

Italy 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.

The background of the entire page is a photograph of a large, rugged mountain peak, likely Half Dome in Yosemite National Park. The top of the mountain is illuminated with a warm, reddish-orange glow, while the rest of the scene is bathed in a cool, blue light. A full moon is visible in the upper right corner of the sky.

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Your Health Benefits



Healthcare

You will be able to participate in a local medical plan provided by Groupama/MyAssistance. Coverage is provided to you and to your legal spouse/children and the benefits provided depend on your employee classification.

You will be enrolled with Fondo Est (for employees/impiegati) or QUAS (for cadres/quadri) or FASDAC (executives/dirigenti). The relationship with Fondo Est or QUAS or FASDAC sits with you.

All the details related to the medical coverage provided by Fondo Est or by QUAS or by FASDAC are available via the links below:

- Fondo Est www.fondoest.it
- QUAS www.quas.it
- FASDAC websites www.fasdac.it

For any further details on your medical benefits, please refer to askEG or contact MyAssistance customer service dialling 800 010 300 (toll-free) or from abroad +39 (0) 2 303 500003.

Wealth & Protection



Retirement Plan

The TFR (Trattamento di Fine Rapporto) is accrued monthly by all employees, cadres and executives working in Italy.

As per local legislation, this portion of your wages (roughly 7%) is set aside and invested according to your choice. The annual value corresponds to the employee's annual salary and fixed incomes divided by the 13.5 (slightly more than 1 instalment).



Risk (Life & Disability) Plan

Expedia Group offers an insurance cover for following circumstances, the coverage amount varies by employee classification:

- Occupational and non-occupational accidents
- Accidental death and disability
- Death due to any cause
- Dread Disease

Lifestyle Benefits



Meal Benefit

Expedia Group offers a tax-free meal allowance of €8 per working day, provided through a trusted partner and loaded monthly onto an electronic card. This card can be used at restaurants, cafes, and supermarkets, giving you the flexibility to enjoy meals conveniently.

Beruby (Shopping Club)

Beruby (Shopping Club) allows you to access the best offers from various brands in Spain through this discount portal. As an Expedia Group employee, you will receive an additional 10% refund on top of the offers provided by Beruby.

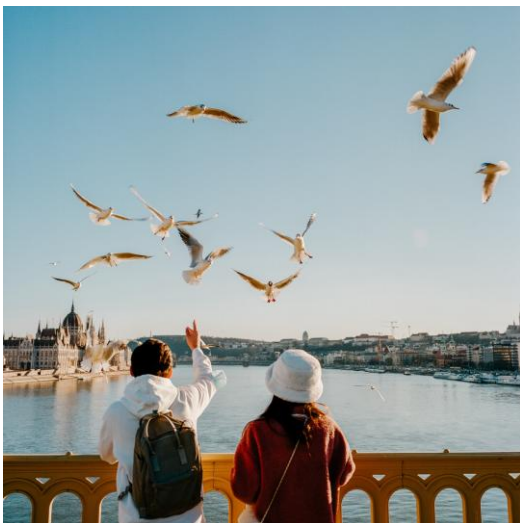


Annual Leave

Working week is Monday-Friday. Annual leaves are based on your level, please find below the distribution list:

- 25 days per year for Dirigenti (Executive)
- 22 days per year for Quadri (Cadre)
- 22 days per year for Impiegati (Employee)

You can choose when to take at least half of your yearly vacation days, in agreement with your manager; the employer/manager is entitled to suggest when you take the second half of your leave, with your agreement. You can carry no more than 5 days of unused vacation days to the following year.



Marriage Leave

You are entitled to 15 calendar (in a row) paid days of marriage leave.

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	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 recognises 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

* This benefit is taxable



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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