

An Update on Environmental, Social, and Governance (ESG) at Airbnb



December 2021



Airbnb’s Commitment to Serving All Stakeholders Environmental, Social, Governance (ESG)

Airbnb has five stakeholders — our guests, our Hosts, the communities that we operate in, our employees, and our shareholders. Our responsibility to our stakeholders guides how we operate: we strive to design for the long-term benefit of all stakeholders, measure our progress, and adjust when we don’t get it right. We look forward to sharing more about our vision, strategy, and multi-stakeholder approach in our upcoming stakeholder report.

This factsheet contains details regarding our approach to important ESG topics, guided by, among other things, the Sustainability Accounting Standards Board (SASB) “Internet Media & Services” standard.

Diversity and Inclusion

We are deeply committed to making Airbnb a place where people of all backgrounds, identities, and experiences can succeed and thrive. While we have taken a number of steps to further diversify our company and community, we know we have more to do to meet the high standards we set for ourselves. By 2025, it is our goal that 20% of US employees will identify as underrepresented minorities and, at every level, that 50% of our global employees who identify in the gender binary will be women.

A snapshot of the gender, racial and ethnic diversity of the Airbnb workforce is available [here](#).¹

To achieve our goals, we take deliberate actions to make our recruiting, promotion, and retention practices more inclusive, and have policies and programs to foster belonging in our workplace. Some of these include:

- Developing a Diversity & Belonging Plan for each organization within the company that outlines specific time-bound objectives, in addition to our company-wide 2025 goals (for example, our Tech group has established a Diversity Council comprising senior leaders to further embed their plans into their organizations).
- Expanding our diversity learning opportunities, including offering all Airbnb employees training on allyship, unconscious bias, and disability inclusion, and providing training for hiring managers to help ensure they have tangible strategies to integrate diversity into their recruiting practices.
- Since 2017, requiring women and underrepresented minorities in the US to be presented on candidate slates when we hire for open roles.
- Supporting non-traditional career paths through our continued investment in our engineering apprenticeship program, CONNECT, to provide people from non-traditional technical backgrounds with an entry point to an engineering career at Airbnb—in 2020, 100% of participants became full-time Airbnb employees.

¹ To see this information using U.S. government reporting categories, see our EEO-1 data [here](#).

- Increasing our investment in professional development, mentorship, and sponsorship for women and underrepresented minorities, as well as those who actively advance diversity and belonging—some examples of this work include offering employee resource group leaders and members professional development training via a learning initiative with Strive, providing leadership development courses for members of our employee resource groups and Global Diversity Ambassador program, participating in the McKinsey Black, AAPI, and Latinx Leadership Academies, and reinvigorating our sponsorship program.
- Supporting 19 employee resource groups (ERGs), or “Airfinity” groups—each group is sponsored by a member of our executive team and works to support Airbnb employees and foster a sense of belonging at work.
- Committing to the principle of pay equity and seeking to be a leader on this front, as described in “Supporting our Employees,” below.

We have also worked to help more communities benefit from home sharing and our business operations. We worked in partnership with the RainbowPUSH Coalition to ensure that 12 minority, women, and veteran-owned financial services firms participated as underwriters in our IPO. This aligns with our ongoing commitment to partner with and support companies owned by minorities, women, veterans, members of the LGBTQ+ community and people with disabilities through our dedicated Supplier Diversity program. In 2020, we exceeded our goal of 10% US addressable spend with diverse suppliers, and it is our goal that 20% of businesses in our US supply chain will be diverse as of 2025.

More details regarding our commitment to diversity and belonging are available [here](#), and additional information regarding our University recruiting and internship program is available on our [Careers website](#).

Supporting our Employees

The people who work at Airbnb define Airbnb. We want our employees to be healthy, have time to give back, and have the financial resources and support they need.

As part of our commitment to employee engagement, we survey all employees at least annually. To that end, we conduct surveys of all employees throughout the year to better understand their experiences at Airbnb—information we use to make our team even stronger and to empower employees to grow and do their best work. This data, and our ongoing engagement with our colleagues, informs the comprehensive benefits and resources we provide to employees.

Fundamental to this work is a commitment to equal pay for equal work, and we are proud to have been named to the [Parity.org Best Companies for Women to Advance List 2021](#). This list recognizes organizations that have implemented a mix of exemplary benefits, policies, and programs that ensure women have significant opportunities to advance their careers.

Compensation and Pay Equity

We are committed to the principle of pay equity and seek to be a leader on this front. To do this, we conduct annual pay-equity analyses that examine and adjust potential pay gaps. These analyses are binary gender-based globally and race-based in the US, and they take into account level, location, job type, time in role, and performance rating. In 2021, we closed our annual compensation review with no unexplained statistically-significant gaps in our annual salary and equity refresh grants. We are committed to continuing these analyses on an annual basis.

Our executive compensation programs are designed to attract and retain high-caliber leaders and to align compensation with our stakeholder priorities and company performance. We directly link incentive pay and stakeholder priorities, and emphasize equity-based compensation and longer-term delivery. Additionally, our clawback policy allows us to recover compensation in the event of certain acts of misconduct by covered employees, including our executive officers. Finally, our stock ownership policy requires our executive officers to hold shares of Airbnb stock equal to five times their base salary, and Airbnb's CEO must hold shares of Airbnb stock equal to ten times his base salary.

Learn more about our approach to executive compensation in our [Proxy Statement](#).

Benefits and Resources

We provide a range of benefits and resources for Airbnb employees and their dependents globally. In most regions, we provide:

- Health plans, including medical, dental, and vision benefits; disability insurance; and life insurance.
- Retirement savings plans (e.g., U.S. 401(k)).
- Access to an employee stock purchase plan (ESPP), where permissible.

- Generous paid leave, including parental, medical, bereavement, and caregiver leaves—as well as phased return to work for new parents.
- Family planning and fertility benefits.
- An employee assistance program.
- Company-wide annual break over the winter holidays.
- Paid volunteer time, and donation matching to eligible charities of employees' choice.
- Access to learning and development programs, including an on-demand training content library.
- Quarterly travel and experiences credit on Airbnb.com.
- Flexibility and benefits to help parents and caregivers.
- Observation of Juneteenth as a paid company holiday for all US employees, and a floating liberation holiday for non-US employees.

The vast majority of our employees are regular, full-time employees who are eligible for all of these benefits, where permissible. We also offer generous benefits to our fixed term and part-time employees.

More information is available on our [Careers website](#).

Commitment to Communities

As Airbnb has grown from an air mattress on the floor in our founders' apartment to a global community of millions, so has our responsibility to strengthen the communities we operate in, and to help ensure that Hosts and guests can use our platform without encountering prejudice or discrimination. We are always working to do better, and we are thankful for the opportunity to listen to and learn from these stakeholders.

Strengthening Communities through Travel

Airbnb aims to strengthen the communities in which we operate by promoting a healthier form of travel that is more distributed and more inclusive, and keeps more of the returns of travel with the people and communities that make it happen.

As we've previously shared, among the ways in which Airbnb promotes this travel:

- Hosts on Airbnb have earned more than \$140 billion since 2010. Women Hosts, who make up a majority of our global Host community, have earned more than \$70 billion. The typical Host earned \$9,600 in a recent 12-month period. New Hosts who joined Airbnb since the pandemic began have earned more than \$6 billion.
- According to a study by Oxford Economics, across 30 destinations studied, Airbnb guest spending in 2019 supported more than 300,000 jobs, including tens of thousands of jobs in industries such as restaurants and retail that were hit hard by the pandemic.
- We have collected and remitted more than \$4 billion in tourism taxes to local governments around the world.
- We have worked with governments to achieve fair rules for responsible home sharing in more than 80% of our top 200 geographies around the world.

Combatting Discrimination

Our purpose is to connect people from around the world and from different backgrounds. Racism, hate, and discrimination go against everything we believe in as a company and a global community. In 2016, we announced a comprehensive review of our platform to help ensure we are doing everything we can to fight bias and discrimination. The process was led by Laura Murphy, the former head of the American Civil Liberties Union's Washington D.C. Legislative Office, who authored a comprehensive assessment of our work: Airbnb's Work to Fight Discrimination and Build Inclusion. In 2019, we reviewed our progress and issued a three-year update: Three Year Review — Airbnb's Work to Fight Discrimination and Build Inclusion.

Some of the steps we have taken to fight discrimination include:

- Implementing the Airbnb Community Commitment.

- Launching, in partnership with Color of Change, [Project Lighthouse](#).
- Creating a dedicated anti-discrimination team, comprising technical professionals, that works to fight bias and discrimination.
- Changing the way profile pictures are displayed: Hosts do not see a guest's photo until after a reservation is confirmed.
- Partnering with leading Civil Rights organizations and initiatives to inform and support our efforts to diversify the benefits of home sharing and make the technology industry more inclusive.

More information about our work to combat discrimination is available [here](#).

Trust + Safety

From the beginning, Airbnb has designed with safety in mind. We focused on building a system that allows millions of strangers to trust one another. As Airbnb has grown, we have invested in technology that helps people trust one another and also helps protect safety and privacy, both online and offline. We have built a cross-functional team led by experienced professionals from fields including risk intelligence, law enforcement, military, and social work, among others.

The work we have done to build trust and support our community includes:

- Implementing a series of initiatives and programs such as:
 - Secure payments through our platform, which helps to deter scams and financial fraud.
 - Ongoing identity verification of Hosts and guests.
 - Watchlist and background checks in the United States.
 - Cleanliness protocols, including COVID-19 safety practices, with resources and best practices for Hosts.
 - Fraud and scam prevention efforts, including fraud prevention agents and 24/7 support.
 - Secure messaging and account protection.
 - Bans on “party houses,” risk-signal-based reservation restrictions in certain local markets to try to reduce unauthorized parties, and enhanced measures around holidays.
 - Actions to address members of hate groups and dangerous organizations on our platform.
- Partnering with Hosts to give them tools to help keep their properties and communities safer. Some of these tools include:
 - A double-blind review system — meaning Hosts review guests, and guests review Hosts, with the reviews written before the other side of the review is revealed, providing more incentives to behave the right way.
 - Giving Hosts the ability to assess reviews of guests before accepting bookings and to limit bookings only to guests with positive reviews.
- Partnering with cities and communities to promote neighborhood safety and quality of life:
 - To protect the quality of life and public health, we’ve banned parties, pursuant to our parties and events policy.
 - Party houses are prohibited.
 - Airbnb City Portal provides insights, tools, and resources for local governments to support healthy home-sharing.

- We offer a 24/7 Neighborhood Support Line in 12 languages to give neighbors the ability to communicate directly with us.
- We support policymakers and law enforcement to try and ensure accountability after incidents occur.
- In the extremely rare case that something goes wrong, we try to act quickly and decisively:
 - Our global community support team serves Hosts and guests in multiple languages, and we have a specialized team to work with local law enforcement when necessary.
 - Our Urgent Safety Line is available 24/7 and offers assistance to Hosts, guests, and neighbors in 12 languages.
 - We may suspend or ban people who violate our trust and throw a disruptive party in a listing, and in some cases, we take legal action.
 - We may suspend or remove listings that fail to meet quality standards or cause severe neighborhood disturbances.

Host Damage Protection

Host damage protection, a part of AirCover, provides eligible Hosts with \$1 million in coverage in the rare event a Host's place or belongings are damaged by a guest during an Airbnb stay.

Data Privacy + Information Security

We are committed to being clear about how we use information and protecting our users' right to privacy. To that end, we have put in place comprehensive policies and practices that respect our users' privacy, online and in the real world. Our commitment to privacy is grounded in a set of [privacy principles](#) applying to our full operations that guide us in our decision making:

- We use data to power experiences and to help keep our users safe. We don't sell users' personal data to anyone.
- We are transparent about how we collect and use personal data.
- We put users in control of their personal data.
- We protect the personal data users entrust to us through strong security measures.

We are committed to implementing leading data protection standards. Detailed information on the personal data we collect, how we use it, how users can exercise data subject rights, and how users can raise concerns about data privacy are in our [Privacy Policy](#). Further, we have a process to review third parties before data is shared with them.

Internally, we maintain a set of centralized privacy guidelines and processes that support adherence to these principles. They apply across Airbnb and our affiliates to help ensure we live up to our commitments and obligations. This also includes collecting and processing user data limited to the purpose stated, obtaining user data through lawful and transparent means with consent where required, incident investigation along with corrective action, and providing timely notification to individuals when the privacy policy changes. We also have a suite of information governance policies, including a Data Protection Policy and an Information Security and Acceptable Use Policy, which includes incident investigation and corrective action.

Our cross-functional data privacy and information security teams implement these policies and are led by experienced privacy and security executives, including our Chief Privacy Officer, Chief Security Officer, and Director of Information Security, who regularly report to the Audit, Risk and Compliance Committee of our Board of Directors. Employees are required to undergo cybersecurity and data privacy and information security training. As an additional safeguard, we underpin our security features through regular internal and external security assessments of Airbnb's systems, products, and practices affecting user data; penetration testing; and security detection and prevention processes that include operational measures to monitor and respond to data security incidents and cyberattacks. We also regularly conduct privacy risk assessments on technologies and practices affecting user data, which include assessing data subject rights risks.

To offer transparency and insight into the requests for user information we receive from law enforcement and government authorities globally, and how we respond to these requests, since 2016 we have published an annual [Law Enforcement Transparency Report](#). Our law enforcement information request process also includes managerial responsibility for government data requests oversight.

Environmental Sustainability

In 2021, we committed to a goal to operate as a Net Zero company by 2030, reducing carbon and other greenhouse gas emissions associated with our global corporate operations and investing in quality nature-based solutions to offset residual emissions. As part of this, we will annually measure and publish our carbon and greenhouse gas footprint for our corporate operations and report on progress towards our targets.

Some of the work we are doing, or have committed to undertaking, to achieve this goal and work to fight the climate crisis includes:

- Developing reduction targets for all scopes of emissions associated with our global corporate operations, in accordance with the 1.5°C emissions scenario of the Paris Climate Agreement, as part of the Science-Based Targets Initiative (SBTi), which we plan to join.
- Increasing our use of renewable energy—for 2021, we expect to match 100% of our corporate electricity use with renewable electricity—and undertake waste and water reduction measures.
- Working with our corporate vendors to help them reduce the carbon footprint of their business operations.
- Helping employees reduce the footprint associated with their commutes and adopt renewable energy for their homes.
- Investing in high-quality nature-based offsets to offset our residual emissions—including through the Lowering Emissions by Accelerating Forest finance (LEAF) Coalition, a public-private initiative that has mobilized \$1 billion to fight tropical deforestation which we joined as a founding member in 2021.

We regularly consult with our global community of Hosts and guests, environmental experts, and community leaders from around the world as we endeavor to drive continued progress on this systemic issue. This includes working with our Host Advisory Board on how to embed sustainable practices in hosting and make them more widely available. We are piloting ways to enable our Hosts to switch to renewables, and we actively work with Hosts to educate them on actions they can take to become more sustainable.

We are also working on quantifying the emissions from stays and Experiences to give us the data to guide the actions of our community. In partnership with our global community we are developing additional strategies to further reduce the carbon footprint of stays and Experiences on our platform, and we look forward to sharing more details about these plans as they evolve.

Governance

Airbnb is designed with our five stakeholders in mind: guests, Hosts, the communities that we operate in, employees, and shareholders. We are committed to managing our business with the goal of considering the interests of our stakeholders for the long-term benefit of the company, as set out in our [corporate charter](#).

Our Board of Directors' [Corporate Governance Guidelines](#) set out the Board's responsibility to consider the interests of our stakeholders and to ensure that our business is conducted for the long-term benefit of the company. And our Board's [Stakeholder Committee](#) meets regularly, and works with Airbnb executive leadership, to assist the Board with its consideration and monitoring of the interests of our stakeholders.

Detailed information about our Board of Directors, Board committee structure, and other elements of our approach to corporate governance is available in our [Proxy Statement](#) and on the [Governance](#) section of our Investor Relations website.

Ethics + Compliance

Our culture is built around four Core Values — Champion the Mission, Be a Host, Embrace the Adventure, and Be a Cereal Entrepreneur. Our [Code of Ethics](#) articulates the principles we must practice to live up to our values and guides our work to build a culture where everyone acts with integrity. This includes the right to report any concern, and protection against retaliation: no one has the right to discourage another from reporting a concern or to retaliate against anyone who reports a concern.

Our Ethics & Compliance team, under the leadership of our Chief Ethics Officer, proactively works to build an ethical culture and enforce our policies. Some of their work includes:

- Providing mandatory annual ethics training for all employees, as well as optional, on-demand training on specific and timely ethics topics.
- Overseeing annual attestation to the Code of Ethics by all Airbnb employees, officers, and directors.
- Engaging in proactive outreach to employees, including executives, through a variety of channels to facilitate ethics awareness throughout the company.
- Maintaining an internal Ethics and Compliance online hub with important information such as ethics policies, incident reporting, training, and other resources.
- Training and overseeing a team of Employee “Ethics Advisors” to help employees interpret and understand the Code of Ethics, and receive reports of potential violations.
- Creating and maintaining multiple channels to report issues, including reporting to a manager, Talent Partner, member of the Legal team or Ethics Advisor, or submitting a report (including anonymously) through our public [Ethics Hotline](#) or a mobile app.
- Maintaining systems to detect and prevent breaches of compliance program, such as:
 - Creating and maintaining a “pre-approval” tool to guide employees in common ethical areas like charitable donations, sponsorships, gifts, travel, and political contributions.
 - Conducting risk-based diligence on vendors.
- Auditing the effectiveness of Airbnb’s compliance program by, but not limited to:
 - Comparing employee expense reports to submissions to the pre-approval tool.
 - Tracking completion percentage of mandatory online training courses.
 - Conducting risk assessments.

- Providing for regular executive review of all ethics reports, and quarterly reporting on ethics and compliance to the Audit, Risk and Compliance Committee of the Airbnb Board of Directors.
- Promoting compliance with laws regarding corporate political contributions by vesting only the Chief Legal Officer and the Head of Global Policy and Public Affairs and certain individuals they designate with the authority to approve political contributions on behalf of Airbnb.
- Overseeing a wide range of policies and trainings regarding our policies, including:
 - *Global Anti-Bribery & Corruption Policy*, which forbids giving or receiving, either directly or through a third party, gifts, entertainment or things of value meant to influence a business decision, policy decision or create a reciprocal obligation. Employees must attest to this policy and participate in mandatory biennial training.
 - *Conflict of Interest Policy*, which addresses potential conflicts and their potential interference with employees' work at Airbnb. Employees participate in mandatory training regarding this policy.
 - *Harassment, Bullying, Discrimination & Retaliation Prevention Policy*, which prevents harassment or retaliation. Employees participate in mandatory training regarding this policy.
 - *Whistleblower Policy*, which addresses the reporting and confidential handling of complaints, and prohibits retaliation in connection with the reporting of concerns. This policy is periodically reviewed by the Audit, Risk, and Compliance Committee of the Airbnb Board of Directors, which must approve any amendments to the policy.

In addition to these, Airbnb maintains many other policies, including a Finance Code of Conduct—which supplements the Code of Ethics and provides a framework to promote the way Airbnb's finance employees are expected to conduct themselves—and an Insider Trading Policy, which helps ensure employees understand and abide by applicable securities regulations.

SASB Table

The Sustainability Accounting Standards Board (SASB) is an independent organization that publishes sustainability accounting standards with the goal of helping public corporations disclose relevant sustainability-related information to investors. For additional information on SASB, please visit sasb.org. The below table provides details pertaining to the SASB accounting metrics for the “Internet Media & Services” sustainability accounting standard. In some instances, we have made modifications or omissions to these reporting standards to better reflect Airbnb’s actual operations and the data that is available for consistent, quality measurement and reporting. We expect to build on this work in our future reporting.

| Topic | Accounting Metric | Code | Disclosure |
|------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental Footprint of Hardware Infrastructure | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable | TC-IM-130a.1 | For 2020, Airbnb consumed 20,232 MWh of electricity for its corporate operations and employees working from home, and purchased 20,247 MWh of renewable energy. |
| | Discussion of the integration of environmental considerations into strategic planning for data center needs | TC-IM-130a.3 | <p>Virtually all of Airbnb’s data center needs are fulfilled by third party providers. We are committed to considering the environmental impact of these partners in our strategic planning, including whether they are increasing their consumption of renewables and reducing their emissions.</p> <p>Our largest web services provider has disclosed that it reached a majority of renewable energy across its business in 2020, and has targeted 100% renewable energy to power its global operations by 2025. It has also committed to increasing the efficiency of its data center facilities, including reducing energy and water consumption.</p> |
| Data Privacy, Advertising Standards & Freedom of Expression | Description of policies and practices relating to behavioral advertising and user privacy | TC-IM-220a.1 | Airbnb’s policies and practices related to user privacy are set out in our Privacy Policy . |
| | Number of users whose information is used for secondary purposes | TC-IM-220a.2 | Airbnb does not sell users’ personal information. How we use personal information is set forth in our Privacy Policy . |
| | Total amount of monetary losses as a result of legal proceedings associated with user privacy | TC-IM-220a.3 | Any material monetary losses paid directly in connection with a privacy legal proceeding would be disclosed in our quarterly and/or annual filings with the SEC. In 2020, there were none. |
| | (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure | TC-IM-220a.4 | Information about Airbnb’s response to law enforcement requests for information is contained in our annual Law Enforcement Transparency Report . |

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|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Data Security | (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected | TC-IM-230a.1 | Any data breach that materially impacted our operations would be disclosed in our quarterly and/or annual filings with the SEC. In 2020, there were none. |
| | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | TC-IM-230a.2 | Information about Airbnb’s approach to information security can be found on page 10 of this factsheet. Certain material risks and uncertainties pertaining to privacy, data protection, and data security are described in the Form 10-K that we file annually with the SEC. |
| Employee Recruitment, Inclusion & Performance | Employee engagement as a percentage | TC-IM-330a.2 | We conduct surveys throughout the year of all employees to better understand their experiences at Airbnb — information we use to make our team even stronger and to empower employees to grow and do their best work. |
| | Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees | TC-IM-330a.3 | Information about the diversity of Airbnb’s workforce (binary gender globally and race/ethnicity in the U.S.) is available here . To see this information using U.S. government reporting categories, see our EEO-1 data here . |
| Intellectual Property Protection & Competitive Behavior | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | TC-IM-520a.1 | Any material monetary losses paid directly in connection with legal proceedings associated with anti-competitive behavior would be disclosed in our quarterly and/or annual filings with the SEC. In 2020, there were none. |

| Activity Metric | Code | Disclosure |
|-----------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Entity-defined measure of user activity | TC-IM-000.A | <p>Nights and Experiences Booked represents the sum of the total number of nights booked for stays and the total number of seats booked for experiences, net of cancellations and alterations that occurred in that period.</p> <p>In fiscal year 2020, we had 193.2 million Nights and Experiences Booked.</p> <p>In the first nine months of 2021, we had 227.2 million Nights and Experiences Booked.</p> |

Forward-Looking Statements

This factsheet contains “forward-looking” statements within the meaning of the “safe harbor” provisions of the Private Securities Litigation Reform Act of 1995 about Airbnb and its industry that involve substantial risks and uncertainties. In some cases, forward-looking statements can be identified by terms such as “may,” “will,” “expects,” “plans,” “could,” “target,” “believes,” “potential,” “continue,” “committed to,” “goal,” “seeks,” or the negative of these words or other similar terms or expressions that concern Airbnb’s expectations, strategy, plans, or intentions. All statements other than statements of historical facts contained in this factsheet, including but not limited to statements regarding Airbnb’s strategies, objectives, plans, programs, targets, goals, and commitments, are forward-looking statements. Forward-looking statements represent Airbnb’s current expectations regarding future events and are subject to known and unknown risks and uncertainties that could cause actual results to differ materially from those expressed or implied by the forward-looking statements. Among those risks and uncertainties are Airbnb’s ability to achieve the targets, goals, and commitments set forth in this factsheet and unexpected delays, difficulties, and expenses in executing against such targets, goals, and commitments, market conditions, risks that governmental or other third parties may subsequently define terms used in this factsheet in a manner inconsistent with our usage of them, and risks relating to Airbnb’s business, including those described in periodic reports that Airbnb files from time to time with the U.S. Securities and Exchange Commission, including those discussed under “Risk Factors,” “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” and “Special Note Regarding Forward-Looking Statements” in our Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission (the “SEC”) on February 26, 2021 and any subsequent Quarterly Reports on Form 10-Q filed with the SEC. Any of these factors could cause actual results to differ materially from the expectations Airbnb expresses or implies in this factsheet. Although Airbnb believes that the expectations reflected in these forward-looking statements are reasonable, Airbnb cannot provide assurances that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects. The forward-looking statements included in this factsheet speak only as of the date of this factsheet and reflect Airbnb’s beliefs and opinions as of the date of this factsheet, and Airbnb expressly disclaims any obligation to update or revise the statements included in this factsheet for subsequent developments, except as may be required by law.

