

Nominating and Corporate Governance Committee Charter



This Nominating and Corporate Governance Committee Charter (this “*Charter*”) was adopted by the Board of Directors (the “*Board*”) of Airbnb, Inc., a Delaware corporation (the “*Company*”).

I. Purpose

The purpose of the Nominating and Corporate Governance Committee (the “*Committee*”) is to identify individuals qualified to become Board members consistent with criteria approved by the Board, to recommend that the Board select the director nominees for the next annual meeting of stockholders, to develop and recommend to the Board a set of Corporate Governance Guidelines and to oversee the evaluation of the Board and management.

In addition to the powers and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities delegated to it by the Board from time to time consistent with the Company’s bylaws (as in effect from time to time) and applicable law. The powers and responsibilities delegated by the Board to the Committee in this Charter or otherwise shall be exercised and carried out by the Committee as it deems appropriate without requirement of Board approval. While acting within the scope of the powers and responsibilities delegated to it, the Committee shall have and may exercise all the powers and authority of the Board.

II. Composition

The Committee must consist of at least two directors, each of whom must satisfy the independence requirements of the Nasdaq Stock Market LLC, subject to any available exception.

The members of the Committee shall be appointed by the Board. Committee members may be removed from the Committee, with or without cause, by the Board. Unless a Chair is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership.

III. Meetings, Procedures and Authority

The Chair (or in his or her absence, a member designated by the Chair) shall preside at each meeting of the Committee and set the agendas for Committee meetings. The Committee shall have the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company’s bylaws that are applicable to the Committee. The Committee has authority to retain and terminate any search firm to be used to identify director candidates, including authority to approve such search firm’s fees and other retention terms. The Committee has the authority to retain any other advisors that the Committee believes to be desirable and appropriate and has the authority to approve related fees and retention terms.



IV.

Duties and Responsibilities

- 1. Director Nominees.** The Committee will identify individuals qualified to become members of the Board and ensure that the Board has the requisite expertise and that its membership consists of persons with a range of backgrounds and experiences. The Committee will also recommend to the Board the nominees for election to the Board at the next annual meeting of shareholders.
- 2. Criteria for Selecting Directors.** The criteria to be used by the Committee in recommending directors and by the Board in nominating directors are as set forth in the Company's Corporate Governance Guidelines.
- 3. Director Independence Determinations.** The Committee will review and make recommendations to the Board regarding director independence determinations with respect to continuing and prospective directors.
- 4. Stockholder Director Nominations.** The Committee will review, evaluate and, as applicable, propose and approve, stockholder recommended nominees for election to the Board.
- 5. Board Committee Structure and Membership.** The Committee will annually review the Board committee structure and recommend to the Board for its approval directors to serve as members of each committee.
- 6. Corporate Governance Guidelines.** The Committee will develop and recommend to the Board the Corporate Governance Guidelines. The Committee will, from time to time as it deems appropriate, review and reassess the adequacy of such Corporate Governance Guidelines and recommend any proposed changes to the Board for approval.
- 7. Board and Management Evaluations.** The Committee will oversee the annual self-evaluations of the Board and management.
- 8. Section 16 Officer Determinations.** The Committee will review and make recommendations to the Board regarding Section 16 officer determinations.
- 9. Other Corporate Governance Matters.** The Committee may make recommendations to the Board regarding governance matters, including, but not limited to, the Company's certificate of incorporation, bylaws, and the charters of the Company's other committees.
- 10. Reports to the Board of Directors.** The Committee must report regularly to the Board regarding the activities of the Committee.
- 11. Committee Self-Evaluation.** The Committee shall, at least annually, perform an evaluation of the performance of the Committee.
- 12. Review of this Charter.** The Committee shall, at least annually, review and reassess this Charter and submit any recommended changes to the Board for its consideration.



V. Delegation of Duties

In fulfilling its responsibilities, the Committee has the authority to delegate any or all of its responsibilities to a subcommittee of the Committee.

VI. Nominating Agreement

For so long as the Nominating Agreement among Brian Chesky, Joe Gebbia and Nathan Blecharczyk, is in effect, this Charter will be interpreted to be consistent with such agreement.