Booking Holdings Financial Services International Ltd

Gender Pay Gap Report 2025

This report presents the first Gender Pay Gap analysis for Booking Holdings Financial Services International Ltd (BHFSI) in line with the Gender Pay Gap Information Act 2021. The Act requires organisations with 50 or more employees to measure and publish key gender pay gap metrics annually, promoting transparency and fostering equal pay practices.

As of this reporting period, BHFSI employs 60 people, meeting the threshold for compliance. As such, we are providing our inaugural gender pay gap disclosure.

BHFSI is a Dublin-based company within the Booking Holdings Inc group (Booking Holdings), a global leader in online travel services with a mission to make it easier for everyone to experience the world. Our primary business focus is on payment processing for Booking Holdings' worldwide brands, ensuring secure and efficient financial transactions that support the company's global operations and vision for the future of travel.

Through this report, BHFSI transparently discloses gender-based pay data. We recognise that pay equity requires ongoing attention and will continue working to strengthen this across our organisation.

Our Gender Pay Gap Metrics

The results below set out the gender pay gap metrics for BHFSI in Ireland, with a snapshot date of June 30th 2025 and a reference period of July 1st 2024-June 30th 2025. In the period under consideration, our headcount was 60, of whom 31 were women and 29 were men. There were no part time or temporary employees employed by the organisation in Ireland during the reference period.

All employees in Ireland – BHFSI 2024-2025															
Hourly Remuneration		Hourly Remuneration Lower Quartile		Hourly Remuneration Lower Middle Quartile		Hourly Remuneration Upper Middle Quartile		Hourly Remuneration Upper Quartile		Bonus Receivers		Bonus Gap		Benefits in Kind	
Mean	Median	Men%	Women%	Men%	Women%	Men%	Women%	Men%	Women%	Men%	Women%	Mean	Median	Men%	Women%
41.7	15.1	40	60	53.3	46.7	66.7	33.3	33.3	66.7	82.8	93.5	60.5	-29.2	86.2	93.5

The difference between Equal Pay and the Gender Pay Gap

It is useful to note that under Irish government rules, the Gender Pay Gap measures the broad average and median pay for men and for women across the organisation. The gender pay gap does not show differences in pay for comparable jobs and is therefore not the same as 'equal pay'.

Understanding the gender pay gap metrics

Hourly Remuneration refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis across all our employees. A positive percentage indicates a gap in favour of men. A negative percentage indicates a gap in favour of women.

Bonus Receivers sets out the proportion of men and of women who receive any form of bonus. 'Bonus' for this purpose includes Annual Bonus, Referral Bonus, Restricted Stock Units and Performance Stock Units.

Bonus Gap refers to the gap between men and women on the value of all bonus items taken together, across all employees who received a bonus.

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the lower middle quartile and the upper middle quartile.

Benefits in kind sets out the percentage of our people who are in receipt of non-cash benefits of monetary value, including for BHFSI provision of private health insurance.

The Reason for the Gender Pay Gap at BHFSI

The gender pay gap (GPG) at BHFSI is primarily due to imbalances in the proportions of men and women in particular roles and at particular levels within the organisation.

Overall BHFSI has almost achieved full gender balance, employing 31 women and 29 men i.e. 51.7% (Women) and 48.3% (Men). The most significant difference in overall gender representation is in the Upper Middle Quartile, where men make up 66.7% and women 33.3%.

The mean GPG for BHFSI is 41.7% and the median GPG is lower at 15.1%, both favourable towards Men. Out of the organisation's 10 highest hourly rates 5 are paid to women employees.

When analyzing total compensation, the inclusion of equity compensation like Restricted Stock Units (RSUs) adds an important layer of nuance to understanding the GPG. The value derived from RSUs is inherently tied to the stock market. Notably, an employee's realised RSU compensation in any given reporting period is subject to the grant date value of prior year equity awards, the employee's tenure and the stock price at vesting. This variable, non-cash component will by its nature, lead to fluctuation within standardised pay gap metricsAs a result, this means two employees performing the same role regardless of gender, may report significantly different total compensation at a particular point in time.
BHFSI remains committed to pay equity across all roles and levels in the organisation.

Our Intentions

Consistent with our core values—"Experiences of Every Kind, for Everyone" and "Diversity Gives Us Strength"—BHFSI actively promotes inclusion throughout the organisation. In 2025, we updated our Culture Framework to further strengthen our commitment to inclusion and gender balance. By formalising this framework, we have established inclusion as a systemic requirement and a core leadership mandate, integral to how the organisation operates. This is achieved by leadership fostering an inclusive culture and adherence to Inclusion Group Standards across the organisation. Additionally, our focus on inclusion in hiring and retention is reinforced through the rollout of training and best practices for recruitment.

The company will continue to implement family-friendly policies, including updating its maternity pay schedule by the end of 2025, and offering Grandparents and Caregiver Leave. In the most recent 2025 employee survey, 93% of our employees participated, with the Inclusion score reflecting very high employee perceptions regarding accessibility to opportunities. Everyone at BHFSI has access to opportunities for contribution, learning, and positive workplace experiences to achieve their full potential.

The BHFSI culture is characterized by collaboration, openness and accessibility. This focused, local environment operates with the strength and security of our multinational parent organisation, upholding high standards of compliance and ethics, and driven by a deep commitment to integrity. We celebrate success through thoughtful recognition, and we work to ensure an environment where employees feel empowered to do their best work, grow their careers, and are competitively rewarded.

Looking ahead, through sustained focus, clear accountability, and open reporting, we will continue to ensure our culture and compensation practices reflect our values. At BHFSI, "Everyone means Everyone."