

Poland 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 to eligible employees in Poland, 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 Coverage

Expedia Group provides employees and their dependents (domestic partner/spouse and children) with fully funded comprehensive medical insurance.

You will have access to one of the largest healthcare networks in Poland including:

- 48 Affiliated Hospitals
- 2,000+ Affiliated Doctors
- 400+ Diagnostic Service Centers

Wealth & Protection



Retirement & Pension Plan

Expedia Group provides employees in Poland an opportunity to participate in a voluntary occupational pension scheme (PPE).

What is PPE? Voluntary occupational pension schedules (PPE) are defined contribution plans funded with contributions on an after-tax basis and there is a capital gains tax exemption for plan members. While you are not required to make any contributions to receive your company contribution, you can choose to make voluntary contributions to your PPE account. All contributions, regardless of source, will be invested in the fund(s) of your choice from these options:

- UniKorona Dochodowy (short-term debt)
- UniKorona Obligacje (debt)
- UniStabilny Wzrost (stable growth)
- UniKorona Zrównoważony (balanced)
- UniKorona Akcje (equity)

Upon termination of employment, your balance will be portable and can be moved to another financial institution. Your funds accumulated in the PPE can also be withdrawn after reaching age 60 or reaching age 55, if you are entitled to early retirement from the Social Insurance Institution (ZUS).

Wealth & Protection



Life & Disability Insurance

In the event of a death or permanent disability while employed by Expedia, a lump sum of 2 times your annual base salary will be paid.

This benefit is fully paid for by the company and is insured by Unum. Therefore, these benefits will be payable subject to the vendor's terms and conditions.

Time Off Benefits



Holidays

Expedia employees are entitled to 13 public holidays:

- New Year's Day
- Epiphany
- Easter Sunday
- Easter Monday
- State Holiday
- Constitution Day
- Whit Sunday
- Corpus Christi
- Assumption Day
- All Saints' Day
- Independence Day
- Christmas Eve
- Christmas Day
- Second Day of Christmas



Annual Leave

0 – 10 years of service: 20 days

10+ years of service: 26 days



Marriage Leave

2 days paid granted upon your legal marriage.



Maternity Leave

Up to 20 weeks paid maternity leave (combined before and after birth) for single birth cases applicable for eligible biological mothers of a child born on or after 1 April 2018.

Paternity Leave

12 weeks paid paternity leave for eligible fathers or partners of birth mothers or secondary adopters of a child born/adopted on or after 1 April 2018.



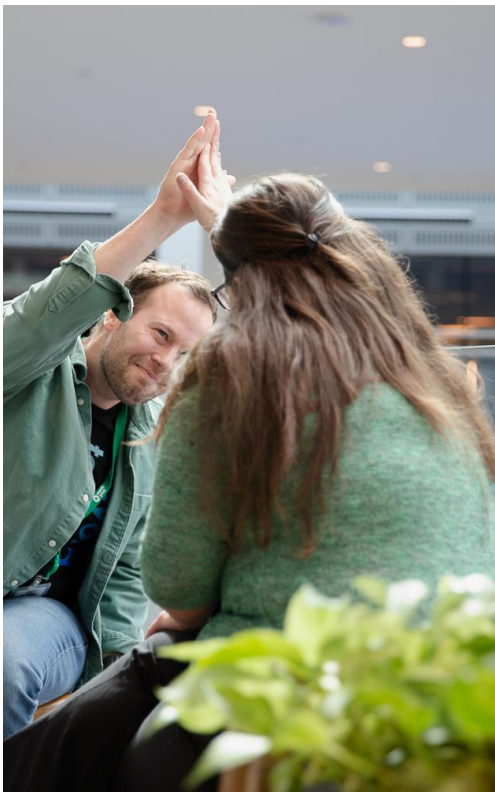
Adoption Leave

Primary adoptive parents of a child adopted on or after 1 April 2018 will be provided with 20 weeks Adoption Leave (single adoption cases) with 100% pay.

Marriage of Child

Employees receive one day for marriage of employee's child.

Travel & Wellness Reimbursement



Global Travel & Wellness Reimbursement

Your Global Travel and Wellness Reimbursement funds can be used throughout the year to see the world, support your wellbeing, or both.

Start using this benefit from Day 1. This is not pro-rated for new hires.

Years of Service	T&W Reimbursement Amount*
0 – 3 years	PLN 5,945.00
3 – 6 years	PLN 7,065.00
7+ Years	PLN 8,185.00

* 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	PLN 675.00
10 years	PLN 1120.00
Every 5 years thereafter	PLN 2240.00

* The 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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