

Germany 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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Retirement and Pension Plan

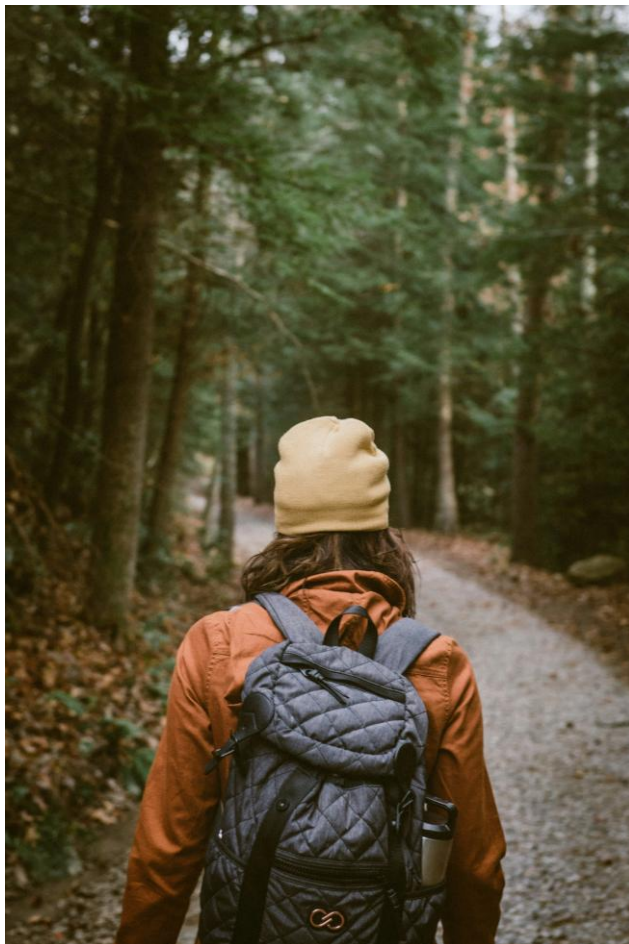
For all permanent employees, Expedia contributes 3% of pensionable salary up to the Social Security Contribution Ceiling (SSCC) and 9% on salary above the SSCC. Contributions are made annually in the first full month of employment for the remainder of the calendar year and thereafter in January. You may choose how the contribution related to salary above the SSCC is directed upon receiving a quotation for all benefit plans:

- **Benefit plan “A”:** monthly old age pension (OAP) or one-time lump-sum payment, waiver of premium in case of long-term disability, and premium refund in case of death. This is the default option.
- **Benefit plan “B”:** monthly OAP or one-time lump-sum payment, long term disability pension (100% of OAP if selected) including waiver of premium, and premium refund in case of death. This option is only available to employees earning over the SSCC and must be selected via Funk Group, our insurance broker.

For more details, please contact Funk at 030 / 250092-926 or at expedia@funk-gruppe.de. You can also access more information about the pension on the askEG.

Additional Voluntary Contribution plan: Expedia also offers an Additional Voluntary Contribution plan for its employees, insured by a local provider. This plan is a direct insurance, and it enables employees to contribute through monthly or annual salary deductions as an additional retirement plan on top of the Expedia funded plan.

Life Insurance



Life and Accidental Death and Dismemberment (AD&D) Insurance

In the event of your death or permanent disability while employed by Expedia, permanent employees are covered under the Pension Plan as follows:

Death benefit: you may choose a premium refund (benefit plans “A” and “B”)

LTD benefit: is payable in the form of a waiver of premium (benefit plan “A”), or in the form of 100% of the old-age pension.

Page 2 January 2024 Expedia also provides a company-paid standalone life assurance policy to permanent employees which provides a benefit of three (3) times annual salary in the event of your death. Expedia also provides an Accidental Death & Dismemberment (AD&D) benefit and covers Expedia’s permanent employees in case of death with a benefit of one-time annual salary, and in case of disability with a benefit of 3 times annual salary. This benefit is insured by a local provider.



Medical Coverage

Employees with an annual salary over the annual threshold, can switch from the statutory health insurance to a private one. Please consider this option carefully as it is a long – term decision.

If you need assistance with this matter, our advisors at Funk will be happy to guide you through it. In that case, you may contact them at 030 / 250092-926 or at expedia@funkgruppe.de.

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	€1,375
3-6 Years	€1,615
7+ Years	€1,855

* These benefits are taxable



Liberal Leave Days

Moving your private accommodation with your own household:

- Less than 100km distance to your previous/current place: 1 day
- More than 100km distance to your previous/current place: 2 days

Birth of a child living in the same household: 2 days

Wedding: 2 days



Annual Leave

Expedia's employees are entitled to 30 paid days of annual leave per annum.



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
- **10 years of service:** € 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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