

Sweden 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 Sweden, 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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Health & Retirement



Medical Benefits

You will be able to participate in a local medical plan. The Healthcare Insurance (taxable benefit) guarantees you access to healthcare with a high standard of service when needed. The insurance also provides access to 24-hour healthcare planning service as well as rehabilitation cover.



Retirement/Pension Plan

As an Expedia employee (between ages 20 to 65), you will join a local Retirement Plan. The savings will depend on the Income Base Amount, IBA, (in Swedish: Inkomst Bas Belopp) – this is a salary ceiling that the Swedish government sets each year.

- 0 – 7.5 IBA: 4.5% savings
- 7.5 – 20 IBA: 30% savings
- 20 – 30 IBA: 30% savings

Life & Disability

Life, Accidental Death, & Permanent Disability Insurance

In the event of your death while employed by Expedia Group, a lump sum of 6 Price Base Amount (PBA), which is set by the Swedish government every year, will be paid to your beneficiaries. In addition, your children will receive 2 PBAs each up to age 17, and also funeral assistance of 0.5 PBA.

In the case of an accidental death, you will receive an additional 1 PBA.

If you become permanently disabled, you will receive an amount up to 30 PBA's depending on the level of disability.

If you are diagnosed with an illness and unable to work and the work capacity is reduced by a minimum of 25% Skandia's Long Term Disability insurance will cover the loss of pay on an ITP (Industrins och Handels Tillaggspension) level. This level is set by the general collective agreements available in Sweden.

Time Off Benefits



Annual Leave

Expedia employees are entitled to either 25 days (levels H and below) or 30 days (levels I and above) annual leave depending on their contract. According to legislation you can carry over all days exceeding 20 days to a maximum of five years. Please note that current year's vacation days must be used before the saved vacation days.

- Accrual year runs from 1 January to 31 December.
- Holiday year runs from 1 January to 31 December same year.



Sick Leave

Days 2-14 of illness are short term sickness paid at 80% of earnings; from day 15, social security will provide a cash sickness benefit.



Marriage Leave

1 day paid granted upon your legal marriage.

Travel & Wellness Reimbursement



Travel & Wellness Reimbursement

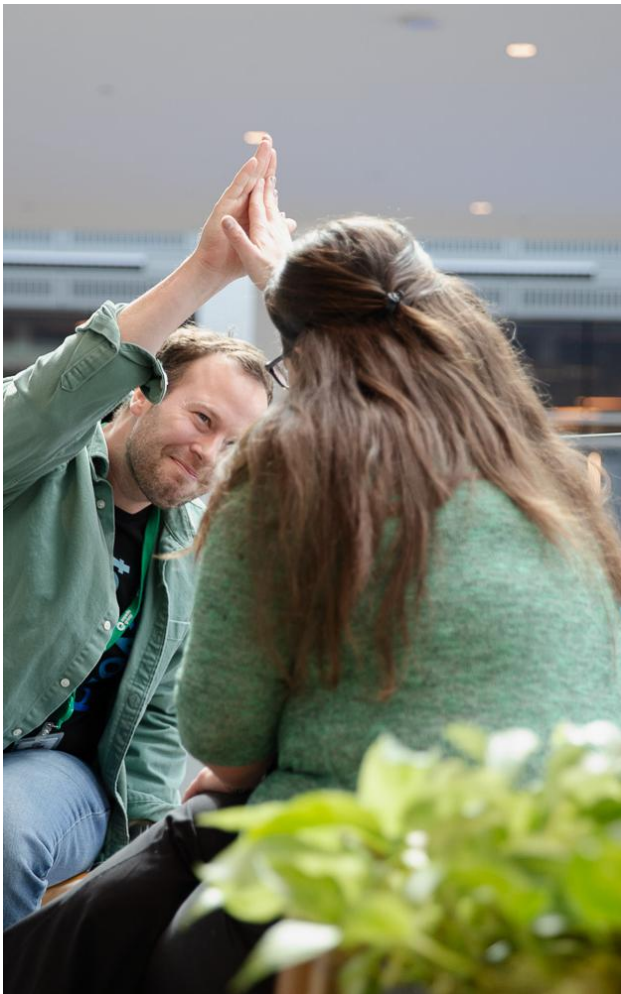
At Expedia Group, we want to make sure the wellness of you and your families is a top priority. We also recognize that travel is our lifestyle, and it contributes to our wellbeing through strengthening connections and broadening our horizons.

The benefit provides an annual amount towards the reimbursement of eligible travel and wellness expenses for you and your immediate family:

Years of Service	Travel and Wellness Reimbursement*
0 – 3 years	SEK 13,815
3 – 6 years	SEK 16,435
7+ Years	SEK 19,055

* 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 service milestones:

Years of Service	Service Travel Award*
0 – 3 years	SEK 1575
3 – 6 years	SEK 2620
7+ Years	SEK 5240

* *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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