

# Global Impact Report 2023





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# About This Report

Expedia Group's 2023 Global Impact Report provides an executive summary of the Company's Environmental, Social, and Governance (ESG) strategy, targets, and performance. This Report was prepared with reference to the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Standards for the Technology & Communications sector Internet Media & Services industry (TC-IM), and the Task Force on Climate-Related Financial Disclosures (TCFD). Unless otherwise stated, all information included in this Report is as of December 31, 2023.

## Forward-Looking Statements

This Report contains forward-looking statements regarding our future expectations, which involve risks and uncertainties. Forward-looking statements include all statements that are not purely historical and are often identified by the use of words such as, but not limited to, "anticipate," "estimate," "expect," "aim," "project," "intend," "plan," "believe," "will," "should," "could," "target," "forecast," "commit," and similar expressions or variations intended to identify forward-looking statements. Such statements include, but are not limited to, statements regarding our business plans and objectives, our strategies

and systems for implementing our goals, our commitments to programs and policies, and our expectations and priorities for ESG initiatives. These statements reflect management's current expectations, estimates and assumptions based on the information currently available to us. These forward-looking statements are not guarantees of future performance and involve significant risks, uncertainties, and other factors that may cause our actual results, performance, or achievements to be materially different from results, performance, or achievements expressed or implied by the forward-looking statements contained in this Report. Factors that could cause our results to differ from the forward-looking statements include global sociodemographic and economic trends, energy prices, technological innovations, climate-related conditions and weather events, legislative and regulatory changes, and other unforeseen events or conditions. More information about factors that could cause Expedia Group's actual results to differ materially from those described in the forward-looking statements can be found in the Company's most recent Annual Report on Form 10-K, Quarterly Report on Form 10-Q, and Current Reports on Form 8-K filed with the Securities and Exchange Commission (SEC) and available at [www.sec.gov](http://www.sec.gov).

Except as required by law, we undertake no obligation to revise or update publicly any forward-looking statements for any reason. Further, we undertake no obligation to revise or update the information included in the links to websites referenced throughout this Report.

## ESG Disclosure Approach

Our approach to the disclosures included in this Report differs from our approach to the disclosures we include in our mandatory regulatory reports, including our filings with the SEC. This Report is intended to provide information from a different perspective and in more detail than that required to be included in other regulatory reports, including our filings with the SEC. Our ESG reporting describes those topics that we consider to be the most important to stakeholders when evaluating ESG issues at Expedia Group. Therefore, ESG materiality in this Report does not directly correspond to the concept of materiality used in securities law.

## Resources

[10-K Report — 2023](#)

[Proxy Statement — 2024](#)

[Audit Committee Charter](#)

[Compensation Committee Charter](#)

[Nominating Committee Charter](#)

[Employee Code of Conduct](#)

[Code of Business Conduct and Ethics for Directors and Senior Financial Officers](#)

[Vendor Code of Conduct](#)

[Climate Action Plan](#)

[Board Commitment on CEO Candidate Diversity](#)

[Equal Employment](#)

[Opportunity Policy](#)

[Community Standards](#)

[Political Participation Policy](#)

[Tax Policy Statement](#)

[Privacy Statement](#)

[Privacy at Expedia Group](#)

[Partner Privacy and Data Handling Requirements](#)

[Vendor Privacy and Data Handling Requirements](#)

[Human Rights Statement](#)

[Modern Slavery Statement](#)



# Message From Our Vice Chairman and CEO

Travel transcends movement from one place to another. It's a catalyst for opening minds, uniting people and cultures, and challenging perspectives. Expedia Group's Open World™ Impact strategy serves as our roadmap, guiding our journey to become a more inclusive, sustainable, and responsible company and industry.

Over the past year, many around the world have faced crisis and hardship, and one thing we've found is that travel can be a powerful force in fostering solidarity and connection in challenging times. As I reflect on all that we've accomplished in 2023 to innovate travel to be a meaningful connector across cultures and continents, our mission is even more clear — for travel to serve as a force for good.

Our employees are the driving force that brings this mission to life, and I am inspired every day by the Expeditors worldwide who show up in their local communities while also delivering the best possible experiences for our travelers. It is the dedication of our employees that will propel Expedia Group forward.

We are more than just a travel tech company; Expedia Group is an advocate for a more connected world. As we look ahead to 2024, our path toward becoming a more open and responsible travel company and industry is clear. Our mission extends beyond simply creating unique travel experiences; it's about bringing us all closer together. Expedia Group remains committed to building bridges to a more open world.

Thank you for being part of our remarkable journey so far.

Sincerely,  
**Peter Kern**  
Vice Chairman and CEO



# About Expedia Group

Expedia Group, Inc. (NASDAQ: EXPE) is an online travel company, and our mission is to power global travel for everyone, everywhere.

Travel is an essential human experience that strengthens connections, broadens horizons, and bridges divides. We leverage our supply portfolio, platform, and technology capabilities across an extensive portfolio of consumer brands, and provide solutions to our business partners, to empower travelers to efficiently research, plan, book, and experience travel.

Our business is focused across three pillars:

## Expedia Brands

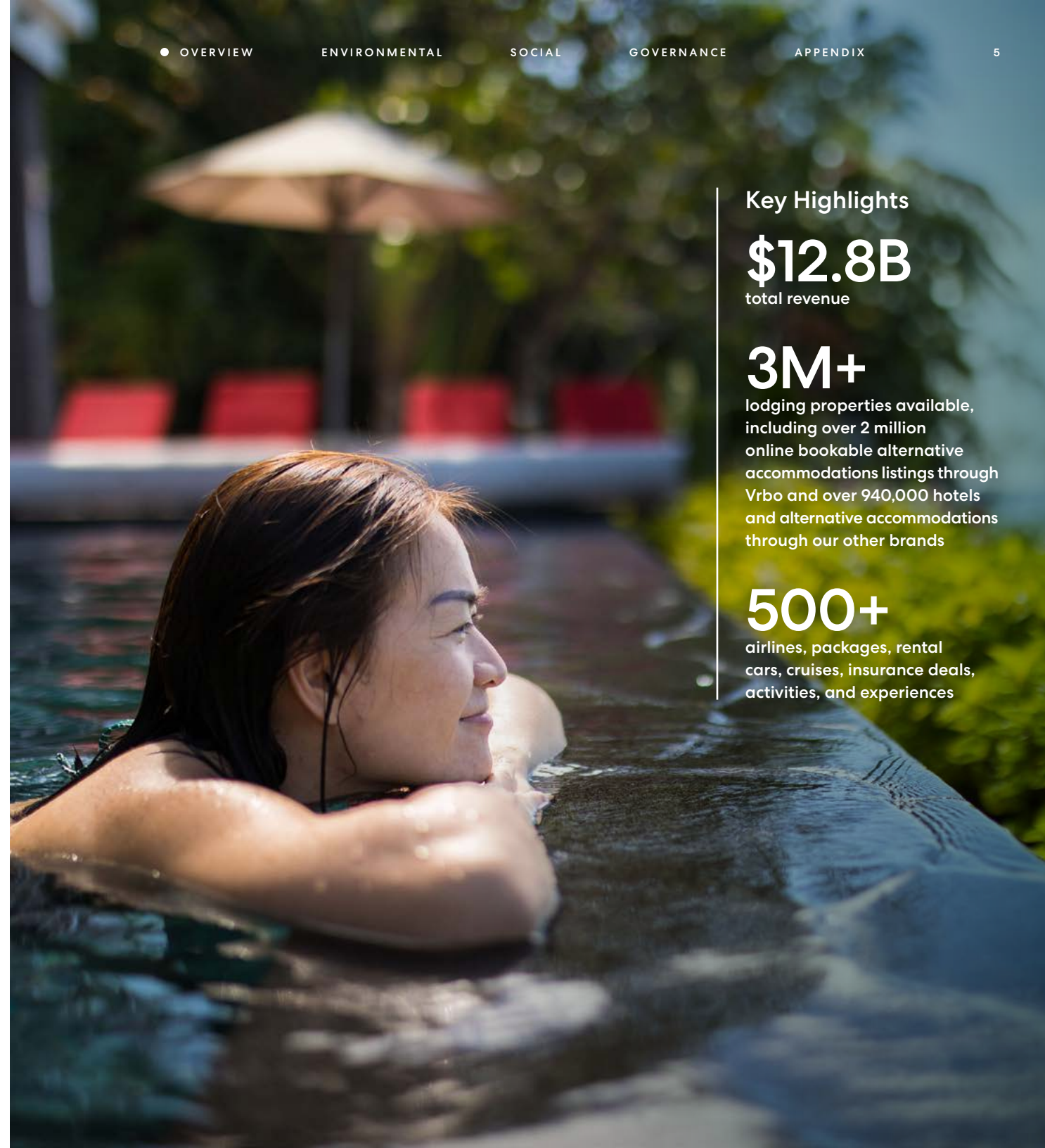
Bringing each Expedia Group company under a single umbrella.

## Expedia for Business

Delivering business-to-business solutions and building relationships throughout the travel ecosystem.

## Expedia Product and Technology

Driving our product and platform strategy to innovate products, providing quality experiences for travelers, partners, and developers.



### Key Highlights

**\$12.8B**

total revenue

**3M+**

lodging properties available, including over 2 million online bookable alternative accommodations listings through Vrbo and over 940,000 hotels and alternative accommodations through our other brands

**500+**

airlines, packages, rental cars, cruises, insurance deals, activities, and experiences





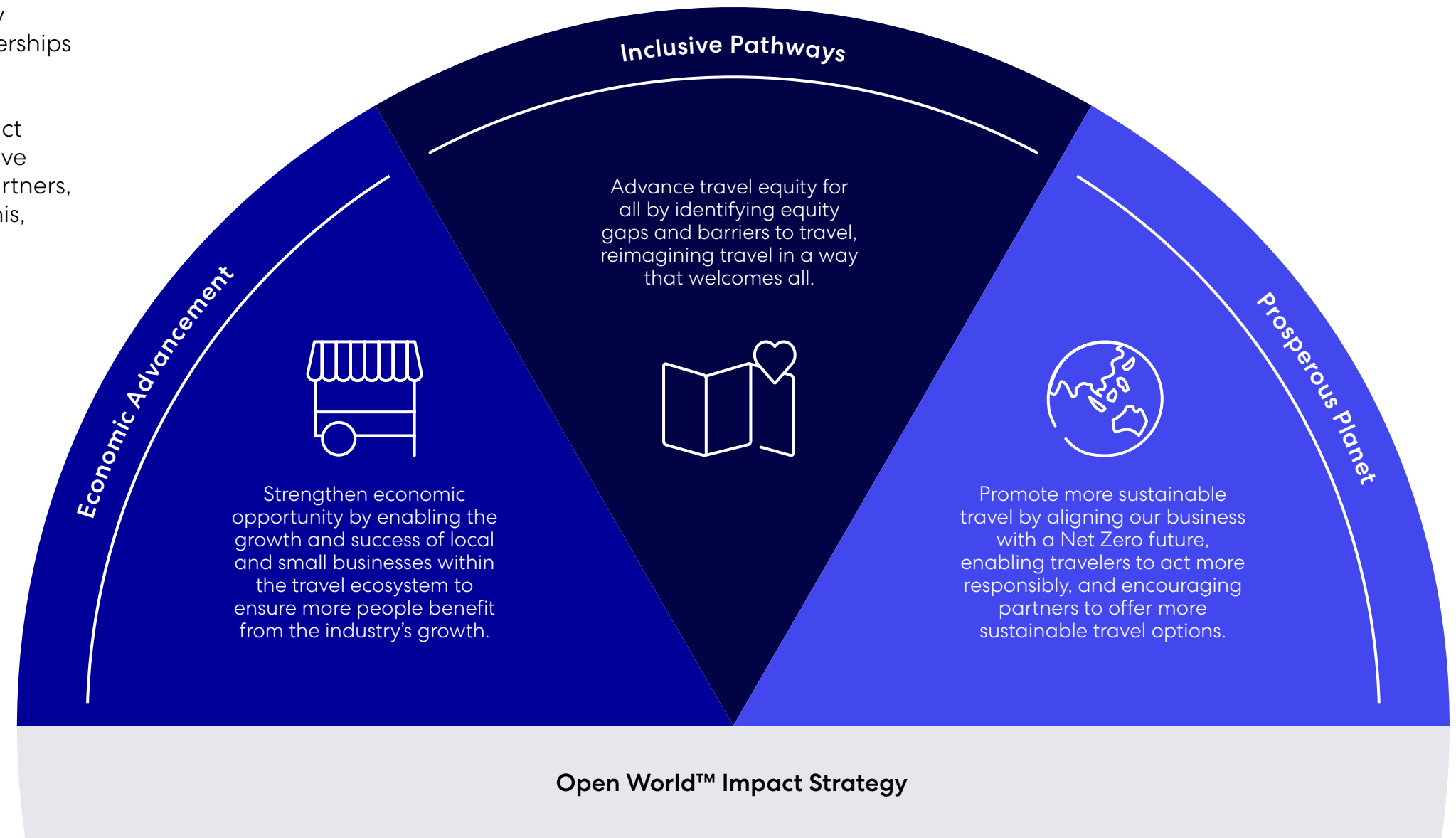
### Expedia Group Brands


### Awards

 <a href="#">World's Best Companies — TIME and Statista</a>	 <a href="#">Inc. Power Partner Awards</a>	 <a href="#">American Opportunity Index</a>
 <a href="#">D&amp;I Tech Employer of The Year — Xena</a>	 <a href="#">America's Greatest Workplaces for Diversity — Newsweek</a>	 <a href="#">Taiwan LGBTIQ+ Inclusive Workplace Index</a>
 <a href="#">Best Place to Work — Disability Equality Index</a>	 <a href="#">Best 100 Student Employer — Rate My Placement</a>	

# Our Strategy

Expedia Group’s Open World™ Impact strategy leverages our platform, technology, and partnerships to deliver on our mission of powering more responsible and accessible travel for everyone, everywhere. We will accelerate our social impact and sustainability work to deliver greater positive impact for our employees, our travelers, our partners, our communities, and our planet. To achieve this, we have identified three priorities:



Open World™ Impact Strategy



# Environmental

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# Climate Change

At Expedia Group, we know the global travel industry must transform to realize a Net Zero future. Our sustainability strategy positions our business for success both today and in the future, as we collaborate with the broader travel industry to tackle the climate challenge and protect the natural environment.

## Climate Goals

Net Zero<sup>1</sup> by 2040

# 90%

Reduce Scope 1, Scope 2, and upstream Scope 3 GHG emissions at least 90% by 2040

Interim Targets

# 75%

Reduce Scope 1 and Scope 2 GHG emissions 75% by 2030

# 100%

Continue to source 100% renewable electricity annually through 2030

# 75%

Engage our value chain to ensure 75% of our suppliers by emissions set science-based targets by 2028

We are mobilizing a global network of travelers, partners, and peers to realize a more sustainable travel industry. We know change starts from within, which is why our first step involves decarbonizing our own operations, taking action to mitigate and adapt to the impacts of climate change.

### Net Zero

As a foundation of our climate efforts, in 2022, Expedia Group became the first global online travel agency (OTA) to sign the [Glasgow Declaration on Climate Action in Tourism](#). In 2023, Expedia Group published its inaugural [Climate Action Plan](#), including the results of our climate risk assessment aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) and a commitment to reach Net Zero<sup>1</sup> greenhouse gas (GHG) emissions by 2040.

Expedia Group committed to the Science-Based Targets initiative (SBTi) in 2023 and followed their criteria to develop near-term reduction targets, which we submitted to the SBTi for validation in 2024. Expedia Group's decarbonization targets were reviewed and approved by the Board of Directors and ESG Steering Committee.

We measure and report our GHG emissions annually to track progress and identify areas for improvement. In 2023, our Scope 3 GHG emissions increased year-over-year due to access to better quality data and due to a higher expenditure on capital goods and purchased goods and services (Scope 3, Categories 1 and 2). We are in the process of developing a Net Zero Roadmap that will outline our path to achieving our commitments. As a result, while we remain on track to meet our decarbonization targets, we may observe incremental GHG emissions increases in the

near-term. We will continue to update stakeholders on our progress against interim and long-term targets and implementation goals, as well as on actions being taken, in our annual Global Impact Report.

For a detailed overview of Expedia Group's climate risk and opportunity assessment, please refer to the [TCFD Index](#) in the Appendix.

### GHG Inventory — 2023<sup>2</sup>

# 691,533



Scope	Percentage
Scope 1	0.5%
Scope 2 (location-based)	2.0%
Scope 3	97.5%
Category 1: Purchased goods and services	88.7%
Category 2: Capital goods	2.9%
Category 3: Fuel- and energy-related emissions	0.6%
Category 5: Facility waste	0.02%
Category 6: Business travel	3.6%
Category 7: Commute and home-working	1.6%
Category 8: Upstream leased assets	0.08%

<sup>1</sup> Expedia Group defines our goal of reaching Net Zero by 2040 as achieving at least a 90% absolute reduction in our Scope 1, Scope 2, and upstream Scope 3 GHG emissions (Categories 1, 2, 3, 5, 6, 7, and 8) from a 2022 base year.  
<sup>2</sup> As of December 31, 2023. Measured in mtCO<sub>2e</sub>.





### Sustainability of IT Infrastructure

Expedia Group is a global company with facilities and offices on nearly every continent. Expedia Group's [Seattle HQ](#) and [Gurgaon Campus](#), representing approximately 33% of our global real estate portfolio by square footage, have achieved LEED Gold certifications. Since 2020, Expedia Group has powered 100% of our operations with renewable electricity.<sup>3</sup>

For our legacy company-owned data centers, our systems infrastructure and web and database servers are housed in various locations, mainly in the U.S., with 24-hour monitoring and engineering support. These data centers have their own generators and multiple backup systems. For some critical systems, we have both production and disaster-recovery facilities.

As a technology company, our global IT infrastructure is the backbone of our operations and represents a key opportunity for positive impact. We are integrating environmental considerations into strategic planning for data center and cloud platform needs. In 2018 Expedia Group began a multiyear phased project to

migrate products, data storage, and data processing — key portions of our consumer and affiliate sites — as well as back-office application functionality, to the cloud. This massive migration to the cloud has resulted in drastic improvements to our server utilization rates, increasing efficiency and reducing energy use and resulting GHG emissions accordingly. Most of Expedia Group's data center needs are now fulfilled by third-party cloud service providers. [Studies conducted by 451 Research](#) found that AWS's infrastructure, for example, is 3.6 times more energy-efficient than the median of surveyed U.S. enterprise data centers and up to five times more energy-efficient than the average European enterprise data center.

In 2023, we built upon this work by forming a joint task force on sustainability with AWS, our main third-party cloud service provider, and kicking off an additional optimization project. In less than 12 months we moved 11.5% of our EC2 use to highly energy-efficient Graviton-based EC2 instances that offer up to 60% energy savings versus comparable Amazon EC2 instances for the same performance, translating directly to emissions reductions, and we will continue that transition in the coming years.

We also continually seek to optimize our code and algorithms to improve how our products and services are consumed. For example, search engines, such as Google or Bing, play a critical role in our business connecting with travelers. These engines crawl and index billions of our webpages each month, and in doing so consume substantial computational resources from Expedia Group's infrastructure. In 2023 we partnered with Merj Limited to understand and optimize the impact of these activities both on our own infrastructure and on that of the search engines themselves. So far, this efficiency-optimization process has saved approximately 30 billion resource requests annually, representing 6,000 hours per day of network compute time and translating to meaningful reductions in the energy footprint of our digital infrastructure.

In addition to our various optimization efforts, [Amazon is on a path to utilizing 100% renewable energy for the electricity powering its operations by 2025, including its data centers](#). This concurrently supports Expedia Group in reducing our emissions.

<sup>3</sup> Expedia Group purchases local-market, verified renewable energy certificates corresponding to 100% of our estimated global office electricity consumption in accordance with RE100 Technical Criteria.



## Powering Sustainable Travel

Beyond our operations, we are committed to catalyzing the broader travel industry's ability to achieve the global goal of halving emissions by 2030 and reaching Net Zero as soon as possible before 2050, as set out by the Glasgow Declaration on Climate Action in Tourism. Our Open World Impact strategy encompasses our vision for climate and the environment, including how we will position our brand portfolio and technology platform as a more sustainable choice for travel search. We aim to promote more sustainable travel products across our platform and encourage travelers to choose them via clear, credible, and consistent information on the relative sustainability of travel options. Additionally, to accelerate progress, we support suppliers in providing more sustainable offerings and reducing the travel industry's environmental footprint while enhancing resilience and climate adaptation for destination communities.

## Sustainability in Products and Services

Our booking platform and technologies connect millions of travelers with millions of global suppliers across a range of travel products — flights, cars, cruises, hotels, vacation rentals, activities, and packaged trips. We are committed to providing our travelers with clear, credible, and consistent information on the sustainability-related attributes and practices of travel providers, with the goal of making lower-carbon travel and tourism products a preferred choice across our platform and eventually the default for the global industry. We know that today's travelers seek experiences that are about more than just relaxation or exploration. We increasingly hear that travelers expect travel options in line with their values, and that consumers are increasingly aware of the impact travel can have on natural ecosystems, economies, and individuals, both locally and globally.

Travelers today want to explore the world in responsible ways. Expedia Group's [2022 Sustainable Travel Study](#) found that 90% of travelers are seeking more sustainable travel options, particularly those that lessen their environmental footprint and support local economies. In fact, 50% of respondents said they would pay more to make their trip more sustainable, and a full 70% said they were willing to sacrifice some aspect of convenience to do so.

## 2022 Sustainable Travel Study

# 90%

of travelers are seeking more sustainable travel options

# 50%

of respondents said they would pay more to make their trip more sustainable

# 70%

said they were willing to sacrifice some aspect of convenience to do so





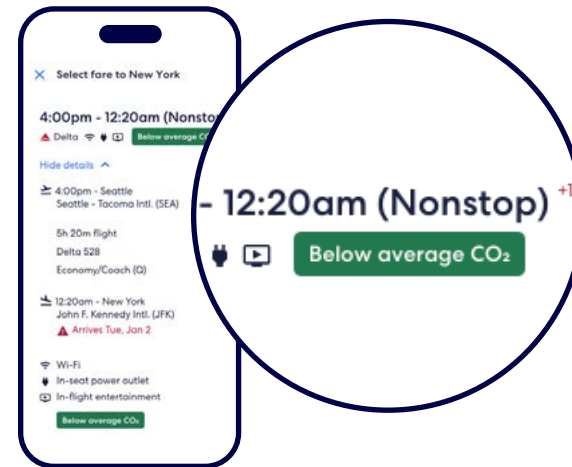
Through our booking platforms, we connect travelers with global travel suppliers. We therefore have a valuable opportunity to support our travelers in making more sustainable, lower-carbon choices.

Expedia Group recognizes that we must enable a diverse supply of lower-carbon and more sustainable travel options. In 2023, we engaged with our top supply partners across lodging, flights, cruise, and private label solutions. Our partners voiced how important sustainability is to them and their expectation for Expedia Group to showcase and support their efforts, provide them with more insights, and be a global influencer in accelerating the decarbonization of the industry.

To meet this demand, we are helping travelers understand and book more eco-friendly properties and have added industry-aligned attributes that help supply partners demonstrate their sustainable credentials. These attributes range from renewable electricity to energy-efficient technologies, waste-reduction measures to water-efficient showers, plant-based menu options, and more. One such feature, the availability of [on-site electric vehicle charging](#), is already a popular search filter for hotels.

In 2023, we built on this by adding the ability to filter for hotels who have received one of various [third-party eco-certifications](#). For aviation, Expedia Group has implemented an industry-standard GHG emissions calculator via the open-source [Travel Impact Model](#) to help travelers identify lower-emission flights. Moreover, for car rentals, we have added hybrid and electric vehicle search filters, while for experiences, we highlight [eco-friendly vacation packages](#).

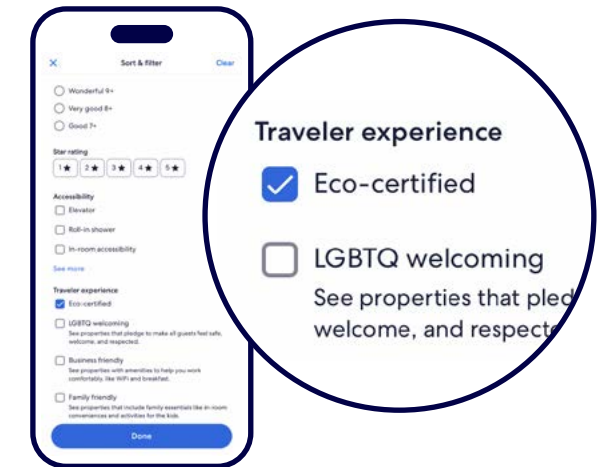
Booking flights with below average CO<sub>2</sub><sup>4</sup>



Booking electric cars<sup>5</sup>



Booking eco-certified hotels<sup>6</sup>



4 GHG emissions calculator is available on Expedia.com in U.S. points of sale only.  
 5 Hybrid and electric vehicle search filter is available on Expedia.com, Hotels.com, Travelocity, Orbitz, CheapTickets, and CarRentals.com. eBookers and Wotif feature electric vehicle search filter only. The availability of this product feature may vary by point of sale.  
 6 Third-party eco-certified hotel search filter is available on Expedia.com, Hotels.com, Travelocity, Orbitz, eBookers, CheapTickets, and Wotif. The availability of this product feature may vary by point of sale.

### Destinations and Communities

Destination marketing and management organizations (DMOs), such as tourist boards and visitors’ bureaus, can play a critical role in building resilience and accelerating climate action for local travel and tourism ecosystems. However, many DMOs have limited staff and resources, and may not know where to begin when it comes to taking on climate action.

In 2023, Expedia Group partnered with [The Travel Foundation](#) to launch a first-of-its-kind online curriculum with training and practical guidance on climate and sustainability tailored specifically to DMOs. This program serves to create “climate champions” among DMO staff, equipping them to drive change across their destinations, including supporting the sustainability journey of smaller travel industry entrepreneurs and local businesses in their communities.

The program is designed to empower DMOs in several key areas:

**Enhanced Climate Literacy:** Develop a thorough understanding of climate issues as they relate to tourism management, ensuring sustainability is a core part of everyday operations.

**Cultivation of Climate Champions:** Equip DMO staff with the necessary skills and knowledge to initiate climate actions, aiming to meet or surpass the expectations of customers, investors, and local residents.

**Development of Tailored Climate Action Plans:** Craft destination-specific action plans that align with the Glasgow Declaration on Climate Action in Tourism and contribute to global climate efforts in the travel sector.

**Support for Local Tourism Businesses:** Assist local tourism entities in advancing their climate actions and appealing to visitors who prioritize sustainability.

**Networking and Learning Opportunities:** Facilitate connections with other DMOs to share knowledge and strategies on destination sustainability and building climate resilience.

**Effective Communication with Travelers:** Credibly demonstrate actions taken toward sustainability, and effectively incorporate this narrative into marketing materials.

### Additional Programs and Partnerships

#### Destination Seattle

Through Destination Seattle, Expedia Group engaged with the Washington State Legislature to help enact the largest state transit and multimodal commuting investment in history.

#### Climate Leaders

In 2023, we hosted a workshop series focused on climate action for cross-functional internal leadership. These events brought together key decision-makers to harness their existing skills and insights toward climate action. The workshops, conducted in collaboration with [Today Do This](#), were high-energy and action-oriented, and participants came away with new commitments as well as practical tools to begin making a tangible impact on sustainability from within their respective roles.

#### Green the Bid

In 2023, our production team joined the Green the Bid initiative, a pledge-based initiative wherein companies agree to implement industry best practices to keep carbon footprints and emissions down during and after production for all film shoots, such as for our advertising productions.

#### Puget Soundkeeper

Expedia Group partners with Puget Soundkeeper, which seeks to protect and restore Northwest aquatic ecosystems for nature and local communities. In 2023, over 160 of our employees were trained in the detrimental effects of chemicals from tires on coho salmon and removed more than 500 pounds of trash from Elliott Bay’s beaches.

#### Travalyst

Expedia Group is an active member of the Travalyst Coalition, a global independent not-for-profit organization aiming to bring sustainability information to the mainstream to help people make better travel choices.

#### The Travel Foundation

In addition to the work offering climate training to destinations, in 2023 Expedia Group partnered with The Travel Foundation to conduct research on climate justice in travel, with the findings set to be published in 2024.

#### World Travel & Tourism Council

[Ariane Gorin](#),<sup>7</sup> President of Expedia for Business and CEO Designate, is an Executive Committee Member of the World Travel and Tourism Council (WTTC). Expedia Group is also a supporter of the [Hotel Sustainability Basics](#) program, an initiative designed to guide hotels on the initial steps toward sustainability.

<sup>7</sup> [Expedia Group announced the appointment of Ariane Gorin as Expedia Group’s CEO, effective as of May 13, 2024.](#)



# Biodiversity and Nature

Expedia Group believes that, when done responsibly, tourism can be a force for environmental conservation as well as community development. We are committed to supporting nature, biodiversity, and regenerative travel in line with the vision set out by the WTTC.

## Nature Positive Tourism

In 2023, Expedia Group embarked on a partnership with the Wildlife Conservation Society (WCS), a global nonprofit dedicated to saving wildlife and wild places worldwide through science, conservation action, education, and inspiring people to value nature.

With our foundational philanthropic support, WCS has launched the Nature Positive Tourism (NPT) Fund, leveraging WCS's long track record of innovative, impactful global conservation. NPT directly contributes to, and advances, the protection of habitats and wildlife, and does so by engaging with people living in important conservation areas. This form of tourism seeks not only to minimize impact on local habitats and communities but also to provide net positive benefits to the areas it touches. It allows travelers to enjoy global natural wonders and biodiversity and ensures that tourist spending contributes directly to a more conservation-focused and sustainable economy.

The NPT Fund will work to improve the quality of ecotourism operations while securing conservation outcomes, building climate resilience, and providing direct benefits to local communities. The Fund will:

**Expand opportunities for NPT** in the critically important conservation areas where WCS has existing relationships and on-the-ground initiatives by supporting local travel enterprises and community businesses.

**Provide grants and working capital loans at below market rates** to support NPT infrastructure, operations, and services that improve product quality and tourist experience, including enabling tourism ventures to transition away from fossil fuel.

**Support local partners in securing financial, technical, and other resources**, and through brokering partnerships with other industry actors and technical experts.

**Create and ensure the implementation of NPT best practices and standards of excellence** in collaboration with key industry stakeholders, including Indigenous peoples and local communities.







**40**  
acre waterfront area

**400+**  
bicycle parking spaces

**8**  
unique planting zones

**9**  
rain gardens

**Seattle HQ**

In 2019 we opened our Seattle HQ, which was designed with sustainability at the forefront. We transformed the 40-acre waterfront area — part of which was formerly an industrial area — bringing in soil and native plants and grasses to restore nature and create coastal meadows.

We have worked with local landscape architects to create an array of outdoor environments — from meadows and courtyards to a mile-long beachfront. Planting on-site is divided into eight unique zones, each intended to evoke a different native Washington landscape and reflective of a typical Puget Lowland coniferous forest. These native plants conserve water, reduce maintenance costs, provide habitat for wildlife, support pollinators, protect soils, purify the air, mitigate flooding, reduce temperatures in urban areas, and support erosion control. Our Seattle HQ features an intelligent irrigation system that tracks weather data and uses moisture sensors to help conserve water across our campus landscapes.

An on-site apiary provides a welcoming space for bees, while a vegetable garden provides fresh local produce that is used by our campus dining services. The campus is also one of the first to obtain Salmon-Safe Certification, which aims to ensure Pacific salmon can thrive in West Coast watersheds and recognizes our headquarters as a net-positive contributor to local watershed and ecosystem health.

Nine rain gardens facilitate rain absorption and help reduce runoff pollution into neighboring waters. The main-entry water feature is supplied using reclaimed rainwater from the roof surface, reducing potable water use. A new meeting space, made of natural materials and featuring a green roof, creates a biophilic haven for employees and biodiversity alike. We have developed on-site parklands, which are open to the public and enjoyed by diverse members of our Seattle community. Finally, we provide a shuttle and facilitate bicycle use, with bike trails leading directly to the HQ and more than 400 bicycle parking spaces.



# Social

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# Employee Engagement and Development

At Expedia Group, our people are our most important asset and are an essential part of who we are — a company of talented innovators working to strengthen connections, broaden horizons, and bridge divides through travel. A key part of our employee engagement strategy is to focus on competitive compensation and benefits and professional development that meet our employees' diverse range of needs.

## Engagement

We lead with a data-driven approach, including valuable employee feedback and insights. We continually listen, learn, and respond to employee feedback so we can better support our employees and their diverse needs across the globe.

Our employee listening strategy includes a cadre of online and offline practices, including focus groups, skip-level listening sessions, and more to capture feedback and insights. The Your Voice listening survey and the SelfID+ survey allow for anonymous and voluntary employee engagement aimed at understanding sentiment around company direction and strategy, inclusion, employee development and well-being, and engagement.

As a part of the Your Voice listening survey, we also conducted more frequent pulse surveys and focus groups on specific topics that may arise. Our multiple listening practices informed the Global Expedian Experience Study — the first comprehensive study of the employee experience at Expedia Group.

In 2023, our People Experience Design team led 54 workshop sessions and interviewed employees across seven key offices (Austin, Chicago, San Francisco, Seattle, London, Gurgaon, and Tokyo) to hear firsthand about their experience working at Expedia Group, across a selection of prioritized and ad hoc discussion topics.

Our People and Inclusion & Diversity teams analyze the aggregate results to help us understand our workforce and directly impact future policies, processes, and programs. We work with an independent third-party survey provider to manage our employee engagement survey process confidentially and work closely with our Legal and Privacy teams to ensure all protocols are followed.

## Development

We provide employees with the opportunities and tools they need to learn, develop, and achieve their full potential. Via our Careers Hub in Workday, employees can search for new roles and internal job postings and access mentors, learning courses, and networking opportunities. By creating a Career Profile, employees can also receive development recommendations tailored to them.

Our resources allow employees to learn and develop in both formal and informal settings. In 2023, Expedia Group employees completed an average of 11 training and development courses each. In addition to Expedia Group training courses, we also offer access to over 1,000 courses on Udemy.

We have established formal mechanisms to promote an open feedback culture, where employees are encouraged to give and ask for feedback often. All employees have check-ins with their managers during formal performance reviews aligned with their career development and aspirations. Additionally, employees can set goals in Workday to inform their career roadmaps and track progress against them.





**Benefits**

Expedia Group believes comprehensive benefits are essential in fostering an inclusive culture and retaining a diverse workforce. The benefits we offer have been informed by feedback received through our employee engagement surveys and focus groups and have been benchmarked against peers in the tech and travel industries.

**Benefits Offered to Expedia Group Employees<sup>8</sup>**

Benefit	Description
<b>Employee Stock Purchase Plan</b>	Expedia Group offers an Employee Stock Purchase Plan (ESPP) that enables employees at eligible locations to purchase our shares at a discount.
<b>Financial Education</b>	All employees have complimentary access to Nudge, a financial tool that provides personalized educational content to help manage their money. We also host financial well-being webinars throughout the year.
<b>Competitive Paid Time Off</b>	Expedia Group provides competitive time-off programs relative to each market we operate within.
<b>Travel and Wellness Reimbursement</b>	Employees receive a localized travel and wellness stipend each year (\$1,250 in U.S.). Additionally, all global employees have access to apply for an International Airlines Travel Agent Network (IATAN) membership. IATAN membership is a credential recognized in the global travel industry that provides discounts for leisure travel at locations worldwide.
<b>Travel Discounts on Brand Expedia</b>	As a travel company, we see the true value of travel. We know our employees love to travel, and we fuel that passion by offering travel perks, including 20% off hotels and activities on Expedia.com.
<b>Temporary Remote Work</b>	Available to all regular, part-time, and fixed-term employees, Discover EG helps people better connect with their global colleagues by allowing them to work from other Expedia Group offices for up to four weeks a year.
<b>Company-Paid Health Care Insurance</b>	The health of our employees is fundamental and necessary. We provide locally competitive health care plans or options to our employees globally.
<b>Employee Assistance Program and Mental Health Support</b>	We offer a variety of benefits to support our employees' mental health and stress management, including both an Employee Assistance Program and Spring Health. Through these resources, our employees can connect with licensed therapists to receive flexible, accessible, and fully personalized mental health support.  Internally, we have a network of Mental Health Ambassadors to offer our employees peer-to-peer support. These Ambassadors have all been trained in mental health first aid.

<b>Gender-Affirming Health Care Benefits</b>	Within the U.S., gender-affirming care is provided by health insurance programs. Outside of the U.S., we offer up to \$10,000 in financial support for employees and their families for transgender medical services, fertility, family planning, and/or helping more people access life-changing services.
<b>Competitive Parental Leave and Family-Building Benefits</b>	We provide a minimum of 12 weeks paid leave for both parents, with an additional six weeks for the birthing parent. To ensure everyone can access parental leave, we removed our one-year waiting period for new parent benefits, so employees can access paid parental leave as soon as they join Expedia Group. New parents can work part-time for 30 days and receive full pay immediately after their return.  Beyond supporting new families, we want to be there for our employees who are on a journey to become parents. In the U.S., we offer comprehensive coverage for fertility treatments and family-building services. All employees also have complimentary access to FertilityIQ, a family-planning website with fertility courses and community reviews of local doctors to help employees make the right decisions for their families. Additionally, all employees have access to caregiving support with Cleo.
<b>Support for Military Service Members</b>	For employees who have short-term military obligations, we are providing "top up" pay, allowing employees to receive their full paycheck for 30 days of service. Additionally, if their spouse/partner is deployed or activated for military service, we will provide 10 days of military spouse leave.
<b>Pet Benefits</b>	Pets are important extensions of the family for many employees. Recognizing the key role they play in our employees' well-being, we offer several pet benefits, including two weeks of work schedule flexibility when bringing home a new pet, expanding our bereavement leave policy to include pets, and introducing the opportunity to use our wellness reimbursement benefit for pet-related purchases.
<b>Gift Matching</b>	Expedia Group matches employee contributions one-to-one up to \$10,000.

<sup>8</sup> As of December 31, 2023. The benefits discussed in this Report are a selection of benefits and are not representative of all benefits offered by Expedia Group. Benefits may vary based on location.

# Inclusion and Diversity

At Expedia Group, our mission is to power global travel for everyone, everywhere. Likewise, we are working to build a workplace that is for everyone, everywhere. We are building a culture where inclusion is weaved into all facets of our business, ultimately evolving our workforce and presence in the marketplace.

During 2023, we continued to integrate inclusion and diversity into our talent and business processes. Through our commitments, enablement, and inclusive practices we are driving access and opportunity for all our employees, who in turn build a travel platform that is inclusive of all our travelers. Our success centers on our ability to attract, retain and develop a diverse workforce of employees who reflect our travelers around the world.

In 2023, Expedia Group further aligned our Inclusion & Diversity (I&D) team with our People team and focused on integrated solutions, guided by talent attraction, employee experience, and retention data. As a result, we launched new strategies across hiring, performance, and career development while continuing to invest in our communities that drive a culture of belonging.

At Expedia Group, we have two public-facing goals to drive accountability and transparency toward building a workplace that reflects our travelers.

## Inclusion and Diversity Goals

**Global Binary Gender Representation Goal**

**50%**  
Goal to reach a 50/50 binary gender balance by the end of 2025 at all levels

**U.S. Underrepresented Identities (URI)<sup>9</sup> Hiring Goal**

**25%**  
Goal to hire 25% of external U.S. hires from URI groups



**48%**  
women representation

**40%**  
women representation at the leadership level<sup>10</sup>

**31%**  
of U.S. hires were from URI

<sup>9</sup> URI includes the following race/ethnicity categories: Black/African American, Hispanic/Latino, Two or More Races, American Indian/Alaska Native, Native Hawaiian/Other Pacific Islander.

<sup>10</sup> Leadership is defined as Director level and above.





In 2023, we made progress toward our global binary gender representation goal and exceeded our URI hiring goal. The year marked our highest increases in hiring from both groups, with a 4% year-over-year increase for women and an 8% year-over-year increase for URI candidates. Moreover, global women representation reached 48%, with 40% at the leadership level. In addition, 31% of U.S. hires were from URIs. We largely attribute this success to the implementation of new strategies:

**Mandatory Hiring Certification:** We launched our first hiring certification program, License to Hire, to educate interviewers around fair, inclusive, and effective hiring practices. All interviewers must complete their license before they can interview; it includes a live session on mitigating bias, providing inclusive candidate experiences, and assessing based on competencies.

**Talent Attraction:** We expanded and invested in new partnerships with underrepresented talent networks to diversify the talent pipeline, increase access, and reach underrepresented talent through authentic and resonant experiences.

**Diversity Sourcing Team:** We created a new team focused on sourcing and connecting with underrepresented talent to diversify the funnel. This team has enabled us to create better candidate experiences with talent who connect with us through our partnerships and to reach talent beyond our immediate networks.

We are proud of our progress to date, yet recognize we still have much to do on this journey. We will continue to use our platform to create a more equitable workplace and company for all.

This page showcases a summary of our workforce and our progress. For a more in-depth analysis of our U.S. workforce, please reference our [Equal Employment Opportunity \(EEO-1\) Report for 2022](#).

**17,100**  
Employees<sup>11</sup>

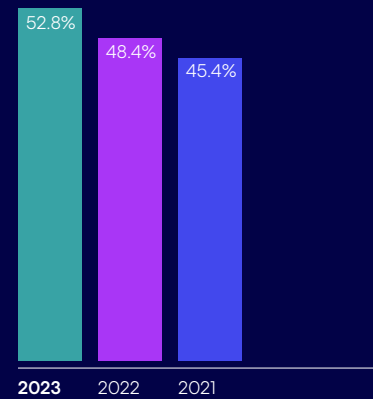
**Global Employee Gender Representation<sup>11</sup>**



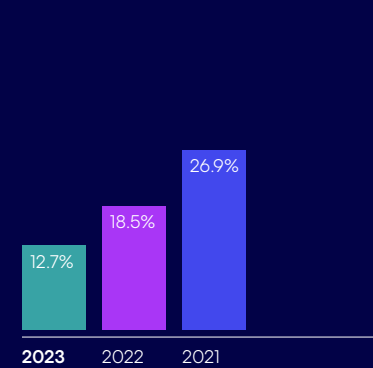
**U.S. Employee Representation by Race and Ethnicity<sup>11</sup>**

	Overall					Tech					Non-Tech					Leadership				
	'23	'22	'21	'20	'19	'23	'22	'21	'20	'19	'23	'22	'21	'20	'19	'23	'22	'21	'20	'19
American Indian/Alaska Native	0.4%	0.4%	0.3%	0.3%	0.4%	0.2%	0.2%	0.3%	0.2%	0.3%	0.7%	0.5%	0.4%	0.4%	0.4%	0.2%	0.2%	0.1%	0.1%	0.0%
Asian/Pacific Islander	32.4%	31.4%	30.4%	25.4%	24.4%	50.0%	49.2%	47.3%	45.3%	44.3%	11.2%	11.1%	12.0%	10.3%	10.8%	27.2%	26.6%	24.3%	22.7%	24.1%
Black/African American	5.0%	4.7%	3.5%	4.0%	4.6%	3.9%	3.3%	2.5%	2.2%	2.2%	6.4%	6.3%	4.6%	5.3%	6.2%	2.7%	2.2%	1.0%	0.6%	0.9%
Hispanic/Latino	9.1%	8.2%	7.5%	8.1%	9.3%	6.7%	5.6%	5.0%	5.0%	4.8%	12.0%	11.2%	10.2%	10.5%	12.3%	4.7%	4.2%	4.0%	3.8%	3.6%
Native Hawaiian/Other Pacific Island	0.3%	0.3%	0.4%	0.5%	0.7%	0.3%	0.3%	0.3%	0.3%	0.3%	0.4%	0.4%	0.4%	0.7%	0.9%	0.3%	0.3%	0.2%	0.2%	0.1%
Two or More Races	3.5%	3.2%	2.7%	2.7%	2.8%	3.2%	2.8%	2.5%	2.0%	1.8%	3.8%	3.7%	3.0%	3.2%	3.5%	2.3%	2.1%	2.2%	1.4%	1.4%
White	49.2%	51.7%	55.2%	58.9%	58.0%	35.7%	38.6%	42.4%	44.9%	46.4%	65.5%	66.8%	69.3%	69.6%	65.9%	62.1%	64.3%	68.1%	71.2%	69.9%

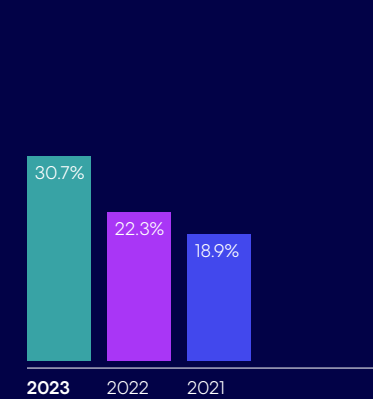
**Global Hiring Rate for Women<sup>11</sup>**



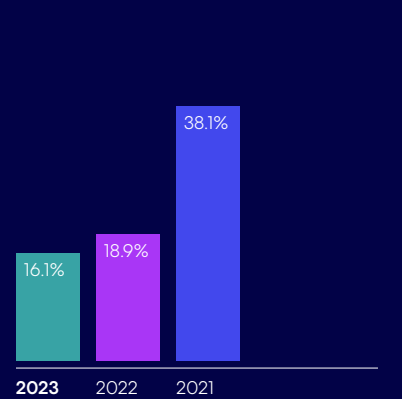
**Global Total Attrition Rate for Women<sup>11</sup>**



**U.S. Hiring Rate for URIs<sup>11</sup>**



**U.S. Total Attrition Rate for URIs<sup>11</sup>**



<sup>11</sup> As of December 31, 2023.



### Corporate Veteran Fellowship Program

Expedia Group is proud to share our participation in the Corporate Fellowship program with Hiring our Heroes. This program has been designed specifically to empower veterans in the U.S. during their transition from military service. Over a span of 12 weeks, the program offers invaluable opportunities such as real-world networking, mentorship, professional training, and hands-on experience. These resources are carefully crafted to support our veterans on their journeys toward fulfilling and successful careers.

### Returnship Program

Returning to work after extended time off can be challenging. We want to support a stress-free transition, with a Returnship Program that makes getting back to work as seamless as possible. Our 16-week Returnship Program is open to professionals looking to return to the workforce after a career break for caregiving of at least two years. Applications are open to anyone with at least five years of professional experience.

Throughout the Returnship Program, participants sharpen their skills, update their resumes, create connections, and explore opportunities to convert to full-time positions within Expedia Group. Along the way, advice, support, and mentorship are available from Expedia Group managers and experts at our partner company, Path Forward.

### Emerging Careers and Talent

Expedia Group is invested in developing early-career talent. We do this through a data-driven strategy focused on intern and recent graduate recruitment. We collaborate with universities, including Hispanic-serving institutions and historically Black colleges and universities, to engage students on campus, sponsor diverse student associations, and host events on-site. In-person activations are complemented with engaging social media content and ongoing relationship management to reach as many students and young professionals as possible. Several programs help us introduce more young talent to tech careers, including:

**Career Discovery Program** — The Career Discovery Program is designed to engage with students earlier in their educational and career journeys and provide learning activities and growth opportunities for URI students in India, the U.K., and the U.S. During the week-long program, computer science students are paired with a mentor from within Expedia Group’s graduate and intern groups to explore the potential routes to a career in tech.

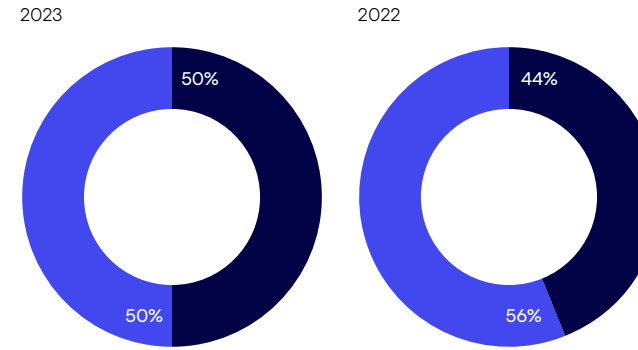
**Intern Program** — The Intern Program prepares interns for the Expedia Group Graduate Program. The 10-week program is open to final-year university students and offers bootcamps, goal setting, learning sessions, and final project showcases.

**Graduate Program** — The Graduate Program is for recent university graduates and offers experience working in different areas of our business.

**Apprenticeship Program** — The Apprenticeship Program prioritizes upskilling workers, particularly in underrepresented communities.

### Intern and Graduate Global Gender Representation<sup>12</sup>

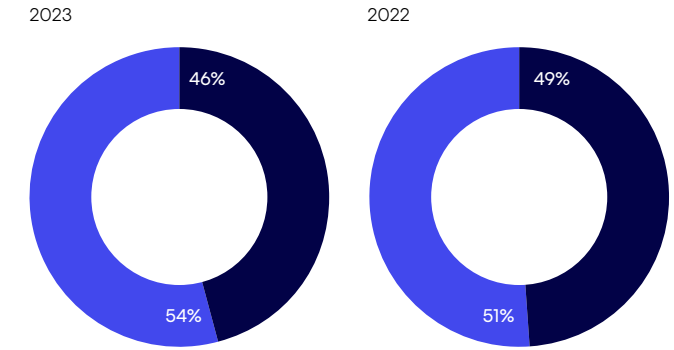
Intern Global Gender Representation



● Women

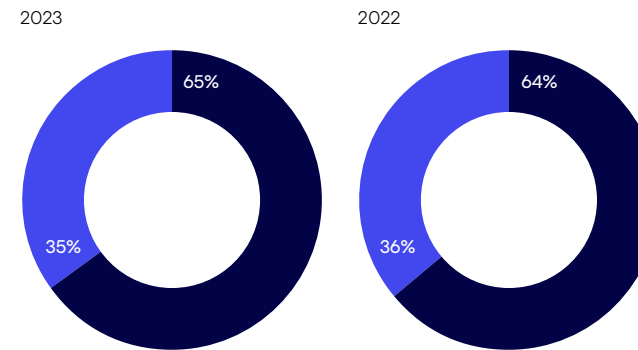
● Men

Graduate Global Gender Representation



### Intern and Graduate URI Representation in the U.S.<sup>12</sup>

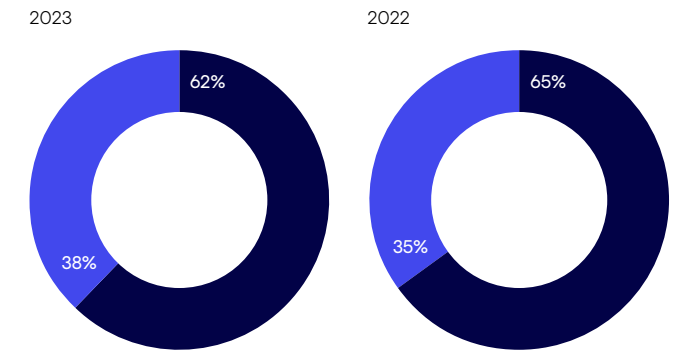
Intern U.S. URI Representation



● URI

● Non-URI

Graduate U.S. URI Representation



<sup>12</sup> As of December 31, 2023.



### Inclusion & Community Business Groups

We help employees connect with colleagues on shared perspectives and experiences, and form allyship with our Inclusion Business Groups (IBGs) and Community Business Groups (CBGs), which facilitate many of these connections. IBGs and CBGs are self-organized communities focused on advancing inclusion, awareness, development, and a sense of belonging at Expedia Group. They design events throughout the year to activate cross-company engagement in important social and environmental topics. Global participation in our IBGs and CBGs continues to grow and ensures that Expedia Group culture permeates all offices.

In 2023, we launched our first IBG Summit. Led by our IBGs to help mold future leaders of the Company, the two-day summit was designed to inspire and foster long-lasting change across the business. The IBG Summit has furthered our commitment to empowering our employees and fostering greater employee belonging.

### Inclusion Business Groups

- **ACE:** Asian Community at Expedia Group
- **AIM:** Ability Inclusion Movement
- **BEAM:** Black Expedia Allied Movement
- **IDEA:** Indigenous Diversity, Expedians and Allies
- **LEAD:** Latinx at Expedia and Allies for Development
- **Pride:** LGBTQIA+ Employees and Allies
- **VETS:** Veterans at Expedia Group and Their Supporters
- **WELL:** Women at Expedia Group Learning and Leading

### Community Business Groups

- APAC I&D Council
- EMEA I&D Council
- LATAM I&D Council
- Friends of Grief
- I&D Facilitators
- Mental Health Ambassadors
- Return from Maternity
- **SAGE:** Sustainable and Green at Expedia Group
- **Volunteers:** Volunteers at Expedia Group

**36%**

of Expedia Group employees belong to one or more IBGs or CBGs.<sup>13</sup>

<sup>13</sup> As of December 31, 2023.



### Vendor Diversity

Expedia Group is committed to achieving the same level of inclusion in our supply chain as in our workforce. Our Vendor Diversity Program launched in 2023 in the U.S. and is designed to create more opportunities for businesses that are 51%+ owned, operated, and managed by racial and ethnic minorities, women, LGBTQIA+ people, people with disabilities, veterans, and those who are socially or economically marginalized.<sup>14</sup> Increasing engagement with diverse groups of vendors not only creates a supply chain that reflects the diversity of our employees and travelers — it also represents a valuable opportunity to drive greater economic prosperity for underrepresented communities.

To be considered a diverse vendor, a vendor must be certified by a third-party body. In the U.S., diversity certifications are issued by several agencies, including:

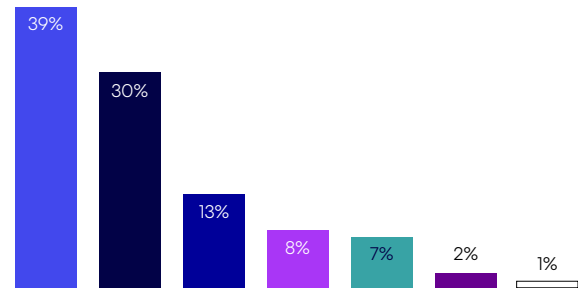
- National Minority Supplier Development Council
- Women’s Business Enterprise National Council
- National Veteran Business Development Council
- National LGBT Chamber of Commerce
- Disability:IN
- National Women Business Owners Corporation
- National Association of Minority and Women Owned Law Firms
- National Minority Business Council
- Veterans Affairs
- Local, state, and federal government programs

**\$50M**  
target spend with diverse vendors in the U.S.

**\$70M**  
spent with diverse vendors in 2023

Expedia Group’s program launched in 2023 in the U.S. with a first-year target to spend \$50 million with diverse vendors; 2023 also serves as a baseline year to monitor progress as the program matures. In 2023, we have achieved \$70 million in diverse spend.

Diverse Spend by Business Classification<sup>15</sup>



● <b>Minority-Owned Business</b>	<b>\$27,190,556</b>
● <b>Woman-Owned Business</b>	<b>\$21,223,509</b>
● <b>Small Business</b>	<b>\$9,314,089</b>
● <b>Disadvantaged Business</b>	<b>\$5,702,016</b>
● <b>LGBTQIA+-Owned Business</b>	<b>\$4,813,082</b>
● <b>Veteran-Owned Business</b>	<b>\$1,611,566</b>
○ <b>Disability-Owned Business</b>	<b>\$363,055</b>
<b>Total</b>	<b>\$70,217,873</b>

<sup>14</sup> The definitions of diverse and/or underrepresented may change, based on geography.

<sup>15</sup> As of December 31, 2023. Includes US/CAD only.

### Pay Parity

Expedia Group is committed to paying our employees a living wage and expects our vendors, suppliers, and contractors to do the same, as outlined in our [Vendor Code of Conduct](#). Expedia Group is committed to paying employees in similar jobs within a location comparably, regardless of their identity. Our annual talent and pay review audit process now includes base pay equity analysis, including identifying gaps across genders (globally) and ethnicity (in the U.S.). We conduct our analysis through a third-party compensation analytics platform and then remedy any statistically significant pay gaps. Our analysis included 100% of our global and U.S. workforce for gender and ethnicity, respectively.

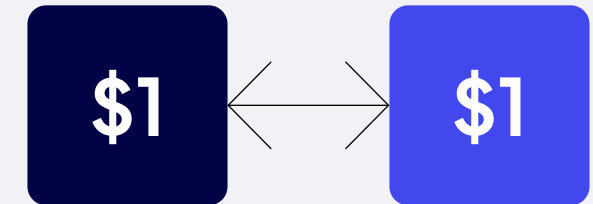
Our analysis in 2024 found 3% of our global employees required adjustments. After making the adjustments in salary, we are proud to share that women at Expedia Group earn on average \$1 for every \$1 earned by men on a global basis for comparable jobs. Similarly, in the U.S., URI employees now earn on average \$1 for every \$1 earned by non-URI employees in comparable jobs, as of April 2024.

We will continue to publicly disclose pay parity data across genders and ethnicities annually.

### Our analysis found



### After making salary adjustments



### Inclusive Brand Marketing

We are committed to improving inclusion and representation across all Expedia Group brands, by ensuring every traveler can see themselves represented in our brand marketing. To set the foundation for progress, in 2022, we took stock of what our brands had already achieved to deliver more inclusive marketing. In 2023, we worked on a set of priorities to take these efforts further, guiding our strategy this year and beyond. Our next priority is to turn these insights into actions, with targeted marketing initiatives designed to engage underrepresented travelers, focusing initially on members of the Black, Latinx, and disabled communities.

According to data from our [Inclusive Travel Insights Report](#), travel brands are uniquely positioned to open the world to more people, including travelers of different gender identities, ages, abilities, ethnicities, religions, and sexual orientations, to experience and connect with new cultures, ideas, and landscapes. In turn, travelers are looking for travel brands to be more inclusive and representative. Our research shows that 78% of survey respondents have made a travel choice based on advertisements that they feel represent them through messaging or visuals. For millennials, that figure is even higher — 84% have made a travel choice based on representation in travel advertising.

The importance of inclusion will continue to grow for travel brands. For example, Pew Research reports that in the U.S., younger generations are more diverse than ever. As diversity among travelers continues to grow, so does the buying power of minority groups. For example, research from [The Valuable 500](#) shows that globally, travelers with disabilities represent a significant market, with an estimated annual spending power of \$1.9 trillion. [The Equity Imperative study by Deloitte](#) reported the Black population in the U.S. is expected to grow 38% by 2060 and despite a wealth gap, Black buying power in the U.S. is rising — from \$320 billion in 1990 to \$1.3 trillion in 2018. The LGBTQIA+ market is also robust, worth an estimated \$211 billion to the travel industry.

During 2022, we created the [Inclusion & Diversity in Travel Advertising Guidelines](#) to help partners expand representation in travel marketing, providing resources on how to embed diversity, inclusion, and accessibility considerations across advertising imagery, content, and language. In 2023, we developed and launched an inclusive marketing training program and an inclusive review process to review all work for inclusivity.



### Well-Traveled Platform

As part of our wider inclusive marketing efforts, we introduced our Well-Traveled platform to highlight travelers who are often underrepresented, underseen, and underheard. We first introduced our Black and Well-Traveled platform in partnership with our Black IBG, BEAM, to build community for Black travelers, understand their unique experiences, and help inform how we can continue to make our platform more inclusive.

This year, we expanded to include Latinx and Well-Traveled in partnership with our Latinx IBG, LEAD. We continue to build our platform to be inclusive of marginalized communities while elevating the joy, empowerment, and connection that comes from travel.

### Global Ambassador Program

We recognize the value of engaging travel influencers to reach more travelers around the world. To ensure we are offering people culturally relevant information, we must embed inclusion and diversity into influencer programs.

In 2023, we continued to develop the Global Ambassador Program. This initiative brought together diverse creators to share Expedia Group information with their communities. Throughout the year-long program, creators deliver engaging social media content introducing people to our brands and providing other Expedia Group updates.

To maximize our reach, we activated additional influencer campaigns throughout the year to celebrate and promote diversity in travel, particularly among Black and Latinx communities.

**70%**  
of Global Ambassador Program participants identify as belonging to an underrepresented group<sup>16</sup>



# Social Impact

At Expedia Group, social impact is about delivering the possibility and opportunity of travel for everyone, everywhere. We believe travel is a force for good and are committed to shaping a more inclusive and equitable travel industry through our partnerships, products, and philanthropy.

Travel is transformative and has the power to change perspectives and serve as an economic driver for many communities. We recognize the unique role and responsibility Expedia Group has in democratizing the travel and tourism industry and leveling access for all travelers. Our social impact work aims to strengthen economic opportunities throughout the travel ecosystem and remove barriers so that more people can experience all that travel has to offer. We see our approach as collective and intersectional — embedded within all aspects of our strategy driving toward a more responsible future for the people, places, and communities that make up global travel.

## Economic Advancement in the Travel Industry

Creating opportunities for small- and medium-sized businesses (SMBs) to succeed while delivering value for our travelers, destinations, and communities is the key to realizing a better travel industry. That's why we are committed to supporting organizations that unlock economic opportunities for all companies, in particular those traditionally underrepresented in the travel economy.

For many destinations where Expedia Group operates, the travel and tourism sector is a significant driver of community economic and social development, creating employment opportunities and supporting local livelihoods. Approximately 80% of businesses within the travel and tourism sector are startups and SMBs, with a significant portion being independently owned or family-operated enterprises.<sup>17</sup> We recognize the unique role and responsibility Expedia Group has in democratizing the travel and tourism industry. We want to strengthen economic opportunities throughout the travel ecosystem to ensure more people and communities can access industry growth.

We encourage greater representation of historically underserved entrepreneurs among our partner base and throughout the industry to create a more diverse travel ecosystem. This includes collaborating with our global network of partners to better identify and support diverse businesses. It also means forging new partnerships to amplify our scope for addressing inequalities to economic and employment opportunities within the industry.

## Social Impact Overview

**\$8.7M**  
in funding<sup>18</sup>

**12**  
startups and SMBs  
accelerated

**60**  
nonprofit grantees  
supported



<sup>17</sup> World Travel & Tourism Council.

<sup>18</sup> As of December 31, 2023.



**100%**  
of participants said they would likely recommend the program to other founders

**120+**  
Expedia Group staff volunteered

**4**  
external partners supported the program

**9**  
cross-participant partnerships formed

**2**  
live partnerships

**3**  
partnerships in exploration

**Open World Accelerator Program**

We created the [Open World Accelerator](#) to democratize access to the benefits of the travel industry. Through the program, we are helping startups and SMBs fast-track their growth and innovation as part of our journey to becoming the leading technology partner for travel businesses.

Our inaugural impact program cohort of 12 companies worked on solutions to help remove barriers to travel, improve the experience of travelers with accessibility needs, and make travel safer and more inclusive. Participants benefited from our insights and technology, as well as from regular coaching and one-on-one mentoring, networking opportunities, up to \$20,000 in equity-free grants, and brand exposure on Expedia Group platforms.

In 2023, the 12 selected companies completed the program. They shared their growth and progress at Demo Day at our headquarters in Seattle. With more than 1,000 attendees, the program closed with some big highlights, learnings, and potential partnerships. Employees, startup investors, industry leaders, and Expedia Group partners came together to celebrate the progress of the Accelerator participants.

Condé Nast Traveler  
**Bright Ideas in Travel Award**  
Recipient





## Open World Accelerator Program Participants

- **Live Pilot Partnerships**

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- **Exploring Partnerships**

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### Traveler Accessibility



● **Becoming rentABLE** is increasing access for all with the first accessible short-term rental certification that includes people needing mobility, cognitive, sight, hearing, and aging accessibility.



● **Be My Eyes** is a free mobile app that connects people who are blind or have low vision to live video support in 175+ countries.



**Handiscover** helps companies and local municipalities gather and display unique accessibility data to facilitate experiences for people with disabilities while traveling and in daily life.



**iAccess Life** is an app that allows travelers to review locations, such as restaurants, hotels, and other attractions, based on accessibility.



**Sociability** is a free mobile app that helps disabled people find, add, and share detailed accessibility information for local venues.



● **Wheel the World** is an online travel agency designed to help travelers with disabilities and senior citizens find accessible experiences.

### Travel Inclusivity and Safety



**Flywallet** is a digital wallet and savings account that gamifies budgeting to help consumers better plan their trips, helping reduce financial burden and lower carbon emissions.



**Green Book Global** is a travel review site that empowers Black travelers to explore the world safely by providing user-generated travel insights from Black perspectives across nine travel dimensions.



**GeoSure** combines structured and unstructured data from health, economic, macro, built environment, and manifold other sources, providing hyperlocal safety data for travelers, especially women and LGBTQIA+ communities, scaled over 65,000 cities and neighborhoods worldwide.



● **Greether**, an award-winning global travel company, helps women travel safely in over 90 countries by connecting them with local verified female guides whom they can book to explore destinations in a sustainable way.



**misterb&b** is the largest online LGBTQIA+ community providing safe and welcoming travel worldwide.



● **SoloTrvlr** is powering the first global network of travel advice for women, by women. Equipped with the right information, women will travel anywhere with confidence for business, leisure, or both.



### Sustainable Hospitality Alliance

Expedia Group was proud to launch a partnership with The Sustainable Hospitality Alliance in 2023 to help grow their Employability Accelerator in India. The program prepares Indian youth for green jobs across the hospitality sector, enabling them to realize their potential and succeed in life. India has nearly 500 million people of working age, the second largest workforce in the world. It has a substantial young population, with an average age of 26.8 years. Tourism contributes nearly 9% to India's GDP and provides over 10% of employment. With sizable growth in nature and wellness tourism, a move to sustainable practices has started taking root in the sector. Meeting the demand for trained workers and developing required skills for green jobs, if not done at pace, could hinder the anticipated growth of this sector.

The Alliance was founded 30 years ago and has a rich history of successfully building partnerships with training organizations, local networks that work with vulnerable groups, and global and local hospitality brands. This partnership with Expedia Group is a part of their newly launched Net Positive Hospitality program, a commitment to a prosperous and responsible hospitality sector that gives back more to destinations than it takes. Addressing the specific core skills gap and bringing sustainability content into hospitality vocational trainings will lay the foundation for a people-centered program, which can support the future growth of India's growing sustainable tourism and hospitality industry.

### Tourism Cares

We have built on our existing partnership with Tourism Cares, supporting their ambition to unite the travel industry through positive economic, environmental, and social impact. They are achieving this by creating opportunities, empowering communities, amplifying culture, and protecting the environment, all while fostering diverse perspectives and inclusivity.

During the year, Tourism Cares, with funding from Expedia Group, led development of The Pathways Project, an initiative to increase representation of Black, Indigenous, and other historically underrepresented groups among travel and tourism workers. This includes creating pathways to more inclusive recruitment and training to help a diverse talent pool pursue careers in the travel sector, in positions such as cultural heritage tour guides, tour directors, interpreters, and storytellers.

Additionally, Tourism Cares launched The Meaningful Travel Map to allow travelers to find tours, cultural activities, and other social enterprises that provide authentic community experiences. The map highlights travel options run by those from underrepresented communities, spotlighting woman-owned or Indigenous enterprises as well as other communities who are often left out of the travel value chain.



## Promoting Inclusive Travel

We recognize the unique role and responsibility Expedia Group has in leveling access for all travelers. We are working to address the historical, physical, and socioeconomic barriers that block certain groups from experiencing the joys of travel. This starts with identifying equity gaps and partnering across the industry to target the most significant barriers. We can then use this valuable insight to reimagine the travel landscape, evolving a more equitable ecosystem. Expedia Group targets its investments to support progress across five key areas:

- Travelers with accessibility needs
- Travelers from underrepresented racial and ethnic identities
- Youth travelers
- LGBTQIA+ travelers
- Travelers from limited economic and socioeconomic means

## Made to Travel™ Fund

Expedia Group is committed to making travel accessible to all. As we work toward this goal, we believe it is our responsibility to ensure travel opportunities are available to those underserved and underrepresented in travel. On Giving Tuesday, our Expedia brand announced the [Made to Travel Fund](#), a new program that awards grants to nonprofits that share the common goal of removing barriers to travel. The Fund has awarded more than \$1.5 million in unrestricted grants to a diverse set of organizations working with underserved or underrepresented travelers. From sponsoring trips for cultural connections and helping students in under-resourced communities get their first passports to fortifying mental health through outdoor experiences and enabling more inclusive and accessible travel.

Travel is transformative and has the power to change perspectives and serve as an economic driver for many communities. Our 2023 grant recipients are committed to creating greater access to life-changing travel experiences. As a tech company that empowers travel, we see the Made to Travel Fund as a strategic investment in building a more inclusive travel industry for generations to come.



## Made to Travel Fund Grantees



All Wheels Up  
Helping to increase awareness for safer and more dignified accessible air travel through research and advocacy for disabled people.



ARRAY Alliance, Inc.  
Working to advance social justice through art by providing programs like grantmaking, mentorship, and education through a woman-led nonprofit.



Birthright Africa  
Inspiring youth and young adults of African descent ages 13–30 to explore their cultural roots and legacy of innovation within the United States and select nations in Africa as a birthright.



Boyz N The Wood, Inc.  
Providing outdoor experiences for Black men to restore and reignite the best version of themselves.



Disability Rights Fund, Inc.  
Providing financial and technical resources to organizations of persons with disabilities to advocate for equal rights and full participation in society.



Family Holiday Charity  
Providing opportunities to underserved families who need a break but feel a holiday is impossible.



Girls Going Global  
Empowering African American and other underrepresented girls to give them the tools to explore the world at large and become global citizens.



Global Glimpse  
Empowering students from all backgrounds with access to transformative travel experiences that inspire them to lead with empathy and a global perspective.



IGLTA Foundation  
Supporting initiatives for industry organizations, leaders, and communities to advance LGBTQIA+ travel around the world.



National Park Foundation  
Generating private support and strategic partnerships to protect and enhance America's national parks for present and future generations as the official nonprofit partner of the National Park Service.



Paralyzed Veterans of America  
Serving veterans with spinal cord injuries or diseases, like multiple sclerosis and amyotrophic lateral sclerosis, and helping them live full, independent lives.



Rainbow Railroad  
Helping at-risk LGBTQIA+ people relocate from places of persecution.



The Cultural Heritage Economic Alliance  
Creating inclusive and equitable opportunities for people of color through their sustainable tourism initiatives.



The Venture Out Project  
Leading backpacking and wilderness trips for the queer and transgender community.



Too Fly Foundation  
Inspiring and equipping students from under-resourced communities with passports, travel grants, and educational experiences so that they, too, can see the world.



UnTours Foundation  
Providing flexible capital to businesses building a better future for the travel industry through the Reset Tourism Fund.



World Affairs Council  
Supporting organizations working to deepen their communities' global perspective through speaker programs, discussion groups, and educational experiences.



### LGBTQIA+ Travelers

Expedia Group is dedicated to helping LGBTQIA+ travelers find welcoming hotels that put inclusivity at the heart of traveler experiences. Since 2010, we have been a proud member of The International LGBTQ+ Travel Association (IGLTA), a leading organization raising awareness about welcoming tourism in the LGBTQIA+ community. We work to identify partners who are also IGLTA members so we can promote them across our platform — and via our LGBTQIA+ search filter — as properties that have pledged to make all guests feel safe, welcome, and respected.

In addition to the IGLTA Foundation, the Made to Travel fund supports Rainbow Railroad and The Venture Out Project.

Rainbow Railroad is an international organization dedicated to assisting at-risk LGBTQIA+ individuals globally. They focus on providing emergency travel assistance to help individuals escape from countries where they face discrimination and persecution due to their sexual orientation or gender identity. The organization's efforts include:

- **The Emergency Travel Support Program:** Offers financial and logistical aid to LGBTQIA+ individuals for emergency evacuation to safer destinations.
- **Crisis Response Program:** In partnership with the Canadian government, they have helped resettle 263 LGBTQIA+ Afghan refugees in Canada, in response to the persecution in Afghanistan.
- **Canadian Private Sponsorship of Refugees Program:** Has assisted 10 at-risk LGBTQIA+ refugees to resettle in Canada, collaborating with community groups.
- **U.S. Welcome Corps Program:** As the only LGBTQIA+ Private Sponsor Group participating in the government program, they are facilitating the resettlement of 50 LGBTQIA+ refugees to the U.S., enabling private citizens to support their resettlement process.

The Venture Out Project (TVOP) is focused on creating a safe and fun outdoor experience for the LGBTQIA+ community. They organize activities like hiking, backpacking, skiing, snowshoeing, and camping to foster community, leadership skills, and personal confidence among LGBTQIA+ individuals. TVOP also provides educational programs and workshops to schools, companies, and other organizations to promote inclusivity and affirmation of queer, trans, and gender-diverse individuals. Participants in TVOP trips gain practical outdoor skills, experience personal growth, and often find empowerment in their identity.





## Communities and Destinations

At Expedia Group, we know that thriving communities are at the heart of sustainable tourism. We believe in being good neighbors, delivering positive impact where we live and work through targeted actions and long-standing partnerships rooted in our core values. Additionally, we are committed to being good stewards of the destinations that are at the heart of our business, identifying ways to support local cultures, communities, and environments.

### Disaster Response

Being a good corporate citizen means being there for our communities during the good times as well as the more difficult circumstances. That extends to delivering timely, effective, compassionate, and equitable relief following disasters. The ability of communities to recover from destructive events and become more resilient in the face of climate change is vital to their overall sustainability, and in turn to the future of the travel industry.

When disaster strikes, we look to respond quickly, using our resources, time, and expertise to support communities in need. We therefore partner with and support diverse global organizations who offer the needed local expertise to best respond to disasters and support communities in building longer-term recovery and resilience.

By providing financial and other support to nonprofit organizations working to build sustainability awareness and capacity among tourism and travel providers, particularly where this work focuses on small businesses, we will ensure that the future of sustainable travel is also equitable, diverse, and inclusive, in support of all three pillars of our Open World Impact strategy.

### The Center for Disaster Philanthropy

Reacting quickly to meet immediate needs following a disaster is vital, and providing funding to support longer-term recovery and rebuilding efforts is just as important. [The Center for Disaster Philanthropy \(CDP\)](#) works with local partners and global businesses to deliver enduring support to communities impacted by natural disasters and humanitarian crises, prioritizing medium- and long-term recovery and equity-focused disaster giving.

In 2021, we announced a partnership with the CDP to help fund strategic, long-term recovery and rebuilding; we have since donated \$1.5 million to their disaster relief efforts. Through this partnership, we provide financing to several CDP programs, including:

- The Disaster Recovery Fund
- The Atlantic Hurricane Season Recovery Fund
- The California Wildfires Recovery Fund
- The Global Recovery Fund

### International Rescue Committee

The [International Rescue Committee \(IRC\)](#) works across more than 50 countries to support those affected by humanitarian crises. Expedia Group is advancing this work with funding to help the IRC restore health, safety, education, economic well-being, and power to people impacted by conflict. As a part of our multiyear partnership, we have donated \$750,000 to finance rebuilding and restoration efforts in vulnerable communities. Expedia Group also donated advertising space to IRC in response to the Turkey and Syria earthquakes in February 2023.

### Maui Strong

In 2023, Expedia Group provided specific support to those impacted by the Hawaii fires in August. Following the devastating fires in Lahaina, Maui, Expedia Group contributed funding toward Hawai'i Community Foundation's Maui Strong Fund, a Hawaiian-led, community-based organization focused on the region's recovery. We also contributed to World Central Kitchen to support immediate and long-term relief efforts for residents. We waived cancellation policies for conventional lodging and issued advisories to our travelers, adhering to local government calls for nonessential visitors to avoid traveling to Maui. Expedia Group encouraged Vrbo partners across Hawaii to offer their properties to Maui residents displaced by wildfires through the Hawai'i Fire Relief Housing Program.



### Supporting Indigenous Communities

In 2021, Expedia Group formally committed to reconciliation for Australia's Aboriginal and Torres Strait Islander people through the Reconciliation Action Plan (RAP) program. In 2022, our Reflect RAP was endorsed by Reconciliation Australia. We continue to support Aboriginal and Torres Strait Islander people, engaging First Nations-led catering suppliers for key RAP events.

We are also proud to support the [Indigenous Tourism Association of Canada \(ITAC\)](#) and [Destination Canada's](#) work in championing and growing Indigenous tourism in Canada. Expedia Group's contribution marks a boost to ITAC's newly established Indigenous Tourism Destination Fund (ITDF). Launched in 2023, ITDF offers a unique opportunity for travelers, Indigenous businesses, and non-Indigenous companies to actively participate in and support Indigenous tourism development.

The fund channels contributions into four critical areas:

- Infrastructure
- Product development
- Workforce
- Marketing initiatives

The investment marks a major milestone in advancing Indigenous tourism in Canada and supporting Truth and Reconciliation Commission Call to Action #92: calling upon the corporate sector in Canada to adopt the UN Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and operational activities involving Indigenous peoples and their lands and resources.

### Employee Volunteering

Our community engagement efforts are focused where a majority of our employees live and work to maximize employee engagement. Throughout 2023, our people participated in various activities that helped address issues that mattered most to their local communities.

One way our employees give back is through targeted donations to causes they are passionate about. We want to amplify the impact of these donations by matching their contributions. In 2023, Expedia Group matched employee contributions one-to-one (up to \$10,000), resulting in approximately \$5 million donated to support community causes around the world.

Employees are also passionate about volunteering their time and expertise to support local initiatives. Every employee can volunteer with charities for up to eight paid hours annually. To maximize their impact, Expedia Group will match every volunteer hour with a \$30 donation to their chosen charity.

### Month of Caring

Every September, we host a Month of Caring, creating opportunities for employees worldwide to make meaningful contributions where they live and work. During the 2023 Month of Caring, we reached a new landmark, with 25% of all employees partaking in over 300 volunteer projects — from supporting food banks and blood drives to environmental cleanups.

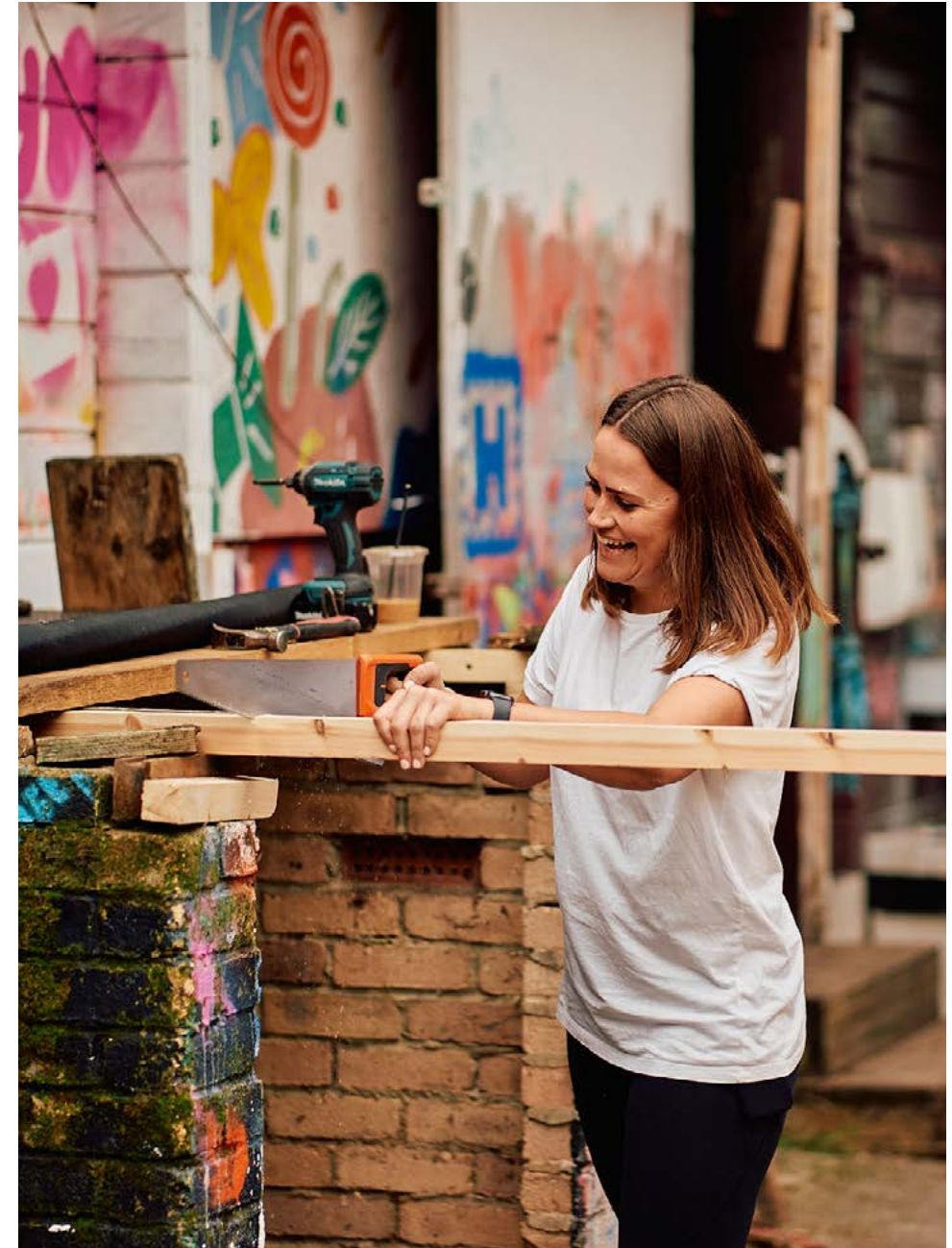
At Expedia Group, we are humbled by our team's passion for individual giving and volunteering. That's why we honor our employees' commitment by matching donations and the value of the time they volunteered — to reinforce their significant efforts and support the organizations they care about most.

### Employee Volunteering Overview<sup>19</sup>

**4,362**  
Expedia Group volunteers

**34,931**  
hours of employee volunteering

**2,420**  
nonprofit causes supported by employees



<sup>19</sup> As of December 31, 2023.

**IBG Grantmaking Program**

In 2023, we piloted a new program empowering employee-led grantmaking with our IBGs. The program awarded Expedia Group funding to like-minded nonprofit organizations focused on diversity, equity, and inclusion, locally or globally.

Our IBGs came together with an intersectional approach to determine our new partners with a focus on:

- Organizations taking an intersectional approach and serving more than one underrepresented community
- Global URI workforce development benefiting society at large
- URI workforce development benefiting the tech sector, including Expedia Group
- Mental health and well-being for marginalized groups



2Gether-International

2Gether-International's mission is to redefine disability as a competitive advantage for businesses by connecting disabled founders with the resources they need to thrive and fostering disability pride and identity. They support high-growth, high-impact disabled founders in utilizing technology to scale their businesses.



Code2College

Code2College aims to increase the number of minority and low-income high school students who enter and excel in STEM undergraduate majors and careers.



Soldiers' and Sailors' Families Association (SSAFA), The Armed Forces Charity

SSAFA, the Armed Forces Charity is a trusted source of support for serving personnel, veterans, and their families in their time of need.



Asian Counseling and Referral Service

Grounded in a commitment to social justice, ACRS provides services that advance the health, well-being, dignity, and empowerment of Asian Americans and Pacific Islanders and other communities experiencing disparities in health, human services, and education.



Diversify

Diversify is a nonprofit that works to amplify and advance measurable diversity, equity, inclusion, belonging, and justice strategies and interventions in workplaces, communities, and institutions in the Nordics and globally. It works to address societal inequities through entrepreneurship, professional development, work placement, advocacy, and research, primarily to improve the socioeconomic well-being of people from marginalized, racialized, historically underrepresented groups.



Tribal Warrior Talent

Tribal Warrior Talent, operating in Australia, empowers its community to be strong in its history, proud of its achievements, and economically self-sustaining into the future through connection to culture and family.



Casa Central Social Services Corporation

Casa Central provides high-quality social services in culturally diverse communities that engage and empower individuals and families to thrive.



Global Mentorship Initiative

GMI prepares underrepresented and refugee students to obtain their first job after graduation, through a structured online mentorship with a business professional, enhanced through AI.



Centro de Acolhida e Cultura Casa 1

The mission of Centro de Acolhida e Cultura Casa 1 is to provide a welcoming space for the LGBTQIA+ community in Brazil, with a strong focus on issues related to gender expression, identity, sexual orientation, race, and socioeconomic status. They are committed to promoting human dignity and social well-being for all, offering comprehensive and free services to ensure that this community can fully access their social and economic rights.



Out in Tech

Out in Tech is the largest nonprofit community of LGBTQIA+ tech leaders in the world. Its mission is to create opportunities for its members to advance their careers, grow their networks and leverage tech for social change.



# Accessibility

People with disabilities are one of the most underserved communities in the travel and tourism sector. Today, 15% of the global population lives with a disability.<sup>20</sup> Between 2018 and 2019, travelers with disabilities spent nearly \$59 billion on travel and took a total of 81 million trips.<sup>21</sup> At the same time, less than 55% of people report seeing travel options accessible to all abilities or inclusive of all traveler groups.<sup>21</sup>

**15%**  
of the global population  
lives with a disability

**~\$59B**  
spent by travelers  
with disabilities

**81M**  
trips taken by travelers  
with disabilities

**<55%**  
of people report seeing  
travel options accessible  
to all abilities or inclusive  
of all traveler groups

In 2022, Expedia Group published an internal State of Accessible Travel Report to drive greater understanding of current traveler experiences. We found that while people with disabilities view travel as an opportunity to explore new places and relax, it is also a source of anxiety. This illustrates the need for more accessible travel and accommodation options, and the need for them to be easily identifiable in booking systems.

As a result, Expedia Group launched the [Lodging Accessibility Guide](#) — an easy-to-understand guidance on embedding accessibility best practices into lodging accommodations. Expedia Group lodging partners can find advice for how to adapt and market properties appropriately to deliver the best, most accessible traveler experiences. The guide offers practical solutions on moving properties from compliant to fully inclusive design. For more information on Expedia Group’s accessibility policies, refer to [Expedia Group’s Service Animals Policy](#).

Throughout 2023, Expedia Group took several steps to ensure greater accessibility across travel options and within our workforce.



<sup>20</sup> Expedia Group, Inclusive Travel Whitepaper.

<sup>21</sup> Expedia Group, Lodging Accessibility Guide.



### Accessibility in Digital Platforms

The travel experience starts as soon as someone arrives at one of our online platforms. That's why we are committed to driving accessibility throughout our digital platforms.

To support this work, our User Experience Design team has partnered across the business to simplify the user experience across all our products, brands, sites, and apps. Rather than using multiple versions of the same component across teams, with varying levels of accessibility, we deliver a suite of consistent elements for use across online platforms. By doing this, we are creating more consistent experiences for travelers, suppliers, and partners, which in turn means we can simplify and speed up the process for developing online content and purpose-build components for better embedded accessibility.

We have also plugged digital accessibility considerations into each step of our product life cycle. This means including our users with disabilities in our initial product requirements, defining the accessible experience in designs, implementing that experience, and then testing the final product with assistive technology. Our Digital Accessibility team has created trainings and documentation aimed at each role to empower all employees to create accessible digital products.

In 2023, we put additional focus on developing our automated accessibility testing strategy within our key mobile applications. Leveraging open-source technology, we developed comprehensive accessibility automation packages for both our iOS and our Android applications and began implementing some of those technologies within our component libraries. By starting with our component libraries, we are ensuring that the foundation upon which our other experiences are built is as robust as possible from an accessibility perspective. There is still more work to be done, but with these first steps, we will be reducing the potential for accessibility regressions that will impact our travelers.





### Accessibility for Travelers

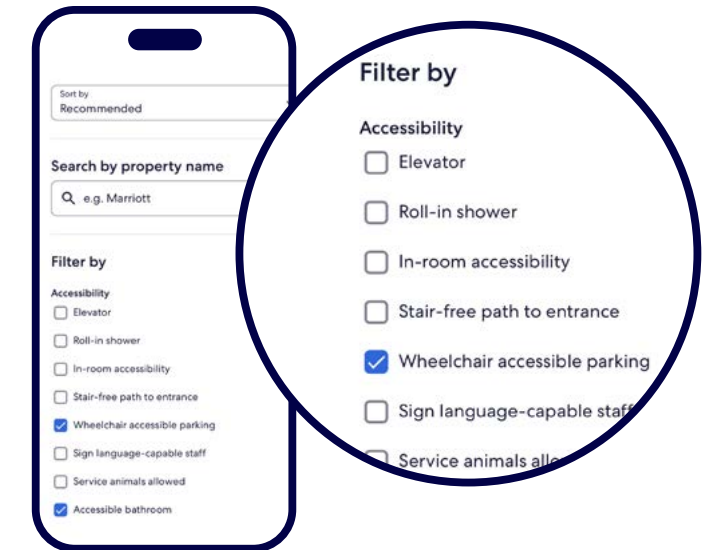
We want to make travel safer, more convenient, and more equitable for people with disabilities.

In 2023, Expedia Group completed global listening sessions for travelers with disabilities, not only to discuss concerns and pain points encountered when traveling but also to solicit ideas, solutions, and input for addressing those challenges.

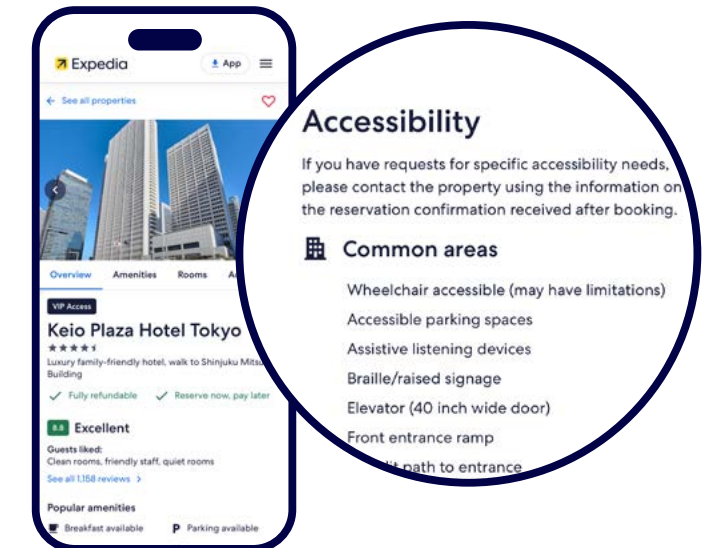
Among the key learnings we took away from these listening sessions was that “accessible” can mean different things to different people. It was also clear that travelers with disabilities spend more time and effort in planning their journeys, and, as part of this, their travel often includes experience and cost inequities.

In 2023, Expedia Group announced an API partnership with Wheel the World, a travel booking platform for travelers in wheelchairs, to enhance a seamless travel experience for travelers of all abilities. This partnership sees Expedia Group serve as the exclusive partner to power Wheel the World’s lodging supply. Wheel the World customers now have access to Expedia Group’s extensive, directly sourced hotel inventory and can filter properties by accessibility needs and preferences.

### Search hotels using accessibility filters



### Reference hotels’ accessibility features





### Accessibility for Employees

We are creating a culture and environment where employees with disabilities can thrive and have the opportunity to develop professionally and grow their careers. We partner with [Disability:IN NextGen Leadership Program](#) to support sourcing and recruiting qualified students and graduates with disabilities. We have also refined the candidate accommodations request process by migrating requests to the ServiceNow platform to improve the candidate experience.

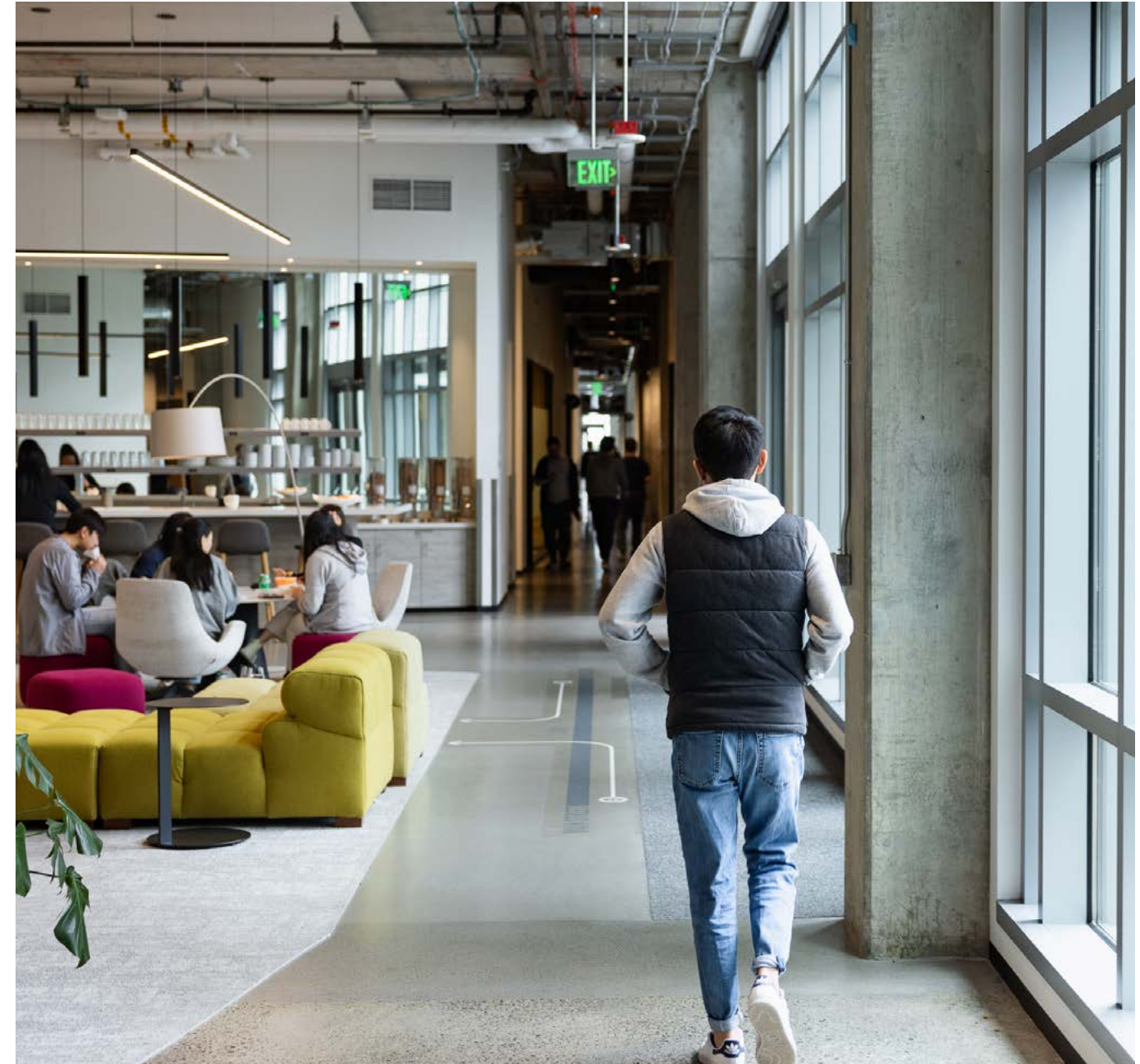
While we own and operate our Seattle office, we also lease a significant proportion of our office space. As such, we work closely with property owners to ensure the spaces we lease are accessible. In 2022, we launched a global workforce accommodation fund to better support employee requests for disability accommodations and adjustments. Through this centralized fund, employees can access a range of assistive technologies and office equipment — such as screen readers, ergonomic keyboards, and specialized office chairs. They can also arrange on-site accommodation for service animals and request changes to standard working conditions, including location and schedule.

Furthermore, we have taken significant steps to enhance the safety and accessibility of our global offices. We have developed comprehensive emergency response plans tailored to each location, providing clear guidance on emergency evacuation procedures for employees with disabilities. This includes training our staff in assisting during emergencies and ensuring that all evacuation routes are accessible.

In addition to emergency preparedness, we have implemented ongoing accessibility remediations in our global office locations. For instance, our Singapore office now features automated doors, braille signage, and strobe lights for fire alarms to accommodate employees with sensory disabilities. In London, we have installed a dedicated restroom specifically designed for employees with disabilities, ensuring privacy and ease of access. In the Americas, we created designated service animal relief areas. In our Seattle HQ, we have made practical adjustments such as installing lowered drawers for supplies at social points, making it easier for employees with mobility disabilities to access everyday office items. Lastly, Expedia Group offers Grammarly as a tool to employees who identify as being neurodivergent to assist them with communication.

These initiatives reflect our commitment to creating an inclusive and safe working environment for all employees.

**12.7%**  
of the global employee population identify as having a disability<sup>22</sup>

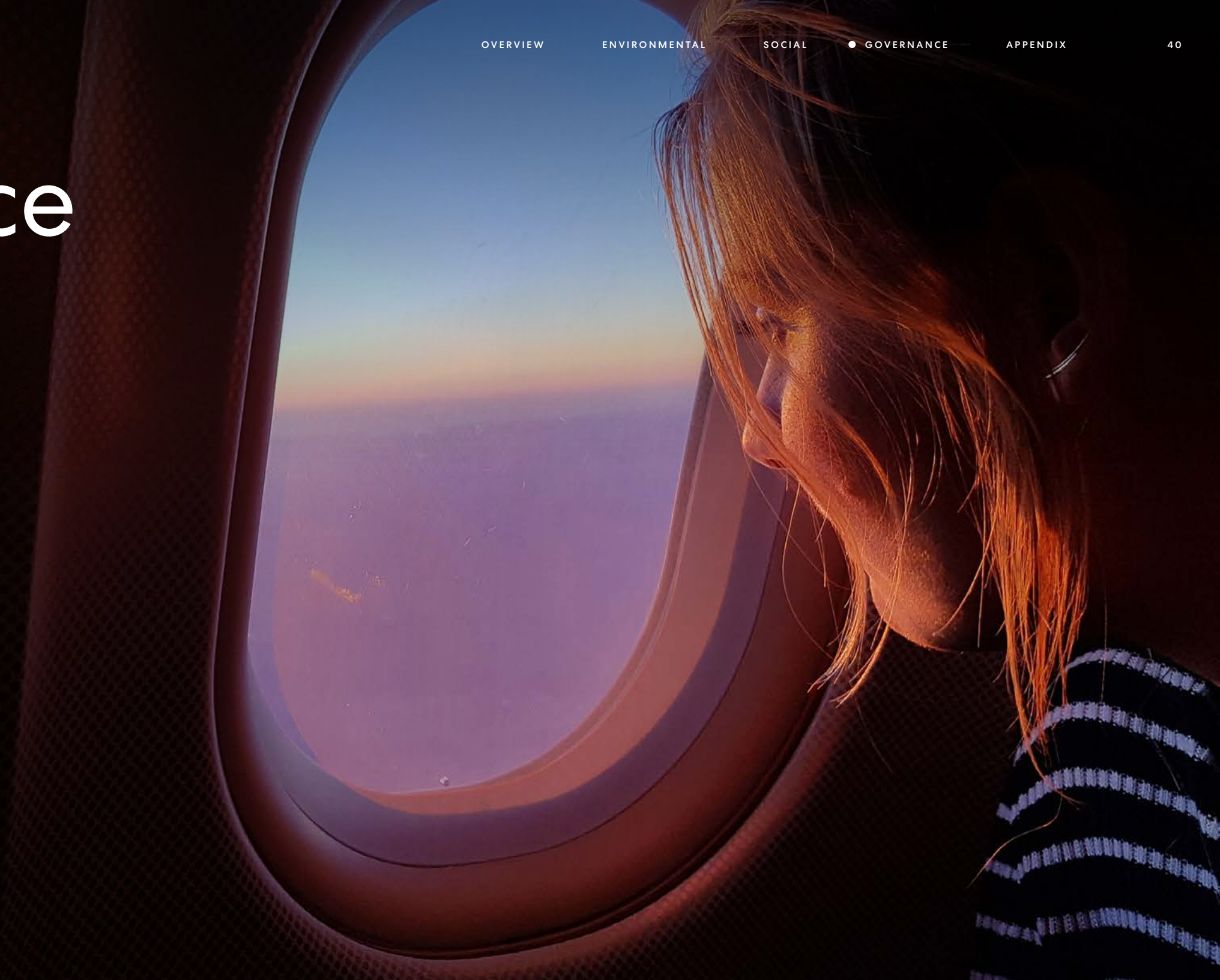


22 As of December 31, 2023.



# Governance

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# Our Board of Directors

Expedia Group’s business and affairs are overseen by an experienced, knowledgeable, and diverse Board of Directors with deep expertise in the online travel industry, capital markets, risk management, ESG, and artificial intelligence, bringing valuable insights and perspectives to the Board. Expedia Group considers a wide variety of relevant skills, professional experience, personal ethics and values, and diverse backgrounds and perspectives as critical components to strong leadership at the Board level.

Expedia Group is committed to fostering an inclusive and diverse workplace, as outlined in Expedia Group’s [Board Commitment on CEO Candidate Diversity](#).

The Board believes that it is essential for its membership to represent a wide range of perspectives, skills, and experiences, in order to achieve the best outcomes. As such, the Board is committed to increasing the diversity of its membership, including with respect to identity representation, geography, and expertise.

In each of 2020, 2021, 2022, and 2023, a female member was appointed to the Board. Additionally, five of the 13 current directors identify as a member of a racially, ethnically, or otherwise underrepresented group, as further detailed in the matrix to the right. The [Nominating Committee](#) directs any search firm it engages to include qualified women and minority candidates with a diversity of race/ethnicity and gender in the initial pool presented for consideration. Similarly, to the extent that the Company retains a search firm to identify candidates for CEO, the Company instructs the search firm to include qualified candidates with a diversity of race/ethnicity and gender in the initial pool from which the Company selects CEO candidates.

23 As of February 12, 2024.

## Board Diversity Matrix<sup>23</sup>

**13**  
Total Number of Directors

### Director Gender Identity

**6**  
Female

**5**  
Male

**2**  
Did Not Disclose

### Demographic Background

	Female	Male
African American or Black	1	–
Asian	1	1
Hispanic or Latinx	1	1
White	3	3
Did not Disclose		2



Expedia Group’s Board is composed of 13 members. There are four management representatives on the Board; of the nine remaining directors, seven are independent as defined by Nasdaq listing rules. The Board has standing Audit, Compensation, and Nominating Committees, each solely composed of independent directors, as well as an Executive Committee. The Board has adopted stock ownership guidelines<sup>24</sup> applicable to its members, designed to further align the interests of the directors with the interests of the Company’s stockholders.

During 2023, the Board of Directors met four times, and acted by unanimous written consent once. Each director who was a member of the Board in 2023 attended at least 75% of the aggregate number of meetings of the Board and its committees on which the director served. Each director who was a member of the Board in May 2023 attended the 2023 annual meeting of stockholders, which was held virtually.

**Board Committee Composition<sup>25</sup>**

**Barry Diller**  
Chairman and Senior Executive, Expedia Group

(E)

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**Executive Director**

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**Tenure** 2005 | **Age** 82

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**Other Public Board Commitments:** 3

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**Director Experience & Expertise**  
●●●●●○

**Peter Kern**  
Vice Chairman and Chief Executive Officer, Expedia Group

(E)

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**Executive Director**

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**Tenure** 2005 | **Age** 56

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**Other Public Board Commitments:** 1

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**Director Experience & Expertise**  
●●●●●○

**Beverly Anderson**  
President and Chief Executive Officer of BECU

(C)

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**Independent Director**

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**Tenure** 2020 | **Age** 60

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**Other Public Board Commitments:** 0

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**Director Experience & Expertise**  
●●●●●○

**Moina Banerjee**  
Chief Financial Officer, JBG Smith Properties

(A)

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**Independent Director**

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**Tenure** 2023 | **Age** 42

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**Other Public Board Commitments:** 0

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**Director Experience & Expertise**  
●●●

**Chelsea Clinton**  
Vice Chair of the Clinton Foundation

(C) (N)

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**Independent Director**

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**Tenure** 2017 | **Age** 44

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**Other Public Board Commitments:** 2

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**Director Experience & Expertise**  
●●●●

**Henrique Duburgas**  
Co-Chief Executive Officer and Founder, Brex Inc.

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**Independent Director**

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**Tenure** 2022 | **Age** 28

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**Other Public Board Commitments:** 1

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**Director Experience & Expertise**  
●●●●●○

**Ariane Gorin<sup>26</sup>**  
President of Expedia for Business and CEO Designate, Expedia Group

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**Executive Director**

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**Tenure** 2024 | **Age** 49

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**Other Public Board Commitments:** 1

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**Director Experience & Expertise**  
●●●●●○

**Craig Jacobson**  
Partner, Hansen, Jacobson, Teller, Hoberman, Newman, Warren, Richman, Rush, Kaller, Gellman, Meigs & Fox, LLP

(A) (C) (N)

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**Independent Director**

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**Tenure** 2007 | **Age** 71

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**Other Public Board Commitments:** 2

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**Director Experience & Expertise**  
●●

**Dara Khosrowshahi**  
Chief Executive Officer, Uber Technologies, Inc.

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**Non-Independent Director**

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**Tenure** 2005 | **Age** 54

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**Other Public Board Commitments:** 3

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**Director Experience & Expertise**  
●●●●●○

**Patricia Menéndez Cambó**  
Former Managing Partner and Deputy General Counsel, SoftBank Group International

(A)

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**Independent Director**

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**Tenure** 2021 | **Age** 57

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**Other Public Board Commitments:** 0

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**Director Experience & Expertise**  
●●●

**Alexander von Fürstenberg**  
Founder and Chief Investment Officer, Ranger Global Advisors, LLC

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**Non-Independent Director**

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**Tenure** 2015 | **Age** 54

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**Other Public Board Commitments:** 2

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**Director Experience & Expertise**  
●●○

**Alexandr Wang**  
Founder and CEO of Scale AI

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**Independent Director**

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**Tenure** 2023 | **Age** 27

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**Other Public Board Commitments:** 0

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**Director Experience & Expertise**  
●●●○

**Julie Whalen**  
Chief Financial Officer, Expedia Group

(A)

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**Executive Director**

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**Tenure** 2019 | **Age** 53

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**Other Public Board Commitments:** 0

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**Director Experience & Expertise**  
●●●●●

**Key**

- (A) **Audit Committee**
- (C) **Compensation Committee**
- (E) **Executive Committee**
- (N) **Nominating Committee**
- **Chair**

- **Public Company Board**
- **Financial**
- **Global Business/International**
- **Innovation/Technology/Information Security**
- **Travel Industry**
- **Culture & Human Capital Management**
- **Legal/Public Policy/Risk Management**
- **Senior Executive Leadership**
- **Brand/Marketing**

<sup>24</sup> The director stock ownership guidelines apply to “Covered Directors,” which are all directors except those who are subject to the Company’s Executive Stock Ownership Guidelines. Covered Directors are encouraged during their tenure to hold a number of shares of Expedia Group common stock, the aggregate value of which is equal to (or greater than) five times the annual cash retainer amount (currently \$45,000, with the current holding requirement thereby equal to \$225,000). Covered Directors have five years to satisfy the holding requirement. If the annual cash retainer is increased during a Covered Director’s service, the Covered Director shall have five years from the date of the increase in the annual cash retainer to acquire the additional stock.

<sup>25</sup> As of February 12, 2024.

<sup>26</sup> Effective May 13, 2024, Ariane Gorin was appointed Chief Executive Officer and designated to serve as a member of the Executive Committee, replacing Peter Kern.

# ESG Oversight

We recognize that effective corporate governance is the essential foundation for our ESG initiatives. From our CEO and Senior Management team and throughout our Company, we are leveraging our deep understanding of, and leadership in, the travel industry to drive forward Expedia Group’s ESG initiatives.

## ESG Corporate Governance

Our Board and its Executive Committee — composed of our Chairman & Senior Executive and Vice Chairman & CEO — provide insight, feedback, and oversight on various ESG initiatives. Additionally, the [Compensation Committee](#) provides oversight and guidance on strategic inclusion and diversity initiatives. Our Chief People, Inclusion & Diversity Officer updates the Board of Directors annually, or as needed, on ESG initiative progress.

Implementation of ESG priorities is led by our Global Social Impact & Sustainability team, with oversight from our Vice President of Global Social Impact & Sustainability and leadership support by our Chief People, Inclusion & Diversity Officer and a dedicated ESG Steering Committee, composed of senior executives across key corporate functions. The ESG Steering Committee meets quarterly, or as needed, to discuss ESG strategic implementation.

Expedia Group conducts additional, targeted assessments to review specific areas of risk, including climate change. The results of these assessments are first reviewed by Senior Management, after which they are discussed with the Board or appropriate Board committee.





# Business Ethics

Expedia Group is committed to operating its business in accordance with the highest standards of ethical business conduct, as we believe a culture of integrity reduces risk and builds a strong foundation for success. It is imperative that we remain focused at all times on business ethics — only by doing so can we maintain the trust of our customers, partners, and communities, and in turn protect Expedia Group’s reputation and our shareholders’ investment.

Our Board of Directors and its Executive Committee set a “tone at the top” and play a critical role in our efforts to foster and maintain a culture of ethics within the Company. The [Audit Committee](#) advises the Board of Directors with respect to Expedia Group policies and procedures regarding compliance with applicable laws and regulations and with the Codes of Conduct. The Audit Committee obtains reports from management, the Company’s senior internal auditing executive, and the independent registered public accounting firm concerning the Company’s and its subsidiaries’ compliance with applicable legal requirements and Codes of Conduct and confirms with the independent registered public accounting firm that in the course of performing their duties, they did not become aware of any violations by the Company or its subsidiaries of applicable law or Codes of Conduct.

Our approach to business ethics and compliance begins with our [Code of Conduct](#), which establishes principles for ethical, professional, and responsible business conduct expected by Expedia Group. We have mechanisms in place to ensure effective implementation of the Code of Conduct. Annually, Expedia Group requires all employees to understand, comply with, and complete training on the Code of Conduct. Expedia Group has adopted a [Code of Business Conduct and Ethics for Directors and Senior Financial Officers](#) that applies to our Chief Executive Officer, Chief Financial Officer, and Chief Accounting Officer and Controller, and is a “Code of Ethics” as defined by applicable rules of the Securities and Exchange Commission. Expedia Group has adopted a [Vendor Code of Conduct](#), and all vendors and their subcontractors must comply with Expedia Group’s Vendor Code of Conduct or similar terms provided by the vendor and agreed to by Expedia Group that are at least as restrictive as Expedia Group’s Vendor Code of Conduct. All vendors are required to educate and, when appropriate, train their representatives to ensure they are aware of Expedia Group’s expectations regarding their behavior.



## Anti-Corruption and Bribery

Expedia Group's Global Anti-Corruption, Gifts, and Entertainment Policy outlines the Company's commitment to complying with all applicable anti-corruption laws and regulations, including the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act 2010, and the local anti-corruption laws of the foreign countries in which the Company and its employees, agents, and representatives have activities. Expedia Group's Global Anti-Corruption, Gifts, and Entertainment Policy applies to Expedia Group and its subsidiaries, including employees, executive officers, and third parties such as agents, independent contractors, consultants, and other business partners. All employees are required to comply with all applicable anti-corruption laws and regulations, which prohibit the paying of bribes to public officials or private individuals in order to improperly obtain, direct, or retain private or public business or to secure an improper advantage for the Company. Expedia Group's Vendor Code of Conduct requires all vendors to comply with the anti-corruption laws of the countries in which they do business and with the U.S. FCPA and the U.K. Bribery Act. Vendors shall not make any direct or indirect payments or promises to foreign government officials for the purposes of inducing the individual to misuse their position to obtain or retain business. Additionally, vendors shall not offer or accept bribes or other means of obtaining undue or improper advantages for anyone, and for any reason, whether in dealings with governments or the private sector.

Prior to entering into any equity or contractual venture or similar participatory venture, it is the policy of the Company to conduct a due diligence review of the prospective partner. All agreements with a business partner must contain terms ensuring compliance with all laws, including anti-corruption laws.

Expedia Group has measures in place to deter noncompliance and reduce exposure to unethical opportunities. Annually, Expedia Group requires all employees to understand, comply with, and complete training on the [Code of Conduct](#), including anti-corruption and bribery. Expedia Group's Legal and Internal Audit teams oversee compliance with the Company's Code of Conduct and anti-corruption and bribery standards, including an internal monitoring system, risk assessment, and regular auditing of ethical standards and practices.

## Ethics Hotline

We encourage our employees to practice sound judgment and speak up promptly when questions or concerns arise. Expedia Group maintains an anonymous and confidential 24-hour phone helpline and online reporting tool via [EthicsPoint](#), managed by an independent third party, NAVEX Global. The availability of the ethics hotline is proactively communicated to employees and is in place to enable employees, officers, and directors of Expedia Group, as well as other stakeholders including outside third parties, to raise concerns

on a confidential basis, free from discrimination, retaliation, or harassment. We proactively communicate our whistleblower program with all employees and have structures in place to process whistleblower reports. We have a full-time team that investigates reports and ensures appropriate disciplinary actions are taken. We take allegations of misconduct seriously and maintain a zero-tolerance policy for retaliation against anyone raising a concern in good faith or who cooperates with investigations. All reports are investigated in line with our own policies and procedures.





# Tax

Expedia Group's commitment to operating its business in accordance with the highest standards of ethical business conduct runs through every facet of our business, including our tax strategy, as outlined in Expedia Group's [Tax Policy Statement](#).



## Tax Governance and Risk Management

Expedia Group's Tax team reports to the Board of Directors' [Audit Committee](#) annually on tax risks and adherence to the tax strategy. Our Head of Tax is responsible for day-to-day execution of our tax strategy and managing our tax profile. Our tax strategy and principles apply to our tax practices in jurisdictions where Expedia Group operates or pays taxes, and to Expedia Group legal entities, excluding separately controlled, publicly traded investments.

We protect the Company through robust compliance, disclosure, and control frameworks. Tax activities are overseen through a centralized reporting structure and regular communication between the Tax team and Senior Management. This ensures tax matters, particularly tax risks, major business or regulatory changes, or significant reputational risk, are appropriately monitored, reviewed, and reported to relevant stakeholders, including the Chief Financial Officer, Chief Executive Officer, Audit Committee, and Board of Directors.

We are committed to high standards for tax reporting, compliance, and planning. We ensure good governance and risk management over tax matters through established, documented, and standardized policies, procedures, and guidelines. Tax team members must review these policies and procedures on an ongoing basis to ensure awareness, understanding, and compliance with these policies and procedures.

We prudently manage our tax matters and carry out risk assessments before making business decisions. We do not engage in risks that would compromise achieving our objectives. As part of our process, we consider and monitor potential impact to achieving our objectives around tax governance and controls, tax planning, tax compliance, tax authority management, and the evolving tax transparency landscape.

We have procedures that enable us to identify, consider, assess, measure, and record tax risks, if applicable, including a principle-based approach to assessing their likelihood and consequence. Our formal Tax Governance Framework was designed with reference to leading practice standards and enables effective identification, assessment, and management of tax-related risks, including financial reporting, regulatory compliance, transfer pricing, and reputational matters. In addition to ongoing identification and monitoring processes, we perform formal assessment and analysis on an annual basis, including a holistic review of existing topics to validate completeness and accuracy.

Expedia Group has an established framework of internal controls across all material financial reporting areas, which is aligned with the Committee of Sponsoring Organizations (COSO) principles. This includes financial reporting impacts of tax. Tax is also embedded into broader business internal controls, which are reviewed and tested annually as part of a formal in-house program.

Our Annual Report on Form 10-K includes discussion of tax matters and their implications for our business, including tax rate and legislative changes and ongoing legal proceedings related to tax matters.

## Tax Planning

We are committed to careful consideration of the social and economic effects of our approach to tax on the communities and jurisdictions in which we operate, as well as how our approach aligns with our companywide ESG goals and targets. We believe in the fundamental concepts of tax fairness and operating in good faith.

We provide advice that evaluates tax risk, adds business value, and is aligned with our commercial operations. We do not engage in transactions for the sole purpose of a tax benefit and do not use tax havens for planning purposes. Our tax structures are driven by commercial considerations, aligned with business activity, and have genuine substance.

We only seek tax incentives which have economic substance, are available to other companies and codified in law, and support investment, employment, and economic development across our communities. We also consider fairness in determining when to pursue tax incentives. When we pursue tax incentives, we do so only within the context intended by the relevant statutory or regulatory framework.

Our tax planning is based on reasonable interpretations of applicable laws, rules, or regulations and is aligned with the substance of the economic and commercial activity of our business. We seek the counsel of external advisors, when needed, with respect to interpretation of tax laws, rules, or regulations, and assess tax planning on a case-by-case basis based on the relevant facts and circumstances.

## Tax Compliance

We seek to comply efficiently and with integrity with tax laws, regulations, treaties, and other guidance from taxing authorities in the jurisdictions in which we operate. Our goal is to prepare and file tax returns, providing complete, accurate, and timely disclosure to relevant taxing authorities.

Our intention is to comply with both the spirit and the letter of the law in the jurisdictions in which we operate. To do this, we seek the counsel of external advisors, when needed, with respect to interpretation of tax laws, rules, or regulations.

Our intercompany transactions reflect an arm's length principle consistent with guidelines issued by the Organisation for Economic Co-operation and Development (OECD). We perform ongoing monitoring of our commercial operations, and our transfer pricing is aligned with where value is created.

## Tax Authority Relationships

We endeavor to develop cooperative relationships with tax authorities, based on mutual respect, transparency, and trust. We have established procedures for communications and interactions with tax authorities and other government officials. We respond to tax authority inquiries in a straightforward and timely manner, striving to work collaboratively to resolve ambiguities or uncertainties where they arise.

## Tax Transparency

We are transparent about our approach to tax, comply with public tax transparency requirements, and adopt leading practices. We seek to provide constructive input to governments and meaningfully engage with them on tax matters and future legislation. We promote responsible tax practices through participation in industry and business associations.

We are members of the Business at OECD (BIAC) Tax Committee and engage with governments about future tax legislations and tax policies. We participate in several industry, business, and tax professional associations in the United States, including the Silicon Valley Tax Directors Group, Silicon Valley Tax Executives Institute (TEI), the Association of Washington Business, and Travel

Technology Association (Travel Tech). Through our participation, we engage with stakeholders and provide input on tax policies, tax practices, and tax initiatives. Our team member serves as the Silicon Valley TEI Financial Reporting Chair, developing learning programs and hosting industry roundtable sessions for financial reporting tax specialists. We are also engaged in industry, business, and tax professional associations outside of the United States. We participated in various tax discussions to provide a better understanding of VAT and other indirect tax law and practice from an international perspective. As an example, we currently serve as an alternative delegate on behalf of TEI in assisting and advising the European Commission on EU VAT matters. We also engage with governments on tax policy matters as part of our membership of EU Travel Tech.





# Privacy and Cybersecurity

Expedia Group recognizes that safeguarding its data, information systems, and technology assets is critical to maintaining the trust and confidence of our travelers, business partners, and employees.

The Board exercises oversight of Expedia Group’s technological infrastructure, cybersecurity, and privacy of sensitive data, which are all key components of our risk management program. Expedia Group’s cybersecurity policies, standards, processes, and programs are integrated into its risk management program and are based on industry standard frameworks established by the National Institute of Standards and Technology (NIST), Committee of Sponsoring Organizations (COSO), and the International Organization for Standardization (ISO), among others, as well as on evolving best practices.

## Risk Management and Strategy

Expedia Group’s privacy and cybersecurity risk management program is composed of the following key elements:

**Governance:** As part of its general oversight duties, the Board oversees Expedia Group’s risk management, including its privacy and cybersecurity risks. The Board is supported in its oversight of privacy and cybersecurity risks by the Audit, which regularly interacts with Company Expedia Group’s risk management function, the Chief Security Officer (CSO) and the Chief Technology Officer (CTO), which regularly interacts with Company Expedia Group’s risk management function, the Chief Security Officer (CSO) and the Chief Technology Officer (CTO).

**Risk Assessment and Management:** Our privacy and cybersecurity risk management program are based on industry standard information security principles and best practices, specifically the NIST Privacy by Design and Cybersecurity Frameworks, and the Payment Card Industry Data Security Standard (PCI DSS). The program encompasses all our directly managed brands, entities, and internal divisions, and uses a proactive approach to regularly identify and assess privacy and cybersecurity threats, vulnerabilities, and risks, and to evaluate the effectiveness of implemented security controls through internal audits, external threat intelligence, and periodic external independent assessments. Risks identified and assessed through the privacy and cybersecurity risk management program are then communicated to our Senior Management team and used to prioritize risks based on their potential impact and likelihood as part of our dynamic risk response strategy.

## Technical Safeguards and Incident Response:

Expedia Group classifies its electronic data and information systems based on the sensitivity and criticality of the data involved and deploys commensurate technical safeguards, including but not limited to firewalls, encryption, network segmentation, real-time monitoring, intrusion prevention and detection systems, anti-malware, and access controls. Our cybersecurity incident response plan, modeled on NIST 800-61, is built on a comprehensive framework that sets forth guidance and procedures required for the life cycle of an incident. The plan establishes processes for use by a cross-functional Cybersecurity Incident Response team with the resources necessary to take action in a timely and decisive manner during the response, investigation, and remediation of an incident, and to comply with legal obligations. We test, train, and evaluate our incident response capabilities on at least an annual basis and update our incident response plan accordingly. We also maintain insurance coverage for cybersecurity incidents.

**Third-Party Risk Management:** Expedia Group’s external service provider management program requires all third-party service providers to comply with our security standards, including notification procedures in the event of an incident involving our confidential information. We require our service providers to ensure that their own third-party vendors and subcontractors comply with our security standards when working with our information. In addition, we perform due diligence on external service providers and their vendors that have access to our information and/or information systems and conduct ongoing monitoring throughout the life of the relationship, including reassessments in light of any significant changes to the provider’s security controls or technical landscape.

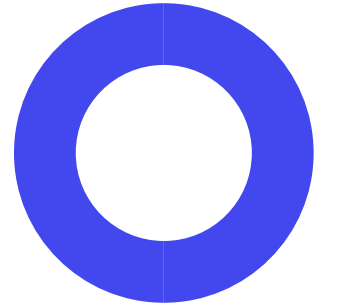
**Education and Awareness:** Expedia Group’s mandatory annual privacy and cybersecurity employee training program covers critical aspects of digital security, including phishing prevention, threat awareness, and safe data-handling practices. The annual training program is refreshed based on the evolving privacy regulations and security landscape, vulnerability management and secure code development. It is also supplemented by monthly awareness initiatives to keep our personnel updated on cybersecurity threats and the latest privacy and security policies and instill a culture of security mindfulness across the organization.

**Continual Review:** Expedia Group regularly reviews its privacy and cybersecurity policies, standards, and programs and evaluates the effectiveness of implemented security controls. In addition to performing internal audits, assessments, tabletop exercises, and vulnerability testing, we periodically engage third parties to perform information security maturity assessments, audits, cyber breach root cause analysis, and independent reviews of our information security control environment and operating effectiveness. The CSO provides regular reports on the results of such assessments to the Audit Committee and our Senior Management team, and we adjust our policies, standards, and programs as necessary based on these reviews.

## Training Completion Rates<sup>27</sup>

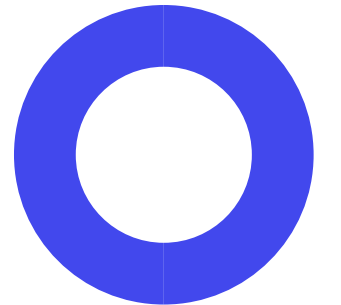
### Security

100%



### Privacy

100%



● Training Completed

27 As of December 31, 2023.



### Cybersecurity Governance

The Board, in coordination with the Audit Committee, oversees Expedia Group's risk management program, which includes risks arising from cybersecurity threats. The Audit Committee regularly receives presentations and reports from both Expedia Group management and on topics related to privacy and cybersecurity risks, including evolving regulations/requirements, standards, third-party and independent reviews, threat environment updates, technology trends, and information security considerations arising with respect to our peers and partners. The CSO and/or CTO regularly meet with the Audit Committee and, where appropriate, the full Board to discuss privacy related risk, technology, information security and cybersecurity programs, progress updates on key privacy and cybersecurity initiatives, and related priorities and controls. The Audit Committee is promptly apprised of any cybersecurity incident that meets established reporting thresholds and receives ongoing updates regarding any such incident until it has been resolved. At each regularly scheduled Board meeting, the Audit Committee Chair provides the full Board with an update on all significant matters discussed, reviewed, considered, and approved by the committee since the last regularly scheduled Board meeting.

The CSO, where necessary, in coordination with the Chief Executive Officer, Chief Financial Officer, CTO, Chief Privacy Officer, and Chief Legal Officer, work collaboratively across Expedia Group to implement an enterprise-wide program designed to protect our information systems from cybersecurity threats and to promptly respond to any cybersecurity incidents in accordance with our cybersecurity incident response plan. To facilitate the success of Expedia Group's cybersecurity risk management program, multidisciplinary teams are deployed to address cybersecurity threats and to respond to cybersecurity incidents. Through ongoing communications with these teams, the CSO, the CTO, and other executive leadership team members are informed about and monitor the prevention, detection, mitigation, and remediation of cybersecurity threats and incidents, and report risks from cybersecurity threats and cybersecurity incidents to the Audit Committee when appropriate.



# Human Rights

We believe that the travel and business opportunities enabled by Expedia Group support the realization of important human rights, such as access to culture, desirable work, and freedom of movement. However, we recognize that travel may also be connected with human rights risks, such as human trafficking, discrimination, and adverse impacts on local communities.

Our [Human Rights Statement](#) and [Modern Slavery Act Statement](#) formalize Expedia Group's long-standing commitment to uphold and respect human rights for all people, including our travelers, employees, and business partners; our suppliers, vendors, and contractors; and the individuals and communities we engage with.

Expedia Group is committed to respecting all internationally recognized human rights enumerated in:

- The [Universal Declaration of Human Rights](#)
- The [International Covenant on Civil and Political Rights](#)
- The [International Covenant on Economic, Social and Cultural Rights](#)
- The International Labour Organization's [Declaration on Fundamental Principles and Rights at Work](#).

Recognizing that certain vulnerable groups may face heightened risks to their human rights, which may be amplified by the global impact of travel, we also commit to respecting:

- The [Convention on the Elimination of All Forms of Discrimination Against Women](#)
- The [International Convention on the Elimination of All Forms of Racial Discrimination](#)
- The [Convention on the Rights of the Child](#)
- The [Convention on the Rights of Persons with Disabilities](#).





### Salience Assessment

In line with the United Nations Guiding Principles on Business and Human Rights (UNGPs), Expedia Group commissioned a human rights salience assessment led by BSR (Business for Social Responsibility), as part of our due diligence process to identify and assess our impacts on human rights, outline opportunities to integrate and take action on the findings, track and measure our progress, and externally communicate how impacts are addressed. Notably, our salience assessment included engagement with third-party issue experts and potentially impacted rightsholders (or those with insights into their concerns), which informed our understanding of human rights risks and approaches to address them.

### Partnerships

We regularly seek new partnerships to advance collective action against some of the travel and tourism industry's greatest human rights challenges, particularly human trafficking and forced labor.

### Supply Chain

Expedia Group endeavors to maintain business relationships with travel suppliers and third-party vendors that are committed to respecting human rights and workplace rights. We expect our supply chain to adhere to our [Vendor Code of Conduct](#), which is referenced in our standard agreements and sets out our foundational expectations in relation to all supplier and third-party vendor behavior and activity. We will not knowingly work with third parties who engage in these practices. The Vendor Code of Conduct is inclusive of all the human rights mentioned herein, and noncompliance can lead to Expedia Group terminating an agreement with a vendor or supplier.

### Anti-Trafficking

Expedia Group is a founding member of the anti-trafficking taskforce within the World Tourism Trade Council. We partner with a range of organizations to develop and accelerate the growth of strong online tools to combat trafficking. We have published industry-wide recommendations in the [Preventing Human Trafficking Framework](#) and participate in the [Blue Lightning Initiative](#) under the U.S. Department of Homeland Security and the U.S. Department of Transportation. We work with those Departments, the U.S. Department of Justice, and the Federal Bureau of Investigation on criminal cases to detect when persons of interest to those government agencies access our platform to facilitate movement of a person or persons for nefarious purposes.

Expedia Group has embarked on a collaboration with Polaris Project, a leader in the anti-trafficking movement. This partnership consists of four key elements:

- Employee training
- Expert consultation
- Cross-industry engagement
- Social media guidelines

The primary objectives span from near-term engagement, where Expedia Group aims to build our capacity on and understanding of the challenges and opportunities to address human trafficking, to a long-term vision of combating it within the travel and tech sectors. In addition to this program, Expedia Group supports Polaris Project's "Data Upgrade Program," which aims to leverage their datasets to generate predictive and actionable insights for the anti-trafficking movement.



# Traveler Safety

At Expedia Group, we empower people to travel with confidence. We are investing in building a platform that promotes trust and encourages the health and safety of our travelers and partners across our global marketplace.



The cross-functional Trust and Safety team oversees and reports on trust, health, safety, and managing the impact of large-scale travel disruptions in relation to hotels, vacation rentals, cars, and travel-related activities, while in parallel, they manage and learn from escalations from travelers, employees, partners, and other external stakeholders. Given the breadth of expertise, the team also develops marketplace policies to help promote the safety of travelers and partners using Expedia Group's platform, working closely with global Government Affairs and Legal teams.

## Leveraging Technology and Tools

Travelers and partners look to the Expedia Group marketplace to generate value — either by booking the best-priced trip, getting the best travel experience, or growing their business as a hotel owner. The travel industry is one of the most frequently attacked categories of ecommerce for fraud attacks. The fraudsters we see are well organized and tenacious, constantly learning and evolving. To protect the interests of our travelers and partners, Expedia Group employs state-of-the-art technology like GPT models, behavior analysis, device fingerprinting, IP address analysis, and a team of highly skilled fraud investigators to power our fraud detection.

We look at the entire life cycle of the traveler or partner from the point they onboard to the Expedia Group platform. We monitor the completion of the transaction and service delivery to detect, prevent, and remediate account takeover, supply partner fraud, payment fraud covering all forms of payments, and abusive

behavior during shopping and booking and post-booking. We have seen a steady growth of fraud attempts on Expedia Group brands and have maintained our fraud detection rate irrespective of the evolving fraud tactics.

Expedia Group also uses advanced machine learning algorithms to make real-time decisions to protect our travelers and partners. Our machine learning algorithms are informed by billions of data points across brands and leverage the latest technologies to ensure a safe and trusted experience for all participants.

We recently launched a machine learning model that helps detect when a host attempts to take a traveler off our platform. This language model utilizes various signals in the pre-booking stage to accurately identify negative intent and flag hosts who are violating our policy. In turn, it helps us encourage travelers and hosts to keep Vrbo bookings in-platform to encourage safer interactions between users.

We continue to hone our unauthorized-event-prevention technology, which identifies potentially disruptive parties held by Vrbo guests before they take place. This technology is one of several measures we take to prepare hosts for visitors by generating a "risk score" for each booking, alerting hosts to this concern, and enabling them to cancel the booking, free of penalty. Separately, booking guests also receive an alert message prior to booking, reminding them of our policies against disruptive gatherings and similar nuisances.

## Industry Collaboration for Trusted Reviews

In 2023, Amazon, Booking.com, Expedia Group, Glassdoor, Tripadvisor, and Trustpilot teamed up to launch the [Global Coalition for Trusted Reviews](#), a cross-industry collaboration committed to encouraging trustworthy consumer reviews worldwide. The group has agreed to engage in several key areas to discourage fake reviews, including best practice sharing, information sharing, and advocacy.

This collaboration aligns with our mission to integrate reviews into the core of traveler and partner experiences. This integration is both direct, through the content of the reviews themselves, and indirect, by utilizing the Guest Experience Score as a key metric for improving visibility. This approach not only directs travelers to the most commendable properties but also serves as a [coaching tool for our partners](#), guiding them toward enhancing the experiences they offer.

## Community Safety-Related Initiatives

- Conducting third-party health and safety audits at select properties, by means of on-site and virtual safety audits.
- Encouraging travelers and hosts to keep Vrbo vacation rental bookings in-platform to promote safer interactions between users.
- Proactive and reactive efforts to help [discourage disruptive events in communities](#), such as house parties, including educating and warning users and potential removal of offenders.
- Providing health and safety education to [travelers and partners](#) in relation to pool, gas, fire, surveillance, and [trip hazards](#) at hotels and vacation rentals.

# Appendix

- 54 GRI Index
- 57 SASB Index
- 58 TCFD Index
- 65 Data Assurance





## GRI Index

Expedia Group's 2023 Global Impact Report was prepared with reference to the Global Reporting Initiative (GRI) Standards.

Disclosure Code	Disclosure Title	Disclosure Location
2-1	Organizational details	<a href="#">10-K Pages 1, 50</a>
2-2	Entities included in the organization's sustainability reporting	<a href="#">10-K Pages 68–69</a> <a href="#">Page 6</a>
2-3	Reporting period, frequency and contact point	Expedia Group's 2023 Global Impact Report was published on May 6, 2023 and covers calendar year 2023. Expedia Group's ESG reporting follows an annual cycle, similar to our financial reporting. For any related questions, please contact our Investor Relations team at <a href="mailto:ir@expedia.com">ir@expedia.com</a> .
2-4	Restatements of information	Expedia Group has not made any restatements in the reporting period relating to its 2023 Global Impact Report.
2-5	External assurance	<a href="#">10-K Pages 53, 61–62</a> <a href="#">Page 65</a>
2-6	Activities, value chain and other business relationships	<a href="#">10-K Pages 4–9</a>
2-7	Employees	<a href="#">10-K Page 10</a> <a href="#">Pages 21–22</a>
2-9	Governance structure and composition	<a href="#">Proxy Pages 6–16</a> <a href="#">Pages 41–43</a>
2-10	Nomination and selection of the highest governance body	<a href="#">Proxy Page 10</a> <a href="#">Nominating Committee Charter</a> <a href="#">Board Commitment on CEO Candidate Diversity</a>
2-11	Chair of the highest governance body	<a href="#">10-K Page 25</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Proxy Pages 14–16</a> <a href="#">Page 43</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">Proxy Pages 14–16</a> <a href="#">Page 43</a>
2-15	Conflict of interest	<a href="#">10-K Page 25</a> <a href="#">Employee Code of Conduct</a> <a href="#">Code of Business Conduct and Ethics for Directors and Senior Financial Officers</a> <a href="#">Vendor Code of Conduct</a>
2-16	Communication of critical concerns	<a href="#">Page 43</a>
2-17	Collective knowledge of the highest governance body	<a href="#">Proxy Pages 17–31</a>
2-19	Remuneration policies	<a href="#">Proxy Pages 9, 39–71</a>
2-20	Process to determine remuneration	<a href="#">Proxy Pages 9, 39–71</a> <a href="#">Compensation Committee Charter</a>
2-21	Annual total compensation ratio	<a href="#">Proxy Page 66</a>

GRI Index continued

Disclosure Code	Disclosure Title	Disclosure Location
2-22	Statement on sustainable development strategy	<a href="#">Page 4</a>
2-23	Policy commitments	<a href="#">Employee Code of Conduct</a> <a href="#">Code of Business Conduct and Ethics for Directors and Senior Financial Officers</a> <a href="#">Vendor Code of Conduct</a> <a href="#">Climate Action Plan</a> <a href="#">Board Commitment on CEO Candidate Diversity</a> <a href="#">Equal Employment Opportunity Policy</a> <a href="#">Community Standards</a> <a href="#">Political Participation Policy</a> <a href="#">Tax Policy Statement</a> <a href="#">Privacy Statement</a> <a href="#">Privacy at Expedia Group</a> <a href="#">Partner Privacy and Data Handling Requirements</a> <a href="#">Vendor Privacy and Data Handling Requirements</a> <a href="#">Human Rights Statement</a> <a href="#">Modern Slavery Statement</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Page 45</a> <a href="#">Employee Code of Conduct</a> <a href="#">Code of Business Conduct and Ethics for Directors and Senior Financial Officers</a> <a href="#">Vendor Code of Conduct</a>
2-27	Compliance with laws and regulations	<a href="#">10-K Pages 29–32</a>
2-28	Membership associations	<a href="#">Pages 9, 13–14, 33, 47, 51–52</a>
201-1	Direct economic value generated and distributed	<a href="#">10-K</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">10-K Page 26</a> <a href="#">Pages 58–64</a>

201-3	Defined benefit plan obligations and other retirement plans	<a href="#">10-K Pages 85–87</a>
203-1	Infrastructure investments and services supported	<a href="#">Pages 10, 12–15, 26–35</a>
203-2	Significant indirect economic impacts	<a href="#">Pages 26–35</a>
204-1	Proportion of spending on local suppliers	<a href="#">Page 24</a>
205-1	Operations assessed for risks related to corruption	<a href="#">Page 45</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Page 45</a> <a href="#">Employee Code of Conduct</a> <a href="#">Code of Business Conduct and Ethics for Directors and Senior Financial Officers</a> <a href="#">Vendor Code of Conduct</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">10-K Pages 22–23, 29–31</a>
207-1	Approach to Tax	<a href="#">Pages 46–47</a> <a href="#">Tax Policy Statement</a> <a href="#">Audit Committee Charter</a>
207-2	Tax governance, control, and risk management	<a href="#">Pages 46–47</a> <a href="#">Tax Policy Statement</a> <a href="#">Audit Committee Charter</a>
207-3	Stakeholder engagement and management of concerns related to tax	<a href="#">Pages 46–47</a> <a href="#">Tax Policy Statement</a> <a href="#">Audit Committee Charter</a>
302-1	Energy consumption within the organization	<a href="#">Pages 9–10, 57</a>



GRI Index continued

Disclosure Code	Disclosure Title	Disclosure Location
304-2	Significant impacts of activities, products and services on biodiversity	<a href="#">Pages 14–15</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">Pages 9, 65</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Pages 9, 65</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Pages 9, 65</a>
305-5	Reduction of GHG emissions	<a href="#">Page 9</a>
401-1	New employee hires and employee turnover	<a href="#">Pages 21–22</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Page 18</a>
401-3	Parental leave	<a href="#">Page 18</a>
403-5	Worker training on occupational health and safety	<a href="#">Employee Code of Conduct</a>
403-6	Promotion of worker health	<a href="#">Page 18</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Pages 17, 22</a>
405-1	Diversity of governance bodies and employees	<a href="#">Proxy Page 11</a>
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Page 24</a>
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Human Rights Statement</a> <a href="#">Modern Slavery Statement</a> <a href="#">Vendor Code of Conduct</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Human Rights Statement</a> <a href="#">Modern Slavery Statement</a> <a href="#">Vendor Code of Conduct</a>
410-1	Security personnel trained in human rights policies or procedures	<a href="#">Pages 50–51</a> <a href="#">Human Rights Statement</a> <a href="#">Modern Slavery Statement</a>
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Pages 26–35</a>
414-1	New suppliers that were screened using social criteria	<a href="#">Pages 24, 45</a>
415-1	Political contributions	<a href="#">Political Participation Policy</a>
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Pages 32, 52</a>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">10-K Pages 27–28</a>

### SASB Index

Expedia Group's 2023 Global Impact Report was prepared with reference to the Sustainability Accounting Standards Board (SASB) Standards for the Technology & Communications sector Internet Media & Services industry (TC-IM).

SASB Code	SASB Description	Expedia Group Response
<b>TC-IM-130a.1</b>	<ul style="list-style-type: none"> <li>Total energy consumed</li> <li>Percentage grid electricity</li> <li>Percentage renewable electricity</li> </ul>	Total energy consumed: 189,564 GJ <sup>28</sup> Total grid electricity: 72% <sup>28</sup> Total renewable electricity: 84% <sup>28</sup>
<b>TC-IM-130a.2</b>	<ul style="list-style-type: none"> <li>Total water withdrawn</li> <li>Total water consumed</li> <li>Percentage of each in regions with High or Extremely High Baseline Water Stress</li> </ul>	Expedia Group does not publicly disclose this information.
<b>TC-IM-130a.3</b>	<ul style="list-style-type: none"> <li>Discussion of the integration of environmental considerations into strategic planning for data center needs</li> </ul>	Please reference <a href="#">Page 10</a> .
<b>TC-IM-220a.1</b>	<ul style="list-style-type: none"> <li>Description of policies and practices relating to behavioral advertising and user privacy</li> </ul>	Please reference our <a href="#">Privacy Statement</a> .
<b>TC-IM-220a.2</b>	<ul style="list-style-type: none"> <li>Number of users whose information is used for secondary purposes</li> </ul>	Expedia Group does not publicly disclose this information. Expedia Group's privacy statements describe the information Expedia Group collects from our customers and for what purposes it is used.
<b>TC-IM-220a.3</b>	<ul style="list-style-type: none"> <li>Total amount of monetary losses as a result of legal proceedings associated with user privacy</li> </ul>	In 2023, Expedia Group had no monetary losses as a result of legal proceedings associated with user privacy that required disclosure in our public SEC filings. Any material losses incurred as a result of legal proceedings, including those related to user privacy, would be reported in our public filings with the SEC. Our Annual Report on Form 10-K and quarterly reports on Form 10-Q are available on Expedia Group's <a href="#">Investor Relations website</a> .
<b>TC-IM-220a.4</b>	<ul style="list-style-type: none"> <li>Number of law enforcement requests for user information</li> <li>Number of users whose information was requested</li> <li>Percentage resulting in disclosure</li> </ul>	Expedia Group does not publicly disclose this information.

<b>TC-IM-220a.5</b>	<ul style="list-style-type: none"> <li>List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring</li> </ul>	Expedia Group complies with all applicable laws and regulations, including, but not limited to, regulations related to embargoed countries and/or regions.
<b>TC-IM-220a.6</b>	<ul style="list-style-type: none"> <li>Number of government requests to remove content</li> <li>Percentage compliance with requests</li> </ul>	Expedia Group does not publicly disclose this information.
<b>TC-IM-230a.1</b>	<ul style="list-style-type: none"> <li>Number of data breaches</li> <li>Percentage involving personally identifiable information</li> <li>Number of users affected</li> </ul>	In 2023, Expedia Group had no data security breaches that required disclosure in our public SEC filings. Any data breach that materially impacted our operations would be reported in our public filings with the SEC. Our current reports on Form 8-K are available on Expedia Group's <a href="#">Investor Relations website</a> .
<b>TC-IM-230a.2</b>	<ul style="list-style-type: none"> <li>Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards</li> </ul>	Please reference <a href="#">Pages 27–28</a> of our Annual Report on Form 10-K.
<b>TC-IM-330a.1</b>	<ul style="list-style-type: none"> <li>Percentage of employees that are foreign nationals</li> </ul>	Expedia Group does not publicly disclose this information. For more information on Expedia Group's workforce demographics, please reference <a href="#">Pages 21–22</a> .
<b>TC-IM-330a.2</b>	<ul style="list-style-type: none"> <li>Employee engagement as a percentage</li> </ul>	Please reference <a href="#">Page 17</a> .
<b>TC-IM-330a.3</b>	<ul style="list-style-type: none"> <li>Percentage of gender and racial/ethnic group representation for management, technical staff, and all other employees</li> </ul>	Please reference <a href="#">Pages 21–22</a> for Expedia Group's workforce demographic data, including five years of historical data.
<b>TC-IM-520a.1</b>	<ul style="list-style-type: none"> <li>Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations</li> </ul>	In 2023, Expedia Group had no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations that required disclosure in our public SEC filings. Any material losses incurred as a result of legal proceedings, including those related to anti-competitive behavior regulations, would be reported in our public filings with the SEC. Our Annual Report on Form 10-K and quarterly reports on Form 10-Q are available on Expedia Group's <a href="#">Investor Relations website</a> .
<b>TC-IM-000.A</b>	<ul style="list-style-type: none"> <li>Entity-defined measure of user activity</li> </ul>	Expedia Group does not publicly disclose this information.
<b>TC-IM-000.B</b>	<ul style="list-style-type: none"> <li>Data processing capacity and percentage outsourced</li> </ul>	Expedia Group does not publicly disclose this information.
<b>TC-IM-000.C</b>	<ul style="list-style-type: none"> <li>Amount of data storage and percentage outsourced</li> </ul>	Expedia Group does not publicly disclose this information.

28 As of December 31, 2023.



## TCFD Index

We have detailed our alignment to the Task Force on Climate-related Financial Disclosures (TCFD). TCFD recommendations are organized into four pillars that allow for a consistent, standardized approach to analyzing climate-related risks and opportunities: (1) Governance, (2) Strategy, (3) Risk Management, and (4) Metrics and Targets. Expedia Group’s TCFD response represents our efforts toward implementing the recommendations of the TCFD.

TCFD Pillar	Recommended Disclosure	Expedia Group Response
<b>Governance</b> Disclose the company’s governance around climate-related risks and opportunities.	Describe the board’s oversight of climate-related risks and opportunities.	Our Board of Directors and its Executive Committee — composed of our Chairman & Senior Executive and Vice Chairman & CEO — provide insight, feedback, and oversight on various ESG initiatives. Our Chief People, Inclusion & Diversity Officer updates the Board of Directors annually, or as needed, on ESG initiative progress. Updates to the Board of Directors may include climate-related risks and opportunities that may materially affect Expedia Group.
	Describe management’s role in assessing and managing climate-related risks and opportunities.	Implementation of ESG priorities, including climate-related risks and opportunities, is led by our Global Social Impact & Sustainability team, with oversight from our Vice President of Global Social Impact & Sustainability and leadership support by our Chief People, Inclusion & Diversity Officer and a dedicated ESG Steering Committee, composed of senior executives across key corporate functions. The ESG Steering Committee meets quarterly and discusses ESG strategic implementation, which may include climate-related risks and opportunities that may materially affect Expedia Group.
<b>Strategy</b> Disclose the actual and potential impacts of climate-related risks and opportunities on the company’s businesses, strategy, and financial planning where such information is material.	Describe the climate-related risks and opportunities the company has identified over the short, medium, and long term.	The TCFD identifies two categories of climate-related risks: transition risks and physical risks. Transition risks are those associated with transitioning to a lower-carbon economy, particularly the policy, legal, technological, and market changes that may require mitigation and adaptation. Physical risks can be event-driven (acute) or longer-term shifts in climate patterns (chronic). To supplement our existing enterprise risk management (ERM) processes, we conducted a companywide climate-related risk screening process in 2022 to identify, assess, and quantify Expedia Group’s climate-related transition and physical risks, as well as corresponding opportunities. The scope of the assessment was global and engaged cross-functional operational senior executives to establish a detailed understanding of how Expedia Group addresses climate-related risks. The climate-related transition and physical risks that were screened align with the TCFD’s identified climate-related risk categories. The susceptibility of Expedia Group to the climate-related risks in terms of preparedness, severity, and likelihood was assessed across three time horizons: short term (before 2030), medium term (2030 to 2050), and long term (beyond 2050). Climate-related risks were prioritized based on the scope of their impact and Expedia Group’s ability to control them. Tables 1 and 2 exhibit Expedia Group’s identified climate-related risks and opportunities and discuss their potential impact based on TCFD guidelines.

**Table 1:** TCFD Transition and Physical Climate-Related Risk Categories Assessed

TCFD Risk Category	TCFD Risk Sub-Category	Description	Time Frame	
Transition	Policy & Legal	Increased pricing of GHG emissions Enhanced emissions-reporting obligations Mandates on and regulation of existing products and services	Enhanced policies and regulations could impact the travel industry through making travel more costly or requiring shifts to lower-carbon transportation.	Medium to Long Term
	Technology	Costs to transition to lower-emissions technology	Uncertainty of the cost of technological innovations that support the energy transition to a low-carbon economy, resulting in rising costs of energy and carbon instruments or requiring investment into low-carbon technology.	Medium Term
	Market	Uncertainty in market signals	Uncertain shifts in supply and demand for travel could cause consumers to allocate capital for travel differently.	Medium Term
	Reputation	Shifts in consumer preferences	Customers could switch to a different brand if Expedia Group cannot supply more sustainable travel options, or might choose to travel less if there are uncertain perceptions of Expedia Group’s contribution to the transition to a low-carbon economy.	Short to Medium Term
Physical	Acute	Increased severity of extreme weather events	Increased acute weather events could damage offices and impact employees’ ability to work from home. These events could also cause increased customer cancellations and damage to vacation rental supply.	Medium to Long Term
	Chronic	Rising mean temperatures	As temperatures rise, Expedia Group may be impacted through rising energy costs, customers changing their travel behaviors, and chronic damage to infrastructure at key destinations.	Long Term
		Changes in precipitation patterns and extreme variability in weather patterns	Increased drought and water stress from variability in precipitation patterns may negatively impact tourism in already high-risk areas through negative community perception and impacts to the health and safety of travelers.	Long Term
	Rising sea levels	Increased coastal flooding from sea-level rise may damage key destinations as well as vacation rental supply.	Long Term	

TCFD Index continued

TCFD Pillar	Recommended Disclosure	Expedia Group Response																		
Continued	Continued	<p><b>Table 2:</b> TCFD Climate-Related Opportunities Categories Assessed</p> <table border="1"> <thead> <tr> <th data-bbox="893 500 1147 521">TCFD Opportunity Category</th> <th data-bbox="1231 500 1333 521">Description</th> <th data-bbox="2609 500 2711 521">Time Frame</th> </tr> </thead> <tbody> <tr> <td data-bbox="893 540 1051 561">Resource Efficiency</td> <td data-bbox="1231 540 1837 561">Efficiency of Expedia Group's operations such as data centers and offices.</td> <td data-bbox="2609 540 2798 561">Short to Medium Term</td> </tr> <tr> <td data-bbox="893 581 1013 602">Energy Source</td> <td data-bbox="1231 581 1700 602">Expedia Group's use of lower-emission sources of energy.</td> <td data-bbox="2609 581 2798 602">Short to Medium Term</td> </tr> <tr> <td data-bbox="893 621 1080 643">Products and Services</td> <td data-bbox="1231 621 2149 643">Uncertain shifts in supply and demand for travel could cause consumers to allocate capital for travel differently.</td> <td data-bbox="2609 621 2725 643">Medium Term</td> </tr> <tr> <td data-bbox="893 662 963 683">Markets</td> <td data-bbox="1231 662 2108 683">Expedia Group's access to new customers through industry group initiatives and climate action leadership.</td> <td data-bbox="2609 662 2798 683">Medium to Long Term</td> </tr> <tr> <td data-bbox="893 703 978 724">Resilience</td> <td data-bbox="1231 703 2507 724">Expedia Group's ability to continue to do business and offer travel in the midst of climate-related risks through resilience planning and reliability of services.</td> <td data-bbox="2609 703 2798 724">Medium to Long Term</td> </tr> </tbody> </table> <p>As a part of our companywide climate-related risk screening process, stakeholders identified, analyzed, and prioritized the considered climate-related risks and opportunities to understand the range of potential impacts on our operations and identify key areas that may require climate action.</p> <p><b>Priority Transition Risk: Shifts in Consumer Preferences</b></p> <p>Expedia Group is already seeing our travelers requesting more sustainable travel options, and we expect sustainability to only increase in importance to consumers. Therefore, if Expedia Group does not act to respond to this shift in consumer preferences, then we could miss the climate-related opportunity to maintain our leadership in this space. Conversely, as the climate changes, there will be some key destinations within our portfolio that are more exposed to physical impacts than others, so it is strategically important for our team to understand what destinations are more vulnerable and offer viable, alternative future travel options.</p> <p>To better understand this dynamic market and reputational transition risk for Expedia Group, we conducted an analysis with two key components — a vendor sustainability analysis and a destinations vulnerability analysis.</p> <p>The vendor sustainability analysis was conducted because Expedia Group's ability to offer more sustainable travel solutions to consumers is dependent on the commitments and actions of our global supply partners. Therefore, we analyzed the future climate-related risk to Expedia Group of increased consumer demand for more sustainable travel through understanding the current sustainability commitments of our top suppliers by supply within key product types. To do so, we developed bespoke qualitative shifting preference scenarios combined with public research to create case studies of the magnitude of impact of increasing consumer demands. We evaluated the current public sustainability commitments of top supply partners with the assumption that the current status of brands' public sustainability commitments is reflective of future sustainability maturity. This analysis provided Expedia Group with an overview of priority partners and product lines to further enhance our engagement strategy around. We found that our efforts to continue to engage and prioritize suppliers that are committing to decarbonization will be essential in mitigating Expedia Group's future climate-related risk exposure.</p>	TCFD Opportunity Category	Description	Time Frame	Resource Efficiency	Efficiency of Expedia Group's operations such as data centers and offices.	Short to Medium Term	Energy Source	Expedia Group's use of lower-emission sources of energy.	Short to Medium Term	Products and Services	Uncertain shifts in supply and demand for travel could cause consumers to allocate capital for travel differently.	Medium Term	Markets	Expedia Group's access to new customers through industry group initiatives and climate action leadership.	Medium to Long Term	Resilience	Expedia Group's ability to continue to do business and offer travel in the midst of climate-related risks through resilience planning and reliability of services.	Medium to Long Term
TCFD Opportunity Category	Description	Time Frame																		
Resource Efficiency	Efficiency of Expedia Group's operations such as data centers and offices.	Short to Medium Term																		
Energy Source	Expedia Group's use of lower-emission sources of energy.	Short to Medium Term																		
Products and Services	Uncertain shifts in supply and demand for travel could cause consumers to allocate capital for travel differently.	Medium Term																		
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TCFD Index continued

TCFD Pillar	Recommended Disclosure	Expedia Group Response
Continued	Continued	<p>The destinations vulnerability analysis captures the risk of consumer preferences shifting due to increased physical impacts from climate change on top destinations. Top destinations for Expedia Group travelers were mapped to their Köppen climate zones to categorize and understand their future vulnerability to the impacts of climate change. The future vulnerability of these climate zones to climate-related risk was profiled using Intergovernmental Panel on Climate Change (IPCC) data (NASA Earth Exchange Global Daily Downscaled Projections (NEX-GDDP-CMIP6) and LOCA climate data) and the World Wildlife Fund (WWF) Risk Filter tools.</p> <p>To capture the range of possible shifts in demand, three scenarios of physical climate change were used to consider the magnitude of climate-related physical risk: moderate warming, high warming, and very high warming scenarios, aligned with the scenarios used for our climate-related physical risk analysis. Across the warming scenarios, as the magnitude of global warming increases, we assume increasing traveler sensitivity to the climate-related risk and thus higher likelihood of a response to the risk (i.e., not visiting that location). This sensitivity to the physical impacts of climate change and likelihood of responding to the climate-related risk determines whether or not the destination could be at risk in the future. This analysis assumes that current top destinations are representative of future top destinations for Expedia Group. We found that travel destinations may experience increased harmful impacts from climate change, and therefore our role in supporting these communities in building long-term resilience is critical.</p> <p><b>Priority Physical Risk: Acute, Increased Severity of Extreme Weather Events</b></p> <p>Extreme storm events, such as hurricanes and tropical cyclones, have the potential to impact revenue across many product types — lodging, flights, cruises, car rentals, and activities — as well as disrupt everyday productivity of Expedia Group employees.</p> <p>To assess the extreme weather events risk exposure for key Expedia Group locations under multiple warming scenarios, 41 key Expedia Group locations, representing high business importance and a broad geographical coverage, were analyzed for the following metrics:</p> <ul style="list-style-type: none"> <li>• Change in extreme precipitation events (50-year and 100-year events)</li> <li>• Change in flood risk (100-year discharge)</li> <li>• Coastal flooding risk due to increases in sea level rise and storm surge</li> <li>• Current tropical cyclone risk</li> </ul> <p>Scenario analysis modeling was completed for Socioeconomic Pathways 1-2.6 (representing a below 2°C warming scenario), 2-4.5 (representing a 2°C–4°C warming scenario), and 5–8.5 (representing an above 4°C warming scenario). These three scenarios were used to evaluate the various climatic impacts in 2030 and 2050 “future worlds” scenarios. Increased extreme storm event risk exposure could lead to increased cancellations and decreased bookings and sales due to the damage storms could cause to key travel destinations. Therefore, business implications tied to future extreme storm events were based on sales, cancellation rates, and gross bookings, leveraging historical data of past hurricane impacts on vacation rentals (e.g., Hurricane Ian, Hurricane Dorian, etc.).</p>

TCFD Index continued

TCFD Pillar	Recommended Disclosure	Expedia Group Response
Continued	Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning.	<p>By conducting climate-related scenario analysis, Expedia Group was able to explore the plausible future impacts across a range of scenarios (SSP1-2.6, SSP2-4.5, and SSP5-8.5). Expedia Group evaluated the impacts across priority destinations and product lines for both climate-related physical and climate-related transition risks.</p> <p><b>Business and Strategy:</b></p> <ul style="list-style-type: none"> <li>• <b>Operations</b> <ul style="list-style-type: none"> <li>– Physical climate and weather-related disruptions inform our risk-mitigation strategies and costs at our facilities globally. For example, we are building resiliency into our data management through investing in geographic diversification for both our cloud services and our data center infrastructure. This investment is meant to mitigate any physical risk posed to our ability to continue operating our platform at all times.</li> </ul> </li> <li>• <b>Supply Chain</b> <ul style="list-style-type: none"> <li>– As part of our Climate Action Plan to mitigate our climate-related risk associated with our supply chain, Expedia Group will work with our global supply partners to capture the many ways they are already reducing their environmental impact and supporting regenerative ecosystems and resilient communities with their travel products. To mitigate our climate-related transition risk, it is important to continue working with our global supply partners across our range of travel products to better understand their exposure to the physical impacts of climate change as well as how they are working to decarbonize their products, which will in turn reduce the climate-related transition risk associated with offering their products to our customers.</li> <li>– In 2022, we began capturing a range of sustainability features from hotel partners, reflecting their adoption of sustainability initiatives such as waste reduction, double glazing on windows, energy-saving features in rooms, renewable electricity procurement, water-efficient showers, plant-based menu options, and many more. One such feature, electric vehicle charging, is already a popular search filter on our platform. We seek to continue to expand the sustainability information we have on our range of travel products — hotels and vacation rentals, flights, cars, and cruises, activities, and packages — to ensure we are providing this information to our travelers.</li> </ul> </li> <li>• <b>Products and Services</b> <ul style="list-style-type: none"> <li>– Our travelers are already demanding more sustainable travel options, and we expect sustainability to only increase in importance to consumers. Our strategic response to this demand is integral in recognizing these changes as an opportunity for our business rather than experiencing and viewing these changes as a future climate-related risk. We see an opportunity in sustainability to enhance our brand and capture traveler loyalty, get ahead of Net Zero transition costs, preserve capital by investing in increased efficiencies, and reward travel suppliers who are doing the same, creating a more resilient industry.</li> <li>– As an OTA, Expedia Group does not own or operate the destinations and accommodations our customers visit and stay at, nor do we directly transport our customers to and from their destinations. Rather, through our booking platform, we connect travelers with global suppliers across a range of travel products — flights, cars, cruises, hotels, vacation rentals, activities, and packaged trips. We therefore have an important role and specific opportunity to influence traveler selections, with the goal of making more sustainable, lower-carbon travel and tourism products the preferred choice across our platform, and eventually the default for the global industry. Not providing our customers with this information in their selection of travel may result in reputation risk, as customers may view that Expedia Group is not able to supply more sustainable travel options.</li> </ul> </li> <li>• <b>Investment in R&amp;D</b> <ul style="list-style-type: none"> <li>– As a technology company, our data centers and cloud loads represent a key opportunity for positive impact. Most of Expedia Group's data center needs are now fulfilled by third-party cloud service providers. This migration to the cloud from private data centers has resulted in drastic improvements to our server utilization rates, increasing efficiency and reducing energy use and emissions accordingly.</li> </ul> </li> </ul> <p><b>Financial Planning:</b></p> <p>The global travel industry has a myriad of challenges it faces to decarbonize. One of the ways in which Expedia Group is committed to acting as a catalyst to accelerate the availability and adoption of more sustainable travel and tourism options is through providing financial and other support to nonprofit organizations working to build sustainability awareness and capacity among tourism and travel providers, particularly where this work focuses on small businesses.</p>



TCFD Index continued

TCFD Pillar	Recommended Disclosure	Expedia Group Response
Continued	Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>Through our approach to analyzing climate-related risk, Expedia Group aims to establish a resilient understanding of our future in the face of the uncertainty climate change brings. The climate-related risk assessment, conducted cross-functionally across our stakeholders, provided the qualitative data required to understand Expedia Group's position in the climate-related risk landscape. By conducting scenario analyses, we gathered the quantitative information necessary to understand the climate-related risk exposure of our global business, as well as the travel industry, which we interface with at large.</p> <p>In our extreme storm physical risk analysis, we performed analyses for multiple climate metrics because extreme storms are a weather phenomenon of low-pressure weather systems of swirling clouds and thunderstorms, which can gain energy from warm tropical waters. Weather refers to short-term conditions of the lower atmosphere whereas climate refers to atmospheric changes over longer periods of time — 20 years or more. Climate models include projected changes in climate metrics at locations, but do not forecast how these metrics may interact with weather systems as the climate changes. Therefore, to understand extreme storm risk exposure, we combined climate metrics with current vulnerability metrics such as projected flood risk and current tropical storm risk scores.</p> <p>We analyzed multiple scenarios, when available, for each metric to explore how different assumptions about critical driving forces can yield very different outcomes, thus allowing us to better understand and assess the range of potential climate-related risks, opportunities, and uncertainties. The following scenarios were accounted for in each metric:</p> <ul style="list-style-type: none"> <li>• Extreme Precipitation: We examined the median (50th percentile) and upper extreme (95th percentile) of approximately 30 downscaled NEX-GDDP-CMIP6 models across three future world scenarios (SSP 1-2.6, SSP 2-4.5, and SSP 5-8.5).</li> <li>• Flood Risk: Using WWF's Water Risk Filter, we considered historical and future trends of flooding for an optimistic (below 2°C), a current state (2°C–4°C), and a pessimistic (above 4°C) scenario.</li> <li>• Coastal Flooding: The analysis looked at the median (50th percentile) and upper extreme (95th percentile) of NASA climate data across the same future world scenarios.</li> <li>• Tropical Storms: Using WWF's Biodiversity Risk Filter, we captured the current exposure of locations to tropical cyclones based on historical data, topography, terrain roughness, bathymetry, and predicted maximum wind speed (50-year return period).</li> </ul> <p>Looking across three possible future scenarios enhances our resilience by providing an overview of conditions Expedia Group's business could be susceptible to from a lower warming scenario (SSP 1-2.6) to a higher warming scenario (SSP 5-8.5).</p> <p>For both key elements of our climate-related transition risk analyses, we developed bespoke scenarios based on public research to create case studies of the magnitude of impact which these market and reputation risks may have. This was done because we believe at this time, robust datasets that accurately capture projected future shifts in consumer demand or reputational impacts of negative perception of travel do not exist. To account for the uncertainty that climate change brings, bespoke scenarios which represent a range of plausible futures were analyzed. Within these analyses, publicly available data on existing trends was leveraged to extrapolate for business implications using Expedia Group-specific data wherever possible.</p> <p>The uncertainty accounted for in both our climate-related transition and physical risk analyses allows for Expedia Group to test the agility and resilience of our strategy in the face of climate change and demonstrates the strategic importance of establishing a resilient climate strategy today. Insights from these analyses allow us to identify key opportunities to integrate climate-related considerations into our long-term strategy via tracking of identified metrics, effective risk management, and setting impactful targets.</p>

TCFD Index continued

TCFD Pillar	Recommended Disclosure	Expedia Group Response
<p><b>Risk Management</b> Disclose how the company identifies, assesses, and manages climate-related risks.</p>	<p>Describe the company's processes for identifying and assessing climate-related risks.</p>	<p>Our assessment of climate-related risks involves identifying and assessing the potential impacts of climate change with key cross-functional stakeholders, as well as our third-party consultants. In 2022, we completed a companywide climate-related risks and opportunities screening process to examine climate-related transition and physical risks and associated opportunities relevant to our business. The assessment is part of a broader effort to better understand our climate-related risk and opportunity exposure and to inform resiliency planning. Internal stakeholders from across our business were engaged in workshops to analyze a variety of relevant climate-related risks across short-, medium-, and long-term horizons. The stakeholder group assessed sixteen relevant climate-related physical and transition risks, which were then prioritized in line with our ERM process to understand which climate-related risks have the greatest scope of impact, how they are currently managed, and opportunities to further strengthen resilience. The metrics used to analyze the impact and preparedness of Expedia Group for the climate-related risks align with the metrics used in Expedia Group's ERM program. Following the prioritization process, the likelihood of these climate-related risks having a substantive impact was assessed via scenario analysis due to the uncertainty associated with climate-related risks.</p>
	<p>Describe the company's processes for managing climate-related risks.</p>	<p>Climate-related risks are prioritized via our climate screening and scenario analysis processes. Materiality determinations are made after modeling via scenario analysis and understanding the financial and strategic implications of priority climate-related risks.</p>
	<p>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the company's overall risk management.</p>	<p>In 2022, we completed a companywide climate-related risks and opportunities screening process to examine climate-related transition and physical risks and associated opportunities relevant to our business. The assessment is part of a broader effort to better understand our climate-related risk and opportunity exposure and to inform resiliency planning. Internal stakeholders from across our business were engaged in workshops to analyze a variety of relevant climate-related risks across short-, medium-, and long-term horizons. The stakeholder group assessed sixteen relevant climate-related physical and transition risks, which were then prioritized in line with our ERM process to understand which climate-related risks have the greatest scope of impact, how they are currently managed, and opportunities to further strengthen resilience. The metrics used to analyze the impact and preparedness of Expedia Group for the climate-related risks align with the metrics used in Expedia Group's ERM program.</p>



TCFD Index continued

TCFD Pillar	Recommended Disclosure	Expedia Group Response
<p><b>Metrics &amp; Targets</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p>	<p>Disclose the metrics used by the company to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>Expedia Group uses different metrics to understand our exposure to climate-related physical and transition risks and opportunities. Our climate risk assessment strategy has identified key additional metrics to track in order to understand our future exposure to climate-related risks.</p> <p>For climate-related physical risks, this includes tracking the impact that climate-related events have on different travel products and destinations to better understand the resilience of our travel solutions for consumers. Expedia Group has historically tracked the impacts of climate events on vacation rentals through understanding the total canceled bookings, total lost gross booking value, and total value of lost listings when a climate event such as a major hurricane impacts a region. We intend to continue to build this dataset for all travel product types that we offer and for various types of climatic events to better understand the future possible impacts of climate change on travel.</p> <p>Climate-related transition risk metrics include our operational energy efficiency and consumption, our carbon footprint, and the GHG emissions associated with travel booked on our platforms. Much of our transition risk exposure sits in our supply chain with our key partners and their offering in terms of low-carbon travel options. Therefore, it will be important for Expedia Group to both track changes in customer demand for more sustainable travel options and understand in better detail what the impacts of our key partners are so that we can communicate them to our customers. Expedia Group is working with industry partners to improve and align on measurement and disclosure of third-party travel bookings, and we will continue to collaborate and support this work in coming years.</p>
	<p>Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</p>	<ul style="list-style-type: none"> <li>• Scope 1: 3,451 mtCO<sub>2</sub>e</li> <li>• Scope 2: 13,516 mtCO<sub>2</sub>e</li> <li>• Scope 3: 674,566 mtCO<sub>2</sub>e                             <ul style="list-style-type: none"> <li>– Category 1 – Purchased Goods &amp; Services: 613,293 mtCO<sub>2</sub>e</li> <li>– Category 2 – Capital Goods: 20,088 mtCO<sub>2</sub>e</li> <li>– Category 3 – Fuel- &amp; Energy-Related Activities: 4,277 mtCO<sub>2</sub>e</li> <li>– Category 5 – Waste Generated in Operations: 119 mtCO<sub>2</sub>e</li> <li>– Category 6 – Business Travel: 25,206 mtCO<sub>2</sub>e</li> <li>– Category 7 – Employee Commuting &amp; Work from Home: 11,031 mtCO<sub>2</sub>e</li> <li>– Category 8 – Upstream Leased Assets: 552 mtCO<sub>2</sub>e</li> </ul> </li> </ul>
	<p>Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets.</p>	<p>As a foundation of our climate efforts, in 2022, Expedia Group became the first global OTA to sign the Glasgow Declaration on Climate Action in Tourism. In 2023, Expedia Group published its inaugural Climate Action Plan, including the results of our climate risk assessment aligned with the TCFD, and a commitment to reach Net Zero<sup>29</sup> GHG emissions by 2040.</p> <p>Net Zero<sup>29</sup> by 2040:</p> <ul style="list-style-type: none"> <li>• Reduce Scope 1, Scope 2, and upstream Scope 3 GHG emissions at least 90% by 2040.</li> </ul> <p>Interim Targets:</p> <ul style="list-style-type: none"> <li>• Reduce Scope 1 and Scope 2 GHG emissions 75% by 2030.</li> <li>• Continue to source 100% renewable electricity annually through 2030.</li> <li>• Engage our value chain to ensure 75% of our suppliers by emissions set science-based targets by 2028.</li> </ul>

<sup>29</sup> Expedia Group defines our goal of reaching Net Zero by 2040 as achieving at least a 90% absolute reduction in our Scope 1, Scope 2, and upstream Scope 3 GHG emissions (Categories 1, 2, 3, 5, 6, 7, and 8) from a 2022 base year.

# Data Assurance



## VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Expedia Group;

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Expedia Group for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Expedia Group. Expedia Group is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

### Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide

Types of GHGs: CO<sub>2</sub>, N<sub>2</sub>O, CH<sub>4</sub>, HFCs

### GHG Emissions Statement:

- Scope 1:** 3,451 metric tons of CO<sub>2</sub> equivalent
- Scope 2 (Location-Based):** 13,516 metric tons of CO<sub>2</sub> equivalent
- Scope 2 (Market-Based):** 0 metric tons of CO<sub>2</sub> equivalent<sup>1</sup>
- Scope 3:**
  - Purchased Goods & Services: 613,293 metric tons of CO<sub>2</sub> equivalent
  - Capital Goods: 20,088 metric tons of CO<sub>2</sub> equivalent
  - Fuel- and Energy-Related Activities (Location-Based): 4,277 metric tons of CO<sub>2</sub> equivalent
  - Fuel- and Energy-Related Activities (Market-Based): 2,519 metric tons of CO<sub>2</sub> equivalent
  - Waste Generated in Operations: 119 metric tons of CO<sub>2</sub> equivalent
  - Business Travel (Without Radiative Forcing): 25,206 metric tons of CO<sub>2</sub> equivalent
  - Employee Commuting (Location-Based): 11,031 metric tons of CO<sub>2</sub> equivalent
  - Employee Commuting (Market-Based): 11,347 metric tons of CO<sub>2</sub> equivalent
  - Upstream Leased Assets (Location- Based): 552 metric tons of CO<sub>2</sub> equivalent
  - Upstream Leased Assets (Market- Based): 594 metric tons of CO<sub>2</sub> equivalent

<sup>1</sup> The "Green-e®" residual mix emissions factors used for United States usage in market-based Scope 2, and Scope 3 calculations for fuel and energy-related activities, and upstream leased assets only includes CO<sub>2</sub> and did not include CH<sub>4</sub> and N<sub>2</sub>O, which are required by the GHG Protocol. The exclusion of CH<sub>4</sub> and N<sub>2</sub>O from the United States residual mix factor is not expected to make a material difference in Expedia Group's reported total market-based Scope 2 and Scope 3 fuel and energy-related activities, and upstream leased assets emissions.



Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were historical in nature and in some cases estimated.

Data and information supporting the Scope 3 GHG emissions statement were in some cases estimated rather than historical in nature.

### Period covered by GHG emissions verification:

- January 1, 2023 to December 31, 2023

### Criteria against which verification conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

### Reference Standard:

- ISO 14064-3 Second edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

### Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators.

### GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Expedia Group and their consultant;
- Review of documentary evidence produced by Expedia Group;
- Review of Expedia Group's data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by Expedia Group to determine GHG emissions.

### Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2), and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that Expedia Group has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.



### Statement of independence, impartiality, and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Expedia Group, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems, and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

### Attestation:



Trevor Donaghu, Lead Verifier  
ESG Director, National Practice Lead  
Apex Companies, LLC

John Rohde, Technical Reviewer  
ESG Principal  
Apex Companies, LLC

May 2, 2024

*This verification opinion declaration, including the opinion expressed herein, is provided to Expedia Group and is solely for the benefit of Expedia Group in accordance with the terms of our agreement. We consent to the release of this declaration by you to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.*



