



GO EXPLORE

Anniversary Rewards Program

// WHAT IS THE “GO EXPLORE” PROGRAM?

At MMGY Global we inspire people to go places. This year we took that mission to heart and reimagined our current U.S. anniversary rewards program to be far richer than it was previously and include all global employees. Now, the benefit amounts are much greater and employee eligibility is after just two years instead of the previous five.

You, our employees, are the core of our success. In our efforts to attract, retain and motivate our most important asset – our people – we have developed a best-in-class, one-of-a-kind travel reward program that both rewards employees and exemplifies our commitment to living what we preach.

// WHO IS ELIGIBLE TO PARTICIPATE?

All employees of MMGY Global or any subsidiary that is fully or majority-owned by MMGY Global LLC are eligible to participate in this benefit. There is nothing you need to do to sign up; as an employee you are automatically enrolled.

// WHEN DOES THE PROGRAM START?

The anniversary rewards program starts January 1, 2022. For all current qualifying employees, this means January 1 will be your benefit anniversary date going forward. For program accrual purposes, your former anniversary (hire date) will be null and void. Everyone will start at Year Zero together on January 1, 2022.

Any new team members hired at a later date will have their anniversary as the first day of the calendar quarter following their first day of employment. For example: Someone whose first day is February 15 will have an anniversary date of April 1.

Note: Any U.S. employees who were about to receive an anniversary bonus per the former program guidelines will be contacted separately by HR.

// HOW MUCH MONEY DO I GET?

The longer you stay with MMGY Global, the more you can earn. For example, using January 1, 2022, as your start date, after two years of service (January 1, 2024) you can take a \$500 Third Year Anniversary Benefit to use toward any travel of your choice during your third year in 2024. If, however, you decline this benefit and complete a third year of employment (January 1, 2025), the Fourth Year Anniversary Benefit grows to \$3,500. Best of all, if you let it ride and stay four years with the company (January 1, 2026), you'll earn the biggest possible total payout of all: the Fifth Year Anniversary Benefit of \$8,000 to spend on any travel you wish during that calendar year.

There are no further benefits beyond the Fifth Year Anniversary Benefit. Once an anniversary benefit is used, an employee returns to Year Zero, or the beginning of the anniversary reward cycle. So, for example, if you have an anniversary date of January 1, 2022, and decide to use the Fourth Year Anniversary Benefit of \$3,500, which is reimbursed in 2025, you would then return to Year Zero and start the clock again. You will also be eligible for the Third Year Anniversary Benefit two years later during calendar year 2027.

// ON WHAT CAN I SPEND MY TRAVEL BENEFIT?

A luxury cruise to Alaska, an African safari, a hike of Machu Picchu, a culinary tour of Italy – whatever your heart desires. You have 12 months to spend your well-earned travel benefit. Any travel-related expenses are eligible for reimbursement. This includes airline tickets, hotel accommodations, transportation costs, food and beverage, purchase of luggage, and expenses related to attractions or excursions. Also, there’s no need to travel solo unless you would like to; expenses for travel companions, such as family, partners or friends are also reimbursable up to the cap earned.

// HOW IS THE MONEY PAID OUT?

All travel expenses will be paid on a reimbursement basis via a standard expense report supported by receipts. Of note, while the benefit may be spent as you wish – be that one major trip or multiple throughout the year – you can only submit one expense report and only one reimbursement payment will be made. It is expected that employees will notify HR if they wish to use the benefit in the next year. Redemption details will be provided at a later date.

// DO I HAVE TO PAY TAXES ON THIS MONEY?

In the U.S., as well as many other countries, the payment of this benefit is considered taxable income to the employee and is therefore subject to local withholding and income taxes.

As these reimbursements will be issued via payroll, amounts of taxes will automatically be withheld based on your elections as well as in accordance with local tax authorities. To account for this additional tax and withholding, MMGY Global will be providing a cash component as an additional benefit to offset any potential taxes due or amounts withheld from a paycheck. The reimbursement/ cash breakdown for the U.S. is as follows:

REWARD	REIMBURSEMENT	CASH COMPONENT	TOTAL BENEFIT
Third Year Benefit	\$325	\$175	\$500
Fourth Year Benefit	\$2,270	\$1,230	\$3,500
Fifth Year Benefit	\$5,190	\$2,810	\$8,000

// LOCAL ANNEXES

The following annexes apply to any employees who are employed or based within the following countries. These conditions expressly override any otherwise applicable or conflicting provisions within this policy.

Canada

The Reimbursable and Cash Component are as follows for our Canadian employees. These amounts are in Canadian dollars:

REWARD	REIMBURSEMENT	CASH COMPONENT	TOTAL BENEFIT
Third Year Benefit	\$500	\$141	\$640
Fourth Year Benefit	\$3,495	\$985	\$4,480
Fifth Year Benefit	\$7,990	\$2,250	\$10,240

Ireland

The Reimbursable and Cash Component are as follows for our Irish employees. These amounts are in euros:

REWARD	REIMBURSEMENT	CASH COMPONENT	TOTAL BENEFIT
Third Year Benefit	€325	€120	€445
Fourth Year Benefit	€2,248	€832	€3,080
Fifth Year Benefit	€5,139	€1,901	€7,040

United Arab Emirates

The Reimbursable and Cash Component are as follows for our UAE employees. These amounts are in AED. Note, there is no Cash Component, as there is no personal income tax in the UAE.

REWARD	REIMBURSEMENT	CASH COMPONENT	TOTAL BENEFIT
Third Year Benefit	1,835	0	1,835
Fourth Year Benefit	12,845	0	12,845
Fifth Year Benefit	29,360	0	29,360

United Kingdom

The Reimbursable and Cash Component are as follows for our UK employees. These amounts are in GBP:

REWARD	REIMBURSEMENT	CASH COMPONENT	TOTAL BENEFIT
Third Year Benefit	£230	£150	£380
Fourth Year Benefit	£1,596	£1,065	£2,660
Fifth Year Benefit	£3,650	£2,430	£6,080