Stakeholder Committee Charter

I. Purpose

The purpose of the Stakeholder Committee (the "*Committee*") of the Board of Directors (the "*Board*") of Airbnb, Inc. (the *"Company"*) is to assist the Board with its consideration and monitoring of the interests of the Company's key stakeholders (as may be identified and modified by the Board from time to time).

This charter (the "*Charter*") sets forth the authority and responsibility of the Committee in fulfilling its purpose.

II. Membership

The Committee will consist of three or more members of the Board, with the exact number to be determined by the Board.

All members of the Committee will be appointed by, and will serve at the discretion of, the Board. The Board may appoint a member of the Committee to serve as the chairperson of the Committee (the "*Chair*"). If the Board does not appoint a Chair, the Committee members may designate a Chair by their majority vote. The Chair will set the agenda for Committee meetings and conduct the proceedings of those meetings.

III. Responsibilities and Duties

The principal responsibilities and duties of the Committee are set forth below. This Charter is not intended to establish by its own force any legally binding obligations and these duties are set forth as a guide with the understanding that the Committee will carry them out in a manner that it determines is appropriate given the needs and circumstances of the Company and the Board as they may exist from time to time.

The Committee may from time to time recommend to the Board that the Committee's responsibilities and duties be altered or supplemented. The Committee may establish policies and procedures from time to time that it deems necessary or advisable in fulfilling its responsibilities. In performing its duties, the Committee has the authority to engage outside counsel or other advisors, and to seek any information it requires from employees, officers, and directors of the Company.

The Committee's responsibilities include:

- Engaging with Company management regarding the Company's key stakeholders, as identified in the Stakeholder Principles;

- Reviewing the Company's progress with respect to the Stakeholder Principles, including periodic review of the Company's performance against the Stakeholder Metrics, which are inclusive of environmental, social, and governance (ESG) criteria;

- Advising Company management and the Board, as requested, regarding initiatives or matters pertaining to key stakeholders;
- Reviewing the Stakeholder Principles and recommending to the Board any changes thereto that the Committee deems appropriate;
- Reviewing the Stakeholder Metrics and providing guidance to Company management regarding any changes thereto that the Committee deems appropriate;
- Engaging with key stakeholders from time to time, as determined appropriate by the Committee, and in consultation with management;
- Advising the Board regarding administration of the Host Endowment; and
- Providing advice, reports, and recommendations to the Board with respect to the foregoing matters.

IV.
Meeting, Actions Without a Meeting, and Staff

Meetings of the Committee shall be held from time to time as the Committee or Chair may determine. A quorum of the Committee for the transaction of business will be a majority of its members. Meetings may be held via tele- or video-conference, and participation in a meeting via tele- or video-conference shall constitute presence in person at such meeting. Any action required or permitted to be taken at any meeting of the Committee may be taken without a meeting if all members of the Committee consent in writing or by electronic transmission, and the writing(s) or electronic transmission(s) are filed with the minutes of the proceedings of the Committee. The Committee and the Chair may invite any director, executive or employee of the Company, or such other person as it deems appropriate in order to carry out its responsibilities, to attend and participate (in a non-voting capacity) in all or a portion of any Committee meeting. The Committee may exclude from all or a portion of its meetings any person it deems appropriate in order to carry out its responsibilities. The Company will provide the Committee such staff support as the Committee may request.

V.
Minutes and Reports

The Committee will maintain written minutes of its meetings and copies of its actions by written consent, and will make such minutes and copies of written consents available to the other members of the Board and cause them to be filed with the minutes of the meetings of the Board. The Chair will report to the Board from time to time with respect to the activities of the Committee, including on significant matters related to the Committee's responsibilities and the Committee's deliberations and actions.

VI.
Compensation

Members of the Committee who are deemed independent directors by the Board will receive such fees, if any, for their service as Committee members as may be determined by the Board, consistent with the Company's Non-Employee Director Compensation Policy, which may include additional compensation for the Chair.

VII.
Review of Committee Composition, Performance, and Charter

From time to time as determined by the Committee, the Committee will evaluate the Committee's composition and performance. The Committee also will review and reassess the adequacy of this Charter periodically, and recommend to the Board any changes the Committee determines are appropriate.