



To: Airbnb Employees
Subject: Temporary Travel and Expense Hold Through Q4

Airbnb Team,

To align with our financial goals for the end of 2026, we're putting a temporary hold on all business travel and related expenses. This freeze is effective immediately and will remain in place until the end of Q4. Any and all exceptions should be consulted and approved by our chief financial officer.

To be clear, this announcement is not a reflection of financial challenges. Airbnb continues to excel, and this decision is another step in financial management aligning with the company's 2026 projections. Conservative spending now will create more opportunities later on. By making responsible financial choices, we can keep investing in the community, our clients and the mission we are all working toward.

We will revisit this policy on Jan. 1, 2027. Thank you for your hard work, dedication and everything you do to support our goals.

Sincerely,

Brian Chesky
CEO of Airbnb

Word Count: 157