

# Norway 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.

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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# Healthcare



## Healthcare

You will be able to participate in a medical plan provided by a local insurer. The insurance covers treatment after referral to a specialist from your general practitioner. You must always contact the provider beforehand for clarification of further course of treatment once you have obtained a referral.

When you leave Expedia Group you are entitled to continuation of cover at your own personal expense.



# Life and AD&D Insurance

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

In the unfortunate event of disability or death whilst in service, Life and Long-Term Disability insurance is provided through a local provider and applies to all permanent employees and Occupational Injury and Illness insurance applies to permanent and temporary employees. The following cover applies:

### **Medical Disability as a result of Occupational Injury or Illness and Non-Occupational Injury**

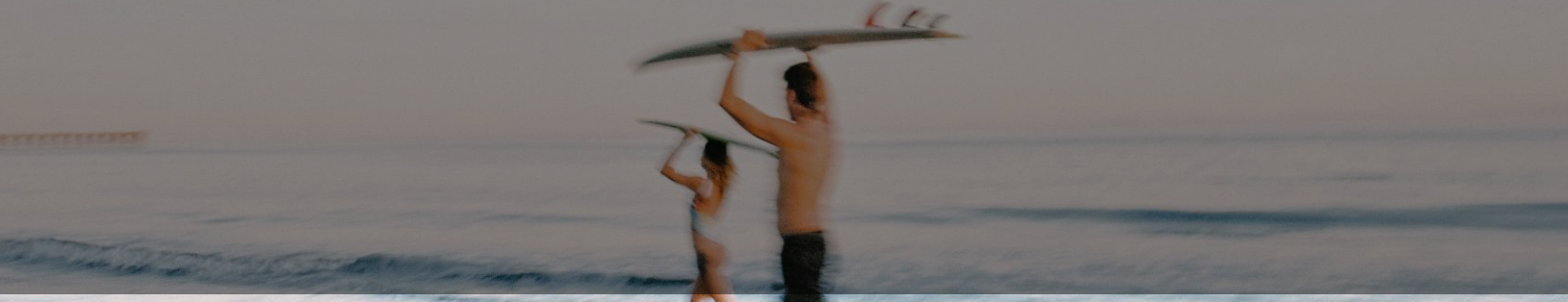
Compensation amount in the case of occupational injury or illness and non-occupational injury depends on age and level of disability. In the case of 100% disability the compensation amount is 4,5G when the insured is 45/46 years. The amount/compensation is paid out after ascertaining permanent medical disability.

### **Incapacity to work, Occupational Injury or Illness and Non-Occupational Injury**

Compensation amount depends on age, level of disability and income. The amount is paid out after minimum of 2 consecutive years permanent incapacity to work. At age 45/46 years, income 7G or less and 100% incapacity to work, the basic compensation is 22G.

### **Death, regardless of cause**

Basic compensation is 20G does not depend on age and is paid out regardless of cause. 15G extra is paid out to spouse/cohabitant if the death is caused by occupational illness/injury or non-occupational injury. An additional compensation per child under 21 years of 6,5G in the case of occupational injury/illness or non-occupational injury.



## Annual Leave

Full time Expedia Group employees are also entitled to 25 days paid holiday per year. In the first year of service annual leave will be pro-rated.

## Short Welfare Permits

Short welfare permits are leaves of absence for necessary time off (up to 1 day's duration unless otherwise stated):

- **Leave for examination:** Treatment and control at the dentist and doctor, when it is not possible to get hours outside working hours
- **Carer's leave:** Take care of a family member at home, provided that other help cannot be obtained and that the employee's presence is necessary
- **Moving day:** Leave to move to a new permanent residence
- **Leave for blood donation**
- **Marriage leave:** leave for your own wedding day
- **Kindergarten/Primary school leave:** You are entitled to up to 2 days' leave with salary in order to follow your child to school when they begin kindergarten or primary school
- **Elementary school conferences:** When your child's conference cannot be scheduled outside working hours, you are granted up to 2 hours. Notify your manager at least 2 weeks before the date of the conference hour.
- **Kindergarten, SFO, and primary school planning days:** Unpaid leave is only granted if it does not cause a significant disadvantage to the business.
- **Breastfeeding mothers:** You are entitled to at least 30 minutes, twice daily or you may request your working hours reduced up to 1 hour per day. Payment is limited to a maximum of 1 hour per day and ends when the child turns 1. The above short-term welfare leaves apply for up to 10 days per calendar year.

# 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	NOK 13,390
3-6 Years	NOK 15,845
7+ Years	NOK 18,305

\* 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:

Years of Service	Service Travel Award*
5 years	NOK 1475
10 years	NOK 2460
Every 5 Years thereafter	NOK 4915

\* 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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