

Portugal 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 Portugal, and don't forget to read your global benefits summary to learn more about what is offered to all employees.



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Your Health Benefits



Healthcare

You will participate in the local medical plan. You can choose to add dependents to your coverage 50% of the premium cost is paid by Expedia Group. You will be required to pay the remaining 50% of this amount for each dependent added to the policy out of your monthly salary.



Medical Health Checkup

The law in Portugal requires each employee to have a medical health check, every two years if under 50 years of age. Expedia Group has partnered with a local medical service provider to offer you with an easy access to any of their medical centers to take your health check. This is fully paid for by Expedia Group. Please ensure you book and attend a medical check as soon as possible

Wealth & Protection



Retirement & Pension Plan

The pension plan provided for you as an Expedia Group employee is with a local provider. Expedia Group contributes 5% into the plan based on your monthly base salary. You may also make voluntary contributions to the plan in increments of 0,5% up to 100% of your pensionable earnings. Additional details on the funds and their past performance is found via the provider's online site.



Life & Disability Insurance

In the tragic event of a death in service, our Life Assurance policy provides some needed security for your beneficiaries by granting a lump sum benefit based on your basic salary. Additionally, grants another lump sum benefit if you have a personal accident.

Lifestyle Benefits



Meal Benefit

Expedia Group offers a tax-free meal allowance of €9.60 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.

Time Off Benefits



Holidays

Expedia Group employees are entitled to the various statutory public paid holidays



Annual Leave

Full time Expedia Group employees are also entitled to 25 days paid vacation per year.

Travel and Wellness Reimbursement



Travel & Wellness Reimbursement

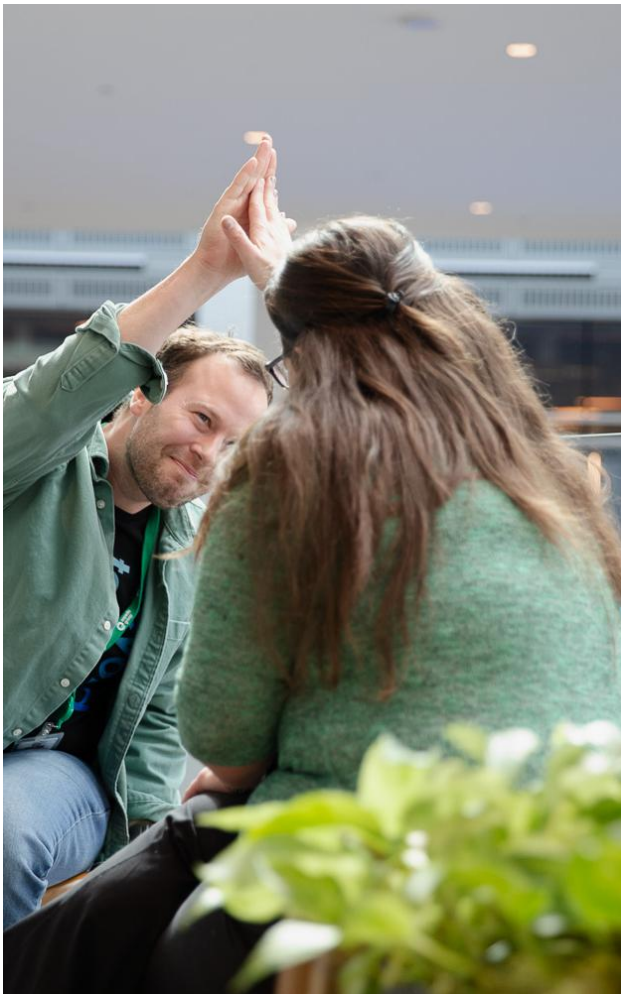
At Expedia Group, we want to make sure the wellness of you and your families is a top priority. We also recognize that travel is our lifestyle, and it contributes to our wellbeing through strengthening connections and broadening our horizons.

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	EUR 1,375
3-6 Years	EUR 1,615
7+ Years	EUR 1,855

* 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 service milestones:

Years of Service	Service Travel Award*
0 – 3 years	EUR 145
3 – 6 years	EUR 240
7+ Years	EUR 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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