Global Impact Report 2025

expedia group™

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About This Report

Expedia Group's 2025 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, 2025.

Safe Harbor Statement Under the Private Securities Litigation Reform Act of 1995

This Report may contain "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995 that involve risks and uncertainties. These forward-looking statements are based on assumptions that are inherently subject to uncertainties, risks, and changes in circumstances that are difficult to predict. The use of words such as "believe," "estimate," "expect," "aim," "anticipate," "commit," "intend," "plan," "project," "will," "should," "could," "target," and "forecast," or the negative of these terms or other similar expressions, among others, generally identify forward-looking statements. However, these words are not the exclusive means of identifying such statements. In addition, any statements that refer to our outlook, expectations, projections, or other characterizations of future events or circumstances are forward-looking statements and may include statements relating to 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. Actual results may differ materially from the results predicted, and reported results should not be considered as an indication of future performance. The potential risks and uncertainties that could cause actual results to differ from the results predicted include, among others, the direct and indirect impacts of climate change on travel and our operations; evolving and potentially conflicting regulatory requirements regarding climate-related and environmental, social, and governance (ESG) disclosures; our ability to achieve greenhouse gas (GHG) reduction targets, including the availability and effectiveness of renewable energy solutions and supplier engagement; changes in global socioeconomic conditions, energy prices, and environmental factors affecting destinations and communities; legislative and regulatory developments relating to privacy, data protection, AI, tax, human rights, and alternative accommodations; the rapid evolution of AI and associated ethical, legal, and operational risks; our ability to attract, retain, and develop a talented workforce; and cybersecurity threats and data protection risks.

For more information about risks and uncertainties associated with Expedia Group's business, please refer to the "Management's Discussion and Analysis of Financial Condition and Results of Operations" and "Risk Factors" sections of our most recently filed periodic reports on Form 10-K and Form 10-Q, which are available on our Investor Relations website at ir.expediagroup.com and on the SEC website at www.sec.gov. All information provided in this Report is as of December 31, 2025, unless otherwise indicated. We undertake no obligation to update any forward-looking statement or other information in this Report, including information accessible through website links referenced herein, except as required by law.

Disclosure Approach

This Report is a voluntary publication intended to provide stakeholders with information on Expedia Group's responsible business strategy, performance, and priorities. It addresses these topics from a sustainability and stakeholder perspective and in greater depth than our mandatory filings with the SEC. Accordingly, references to "materiality" or similar concepts in this Report reflect their use in the context of ESG and sustainability reporting and do not directly correspond to the concept of materiality under U.S. securities law.

Resources

10-K Report

Proxy Statement

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

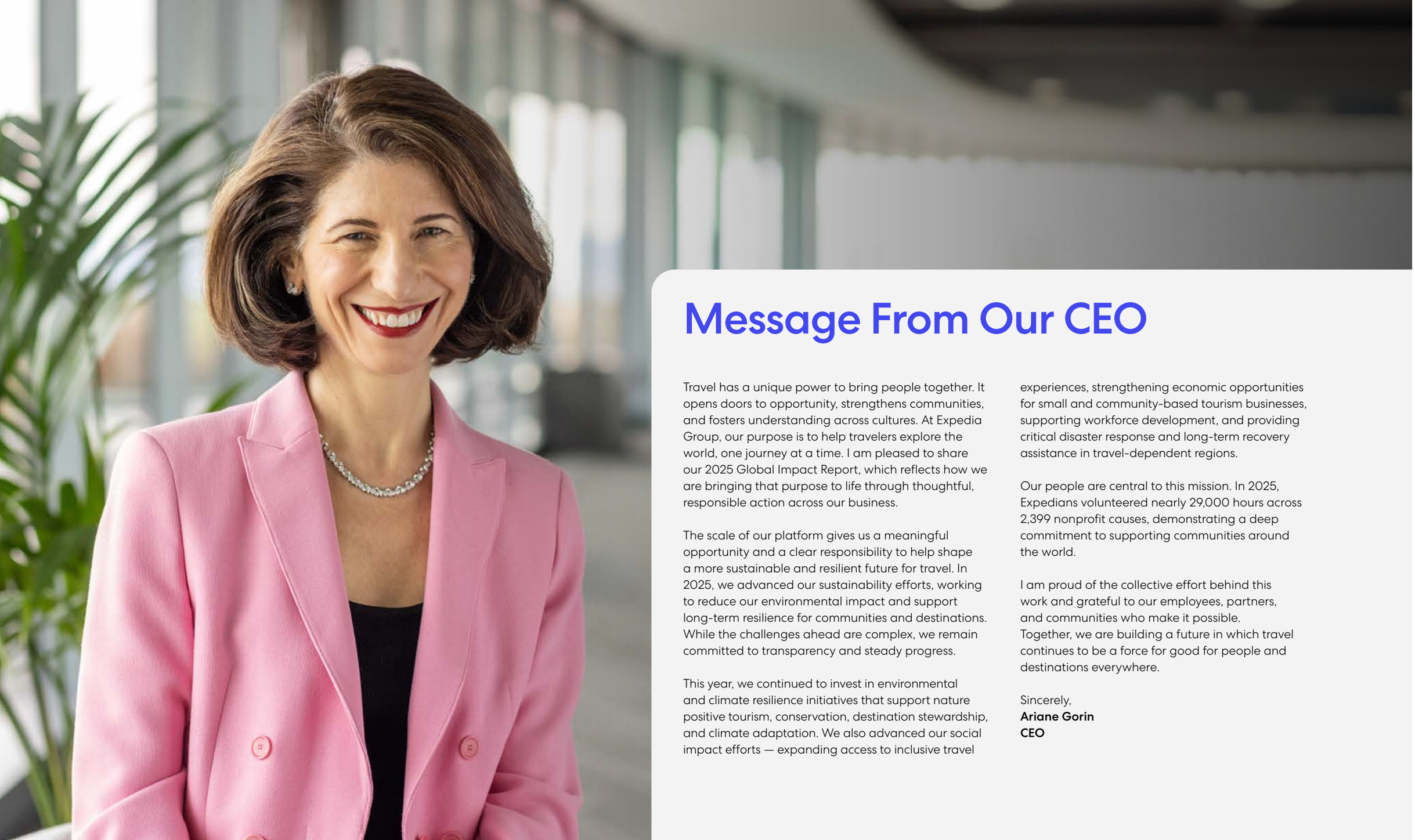
Privacy at Expedia Group

Partner Data Processing Agreements

Vendor Data Processing Agreements

Human Rights Statement

Modern Slavery Statement



Message From Our CEO

Travel has a unique power to bring people together. It opens doors to opportunity, strengthens communities, and fosters understanding across cultures. At Expedia Group, our purpose is to help travelers explore the world, one journey at a time. I am pleased to share our 2025 Global Impact Report, which reflects how we are bringing that purpose to life through thoughtful, responsible action across our business.

The scale of our platform gives us a meaningful opportunity and a clear responsibility to help shape a more sustainable and resilient future for travel. In 2025, we advanced our sustainability efforts, working to reduce our environmental impact and support long-term resilience for communities and destinations. While the challenges ahead are complex, we remain committed to transparency and steady progress.

This year, we continued to invest in environmental and climate resilience initiatives that support nature positive tourism, conservation, destination stewardship, and climate adaptation. We also advanced our social impact efforts — expanding access to inclusive travel experiences, strengthening economic opportunities for small and community-based tourism businesses, supporting workforce development, and providing critical disaster response and long-term recovery assistance in travel-dependent regions.

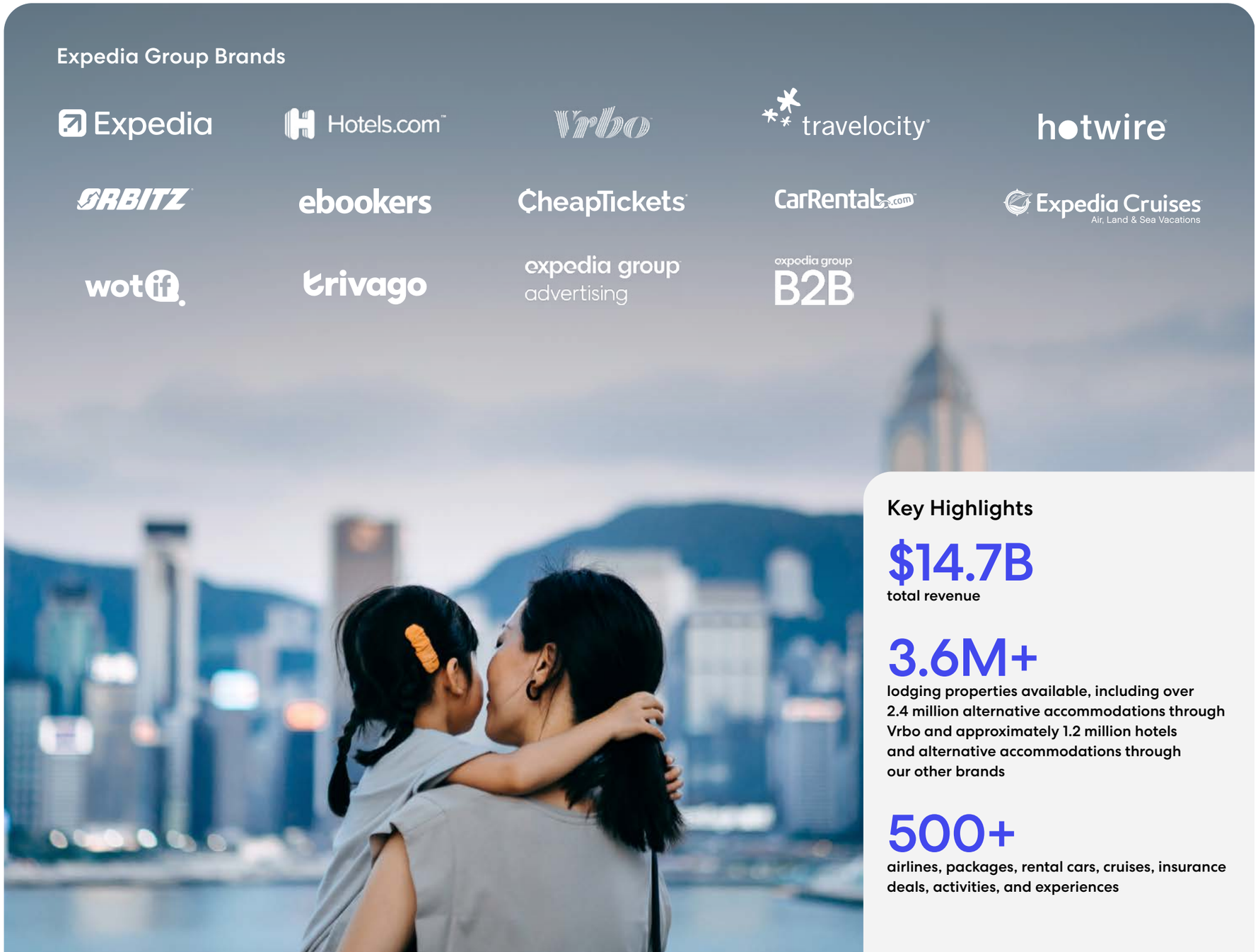
Our people are central to this mission. In 2025, Expedians volunteered nearly 29,000 hours across 2,399 nonprofit causes, demonstrating a deep commitment to supporting communities around the world.

I am proud of the collective effort behind this work and grateful to our employees, partners, and communities who make it possible. Together, we are building a future in which travel continues to be a force for good for people and destinations everywhere.

Sincerely,
Ariane Gorin
CEO

About Expedia Group

Expedia Group, Inc. is the global travel marketplace with one purpose: to help travelers explore the world, one journey at a time. We connect travelers, partners, and advertisers throughout our trusted brands, leading technology, and rich first-party data, delivering predictive, personalized experiences that shape the future of travel. We leverage our supply portfolio, platform, and technology capabilities across an extensive portfolio of consumer brands, and provide solutions to our business partners, to empower travelers to efficiently research, plan, book, and experience travel. Expedia Group's three flagship consumer brands are Expedia®, Hotels.com®, and Vrbo®.



Key Highlights

$14.7B
total revenue

3.6M+
lodging properties available, including over 2.4 million alternative accommodations through Vrbo and approximately 1.2 million hotels and alternative accommodations through our other brands

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

Our Strategy

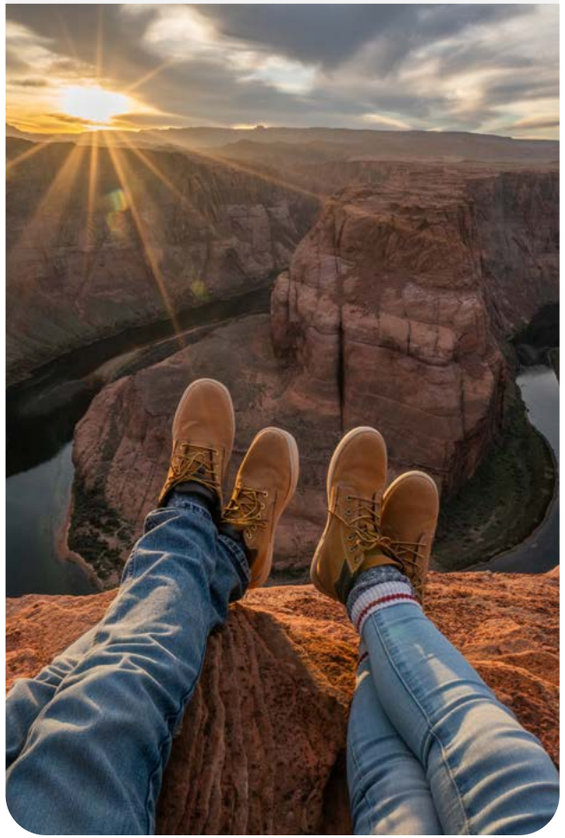
We believe that travel can be a catalyst for positive change for our travelers, partners, communities, employees, and the planet. Expedia Group's Global Impact and Sustainability Strategy, our Journey for Good, leverages our platform, technology, and partnerships to deliver our mission of protecting the people and places that make travel possible. To amplify this impact, we have identified three priorities that support our aspirations of advancing a travel ecosystem that strengthens the communities we rely on while protecting the places we love to explore.

Our Journey for Good

1
Environment

Protecting the Planet We Explore

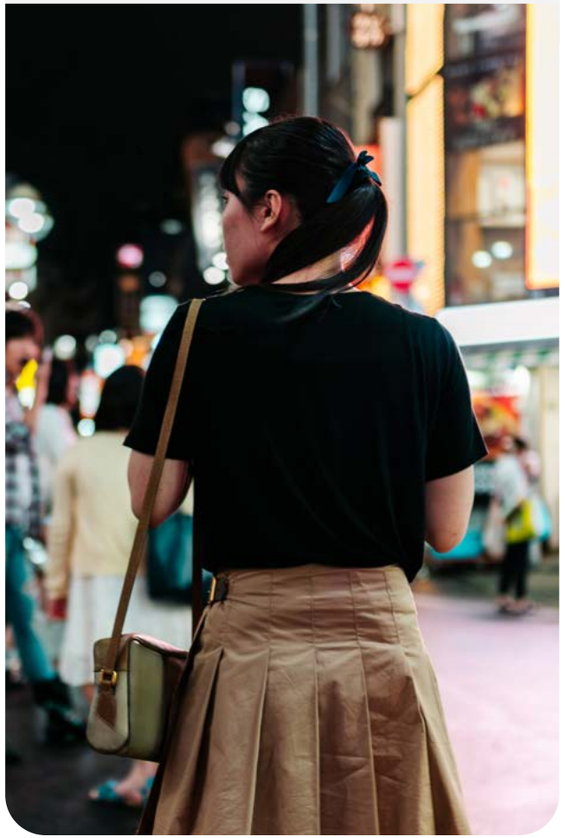
We promote more sustainable travel by aligning our business with a Net Zero future, enabling travelers to act more responsibly and encouraging partners to offer more sustainable travel options.



2
Social

Strengthening the Communities We Visit

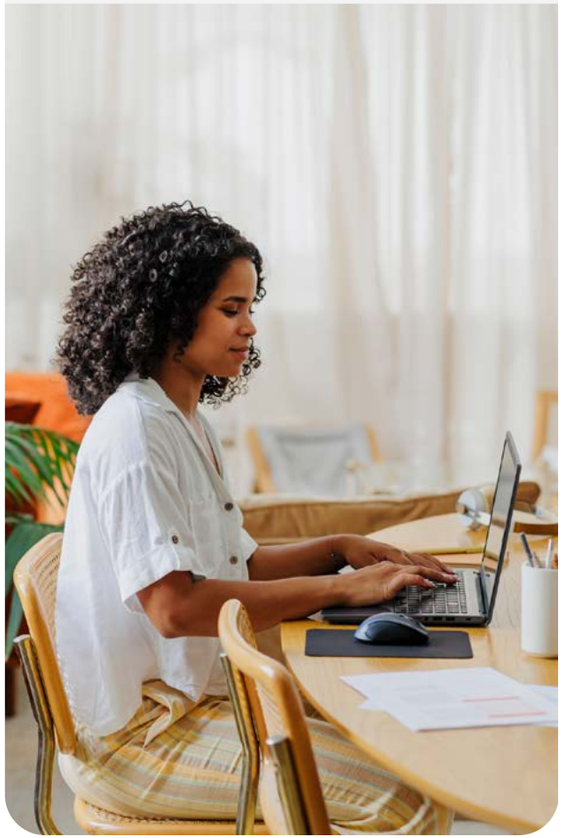
We deliver positive impact for destination communities where we live, work, and operate through long-term partnerships, philanthropy, and programs that foster responsible stewardship of tourism.



3
Governance

Guiding How We Do Business Responsibly

We scale our business responsibly so that the people and places of every journey remain vibrant and resilient for generations to come.



Environmental

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UN Sustainable Development Goals

- 7. Affordable and Clean Energy
- 12. Responsible Consumption and Production
- 13. Climate Action
- 15. Life on Land

Climate

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 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 2025, we developed our Net Zero Roadmap, which outlines our multi-year approach to achieving our commitments and guides strategic action 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.

Renewable Electricity

Renewable electricity is a key lever to reduce our Scope 2 emissions. Since 2020, Expedia Group has matched 100% of our operational energy use with renewable electricity,[1] and we are committed to continuing this through 2030.

In 2025, following a thorough review of our real estate footprint, landlord engagement, and local utility programs, as well as engagement with expert partners, we updated our renewable energy strategy and established a multi-year plan. To achieve our Scope 1 and 2 near-term target, we intend to shift our energy attribute certificate (EAC) purchases to prioritize project-specific certificates that are traceable to newer-build renewable energy projects and located in the grid markets where our energy is consumed, with a focus on regions where marginal emissions are high.

As part of this shift, we refined our procurement criteria to improve our long-term governance of these decisions; these criteria were also developed with input from expert partners and are aligned with SBTi, RE100, and World Resources Institute guidance. We also joined the Clean Energy Buyers Alliance (CEBA) to accelerate access to best-practice renewable energy procurement approaches and market insights. In the U.S., we are contracting with vendors whose projects meet our updated standards and we expect to share meaningful Scope 1 and 2 reductions beginning in 2026, with our international renewable energy implementation to follow.

Beyond renewable energy procurement, we continuously review our real estate portfolio to find opportunities to reduce our Scope 1 and 2 emissions. 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.

Supplier Engagement

To accelerate progress toward our supplier engagement target, ensuring that 78% of our vendors by emissions set science-aligned climate targets by 2028, Expedia Group is implementing a multi-year, data-driven engagement program. As of 2025, 69% of our vendors by emissions had committed to such targets. To drive progress, we have identified a group of high-emissions vendors that we will prioritize to encourage setting their science-aligned emissions reduction targets. We are also collaborating with our Legal and Procurement teams to find the most effective ways to embed sustainability expectations into our contracts and supplier management processes. To drive operational decarbonization, we are supporting our media and advertising partners to test emission reduction levers across our marketing activities.

Tracking Our Progress

We measure and publicly report our GHG emissions annually to track progress and identify areas for improvement. In 2025, our total GHG emissions decreased 11% year-over-year, primarily driven by reduced procurement spend and refined scope boundaries in Scope 3, Categories 1 and 2, which represent approximately 87% of our total GHG Inventory. Our Scope 1 and 2 emissions account for 4% of our total GHG inventory, and we continue to monitor fluctuations as our business priorities and in-office activity evolve.

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.

Climate Goals

Net Zero[2] by 2040

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

Near-Term Targets[3]

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 2028[4]

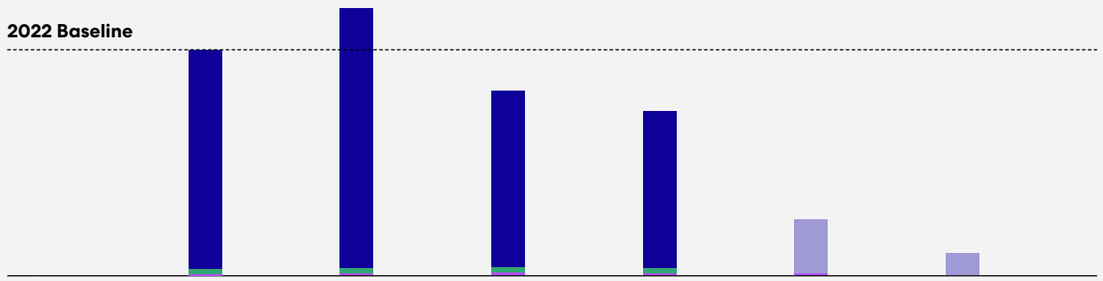
1 Expedia Group purchases local-market, verified renewable energy certificates corresponding to 100% of our estimated global office electricity consumption.
2 Expedia Group defines our goal of reaching Net Zero by 2040 as achieving at least a 90% absolute reduction in our Scope 1, Scope 2, and upstream Scope 3 GHG emissions (Categories 1, 2, 3, 5, 6, 7, and 8) from a 2022 base year.
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.

GHG Inventory[5]

407,455

Scope 1	1%
Scope 2	3%
Scope 3	96%
Category 1: Purchased goods and services	85.3%
Category 2: Capital goods	1.4%
Category 3: Fuel- and energy-related emissions	0.9%
Category 5: Facility waste	0.2%
Category 6: Business travel	4.3%
Category 7: Commute and home-working	3.7%
Category 8: Upstream leased assets	0.1%

Corporate Net Zero GHG Emissions Decarbonization[6]



	2022[7]	2023[7]	2024	2025	2030	2040
Scope 1	3,178	3,451	5,534	3,702		
Scope 2	14,269	13,516	13,197	13,042		
Scope 3	538,507	642,891	438,681	390,711		

Suppliers with Science-Based Targets[8]

69% of our suppliers have set science-based targets

78% Target

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 Global Impact and Sustainability Strategy encompasses our vision for climate and the environment, including how we utilize our brand portfolio and technology platform by offering more sustainable choices for travel search. The strategy also outlines how we aim to support destinations and communities to develop travel and tourism opportunities that enhance economic development while respecting the long-term conservation of natural spaces.

Expedia Group is committed to enabling a supply of lower-carbon and more sustainable travel options. We engage with our top supply partners across lodging, flights, car rentals, and cruises. 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 partner in accelerating the decarbonization of the industry.

5 As of December 31, 2025. Measured in $mtCO_2e$. Scope 2 and Scope 3 GHG emissions reported using the location-based method.

6 Gross GHG Emissions ($mtCO_2e$).

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

8 As of December 31, 2025. Includes Scope 3 Categories 1, 2, and 6 GHG emissions, ranked by supplier emissions.

Expanding Inventory of Certified Properties

~50%+
increase in hotels with sustainability certifications displayed

68
certifications in use globally

239
markets with certified properties displayed for the first time

Sustainability in Products and Services
Our booking platform and technologies connect millions of travelers with global suppliers across a range of travel products — flights, car rentals, 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 provide travelers the tools and transparency to choose lower-carbon travel and tourism products, and to make these options accessible across our platform.

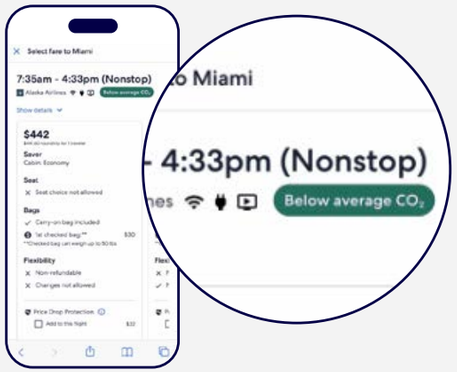
Travelers increasingly expect travel options that align with their values, and consumers are increasingly aware of the impact travel can have on natural ecosystems, economies, and individuals, both locally and globally.

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. For car rentals, it is also possible to search for hybrid and electric vehicles using search filters.

When booking lodging, we offer the ability to filter for hotels that have received one of various third-party eco-certifications.[9] In 2025, we started a collaboration with BeCause, the sustainability data hub for the travel, tourism, and hospitality sector, to power access to verified certification data across our platform, enabling us to expand the number of certifications we display across hotels from 10 to 68. This led to a ~50% increase in hotels that feature sustainability certifications. For aviation, we've continued to display the Travel Impact Model (TIM) to help travelers identify lower-emission flights.[10] By offering industry-standard methodologies, we aim to provide consistent, transparent, and credible information to help travelers make more sustainable decisions.

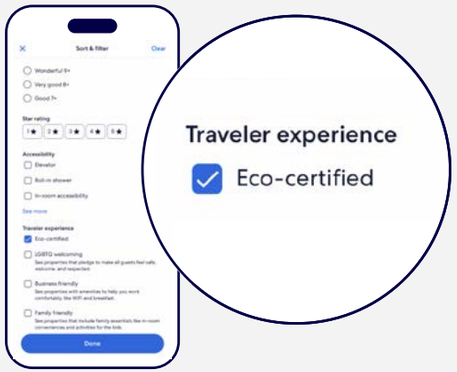
Expedia Group is an active member of the Travalyst Coalition, a global independent nonprofit organization aiming to make sustainability information mainstream to help people make better travel choices. Travalyst found that standardized flight emissions estimates generated by the TIM had appeared in over 65 billion flight searches globally in less than 18 months.

Booking Flights with Below Average CO_2[10]



Booking Electric Cars[10]

Booking Eco-certified Hotels[10]



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

10 The availability of this product feature may vary by point of sale.

Destination and Communities

We believe destination stewardship starts with strong local capacity. We invest in the people and institutions that shape tourism — destination organizations, local governments, community partners, and hospitality teams — so they have the skills and tools to protect nature and culture, advance climate action, and grow resilient visitor economies that benefit residents and travelers. Through focused training and practical resources, we help destinations embed sustainability into everyday decisions and work together for systemwide change.

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, limited staffing and resources mean many DMOs face challenges in taking climate action.

Expedia Group partnered with Travel Forward in 2024 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 journeys of smaller travel industry entrepreneurs and local businesses in their communities.

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

- **Enhance Climate Literacy:** Develop a thorough understanding of climate issues as they relate to tourism management, ensuring sustainability is a core part of everyday operations.
- **Cultivate Climate Champions:** Equip DMO staff with the necessary skills and knowledge to initiate climate action planning, aiming to meet or surpass the expectations of customers, investors, and local residents.
- **Develop 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 Local Tourism Businesses:** Assist local tourism entities in advancing their climate actions and appealing to visitors who prioritize sustainability.
- **Offer Networking and Learning Opportunities:** Facilitate connections with other DMOs to share knowledge and strategies on destination sustainability and building climate resilience.
- **Enable Communication with Travelers:** Credibly demonstrate actions taken toward sustainability and effectively incorporate this narrative into marketing materials.

In 2025, the Destination Climate Champions program saw remarkable growth and impact. Participation increased by more than 200%, and DMOs worldwide are turning training into tangible climate action. Graduates are not only creating Climate Action Plans but also embedding sustainability into daily operations and forging stronger partnerships across their destinations.

- **164** DMOs and 241 individuals globally have participated since launch.
- **87%** of participants have started Climate Action Plans, and 75% are applying new tools and guidance in daily work.
- **66%** launched sustainability projects or strengthened stakeholder relationships, while 50% secured resources and integrated climate action into everyday decisions.
- **100%** recommend the program, and 92% say it enhances their destination's reputation and ability to address broader challenges.

World Academy of Sustainable Hospitality

Expedia Group is the lead sponsor of the World Academy for Sustainable Hospitality (WSHA), a pioneering learning platform developed by the Sustainable Hospitality Alliance to accelerate the hospitality sector's transition to a more sustainable future. As lead sponsor, Expedia Group's funding has enabled the Academy to expand its offering, including a demo site launched in July 2025 that provides free, instant access to taster content from every sustainability masterclass. This includes the "Introduction to Hotel Sustainability" foundational course and "Human Trafficking in Hospitality," as well as taster content from 13 department-specific, action-oriented masterclasses and 13 additional intermediate and advanced courses on topics such as compliance and carbon accounting. Selected content is openly available at no cost, while the wider Academy offer provides self-paced, practical learning designed by industry experts, with flexible access that helps hospitality teams worldwide build the skills needed to drive meaningful sustainability progress, while underscoring Expedia Group's role as lead sponsor of this global sustainability education initiative.

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 (WTTC).

Nature Positive Tourism

2025 marked the second year of implementation of the Nature Positive Tourism (NPT) Fund, Expedia Group's partnership with the Wildlife Conservation Society (WCS), which is contributing to the protection of habitats and wildlife by engaging with governments, partners, and people living in important conservation areas.

WCS, with four zoos and an aquarium in New York City and conservation programs in 55+ countries, is a global non-profit dedicated to saving wildlife and wild places through science, conservation action, education, and inspiring people to value nature. Together, we are leveraging WCS's track record of innovative and effective global conservation to maximize the impact of our philanthropic support. Since launching in 2023, we've supported more than 5 million hectares under conservation or sustainable management, protected 30+ species, and helped drive $6 million total tourism revenue into local landscapes.

This form of tourism not only helps 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 directly supports a more conservation-focused, 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 responsible opportunities for tourism** 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 local tourism infrastructure, operations, and services that improve product quality and tourist experience.
- **Supports local partners seeking financial, technical, and other resources**, brokers partnerships with other industry actors and technical experts.
- **Creates and maintains nature-positive tourism best practices and standards of excellence** in collaboration with key industry stakeholders, including Indigenous Peoples and Local Communities.

The following projects received funding from the NPT Fund in 2025:

- **In Belize**, a grant was allocated to enhance tourism readiness and attract mission-aligned visitors for Glover's Reef Atoll, a marine protected area and research location for marine conservation, sustainable fisheries, and addressing ocean pollution. Funding from the NPT Fund supported the development of a long-term responsible tourism strategy, including planning snorkel trails through mangrove seagrass and coral reefs, and tourism infrastructure development.
- **In Bolivia**, the local revolving fund that was set up with Expedia Group's first grant continues to provide credit access, and has now benefitted 12 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 giant otters, Andean condors, Bolivian river dolphins, jaguars, Andean bears, and more than 1,250 species of birds. Visitors to Greater Madidi reached over 20,000 in 2025, while remaining under the local carrying capacity.
- **In Cambodia**, a capital investment was made in 2024 to build Kriel Lodge, an ecolodge to attract visitors from nearby Angkor Wat. Support in 2025 has helped with staff recruitment and training to accommodate new visitors. This area offers eco-tourism and birdwatching in the Kulen Promtep Wildlife Sanctuary, providing a unique opportunity to spot the critically endangered Giant Ibis, while supporting long-term conservation.

- **In Nouabalé-Ndoki National Park in the Republic of Congo**, plans for the construction of a new community-run wildlife viewing platform continued with grant funding. The platform, which will be built using locally sourced FSC-certified timber, will accommodate eight people overnight and up to 16 for daytime use, to monitor wildlife activity like lowland gorillas and forest elephants in this critical tropical forest ecosystem.
- **In Guatemala**, a grant was awarded to improve local community tourism operations for Uaxactún, a community forest concession that has an early Maya archaeological site in the Maya Biosphere Reserve. Residents of Uaxactún have lived in the area for more than 100 years and are managing its conservation, and 2025 funds established a promotional kiosk in nearby Tikal to engage tourists, built three tourism cabins and a photography workshop, and developed tourism and price packages.

Seattle HQ

Our Seattle HQ was designed with sustainability at the forefront. We transformed the 40-acre waterfront area, parts of which were a former industrial site, 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 a Salmon-Safe certification, which aims to ensure Pacific salmon can thrive in West Coast watersheds and recognizes our headquarters as a net-positive contributor to local watershed and ecosystem health.

Nine rain gardens facilitate rain absorption and help reduce runoff pollution into neighboring waters. The main-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 members of our diverse 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.

40
acres of waterfront area

8
unique planting zones

400+
bicycle parking spaces

9
rain gardens

Elliott Bay Connections

Expedia Group is a founding partner of Elliott Bay Connections, a public-private initiative to create a more connected, accessible, and welcoming waterfront in Seattle. Through this partnership, we support the revitalization of key public spaces between Pier 62 and the Olympic Sculpture Park, including improvements to Myrtle Edwards Park, expanding access to nature and enhancing community use of the waterfront.

Elliott Bay Connections is grounded in collaboration with local stakeholders and a commitment to honoring Indigenous culture and leadership. The project acknowledges the waterfront as ancestral Coast Salish land and incorporates ongoing engagement with the Suquamish and Muckleshoot Tribes and the Urban Native community. Indigenous perspectives and cultural narratives are integrated into the design of public spaces, reflecting the enduring stewardship and living heritage of the region's first peoples.

Social

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- 8. Decent Work and Economic Growth
- 10. Reduced Inequalities
- 16. Peace, Justice and Strong Institutions

Employee Engagement and Development

At Expedia Group, our passionate people are our greatest asset. They are the force behind our purpose, creating the products and technology that bring our purpose to life: helping travelers explore the world. One journey at a time. 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 employee insights. We continue to expand the moments we measure, starting with the candidate experience and across the employee journey. We continually listen and respond to feedback so we can improve the experiences of our employees across the globe.

Our employee listening strategy allows us to understand sentiment around several areas, including company direction and strategy, employee development, ways of working, and engagement. We leverage both quantitative and qualitative methods to understand trends and gain insights from employees on what and how to improve. Leaders across Expedia Group use the insights to inform decisions around work practices, strategies, and programs.

We work with an independent third-party survey provider to gather feedback and share results confidentially, and 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 2025, we offered learning opportunities to all employees, working closely with HR business partners to create roadmaps that answered specific learning and development needs for each division. Priorities identified across Expedia Group included AI, communication, business acumen, and data analytics. As Expedia Group increases its use of AI across the business, we launched a companywide three-phase GenAI curriculum, starting with a comprehensive introductory module to help employees familiarize themselves with the suite of advanced AI tools available to them.

Our resources allow employees to learn in both formal and informal settings. In 2025, Expedia Group employees completed an average of eight training and development courses each. In addition to Expedia Group training courses, we offer access to over 26,000 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.

Employee Giving and Volunteering

To maximize employee engagement, our community engagement efforts are focused on where most of our employees live and work. Throughout 2025, 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 2025, Expedia Group matched employee contributions one-to-one (up to $10,000), resulting in more than $5 million donated to community causes around the world. The three highlights following showcase the breadth of our impact and the power of partnering with community organizations.

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 14th year, which gives employees meaningful ways to serve the communities where they live and work. In our 2025 Month of Caring, nearly 23% of Expedia Group employees contributed just under 12,000 volunteer hours, supporting initiatives from environmental clean-ups to packing hygiene kits for housing facilities and young women globally. These hours came to life through dozens of local projects.

Elliott Bay Clean-Up — Stewarding Our Waterfront

In Seattle, over 100 employees joined the Puget Soundkeeper Alliance to remove over 200 pounds of waterfront trash during a clean-up event. The event included an educational session on salmon habitats and the local ecosystem, deepening appreciation for the bay's importance. These efforts support Expedia Group's ongoing work with Elliott Bay Connections and reflect our commitment to revitalizing the waterfront around our headquarters.

Miami Market Managers — Using Volunteerism to Support Business Relationships

Throughout September, the Miami team partnered with the Greater Miami Convention & Visitors Bureau to host 11 community volunteer events focused on food security, education, and environmental sustainability, supporting five local nonprofit organizations. The events engaged 135 registered volunteers, a 63% year-over-year increase. This successful partnership establishes a framework and demonstrates how destination-level impact can strengthen local communities, business relationships, and employee engagement.

Volunteering at Scale — Packing Events Drive Participation

Across 12 global offices, Expedia Group partnered with Clean the World and Days for Girls to host packing events that engaged over 600 employees. Together, participants created over 10,000 hygiene kits and 8,000 underwear packs for communities worldwide. In Miami, Market Managers showcased full circularity in hospitality, partnering with local organizations to pack and donate kits to their community.

Employee Volunteering Overview[11]

$5M+
given through employees, matching benefits, and rewards

3,549
Expedia Group volunteers

28,900
hours of employee volunteering

2,399
nonprofit causes supported by employees

11 As of December 31, 2025.

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 Employees[12]

Benefit	Description
Employee Stock Purchase Plan (ESPP)	Expedia Group offers an ESPP to enable employees at eligible locations to purchase our shares at a discount.
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	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 select Expedia Group brands.
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 plan options to our employees globally.
Employee Assistance Program, Mental Health, and Neurodiversity Support	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. We also offer RethinkCare, neurodiversity-focused one-to-one coaching, and workplace guidance to help our employees stay organized and work more efficiently, whether they identify as neurodivergent or not. 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.
Competitive Parental Leave and Family-Building Benefits	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 extend 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. 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. 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.
Caregiver Support and Leave	Caring for children, aging loved ones, or other family members in need can be demanding. To support employees through these responsibilities, we offer up to four weeks of paid caregiver leave. This leave can be used to attend medical appointments, coordinate care, or manage caregiving tasks so employees can maintain alignment with their work responsibilities. In addition, all employees have complimentary access to Cleo's caregiving platform. Cleo provides personalized support and resources at no cost, including one-to-one personal support from a Cleo guide and access to a network of specialists to help employees navigate every facet of caregiving.
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.
Donation Matching	Expedia Group matches employee donation contributions one-to-one up to $10,000 per year. Additionally, employees can volunteer with eligible charities for up to eight paid hours per year, and Expedia Group donates $30 for every approved volunteer hour to the employee's chosen charity.

12 As of December 31, 2025. 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 because we believe it drives innovation, strengthens relationships with travelers, and creates a workplace where everyone feels valued and can contribute to long-term success.

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, which lead to better business results.

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.

Emerging Talent and Careers

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 stages to provide learning activities and growth opportunities. Students are paired with a 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., 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 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 Expedia Group 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 or further develop their skills in technology. In England, we also launched a large-scale upskilling initiative, funded through the government apprenticeship levy, focused on AI and data learning.

Our Inclusion Business Groups

We help employees connect with colleagues who share their perspectives and experiences through our Inclusion Business Groups (IBGs), which are open to all employees. IBGs are self-organized, company-supported groups focused on creating community and bringing our culture to life at Expedia Group. As a critical part of building engagement with employees, we are proud that participation in our IBGs continues to grow.

Inclusion Business Groups

- **ace:** Asian Community at Expedia Group
- **aim:** Ability Inclusion Movement
- **beam:** Black Expedia Allied Movement
- **idea:** Indigenous Diversity, Expedians and Allies
- **lead:** Latinx at Expedia and Allies for Development
- **pride:** LGBTQIA+ Employees and Allies
- **vets:** Veterans at Expedia Group and Their Supporters
- **well:** Women at Expedia Group Learning and Leading

Pay Equity

Expedia Group is committed to paying employees in similar jobs within a location comparably, regardless of their identity.

Over the past four years, our annual talent and pay review audit process has included a thorough base pay equity analysis to identify potential pay gaps by gender (globally) and ethnicity (in the U.S.). We conduct our analysis through a third-party compensation analytics platform. 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 2026, having completed our analysis, we are confident to state that Expedia Group has achieved gender pay equity globally, as well as ethnicity pay equity within our U.S. operations.

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.

We believe travel can be a catalyst for positive change for our travelers, partners, communities, employees, and the planet. We recognize the unique role and responsibility Expedia Group has in shaping a more responsible travel ecosystem by leveraging our platform, technology, and partnerships to support and protect the people and places that make travel possible, while increasing access to meaningful travel experiences.

Our social impact work aims to strengthen communities across the global travel ecosystem and remove barriers so that travel can benefit both visitors and host communities while encouraging responsible stewardship of destinations. Embedded across our business, this work helps advance a travel ecosystem that strengthens the communities we rely on while protecting the places we all love to explore.

Grants Disbursed[13]

$16M

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.

Made to Travel Fund

Expedia Group is committed to making travel accessible to all. The Made to Travel Fund[14] awards grants to nonprofits that share the goal of removing barriers to travel. The fund has awarded more than $3.5 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.

The Made to Travel Fund has:

- **Reached at least 2 million** people through programs that make travel, nature, and outdoor spaces more accessible and welcoming, including large-scale national park and outdoor initiatives, policy and advocacy work, and global safety and inclusion resources.
- **Directly supported more than 15,000 individuals** with meaningful travel-related experiences such as fully or partially funded trips, retreats, exchanges, and leadership programs.
- **Enabled at least 2,000 life-changing trips and travel experiences** globally, from first-time international journeys for students and youth, to outdoor adventures, retreats, and cross-cultural exchanges.
- **Supported at least 1,200 people to gain new or improved income or job-related opportunities** linked to travel, tourism, and the outdoors through fellowships, training, leadership development, and workforce programs.
- **Engaged and strengthened hundreds of local and community-based partners**, including schools, grassroots nonprofits, community organizations, and small tourism enterprises, to amplify the economic and social benefits of travel in destination communities.

Advancing Accessibility with Vrbo

Vrbo is committed to creating a more inclusive travel experience by advancing accessibility across its platform and properties. Vrbo is educating and empowering hosts to make meaningful accessibility upgrades, aiming to improve 1,000 properties. Key milestones include:

- **Product Accessibility Filters:** Launched across all Vrbo-owned platforms, enabling travelers to easily find properties that meet their accessibility needs.
- **Host Engagement:** Accelerating the adoption of accessibility features and refining the user experience to ensure seamless booking for travelers with accessibility needs.
- **Partnership Expansion:** Continuing to evaluate key collaborations to broaden accessibility efforts and enhance impact tracking through data-driven insights.

Vrbo's approach reflects a commitment to universal design principles and inclusion at every stage of the travel journey, reinforcing Expedia Group's broader mission to make travel accessible for all.

13 As of December 31, 2025.
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 startups that are developing solutions to make travel more accessible and remove 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.

The Reset Tourism Fund grantees represent a portfolio of small and growing tourism businesses across multiple regions that are expanding access to travel for underrepresented travelers. Together, they are:

- Developing tech-enabled platforms that improve safety, accessibility, and real-time information for travelers, including those with disabilities and other accessibility needs.
- Building and scaling inclusive tour operators, hospitality businesses, and destination management companies that prioritize local hiring, community benefit, and culturally grounded experiences.
- Creating learning and leadership opportunities such as sustainability-focused study abroad and experiential education programs for youth and travelers who are economically or socioeconomically disadvantaged.

To date, the Reset Tourism Fund has invested in 24 companies in partnership with Expedia Group. Three recipients were participants in the Open World Accelerator.

Based on annual impact data provided by the investees, their 2025 impact included:

- **20,000+** travelers impacted as customers of these investees
- **24** jobs directly created at investee businesses and **123** jobs supported at investee businesses
- Over **$10 million** in revenue generated by investee businesses through the provision of travel experiences and products to underserved travelers

Collectively, these grantees are advancing more inclusive and community-centered models of tourism that generate local jobs and revenue while removing barriers to travel.

15 World Travel & Tourism Council.

Destinations and Communities

Smart Travel Health Check and Destination Stewardship

In 2025, Expedia Group launched the Smart Travel Health Check, a first-of-its-kind framework developed by Expedia and inspired by the WTTC to recognize destinations that offer meaningful travel experiences while managing tourism sustainably.

The framework assesses destinations against WTTC-aligned principles, including strong destination stewardship, data-driven planning, transparent reinvestment of tourism revenue, and meaningful engagement with local communities.

Destinations that meet these criteria are highlighted with a Smart Travel Health Check badge (✔), helping travelers identify places that proactively address overcrowding while protecting cultural and natural assets.

The Smart Travel Health Check was first applied to Expedia's 2026 Destinations of the Year, powered by real-time search data from millions of travelers using the Expedia app and website.

The following six trending destinations earned the ✔ badge for aligning with WTTC's sustainable tourism management actions:

- Big Sky, Montana
- Okinawa, Japan
- Savoie, France
- Ucluelet, Canada
- Cotswolds, U.K.
- Hobart, Australia

Destinations without a ✔ remain part of the list, reflecting our commitment to showcasing a diverse range of destinations while encouraging continued progress toward more sustainable models.

As we expand the Smart Travel Health Check across seasonal travel outlooks and storytelling, we are using our insights from approximately 1 billion average monthly travel searches to direct demand toward destinations investing in long-term resilience and community benefit.

WTTC has recognized the initiative as a leading example of destination stewardship in practice, underscoring the importance of responsible growth models that safeguard communities, protect cultural and natural heritage, and deliver richer, more meaningful travel experiences.

Destination Giveback Initiative

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

Expedia Group has awarded 13 grants over the past three years, including in Australia, Canada, and Croatia in 2025. Recent grants have included funding to the Great Barrier Reef Foundation in partnership with Tourism Australia, support for the Croatian National Tourist Board through a grant to Sunce — Association for Nature, Environment, and Sustainable Development, and the continued expansion of our work with Destination Canada and the Indigenous Tourism Association of Canada in its third year. These investments represent a total of $750,000 and bring together destination partners and local organizations to advance sustainable tourism and community impact by helping to protect fragile ecosystems, support local stewardship, and grow more resilient visitor economies.

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 global organizations that 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.

Los Angeles Fires

In January 2025, a series of fast-moving wildfires, including the Eaton, Palisades, and Hughes fires, devastated residential areas across Los Angeles County. Over 40,000 acres were burned, destroying at least 15,000 homes and structures, and forcing more than 200,000 residents to evacuate. The fires also led to hazardous air quality and water advisories, compounding the challenges faced by affected communities.

Expedia Group supported World Central Kitchen (WCK) to deliver immediate support. WCK activated a network of over 110 local restaurants and food suppliers, rapidly scaling meal production and distribution. With Expedia Group's support, WCK served 3,750 chef-quality meals to residents affected and provided financial support to three local restaurant partners.

The collective response showcased the strength and resilience of the LA community and set up a model for future disaster relief efforts.

Workforce Development Investments

The global tourism industry accounts for around 10% of global GDP and hundreds of millions of jobs worldwide, with tourism spending expected to grow at roughly 6% annually through 2030. To keep pace with growing demand, tourism-dependent economies must invest in practical pathways that equip local people with relevant, future-ready skills. Expedia Group is partnering with local organizations in Hawai'i, India, and Singapore to help build more resilient tourism workforces that can thrive in a rapidly shifting global landscape.

Hawai'i

Expedia Group partnered with ClimbHI, a Hawai'i-based nonprofit focused on workforce development and career pathways in hospitality and tourism, providing it with a $100,000 grant to expand training and learning opportunities for local students and young adults. Through this partnership, ClimbHI is increasing participation in hospitality-related programs, which strengthens the connection between schools, community organizations, and local hotels and businesses. It is also helping more participants complete industry-aligned modules and earn credentials that prepare them for quality jobs in Hawai'i's visitor economy.

India

Since 2023, Expedia Group has proudly partnered with WSHA to help expand its Youth Employability program in India. The initiative prepares young people for careers in hospitality through core skills training, hands-on experience in hotels, and tailored support into employment, with a focus on youth who face barriers such as poverty, lack of family support, displacement, trafficking, or disability.

In 2025, our $100,000 grant supported training for 112 individuals, aged 18 to 26, across 20 locations in India. Of these participants, 108 graduated from the program and 102 are now in secure job placements or apprenticeships. Grounded in WSHA's Net Positive Hospitality Pathway, the program also focuses on sustainability, preparing participants not only to thrive in hospitality jobs, but to contribute to a sector that gives back more than it takes from people, communities, and the planet.

Singapore

In Singapore, Expedia Group partners with Republic Polytechnic's School of Hospitality to equip the next generation of travel-tech talent through career mentorship, skills development, and exposure to the latest digital trends in tourism. In 2025, the program reached approximately 250 students through micro-lectures on topics such as digital intermediaries, GenAI in travel, emerging career paths, and new industry challenges. To ensure sustained impact, Expedia Group has also co-developed a new Tourism and Hospitality in the Digital World module that is now embedded in the school's formal curriculum, creating a scalable model for replication in other markets.

Human Rights

Travel expands access to culture, creates economic opportunity, and enables freedom of movement. At the same time, we recognize that travel and tourism carry human rights risks, including human trafficking, discrimination, and adverse impacts on local communities. Expedia Group is committed to maximizing the benefits travel can bring while working to identify, prevent, and address these risks across our operations and value chain.

Our Human Rights Statement and Modern Slavery Statement formalize this commitment for all those we engage with — our travelers, employees, suppliers, vendors, contractors, and the communities where we operate.

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, or as needed, 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 the 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 partnership with Polaris, we developed a Human Trafficking Awareness in the Travel Industry training for Expedia Group employees. 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 its 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.

Through a partnership with Real Escape from the Sex Trade (REST), the Company has helped 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.

Expedia Group is also a contributor to No Room for Trafficking, a Canadian hotel sector initiative that unites over 8,000 hotels on National Human Trafficking Awareness Day, when staff across the country receive coordinated training to strengthen industry-wide prevention efforts.

FIFA World Cup Sector Collaboration

In anticipation of the 2026 FIFA World Cup, the largest and most complex tri-national sporting event to date, Expedia Group joined a sector-wide initiative led by BSR to address heightened human trafficking risks across the travel and hospitality industry. Major sporting events have historically been linked to increased risks of labor exploitation and commercial sexual exploitation. These risks are amplified by surges in demand for low-skilled labor, fragmented supply chains, and increased online activity that traffickers exploit.

Expedia Group is participating in a cross-industry pilot focused on strengthening preventive systems and coordinating responses to trafficking risks associated with mega sporting events. The initiative includes a series of expert roundtables and in-person meetings with key stakeholders, and is structured around five core areas:

- Detection and risk indicators
- Due diligence and governance
- Remedy and victim support
- Multi-stakeholder collaboration
- Effectiveness of public awareness campaigns

Expedia Group's participation supports the development of:

- A voluntary anti-trafficking standard outlining expectations for recruitment, employment, and guest-facing protocols
- A modular implementation toolkit tailored to hotel operators, franchise models, and online platforms
- A cross-industry intelligence-sharing framework to support anonymized data exchange and early-warning systems
- A final synthesis paper capturing lessons learned and recommendations for future mega events

This initiative reinforces Expedia Group's commitment to responsible travel and effective platform governance in high-risk contexts. By working with expert partners and contributing to the development of shared standards, we are supporting a more coordinated industry response to trafficking risks linked to global events. Insights from this pilot will help guide future efforts to strengthen due diligence, improve supplier accountability, and support survivor-centered remediation across our ecosystem.

Conflict Zones

Expedia Group maintains a comprehensive commitment to respecting internationally recognized human rights as outlined in our Human Rights Statement.

As a global travel technology company, Expedia Group empowers leisure and business travelers with the tools and information they need to research, plan, book, and experience travel. We do not own or operate hotels, vacation rentals, or travel products; rather, we provide a platform for independent accommodation providers to market their services — subject to strict compliance with all applicable laws and regulations.

We operate under a rigorous compliance framework, enforcing sanctions imposed by leading international authorities and governments, including the European Union, the United Kingdom, the United States, and the United Nations Security Council. Expedia Group is committed to transparency for travelers visiting conflict-affected and high-risk areas (CAHRAs) worldwide. We continuously review and refine our transparency practices across all disputed territories to ensure travelers can make informed decisions in complex geopolitical contexts.

We have implemented heightened human rights due diligence specifically for CAHRAs, informed by UN guidance and expert human rights organizations. This enhanced diligence includes reviewing our potential links to conflicts, ensuring we do not exacerbate situations, restricting sanctioned entities from our platforms, and providing transparency to enable informed traveler decision-making. Our governance structure includes a Human Rights Working Group and Steering Committee that meets quarterly to advance our efforts to assess, address, track, and communicate our human rights approach.

In 2025, we strengthened our approach to enhanced due diligence of CAHRAs by:

- Applying a data-driven model to identify high-risk jurisdictions.
- Conducting biannual audits of identified high-risk jurisdictions and assessing whether restrictions, nomenclature adjustments, or traveler advisories are warranted.
- Providing clear labeling and travel advisories for properties in CAHRAs to support informed decision-making. These advisories are surfaced at key points in the booking flow and reference government-issued travel warnings where applicable.

We recognize these are sensitive and complex issues, and we remain committed to continuously monitoring the positions taken by the EU, U.K., and U.S. governments while maintaining our dedication to human rights and transparency.

Governance

In this section

26 Our Board of Directors
27 Oversight
28 Business Ethics
29 Tax
30 Privacy, Cybersecurity, and AI

UN Sustainable Development Goals

8. Decent Work and Economic Growth

16. Peace, Justice and Strong Institutions

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 guidelines[16] applicable to its members, designed to further align the interests of the directors with the interests of the Company's stockholders.

Board Committee Composition[17]

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 84
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 62
Other Public Board Commitments: 0
Director Experience & Expertise

M. Moina Banerjee
Co-President, JBG Smith Properties
(A)
Independent Director
Tenure 2023 | Age 44
Other Public Board Commitments: 0
Director Experience & Expertise

Chelsea Clinton
Vice Chair, Clinton Foundation
(C) (N)
Independent Director
Tenure 2017 | Age 46
Other Public Board Commitments: 2
Director Experience & Expertise

Henrique Dubugras
Chairman, Brex Inc
Independent Director
Tenure 2022 | Age 30
Other Public Board Commitments: 1
Director Experience & Expertise

Ariane Gorin
Chief Executive Officer, Expedia Group
(E)
Executive Director
Tenure 2024 | Age 51
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 73
Other Public Board Commitments: 1
Director Experience & Expertise

Dara Khosrowshahi
Chief Executive Officer, Uber Technologies, Inc.
Non-Independent Director
Tenure 2005 | Age 56
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 59
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 56
Other Public Board Commitments: 1
Director Experience & Expertise

Alexandr Wang
Chief AI Officer, Meta Platforms, Inc. and Founder and Board Member, Scale AI
Independent Director
Tenure 2023 | Age 29
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

16 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.

17 As of April 29, 2026.

Oversight

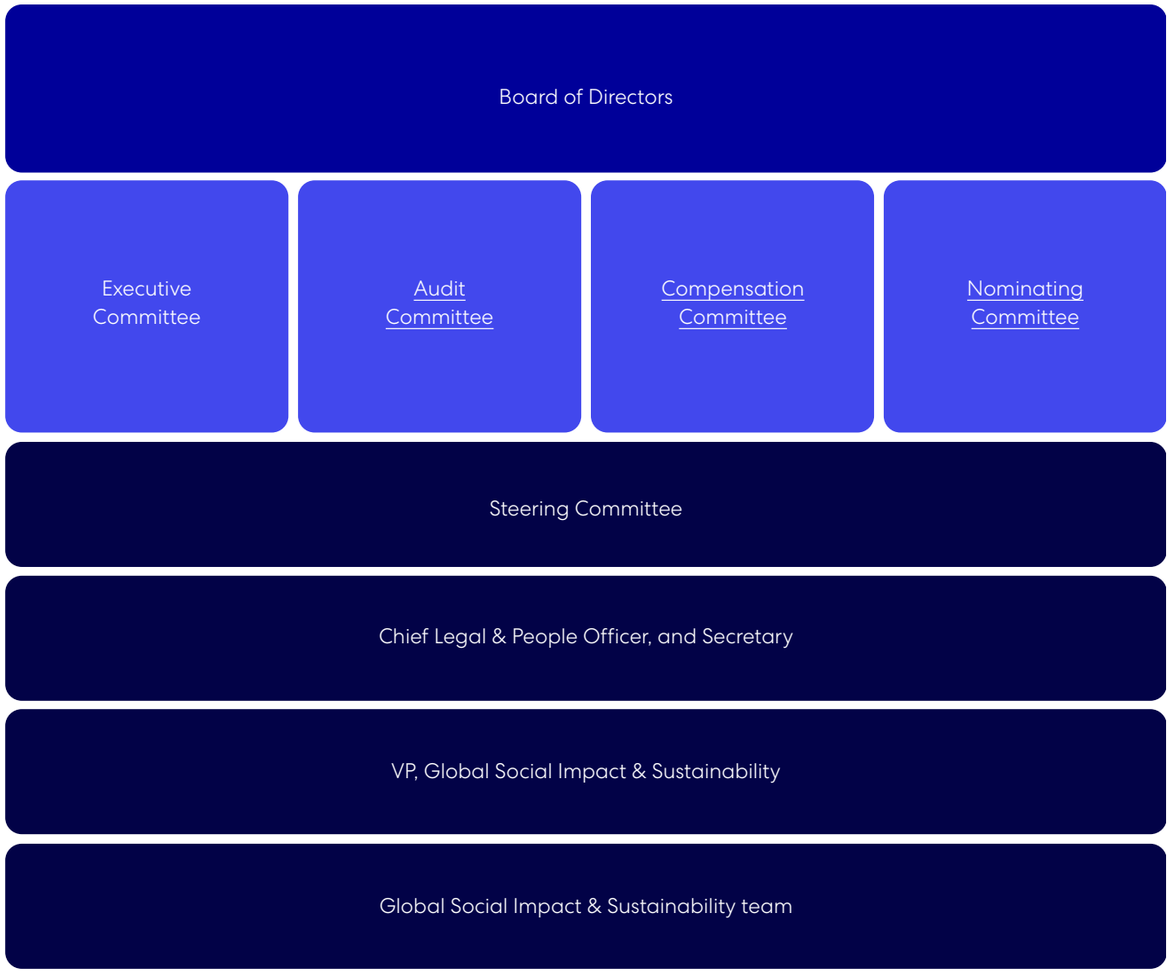
Effective corporate governance is the foundation of our responsible business initiatives. From our CEO and Senior Management team and throughout our Company, we are leveraging our deep understanding of, and leadership in, the travel industry to drive forward Expedia Group's initiatives.

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 Legal & People Officer, and Secretary, 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 Legal & People Officer, and Secretary, 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 were 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 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 participate in several industry, business, and tax professional associations in the United States, including the Silicon Valley Tax Directors Group, 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. 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 engage with governments on tax policy matters as part of our membership of EU Travel Tech.

Privacy, Cybersecurity, and AI

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 such as those 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 process for assessing, identifying, and managing privacy and cybersecurity risk 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 Information Security Officer (CISO), 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 CISO 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.

Training Completion Rates[18]

98%

Security and Privacy

18 As of January 12, 2026.

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 CISO 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 of 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 CISO, in coordination with the CEO, CFO, CTO, Chief Privacy Officer, and Chief Legal & People Officer, and Secretary, 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 CISO, 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.

The Privacy Group, led by the Chief Privacy Officer, in coordination with the Governance, Risk, Compliance, and Privacy (GRCP) team, the CISO, CTO, CPO, CLO, brand GMs, and marketing leaders, works collaboratively across Expedia Group to oversee the organization's compliance with global privacy and data protection laws by establishing and maintaining policies, standards, and controls that govern how personal data is collected, used, shared, and retained. It conducts risk assessments and DPIAs, monitors regulatory and industry developments, and provides practical guidance and training to the business to embed privacy-by-design into products and processes. The function also manages incident response and data subject rights processes, collaborates with security and other key stakeholders, and uses ongoing monitoring and assurance activities to identify, mitigate, and report on privacy risks across the organization.

Responsible AI

At Expedia Group, we believe artificial intelligence is a powerful tool to enhance travel experiences, streamline operations, and unlock new opportunities for travelers and partners. As a technology-driven company, we are committed to developing and deploying AI responsibly, guided by our Responsible AI principles to be beneficial, fair, transparent, accountable, privacy-conscious, and safe and secure. Our approach to Responsible AI is rooted in the belief that technology should serve people, and that trust is earned through thoughtful design, rigorous oversight, and continuous improvement.

Governance: In 2023, we established the Responsible AI Council, a cross-functional body tasked with overseeing the governance of AI systems across Expedia Group. The Council includes leaders from Technology, Legal, Privacy, and Data Science, and convenes regularly to review certain AI use cases, assess key risks, and guide strategic implementation.

Policy: Expedia Group's Responsible AI Policy sets clear expectations for ethical AI development and deployment. All AI systems must be designed to respect privacy, avoid bias, and ensure explainability and human oversight. High-risk applications require formal impact assessments and documentation of model performance, data provenance, and decision-making logic. Our policy aligns with global best practices and regulatory frameworks, including the OECD AI Principles and emerging standards in key markets.

In 2025, we advanced several initiatives that demonstrate our commitment to responsible AI:

- **Personalization Engine:** We launched a machine learning-based engine that tailors search results to individual traveler preferences, improving relevance and satisfaction.
- **Fraud Detection Models:** Our AI-powered systems analyze billions of data points to identify and prevent malicious activity in real time, enhancing safety for travelers and partners.
- **Generative AI in Customer Service:** We deployed generative AI tools to support agents with contextual recommendations, improving resolution times and customer outcomes while maintaining human oversight.
- **Sustainability:** As part of our commitment to sustainability, we are evaluating the environmental impact of AI systems across our operations. In 2025, we initiated an internal review of energy consumption associated with model training and inference, focusing on compute efficiency and renewable energy sourcing. We continue to engage with cloud providers to assess and improve the sustainability of AI infrastructure in support of our Net Zero Roadmap.
  - **Energy-Efficient AI Solutions:** We are working to prioritize AI models and tools that use less computing power and energy, including piloting smaller, customized models and approaches like retrieval-augmented generation to reduce environmental impact.
  - **Embedding Environmental Criteria:** We are exploring ways to embed environmental criteria into AI decision-making and procurement processes, including building sustainability requirements into AI tool RFPs and renewals.

Expedia Group is committed to ensuring that AI serves as a force for good in travel. Through robust governance, ethical policies, and sustainable innovation, we are building AI systems that reflect our values and support our mission to power travel for everyone, everywhere.

Appendix

In this section

33 GRI Index
35 SASB Index
36 TCFD Index
41 Data Assurance

GRI Index

Expedia Group's 2025 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, 46
2-2	Entities included in the organization's sustainability reporting	10-K Pages 63–64 Page 5
2-3	Reporting period, frequency and contact point	Expedia Group's 2025 Global Impact Report was published on April 30, 2026 and covers calendar year 2025. 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 9
2-5	External assurance	10-K Pages 48, 56–57 Page 41
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 13–20 Pages 26–27
2-10	Nomination and selection of the highest governance body	Proxy Page 17 Nominating Committee Charter
2-11	Chair of the highest governance body	10-K Pages 23–24
2-12	Role of the highest governance body in overseeing the management of impacts	Proxy Page 20 Pages 26–27
2-13	Delegation of responsibility for managing impacts	Proxy Page 20 Pages 26–27
2-15	Conflict of interest	10-K Page 24 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 22–33 Page 26
2-19	Remuneration policies	Proxy Pages 16, 41–77
2-20	Process to determine remuneration	Proxy Pages 16, 41–77 Compensation Committee Charter
2-21	Annual total compensation ratio	Proxy Page 72
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 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 28 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 27–29
2-28	Membership associations	Pages 8, 10–11, 23–24, 29
201-1	Direct economic value generated and distributed	10-K Pages 36–37
201-2	Financial implications and other risks and opportunities due to climate change	10-K Page 24 Pages 36–40
201-3	Defined benefit plan obligations and other retirement plans	10-K Pages 81–82
203-1	Infrastructure investments and services supported	Page 13

Disclosure Code	Disclosure Title	Disclosure Location
203-2	Significant indirect economic impacts	Pages 18–22
205-1	Operations assessed for risks related to corruption	Page 28
205-2	Communication and training about anti-corruption policies and procedures	Page 28 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 20–22, 27–29
207-1	Approach to Tax	Page 29 Tax Policy Statement Audit Committee Charter
207-2	Tax governance, control, and risk management	Page 29 Tax Policy Statement Audit Committee Charter
207-3	Stakeholder engagement and management of concerns related to tax	Page 29 Tax Policy Statement Audit Committee Charter
302-1	Energy consumption within the organization	Page 35
304-2	Significant impacts of activities, products and services on biodiversity	Pages 12–13
305-1	Direct (Scope 1) GHG emissions	Page 9
305-2	Energy indirect (Scope 2) GHG emissions	Page 9
305-3	Other indirect (Scope 3) GHG emissions	Page 9
305-5	Reduction of GHG emissions	Pages 8–9
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 17
401-3	Parental leave	Page 17
403-5	Worker training on occupational health and safety	Employee Code of Conduct
403-6	Promotion of worker health	Page 17
404-2	Programs for upgrading employee skills and transition assistance programs	Pages 15, 18
405-1	Diversity of governance bodies and employees	Proxy Pages 21–31
405-2	Ratio of basic salary and remuneration of women to men	Page 18
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 23–24 Human Rights Statement Modern Slavery Statement
413-1	Operations with local community engagement, impact assessments, and development programs	Pages 16, 19–22
414-1	New suppliers that were screened using social criteria	Page 28
415-1	Political contributions	Political Participation Policy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	10-K Pages 25–27

SASB Index

Expedia Group's 2025 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	• Total energy consumed • Percentage grid electricity • Percentage renewable electricity	Total energy consumed: 179,378 GJ[19] Total grid electricity: 73%[19] Total renewable electricity: 73%[19]
TC-IM-130a.2	• Total water withdrawn • Total water consumed • Percentage of each in regions with High or Extremely High Baseline Water Stress	Expedia Group does not publicly disclose this information.
TC-IM-130a.3	• Discussion of the integration of environmental considerations into strategic planning for data center needs	Please reference Page 8.
TC-IM-220a.1	• Description of policies and practices relating to behavioral advertising and user privacy	Please reference our Privacy Statement.
TC-IM-220a.2	• 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	• Total amount of monetary losses as a result of legal proceedings associated with user privacy	Expedia Group had no material monetary losses as a result of legal proceedings associated with user privacy in 2025. 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	• Number of law enforcement requests for user information • Number of users whose information was requested • Percentage resulting in disclosure	Expedia Group does not publicly disclose this information.
TC-IM-220a.5	• 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	• Number of government requests to remove content • Percentage compliance with requests	Expedia Group does not publicly disclose this information.
TC-IM-230a.1	• Number of data breaches • Percentage involving personally identifiable information • Number of users affected	Expedia Group had no material data security breaches in 2025. 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	• Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Please reference Pages 25–27 of our Annual Report on Form 10-K.
TC-IM-330a.1	• Percentage of employees that are foreign nationals	Expedia Group does not publicly disclose this information.
TC-IM-330a.2	• 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 15–17.
TC-IM-330a.3	• 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 Page 18.
TC-IM-520a.1	• Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Expedia Group had no material monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations in 2025. 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	• Entity-defined measure of user activity	Expedia Group does not publicly disclose this information.
TC-IM-000.B	• Data processing capacity and percentage outsourced	Expedia Group does not publicly disclose this information.
TC-IM-000.C	• Amount of data storage and percentage outsourced	Expedia Group does not publicly disclose this information.

19 As of December 31, 2025.

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 Legal 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 Legal & People Officer, and Secretary, 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 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	Acute	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	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. **Priority Transition Risk: Shifts in Consumer Preferences** 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, 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 which destinations are more vulnerable and offer viable, alternative future travel options. 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. 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. 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. 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. 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 a higher likelihood of a response to the risk (i.e., not visiting that location). This sensitivity to the physical impacts of climate change and the 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. **Priority Physical Risk: Acute, Increased Severity of Extreme Weather Events** 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 the everyday productivity of Expedia Group employees. 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: • 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 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.).

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.	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. **Business and Strategy:** · **Operations** – Physical climate- and weather-related disruptions inform our risk-mitigation strategies and costs at our facilities globally. For example, we are building resilience 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** – As part of our Climate Action Plan to mitigate the 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. – We capture 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; car rentals and cruises; activities; and packages — to ensure we are providing this information to our travelers. · **Products and Services** – 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** – 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. **Financial Planning:** 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.

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.	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. 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. 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: • 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 optimistic (below 2°C), current-state (2°C–4°C), and pessimistic (above 4°C) scenarios. • 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). 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). 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 that 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 that 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. The uncertainty accounted for in both our climate-related transition and physical risk analyses allows 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 the tracking of identified metrics, effective risk management, and setting impactful targets.
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.	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. 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 resilience 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 16 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.
	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.	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 resilience 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 16 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.	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. 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. 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.
	Disclose Scope 1, Scope 2, and — if appropriate — Scope 3 greenhouse gas (GHG) emissions, and the related risks.[20]	• Scope 1: 3,702 $mtCO_2e$ • Scope 2: 13,042 $mtCO_2e$ • Scope 3: 390,711 $mtCO_2e$ – Category 1 – Purchased Goods and Services: 347,541 $mtCO_2e$ – Category 2 – Capital Goods: 5,501 $mtCO_2e$ – Category 3 – Fuel- and Energy-Related Activities: 3,840 $mtCO_2e$ – Category 5 – Facility Waste: 692 $mtCO_2e$ – Category 6 – Business Travel: 17,480 $mtCO_2e$ – Category 7 – Commute and Home-Working: 15,243 $mtCO_2e$ – Category 8 – Upstream Leased Assets: 414 $mtCO_2e$
	Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets.	As a foundation of our climate efforts, in 2022, Expedia Group became the first global OTA to sign the Glasgow Declaration on Climate Action in Tourism. In 2023, Expedia Group published its inaugural Climate Action Plan, including the results of our climate risk assessment aligned with the TCFD, and a commitment to reach Net Zero[21] GHG emissions by 2040. Net Zero[21] by 2040: • Reduce absolute Scope 1, Scope 2, and upstream Scope 3 GHG emissions at least 90% by 2040. Near-Term Targets:[22] • Reduce absolute Scope 1 and 2 GHG emissions 75% by 2030. • Engage our value chain to ensure 78% of our suppliers set science-based targets by 2028.[23]

20 As of December 31, 2025. Measured in $mtCO_2e$. Scope 2 and Scope 3 GHG emissions reported using the location-based method.
21 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.
22 Expedia Group's near-term reduction targets are based on a 2022 base year.
23 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.

Data Assurance

APEX

VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Expedia Group, Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Expedia Group, Inc. (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: CO_2, N_2O, CH_4, HFCs, PFCs, SF_6, NF_3

GHG Emissions Statement:

- **Scope 1:** 3,702 metric tons of CO_2 equivalent
- **Scope 2 (Location-Based):** 13,042 metric tons of CO_2 equivalent
- **Scope 2 (Market-Based):** 283 metric tons of CO_2 equivalent[1]
- **Scope 3:**

  Purchased Goods & Services: 347,541 metric tons of CO_2 equivalent

  Capital Goods: 5,501 metric tons of CO_2 equivalent

  Fuel- and Energy-Related Activities (Location-Based): 3,840 metric tons of CO_2 equivalent

  Waste Generated in Operations: 692 metric tons of CO_2 equivalent

  Business Travel: 17,480 metric tons of CO_2 equivalent

  Employee Commuting (Location-Based): 15,243 metric tons of CO_2 equivalent

  Employee Commuting (Market-Based): 15,502 metric tons of CO_2 equivalent[1]

  Upstream Leased Assets (Location-Based): 414 metric tons of CO_2 equivalent

  Upstream Leased Assets (Market-Based): 475 metric tons of CO_2 equivalent[1]

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 (2023 data), 2025
- International Energy Agency (IEA) Emission Factor Database (2022 data), 2024
- 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 (2022 Data), 2024
- Association of Issuing Bodies (AIB) European Residual Mixes, June 4, 2024
- Australian National Greenhouse Accounts Factors 2023
- Canada 2021 National Inventory Report, April 12, 2021
- Supply Chain Greenhouse Gas Emission Factors v1.3, July 10, 2024

Period covered by GHG emissions verification:

- January 1, 2025 to December 31, 2025

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.

GHG Emissions Verification Methodology:

Evidence-gathering procedures included but were not limited to:

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

Verification Opinion:

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

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

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

Statement of independence, impartiality and competence

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

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

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

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

Attestation:

Kate Pagan

Kate Pagan, Lead Verifier
ESG Project Manager 2
Apex Companies, LLC
Seattle, Washington

Trevor Donaghu, Technical Reviewer
ESG Director
Apex Companies, LLC
Pleasant Hill, California

April 28, 2026

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

[1] The Green-e® and AIB European Residual Mix emissions factors used in Scope 2 Market-based, Scope 3 Category 7 Employee Commuting Market-based, and Category 8 Upstream Leased Assets Market-based emissions consist only of CO_2. Though required by the GHG Protocol, the exclusion of CH_4 and N_2O from the residual mix factors is not material.