



Global Impact Report 2024

Outline

Overview

- 3 About This Report
- 4 Message From Our CEO
- 5 About Expedia Group
- 6 Our Strategy

Environmental

- 8 Climate Change
- 12 Biodiversity and Nature

Social

- 14 Employee Engagement and Development
- 16 Inclusion and Diversity
- 19 Social Impact
- 24 Human Rights
- 26 Traveler Safety

Governance

- 28 Our Board of Directors
- 29 Oversight
- 30 Business Ethics
- 31 Tax
- 32 Privacy and Cybersecurity

Appendix

- 34 GRI Index
- 37 SASB Index
- 38 TCFD Index
- 43 Data Assurance

About This Report

Expedia Group's 2024 Global Impact Report provides an executive summary of the Company's responsible business 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, 2024.

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 responsible business 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.

Except as required by law, we undertake no obligation to revise or publicly update 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.

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. This Report describes topics we consider the most important to stakeholders when evaluating responsible business issues at Expedia Group. Therefore, materiality in this Report does not directly correspond to the concept of materiality used in securities law.

Resources

[10-K Report — 2024](#)

[Proxy Statement — 2025](#)

[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](#)

[California Assembly Bill 1305 Statement](#)

[Equal Employment Opportunity Policy](#)

[Community Standards](#)

[Political Participation Policy](#)

[Tax Policy Statement](#)

[Privacy Policy](#)

[Privacy at Expedia Group](#)

[Partner Data Processing Agreements](#)

[Vendor Data Processing Agreements](#)

[Human Rights Statement](#)

[Modern Slavery Statement](#)

Message From Our CEO

Travel unites people, creates lasting memories, drives economic opportunity, and fosters global understanding. Since becoming CEO of Expedia Group in May 2024, I have been inspired by the dedication and resilience of our global team. Their commitment to creating meaningful experiences for travelers everywhere is truly remarkable. I am pleased to present our 2024 Global Impact Report, which showcases our strategic initiatives to build a more responsible, sustainable, and resilient travel industry.

Travel is not simply about reaching a destination — it expands perspectives, bridges cultures, and forges meaningful connections. In 2024, Expedia Group powered 130 million trips. Our scale and reach offer us exciting opportunities to open the world of travel to more people, as well as a shared responsibility to preserve cultures and places and engage with the communities where we operate. This year, through initiatives like our Made to Travel™ Fund and Nature Positive Tourism Fund, we have supported organizations that help drive our Open World™ Impact strategy to create a more responsible and sustainable travel ecosystem.

Our people are the driving force behind our success. We continually build a culture that enables us to push our mission forward and ensure we are ready to meet the evolving needs of our travelers and partners. I am proud of the work we are doing together to make travel a force for good.

Thank you for being part of our journey to create a more open world.

Sincerely,
Ariane Gorin
CEO



About Expedia Group

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®.

Key Highlights

\$13.6B
total revenue

3.5M+
lodging properties available, including over 2.5 million alternative accommodations through Vrbo and over 1 million hotels and alternative accommodations through our other brands

500+
airlines, packages, rental cars, cruises, insurance deals, activities, and experiences

Expedia Group Brands







Our Strategy

Expedia Group's Open World™ Impact strategy leverages our platform, technology, and partnerships to deliver our mission of powering more responsible and accessible travel for everyone, everywhere.

Our social impact and sustainability work accelerates positive change for our employees, travelers, partners, communities, and the planet. To amplify this, we have identified three priorities that support our aspirations of advancing a travel ecosystem that is open, accessible, and responsible for all.

Open World Impact Strategy

1

Economic Advancement

Strengthen economic opportunity by enabling the growth and success of local and small businesses within the travel ecosystem to ensure more people benefit from the industry's growth.

2

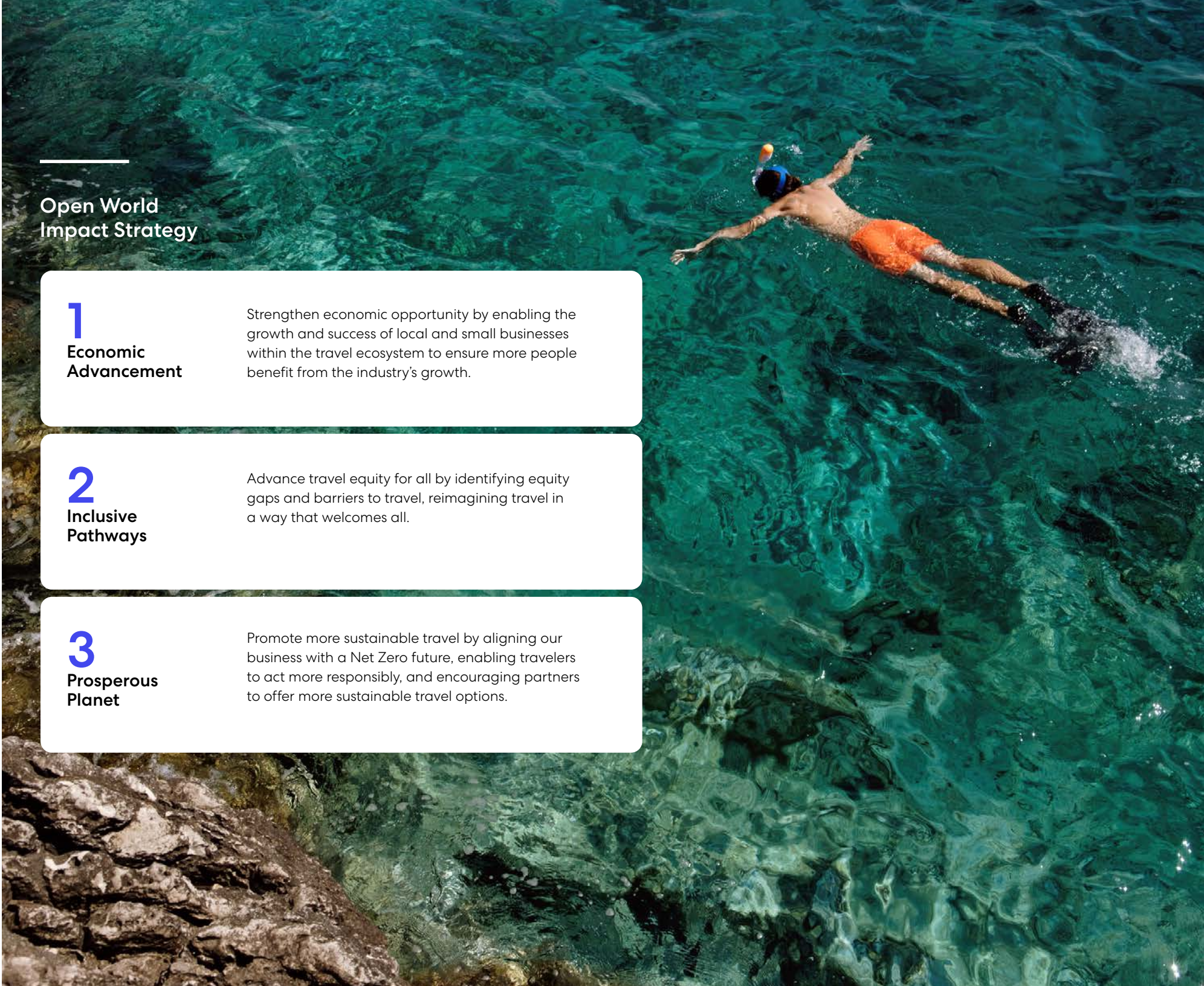
Inclusive Pathways

Advance travel equity for all by identifying equity gaps and barriers to travel, reimagining travel in a way that welcomes all.

3

Prosperous Planet

Promote more sustainable travel by aligning our business with a Net Zero future, enabling travelers to act more responsibly, and encouraging partners to offer more sustainable travel options.



Environmental

8 Climate Change

12 Biodiversity and Nature



Climate Change

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

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 steps involve decarbonizing our own operations and taking action to mitigate and adapt to the impacts of climate change on our business.

Net Zero

As the 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](#). This included the results of our climate risk assessment, aligned with the TCFD, and a commitment to reach Net Zero greenhouse gas (GHG) emissions by 2040. In 2024, we began developing a Net Zero Roadmap to outline our approach to achieving our commitments and guide strategic actions and target-setting across our operations. Expedia Group's Climate Action Plan, including our decarbonization targets, was reviewed and approved by the Board of Directors and Steering Committee.

1 Expedia Group purchases local-market, verified renewable energy certificates corresponding to 100% of our estimated global office electricity consumption.

2 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.

We measure and publicly report our GHG emissions annually to track progress and identify areas for improvement. In 2024, our total GHG emissions decreased by 31% year-over-year, primarily driven by lower emissions intensities across Scope 3, Categories 1 and 2. Despite higher Scope 1 and 2 GHG emissions resulting from strategic business growth in priority markets, the successful completion of our data center consolidation and transition to co-location mitigated overall energy impacts.

Renewable electricity is a key lever to reduce our Scope 1 and 2 emissions. We are researching the most impactful procurement models for our portfolio and collaborating with our landlords and utilities to increase renewable electricity, with a focus on additionality. We continuously review our real estate portfolio as we work to reduce our Scope 1 and 2 emissions and seek opportunities to increase energy efficiency while investing in renewable electricity. Expedia Group's [Seattle HQ](#) and [Gurgaon Campus](#), representing approximately 33% of our global real estate portfolio by square footage, both achieved Leadership in Energy and Environmental Design (LEED) Gold certifications in recognition of their efficiency. Since 2020, Expedia Group has powered 100% of our operations with renewable electricity,¹ and we are committed to continuing this through 2030.

Looking ahead to 2025, we plan to build on these foundations by conducting assessments of our largest sites to strengthen our emissions reduction initiatives and systematically broaden our engagement with Scope 3 suppliers to advance progress toward our decarbonization targets. As we implement strategic actions outlined in our Net Zero Roadmap, we may observe incremental GHG emissions increases in the near term. We will continue to update stakeholders on our progress against both near-term and long-term targets, and the actions being taken to achieve them, in our annual Global Impact Report.

3 Expedia Group's near-term reduction targets are based on a 2022 base year.

4 Expedia Group's value chain target covers Scope 3 Categories 1, 2, and 6 GHG emissions. In 2023, this target was established to cover 75% of our suppliers by emissions. It was revised and expanded in 2024 to cover 78% of our suppliers by emissions.

5 Gross GHG Emissions (mtCO₂e)

Climate Goals

Net Zero² by 2040

90%

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

Near-Term Targets³

Expedia Group committed to the Science Based Targets initiative (SBTi) in 2023 to develop near-term reduction targets. In 2024, the SBTi approved the following two targets:

75%

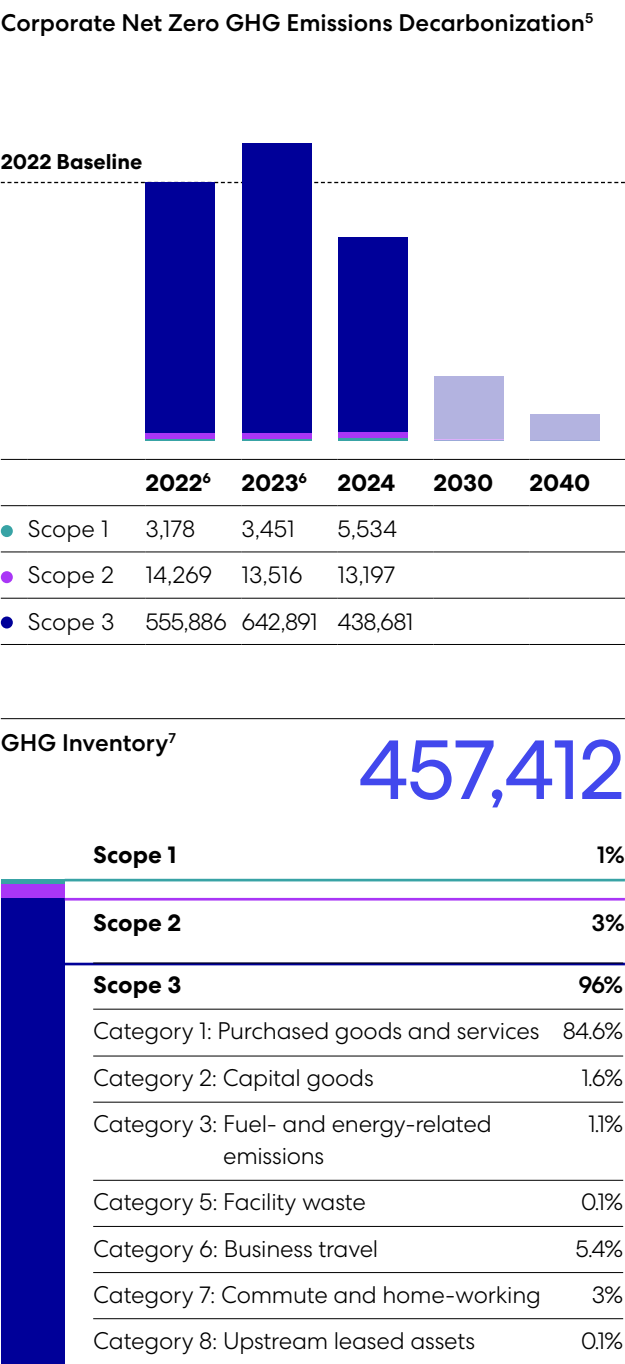
Reduce absolute Scope 1 and Scope 2 GHG emissions 75% by 2030

78%

Engage our value chain to ensure 78% of our suppliers set science-based targets by 2028⁴

6 Scope 3, Category 1 GHG emissions for 2022 and 2023 have been restated to reflect updated calculation methodologies.

7 As of December 31, 2024. Measured in mtCO₂e. Scope 2 GHG emissions reported using the location-based method.



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

Powering Sustainable Travel

Beyond our operations, we are committed to catalyzing the travel industry's global goal of halving emissions by 2030 and reaching Net Zero by 2050, as set out in 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 through clear, credible, and consistent information on the relative sustainability of travel options. To accelerate progress, we support suppliers to provide more sustainable offerings, reducing the travel industry's environmental footprint while enhancing climate resilience and adaptation in destination communities.

Expedia Group is committed to enabling a supply of lower-carbon and more sustainable travel options. We engaged with our top supply partners across lodging, flights, car, and cruise. Our partners voiced the importance of sustainability and their expectations 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.

Sustainability in Products and Services

Our booking platform and technologies connect millions of travelers with global suppliers across a range of travel products — flights, cars, cruises, hotels, vacation rentals, activities, and package trips. We are committed to providing our travelers with clear, credible, and consistent information on the sustainability-related attributes and practices of travel providers. Our goal is to give travelers the tools and transparency to choose lower-carbon travel and tourism products — making these options accessible across our platform.

Travelers increasingly expect travel options that align with their values and consumers are increasingly aware of the impact travel can have on natural ecosystems, economies, and individuals, both locally and globally.

Today, travelers want to explore the world in responsible ways. Expedia Group's [Sustainable Travel Study](#) found that 90% of travelers are already 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 70% said they were willing to sacrifice some aspect of convenience to do so.



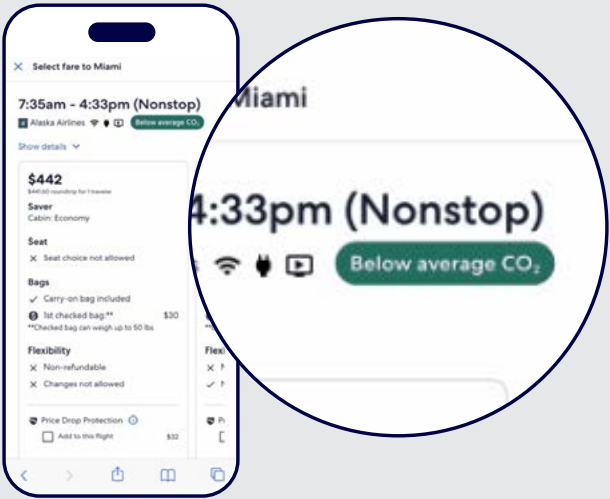
We have a valuable opportunity to support our travelers to make more sustainable, lower-carbon choices. To meet this demand, we are helping travelers understand and book more eco-friendly properties and have added industry-aligned attributes that help accommodation providers demonstrate sustainable features. 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.

We offer the ability to filter for hotels that have received one of various [third-party eco-certifications](#).⁸ For aviation, we implemented an industry-standard [GHG emissions calculator](#) via the open-source [Travel Impact Model](#) (TIM) to help travelers identify lower-emission flights. By offering industry-standard methodologies, we are building the transparency and credibility of sustainability information and supporting travelers to make more sustainable decisions. Expedia Group is an active member of the [Travalyst Coalition](#), a global independent nonprofit organization aiming to make

sustainability information mainstream to help people make better travel choices. In 2024, [Travalyst](#) found that standardized flight emissions estimates generated by the TIM had appeared in over 65 billion flight searches globally in less than 18 months.

Finally, for car rentals, we have added hybrid and electric vehicle search filters.

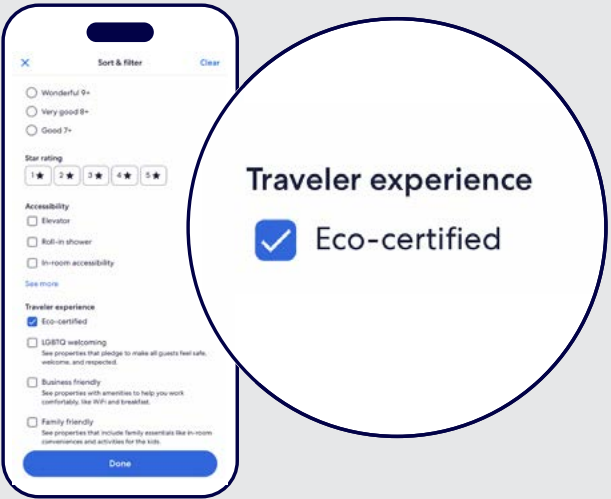
Booking flights with below average CO₂⁹



Booking electric cars¹⁰



Booking eco-certified hotels¹¹



⁸ Receiving an eco-certification means a property has had their efforts audited and validated according to a certain standard, and we spotlight those properties in media and promotion for travelers interested in greener stays.

⁹ GHG emissions calculator is available on Expedia.com in U.S. points of sale only. The availability of this product feature may vary by point of sale.

¹⁰ 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.

¹¹ 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 Climate Champions

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 climate action.

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. The program creates “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.

The Destination Climate Champions program was successfully piloted in 2024 with 40 DMOs from across Europe, North America, New Zealand, and the South Pacific Islands. Following feedback, the course was updated, optimized, and launched globally, with over 50 additional DMOs.

Destination Giveback Initiative

Expedia Group also supports destinations through our Destination Giveback Initiative by making donations to local causes identified with DMO partners. This initiative provides support to local communities where they need it most while driving tourism growth.

In 2024, Expedia Group partnered with Tourism Tropical North Queensland to introduce [Guardian of the Reef](#), a new platform that promotes reef-positive travel and rewards travelers for learning about the Great Barrier Reef. Through this program, conservation-curious travelers can visit a new website featuring short educational videos and fact cards. As they complete each module, they earn coupons for Expedia bookings. Upon completing all modules, participants are entered into a prize draw to win a trip to the Great Barrier Reef and unlock other exclusive experiences. As part of the partnership, Expedia Group made a \$50,000 donation to the Great Barrier Reef Foundation to further support the health of the Great Barrier Reef and existing conservation efforts.

Biodiversity and Nature

Expedia Group believes that, when done responsibly, tourism can be a positive force for environmental conservation and community development. Healthy, vibrant nature is a selling point for the travel and tourism industry, and travelers are increasingly interested in visiting and experiencing nature and wildlife around the world. We are committed to supporting nature, biodiversity, and regenerative travel in line with the vision set out by the World Travel & Tourism Council.

Nature Positive Tourism

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 launched the Nature Positive Tourism (NPT) Fund, leveraging WCS's track record of innovative, impactful global conservation. NPT directly contributes to, and advances, the protection of habitats and wildlife by engaging with people living in important conservation areas. This form of tourism not only helps to minimize adverse environmental and cultural impacts but also provides net positive benefits to the areas it reaches. It allows travelers to enjoy global natural wonders and biodiversity while ensuring that tourist spending contributes directly to a more conservation-focused and sustainable economy.

The NPT Fund works to improve the quality of eco-tourism operations while securing conservation outcomes, building climate resilience, and providing direct benefits to local communities. The Fund:

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

Provides grants and working capital loans at below market rates to support NPT infrastructure, operations, and services that improve product quality and tourist experience.

Supports local partners in securing financial, technical, and other resources, and brokers partnerships with industry actors and technical experts.

Creates and ensures the implementation of NPT best practices and standards of excellence in collaboration with key industry stakeholders and local communities.

The following projects received funding from the NPT Fund in 2024:

- **In Tmat Boey, Cambodia**, a capital investment was made to build a new ecolodge for travelers, attracting people from nearby Angkor Wat. This area offers eco-tourism and birdwatching in the Kulen Promtep Wildlife Sanctuary, providing a unique opportunity to spot the critically endangered giant ibis. Tourism, in turn, incentivizes conservation of bird species and their habitats, while creating an additional income stream for the local community.
- **In the Republic of Congo**, a grant was allocated to build a community-managed wildlife viewing platform for camping in Nouabalé-Ndoki National Park, home to western lowland gorillas, elephants, chimpanzees, leopards, and more. The Wali Bai Forest Platform will improve traveler options in this area and serve as a pilot project for the newly created Community Tourism

Association that locally manages tour operations. Proceeds from the operation of the platform will be reinvested to develop additional community-run tourism options in the area.

- **In Bolivia**, a local revolving fund was set up to provide access to credit for community-run and private sustainable tourism operations in the Rurrenabaque–Madidi–Pampas destination. Projects supported by this fund include the installation of solar energy and updating drinking water and wastewater treatment systems to better support tourism. Eco-tourism in this area benefits the conservation of wildlife including sloths, pumas, pink river dolphins, jaguars, Andean bears, and more than 1,250 species of birds.

Seattle HQ

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

We 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 reflect 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.

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.

40

acres of waterfront area

8

unique planting zones

400+

bicycle parking spaces

9

rain gardens

Nine rain gardens facilitate rain absorption and help reduce runoff pollution into neighboring waters. The main-entrance 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 developed on-site parklands, which are open to the public and enjoyed by diverse members of our Seattle community. We also provide a shuttle bus and facilitate bicycle use, with bike trails leading directly to the HQ and more than 400 bicycle parking spaces.

Elliott Bay Connections

Expedia Group is proud to be a founding partner of Elliott Bay Connections, a public-private partnership to create a more seamless, welcoming, and connected waterfront experience in Seattle. Through this initiative, Expedia Group is supporting the transformation of key public spaces between Pier 62 and the Olympic Sculpture Park, including the renovation of Myrtle Edwards Park, to improve access to nature and increase community engagement.

Social

- 14 Employee Engagement and Development
- 16 Inclusion and Diversity
- 19 Social Impact
- 24 Human Rights
- 26 Traveler Safety



Employee Engagement and Development

At Expedia Group, our people are our most important asset. They are essential to who we are — a company of talented innovators working to strengthen connections, broaden horizons, and bridge divides through travel. To support our people, we maintain a robust employee engagement strategy, inclusive of competitive compensation, benefits, and professional development opportunities that meet their needs.

Engagement

We take a data-driven approach to engagement, informed by valuable employee insights. We continually listen and respond to feedback so we can better support our employees across the globe.

Our employee listening strategy includes a variety of online and offline practices, including focus groups and listening sessions with senior management to encourage voluntary, anonymous feedback to understand sentiment around company direction and strategy, employee development and well-being, and engagement.

We analyze the results of employee surveys to help us better 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, employees can search for internal job postings and gigs, as well as access mentors, learning courses, and networking opportunities. By creating a Career Profile, employees can also receive tailored development recommendations.

In 2024, we launched a global leadership development curriculum to support new and aspiring leaders, as well as those with existing leadership experience. The program is focused on developing and strengthening leadership skills and reinforcing leadership values specific to Expedia Group.

Our resources allow employees to learn in both formal and informal settings. In 2024, Expedia Group employees completed an average of 11 training and development courses each. In addition to Expedia Group training courses, we offer access to over 23,000 courses on Udemy.

We have established formal mechanisms to promote a culture of open communication, where employees are encouraged to give and ask for feedback often. Employees can set goals in Workday, our HR platform, to inform personalized career roadmaps and track progress against them.



Benefits

Expedia Group believes comprehensive benefits are essential to fostering an inclusive culture and retaining a diverse workforce. The benefits we offer are informed by employee feedback and benchmarked against peers in the tech and travel industries.

Benefits Offered to Expedia Group Employees¹²

Benefit	Description
Employee Stock Purchase Plan (ESPP)	Expedia Group offers ESPP to enable employees at eligible locations to purchase our shares at a discount.
Financial Education	All employees have complimentary access to Nudge, a financial tool that provides personalized educational content on managing money. Financial well-being webinars are also hosted throughout the year.
Competitive Paid Time Off	Expedia Group provides competitive time-off programs relative to each market we operate in.
Travel and Wellness	Employees receive a localized travel and wellness stipend each year (\$1,250 in the U.S.). Additionally, all global employees can apply for an International Airlines Travel Agent Network (IATAN) membership. IATAN membership is a recognized credential in the global travel industry that provides discounts for leisure travel at locations worldwide.
Travel Discounts on Brand Expedia	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 benefits, including 20% off hotels and activities on Expedia.com.
Temporary Work at a Different EG Office	Available to all regular, part-time, and fixed-term employees, Discover EG helps people connect with their global colleagues by allowing them to work from other Expedia Group offices for up to four weeks a year.
Company-Paid Health Care Insurance	The health of our employees is fundamental and necessary. We provide locally competitive health care plans or options to our employees globally.

Employee Assistance Program and Mental Health Support	<p>We offer a variety of benefits to support our employees’ mental health and stress management, including our Employee Assistance Programs, Spring Health (U.S. employees), and Lyra Health (non-U.S. employees). Through these resources, our employees can connect with licensed therapists or coaches to receive flexible, accessible, and fully personalized mental health support.</p> <p>Internally, we have a network of Mental Health Ambassadors who offer our employees peer-to-peer support. These Ambassadors are trained in mental health first aid.</p>
Competitive Parental Leave and Family-Building Benefits	<p>We provide a minimum of 12 weeks paid leave for both parents, with an additional six weeks for the birthing parent. The 12 weeks of paid leave also extends to adoptive parents. 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.</p> <p>Beyond supporting new families, we support 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. Outside of the U.S., our employees can use the reimbursement wallet to cover fertility treatments, surrogacy, and other related medical expenses.</p> <p>All employees have complimentary access to Inflection, 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.</p>
Support for Military Service Members	For employees who have short-term military obligations we provide “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 provide 10 days of military spouse leave.
Gift Matching	Expedia Group matches employee donation contributions one-to-one up to \$10,000.

¹² As of December 31, 2024. 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

We are committed to inclusion and diversity, and believe it is a means to drive positive business outcomes and foster innovation.

As a travel company that serves travelers around the world, we believe that when our team reflects the diversity of our travelers, and operates in an environment where they feel included, we create better experiences and we have better business results. By embracing these values, we aim to create a workplace where everyone can thrive.

We are a meritocracy and to deliver excellence, we make hiring, promotion and all other talent decisions based on skills, experiences and performance. We cast a wide net to find and promote the most qualified team members.

Talent Attraction

We expanded and invested in new partnerships to diversify our talent pipeline, increase access, and reach talent.

Interview Certification

We continued to embed our interview training program, License to Hire, into our overall hiring experience to educate interviewers on fair and effective hiring practices and reduce any bias in the process. All hiring managers and interviewers are required to complete their license before they can interview. The program includes a session on providing more inclusive candidate experiences, and assessing candidates based on competencies.

Corporate Veteran Fellowship Program

Expedia Group continued to participate in the Corporate Fellowship program with Hiring our Heroes. The program is designed to empower veterans in the U.S. during their transition from military service. Across 12 weeks, the program offers valuable opportunities such as real-world networking, mentorship, professional training, and practical experience. These resources are carefully crafted to support veterans on their journeys toward fulfilling and successful careers.

In 2024, we hosted seven fellows and achieved a 100% approval rating as a company of choice. Managers also expressed positive feedback about the fellows' contributions to their departments. We are proud to have supported the career development of this cohort of veterans.

Open Pathways Apprenticeship Program

We envision a world where everyone can reach their full potential, regardless of ability. In 2024, we launched the Open Pathways Apprenticeship Program, a 12-month program designed to provide learning opportunities and skills-building programs for individuals with disabilities through strategic partner collaboration. In March, three apprentices in Singapore embarked on a 12-month journey — six months with Expedia Group and six with a hotel partner. Through this program, apprentices gain valuable skills in customer service and hospitality operations, equipping them for long-term success in the industry.

Returnship Program

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

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 committed to hiring and developing emerging talent, including leveraging campus engagement and new pathways to reach broader pools of talent. We collaborate with schools and universities around the world to engage students on campus and host events on-site. In-person activations are complemented by engaging social media content and ongoing relationship management to reach as many students and young professionals as possible.



Several programs help us introduce emerging talent to careers at Expedia Group:

- **The Career Discovery Program** is designed for university students in early educational and career stages, to provide learning activities and growth opportunities. Students are paired with a graduate mentor and participate in ongoing virtual and on-site skills sessions. The program involves close partnerships with local educational institutions — for example, community colleges in the U.S. and sixth form colleges in the U.K. — to offer a variety of opportunities for students to learn about potential career paths, develop key professional skills, and network with Expedia Group employees.
- **The Internship Program** prepares interns for the Expedia Group Graduate Program. This 10-week summer program is open to penultimate-year university students and includes orientation, ongoing learning sessions, leadership talks, social events, and impactful mentorship. At the end of the program, interns present their work in a final project showcase and may receive an offer to return as a graduate.
- **The Graduate Program** supports and develops a group of university graduates through a purposeful learning journey over 12–36 months. The program provides valuable experience for graduates to grow their careers while building and retaining a pipeline of high-potential talent in core locations and job families.
- **The Apprenticeship Program** aims to hire and develop a wide range of early talent to grow through practical work experience and learning opportunities over 15–18 months. Apprenticeships offer an alternative “hands on” pathway to traditional education routes for individuals to start their career in technology.

Our Community Business Groups

We help employees connect with colleagues on shared perspectives and experiences through our Inclusion Business Groups (IBGs) and Community Business Groups (CBGs), which are open to all employees. IBGs and CBGs are self-organized communities focused on advancing awareness, development, and a sense of belonging at Expedia Group. The groups design events throughout the year to activate cross-company engagement on important social and environmental topics. Global participation in our IBGs and CBGs continues to grow, building a sense of community throughout the Company.

Inclusion Business Groups

ace aim beam
idea lead pride
vets well

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
- Chai (Jewish Community Group)
- SAGE: Sustainable and Green at Expedia Group
- Volunteers: Volunteers at Expedia Group
- RAP: Reconciliation Action Plan Working Group

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](#).

We are committed to paying employees in similar jobs within a location comparably regardless of their identity. Over the past three years, our annual talent and pay review audit process has included a thorough base pay parity analysis to identify potential pay gaps across genders (globally) and ethnicities (in the U.S.). We conduct our analysis through a third-party compensation analytics platform, and when statistically significant gaps in pay cannot be explained by non-identity factors, such as level, job family, location, or performance, we apply remediation. Our analysis includes 100% of our global and U.S. workforce for gender and ethnicity, respectively. As of April 2025, having completed our analysis, we are confident to state that Expedia Group has achieved gender pay parity globally, as well as ethnicity pay parity within our U.S. operations.

Inclusive Brand Marketing

According to data from our [Inclusive Travel Insights Report](#), travel brands are uniquely positioned to open the world to more people. Our research shows that 78% of survey respondents have made a travel choice based on advertisements 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.

We are committed to improving inclusion and representation across all Expedia Group brands by ensuring every traveler sees themselves represented in our brand marketing. To set the foundation for progress, in 2022, we assessed the inclusive marketing our brands have already created. In 2023, we worked on a set of priorities to advance these efforts and guide our strategy. In 2024, we focused on turning these insights into actions, with targeted marketing initiatives designed to engage underrepresented travelers.



Social Impact

Our social impact strategy helps Expedia Group deliver the possibility and opportunity of travel for everyone, everywhere through our partnerships, products, and philanthropy.

Travel is transformative — it has the power to change perspectives and drive economic growth for communities. We recognize the unique role and responsibility Expedia Group has in driving those transformations, democratizing our industry and increasing access to travel experiences. Our social impact work aims to strengthen economic opportunities throughout the travel ecosystem and remove barriers so more people can experience everything travel has to offer. Our approach is collective and intersectional — embedded within all aspects of our strategy to help realize a more responsible future for the people, places, and communities that make up global travel.

Social Impact Overview — 2024

\$12.9M
in funding¹³

Promoting Inclusive Travel

The travel and tourism industry has long been a driver of economic growth and cultural exchange, connecting people and fostering a sense of joy and community. However, there is not equal access for everyone to experience the benefits of travel.

Although underserved travelers are already exploring the world, the travel industry must recognize the immense potential enabling more inclusive travel experiences holds. By addressing the barriers that hinder many from fully participating in travel, the industry can unlock a wealth of opportunities — not only by enhancing travelers’ journeys, but also by expanding the traveler base. As underserved populations continue to grow, companies that prioritize making travel accessible, welcoming, and enjoyable for all will cultivate lasting loyalty and reap the rewards of a more diverse travel ecosystem.

Inclusive Travel Report

Expedia Group published an [Inclusive Travel Report](#) which examines the needs, preferences, and challenges of underserved travelers to elevate their perspectives.

Key Highlights

- **86%** of underserved travelers prioritize finding destinations where they feel safe
- **80%** of underserved travelers prioritize destinations where they feel welcomed
- **70%** of underserved travelers are more likely to plan trips when they see themselves in travel ads and promotions
- **15%** of underserved travelers feel very well represented in travel ads and promotions
- **68%** of underserved travelers want advanced filters for accessibility features when booking online

Underserved communities represent a growing proportion of the U.S. population, yet they often face issues that make it harder to experience the benefits of travel. These travelers plan leisure trips for the same reasons as the general population, sharing the need for rejuvenation and enjoyment through travel. However, these travelers too often encounter challenges that negatively impact their travel experiences. The Inclusive Travel Report identified a set of common priorities for underserved travelers:

- **Safety and belonging:** Underserved travelers prioritize finding destinations where they feel safe and welcome and want to choose travel companies whose employees treat them fairly and with respect.
- **Authentic representation:** Underserved travelers are more likely to plan trips when they are authentically represented in travel ads, yet only a minority currently feel well represented.
- **Accessibility:** While essential for travelers with disabilities, the accessibility of physical structures and accurate information is highly sought after by all underserved travelers.

The Inclusive Travel Report highlighted a demand among these communities for greater inclusion at every travel stage, from pre-travel planning to in-person interactions at their destinations. The data-informed principles outlined in the Inclusive Travel Report provide a starting point for the industry to work together to provide a universally welcoming travel experience. By integrating inclusion throughout operations, travel companies can enhance brand appeal, deepen customer loyalty, and unlock new growth opportunities. Creating meaningful and sustainable change that improves experiences for all travelers requires collective effort from all corners of the industry. With firsthand insights and actionable recommendations, this study invites industry players to address barriers to access, allowing more people to experience the joy of travel.



13 As of December 31, 2024.



Made to Travel Fund

Expedia Group is committed to making travel accessible to all. On Giving Tuesday, for every transaction made that day in the U.S., Canada, and the U.K., Expedia brand donated to the Made to Travel Fund.¹⁴ The Made to Travel Fund awards grants to nonprofits that share the goal of removing barriers to travel. The fund has awarded more than \$2.5 million in grants to organizations.

Travel is transformative and has the power to change perspectives and serve as an economic driver for many communities. Our grant recipients are committed to creating greater access to life-changing travel experiences — from sponsoring trips for cultural connections and helping students in under-resourced communities get their first passports to fortifying mental health through outdoor 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.

14 The Made to Travel Fund is a donor-advised fund at Percent Impact Foundation.



Economic Advancement in the Travel Industry

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

For many destinations where Expedia Group operates, the travel and tourism sector is a significant driver of economic and social development, creating employment opportunities and supporting local livelihoods. Approximately 80% of businesses within the sector are startups and SMBs, with a large proportion being independently owned or family-operated enterprises.¹⁵

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 entrepreneurs among our partner base and throughout the industry. This includes collaborating with our global network of partners to better identify and support businesses.

Reset Tourism Fund with UnTours Foundation

Expedia Group has partnered with the UnTours Foundation to deploy flexible, affordable investment capital through our Reset Tourism Fund. The aim of the partnership is to grow travel SMBs and start-ups that are developing solutions to make travel more accessible and removing barriers to travel globally.

The UnTours Foundation fills a crucial gap in the travel industry by investing in SMBs, an often under-resourced segment of the travel industry. This approach complements grantmaking to nonprofits and microenterprises, as well as traditional investing in larger companies looking to scale. By supporting SMBs creating market-based solutions for accessible travel, we are addressing a specific and important need in the sector.

Investments Made

To date, the Reset Tourism Fund has invested in 19 companies in partnership with Expedia Group; three investees were participants in the [Open World Accelerator](#).

Based on annual impact data provided by the investees, the impact of these investments include:

- **19 small** tourism companies supported through **\$618,500** of flexible, affordable investment capital to grow their businesses and their impact
- **43,000+** travelers impacted as customers of these investees
- **34** jobs directly created at investee businesses, and **143** jobs supported at investee businesses
- Over **\$9 million** in revenue generated by investee businesses through the provision of travel experiences and products to underserved travelers

¹⁵ [World Travel & Tourism Council](#).

India Employability Accelerator with World Sustainable Hospitality Alliance

India has nearly 500 million people of working age (the second largest workforce in the world) and a substantially 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, sustainable practices have started taking root in the sector and there is a growing demand for trained workers with the required skills.

In 2023, Expedia Group proudly launched a partnership with the World Sustainable Hospitality Alliance (WSHA) to help grow their Employability Accelerator in India. The program prepares Indian youth for jobs in the hospitality sector, enabling them to realize their potential and progress their careers.

In 2024, Expedia Group hosted the first cohort of WSHA students at our Gurgaon office for a day of employability skills-building. Activities included a speed networking event with Expedia Group employees and a LinkedIn 101 session in partnership with our Global Talent Acquisition team. Addressing core skills gaps and bringing sustainability content into hospitality trainings will lay the foundation for the future of India's growing sustainable tourism and hospitality industry.

Communities and Destinations

We know thriving communities are at the heart of tourism. We believe in being good neighbors by 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 stewards of the destinations where we operate, identifying ways to support local communities.

Disaster Response

Being a responsible corporate citizen means being there for our communities during difficult circumstances. This extends to delivering timely and effective relief following disasters. The ability of communities to recover from destructive events and become more resilient is vital to their overall sustainability, and to the future of the travel industry.

When disaster strikes, we aim to respond quickly by using our resources, time, and expertise to support communities in need. We partner with and support global organizations who can provide the local know-how required to best respond to disasters and support communities in building longer-term recovery and resilience.

We provide financial support and other assistance to nonprofit organizations building sustainability awareness and capacity among tourism and travel providers, particularly to small businesses.

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.

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

In September and October 2024, as Hurricanes Helene and Milton made landfall in Florida and the southeast region of the U.S., Expedia Group donated to the CDP and the World Central Kitchen, which already had a presence in the four impacted states serving meals and assessing food needs for local communities.



International Rescue Committee

The [International Rescue Committee](#) (IRC) works across more than 40 crisis-affected countries to help people survive, recover, and rebuild their lives. 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 part of our multiyear partnership, we have donated \$750,000 to finance rebuilding and restoration efforts in vulnerable communities.

Expedia Group donates to the IRC’s Crisis Response Fund (CRF), integral to their emergency preparedness and response work. The CRF helps the IRC prepare for and respond within 72 hours — or sooner — when an emergency strikes, to assess needs and rush urgent aid to people fleeing war, violence, or disaster. Most humanitarian funding during an emergency can take weeks — if not months — to arrive, when clients need services immediately. Funding from the CRF acts as emergency insurance that allows IRC to pre-position resources, strategically assess the situation, and immediately intervene when a crisis arises to provide protection and services to affected populations.

Maui Strong

In 2023, following the devastating fires in Lahaina, Maui, Expedia Group contributed funding to the Hawaii Community Foundation’s Maui Strong Fund, a community-based organization focused on the region’s recovery.

The recovery effort for Lahaina has not happened overnight and requires mālama (care) and perseverance in the months — and even years — ahead. That’s why, in addition to our initial donation, we followed up in 2024 with a donation to the Maui Strong Fund to support long-term economic recovery.

16 As of December 31, 2024.

Employee Giving and Volunteering

To maximize employee engagement, our community engagement efforts are focused where most of our employees live and work. Throughout 2024, our employees participated in various activities to help address issues that matter most to their local communities.

One way our employees give back is through targeted donations to causes they are passionate about. We amplify the impact of these donations by matching their contributions. In 2024, Expedia Group matched employee contributions one to one (up to \$10,000), resulting in approximately \$5 million donated to community causes around the world.

Employees also give back by 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 matches every volunteer hour with a \$30 donation to their chosen charity.

Month of Caring

Every September, we host our global **Month of Caring** — now in its 13th year — giving employees meaningful ways to serve the communities where they live and work. In 2024, nearly 25% of Expedia Group employees contributed just under 18,000 volunteer hours, supporting initiatives from environmental clean-ups to guest-teaching in local schools. These hours came to life through dozens of local projects; the three highlights below showcase the breadth of our impact and the power of partnering with community organizations:

- **Maui:** Expedia Group employees and more than 50 lodging partners united in Lahaina, Maui, underscoring our commitment to community-led recovery and revitalization. After supporting the Maui Relief Storage Facility in 2023 — managing essential supplies for residents displaced by catastrophic wildfires — our 2024 focus shifted to environmental restoration. Partnering with Mālama Maui Nui, volunteers beautified Mala Wharf, and we remain dedicated to the long-term resilience of these communities.

- **Los Angeles:** Responding to regional wildfire impacts, our West Hollywood team joined forces with TreePeople, a Southern California nonprofit that supports environmental stewardship. Volunteers worked in nearby Coldwater Canyon Park, conducting tree-watering, trail maintenance, and invasive-species removal to help restore this valued urban green space.
- **Clean the World:** Expedia Group collaborated with Clean the World to advance safe water, sanitation, and hygiene while reducing hotel-industry waste. Across our global offices, employees assembled hygiene kits — containing soap, shampoo, toothpaste, and socks — that were distributed to individuals and communities in need.

Employee Volunteering Overview — 2024¹⁶

4,392

Expedia Group volunteers

34,931

hours of employee volunteering

2,420

nonprofit causes supported by employees



Human Rights

We believe 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 travel also relates to human rights risks, such as human trafficking, discrimination, and adverse impacts on local communities.

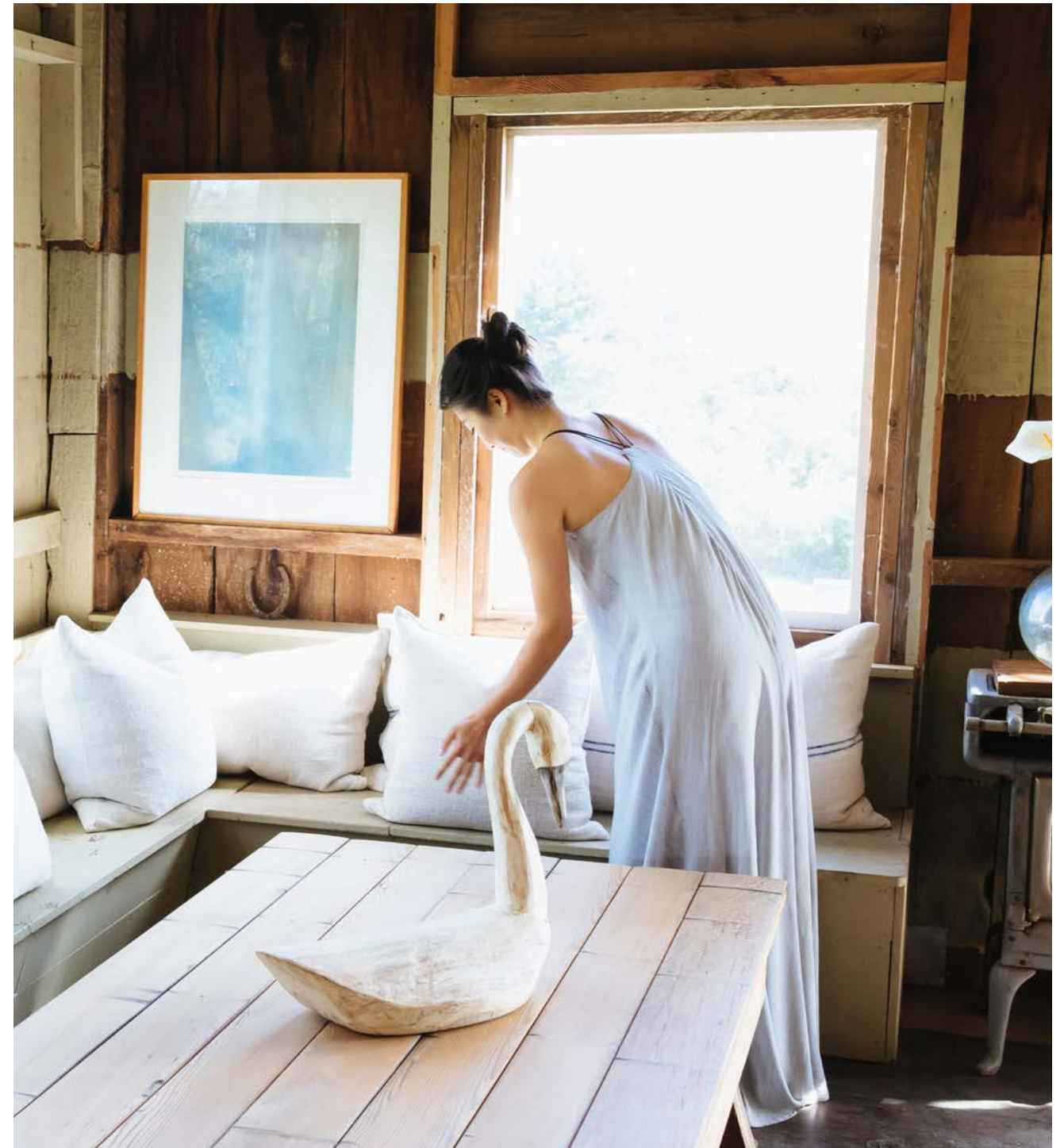
Our [Human Rights Statement](#) and [Modern Slavery Statement](#) formalize Expedia Group's long-standing commitment to uphold and respect human rights for all people, including our travelers, employees, and business partners — our suppliers, vendors, and contractors — and the individuals and communities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

Expedia Group is committed to respecting all internationally recognized human rights specified 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](#).

Certain vulnerable groups may face heightened risks to their human rights, which may be amplified by the global impact of travel. Recognizing this, 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](#).



Human Rights Governance Mechanisms

Governance is imperative to managing human rights risks globally. Our Steering Committee, composed of senior executives across key corporate functions, meets quarterly to discuss strategic implementation, including human rights. Additionally, a Human Rights Working Group brings together cross-functional teams to advance efforts to assess, address, track, and communicate our human rights risks.

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. The assessment identified and evaluated our impacts on human rights, outlining opportunities to integrate 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.

Supply Chain

Expedia Group endeavors to maintain business relations 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 for 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 participates in the [Blue Lightning Initiative](#) under the U.S. Department of Homeland Security and the U.S. Department of Transportation. We work with these 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 people for nefarious purposes.

We also collaborate with Polaris Project, a leader in the anti-trafficking movement, in a partnership that builds our long-term capacity to combat human trafficking. This collaboration spans areas such as employee training, expert consultation, cross-industry engagement, and social media guidelines, with primary objectives ranging from near-term engagement — where Expedia

Group aims to build our capacity and deepen our 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 2024, we developed a Human Trafficking Awareness in the Travel Industry training for Expedia Group employees, in partnership with Polaris. The course introduces the complexities of human trafficking and explores its impact throughout the travel industry. It aims to equip employees with a foundational understanding of the topic of human trafficking in the travel industry, dispel misconceptions, and learn when to respond.

In addition, Expedia Group supports Polaris Project’s Data Upgrade Program, which leverages their datasets to generate predictive and actionable insights for the anti-trafficking movement. The program supports the National Human Trafficking Hotline — a national, toll-free hotline, available anywhere in the U.S., which provides 24/7 access to a safe space for reporting trafficking, seeking services, and asking for help.

Expedia Group has also supported Real Escape from Sex Trade (REST) to provide critical services, including safe shelter, mental health counseling, and employment assistance to empower hundreds of survivors across the U.S. to regain their independence and rebuild their lives.

Conflict Zones

Expedia Group’s salience assessment identified conflict-affected and high-risk areas (CAHRAs) as a priority human rights issue that we should address.

We have utilized guidance published by the UN and several expert human rights organizations to inform new and ongoing heightened human rights due diligence of CAHRAs. This guidance states that companies should understand the relationship between the company and the conflict and ensure they do not exacerbate the situation.

Our heightened diligence has started with a review of the ways Expedia Group could be linked to a conflict in theory and evaluating whether our existing measures are effective or whether additional measures are needed.

We follow all applicable laws and sanctions and have policies, procedures, and resources to ensure compliance. We restrict sanctioned entities or individuals from listing properties or making bookings on our sites, remove travel listings that violate our policies, and enable informed decision-making by providing transparency regarding these conflict areas and useful information for travelers.

Traveler Safety

We empower people to travel with confidence. We are investing in building a platform that promotes trust and supports 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, and safety. They manage the impact of large-scale travel disruptions, such as cancellations and delays, on hotel bookings, vacation rentals, car rentals, and travel activities. They also learn from issues that were escalated to a higher resolution process by travelers, employees, partners, and other external stakeholders to improve future responses. Given their breadth of expertise, the team also works closely with global Government Affairs and Legal teams to develop marketplace policies that help promote traveler and partner safety while using Expedia Group's platform.

Leveraging Technology

Travelers and partners look to the Expedia Group marketplace to generate value — whether it's by booking the best-priced trip, getting the best travel experience, or growing their business as a hotel owner. However, the travel industry is one of the e-commerce categories most frequently targeted by 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, IP address analysis, and a team of highly skilled fraud investigators to power our fraud detection.

To ensure end-to-end protection, we consider the entire traveler or partner life cycle of the traveler, from the point they onboard to the Expedia Group Platform. We monitor the transaction completion and service delivery to detect, prevent, and remediate account takeover, supply partner fraud, payment fraud, and abusive behavior during shopping, booking, and post-booking. We have seen a steady growth in fraud attempts on Expedia Group brands and have maintained our fraud detection rate irrespective of evolving fraud tactics.

Expedia Group also uses advanced machine learning algorithms to make real-time decisions to protect our travelers and partners. Our 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 use machine learning to help detect when a host is attempting 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 those who are violating our policies.

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 higher-risk bookings, and enabling them to cancel the booking, free of penalty. Guests making higher-risk bookings also receive an alert message prior to completion, reminding them of our policies against disruptive gatherings and similar nuisances, including the potential removal of offenders.



Disaster Response

Natural disasters continue to cause travel disruption and significant impacts to communities. In 2024, we improved protections for Vrbo travelers during large-scale natural disasters by launching the [Extenuating Circumstances Policy](#). Under this policy, travelers impacted by covered events could obtain refunds following major disasters, including Hurricanes Helene and Milton, mitigating traveler safety risks by limiting travel to the impacted regions.

The policy bolsters our existing internal function to manage travel disruptions, which includes representatives from operations, products, engineering, customer support, crisis response, and account management. This cross-functional group spans the globe, monitoring disruptions, managing outreach, and coordinating resolution to impacted bookings at scale.

Governance

- 28 Our Board of Directors
- 29 Oversight
- 30 Business Ethics
- 31 Tax
- 32 Privacy and Cybersecurity

Our Board of Directors

Expedia Group is overseen by an experienced and knowledgeable Board of Directors. The Board has deep expertise in the online travel industry, capital markets, risk management, and artificial intelligence, bringing valuable insights and perspectives to the Company.

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.

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.

Expedia Group's Board comprises 11 members, including two management representatives and seven independent directors as defined by Nasdaq listing rules. The Board has standing Audit, Compensation, and Nominating Committees, each composed of independent directors, as well as an Executive Committee. The Board has adopted stock ownership guidelines¹⁷ applicable to its members, designed to further align the interests of the directors with the interests of the Company's stockholders.

In 2024, the Board of Directors met four times and acted by unanimous written consent once. Each director attended at least 75% of aggregate Board meetings and meetings of committees on which they served. In June 2024, each director attended the annual meeting of stockholders, which was held virtually.

¹⁷ The stock ownership guidelines apply to Covered Directors, which includes all directors except those who are subject to the Company's Executive Stock Ownership Guidelines. Covered Directors are encouraged to hold shares of Expedia Group common stock during their tenure, in aggregate value equal to (or greater than) five times the annual cash retainer amount (currently \$45,000, making the current holding requirement 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 has five years from the date of the increase in the annual cash retainer to acquire the additional stock.

¹⁸ As of April 21, 2025.

Board Committee Composition¹⁸

Key (A) Audit Committee (C) Compensation Committee (E) Executive Committee (N) Nominating Committee ● Chair

Barry Diller
Chairman and Senior Executive,
Expedia Group

(E)

Executive Director

Tenure 2005 | Age 83

Other Public Board Commitments: 2

Director Experience & Expertise

●●●●●●○

Beverly Anderson
President, Chief Executive Officer,
and Board Member, Boeing
Employees Credit Union (BECU)

(C)

Independent Director

Tenure 2020 | Age 61

Other Public Board Commitments: 0

Director Experience & Expertise

●●●●●●○

M. Moina Banerjee
Chief Financial Officer,
JBG Smith Properties

(A)

Independent Director

Tenure 2023 | Age 43

Other Public Board Commitments: 0

Director Experience & Expertise

●●●

Chelsea Clinton
Vice Chair,
Clinton Foundation

(C) (N)

Independent Director

Tenure 2017 | Age 45

Other Public Board Commitments: 2

Director Experience & Expertise

●●●●

Henrique Dubugras
Chairman, Brex Inc

Independent Director

Tenure 2022 | Age 29

Other Public Board Commitments: 1

Director Experience & Expertise

●●●●●●○

Ariane Gorin
Chief Executive Officer,
Expedia Group

Executive Director

Tenure 2024 | Age 50

Other Public Board Commitments: 1

Director Experience & Expertise

●●●●●●○

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

(A) (C) (N)

Independent Director

Tenure 2007 | Age 72

Other Public Board Commitments: 1

Director Experience & Expertise

●●

Dara Khosrowshahi
Chief Executive Officer,
Uber Technologies, Inc.

Non-Independent Director

Tenure 2005 | Age 55

Other Public Board Commitments: 2

Director Experience & Expertise

●●●●●●○

Patricia Menéndez Cambó
General Counsel, Business
Operations, Operating Committee,
I Squared Capital

(A)

Independent Director

Tenure 2021 | Age 58

Other Public Board Commitments: 0

Director Experience & Expertise

●●●

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

Non-Independent Director

Tenure 2015 | Age 55

Other Public Board Commitments: 2

Director Experience & Expertise

●●○

Alexandr Wang
Founder and CEO, Scale AI

Independent Director

Tenure 2023 | Age 28

Other Public Board Commitments: 0

Director Experience & Expertise

●●●○

- 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

Oversight

Effective corporate governance is the foundation of our responsible business 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 initiatives.

Corporate Governance
Our Board and its Executive Committee — comprising our Chairman & Senior Executive and CEO — provide insight and feedback on various responsible business initiatives. Our Chief People Officer updates the Board of Directors annually, or as needed, on responsible business initiative progress.

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

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



Business Ethics

Expedia Group is committed to operating with the highest standards of ethical business conduct, as we believe a culture of integrity reduces risk and builds a solid foundation for success. We prioritize business ethics to maintain trust with our customers, partners, and communities, while protecting Expedia Group's reputation and shareholders' investments.

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. Expedia Group requires all employees to complete annual 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 CEO, CFO, and Chief Accounting Officer and Controller. This is a "Code of Ethics" as defined by applicable rules of the SEC. Expedia Group has a [Vendor Code of Conduct](#) that applies to all vendors and their subcontractors. Vendors must educate and, when necessary, train their representatives to ensure they understand Expedia Group's expectations of behavior.

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 an ethical culture. The [Audit Committee](#) advises the Board of Directors on policies and procedures regarding compliance with applicable laws, regulations, and Codes of Conduct. It receives reports from management, the senior internal auditor, and an independent accounting firm on the Company's and its subsidiaries' compliance with legal requirements and Codes of Conduct. The committee confirms with the accounting firm that no violations are found during their review.

Anti-Corruption and Bribery

Expedia Group's Global Anti-Corruption, Gifts, and Entertainment Policy outlines the Company's commitment to complying with all relevant anti-corruption laws and regulations, including the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act 2010, and local anti-corruption laws in countries where the Company operates. The 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 must comply with applicable anti-corruption laws and regulations, which prohibit the paying of bribes to public officials or private individuals to improperly obtain, direct, or retain private or public business or to secure an improper advantage for the Company.

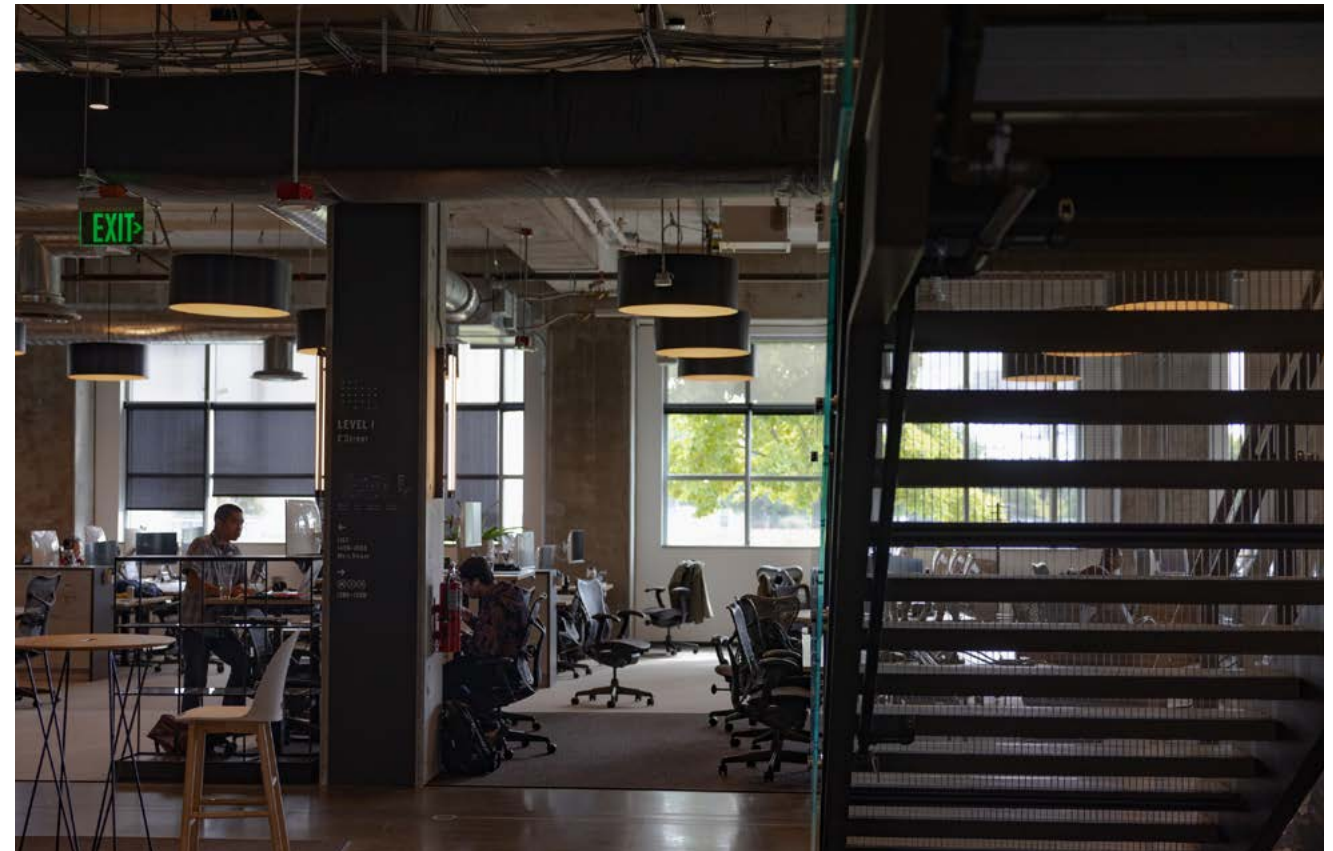
Expedia Group's Vendor Code of Conduct requires all vendors to comply with the U.S. FCPA, the U.K. Bribery Act, and anti-corruption laws in the countries where they operate. Vendors must not offer or promise payments to foreign government officials to influence their actions for business purposes. They must not offer or accept bribes or improper advantages in any dealings, whether with governments or private entities.

Prior to entering any equity, contractual, or similar participatory venture, the Company conducts a due diligence review of the prospective partner. All agreements with business partners 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. 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 operates an anonymous,

confidential 24-hour phone helpline and online reporting tool via EthicsPoint, managed by an independent third party, NAVEX Global. We proactively communicate with employees, officers, and directors of Expedia Group, as well as other stakeholders, about the hotline so everyone feels confident raising concerns free from discrimination, retaliation, or harassment. We also inform all employees of our whistleblower program and have structures in place to process whistleblower reports — a full-time team 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

Our commitment to operating in accordance with the highest standards of ethical business conduct runs through every aspect of our business. This includes 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 manages our tax profile. Our tax strategy applies to Expedia Group's tax practices in jurisdictions where we operate or pay taxes, and to our 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, business or regulatory changes, or significant reputational risks, are appropriately monitored, reviewed, and reported to relevant stakeholders, including the CFO, CEO, Audit Committee, and Board of Directors.

We are committed to high standards of tax reporting, compliance, and planning. We ensure good governance and risk management of tax matters through standardized policies, procedures, and guidelines. The Tax team continually reviews policies and procedures to ensure awareness, understanding, and compliance.

We carefully manage our tax matters and conduct 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.

Expedia Group has an established framework of internal controls across all material financial reporting areas, which is aligned with Committee of Sponsoring Organizations of the Treadway Commission (COSO) principles. This includes financial reporting of tax impacts. Tax is also embedded into broader business 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, legislative changes, and ongoing legal proceedings related to tax matters.

Tax Planning

We believe in the fundamental concepts of tax fairness and operating in good faith. As such, we carefully consider the social and economic effects of our tax approach on the communities and jurisdictions where we operate, and how it aligns with companywide responsible business goals and targets.

Our approach evaluates tax risk, adds business value, and is aligned with our commercial operations. We do not engage in transactions for the sole purpose of tax benefits 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 that have economic substance, are available to other companies and codified in law, and support investment, employment, and economic development across our communities. When pursuing tax incentives, we consider fairness and 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 consult external advisors to support this, when needed, and assess tax planning on a case-by-case basis, considering relevant facts and circumstances.

Tax Compliance

We seek to comply with tax laws, regulations, treaties, and other guidance from taxing authorities in the jurisdictions where 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 wherever we operate. Where needed, we engage external advisors to support in interpreting local 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 continually monitor 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 communicating and interacting 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 tax approach and comply with public tax transparency requirements. We seek to provide constructive input to governments and meaningfully engage with them on tax matters and future legislation.

We are members of the Business at OECD (BIAC) Tax Committee and engage with governments about future tax legislation 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, practices, and initiatives. One Expedia Group 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 the United States. We participate in various tax discussions to provide a better understanding of VAT and other indirect tax laws and practices from an international perspective. For example, we currently serve as an alternative delegate, on behalf of TEI, to assist and advise 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

We recognize that safeguarding 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 key components of our risk management program. Expedia Group's cybersecurity policies and processes are integrated into our risk management program. These policies are based on industry standard frameworks established by the National Institute of Standards and Technology (NIST), COSO, and the International Organization for Standardization (ISO), as well as evolving best practices.

Risk Management and Strategy

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

Governance: The Board oversees Expedia Group's risk management, including privacy and cybersecurity risks. The Board is supported in its oversight of privacy and cybersecurity risks by the Audit Committee, which regularly interacts with 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 is 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 directly managed brands, entities, and internal divisions, and proactively identifies and assesses

privacy and cybersecurity threats, vulnerabilities, and risks. We evaluate the effectiveness of security controls through internal audits, external threat intelligence, and periodic external independent assessments. As part of our dynamic risk response strategy, risks identified and assessed through the program are communicated to our Senior Management team and used to prioritize risks based on their potential impact and likelihood.

Technical Safeguards and Incident Response: Expedia Group classifies its electronic data and information systems based on the sensitivity and criticality of the data involved. Commensurate technical safeguards are deployed including, but not limited to:

- Firewalls
- Encryption
- Network segmentation
- Real-time monitoring
- Intrusion prevention and detection systems
- Anti-malware
- Access controls

Our cybersecurity incident response plan, modeled on NIST 800-61, is built on a comprehensive framework for the life cycle of an incident. The plan establishes processes for a cross-functional Cybersecurity Incident Response team to act in a timely and decisive manner during incident response, investigation, and remediation, in compliance with legal obligations. We test, train, and evaluate our incident response capabilities on a minimum 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 providers to comply with our security standards, including notifying us of incidents involving our confidential information. We also require that our service providers ensure their third-party vendors and subcontractors meet these standards. We conduct due diligence on providers and their vendors with access to our information and continually monitor and reassess their security practices throughout our relationship, including following 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. Role-based training is also provided with tailored knowledge and skills for employees based on their specific roles. The program is refreshed based on the evolving security landscape, privacy regulations, vulnerability management, and secure code developments. It is supplemented with monthly awareness initiatives to keep our personnel updated on cybersecurity threats and the latest privacy and security policies, instilling a culture of security vigilance across the organization.

Continual Review: Expedia Group regularly reviews its privacy and cybersecurity policies, standards, and programs to evaluate the effectiveness of security controls. To do so, we:

- Conduct internal audits
- Perform assessments
- Complete tabletop exercises
- Undergo vulnerability testing

We also periodically engage third parties to perform:

- Information security assessments
- Audits
- Cyber breach root cause analysis
- Independent reviews of our information security control environment and operating effectiveness.

The CSO provides regular reports on the results of these assessments to the Audit Committee and our Senior Management team. We adjust our policies, standards, and programs as necessary based on these reviews.

Cybersecurity Governance

The Board, in coordination with the Audit Committee, oversees risks arising from cybersecurity threats. The Audit Committee regularly receives presentations and reports from Expedia Group management on topics related to privacy and cybersecurity risks, including:

- Evolving regulations, requirements, and standards
- Third-party and independent reviews
- Threat environment updates
- Technology trends
- Information security considerations

The CSO and/or CTO regularly meet with the Audit Committee and, where appropriate, the full Board to discuss:

- Privacy-related risks
- Technology, information security, and cybersecurity programs
- Progress updates on key privacy and cybersecurity initiatives
- Related priorities and controls.

The Audit Committee is promptly informed and updated on any cybersecurity incident that meets established reporting thresholds until it has been resolved. At each scheduled Board meeting, the Audit Committee Chair provides the full Board with an update on all significant matters discussed, reviewed, and approved by the committee since the last regularly scheduled meeting.

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

Training Completion Rates¹⁹

100%
Privacy

100%
Security

¹⁹ As of December 31, 2024.

Appendix

- 34 GRI Index
- 37 SASB Index
- 38 TCFD Index
- 43 Data Assurance

GRI Index

Expedia Group's 2024 Global Impact Report was prepared with reference to the GRI Standards.

Disclosure Code	Disclosure Title	Disclosure Location
2-1	Organizational details	10-K Pages 1, 48
2-2	Entities included in the organization's sustainability reporting	10-K Pages 66–67 Page 5
2-3	Reporting period, frequency and contact point	Expedia Group's 2024 Global Impact Report was published on May 19, 2025 and covers calendar year 2024. Expedia Group's Global Impact Report follows an annual cycle, similar to our financial reporting. For any related questions, please contact our Investor Relations team at ir@expedia.com .
2-4	Restatements of information	Page 8
2-5	External assurance	10-K Pages 51, 59–60 Page 43
2-6	Activities, value chain and other business relationships	10-K Pages 4–9
2-7	Employees	10-K Page 10
2-9	Governance structure and composition	Proxy Pages 6–13 Pages 28–29
2-10	Nomination and selection of the highest governance body	Proxy Page 10 Nominating Committee Charter Board Commitment on CEO Candidate Diversity

2-11	Chair of the highest governance body	10-K Page 25
2-12	Role of the highest governance body in overseeing the management of impacts	Proxy Page 13 Page 29
2-13	Delegation of responsibility for managing impacts	Proxy Page 13 Page 29
2-15	Conflict of interest	10-K Page 25 Employee Code of Conduct Code of Business Conduct and Ethics for Directors and Senior Financial Officers Vendor Code of Conduct
2-16	Communication of critical concerns	Page 29
2-17	Collective knowledge of the highest governance body	Proxy Pages 15–26 Page 28
2-19	Remuneration policies	Proxy Pages 9, 34–61
2-20	Process to determine remuneration	Proxy Pages 9, 34–61 Compensation Committee Charter

Disclosure Code	Disclosure Title	Disclosure Location
2-21	Annual total compensation ratio	Proxy Page 61
2-22	Statement on sustainable development strategy	Page 4
2-23	Policy commitments	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 Policy Privacy at Expedia Group Human Rights Statement Modern Slavery Statement
2-26	Mechanisms for seeking advice and raising concerns	Page 30 Employee Code of Conduct Code of Business Conduct and Ethics for Directors and Senior Financial Officers Vendor Code of Conduct
2-27	Compliance with laws and regulations	10-K Pages 29–30
2-28	Membership associations	Pages 8, 10-12, 16–17, 20–23, 25, 31
201-1	Direct economic value generated and distributed	10-K Page 39
201-2	Financial implications and other risks and opportunities due to climate change	10-K Page 26 Pages 38–42

201-3	Defined benefit plan obligations and other retirement plans	10-K Pages 84–85
203-1	Infrastructure investments and services supported	Page 12
203-2	Significant indirect economic impacts	Pages 19–23
205-1	Operations assessed for risks related to corruption	Page 30
205-2	Communication and training about anti-corruption policies and procedures	Page 30 Employee Code of Conduct Code of Business Conduct and Ethics for Directors and Senior Financial Officers Vendor Code of Conduct
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	10-K Pages 22–23, 29–31
207-1	Approach to Tax	Page 31 Tax Policy Statement Audit Committee Charter
207-2	Tax governance, control, and risk management	Page 31 Tax Policy Statement Audit Committee Charter
207-3	Stakeholder engagement and management of concerns related to tax	Page 31 Tax Policy Statement Audit Committee Charter
302-1	Energy consumption within the organization	Page 37

Disclosure Code	Disclosure Title	Disclosure Location
304-2	Significant impacts of activities, products and services on biodiversity	Page 12
305-1	Direct (Scope 1) GHG emissions	Page 8
305-2	Energy indirect (Scope 2) GHG emissions	Page 8
305-3	Other indirect (Scope 3) GHG emissions	Page 8
305-5	Reduction of GHG emissions	Page 8
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 15
401-3	Parental leave	Page 15
403-5	Worker training on occupational health and safety	Employee Code of Conduct
403-6	Promotion of worker health	Page 15
404-2	Programs for upgrading employee skills and transition assistance programs	Pages 14, 16–17
405-1	Diversity of governance bodies and employees	Proxy Pages 16–26
405-2	Ratio of basic salary and remuneration of women to men	Page 17

408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights Statement Modern Slavery Statement Vendor Code of Conduct
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Statement Modern Slavery Statement Vendor Code of Conduct
410-1	Security personnel trained in human rights policies or procedures	Pages 24–25 Human Rights Statement Modern Slavery Statement
413-1	Operations with local community engagement, impact assessments, and development programs	Pages 19–23
414-1	New suppliers that were screened using social criteria	Page 30
415-1	Political contributions	Political Participation Policy
416-1	Assessment of the health and safety impacts of product and service categories	Page 26
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	10-K Pages 27–28

SASB Index

Expedia Group's 2024 Global Impact Report was prepared with reference to the SASB Standards for the TC-IM.

SASB Code	SASB Description	Expedia Group Response
TC-IM-130a.1	<ul style="list-style-type: none">Total energy consumedPercentage grid electricityPercentage renewable electricity	Total energy consumed: 207,964 GJ ²⁰ Total grid electricity: 63% ²⁰ Total renewable electricity: 63% ²⁰
TC-IM-130a.2	<ul style="list-style-type: none">Total water withdrawnTotal water consumedPercentage of each in regions with High or Extremely High Baseline Water Stress	Expedia Group does not publicly disclose this information.
TC-IM-130a.3	<ul style="list-style-type: none">Discussion of the integration of environmental considerations into strategic planning for data center needs	Please reference Page 8 .
TC-IM-220a.1	<ul style="list-style-type: none">Description of policies and practices relating to behavioral advertising and user privacy	Please reference our Privacy Statement .
TC-IM-220a.2	<ul style="list-style-type: none">Number of users whose information is used for secondary purposes	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.
TC-IM-220a.3	<ul style="list-style-type: none">Total amount of monetary losses as a result of legal proceedings associated with user privacy	In 2024, 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 Investor Relations website .
TC-IM-220a.4	<ul style="list-style-type: none">Number of law enforcement requests for user informationNumber of users whose information was requestedPercentage resulting in disclosure	Expedia Group does not publicly disclose this information.
TC-IM-220a.5	<ul style="list-style-type: none">List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Expedia Group complies with all applicable laws and regulations, including, but not limited to, regulations related to embargoed countries and/or regions.

TC-IM-220a.6	<ul style="list-style-type: none">Number of government requests to remove contentPercentage compliance with requests	Expedia Group does not publicly disclose this information.
TC-IM-230a.1	<ul style="list-style-type: none">Number of data breachesPercentage involving personally identifiable informationNumber of users affected	In 2024, 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 Investor Relations website .
TC-IM-230a.2	<ul style="list-style-type: none">Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Please reference Pages 27–28 of our Annual Report on Form 10-K.
TC-IM-330a.1	<ul style="list-style-type: none">Percentage of employees that are foreign nationals	Expedia Group does not publicly disclose this information.
TC-IM-330a.2	<ul style="list-style-type: none">Employee engagement as a percentage	Expedia Group does not publicly disclose this information. For more information on Expedia Group's employee engagement and development initiatives, please reference Pages 14–15 .
TC-IM-330a.3	<ul style="list-style-type: none">Percentage of gender and racial/ethnic group representation for management, technical staff, and all other employees	Expedia Group does not publicly disclose this information. For more information on Expedia Group's workforce demographics, please reference Pages 16–18 .
TC-IM-520a.1	<ul style="list-style-type: none">Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	In 2024, 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 Investor Relations website .
TC-IM-000.A	<ul style="list-style-type: none">Entity-defined measure of user activity	Expedia Group does not publicly disclose this information.
TC-IM-000.B	<ul style="list-style-type: none">Data processing capacity and percentage outsourced	Expedia Group does not publicly disclose this information.
TC-IM-000.C	<ul style="list-style-type: none">Amount of data storage and percentage outsourced	Expedia Group does not publicly disclose this information.

20 As of December 31, 2024.

TCFD Index

We have detailed our alignment to the 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
Governance 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 CEO — provide insight, feedback, and oversight on various responsible business initiatives. Our Chief People Officer updates the Board of Directors annually, or as needed, on responsible business 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 responsible business 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 Officer and a dedicated Steering Committee, composed of senior executives across key corporate functions. The Steering Committee meets quarterly and discusses responsible business strategic implementation, which may include climate-related risks and opportunities that may materially affect Expedia Group.

Strategy 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

TCFD Risk Category		TCFD Risk Sub-Category	Description	Time Frame
Transition	Market	Shifts in consumer preferences	Shifts in consumer preferences toward more sustainable travel options, coupled with a growing perception of travel as an environmental harm, may result in reduced demand for travel products.	Medium Term
	Physical	Increased severity of extreme weather events	Increased occurrence and magnitude of extreme climate events due to climate change may heighten travel disruptions, reduce available inventory, and alter traveler preferences.	Medium to Long Term

Table 2: TCFD Climate-Related Opportunities

TCFD Opportunity Category	Description	Time Frame
Products and Services	Implement climate change adaptation and mitigation measures — such as diversifying destination offerings, marketing less vulnerable destinations, collaborating with local communities, and highlighting more sustainable travel and tourism options, including providing relative environmental sustainability information.	Medium Term

TCFD Pillar	Recommended Disclosure	Expedia Group Response
Continued	Continued	<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>Priority Transition Risk: Shifts in Consumer Preferences</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> <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>Priority Physical Risk: Acute, Increased Severity of Extreme Weather Events</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">• Change in extreme precipitation events (50-year and 100-year events)• Change in flood risk (100-year discharge)• Coastal flooding risk due to increases in sea level rise and storm surge• Current tropical cyclone risk <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 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>Business and Strategy:</p> <ul style="list-style-type: none">• Operations<ul style="list-style-type: none">– 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.• Supply Chain<ul style="list-style-type: none">– 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.– 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.• Products and Services<ul style="list-style-type: none">– 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.– 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.• Investment in R&D<ul style="list-style-type: none">– 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. <p>Financial Planning:</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 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">• 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).• 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.• 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.• 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). <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>
Risk Management Disclose how the company identifies, assesses, and manages climate-related risks.	Describe the company's processes for identifying and assessing climate-related risks.	<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.</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. 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>
	Describe the company's processes for managing climate-related risks.	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.
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the company's overall risk management.	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.

TCFD Pillar	Recommended Disclosure	Expedia Group Response
Metrics & Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the company to assess climate-related risks and opportunities in line with its strategy and risk management process.	<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>
	Disclose Scope 1, Scope 2, and — if appropriate — Scope 3 greenhouse gas (GHG) emissions, and the related risks. ²¹	<ul style="list-style-type: none">• Scope 1: 5,534 mtCO₂e• Scope 2: 13,197 mtCO₂e• Scope 3: 438,681 mtCO₂e<ul style="list-style-type: none">– Category 1 – Purchased Goods & Services: 387,067 mtCO₂e– Category 2 – Capital Goods: 7,351 mtCO₂e– Category 3 – Fuel- & Energy-Related Activities: 4,873 mtCO₂e– Category 5 – Waste Generated in Operations: 295 mtCO₂e– Category 6 – Business Travel: 24,855 mtCO₂e– Category 7 – Employee Commuting & Work from Home: 13,854 mtCO₂e– Category 8 – Upstream Leased Assets: 386 mtCO₂e
	Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets.	<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 Zero²² GHG emissions by 2040.</p> <p>Net Zero²² by 2040:</p> <ul style="list-style-type: none">• Reduce absolute Scope 1, Scope 2, and upstream Scope 3 GHG emissions at least 90% by 2040. <p>Near-Term Targets²³:</p> <ul style="list-style-type: none">• Reduce absolute Scope 1, Scope 2, GHG emissions 75% by 2030.• Engage our value chain to ensure 78% of our suppliers set science-based targets by 2028.²⁴

21 As of December 31, 2024. Measured in mtCO₂e. Scope 2 GHG emissions reported using the location-based method.

22 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.

23 Expedia Group's near-term reduction targets are based on a 2022 base year.

24 Expedia Group's value chain target covers Scope 3 Categories 1, 2, and 6 GHG emissions. In 2023, this target was established to cover 75% of our suppliers by emissions. It was revised and expanded in 2024 to cover 78% of our suppliers by emissions.



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 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's GHG emissions covered by the verification:

- Operational Control
- Worldwide

Types of GHGs: CO₂, N₂O, CH₄, HFCs

GHG Emissions Statement:

- Scope 1: 5,534 metric tons of CO₂ equivalent
- Scope 2 (Location-Based): 13,197 metric tons of CO₂ equivalent
- Scope 2 (Market-Based): 71 metric tons of CO₂ equivalent^{1,2}
- Scope 3:
 - Purchased Goods & Services: 387,067 metric tons of CO₂ equivalent
 - Capital Goods: 7,351 metric tons of CO₂ equivalent
 - Fuel- and Energy-Related Activities (Location-Based): 4,873 metric tons of CO₂ equivalent
 - Fuel- and Energy-Related Activities (Market-Based): 4,873 metric tons of CO₂ equivalent
 - Waste Generated in Operations: 295 metric tons of CO₂ equivalent
 - Business Travel: 24,855 metric tons of CO₂ equivalent

¹ The Green-e® and European Residual Mix emissions factors used in market-based Scope 2 and Scope 3 employee commuting and upstream leased assets calculations only include CO₂, and did not include CH₄ and N₂O, which are required by the GHG Protocol. The exclusion of CH₄ and N₂O from the residual mix factors is not expected to make a material difference in Expedia Group's reported total market-based Scope 2 and Scope 3 emissions.

² Apex reviewed contractual purchase data for 36,117 MWh of renewable energy whose energy attribute certificates (EACs) were not yet available for review at the time of this verification.

Employee Commuting (Location-Based): 13,854 metric tons of CO₂ equivalent
Employee Commuting (Market-Based): 14,160 metric tons of CO₂ equivalent¹
Upstream Leased Assets (Location-Based): 386 metric tons of CO₂ equivalent
Upstream Leased Assets (Market-Based): 423 metric tons of CO₂ equivalent

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

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

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR-5)
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2022 data), 2024
- USEPA Emission Factor Hub, 2024
- International Energy Agency (IEA) Emission Factor Database (2022 data), 2024
- International Energy Agency (IEA) Emission Factor Database (2021 data), 2023
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, October 30, 2024
- Green-E Residual Mix Emissions Rates (2021 Data), 2023
- Association of Issuing Bodies (AIB) European Residual Mixes, June 4, 2024
- Australian National Greenhouse Accounts Factors 2023
- Climatiq Database

Period covered by GHG emissions verification:

- January 1, 2024 to December 31, 2024

Criteria against which verification was 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 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.



