

# Netherlands 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.

A scenic photograph of a mountain peak, likely Half Dome in Yosemite National Park, during the 'blue hour' of twilight. The sky is a mix of deep blue and purple, and a full moon is visible in the upper right. The mountain's top is illuminated with a warm, reddish-orange glow, while the lower slopes are in deep shadow.

# Table of Contents

Your Health Benefits	<b>04</b>
Wealth & Protection	<b>05</b>
Lifestyle Benefits	<b>07</b>
Time Off	<b>10</b>
Travel & Wellness Benefit	<b>11</b>
Celebrating your Milestones	<b>12</b>
Key Information	<b>13</b>

# Your Health Benefits



## Healthcare

According to legislation in The Netherlands, all inhabitants must insure themselves against medical risk by means of the basic private health insurance (“basis verzekering”). You will need to select your own provider for you (and your family members) and pay the contribution directly to the chosen insurer. This Private Medical Insurance Discount plan, provides you with a great discount.

## Retirement/Pension Plan

Expedia wishes to provide its employees with a level of retirement savings as part of the benefits package.

### Collective Pension

The mandatory Industry Wide Pension Fund for the Travel Branche “Global” covers retirement and survivors pension benefits. This Defined Benefit (DB) plan is based on your average earnings during your career in the Travel Branche.

Employee contribution	12.65% of pensionable salary cap
Employer contribution	12.65% of pensionable salary cap

### Supplementary Pension Plan

In addition to our collective pension plan we offer a supplementary defined contribution plan which is for the salary above the annual salary cap, The employer contribution rate is based on your age, but the employee contributions are fixed at 5%.

### Net Pension Plan

In addition to above mandatory Base plan with PGB and Top Hat we also offer a supplementary voluntary Net Pension Plan.

The Net Pension Plan is an additional plan for employees with a pensionable salary that exceeds salary cap figure. Expedia Group will automatically register all eligible employees for the Net Pension Plan.

# Wealth & Protection



## Risk (Life & Disability) Plan

The part of your salary that holds retirement contributions with PGB, also holds a survivor's pension (70% of the projected retirement pension), orphan's pension (14% of the projected retirement pension) and waiver of premium (in case of 65% disability degree or more).

# Lifestyle Benefits



## Mileage Allowance

Expedia will provide you with a tax-free allowance of EUR 0.23 for every kilometer that you travel in to work. There is a cap of EUR 250 maximum reimbursement each month. This benefit applies to employees who do not have a travel allowance already. This amount will be prorated for parttime employees.



## Working from Home Allowance

Expedia will provide you with a tax-free daily allowance of EUR 2.35. This benefit applies to employees who do not have a travel allowance already. This amount will be prorated for parttime employees.

# Lifestyle Benefits



## Public Transport Allowance

Public Transportation Allowance policy is a reimbursement offered to employees to cover the costs of 2nd class commuting ticket to and from work using public transportation (e.g., trains, buses, trams, metro). This policy encourages sustainable travel options.

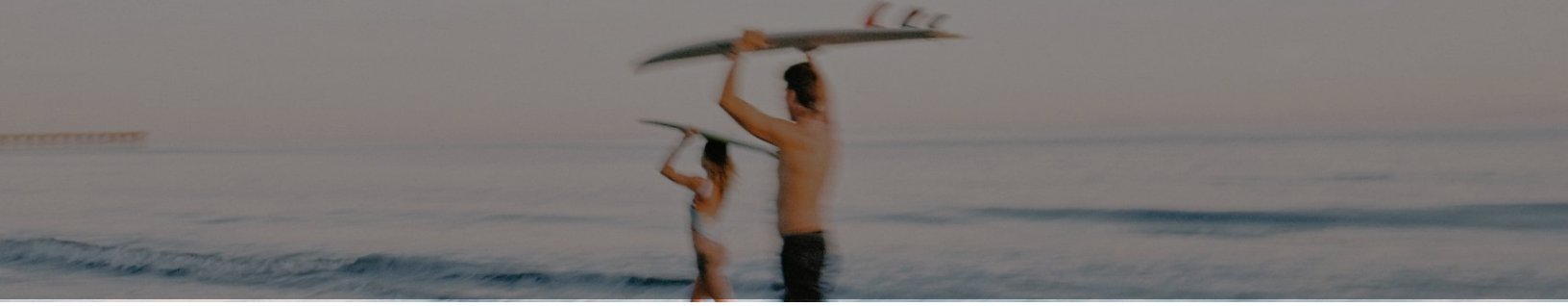
# Lifestyle Benefits



## Cycle to Work

Expedia will partner with an organization that helps you to purchase a bicycle of your choice tax free. If you cycle to work for more than half of the number of your working days or if you live further than 15 kilometers away from your work and cycle (part of the way) to work, you can use the bicycle scheme. The scheme makes provisions for purchasing a bicycle including insurance through your gross salary and, therefore, with tax benefits.

By participating in the national bicycle plan, you benefit from tax benefits that are as high as your tax rate. The tax benefits apply to a bicycle with a purchasing price of up to EUR 749.00 (including VAT.) The bicycle can be paid for by reducing your gross wage for a period of no more than 36 months.



## Annual Leave

Expedia offers its employees 25 days annual leave pro-rated for part-time employees.



## Holidays

Expedia Netherland employees are entitled to many paid public holidays.

# Travel & 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	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 <sup>st</sup> 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.



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