

Spain 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 Spain, 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

Medical Coverage

At Expedia Group, your well-being is our priority. We provide a fully inclusive local medical plan that offers extensive private healthcare coverage, including vision care. Best of all, Expedia Group covers **100% of the premium for employees**—because we believe in taking care of those who power our success.

For your loved ones, dependent coverage is also available. Expedia Group will generously contribute **50% of the premium for each dependent** you choose to add, making it easier for you to extend the benefits to your family.

Retirement/Pension Plan

The company provides a Defined Contribution Insured Qualified Pension Scheme. The plan operates with employer and employees' contributions, which will vary each year depending on your pensionable salary and the annual Social Security Wage Base (SSWB). The plan is 100% vested.

	Employee	Employer	Total
Pensionable salary up to the Social Security Wage Base (SSWB)	0.50%	1.50%	2%
Pensionable salary above the Social Security Wage Base (SSWB)	3.75%	11.25%	15%

Life & Disability Insurance

In the event of a death in service while employed by Expedia Group and under age 65, a one-off lump sum will be paid:

- If the death is due to natural causes: 2 times base salary
- If the death is due to an accident: 4 times base salary

In the case of a disability while employed by Expedia Group and under age 65, a one-off lump sum will be paid:

- Disability due to natural causes: 2 times base salary
- Due to an accident: 4 times base salary

Lifestyle Benefits

Meal Benefit

Expedia Group offers a meal allowance benefit to help contribute towards the cost of your daily meals through the Restaurante Pass Digital card. This benefit allows eligible employees to receive up to €11 per working day, free of income tax (IRPF).

Commuter Card

The Commuter Card is ideal for employees who commute by bus, train, or metro. This benefit allows you to purchase tax-efficient public transport tickets or passes through our provider at any time of the year and top up through salary sacrifice.

Nursery (Childcare Vouchers)

The Nursery (Child Care Vouchers) benefit is designed for employees with children up to the age of 3, providing a tax-efficient way to pay for nursery services. You can purchase Childcare vouchers through the platform from our provider, Pluxee.

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.



Maternity & Adoption Leave (for birth mothers & primary adopters)

Maternity Leave	Pay
Weeks 1 - 16	Instituto Nacional de la Seguridad Social maternity benefit topped up to 100% eligible pay (where applicable)
Weeks 17 - 18	100% eligible pay (fully funded by Expedia)

Paternity Leave (for fathers & partners of birth mothers/primary adopters)

Paternity Leave	Pay
Weeks 1 - 16	Instituto Nacional de la Seguridad Social paternity benefit (topped up to 100% eligible pay (where applicable)

Time Off Benefits



Childcare Leave

You have the right to a period of unpaid childcare leave up to the child's third birthday or third anniversary of adoption placement. During any period of leave your contract of employment is suspended.



Annual Leave

Expedia Group employees are entitled to 25 days of annual leave.

Travel and 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	Travel & Wellness Reimbursement Benefit
0-3 Years	€1,375
3-6 Years	€1,615
7+ Years	€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 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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