

A group of six tourists, including a man in a straw hat and a woman in a red jacket, are gathered in the foreground of an ancient stone temple complex. The temple features three prominent, tiered spires in the background. The scene is set in a bright, sunny environment with stone balustrades and palm-like plants in the foreground.

GLOBAL IMPACT REPORT 2022



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A Word From...

OUR CHAIRMAN & CEO — PETER KERN

Expedia Group's roadmap to a more inclusive, accessible, and sustainable travel industry.

At Expedia Group, our mission is clear — we power global travel for everyone, everywhere. As travel continues to rebound, it is even more apparent that people have an innate need to come together. To that end, we will continue to work to remove barriers to travel, support local communities and diverse travel destinations, and increase economic opportunities for local businesses that power much of the global travel industry, all while forging a more sustainable path for our business.

We will realize these strategic priorities by providing our travelers with trusted information, allowing them to confidently book travel options that meet their unique needs and align with their values. We will use the power of our platform to enable small businesses and start-ups that are innovating to create broader access to travel and a more responsible travel industry, and we will create resources and incentives for our global partners to accelerate their sustainability efforts.

By integrating social impact and sustainability into the fabric of our organization and the decisions we make, we will be able to truly realize the full potential of these initiatives. We've built the foundation for this work and our plan is in motion. This report details the next phase of our efforts.

Our success depends on our people, and their dedication to bringing our mission to life. I am energized by the progress we've made and the many achievements of our teams across Expedia Group. As we continue to lead in travel innovation, we look forward to the bright future of more responsible travel.





A Word From...

OUR VP OF GLOBAL SOCIAL IMPACT AND SUSTAINABILITY — ADITI MOHAPATRA

This past year has reminded us of the importance of collaboration and the transformative power of travel to bring people together.

At Expedia Group, 2022 reinforced the unique position we're in to create real, positive change — always striving for a more transparent and equitable travel industry.

Building on our belief that travel is a force for good, we were proud to formalize our new Open World™ impact strategy in September. Open World is our bold vision for the future of travel. It prioritizes sustainability, inclusion, and impact and exemplifies the power our technology can have when utilized for good. Our goal is to create a world where travel is accessible to all, and where every trip makes a positive impact on people and places. Our new strategy focuses on three priorities: economic advancement, increased access to travel, and more sustainable travel solutions. We are making meaningful investments to support and uplift local communities, removing barriers to travel, and prioritizing and promoting responsible tourism to deliver long-lasting impact for our stakeholders.

Our industry has an opportunity to transform and help drive change globally, and we've been proud to serve as a catalyst for industry-leading initiatives that empower travelers and communities alike. I've had the privilege to witness firsthand the commitment and dedication our employees, partners, and travelers bring to creating a more inclusive and sustainable travel ecosystem.

Last year, I spoke of the inspiration I draw from our core value: Go Get What's Next. It's about recognizing the potential of our industry to take every opportunity to arrive at a more sustainable and responsible destination. Throughout 2022, I have seen this value brought to life in how our people and partners drive progress forward. There's a long road ahead, and we know our work is far from done as we continue to strive for a more responsible, equitable, and sustainable world through the power of travel.

Who We Are

At Expedia Group (NASDAQ: EXPE), we help people experience the world in new ways every day, creating lasting memories and forging meaningful connections.

About Expedia Group

The Expedia Group portfolio of brands is united by a commitment to provide unparalleled choice for travelers, delivering unique options through a global ecosystem of travel companies.



We want to offer choice for travelers while supporting industry partners with resources and tools that enable shared growth. At Expedia Group, our business is focused across three key areas:

Expedia Group Brands — Bringing each Expedia Group company under a single umbrella.

Expedia Group for Business — Delivering business-to-business (B2B) solutions and building relationships throughout the travel ecosystem.

Expedia Group Product & Technology — Driving our product and platform strategy to innovate accessible, equitable products, providing quality experiences for travelers, partners, and developers.

REACHING THE WORLD THROUGH GLOBAL DISTRIBUTION

+15K employees in 50 countries

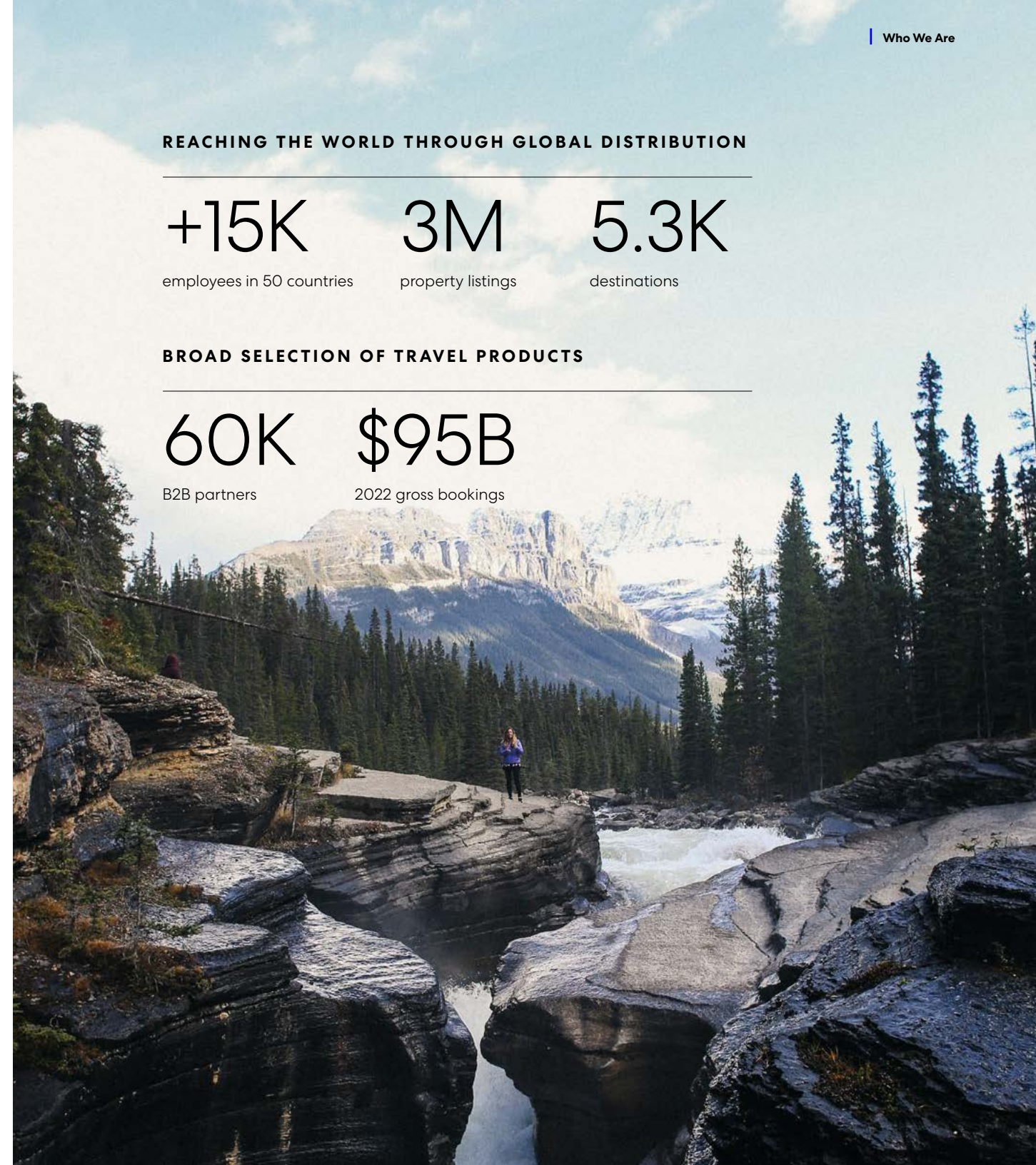
3M property listings

5.3K destinations

BROAD SELECTION OF TRAVEL PRODUCTS

60K B2B partners

\$95B 2022 gross bookings



2022 Year in Review

The resilience and innovation of our employees, partners, and travelers are what enable us to deliver positive impact. Our focus has never been clearer, and we're proud of the progress we made in 2022 toward a more sustainable and equitable travel industry.

COMMUNITIES

25%

of global employees participated in 293 Month of Caring projects

Doubled

accommodation accessibility attributes listed on our platform

15

new partnerships to support accessible and inclusive travel

5:1

Employee Match for Ukraine aid resulting in \$1.2M in donations

PEOPLE

22%

of 2022 U.S. new hires were from racially and ethnically URI¹

47%

global women representation

1:1

global gender pay equity

\$0.99

earned by URI¹ for every \$1 earned by non-URI¹ employees in the U.S.

PLANET

100%

powered by renewable electricity across our global facilities since 2020

Carbon Neutral

for our global operations since 2017

9,800

Signatories to the UNESCO sustainable Travel Pledge

Nearly 60K

properties listed with Electric Vehicle charging and nearly 6,000 with eco-certifications

¹ Underrepresented Identities (URI): Refers to underrepresented individuals within Expedia Group, and aligns with the percentage of employees in relation to demographics of the local labor pool, and includes the following race/ethnicity categories: Black/African American, Hispanic/Latino, Two or More Races, American Indian/Alaska Native, Native Hawaiian/Other Pacific Islander.

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OPEN WORLD IMPACT STRATEGY

Through our Open World Impact Strategy, we will use the power of our platform, technology, and partnerships to deliver on our mission of powering responsible and accessible travel for everyone, everywhere. We will accelerate our social impact and sustainability work to deliver greater positive impact for our employees, our communities, and our planet. To achieve this, we have identified three priorities:



Economic Advancement

We will **strengthen economic opportunity** by enabling the growth and success of local and small businesses within the travel ecosystem.

We will continue to **diversify and democratize the business of travel** by supporting businesses focused on improving the representation and experience of underrepresented travelers to ensure more people benefit from the industry's growth.



Inclusive Pathways

We will **make travel more accessible** to underserved travelers.

We will **advance travel equity** for all by identifying equity gaps and barriers to travel, and by working with partners across the industry to reimagine travel in a way that welcomes all.



Prosperous Planet

We will **power more sustainable journeys** by enabling travelers to act responsibly and encouraging partners to offer more eco-conscious travel options, collaborating to innovate for the future of travel.

We will **align with a Net Zero future** and take action to mitigate and adapt to the impacts of climate change on our business.



Economic Advancement

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A TRAVEL INDUSTRY THAT BENEFITS EVERYONE

To create connections and bridge divides, we must do more to democratize the travel and tourism industry. That means developing the tools and solutions that help our existing partners develop better travel solutions and it also means creating space so that startups and small- and medium-sized businesses (SMBs) can succeed.

For some destinations where Expedia Group operates, the travel and tourism sector serves as a significant driver of community economic and social development, creating employment opportunities and supporting local livelihoods. However, globally much of the revenue from the travel industry is not distributed equitably, with profits flowing away from the destinations where they were earned. We are encouraging shared prosperity and increasing access to the travel economy so that more people can benefit from the industry's growth.

Strengthening Economic Opportunity

The travel and tourism sector comprises 80% of SMBs, many of them individual- or family-owned enterprises.² We want to strengthen economic opportunities throughout the travel ecosystem to ensure more people and communities can access industry growth. That means using the power of our technology platform and resources to enable shared success and investing strategically to empower local SMBs.

Diversifying the Business of Travel

Building on our commitment to supporting local and SMBs in destinations globally, we encourage greater representation of historically underserved entrepreneurs among our partner base and throughout the industry to create a more vibrant and diverse travel ecosystem. This includes collaborating with our global network of partners to better identify and support diverse businesses, and forging new partnerships to amplify our scope for addressing inequalities to economic and employment opportunities within the industry.



² World Travel & Tourism Council.

ACCELERATING PROGRESS

We created the Open World Accelerator to democratize access to the benefits of the travel industry, helping startups and SMBs fast-track their growth and innovation as part of our journey to becoming the leading technology partner for travel businesses. This three-year initiative kicked-off in 2022 with the announcement of two distinct programs, advancing innovation and catalyzing growth for Expedia Group Open World:

1. Impact Program: Empower the travel industry.
2. Tech Program: Fast-track new platform capabilities.

To be announced during 2023, this will focus on accelerating new platform capabilities through co-development.

The Inaugural Impact Program Cohort

We received hundreds of applications from businesses around the world and, in January 2023, welcomed a cohort of 12 companies, each focusing on developing solutions that make travel more open and accessible, particularly for underserved travelers. Future cohorts will advance additional goals of the Open World impact strategy.

“This program is a massive step forward in how we engage with underserved traveler communities, working with these startups that are doing things that we can’t because of our size and just our scale. They’re really filling gaps in travelers’ needs and hopefully most of these companies can become long-term partners with Expedia Group.”

VP OPERATIONS AND SERVICES, EXPEDIA GROUP MEDIA SOLUTIONS, DOUG PARK

Comprehensive Program Benefits

Over five months, our inaugural Impact Program cohort will work on solutions to increase access for underserved travelers. Participants will benefit from our insights and technology, as well as regular coaching and 1:1 mentoring, networking opportunities, up to \$20,000 in equity-free grants, and brand exposure on Expedia Group platforms.

Creating a Space of Shared Learning

While the Open World Accelerator aims to advance the work of startups and SMBs, it also represents a learning opportunity. Each of the 12 companies in our first cohort brings to the table a wealth of experience and community insight. By drawing on their expertise, we can enhance our own capabilities and offerings to solve critical travel problems, developing increasingly effective solutions that enable a more open and accessible travel ecosystem.



TRAVELER ACCESSIBILITY



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



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



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



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



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



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

“... I think a lot of people don't end up traveling because they are insecure about their abilities and what they can do, and the fact that Expedia Group is working towards something to make people more comfortable, independent is just really awesome to be a part of and really happy to be here.”

CO-FOUNDER, IACCESS LIFE, BRANDON WINFIELD

TRAVEL INCLUSIVITY & SAFETY



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



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



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



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



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



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

“I'm so grateful that Expedia Group is investing in underserved entrepreneurs like us. This program gives us a chance to share our unique insights and receive valuable support and validation in return. Above all, this program has the power to inspire other entrepreneurs and travelers to pursue their dreams, no matter what their background is. Expanding opportunities for underrepresented groups is a crucial step forward for innovation, and I'm excited to be a part of it.”

CO-FOUNDER, FLYWALLET, ALEJANDRA FERNANDEZ

PARTNERING FOR ECONOMIC INCLUSION

Creating space for diverse travel businesses to prosper, while delivering value for communities and the environment, is the key to realizing a better travel industry. It's why we are committed to supporting organizations that unlock economic opportunities for underrepresented industry players.



Investing in the Future of Travel With The Reset Tourism Fund

We believe in the [UnTours Foundation's](#) mission to support sustainable small businesses that create jobs and build strong, more equitable, and just communities. For the last 30 years, the foundation has provided low-interest loans to social entrepreneurs and businesses globally, and as an extension to this effort, in January 2023, they announced the creation of the [Reset Tourism Fund](#) with support from Expedia Group.

The Reset Tourism Fund has a clear and ambitious aim to reshape the travel industry by providing growth capital to entrepreneurs and businesses building a better future for tourism. As part of our grant, we signed on as a founding partner, providing initial funding for the first year of a multi-year project to support businesses that are:

- Led by underrepresented founders and leaders
- Embedding community-enhancing practices into their business models
- Restoring livelihoods and combating poverty by providing good jobs in local communities
- Regenerating rather than extracting from the natural environment
- Offering all travelers a meaningful and culturally appropriate experience

10%

of global GDP,³ 10% of global jobs,³ and roughly 8% of global emissions⁴ are accounted for by tourism, making it an incredibly powerful tool to improve global health and well-being.

³ [World Travel & Tourism Council](#).

⁴ [Nature Climate Change](#) and [Sustainable Travel International](#).

Financing Inclusive Travel

The Reset Tourism Fund will use UnTours Foundation's expertise in strategic investing along with Expedia Group's ecosystem, marketing, and networks to maximize impact. Through our grant, the fund will prioritize investments in high-impact companies working to remove barriers for travelers, including travelers with accessibility needs, underrepresented racial and ethnic identities, LGBTQIA+ community, women, and those with limited economic and socioeconomic means.

\$250K

contributed to the Reset Tourism Fund in 2022, which will benefit entrepreneurs contributing to positive sector transformation.

Diversifying the Pipeline With Tourism Cares

Throughout 2022, we built on our existing partnership with [Tourism Cares](#), supporting their ambition to unite the travel industry through positive social, environmental, and economic impact. They are achieving this by creating opportunities, empowering communities, amplifying culture, and protecting the environment, all while fostering diverse perspectives and inclusivity.

During the year, Tourism Cares, with funding from Expedia Group, led development of The Pathways Project, an initiative to increase representation of Black, Indigenous, and other historically underrepresented individuals among travel and tourism workers. This includes creating pathways to more inclusive recruitment and training to help a diverse talent pool pursue careers in the travel sector, in positions as cultural heritage tour guides, tour directors, interpreters, and storytellers. Over the last year, seven applicants have completed the Pathways training, with a further 36 anticipated to graduate in early 2023. Through mentorship, education, and training, these individuals will be poised for success and assisted with employment opportunities upon graduation.



Empowering Partners With Certify

Behind every one of our products and services lies a network of skilled partners. We want to celebrate and increase the diversity of this network, expanding opportunities to more small and diverse-owned businesses. In December 2022, we engaged [Certify](#), a diversity badging system, to improve visibility of diverse businesses in our retail partner ecosystem. Following a few simple steps, eligible publishing partners can gain certification across various categories as defined by Certify, including:

They can then display this certification both online and offline, celebrating their identity while encouraging greater industry inclusion. A [co-branded landing page](#) will help drive further engagement with the initiative, and Expedia Group has committed to covering Certify subscription costs so that diverse publishers can participate at no personal expense.

SERTIFY DIVERSITY BADGE CERTIFICATIONS



Inclusive Pathways

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CREATING AN INCLUSIVE TRAVEL ECOSYSTEM

Travel has the power to bridge divides — physical, mental, and cultural, and we believe that everyone should have access to enriching travel experiences. It's why we endlessly pursue opportunities to advance equity, removing barriers so everyone can experience great travel — no matter who they are or where they are from.

As a key player in global efforts to democratize access to travel, we recognize the unique role and responsibility Expedia Group has in leveling the field for all travelers. We also realize the scale and influence we have in encouraging partners across the industry to do the same.

Making Travel More Accessible

Today, 15% of the global population lives with a disability, yet only 1% of travel marketing incorporates representation of travelers with disabilities. At the same time, less than 55% of people report seeing travel options that are accessible to all abilities, or inclusive of all traveler groups.⁵

Change starts from within, and we have made it our mission to build our internal capabilities to improve experiences for underserved travelers. We can then utilize our broad sphere of influence to engage peers and experts in collectively driving accessibility globally.

Advancing Travel Equity

While promoting accessibility we must also address the historical, physical, and socioeconomic barriers that block certain groups from experiencing travel. This starts with identifying equity gaps and partnering across the industry to target the most significant barriers. We can then use this valuable insight to reimagine the travel landscape, evolving a more equitable ecosystem that creates space for people of all backgrounds and from all walks of life.

TODAY'S LANDSCAPE: BARRIERS TO TRAVEL

88%

of travelers with disabilities do not feel equipped with the accessibility information needed to confidently book accommodations.⁶

50%

of LGBTQIA+ travelers identify safety of a destination as a concern when deciding where to travel.⁷

48%

of people earning \$30,000 USD a year have never been able to leave the U.S.⁸

65%

of women state safety as being their main obstacle to solo travel.⁹

Social barriers

have meant that Black Americans are significantly less likely to have ever traveled abroad than White or Hispanic Americans.⁸

74%

of Americans have gone into debt to cover vacation costs.¹⁰

⁵ Expedia Group, 2022 Inclusive Travel Insights Report.

⁶ Wheelchair Travel.

⁷ MMGY Global.

⁸ Pew Research Center.

⁹ Statista.

¹⁰ Wakefield Research.



ENABLING MORE ACCESSIBLE TRAVEL

Our solutions need to work for everyone, so we build them with accessibility and inclusivity in mind, designing for as many people as possible and partnering with like-minded peers to amplify our impact.

Leading in Accessible Travel

We aspire to be a leader in accessible travel. To achieve this, we must understand where we — and the industry more widely — are today. In May 2022, we published an internal State of Accessible Travel report to drive greater understanding of current traveler experiences. What we found was that while people with disabilities view travel as a fun opportunity to explore new places and relax, it is also a source of anxiety. This illustrates the need for more accessible travel and accommodation options, and the need for them to be easily identifiable in booking systems.

During 2022, we continued to learn more about accessible travel experiences. The Customer Advocacy team collected insights from across traveler feedback forums to understand where the greatest issues lie in relation to accessible lodgings and flights. We also held a study with our Lodging Partners, to understand how they handled travelers' accessibility requests, and if they were equipped to meet a broad spectrum of accessibility needs. Finally, in collaboration with the organization Guide Dogs for the Blind, we held a Guide Dog Awareness Day in our Seattle office, to learn how guide dogs are trained and the immense value they bring to our visually impaired and blind travelers.



Breaking Down Barriers to Travel

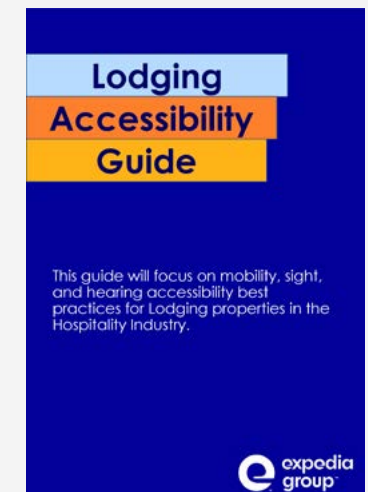
Where travelers stay plays a significant role in their overall experience, and when lodging options don't cater to everyone it creates a barrier to fully inclusive travel. Throughout 2022, we took several steps to ensure greater accessibility across travel options.

Establishing Baselines: To build a plan to advocate for the disability community, we had to establish a baseline understanding of current experiences. Our Customer Inclusion & Diversity team worked with Customer Advocacy teams to understand the experiences travelers with accessibility needs currently have while traveling with us. We also ran our first study centered on the experience of travelers with accessibility needs. Using this data, we were able to pinpoint key concerns and develop a strategy to enhance experiences.

Accessibility Content: Through our baseline research, we found that 73% of our biggest issues could be remedied by better, more thorough content. To address this, we:

- Published a [Lodging Accessibility Guide](#) to help educate partners on the importance of, and definitions for, accessible content. It also provides recommendations for setting up accessible rooms, following best practice standards, and delivering staff training on disability inclusion.

- Connected with partners at EXPLORE 22, Travelability, and partner conferences in Miami and Orlando to promote accessible travel.
- Effectively doubled the amount of accessible content coverage with our largest lodging partners, and defined 83 additional attributes that provide objective information that empowers travelers to make their own decisions about the accessibility of lodging choices.
- Through our Accessibility Content working group we established [new guidelines for accommodating guests with services animals](#). We are now in the position of being able to use this content to improve the display of accessibility information to our travelers in the coming months.



Designing for Accessibility

We are committed to driving accessibility across our digital platforms. To support this aim, our User Experience Design team has partnered across the business to simplify the user experience across all our products, brands, sites, and app, resulting in the launch of the Expedia Group Design System (EGDS) in October 2022.

Rather than using multiple versions of the same component across teams, with varying levels of accessibility, the EGDS delivers a suite of consistent components for use across online platforms, creating more consistent experiences for travelers, suppliers, and partners. By providing a set collection of components for our engineers and developers to use, not only can we simplify and speed up the process for developing online content, we can also purpose-build components

for accessibility, better embedding it across our platforms. Our partners can also benefit from these improvements, leveraging EGDS components to drive consistency and accessibility in online experiences for their customers.

Enhanced Digital Accessibility

The travel experience starts as soon as someone arrives at one of our online platforms. That's why we embed accessibility into our digital systems. Our efforts are driven by a team of passionate employees — our Digital Accessibility Champions. We were proud to see this network grow by 66% in 2022 — from 38 members to 63. In particular, we noted a surge in user experience (UX) designers joining the network, which is something that will help embed accessibility deeper into our design lifecycle to improve experiences for customers and partners alike.



Ensuring Inclusive Traveler Representation

Travel should be accessible to everyone. That means creating experiences that are inclusive and equitable, ensuring a welcoming culture for travelers from all backgrounds.

Beyond embedding accessibility throughout the travel experience, our brands are working to enhance inclusive representation in our marketing materials. Harnessing internal insights and those of subject matter experts like The 360 Agency, we're developing an inclusive marketing strategy that better caters to underserved audiences. We're also setting a roadmap for 2023 to enhance brand

marketing to diverse travelers, with a particular focus on people with disabilities, as well as travelers from the Latinx and Black communities.

The Expedia Group Media Solutions team is similarly committed to enabling more equitable representation in marketing materials. During 2022, we created [Inclusion & Diversity in Travel Advertising Guidelines](#) to help partners expand representation in travel marketing, providing resources on how to embed diversity, inclusion, and accessibility considerations across advertising imagery, content, and language.

COLLABORATING FOR EQUITABLE TRAVEL SOLUTIONS

We are paving the way for more inclusive travel offerings by investing in solutions that reduce barriers, so everyone can benefit from positive travel experiences.

We recognize that various challenges can stand in the way of travel — from socioeconomic issues like limited financial means to more complex issues, like systemic racism and prejudice, as well as gaps in knowledge and education. Working strategically with partners to address these issues is essential to realizing a more inclusive ecosystem.

We created a targeted grantmaking program in 2022 to support impact-driven organizations working to remove barriers to travel globally. Through the program, we are providing like-minded organizations with funding to advance solutions that benefit travelers from underserved and underrepresented communities.

In 2022, we provided funding to nine organizations, targeting our investments to support progress across five key areas:

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



Grantee Spotlight: Global Glimpse

[Global Glimpse](#) partners with public high schools and youth development organizations across the U.S. to provide transformative travel, leadership, and global learning opportunities to students from diverse socioeconomic, racial, and geographic backgrounds. Their programs build empathy, agency, and global perspective, equipping students with the skills to succeed in college and careers and drive change in their communities. Since 2008, Global Glimpse has served over 7,500 students and 700 educators across 100 high schools, providing over \$14 million in travel scholarships.

Expedia Group and Global Glimpse have partnered to make the transformative power of travel possible for young people from all backgrounds. Expedia Group’s belief that travel strengthens connections and broadens horizons aligns with Global Glimpse’s mission to empower our next generation to bridge divides, and lead with empathy and global perspective. Together, we are building a future where travel is accessible for everyone, everywhere.

“Travel changes you! My trip to the Dominican Republic was my first time on an airplane, and the first time I had gone more than 500 miles away from my city. This trip left a remarkable impact on my life, and I am grateful I got the opportunity to be a part of it. I was able to meet the humblest and kindest people ever. I was able to step out of my comfort zone and feel free.”

GLOBAL GLIMPSE STUDENT ALUM, SAN JOSE, CA, KARINA SOLANO

TRAVEL FUND ORGANIZATIONS





Allies for Indigenous Communities

Nurturing a truly inclusive global culture and industry grounded in respect for different experiences, backgrounds, and peoples requires an acknowledgment of long-standing inequities for certain communities.

In 2021, we became one of thousands of organizations to formally commit to reconciliation with Australia's Aboriginal and Torres Strait Islander peoples through the [Reconciliation Action Plans \(RAP\)](#) program. During 2022, we began to operationalize our commitments and finalized Expedia Group's first RAP, endorsed by Reconciliation Australia. Among other actions, we identified practical solutions to drive reconciliation both internally and throughout our local communities. Our offices in Sydney and Brisbane now proudly display First Nations

artwork while a language guide ensures we are embedding inclusivity for First Nations employees and partners. Throughout 2023, we will continue our reconciliation journey by developing a new innovative RAP.

To expand cultural understanding and contribute to advancement across the wider Indigenous tourism industry, our brand, Wotif, sponsored the 2022 Australian Indigenous Tourism Conference. Additionally, Expedia Group sponsored the International Indigenous Tourism Conference hosted by the Indigenous Tourism Association of Canada in 2022. We also teamed up with peers to form the Tourism Reconciliation Industry Network Group (Tourism RING). Through this informal group of tourism organizations who have launched RAPs, we will collaborate to advance understanding and best practices in reconciliation.

Collectively Ensuring the Safety of LGBTQIA+ Travelers

Making travel safe for members of the LGBTQIA+ community is a top priority for Expedia Group. In particular, our Orbitz brand has long been dedicated to helping LGBTQIA+ travelers find welcoming hotels that put inclusivity at the heart of traveler experiences.

Since 2010, we have been a proud member of [The International Gay and Lesbian Travel Association \(IGLTA\)](#), a leading organization raising awareness about LGBTQIA+ welcoming tourism in the LGBTQIA+ community. We work to identify

partners who are also IGLTA members so we can promote them across our platform — and via our LGBTQIA+ filter — as properties that have pledged to make all guests feel safe, welcome, and respected.

We are dedicated to making travel safe for everyone and will maintain our IGLTA membership into 2023 and beyond. We will support the new [IGLTA Accredited program](#), engaging partners throughout our ecosystem to promote this new gold standard for travel brands committed to LGBTQIA+ equality and safety.



Prosperous Planet

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PRESERVING OUR PLANET

Safeguarding the future of travel requires taking steps to preserve natural spaces wherever we operate. We are reducing the environmental footprint of our own operations, while collaborating with the wider travel industry on efforts to protect the planet we all share.



Powering Sustainable Journeys

Travelers today want to explore the world in responsible ways. In fact, 59% of travelers in 2022 were willing to pay more to ensure their trip was more sustainable.¹¹ To meet this demand, we are developing solutions that empower travelers with clear, credible information about the relative sustainability of different travel products, while supporting partners to offer increasingly sustainable options.

Aligning With a Net Zero Future

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

Our Motivations

Climate change is one of the most pressing issues facing the world today. Over the past 50 years, natural disasters have risen in frequency by 500%, and science can attribute this to climate change.¹² Meanwhile, under a business-as-usual scenario, transport-related emissions from international tourism are expected to increase by 45% between 2016 and 2030, and by 21% for domestic travel.¹³

Irresponsible travel practices can exacerbate environmental issues, from water scarcity to waste production and natural ecosystem degradation. Travelers today are increasingly conscious of those impacts. Our 2022 [Sustainable Travel Study](#) found that 90% of travelers are seeking sustainable travel options, particularly those that lessen their environmental footprint, support local economies and cultures, and offer opportunities to discover new destinations.

SUSTAINABILITY: THE FUTURE OF TRAVEL¹⁴

3 in 5

travelers already opt for environmentally friendly transport or accommodation services.

7 in 10

travelers avoided destinations or services that they did not perceive as sustainable (even if the service providers claimed otherwise).

65%

of consumers would like more options for environmentally friendly transportation or accommodation for their next trip.

¹¹ Traveler Value Index 2022 Outlook.

¹² United Nations.

¹³ UNWTO.

¹⁴ Expedia Group, [Sustainable Travel Study](#).

TAKING ACTION FOR THE CLIMATE

Climate action requires everyone to play their part, which is why we're identifying and developing solutions to drive more sustainable, efficient operations.

Before we can reduce our greenhouse gas (GHG) emissions, we must understand our current footprint. We measure and report our GHG emissions annually to track year-over-year progress and identify areas for improvement. In 2022, we expanded our GHG inventory to measure additional sources of Scope 3 emissions, namely purchased goods and services and capital goods.

Going forward, our 2022 inventory will serve as a baseline for upcoming emissions reduction commitments. Therefore our 2022 inventory received limited third-party assurance.

Accelerating Our Ambitions

We're proud of the progress we've made to date. We achieved Carbon Neutral¹⁵ status in 2017 and have maintained it ever since. Beginning in 2020, we also purchased renewable electricity credits (RECs) each year, equivalent to the consumption of our global offices to achieve another milestone: 100% powered by renewable electricity.¹⁵

In April 2022, we built on this, becoming the first major global online travel agency to sign the [Glasgow Declaration on Climate Action in Tourism](#). As signatories, we have committed to:

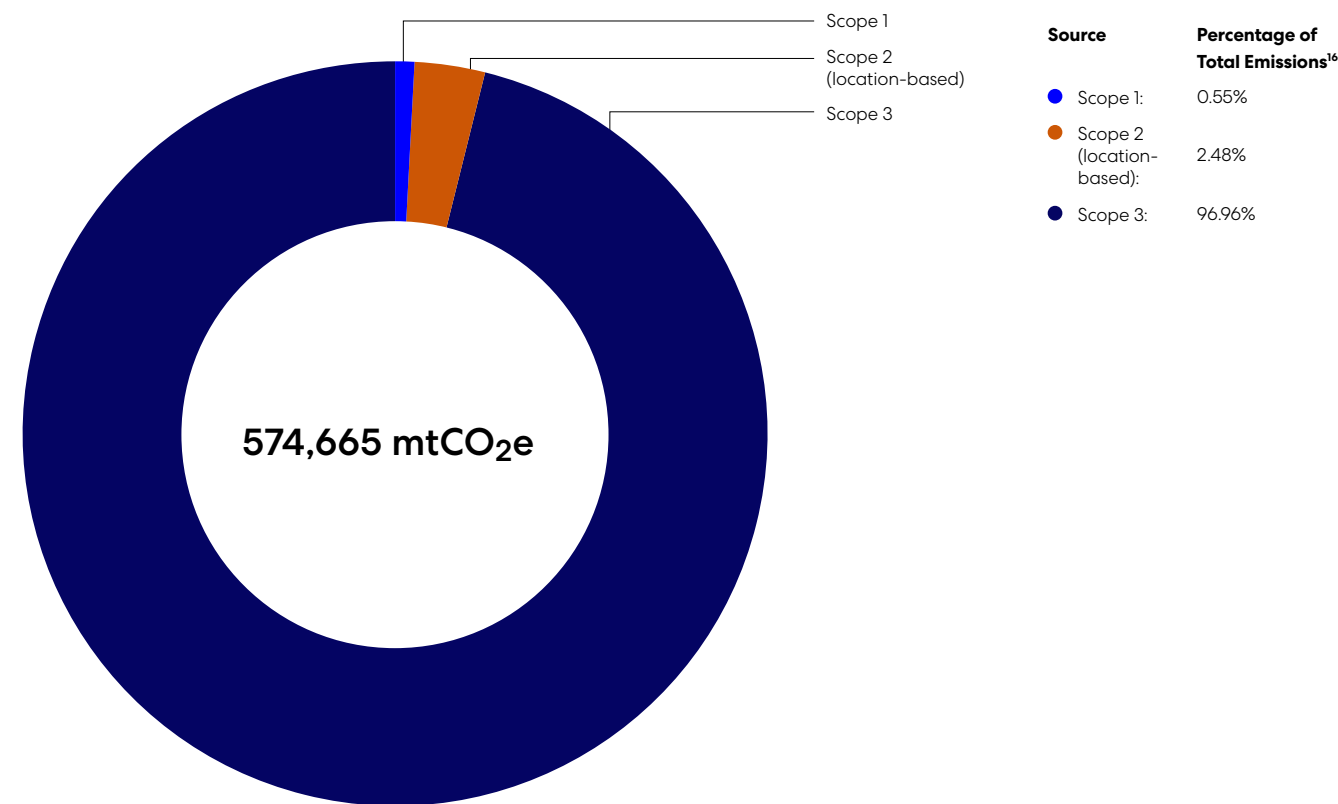
- Support the travel industry in halving its emissions by 2030 and reaching Net Zero as soon as possible before 2050.
- Deliver a Climate Action Plan including detailed commitments, timelines, and a roadmap for achieving Net Zero.
- Report publicly and annually on actions and progress against interim and long-term targets.
- Work in a collaborative spirit, sharing good practices and solutions across the industry.

In 2023, we will publish our first Climate Action Plan, which will include a climate risk assessment, science-aligned targets for our operations, and associated decarbonization roadmaps to reach Net Zero.

¹⁵ We achieved carbon neutral status for our operations in 2017 in accordance with the Carbon Neutral Protocol and have maintained this status through a combination of internal emissions reductions, Renewable Energy Credits, and Verified Carbon Offsets. We have purchased local-market verified renewable energy certificates corresponding to 100% of our estimated global office electricity consumption in accordance with RE100 Technical Criteria.

¹⁶ Some numbers may not add up to 100% due to rounding.

EXPEDIA GROUP'S 2022 GHG INVENTORY



Scope 3 by Category Relevant to Our Operations:	Percentage of Total Emissions ¹⁶
Category 1: Purchased goods and services	90.89%
Category 2: Capital goods	1.46%
Category 3: Fuel- and energy-related emissions	0.34%
Category 5: Facility waste	0.09%
Category 6: Business travel	2.33%
Category 7: Commute and home-working	1.74%
Category 8: Upstream leased assets	0.10%

A MORE SUSTAINABLE EXPEDIA GROUP

Our impact strategy ensures we approach environmental concerns holistically, looking not only at our emissions, but also at how we can protect nature and ecosystems, support communities, address equity concerns, and more.

Sustainable by Design

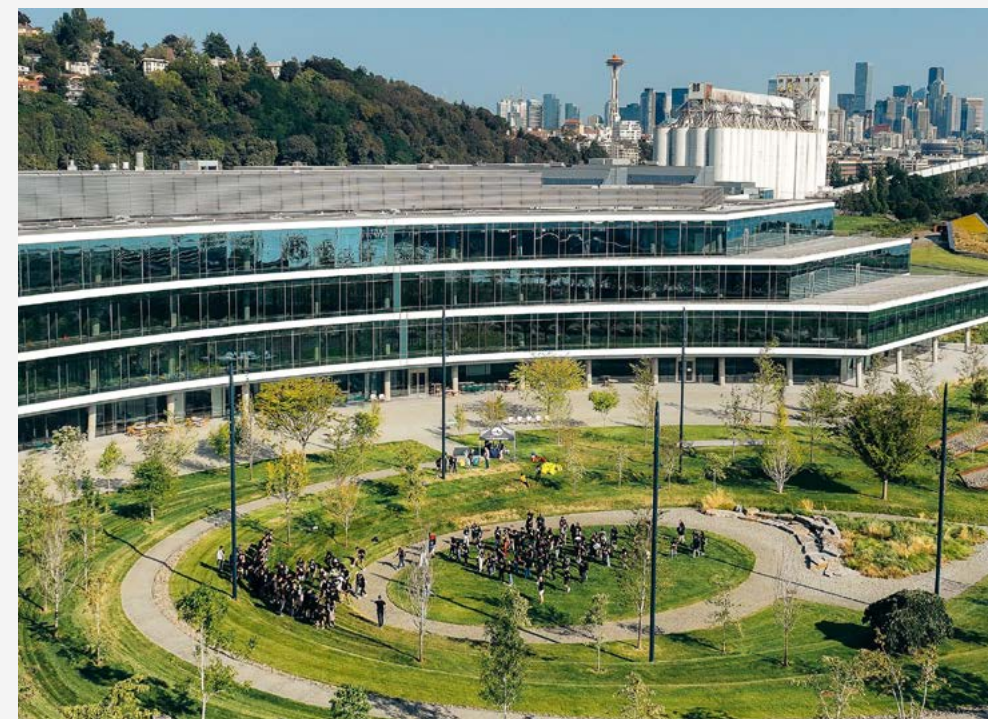
Expedia Group is a truly global company, with over 100 facilities and office spaces spanning nearly every continent. Though we lease almost our entire portfolio, we purchase renewable electricity to account for 100% of our consumption and continually work to improve operational efficiency.

External certifications, such as Leadership in Energy and Environmental Design (LEED) certification, validate our efforts. To date, we have achieved LEED Gold certification for our campuses in both Seattle and Gurgaon which, together, represent approximately a third of Expedia Group's global offices by square footage.

Giving Old Tech New Life

Just because something comes to the end of its useful life for us, doesn't mean it can't find new uses with someone else. We are working to reduce the carbon footprint of our operational waste by donating used computer equipment wherever possible.

In our Seattle HQ, our eIT Asset team worked with [Interconnection](#) in 2022 to donate 1,021 tech items, many of which went to low-income and underserved communities and nonprofits. Across the U.S. more widely, we repurposed another 1,003 computers while, in Europe and Asia, we donated 6,002 more. By making sure this equipment was reused, rather than broken down and recycled, we managed to avoid approximately 80 metric tons of GHG emissions.



Working With Nature

Back in 2019, we opened our Seattle, Washington campus — a state-of-the-art HQ with environmental sustainability at the core of its design. Three years on and we continue to evolve new site features that are better for the planet and our people.

A combination of existing buildings that were adapted for our use and new purpose-built structures, the HQ sits on 40-acres of waterfront land. Working with landscape architects, we have transformed some of the surrounding land to an array of outdoor environments — from meadows and courtyards to a mile-long beachfront.

Not only do these landscapes create space for employees to connect with nature, they also deliver valuable environmental services. For example, nine rain gardens facilitate rain absorption and help reduce run-off pollution into the neighboring waters. A new meeting space, made of natural materials and featuring a green roof, will create a biophilic haven for employees and biodiversity alike. Additionally, so that as many people as possible can enjoy the space, we have developed onsite parklands, which are open to the public.

POWERING SUSTAINABLE TRAVEL

Travel can be a force for good — for those who enjoy it and those who provide it — but also for the planet that makes it possible. We recognize travelers want more options that make sustainability a priority, and we are passionate about meeting that demand.



As a travel search engine, we don't own or operate travel experiences; rather, through our booking platforms, we connect travelers with global suppliers across a range of products — flights, car rentals, cruises, hotels, vacation rentals, activities, and packaged trips. We therefore have a valuable opportunity to support our travelers in making more sustainable, lower-carbon choices.

Developing Trusted Information

Travelers want sustainable travel options, but “sustainable” is a broad term, and 70% of customers say they feel overwhelmed about the process of becoming a more sustainable traveler.¹⁷ Before we can deliver the products and services customers want, we need to reach a clear, science-based consensus on what it means to enable “sustainable” travel. During 2022, we joined [Travalyst](#), a coalition founded by the Duke of Sussex to bring credibility and consistency to travel claims and labels, helping both customers and companies make better-informed choices.

For lodging, we are helping travelers understand and book more “eco-friendly” properties, and have added over 30 industry-aligned new attributes that help suppliers demonstrate their sustainable credentials. For aviation partners, we're in the process of implementing an industry-standard emissions calculator that will help travelers identify lower-emission flights.

Taken together, these, and future developments building on this foundation, will support more transparent information, catalyze meaningful action to advance cross-industry alignment, and send a clear signal to suppliers about what's expected of them.

Inspiring Commitments to Action

Intention leads to action and, around the world, many travel providers are just getting started on their sustainability efforts. To support and encourage them, Expedia Group partnered with [UNESCO](#) in 2020 to co-create the Sustainable Travel Pledge. The Pledge is a public commitment from signatories to support more sustainable travel options, community resilience, and the conservation of ecological and cultural heritage.

Since launching, over 9,000 hotels in more than 60 countries have signed the Pledge. The Pledge has also secured commitments from other industry players, including destinations, local governments, and eco-labels such as [Green Key](#). Green Key represents a leading standard in environmental responsibility for the tourism industry. By joining the Sustainable Travel Pledge in 2022, Green Key and its network of 3,200 Green Key-certified properties are now committed to collective action to protect people and planet alike.

Expedia Group is also a supporter of the Hotel Sustainability Basics program offered by the [World Travel and Tourism Council \(WTTTC\)](#). We encourage hotel partners who are just beginning to explore sustainability to take this initial step to becoming more environmentally friendly through their offerings.

¹⁷ Expedia Group, [Sustainable Travel Study](#).

PARTNERING TO ADVANCE SHARED AMBITIONS

Empowering people with more sustainable travel options is only half the story. The other half requires working with like-minded partners to advance sustainable solutions more widely, collaborating across the industry to meet the growing demand for truly responsible travel.

Creating Climate Champions

Travel and tourism are inherently location-based; every trip has a destination, and positive travel experiences hinge on vibrant, prosperous destinations. A destination's ability to remain resilient in the face of climate change is vital to its overall sustainability and, in turn, to safeguarding the future of travel.

Expedia Group has partnered with the [Travel Foundation](#), an independent charity with over 20 years of global expertise creating a better future for tourism destinations. Together, we are launching a new capacity-building program with training and guidance on climate action, specifically tailored to destination marketing organizations (DMOs). Participating DMOs will nominate employees to complete the training to become Climate Champions within their organization and wider destination community. Climate Champions will be equipped to help integrate sustainability into daily operations, create destination-specific climate action plans, and advocate for collective climate action — all aligned with the goals of the Glasgow Declaration on Climate Action in Tourism.

Collaborating to Protect Nature

For 30 years, the WTTC has advocated for a more inclusive, sustainable industry. Now, the WTTC has established a vision for a nature-positive industry by 2030, prioritizing actions such as:

- Integrating biodiversity safeguards
- Reducing carbon emissions, pollution, and unsustainable resource use
- Protecting and restoring nature and wildlife

Expedia Group has signed up in support of this vision. We're putting it into action by adopting a nature-positive approach to business operations and decision-making, helping enhance environmental literacy across the travel ecosystem.

Building Strong and Just Communities

Throughout 2022, we were proud to continue supporting the [Greenlining Institute](#) and their work helping communities of color thrive while meeting the challenges posed by climate change. Their multifaceted advocacy addresses the root causes of racial, economic, and environmental inequities to transform conditions for communities of color.

Meanwhile in our own backyard, we built on our award-winning commute program and world-class Seattle Campus with Destination Seattle — a new initiative to realize a more vibrant, people-centered city. The program, launched in 2022, brings together key stakeholders to advocate for a Seattle where people can enjoy the richness of its neighborhoods easily, safely, and reliably. Through Destination Seattle we engaged with the Washington State Legislature to help enact the largest state transit and multimodal commuting investment in history.

Driving Industry Collaboration

Our annual EXPLORE event represents an opportunity for Expedia Group's partners to come together around building a game-changing travel ecosystem, reimagining our marketplace, and creating incredible new products for travelers and partners. Sustainability was on the agenda in 2022, and partners convened to explore the current state of sustainable tourism, hear more about our approach, and learn about best practices from industry experts.

Across two workshops and a larger forum, we shared findings from our latest research on consumer attitudes to sustainable travel, highlighting the need for greater clarity, more value-driven options, and increasingly authentic sustainability communications. Panelists from the sustainability teams of Expedia Group partners across hotels, airlines, destinations, and more took the stage to discuss what sustainability means and where it's headed for today's travel industry.



EXPLORE 22 BY THE NUMBERS

3K+

attendees

24

bespoke breakout sessions

99

expert voices

30

sponsors



Communities

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UPLIFTING OUR COMMUNITIES

Our communities are more than just the places where we work: They're where we travel, and where we call home. We are passionate about enriching these communities, finding opportunities to give back in meaningful, locally relevant ways.

Thriving communities are at the heart of sustainable tourism. We believe in being good neighbors, delivering positive impact where we live and work through targeted actions and long-standing partnerships rooted in our core values.

Giving Back Through Philanthropy

One of the most impactful ways we can support our communities is through targeted, philanthropic giving. We have established clear guidelines and focus areas to ensure we are tailoring our support in ways that bring about real, locally relevant change for people.

Being There for People in Times of Need

We want to be there for our communities when they need it most — supporting them through natural disasters and times of social unrest. We partner strategically with disaster relief organizations to ensure the support we provide reaches people who need it, when they need it.

Employee Action

Our care for communities is deeply embedded into the fabric of Expedia Group. It is amplified by our employees, as they volunteer with and donate to causes they care about — showing, every day, how much they care.



PHILANTHROPY

As an active member of many communities around the world, we want to make a positive impact for our neighbors, giving back through targeted donations.



Our Approach

Impactful philanthropy requires a clear approach. We have established strategic focus areas that align with our impact strategy for grant-giving. These focus areas help drive cross-company alignment while enabling tailored solutions that deliver real-world benefits:

- **Economic Advancement:** Funding work to democratize the travel business so that more people benefit from the industry's growth
- **Inclusive Pathways:** Philanthropic giving efforts to remove barriers so that more people can experience all that travel has to offer
- **Prosperous Planet:** Funding innovations for a more sustainable travel ecosystem

We also provide funding to support well-being and resilience in our communities, especially following disasters or in times of upheaval.

Giving Guidelines

Behind Expedia Group's philanthropic approach is a set of guidelines for giving, designed to enable maximum impact.

- **Context-Focused Giving:** Our position and connections as a travel tech company put us in a strong position to benefit society, even as we deliver against business objectives. We can move the needle on important issues and be a force for good in the world by leveraging our unique offering.
- **Think Global, Act Local:** With our global network, we are well-placed to lead coordinated impact initiatives. We also know the best people to find solutions to local problems are local people. That's why we fund organizations embedded in the communities they serve.
- **Equity at the Center:** By prioritizing equity, we ensure equality and fairness in funding opportunities for historically marginalized communities. By deploying a trust-based philanthropy approach, we hope to address the power imbalance between funders and grantees, and form meaningful partnerships with organizations to solve some of the travel industry's most pressing issues.

Community Support in Action

We know how important healthy, thriving communities are to our travelers, partners, and employees. We want to make our presence a positive one, partnering with community-based organizations to magnify our capacity for good.

As a company with offices across the world, we focus community philanthropy efforts where most of our employees live and work — in Austin, Gurgaon, London, and Seattle — to maximize employee engagement. Throughout 2022, our people took part in various activities that helped address issues that mattered most to their local communities.

The Social Justice League in Seattle

The Social Justice League, based in Seattle, is dedicated to amplifying support for entrepreneurs within Black, Indigenous, and People of Color (BIPOC) communities. These communities have been disproportionately affected by crises such as the COVID-19 pandemic and natural disasters, both of which intersect with and exacerbate systemic racism. Furthermore, imbalances within the philanthropic sector intensify these disparities. Many BIPOC-led nonprofits experience limited access to resources, insufficient funding, and inadequate representation.

Together with the Bill and Melinda Gates Foundation, Group Health, Seattle Foundation and other community leaders, we have joined the Social Justice League to realize a more equitable funding sector. Collectively, Social Justice League members will deliver unrestricted, multiyear grants to 24 BIPOC-led organizations who are innovating key solutions and services for communities of color.

YouthCare in Seattle

Throughout 2022, Expedia Group delivered support to YouthCare, a charity dedicated to ending youth homelessness and empowering young people to achieve their potential. We created a virtual giving tree via Amazon's wish list function, so people could donate items as part of the Expedia Group Treehouse Winter Drive in December 2022. Separately, around 220 pounds of donated clothing and a pallet of hygiene kit boxes were collected from Expedia Group facilities to be distributed through YouthCare.

BIG Alliance in London

Businesses for Islington Giving (BIG) Alliance exists to create social change by connecting businesses with community organizations and education institutions across the London Borough of Islington. During 2022, we participated in the BIG Alliance's flagship Community Resourcing (CoRe) program, a skills-based volunteering initiative to build capacity, capabilities, and sustainability among Islington nonprofits. Teams of Expedia Group volunteers took part to share their business skills and professional expertise with 12 local community organizations through various practical projects.

I Live Here I Give Here in Austin

I Live Here I Give Here is amplifying giving in Central Texas by cultivating deeper connections for givers and the issues they care about. We partner with this organization to drive engagement across our Austin-based workforce.

During 2022, we participated in Amplify Austin Day — a 24-hour giving event — organized and run by I Live Here I Give Here Austin. Employees donated over \$25,000 through the event, which was 100% matched by Expedia Group. Through their donations, our employees supported various causes, from racial equity and civil rights to animal care and support for children and veterans. We were also lucky enough to be recognized as one of the charity's Annual Business Members.



DISASTER RESPONSE

Being a good corporate citizen means being there for our communities during the good times as well as the bad. That extends to delivering timely, effective, compassionate, and equitable relief following disasters.

Collective Relief

When disaster strikes, we look to respond quickly, using our resources, time, and expertise to support communities in need. We are collaborating with global organizations and local partners to maximize this impact through collective action.

The Center for Disaster Philanthropy

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

“Expedia Group is an exceptional partner in our efforts to aid the equitable recovery of disaster-affected communities. They set a shining example of how the travel industry’s support for disaster response and recovery can be thoughtful, community-driven and impactful.”

PRESIDENT AND CEO, CENTER FOR DISASTER PHILANTHROPY, PATRICIA MCILREAVY

In 2021, we announced a partnership with the CDP to help fund strategic, long-term recovery and rebuilding. Through this new partnership, we will provide financing to several CDP programs, including:

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

International Rescue Committee

The [International Rescue Committee \(IRC\)](#) works across more than 40 countries to support those affected by humanitarian crises. Expedia Group is advancing this work with funding to help the IRC restore health, safety, education, economic well-being and power to people impacted by conflict. We have delivered initial funding of \$250,000 to the IRC to finance rebuilding and restoration efforts in vulnerable communities.

“With over 100 million people displaced by conflict and crises around the world, bold commitments are needed from across sectors to match the scale of today’s humanitarian needs. Our partnership with Expedia Group enables the IRC to mobilize at the onset of crisis and help those affected to survive, recover, and rebuild their lives.”

CEO, INTERNATIONAL RESCUE COMMITTEE, DAVID MILIBAND



Rallying for Ukraine

From the outset of the war in Ukraine, Expedia Group has rallied to give support and hope to those impacted. This started with a matched donation drive, through which Expedia Group committed to match employee donations 1:5 — collectively raising \$1.2 million to support refugees and relief efforts.

Globally, our employees stepped up, taking the initiative to deliver valuable assistance throughout 2022. Employees in Prague raised approximately

\$4,000 through an “Eat for Ukraine” benefit while our Black Expedia Group Allied Movement (BEAM) inclusion business group raised funds to help over 80 South African students safely leave Ukraine. And, to support the approximately 200 contractors in our Ukrainian supply chain, we worked closely with vendors to pause or reassign non-critical work, giving employees time to ensure the safety of their families.

EMPLOYEES IN THE COMMUNITY

Our employees want to support the places they call home. They are the driving force behind our community outreach efforts, volunteering to help those in need and to leave the world a better place than they found it.



Expedia Cares

One way our employees give back is through targeted donations to causes they are passionate about. We want to amplify the impact of these donations by matching their contributions. In 2022, we matched employee contributions 1:1 (up to \$10,000), resulting in approximately \$5 million to support community causes around the world.

Employees are also passionate about volunteering their time and expertise to support local initiatives. Every employee can take up to eight hours annually to volunteer with charities. To maximize their impact, Expedia Group will match every volunteer hour with \$30 donated to their chosen charity.¹⁸

Month of Caring

Every September, we host a Month of Caring, creating opportunities for employees around the world to make meaningful contributions where they live and work. During the 2022 Month of Caring, we reached a new landmark, with 25% of all employees partaking in over 290 voluntary projects — from supporting food banks and blood drives to environmental clean-ups.

Delivering Hygiene Support With Clean the World

During 2022, we partnered with [Clean the World](#) to support their work to improve access to safe water, sanitation, and hygiene while simultaneously tackling the issue of waste across the hotel industry. This includes recycling and repurposing soap bars and bottles left in hotels by guests, as well as providing vital hygiene resources. Throughout the Month of Caring, employees across 12 Expedia Group offices packed 7,200 hygiene kits with products like soap, shampoo, toothpaste, and socks to be distributed to those in need.

EXPEDIA CARES: 2022 IN NUMBERS



¹⁸ Applies to hours volunteered with qualified charity organizations and submitted via the Benevity platform.



Protecting Community Nature

To ensure more sustainable communities, we must work together to protect and restore local natural spaces. We have partnered with the Puget Soundkeepers Alliance to protect and restore Northwest aquatic ecosystems for nature and local communities. During 2022, 200 Expedia Group interns helped clean up the beach and waterways in front of our HQ to protect and enhance Puget Sound.

“As a new graduate in Seattle, I organized a Month of Caring beach clean-up event with the Puget Soundkeepers. Twenty-eight Expedia Group employees volunteered for three hours each, collectively removing 112 pounds of trash from around the beautiful Seattle headquarters! I continued my involvement with the Puget Soundkeepers even beyond the Month of Caring and recently completed training to become a Puget Soundkeeper Ambassador!”

**PRODUCT MANAGER, CORE LODGING TEAM,
CHANDLER BEYER**

Driving Community Impact Through Employee Resource Groups

Employee Resource Groups (ERGs), such as Inclusive Business Groups (IBGs), support inclusion and allyship across our company and in our communities. Throughout 2022, several ERGs took action to deliver community impact.

2022 IBG AND ERG ACTIVITIES



Promoting STEM With BEAM

Our Black Expedia Group Allied Movement (BEAM) group worked with Code2College to increase the number of minority and low-income high school students pursuing undergraduate degrees in science, technology, engineering, and math (STEM). Throughout the year, BEAM members acted as mentors for students. Expedia Group more widely supported Code2College with funding for core operations, as well as donating funds so 10 students could attend the 2022 AfroTech conference.



From preparing the next generation of diverse, high school technical talent through coding instruction to engaging them with thoughtful STEM industry case competitions, Code2College counts Expedia among its deepest partners as BEAM team members have invested hundreds of hours to empower our students. We're grateful for the commitment to partnership and support, and are excited to deepen the impact that our two organizations make nationally.

CEO AND CO-FOUNDER, CODE2COLLEGE, MATT STEPHENSON



Celebrating History, Culture, and Art With ACE

The Asian Community at Expedia Group (ACE) IBG has long partnered with the Wing Luke Museum to celebrate Asian American, Native Hawaiian, and Pacific Islander art. Expedia Group has made various donations to promote the museum's mission — connecting everyone to the dynamic histories, cultures, and art of Asian Americans, Native Hawaiians, and Pacific Islanders through vivid storytelling and inspiring experiences to advance racial and social equity.



2022 IBG AND ERG ACTIVITIES



Protecting the Planet With SAGE

Earth Month in April represented a key opportunity for our Sustainable and Green Expedia Group (SAGE) ERG and our wider employee network to engage in environmental sustainability actions. Among other events in 2022, SAGE partnered with our Global Social Impact & Sustainability team to deliver panel discussions on the interconnected issues of disaster resilience, and environmental and racial justice. They also promoted recycling in our offices and established local representatives around the world to lead employee engagement.



Supporting Seattle With the IBG Holiday Party

During 2022, we hosted an IBG Holiday party in Seattle for more than 200 IBG members to get together in celebration. At the event, we held a clothes and food drive to collect donations for various local charities, including the Ballard Food Bank, Casa Latina, Daybreak Star Indian Culture Center, and Mary's Place.



Month of Caring

During our Month of Caring, ERGs led over 40 volunteer projects, including:

- **Rome, Italy:** Our Ability Inclusion Movement (AIM) IBG partnered with Progetto Itaca to support people with mental health disorders through teaching computer skills, cooking, and gardening while raising awareness and funds for mental health care.
- **Hawai'i, U.S.:** Our Indigenous Diversity, Expedia Groups and Allies (IDEA) IBG volunteered at a rare cultural site to restore the land by removing invasive plants, simultaneously delivering community education on the value of sustainability and caring for culturally important food resources.



- **Texas, U.S.:** BEAM worked with MetroCrest Services to pack over 8,000 meals into 336 boxes to tackle hunger in Texas communities.
- **Globally:** SAGE members hosted 14 events across 11 countries around the world with 183 participants in support of clean environments, including trash pick-ups, weeding, and trail maintenance.
- **Virtual support:** Our Latinx at Expedia Group & Allies for Development (LEAD) IBG provided virtual English-tutoring sessions for Spanish-speaking adults in partnership with Cara Latina.



Learn more about Expedia Group's IBG's in our [2022 Inclusion & Diversity Report](#).



People

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THE FOUNDATIONS OF A GOOD COMPANY CULTURE

Behind every Expedia Group achievement are passionate employees. In turn, we invest in them through valuable development opportunities and a culture of inclusion, setting their needs and well-being as a priority.

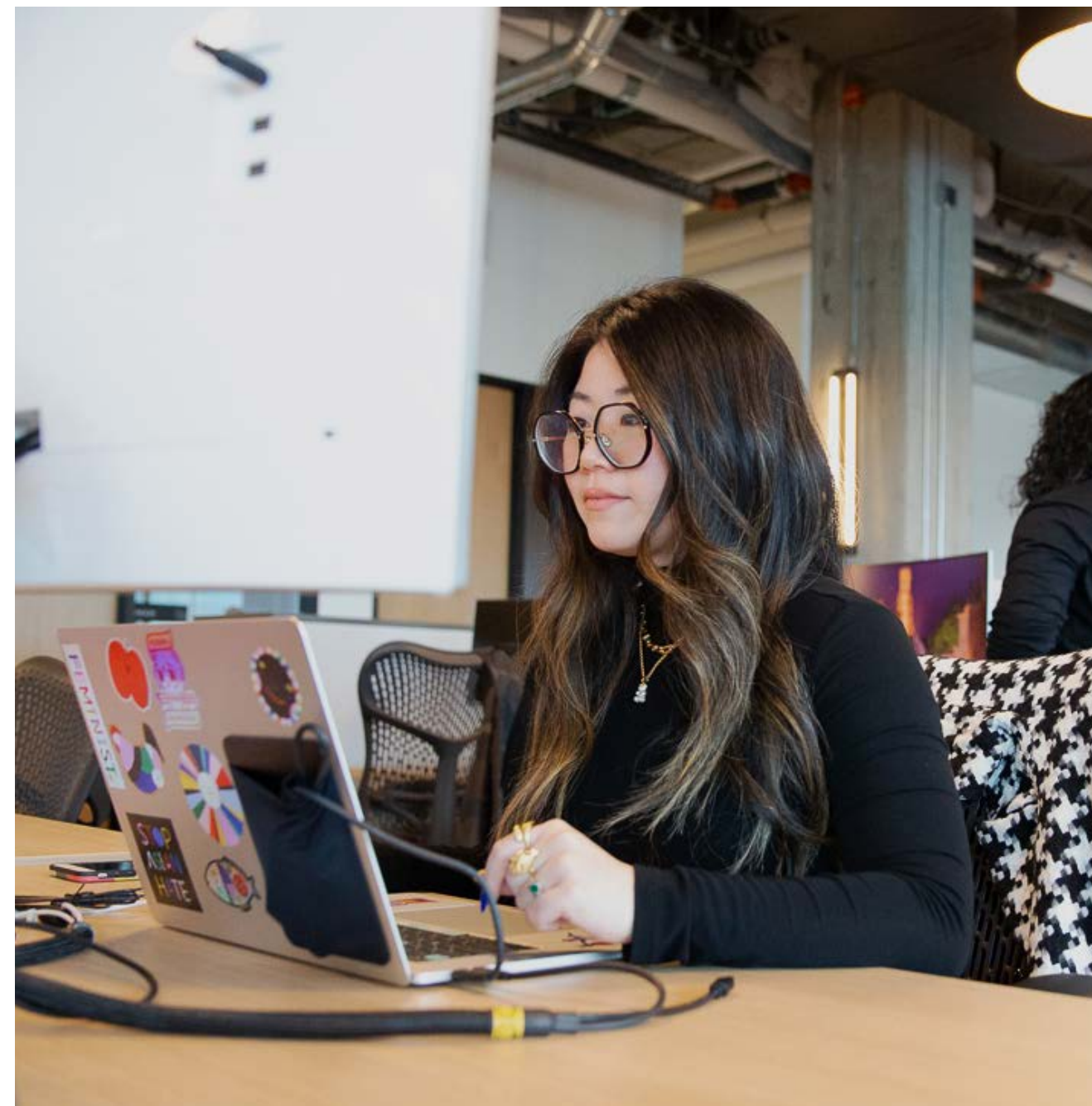
Creating Meaningful Experiences

We believe in delivering meaningful employee experiences and development opportunities. It's why we work tirelessly to create new and effective pathways to personal and professional development and why we deliver compensation and benefits that meet employees' real-world needs.

We are also committed to creating an inclusive workplace culture, where the diversity of our global traveler base is reflected and where employees feel supported with equitable opportunities. Read more about our approach to inclusion and diversity in our [2022 Inclusion & Diversity Report](#).

Prioritizing Health and Wellness

Employees who feel healthy, safe, and supported are more likely to realize their full potential. Whether it's developing workplace policies that set safety as a nonnegotiable priority or introducing new and enhanced programs to support wellness and mental health, we are committed to showing our people that, at Expedia Group, their well-being is a key priority.



DELIVERING VALUABLE EMPLOYEE EXPERIENCES

Our people make Expedia Group what it is — a company of talented innovators working to strengthen connections, broaden horizons, and bridge divides through travel. Our investment in employees includes competitive benefits and rewards that help them build meaningful careers with Expedia Group.

With a global workforce of more than 15,000 people, it's important we develop employee experiences with diverse perspectives and needs in mind.

Family Support

We support our employees through every step of growing their family. Welcoming a new child into the family is a time of celebration, hard work, and new experiences. We recognize the importance of those early stages and want to create space for our employees to bond with their new additions. It's why we offer comprehensive parental benefits. This includes a minimum of 12 weeks' paid leave for both parents, with an additional 6 weeks for birth parents. We also removed our one-year waiting period for new parent benefits, so employees can access paid parental leave as soon as they join Expedia Group.

Beyond supporting new families, we want to be there for our employees who are on a journey to become parents. In the U.S., we offer comprehensive coverage for fertility treatments and family-building services. All employees also have complimentary access to [Fertility IQ](#), a family-planning website with fertility courses and community reviews on local doctors to help them make the right decisions for their families.

Travel Benefits

As a travel company, we see the true value of travel — from the memories it creates, to the connections it forges, and the positive impact it has on well-being. We know our employees love to travel, and we fuel that passion by offering travel perks, including 20% off hotels and activities on Expedia.com and up to \$1,250 in travel and wellness benefits each year. In addition, in 2022, all full-time employees were granted access to the International Airlines Travel Agent Network (IATAN). IATAN membership is a credential recognized in the travel industry worldwide and gives discounts for leisure travel at thousands of locations around the world.

We're also creating opportunities for employees to work from different locations through our Discover EG program. Available to all regular, part-time, and fixed-term employees, Discover EG helps people better connect with their global colleagues by allowing them to work from other Expedia Group offices for up to four weeks a year.¹⁹

Supporting Self-Identification

We strive to be a place of belonging and welcoming; a diverse and inclusive business where people feel valued. In 2021, we introduced our first SelfID+ survey, an anonymous and voluntary survey where employees can share their identities and experiences. The latest survey, SelfID+ 2.0 was rolled out to employees in 15 countries — covering over 90% of our global workforce.

Learn more about SelfID+ in our [2022 Inclusion & Diversity Report](#).

EXPEDIA GROUP'S WORKFORCE IN NUMBERS²⁰

47%

of our global workforce are women

17%

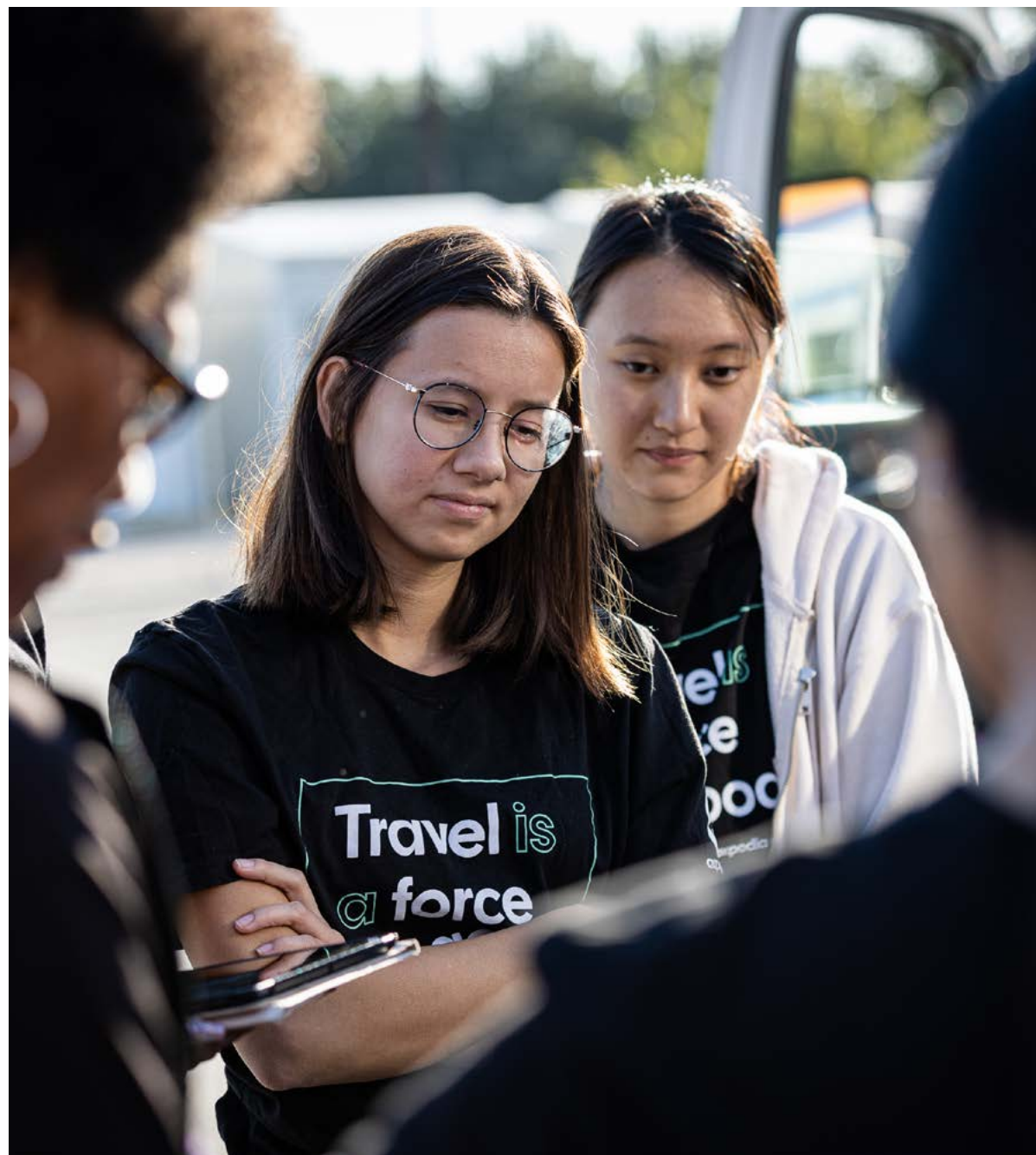
of our U.S. employees self-identify as being from racially and ethnically URI groups

60%

of 2022 hires were women or from U.S. racially and ethnically URI groups

¹⁹ A maximum of two weeks outside country of employment.

²⁰ Data as of 12/31/2022.



Employee Training and Career Development

Part of investment in our employees is ensuring we're providing them with the resources and support they need to reach their full potential. In 2022, based on employee feedback, we introduced new career development resources, including a Career Hub: a new, one-stop shop in Workday where employees can search for new roles and internal job postings, as well as access mentors, learning courses, and networking opportunities. By creating a Career Profile, employees can also receive development recommendations specifically tailored to them.

We prioritize employee career development year-round, encouraging employees to give and ask for feedback often and checking in with people leaders on their performance and aspirations through Quarterly Connects. Employees can set goals in Workday to inform their career roadmaps and track progress against them.

Career Discovery Program

As well as supporting our employees today, we look to develop the workforce of tomorrow. Our Career Discovery program is designed to create meaningful connections between Expedia Group and students looking to enter the tech industry. During the week-long program, computer science students are paired with a mentor from within Expedia Group's graduate and intern groups, to explore the potential routes to a career in tech.

Returnship Program

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

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

HEALTH AND WELL-BEING AT EXPEDIA GROUP

People do their best work when they feel their best. We deliver programs and resources that support employee well-being, keep them safe and healthy — whether at work or home — and put their needs first.

We want employees to be constantly growing in every aspect of their lives, including every facet of their well-being. In November 2022, we hosted Well-Being Month highlighting the emotional, financial, physical, and social well-being benefits and resources available at Expedia Group. Our keynote event featured Robin Sharma, best-selling author, speaker, and leadership expert, who shared his approach to stress management, motivation, and workplace resilience.

Advancing Mental Health Support

When it comes to our employees, we want to support every facet of their well-being. We recognize there's no one-size-fits-all solution to mental well-being, which is why we offer a variety of benefits to support our employees' mental health. To make it easier to access therapy virtually, employees and their dependents have six months complimentary access to Talkspace each year. Through this counseling app, employees can connect with licensed therapists to receive flexible, accessible, and fully personalized mental health support. In 2022, 16.7% of employees signed up for the service, increasing 6.7% from 2021. Employees can also take advantage of our Employee Assistance Program for therapy options.

Additionally, our internal network of Mental Health Ambassadors enables peer-to-peer support for our employees. During 2022, 70 employees joined the ambassador program, receiving external certification in Mental Health First Aid, delivering effective, confidential mental health support to colleagues.

Friends of Grief

Returning to work after loss isn't a moment, it's a journey — and one we want to make sure no employee has to travel alone. We make the transition back to work as easy as possible with carefully curated resources and a dedicated support network. Through our Friends of Grief support page, employees can access useful information, reach out to Mental Health Ambassadors, and share how they're feeling in a safe and judgment-free space.

Recognizing Our Pets

Pets are important extensions of the family for many employees. Recognizing the key role they play in our employees' well-being, we offer several pet benefits, including two weeks of work schedule flexibility when bringing home a new pet, expanding our bereavement leave policy to include pets, and introducing the opportunity to use our wellness reimbursement benefit for pet-related purchases.

Supporting Financial Well-Being

In 2022, based on employee feedback, we increased efforts to support financial well-being. All employees now have complimentary access to [Nudge](#), a financial tool that provides personalized educational content to help people confidently manage their money. We also hosted financial well-being webinars throughout the year. And, by expanding our U.S. retirement program to include a Roth 401(k) option, employees can contribute post-tax dollars to their 401(k) account and withdraw earnings tax-free for qualified distributions. This means there are now three ways U.S. employees can contribute to their 401(k): pre-tax, Roth, and after-tax contributions automatically deducted from their paycheck. In addition to employees in the U.S., U.K., and Canada, we expanded our employee stock purchase program to employees in India.





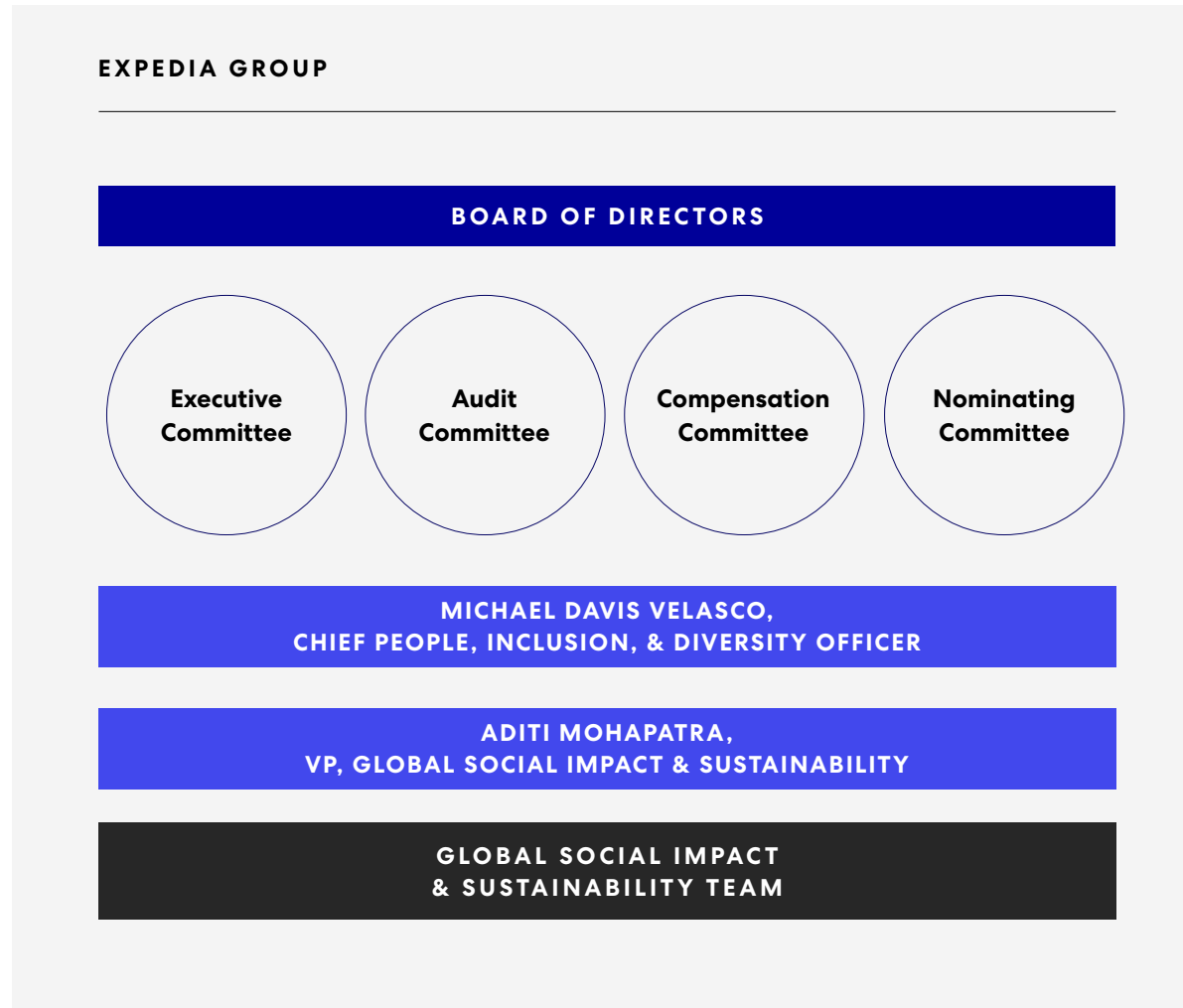
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Governance

ACTING WITH INTEGRITY

Underpinning everything we do is a robust governance structure that guides responsible, transparent, and ethical action. Only by acting with integrity and remaining accountable can we ensure Expedia Group is truly a force for global good.



ESG Oversight

Strong oversight and clear guidance sit at the heart of every decision we make. From our CEO and senior management team and throughout our organization, we relentlessly explore ways to use our deep understanding of, and leadership in, the travel industry to make a positive impact on the world.

Corporate responsibility priorities and implementation are led by our Global Social Impact & Sustainability team, with oversight from our VP of Global Social Impact & Sustainability. Additional leadership support is provided by our Chief People, Inclusion, & Diversity Officer. The team works collaboratively across Expedia Group to ensure core business assets and capabilities are utilized.

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



Privacy & Security

At Expedia Group, privacy and security are priorities and we maintain a robust program and strict protocols to reduce the risk of cyber-attacks and data leaks. As a tech-first business, we are always looking for ways to mature our security and privacy program.

We are investing in people and technology to better protect travelers, partners, and employees. Our approach to privacy — and to collecting, using, disclosing, storing, accessing, and transferring personal data — is informed by six key principles:

1. Choice and Control — We put travelers and partners in control of their own data.

2. Data Visibility (Transparency) — We know what personal data we hold, where it is located, and how it moves through our ecosystem, internally and externally.

3. Responsible Use — Our products and services are built to protect privacy and security and ensure that personal data is collected and used in a responsible manner.

4. Accountability — We have a strong and accountable governance structure in place with oversight of our programs to ensure all principles are met.

5. Privacy and Security Culture — We have a culture of privacy and security by design, embedded in our people, policies, and processes.

6. Data protection — Personal data is protected with strong enforceable security safeguards.

2022 PRIVACY AND SECURITY PROGRESS

Revamped **employee security and privacy essentials training**.

Updated and **enhanced vendor contracting process**, extending coverage of EU-Standard Contractual Clauses on data transfers where required.

Achieved certification under the APEC Cross-Border Privacy Rules and updated our global Transfer Impact Assessments.

Made our **Privacy and Data Handling Requirements** publicly available online.

Enhanced and further automated our **rights requests processes**.

Extended the scope of our **Privacy, Security, and Compliance assessment tool** across EG to cover wider compliance needs.

Added a new **Chief Security Officer and Senior Director of Governance, Risk, Compliance and Privacy**, complementing the **Vice President, Global Privacy and Data Security**, in order to increase executive support for security and privacy.

Performed an independent **review of security and privacy programs** — as a standalone, compared to best-in-class examples, and compared to other companies of similar size and scale.

Maintained compliance with payment card industry (PCI) and Sarbanes-Oxley Act (SOX) requirements.

Refreshed **Data Classification and Data Handling Standards**, and updated **Data Sharing Framework**.

Took our **bug bounty program public** — a program through which we crowdsource technical product analysis to improve the security posture of traveler-facing products.

Procured a **new Enterprise Governance, Risk and Compliance platform** to advance a strong and well-orchestrated control environment and enable an integrated risk management approach.

A Business Built on Ethics

Expedia Group is about bridging divides and strengthening connections. To achieve this, we are focused on acting with integrity — putting ethical behavior at the heart of everything we do to show customers, partners, and communities we’re a company they can trust.

We want all our employees to uphold our expectations for acting with integrity, including our stance on bribery, corruption, competitor relations, and human rights. These are detailed in our [Code of Conduct](#), which all employees must understand, comply with, and complete annual training on. We also maintain a [Vendor Code of Conduct](#) and [Code of Business Conduct and Ethics for Directors and Senior Financial Officers](#) to drive wider compliance. During 2021, our Board of Directors approved a [Global Citizenship Statement](#) to publicly reaffirm our responsible business stance.

Where concerns arise, employees are encouraged to raise them via our comprehensive and confidential reporting help line. To ensure they feel safe doing so, we maintain a zero-tolerance policy for retaliation against anyone making a report in good faith or who cooperates with investigations. All reports are investigated in line with our own policies and procedures.

We provide numerous other avenues for raising questions or seeking guidance. These include opportunities to speak to management or Human Resources teams and an [online EthicsPoint](#) for anonymously reporting unethical, illegal, or unsafe work and instances of misconduct. We have a full-time team who investigates claims of harassment, violence, or assault and ensures appropriate actions are taken.



Tax

Our commitment to integrity and accountability runs through every facet of our business. This includes our tax strategy, which is outlined in our [Tax Policy Statement](#).

WE FOLLOW FIVE CORE TAX OBJECTIVES:

What We Do

How We Do It

Governance and Controls: We ensure good tax governance and risk management through policies, procedures, and controls.

We have an established tax strategy and principles, which are approved by our Board of Directors. Our Senior VP of Tax is responsible for strategy execution and management.

Tax Planning: We provide advice that evaluates tax risk, adds business value, and aligns with our commercial operations. We do not engage in transactions for the sole purpose of a tax benefit.

Our tax planning is based on applicable laws, rules, or regulations. We seek external counsel when needed and assess tax planning on a case-by-case basis.

Compliance: We seek to comply with all relevant laws and regulations where we operate.

We comply with integrity with laws, regulations, treaties, and other tax authority guidance in jurisdictions where we operate. We prepare and file tax returns with relevant taxing authorities.

Tax Authority Relationships: We foster open, cooperative, and constructive relationships with tax authorities globally.

We have established procedures for interacting with tax authorities and government officials. We respond to tax authority inquiries in a straightforward and timely manner.

Transparency: We are transparent about our approach to tax, complying with public tax transparency requirements and adopting leading practices.

We are committed to transparency in tax planning and compliance, and in our relationships with relevant stakeholders. We publish an annual Tax Strategy Statement in compliance with the [U.K. Finance Act of 2016](#).

SAFEGUARDING HUMAN RIGHTS

As a platform of connection points across the travel industry, we recognize the vital importance of upholding human rights standards and ensuring everyone we work with and serve is treated with dignity and respect.



Our Policies

We prohibit all forms of modern slavery, servitude, forced labor and human trafficking, as detailed in our [Modern Slavery Statement](#) and [Vendor Code of Conduct](#). We update our Modern Slavery Statement annually in compliance with both the U.K. and Australian Modern Slavery Acts, and ensure that it aligns with the human rights strategy that Expedia Group is currently developing.

Understanding Our Most Salient Risks

In 2022, we commissioned a Human Rights Salience Assessment, led by Business for Social Responsibility (BSR), to establish a foundation for our human rights strategy. The assessment was led by BSR and experts from our Inclusion & Diversity (I&D) team. To align with global best practices, it was conducted with reference to the United Nations Guiding Principles (UNGP) on Business and Human Rights.

Both desk-based research and employee interviews were conducted to gather insights: 11 salient human rights areas were identified — alongside four key areas of opportunity — with “conflict and high-risk contexts,” and “trafficking” identified as our most significant risks.

Armed with this information, we are now developing a robust human rights policy, conducting human rights due diligence, and enhancing understanding of risks among employees, partners, and customers. We aim to publish our human rights statement in 2023, outlining our opportunities and aspirations to protect human rights and address adverse impacts.

Partnering for Human Rights

We continually seek new partnerships to advance collective action against some of the hospitality industry’s greatest human rights challenges, particularly human trafficking and forced labor.

As well as supporting globally recognized standards, such as the United Nations (UN) Standards of Conduct for Business on tackling LGBTQIA+ discrimination, we collaborate to enhance shared understanding of issues. We are an active member of BSR’s Human Rights Working Group, which convenes over 40 global, cross-industry companies to share best practices, learnings, and challenges around implementing the UNGPs. It also creates space for learning about foundational human rights approaches and strategies for identifying and addressing emerging issues.

Putting an End to Human Trafficking

We are committed to combating human trafficking, and have already worked with the World Travel & Tourism Council (W TTC) to publish industrywide recommendations in the [Preventing Human Trafficking Framework](#). We joined the [Blue Lightning Initiative](#) to address trafficking in the aviation industry through building capacity to identify potential traffickers and victims. The initiative will also equip us with information to help detect, deter, disrupt, and report suspected trafficking activity on our platform.

Expedia Group has been working with partners, such as airlines and cruise lines, on harnessing analytical tools to identify and address human trafficking situations. We also teamed up with the U.S. Department of Justice to help identify suspicious activity in relation to potential human slavery and trafficking.

LOOKING AHEAD

Expedia Group is on a continuous journey to make travel more responsible and accessible, and we're committed to bringing the travel industry along with us. From our Open World strategy and innovation platform to continuous philanthropic endeavors and internal growth, we're forging a new path for travelers by creating an ecosystem with positive impact.

We're proud of what we've achieved to date to power global travel for everyone, everywhere. However, we know realizing an accessible and responsible travel ecosystem isn't a final destination — it's an ongoing journey of improvement. As we look beyond 2022, we will continue building on the foundation we've established with the launch of our Open World impact strategy.

A Roadmap to 2025

Creating a more open world requires a clear roadmap. We are now looking to advance systems change through innovative pathways to impact that addresses the intersecting needs of people, communities, and the planet.

As we move forward, we will deepen our relationships with existing partners whose focus areas align with our own. We will look to build new partnerships too that help us advance large-scale, future-driven initiatives.

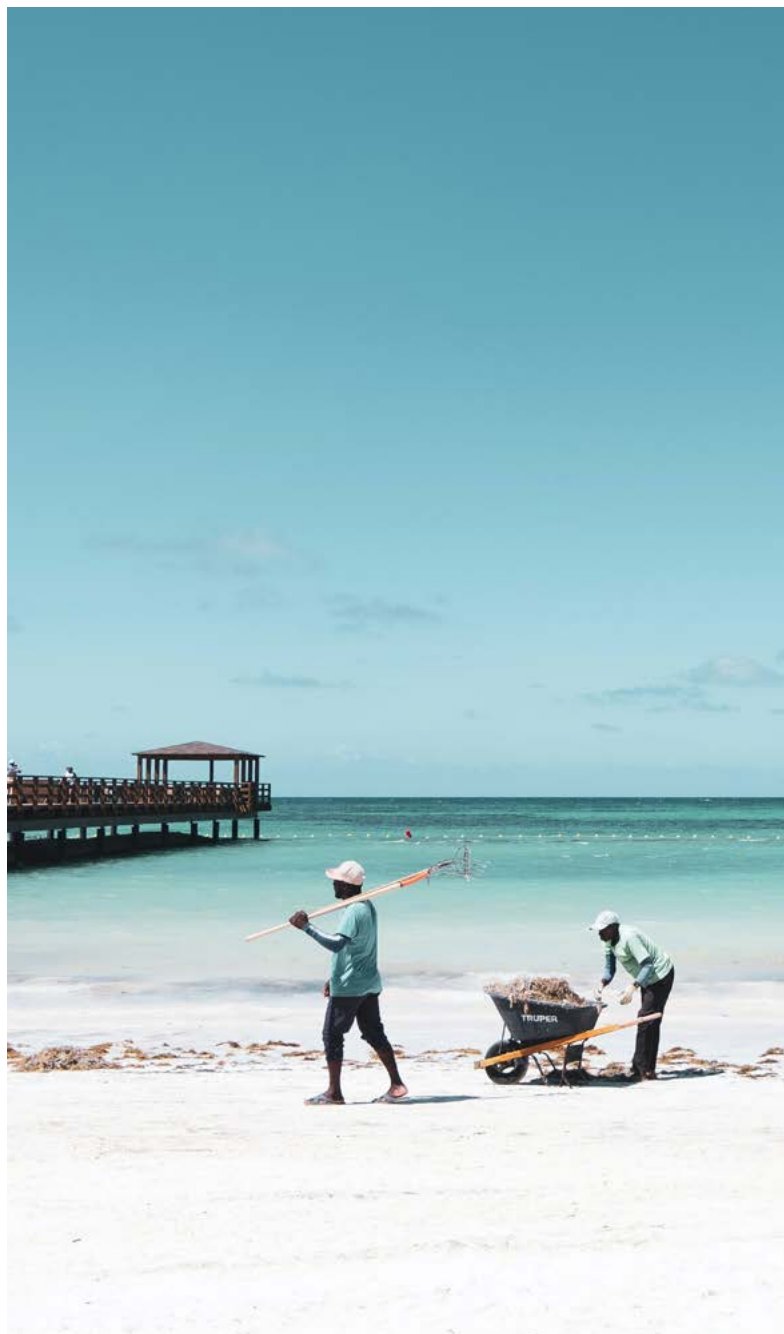
To deliver against the commitments of our strategy pillars, we will take a defined, three-stage approach. We will first work on enhancing our understanding of key issues, traveler experiences, and opportunities for growth. Equipped with this information, we can then set the building blocks for impact — establishing new programs and building new partnerships that support our ambitions. As the final step in our roadmap to better travel, we will deliver that impact, with defined goals for economic advancement, inclusive pathways, and a prosperous planet for all.



ESG Indices

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ABOUT THIS REPORT

Expedia Group's 2022 Global Impact Report represents a summary of our 2022 progress on environmental, social, and governance (ESG) issues. Unless otherwise stated, the information included in this report covers the period from January 1 to December 31, 2022.

Forward-Looking Statements

This Report contains forward-looking statements regarding our future expectations, which involve risks and uncertainties. Forward-looking statements include all statements that are not purely historical and are often identified by the use of words such as, but not limited to "anticipate," "estimate," "expect," "aim," "project," "intend," "plan," "believe," "will," "should," "could," "target," "forecast," and similar expressions or variations intended to identify forward-looking statements. Such statements include, but are not limited to, statements regarding our business plans and objectives, our strategies and systems for implementing our goals, our commitments to programs and policies, and our expectations and priorities for ESG initiatives. These statements reflect management's current expectations, estimates and assumptions based on the information currently available to us. These forward-looking statements are not guarantees of future performance and involve significant risks, uncertainties, and other factors that may cause our actual results, performance, or achievements to be materially different

from results, performance or achievements expressed or implied by the forward-looking statements contained in this report. Factors that could cause our results to differ from the forward-looking statements include global sociodemographic and economic trends, energy prices, technological innovations, climate-related conditions and weather events, legislative and regulatory changes, and other unforeseen events or conditions. More information about factors that could cause Expedia Group's actual results to differ materially from those described in the forward-looking statements can be found in the Company's most recent Annual Report on Form 10-K, Quarterly Report on Form 10-Q, and Current Reports on Form 8-K filed with the Securities and Exchange Commission and available at www.sec.gov. Unless otherwise stated, all information in this Report is as of December 31, 2022. Except as required by law, we undertake no obligation to revise or update publicly any forward-looking statements for any reason. Further, we undertake no obligation to revise or update the information included in the links to websites referenced throughout this report.

ESG Disclosure Approach

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

INDICES

Expedia Group's 2022 Global Impact Report and 2022 Inclusion & Diversity Report were prepared with reference to the Global Reporting Initiative (GRI) standards.

GRI INDEX

GRI Disclosure Code	GRI Disclosure Title	Disclosure Location	GRI Disclosure Code	GRI Disclosure Title	Disclosure Location
2-1	Organizational details	10-K Page 1, 49	2-10	Nomination and selection of the highest governance body	Proxy Page 11 Nominating Committee Charter Board Commitment on CEO Candidate Diversity
2-2	Entities included in the organization's sustainability reporting	10-K Page 67-68 Global Impact Report Page 5	2-11	Chair of the highest governance body	10-K Page 26
2-3	Reporting period, frequency and contact point	Expedia Group's 2022 Global Impact Report and Inclusion & Diversity Report were published on 06/15/2023 and cover calendar year 2022. Expedia Group's ESG reporting follows an annual cycle, similar to our financial reporting. For any related questions, please contact our Investor Relations team at ir@expedia.com .	2-12	Role of the highest governance body in overseeing the management of impacts	Proxy Page 14-17 Global Impact Report Page 41
2-4	Restatements of information	Expedia Group has not made any restatements in the reporting period relating to its 2022 Global Impact Report and 2022 Inclusion & Diversity Report.	2-13	Delegation of responsibility for managing impacts	Proxy Page 14-17 Global Impact Report Page 41
2-5	External assurance	10-K Page 51, 59-60 Global Impact Report Page 55-56	2-15	Conflict of interest	10-K Page 26 Employee Code of Conduct Code of Business Conduct and Ethics for Directors and Senior Financial Officers Vendor Code of Conduct
2-6	Activities, value chain and other business relationships	10-K Page 4-9	2-17	Collective knowledge of the highest governance body	Proxy Page 18-25
2-7	Employees	Inclusion & Diversity Report Page 6-9, 33-34	2-19	Remuneration policies	Proxy Page 10, 50-81
2-9	Governance structure and composition	Proxy Page 6-17 Global Impact Report Page 41	2-20	Process to determine remuneration	Proxy Page 10, 50-81 Compensation Committee Charter

GRI INDEX CONT.

GRI Disclosure Code	GRI Disclosure Title	Disclosure Location	GRI Disclosure Code	GRI Disclosure Title	Disclosure Location
2-21	Annual total compensation ratio	Proxy Page 76	2-25	Processes to remediate negative impacts	Employee Code of Conduct Code of Business Conduct and Ethics for Directors and Senior Financial Officers Vendor Code of Conduct
2-22	Statement on sustainable development strategy	Global Impact Report Page 3–4 Inclusion & Diversity Report Page 2-3	2-26	Mechanisms for seeking advice and raising concerns	Global Impact Report Page 43 Employee Code of Conduct Code of Business Conduct and Ethics for Directors and Senior Financial Officers Vendor Code of Conduct
2-23	Policy commitments	Global Impact Report Page 43–44 Employee Code of Conduct Code of Business Conduct and Ethics for Directors and Senior Financial Officers Vendor Code of Conduct Modern Slavery Statement Board Commitment on CEO Candidate Diversity Equal Employment Opportunity Policy Community Standards Global Citizenship Statement	2-27	Compliance with laws and regulations	10-K Page 27–30
2-24	Embedding policy commitments	Global Impact Report Page 43–44 Employee Code of Conduct Code of Business Conduct and Ethics for Directors and Senior Financial Officers Vendor Code of Conduct Modern Slavery Statement Equal Employment Opportunity Policy Community Standards Global Citizenship Statement	201-1	Direct economic value generated and distributed	10-K Page 38 Global Impact Report Page 5
			201-2	Financial implications and other risks and opportunities due to climate change	10-K Page 26
			201-3	Defined benefit plan obligations and other retirement plans	10-K Page 85–87
			203-1	Infrastructure investments and services supported	Proxy Page 15 Global Impact Report Page 24

GRI INDEX CONT.

GRI Disclosure Code	GRI Disclosure Title	Disclosure Location	GRI Disclosure Code	GRI Disclosure Title	Disclosure Location
205-2	Communication and training about anti-corruption policies and procedures	Employee Code of Conduct Code of Business Conduct and Ethics for Directors and Senior Financial Officers Vendor Code of Conduct	305-1	Direct (Scope 1) GHG emissions	Global Impact Report Page 23
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	10-K Page 23, 27-30	305-2	Energy indirect (Scope 2) GHG emissions	Global Impact Report Page 23
207-1	Approach to Tax	Global Impact Report Page 43 UK Financing and Tax Statement Audit Committee Charter	305-3	Other indirect (Scope 3) GHG emissions	Global Impact Report Page 23
207-2	Tax governance, control, and risk management	Global Impact Report Page 43 UK Financing and Tax Statement Audit Committee Charter	305-5	Reduction of GHG emissions	Global Impact Report Page 23-24, 52
207-3	Stakeholder engagement and management of concerns related to tax	Global Impact Report Page 43 UK Financing and Tax Statement	306-1	Waste generation and significant waste-related impacts	Global Impact Report Page 22
302-1	Energy consumption within the organization	Global Impact Report Page 23, 52 2022 CDP Response C8.2	306-2	Management of significant waste-related impacts	Proxy Page 15 Global Impact Report Page 24, 32-34
303-1	Interactions with water as a shared resource	Global Impact Report, Page 24, 32-33, 52 Global Citizenship Statement	401-1	New employee hires and employee turnover	Inclusion & Diversity Report Page 7, 9
304-2	Significant impacts of activities, products and services on biodiversity	Proxy Page 15	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Global Impact Report Page 36-39 Inclusion & Diversity Report Page 14-16
			401-3	Parental leave	2022 Global Impact Report Page 37-38 Inclusion & Diversity Report Page 14-15, 22
			403-2	Hazard identification, risk assessment, and incident investigation	Employee Code of Conduct

GRI INDEX CONT.

GRI Disclosure Code	GRI Disclosure Title	Disclosure Location	GRI Disclosure Code	GRI Disclosure Title	Disclosure Location
403-6	Promotion of worker health	Global Impact Report Page 36-39 Inclusion & Diversity Report Page 14-16	414-1	New suppliers that were screened using social criteria	Global Impact Report Page 14 Inclusion & Diversity Report Page 24
404-2	Programs for upgrading employee skills and transition assistance programs	Global Impact Report Page 38, 42-43 Inclusion & Diversity Report Page 11, 13, 14, 18 Vendor Privacy and Data Handling Requirements	415-1	Political contributions	Political Participation Policy
405-1	Diversity of governance bodies and employees	Proxy Page 8 Inclusion & Diversity Report Page 6, 8, 33-34	416-1	Assessment of the health and safety impacts of product and service categories	Global Impact Report Page 20
405-2	Ratio of basic salary and remuneration of women to men	Global Impact Report Page 6 Inclusion & Diversity Report Page 14 UK Pay Parity Reporting	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Global Impact Report Page 53
408-1	Operations and suppliers at significant risk for incidents of child labor	Global Impact Report Page 44 Vendor Code of Conduct Modern Slavery Statement			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Global Impact Report Page 44 Vendor Code of Conduct Modern Slavery Statement			

SASB

Expedia Group's 2022 Global Impact Report and 2022 Inclusion & Diversity Report were prepared in accordance with the Value Reporting Foundation's Sustainability Accounting Standards Board (SASB) standards for the Technology & Communications sector Internet Media & Services industry (TC-IM).

SASB INDEX

SASB Code	SASB Description	Expedia Group Response
TC-IM-130a.1	<ul style="list-style-type: none"> Total energy consumed Percentage grid electricity Percentage renewable electricity 	<ul style="list-style-type: none"> Total Energy Consumed: 211,322 GJ²¹ Total Grid Electricity: 76.9%²¹ Total Renewable Electricity: 77.2%²¹
TC-IM-130a.2	<ul style="list-style-type: none"> Total water withdrawn Total water consumed Percentage of each in regions with High or Extremely High Baseline Water Stress 	<p>Expedia Group does not conduct a global water consumption audit. Based on Expedia Group's ESG Prioritization Assessment, water consumption was not identified as a key focus area for our business. Most of Expedia Group's water consumption is derived from our global facilities. One of our third-party cloud service providers has publicly committed to reducing water use in data center operations by 2024.</p>
TC-IM-130a.3	<ul style="list-style-type: none"> Discussion of the integration of environmental considerations into strategic planning for data center needs 	<p>Expedia Group has been a Carbon Neutral company since 2017 and has purchased renewable energy credits (RECs) to account for the electricity consumption of our global offices since 2020.²² Additionally, Expedia Group is the first major global online travel agency (OTA) to sign the Glasgow Declaration on Climate Action in Tourism committing to support the global travel industry in halving emissions by 2030 and reaching Net Zero by 2050.</p> <p>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. We are integrating environmental factors into our global procurement processes. In 2022, our colocation data centers were all 100% powered by renewable electricity. Our largest third-party cloud service providers have publicly committed to powering their operations with 100% carbon-free energy by 2025 and have made impactful progress to date.</p>

²¹ As provided by third-party consultant. Data as of 12/31/2022.

²² We achieved carbon neutral status for our operations in 2017 in accordance with the Carbon Neutral Protocol and have maintained such status through a combination of internal emissions reductions, Renewable Energy Credits, and Verified Carbon Offsets. We have purchased local-market verified renewable energy certificates corresponding to 100% of our estimated global office electricity consumption in accordance with RE100 Technical Criteria.

SASB INDEX CONT.

SASB Code	SASB Description	Expedia Group Response	SASB Code	SASB Description	Expedia Group Response
TC-IM-220a.1	<ul style="list-style-type: none"> Description of policies and practices relating to behavioral advertising and user privacy 	Expedia Group collects and uses data in line with our Brand Privacy Statements. This includes collecting personal information only for specific and legitimate purposes, and processing it in a lawful and transparent manner. The personal information we collect and use is protected by robust technical and organizational security measures. Customers have the option to see, correct, update, or delete the information we hold about them. We also take steps internally to ensure the accuracy and completeness of information. We implement governance, policies, processes, and controls to ensure we process information in accordance with our own principles and applicable data protection laws. For more information on Expedia Group's policies and practices relating to behavioral advertising and user privacy please reference our 2022 Global Impact Report, Brand Privacy Statements, Privacy at Expedia Group , Vendor Privacy & Data Handling Requirements , Partner Privacy & Data Handling Requirements , and Employee Code of Conduct .	TC-IM-220a.4	<ul style="list-style-type: none"> 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.2	<ul style="list-style-type: none"> Number of users whose information is used for secondary purposes 	Expedia Group does not publicly disclose this information. Expedia Group's privacy statements describe the information Expedia Group collects from our customers and for what purposes it is used.	TC-IM-220a.5	<ul style="list-style-type: none"> List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring 	Expedia Group complies with all applicable laws and regulations, including, but not limited to, regulations related to embargoed countries and/or regions.
TC-IM-220a.3	<ul style="list-style-type: none"> Total amount of monetary losses as a result of legal proceedings associated with user privacy 	In 2022, Expedia Group had no monetary losses as a result of legal proceedings associated with user privacy that required disclosure in our public SEC filings. Any material losses incurred as a result of legal proceedings, including those related to user privacy, would be reported in our public filings with the SEC. Our annual reports on Form 10-K and quarterly reports on Form 10-Q are available on Expedia Group's Investor Relations website .	TC-IM-220a.6	<ul style="list-style-type: none"> Number of government requests to remove content Percentage compliance with requests 	Expedia Group does not publicly disclose this information.
			TC-IM-230a.1	<ul style="list-style-type: none"> Number of data breaches Percentage involving personally identifiable information Number of users affected 	In 2022, Expedia Group had no data security breaches that required disclosure in our public SEC filings. Any data breach that materially impacted our operations would be reported in our public filings with the SEC. Our current reports on Form 8-K are available on Expedia Group's Investor Relations website .

SASB INDEX CONT.

SASB Code	SASB Description	Expedia Group Response	SASB Code	SASB Description	Expedia Group Response
TC-IM-230a.2	<ul style="list-style-type: none"> Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards 	<p>Privacy and data security are priorities at Expedia Group. Vital to protecting security is a robust program and strict protocols to reduce the risk of cyber-attacks and data leaks. As a tech-first business, we are always looking for ways to mature our security and privacy program. Compromise tests are performed by a third-party twice a year to identify potentially compromised infrastructure and reduce the likelihood of security breaches. We hold ourselves to all applicable data protection privacy laws. For more information on Expedia Group's approach to identifying and addressing data security risks, including use of third-party cybersecurity standards, please reference 2022 Global Impact Report, Brand Privacy Statements, Privacy at Expedia Group, Vendor Privacy & Data Handling Requirements, Partner Privacy & Data Handling Requirements, and Employee Code of Conduct.</p>	TC-IM-330a.3	<ul style="list-style-type: none"> Percentage of gender and racial/ethnic group representation for management, technical staff, and all other employees 	<p>Please reference our 2022 Inclusion & Diversity Report for Expedia Group's workforce demographic data, including five years of historical data.</p>
TC-IM-330a.1	<ul style="list-style-type: none"> Percentage of employees that are foreign nationals 	<p>Expedia Group does not publicly disclose this information. For more information on Expedia Group's workforce demographic, please reference 2022 Inclusion & Diversity Report.</p>	TC-IM-520a.1	<ul style="list-style-type: none"> Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations 	<p>In 2022, Expedia Group had no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations that required disclosure in our public SEC filings. Any material losses incurred as a result of legal proceedings, including those related to anti-competitive behavior regulations, would be reported in our public filings with the SEC. Our annual reports on Form 10-K and quarterly reports on Form 10-Q are available on Expedia Group's Investor Relations website.</p>
TC-IM-330a.2	<ul style="list-style-type: none"> Employee engagement as a percentage 	<p>Expedia Group defines engaged employees as employees who frequently experience positive emotions at work, recognize their organization as a great place to work, feel immersed in and passionate about the work they do, and experience a strong sense of belonging to the company. Expedia Group implements Humu's engagement score to measure employee engagement, which combines responses across 5 items that respondent's rate on a 1 (strongly disagree) to 7 (strongly agree) scale. Expedia Group's survey results are as follows:</p> <ul style="list-style-type: none"> 2022: 71/100 2021: 70/100 <p>For more information on Expedia Group's employee engagement efforts, please reference our 2022 Inclusion & Diversity Report.</p>			

VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Expedia Group:

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

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

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

- Operational Control
- Worldwide

Types of GHGs: CO₂, N₂O, CH₄

GHG Emissions Statement:

- **Scope 1:** 3,178 metric tons of CO₂ equivalent
- **Scope 2 (Location-Based):** 14,269 metric tons of CO₂ equivalent
- **Scope 2 (Market-Based):** 67 metric tons of CO₂ equivalent
- **Scope 3:**
 - Purchased Goods & Services: 522,338 metric tons of CO₂ equivalent
 - Capital Goods: 8,391 metric tons of CO₂ equivalent
 - Waste Generated in Operations: 496 metric tons of CO₂ equivalent
 - Business Travel: 13,401 metric tons of CO₂ equivalent
 - Employee Commuting (Location-Based): 10,016 metric tons of CO₂ equivalent
 - Employee Commuting (Market-Based): 10,311 metric tons of CO₂ equivalent

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

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

Period covered by GHG emissions verification:

- January 1, 2022 to December 31, 2022

Criteria against which verification conducted:

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

Reference Standard:

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

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators.
- Qualifications:
 - A portion of the emissions reported under Purchased Goods and Services were obtained from Amazon Web Services' Customer Carbon Footprint Tool. Emissions reported by the tool are reportedly calculated according to the GHG Protocol; however, Apex did not have access to the actual data or calculations used to determine the reported emissions and thus was unable to verify the emissions reported by the tool. The emissions obtained from the tool accounted for less than 1% of the overall emissions from Purchased Goods & Services.

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

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

Verification Opinion:

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

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

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

Statement of independence, impartiality, and competence

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

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

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

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

Attestation:


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



Cody Lorentson, Technical Reviewer
ESG Program Manager
Apex Companies, LLC



May 26, 2023

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

