

Ireland 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

Your Health Benefits	04
Wealth & Protection	05
Lifestyle Benefits	07
Time Off	08
Travel & Wellness	09
Celebrating your Milestone	10
Key Information	11

Your Health Benefits



Medical Coverage

You will be able to participate in a local medical plan and coverage is provided to you and paid for by Expedia should you wish to add eligible dependents you may do so at your own cost. The medical plan provides a strong mix of both day to day and hospital benefits.

The plan provides comprehensive cover in public hospitals and most private hospitals with full cover for a list of cardiac and specialized procedures.

Wealth & Protection



Disability Insurance

If you are unable to work for a medical reason, whilst in service with Expedia, after 26 consecutive weeks of absence illness or injury you will receive permanent health insurance in the form of a payment amounting to 66.67% of your basic salary less Social Welfare Offset. This benefit is payable for 5 years.

These benefits are fully paid for by the company and are subject to their terms and conditions.



Life Insurance

In the event of your death while employed by Expedia Group, the life insurance benefit coverage provides a lump sum benefit of 4 times your annual base salary.

Wealth & Protection



Retirement Plan

Employees may elect to contribute a voluntary contribution subject to the age-related limits and receive Expedia Group's company contribution 6% of your monthly base salary.



Lifestyle Benefits



Cycle to Work Scheme

Expedia partners with Ba cycle to work program to offer you an easy online service to help you take advantage of this government tax free scheme. Through this scheme you can buy a bike and accessories up to the value of EUR 1500. The cost is deducted from your salary, and you save up to 52% of the total price. You can choose from over 300 bike shops.



Tax-Saver Commuter Benefits

Expedia offers the Government tax-saver schemes to employees in Ireland. In addition to cycles to work, employees can take advantage of tax-free commuter tickets on a variety of modes of transport throughout Ireland.



Annual Leave

Expedia offers annual leave, based on years of service as of 1st January:

- **0-4 years of service:** 25 days (pro-rated for new hires)
- **5+ years of service:** 28 days

*This entitlement is in addition to Ireland public holidays. This entitlement is prorated for non-standard work shifts.

Travel & Wellness



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

* This benefit is 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:

Length of Service as of 1 st January	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.



 **expedia**
group™