


2022 Sustainability Report Performance Data

TOPIC	INDICATOR	2022	2021	2020	2019
Environmental Stewardship					
CO₂ emissions					
	Total CO ₂ emissions, in metric tons (tCO ₂ e)	173,652	127,754	135,114	268,035
	Scope 1 (tCO ₂ e)	4,396	4,541	5,097	5,885
	Scope 2 (tCO ₂ e)	504	3,774	14,871	18,241
	Scope 3 (tCO ₂ e)	168,752	119,439	115,146	243,909
CO₂ emissions as a percentage of total emissions					
	Scope 1 total emissions	2.5%	3.6%	3.8%	2.2%
	Scope 2 total emissions	0.3%	3.0%	11.0%	6.8%
	Scope 3 total emissions	97.2%	93.5%	85.2%	91.0%
	Purchased Goods and Services ¹	89.0%	79.9%	61.1%	59.1%
	Capital Goods ¹	1.7%	10.7%	11.5%	6.0%
	Business Travel ¹	3.8%	1.3%	9.6%	15.0%
	Employee Commuting ¹	2.6%	1.7%	3.1%	10.9%

1. These categories represent Booking Holdings' most material GHG Protocol scope 3 categories.


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TOPIC	INDICATOR	2022	2021	2020	2019
Community Engagement					
Donations					
	Number of causes supported ¹	755	606	234	–
	Total donations (USD)	\$2,774,000	\$799,808	\$563,009	–
Volunteering					
	Employees participating in volunteering initiatives	2,647	1,563	2,036	–
	Hours volunteered	18,363	11,632	7,591	–
Compliance and Ethics					
	Number of Ethics Ambassadors	427	438	–	–
	Compliance training completion rate²	97.7%	96.1%	–	–
Compliance reports³					
	Total number of reports	519	358	394	559
	Americas	92	73	83	194
	EMEA	301	206	207	229
	APAC	126	79	104	136
	Number of anonymous reports	103	78	127	259
	Case closure time (median days)	43	41	32	46
	Reports per 100 employees	2.5	1.78	1.88	2.11
	Number of closed reports	507	320	524	601
	Number of the reports that resulted in investigation	249	139	–	–
	Number of reports found proven	137	76	–	–
	Corrective actions that resulted in employee	55	25	–	–

1. Number of causes supported by donations or volunteering.

2. The training completion rate is based on the mandatory Online Course Plan for employees and new hires trainings.

3. Reports received through the Compliance Helpline (bknghelpline.com) and Open Door system (any channel other than the helpline, such as email, speaking to a manager in person, etc.).


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TOPIC	INDICATOR	2022	2021	2020
Diversity, Inclusion and Belonging				
	Total number of employees¹	21,600	20,300	20,300
Employee diversity				
	Total female	47%	50%	50%
	Total male	53%	50%	50%
	Women in Leadership	31%	31%	29%
	Women in Technology	25%	23%	22%
	Women Promoted	43%	–	–

1. Approximate number of employees. See our [2022 Annual Report](#) for more information.