

# 2025 Greece 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.

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# Your Health Benefits



## Healthcare

You will be able to participate in a local healthcare plan provided by a local insurer. Coverage is fully funded by Expedia Group and is provided to you and to your legal spouse/domestic partner and children.

Information on how to join the plan, a summary of the cover provided and how to claim is included in the askEG page.

# Life & Disability Insurance

## Life & Disability Insurance

In the unfortunate event of disability or death whilst employed at Expedia Group and under age 70, the following insurance is provided through a local provider.

Benefit	Level of Coverage
Life insurance	In the event of death due to any cause - 28x monthly salary up to €300,000
Permanent Disability Insurance	In the event of permanent total disability caused by sickness - 28x monthly salary up to €300,000
Accidental Death and Disability Insurance	Accidental death – 56x monthly salary
Accidental Disability	Accidental permanent partial disability – 28x monthly salary up to €300,000
Loss of income insurance	In the event of temporary total disability caused by accident or sickness – 80% of monthly salary after 30 days with a maximum benefit payment of 12 months

These benefits are fully paid for by the company and will be payable subject to the vendor's terms and conditions.

# Retirement



## Retirement/Pension Plan

You will join the Expedia Group International Pension Plan. The Company will contribute six percent (6%) of your base salary. The contributions will be invested in the fund(s) of your choice:

- Strategy Fund Growth (US\$); • Strategy Fund Balanced (US\$);
- Strategy Fund Yield (US\$);
- Strategy Fund Fixed Income (US\$).

All the mentioned funds are managed by a Global Asset Management company. Additional details on the funds and their past performance is included with the Swiss Life literature.

- The retirement benefit may be taken as a lump sum or converted into a pension with the provider.
- If you leave service with the Company before retirement, your pension account will be converted into a policy in your own name.
- You can gain personal access the vendor's online pension system which will enable you to monitor your funds' performance,



## Annual Leave

Expedia Group offers 25 days paid holiday per annum. This entitlement increases to 28 days per annum after five years of continuous employment.



## Marriage Leave

5 days paid granted upon your legal marriage.

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

\* 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:** € 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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