

## 2026 MODERN SLAVERY STATEMENT

### INTRODUCTION

This Modern Slavery Statement sets out the actions taken by Booking Holdings Inc. and its brands (“we,” “us,” and “our”) to assess, prevent, and mitigate modern slavery in our operations and supply chains.

We prepared this Statement in consultation with our brands and in accordance with the UK Modern Slavery Act 2015 (the Modern Slavery Act), for the financial year ending on December 31, 2025.



### OUR BUSINESS

Our mission is to make it easier for everyone to experience the world. We aim to provide consumers with a best-in-class experience with tailored planning, payment, language, and other options, seamlessly connecting them with our travel service provider partners. We offer these services through five primary consumer-facing brands: Booking.com, Priceline, Agoda, KAYAK, and OpenTable.

#### Booking.com

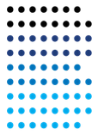
Booking.com is the world's leading brand for booking online accommodation reservations, based on room nights booked, with operations worldwide and headquarters in The Netherlands. As of December 31, 2025, Booking.com offered accommodation reservation services for approximately 4.4 million properties in over 220 countries and territories, and in over 40 languages, consisting of approximately 500,000 hotels, motels, and resorts and approximately 3.9 million homes, apartments, and other unique places to stay. In 2025, Booking.com offered flights in over 55 markets. It also offered in-destination tours and activities, rental car reservation services, and ground transportation services across thousands of locations worldwide.

#### Priceline

Priceline is a leader in discount travel reservations primarily in North America, with headquarters in Norwalk, Connecticut, USA. Priceline offers online accommodation, flight, and rental car reservation facilitation services, as well as vacation packages, cruises, activities, and affiliate programs.

#### Agoda

Agoda is a leading online accommodation reservation service catering primarily to consumers in the Asia-Pacific region, with headquarters in Singapore. Agoda also offers flight, ground transportation, and attractions.



## KAYAK

KAYAK, headquartered in Norwalk, Connecticut, USA, provides online meta-search services that allow consumers to easily search and compare travel itineraries and prices from hundreds of online travel platforms at once. KAYAK offers its services in over 60 countries and territories.

## OpenTable

OpenTable is a leading brand for booking online restaurant reservations. Headquartered in San Francisco, California, USA, OpenTable provides online restaurant reservation services to consumers and reservation management services to restaurants, primarily in the United States.

## OUR WORKFORCE

As of December 31, 2025, we employed approximately 24,300 employees, of which approximately 2,900 were based in the United States and approximately 21,400 outside the United States. Approximately 97% of our employees are full-time employees. We also retain independent contractors to support certain functions.

## OUR APPROACH

### Respecting Human Rights and Addressing Modern Slavery

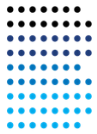
We respect the human rights of our stakeholders by seeking to avoid infringing on the rights of others and working to address adverse human rights impacts with which we may be involved, including modern slavery risks.

Our commitment is based on internationally recognized standards and principles, including the [United Nations \(UN\) Guiding Principles on Business and Human Rights](#).

We recognize that modern slavery in all its forms (including slavery, human trafficking, forced or compulsory labor, debt bondage, descent-based slavery, servitude, child labor, and forced and early marriage) is a global issue and an increasing problem.

Any internal or external party can report concerns of modern slavery or any other human rights concerns through our [Compliance Helpline](#).

As a company that facilitates global travel, we recognize that there are potential risks of modern slavery in our operations and value chain, including in sectors where elevated modern slavery risks have been identified, such as those in the accommodation, cruise, retail, food, and transportation sectors. Potential risks in our operations may exist in connection with routine office activity support, such as cleaning services and office supplies.



## OUR ACTIONS

After assessing and considering the impact of the Modern Slavery Act on our business, we completed the following actions, which we continue to evaluate, review, and enhance where appropriate.

### EMBED POLICIES

**Code of Conduct** – Our [Core Values](#), [Code of Conduct](#), and corporate policies reflect and convey our collective commitment to Absolute Integrity, which is the bond that unites us and is woven into everything we do. All directors, officers, and employees, wherever they are located, are expected to adhere to the Code of Conduct and espouse the principles and values it embodies at all times. The Code of Conduct outlines our commitment to respect human rights.

**Supplier Code of Conduct** – We expect our Suppliers to share our commitment to our value of Absolute Integrity and adhere to high ethical standards, applicable laws, and the requirements established in our [Supplier Code of Conduct](#) when doing business with us.

The Supplier Code of Conduct outlines our requirement for suppliers to adhere to human rights and workplace respect. Under no circumstances should a supplier use, facilitate, or benefit from modern slavery or human trafficking, including forced or compulsory labor, debt bondage, servitude, and child labor. Exploitation and coercion (including physical, mental, verbal, and financial) are strictly prohibited.

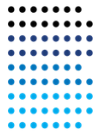
**Human Rights Statement** – Our [Human Rights Statement](#) sets out our commitment to respect human rights, our expectations of our employees, customers, suppliers, and partners, our prioritization of salient human rights risks and opportunities, and our governance of these risks.

**Fair Pay** – We remain committed to paying our employees a fair salary and benchmark salaries annually.

**Contractual Clauses** – We continue to review and update our contractual terms and agreements to require our suppliers to adhere to legal protections against modern slavery. Booking Holdings Inc. and our brands' contracts for suppliers and for travel service provider partners include provisions requiring compliance with our Supplier Code of Conduct, which includes prohibitions on modern slavery and human trafficking.

We would rather lose business than achieve it through unethical or illegal means. If, after inquiry, any organization within our value chain is unable to demonstrate its commitment to these obligations, either it will not be taken on as a supplier or existing services will be terminated.

Contractual terms and conditions on ethical business, fair working practices, and compliance with applicable legislation are included in new, renewed, and existing agreements with suppliers and partners.



## IDENTIFY, ASSESS, & ADDRESS IMPACT

Screening and Due Diligence – We conduct screening throughout our value chain to detect parties and organizations that are subject to restrictions, including those associated with modern slavery offenses under applicable sanctions regimes. Should any parties fail the screening process, we will take action, including by suspending and, if necessary, terminating our relationship(s) with them.

Digital Services Act Risk Assessment – The European Union’s Digital Services Act (DSA) aims to create a safer digital space where the fundamental rights of users are protected. Booking.com conducts an annual DSA risk assessment, aimed at identifying and assessing systemic risks in the EU stemming from the design or functioning of its services or from the (mis)use of its services, including the risk of human trafficking. The [results of the assessments](#) performed so far have been shared with the European Commission and made publicly available.

Detection and Response – Booking.com has processes in place to mitigate human trafficking risks, including internal guidelines and controls for trafficking-related content moderation and to support human trafficking identification, assessment, and response. These processes include standard operating procedures and reporting channels for accommodation partners and travelers. We perform internal risk assessments on these processes and guidelines, and implement relevant mitigations as a part of our continuous refinement of our human trafficking risk management. We monitor key events that have a higher risk of human trafficking and continue to strengthen capabilities to identify and assess human trafficking risk indicators across our platform.

## TRAINING

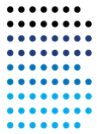
Employee Training – Booking.com has provided training on human trafficking and child sexual exploitation prevention for Customer Service and External Partner Services teams, which include external-facing staff who are more likely to encounter modern slavery risk escalations from travelers and travel partners.

Booking.com has also published a guidance article on combating modern slavery and human trafficking on our Customer Service intranet, including indicators of modern slavery and escalation paths for internal assessment and response to reports received. We continue to conduct workshops and briefings on modern slavery for internal teams.

Accommodation Partner Training – Booking.com has articles on its [Partner Hub](#) to educate and support partners on human rights and trust and safety issues, including on [modern slavery and human trafficking](#) and the [Trust & Safety Community Guidelines](#).

Booking Holdings Inc. financially supported the publication of [Protect All Children from Trafficking \(PACT\)’s Unpacking Human Trafficking guide](#), which provides a survey of laws in the United States concerning anti-trafficking signage and training for hotels.

Booking.com offers [a free online training module on Detecting Human Trafficking](#) in collaboration with PACT for accommodation partners in Australia, Canada, Ireland, New Zealand, UK, and USA. Booking.com also partnered with the [World Tourism Organization of the United Nations \(UNWTO\)](#) on a [series of free online courses](#) designed to support accommodations on their journey to operate more sustainably, including topics such as responsible purchasing practices and meaningful employment. In the lead up to targeted key events, Booking.com also shares anti-trafficking resources and conducts training webinars for relevant accommodation partners, including on how to spot and report signs of human trafficking.



The training and resources will help Booking.com better assess, mitigate, and remedy reports of potential human trafficking that it receives, and will help partners identify signs of trafficking and how best to respond and report suspected trafficking at their accommodation site.

Industry Training – In collaboration with 14 other companies and civil society organizations, Booking.com helped create [publicly available human rights due diligence training for the tourism sector](#). Led by the [Roundtable on Human Rights in Tourism](#) and [Futouris](#), the training includes topics on modern slavery, decent living, and fair wages.

## PARTNERSHIPS AND STAKEHOLDER ENGAGEMENT

The Code – Booking.com is a member of [The Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism](#) and is working on internal policies and processes to address the risk of child exploitation in its value chains.

Partnerships – As part of our human rights due diligence process and in an effort to bolster our ability to detect, disrupt, and raise awareness about modern slavery in the tourism industry, Booking Holdings Inc. and Booking.com engage with a number of leading anti-trafficking organizations and civil society groups that work with rights-holders and develop [industry guidance](#), as well as [training resources for our partners](#).

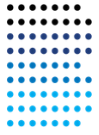
Industry Awareness – We continue our engagement with industry, governments, and civil society through meetings, speaking engagements, and events, in order to contribute to dialogue and continuous improvement to address modern slavery.

We are further working to expand our collaboration with experts in this space to improve our ability to detect, disrupt, and increase awareness of modern slavery risks across our operations, value chains, and the communities where we operate.

## GRIEVANCE MECHANISMS

Internal Mechanisms – We place a duty upon all employees to report either potential or actual violations of our policies, including potential or actual modern slavery risks, to their line manager, the Compliance team, or the [Compliance Helpline](#). We have a zero-tolerance stance on retaliation against whistleblowers who report in good faith and our non-retaliation stance is set out in our [Code of Conduct](#). We take all allegations seriously. All reports received through the Helpline are addressed and if appropriate, remedial action is taken. Annually, we publish an internal compliance report where colleagues can see aggregated data on reports the Compliance team has received through the Helpline and other means.

External Mechanisms – Suppliers and members of the community are also directed to the [Compliance Helpline](#) to report any breaches of the [Supplier Code of Conduct](#) or any human rights concerns. Additionally, Booking.com accommodation partners, as well as suppliers and travelers, are encouraged to report any violations of the Supplier Code of Conduct by contacting Booking.com's partner or customer services directly. These reports are redirected internally to Booking.com's Trust & Safety team to assess the report and take appropriate action. Booking.com users can also flag content that they think might be illegal through the [Content Reporting form](#).



## TRACK & REPORT

The UK Modern Slavery Registry – On March 11, 2021, the UK Government launched a [Modern Slavery Statement Registry](#). We submitted our previous Modern Slavery Statements to the registry and are committed to submitting subsequent Statements to the Registry.

Booking Holdings Sustainability Report – We report on certain human rights topics in our annual [Sustainability Report](#).

Regulatory Review – We monitor regulatory developments of the Modern Slavery Act and are committed to implementing any changes or requirements that come into effect.

Continuous Improvement – Based on the recommendations from our independent human rights impact assessment on modern slavery and human trafficking, we continue to take steps to improve and monitor our efforts to detect, disrupt, and increase awareness of modern slavery risks across our operations, value chains, and the communities where we operate.

## APPROVAL

Approved and signed on behalf of the Board of Directors by its Corporate Governance Committee at a meeting on April 7, 2026.

