agreement.

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.

NOTE: Out of the total Travel & Wellness pool, 700 EUR sits with French Works Council that you can reimburse.

| Service at the beginning of the plan year | Travel & Wellness Reimbursement Benefit |
|---|---|
| 1-2 Years | €1,375 |
| 3-6 Years | €1,615 |
| 7+ Years | €1,855 |

*This benefit is taxable and will be prorated based on your start date. You will receive the full annual amount beginning the next calendar year.

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:

| Years of Service | 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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