

Expedia Group, Inc. (EXPE)

2026 DEF 14A · filed 2026-04-29 · CIK 0001324424

Headline facts

CEO TOTAL PAY

\$17,592,584

Ariane Gorin · 2025 · “ 29% YoY

CEO PAY RATIO ITEM 402(U)

154:1

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

1 peer auto-selected from EXPE's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
NFLX	\$53,905,972	255 to 1	\$53,905,972	Compensation Committee
NETFLIX INC				

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Ariane Gorin Chief Executive Officer	\$1,254,808	\$15,689,800	—	\$647,976	\$17,592,584
Scott Schenkel Chief Financial Officer	\$1,003,846	\$6,606,075	—	\$10,350	\$9,820,271
Robert Dzielak Chief Legal & People Officer, and Secretary	\$953,654	\$7,352,534	—	\$10,350	\$8,316,538
Barry Diller Chairman and Senior Executive	\$466,788	\$4,482,275	—	\$672,621	\$5,621,684
Julie Whalen Former Chief Financial Officer	\$124,231	—	—	\$1,619,438	\$1,743,669
Lance Soliday Senior Vice President and Chief Ac- counting Officer	\$496,015	\$767,900	—	\$9,543	\$1,273,458

CEO pay mix (latest year)

Base salary	7%
Cash incentive	0%
Equity	89%
Other	4%
At-risk	89%

Every fact above, traced back to filing text

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CEO pay ratio = 154:1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“2025 CEO Pay Ratio The ratio of Ms. Gorin’s annual total compensation for 2025 to the median employee’s annual total compensation, determined as described above, was 154:1. The pay ratio disclosure set forth above is a reasonable estimate calculated in a manner consistent with applicable SEC rules, based on the methodologies and”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation Committee is currently composed of Ms”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“This prohibition extends to various forms of hedging or monetization transactions”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“maintain a Stock Ownership Policy (the “Stock Ownership Policy”), which includes the following minimum stockholding targets (the “Stock Targets”)”