



## 2022 Sustainability Report GRI Content Index

**Statement of use:** Booking Holdings Inc. has reported the information cited in this GRI content index for the period January 1 through December 31, 2022, with reference to the GRI Standards.

**GRI 1 used:** GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
Organizational Profile		
GRI 2: General Disclosures 2021	2-1	Organizational details Our Company, p.8-9; <a href="#">2022 Annual Report</a>
	2-2	Entities included in the organization's sustainability reporting Our Company, p.9; <a href="#">2022 Annual Report</a>
	2-3	Reporting period, frequency, and contact point About This Report, p.59, p.61
	2-4	Restatements of information About This Report, p.61
	2-6	Activities, value chain and other business relationships Our Company, p.8-9
	2-7	Employees Taking Care of Our People, p.36, p.60
	2-9	Governance structure and composition Foundation for Business Excellence, p.45; <a href="#">2022 Proxy Statement, p.29-35</a>
	2-10	Nomination and selection of the highest governance body <a href="#">2022 Proxy Statement, p.18-21</a>
	2-11	Chair of the highest governance body <a href="#">2022 Proxy Statement, p.14, 24, 29</a>
	2-12	Role of the highest governance body in overseeing the management of impacts Foundation for Business Excellence, p.45
	2-13	Delegation of responsibility for managing impacts Foundation for Business Excellence, p.45; <a href="#">2022 Proxy Statement, p.35</a>
	2-14	Role of the highest governance body in sustainability reporting Foundation for Business Excellence, p.45
	2-15	Conflicts of interest <a href="#">2022 Proxy Statement, p.13, 36</a>
	2-16	Communication of critical concerns Our Compliance and Ethics, p.46; <a href="#">2022 Proxy Statement, p.32</a>
	2-19	Remuneration policies <a href="#">2022 Proxy Statement, p.14, 46-91</a>
	2-20	Process to determine remuneration <a href="#">2022 Proxy Statement, p.52-53, 65-66</a>
	2-21	Annual total compensation ratio <a href="#">2022 Proxy Statement, p.86</a>
	2-23	Policy commitments Foundation for Business Excellence, p. 46-50
	2-27	Compliance with laws and regulations Stakeholder Engagement, p.12; Foundations for Business Excellence, p.49
	2-28	Membership associations Stakeholder Engagement, p.13
	2-29	Approach to stakeholder engagement Stakeholder Engagement, p.11-13; Climate Related Risks and Opportunities, p.52; About This Report p.59; <a href="#">2022 Proxy Statement, p. 4, 38, 52</a>



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GRI STANDARD	DISCLOSURE	LOCATION
<b>Compliance, Ethics, and Integrity</b>		
Self-Selected Metrics	Number of Ethics Ambassadors Compliance reports	Foundation for Business Excellence p.46-48 Foundation for Business Excellence p.46-48
<b>Diversity and Inclusion</b>		
Self-Selected Metrics	Diversity of governance bodies and employees	Taking Care of Our People p.36; Foundations for Business Excellence p.44
	Ratio of female employees' total headcount	Taking Care of Our People p.36; <a href="#">2022 Sustainability Report Performance Data</a> , p.3
	Ration of female employees in Leadership	Taking Care of Our People p.36; <a href="#">2022 Sustainability Report Performance Data</a> , p.3
	Women in Technology	Taking Care of Our People p.36; <a href="#">2022 Sustainability Report Performance Data</a> , p.3
<b>Employee Health and Well-being</b>		
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Taking Care of Our People p.37
	403-6 Promotion of worker health	Taking Care of Our People p.37
<b>Environmental Impact of Offices and Operations (Non-GRI Topic)</b>		
GRI 305: Emissions 2016	305-1 Direct (scope 1) GHG emissions	Sustainable Strategy Overview p.17; About This Report p.60; <a href="#">2022 Sustainability Report Performance Data</a> , p.1
	305-2 Energy indirect (scope 2) GHG emissions	Sustainable Strategy Overview p.17; About This Report p.60
	305-3 Other indirect (scope 3) GHG emissions	Sustainable Strategy Overview p.17; About This Report p.60; <a href="#">2022 Sustainability Report Performance Data</a> , p.1
	305-5 Reduction of GHG emissions	Sustainable Strategy Overview p.17; About This Report p.60; <a href="#">2022 Sustainability Report Performance Data</a> , p.1
<b>Sustainable Travel (Non-GRI Topic)</b>		
Self-selected metrics	Number of partners who have Sustainable Travel Badge	Sustainability Strategy Overview p.21
<b>Volunteering and Charitable Donations</b>		
Self-selected metrics	Number of causes supported	Taking Care of Our People p.42; <a href="#">2022 Sustainability Report Performance Data</a> , p.2
	Total number of hours volunteered	Taking Care of Our People p.42; <a href="#">2022 Sustainability Report Performance Data</a> , p.2
	Total donations	Taking Care of Our People p.42; <a href="#">2022 Sustainability Report Performance Data</a> , p.2



## 2022 Sustainability Report SASB Content Index

TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	REFERENCE IN REPORT
<b>Environmental Footprint of Hardware Infrastructure</b>				
	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	TC-IM-130a.1	<a href="#">2022 Sustainability Report Performance Data</a> , p.1
<b>Data Privacy, Advertising Standards and Freedom of Expression</b>				
	Description of policies and practices relating to behavioral advertising and user privacy	Quantitative	TC-IM-220a.1	Our customer privacy and data protection p.49
<b>Data Security</b>				
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Quantitative	TC-IM-230a.1	<a href="#">2022 Sustainability Report Performance Data</a> , p.2
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	TC-IM-230a.2	Our customer privacy and data protection p.49
<b>Employee Recruitment, Inclusion and Performance</b>				
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	TC-IM-330a.3	We publicly disclose <a href="#">EEO-1</a> data covering the U.S. market