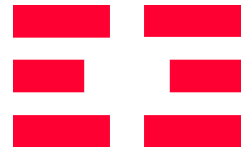




Expedia Group

Subsidiaries: Travelocity, Vrbo, Orbitz, Hotwire.com, CheapTickets, Homeaway, Egencia, Carrentals LLC, Travelscape, Expedia Cruises, FlipKey Inc, CanadaStays
Locations: Illinois (HQ)
Industries: Consumer Services

RISK LEVEL:



High Risk

DESCRIPTION:

Expedia Group, a travel technology company, canceled its relationship with the American Legislative Exchange Council (ALEC) over its conservative political beliefs. Expedia Group scored a 90 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Expedia Group increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Expedia Group forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Expedia Group provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. The company supports the Equality Act and LGBTQ Pride within its business practices. Expedia is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Expedia Group receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **High Risk**

Expedia, a subsidiary of Expedia Group, has cut ties with ALEC due to ALEC's conservative political beliefs (1). Expedia Group received a score of 90 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (2)(3).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

Expedia (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

Expedia HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity,

sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Expedia Group does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

Expedia Group's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. signed an open letter in support of the Equality Act and supports LGBTQ Pride (3)(4).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Expedia Group provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4)(5). The company indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (6)(7). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Expedia is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (8)(9).

Uses corporate political contributions for ideological, non-business purposes.

High Risk

Expedia Group indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Expedia Group has not used its PAC donations for ideological purposes (3)(4).

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