

EXPEDIA GROUP, INC. MODERN SLAVERY STATEMENT

OUR BUSINESS & PRINCIPLES

Expedia Group powers travel for everyone, everywhere, through our global platform. Driven by the core belief that travel is a force for good, we help people experience the world in new ways and build lasting connections. We facilitate memorable experiences for travelers while providing industry-leading technology solutions to fuel partner growth and success. Expedia Group's three flagship consumer brands are Expedia®, Hotels.com®, and Vrbo®.

As of December 31, 2024, Expedia Group has a team of 16,500 employees across more than 45 countries with 88 offices globally.

Expedia Group respects human rights and workplace rights and is committed to conducting its business in a manner that protects these rights, and prohibits all forms of modern slavery, servitude, forced labor and human trafficking. We look to global leaders like the United Nations (UN) and the International Labour Organization (ILO) for guidance. We are committed to upholding the UN Guiding Principles on Business and Human Rights and the Core Conventions of the ILO, as well as the ILO Declaration on Fundamental Principles and Rights at Work.

In preparing this Statement, Expedia Group has sought to identify and mitigate the risk of modern slavery in its business and supply chain in accordance with the United Kingdom Modern Slavery Act 2015 (UK) and the Australian Modern Slavery Act 2018 (Cth).

OUR POLICIES & PRACTICES

Expedia Group's [Human Rights Statement](#), approved by our Board of Directors in 2023, formalizes our long-standing commitment to respecting human rights, including those of our travelers, employees, business partners, and communities.

We regularly review our policies as our understanding of modern slavery and human trafficking develops. We refine practices and assess opportunities to collaborate with suppliers to further mitigate modern slavery risks in our business and supply chains.

We remain committed to transparency and sharing information that will allow our customers, users, and partners to make decisions in line with a human rights-based approach.

OUR SUPPLY CHAIN

As Expedia Group does not directly operate planes, hotels, vacation rentals, rental cars, guided tours, cruise ships or other direct travel services, we consider our risk of exposure to modern slavery within our own business to be low. However, Expedia Group is conscious of the supply chain and travel industry in which we operate, and that higher risks of modern slavery exist in those contexts.

DUE DILIGENCE PROCESS

We continue to seek ways to utilize our systems to assist our travel suppliers and partners to identify potential instances of human trafficking and enhance their own monitoring. In the past 12 months these efforts have included:

- Participating in the Blue Lightning Initiative under the U.S. Department of Homeland Security and the US Department of Transportation by which we work with those Departments, the US 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.
- Collaborating with Polaris Project on employee training, expert consultation, and industry engagement. Expedia Group also supports Polaris Project's Data Upgrade Program, which aims to leverage data to generate insights to combat trafficking.
- Supporting Real Escape from Sex Trade (REST) to provide safe shelter, mental health counseling, and employment assistance to survivors across the U.S.

As we continue to develop our efforts, we will report updates as part of our annual Global Impact Report.

VENDORS

We seek to maintain business relationships with travel suppliers and third-party vendors that are committed to respecting human rights and workplace rights. We expect our third-party providers to adhere to our [Vendor Code of Conduct](#), which is referenced in our standard agreements.

The Vendor Code of Conduct contains our foundational expectations in relation to all supplier and third-party vendor behavior and activity, including the area of combating modern slavery. The Vendor Code of Conduct requires, in relevant part, that vendors:

- Use only voluntary labor and prohibit the use of human trafficking in their operations. The use of forced labor by an Expedia Group vendor and/or its subcontractors is prohibited.
- Workers must not be required to surrender government issued ID, passports or work permits as a condition of working and may only hold such documents as necessary to complete legitimate administrative and immigration processing.

Expedia Group will not knowingly work with third parties who engage in these practices. Third parties are expected to fully comply with requirements of applicable slavery, forced labor and human trafficking laws. Noncompliance with Expedia Group's Vendor

Code of Conduct can lead to Expedia Group ceasing to do business with a vendor or supplier.

EMPLOYEES

At Expedia Group, we have multiple codes of conduct that incorporate our corporate expectation of legal and ethical conduct. [Our Employee Code of Conduct - the Boarding Pass](#) (our “Code of Conduct”) sets forth our core principles and values, and expectations regarding responsible and ethical business conduct. Our Code of Conduct provides the standards of integrity that Expedia Group requires all our employees to follow. It is our commitment to act ethically and with integrity in all our business relationships, including respecting human rights and workplace rights, opposing modern slavery and human trafficking of any kind, and providing guidance on how to report any violations of our Code of Conduct.

Employees who violate our Code of Conduct may subject themselves to disciplinary action, including dismissal (unless prohibited by law). We also reserve the right, pursuant to contractual provisions or to the extent permitted by law, to terminate relationships with third parties who violate our Code of Conduct or who otherwise engage in illegal activities.

Similarly, the [Code of Business Conduct and Ethics for Directors and Senior Financial Officers](#) sets forth the same expectations for our Board of Directors and Senior Financial Officers of the company.

- Whistleblowing Policy: Expedia Group maintains a twenty-four-hour phone hotline (managed by an independent third-party, EthicsPoint) for employees and third parties to raise concerns without fear of retaliation. Employees and third parties can anonymously and confidentially report any concerns, which may include concerns relating to modern slavery and human trafficking. These reports are then investigated in accordance with company policies and procedures.
- People Policies: Expedia Group respects and values our employees. To ensure that our employees are not subject to undue influence and are treated fairly and with respect, we have human resource policies and procedures, as well as recruitment processes, in place across all our operations. Expedia Group is committed to maintaining an environment where its employees are able to raise concerns and issues.

AWARENESS AND TRAINING

Our codes of conduct specifically assert Expedia Group's respect for human rights and opposition to human trafficking. We require all our directors and employees, including all executive officers and senior financial officers, to comply with our codes of conduct. At new hire orientation and training, and annually thereafter, all employees receive a copy of and are required to attest to receiving and understanding our Code

of Conduct. We use multiple corporate channels to direct employees to complete this training, and leaders receive completion data for their teams.

In 2024, we developed a Human Trafficking Awareness Training for Expedia Group employees, in partnership with Polaris. The course introduces the complexities of human trafficking in the travel industry, addresses misconceptions, and explains how to respond.

CONCLUSION

This Statement is made pursuant to both section 54(1) of the Modern Slavery Act 2015 in the United Kingdom and section 16 of the Modern Slavery Act 2018 (Cth) in Australia.

In preparing this Statement, Expedia Group consulted with the subsidiaries and controlled entities covered by this Statement¹.

This Statement on behalf of Expedia Group, Inc. and its subsidiaries is for the financial year ending 31 December 2024 and was approved by the Executive Committee of the Board of Directors of Expedia Group, Inc. on 22 June 2025 and will be updated annually.



Ariane Gorin
CEO

¹ This Statement relates to Expedia Group, Inc. and its subsidiaries including:

- the following companies operating Expedia Group websites in the UK (including those websites further listed): Expedia, Inc (US), Hotels.com, LP (US), EG Vacation Rentals Ireland Limited (UK), Trivago NV (Netherlands). Non-exhaustive list of UK websites: <https://www.expedia.co.uk/>, <https://www.uk.hotels.com/>, <https://www.ebookers.com/>, <https://www.trivago.co.uk/>, <https://www.vrbo.com/en-gb>, and;
- the following companies operating Expedia Group websites in Australia (including those websites further listed): Expedia, Inc (US), Hotels.com, LP (US), Stayz Pty Ltd (Australia), Trivago NV (Netherlands). Non-exhaustive list of Australian websites: <https://www.expedia.com.au/>, <https://www.au.hotels.com/>, <https://www.hotels.com.au/>, <https://www.stayz.com.au/>, <https://www.wotif.com/>, <https://www.trivago.com.au/>, , <https://www.vrbo.com/en-au>.