Booking Holdings Financial Services International Ltd

Gender Pay Gap Report 2026

Booking Holdings Financial Services International Ltd (BHFSI) is part of Booking Holdings, a global company whose mission is to make it easier for everyone to experience the world. BHFSI operates within that wider group as an Irish financial services entity, supported by a collaborative culture, accessible leadership and an emphasis on integrity, inclusion and accountability.

This report sets out BHFSI's gender pay gap information in accordance with the Gender Pay Gap Information Act 2021. It explains the results for the snapshot date of 30 June 2026 and the reference period from 1 July 2025 to 30 June 2026. The analysis covers 68 relevant employees: 29 men and 39 women. There were no part-time employees and no employees on temporary contracts.

Our Gender Pay Gap Metrics

The figures below present the required metrics for all relevant employees. Hourly remuneration includes ordinary pay and bonus. Bonus remuneration includes annual bonus and restricted stock units. Benefits in kind comprise health insurance.

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%
-0.5	31.1	35.3	64.7	35.3	64.7	64.7	35.3	35.3	64.7	96.6	84.6	-3.1	34.5	89.7	92.3

The difference between equal pay and the gender pay gap

The gender pay gap is not a measure of equal pay or pay equity. Equal pay means that employees doing the same work, or work of equal value, are paid equitably regardless of gender. The gender pay gap is a broader organisational measure comparing the average and middle-ranking pay of men and women, without adjusting for the different roles, levels or experience represented in the workforce. An organisation can therefore apply pay equity principles and still report a gender pay gap.

Understanding the gender pay gap metrics

Hourly remuneration is the difference between men's and women's total pay per hour, shown on a mean and median basis. A positive percentage indicates a gap favouring men; a negative percentage indicates a gap favouring women.

The bonus receiver metric shows the proportion of men and women who received any bonus remuneration during the relevant period. Bonus gap compares the value of bonus remuneration received

by men and women, on a mean and median basis. Quartiles show the gender composition of four equal groups ranked from the lowest to the highest hourly remuneration. Benefits in kind show the proportion of men and women receiving a non-cash benefit of monetary value.

The reason for the gender pay gap at BHFSI

BHFSI's results are primarily influenced by the distribution of men and women across the pay range and across particular roles and levels. Women represent 57.4% of the BHFSI workforce. They are more represented in the lower, lower-middle and upper quartiles, while men are more represented in the upper-middle quartile. This distribution helps explain why the mean hourly remuneration gap is slightly favourable to women, while the median gap favours men.

The bonus results show a similar effect. The mean bonus gap is slightly favourable to women, while the median bonus gap favours men. A higher proportion of men received a bonus, but women received benefits in kind at a slightly higher rate. These results reflect the mix of roles, levels and individual remuneration outcomes in the snapshot population; they do not indicate unequal pay for equal work.

BHFSI is committed to equal pay for equal work and equal opportunity. Recruitment, selection, promotion, training and career progression are based on objective requirements, merit, aptitude and professional ability. The organisation uses structured recruitment practices, and gender-balanced interview panels where feasible.

Our intentions

BHFSI will continue to review gender representation and pay gap data across the organisation. It will maintain focus on fair access to development, training and career opportunities, alongside transparent and consistent decision-making for recruitment, promotion and reward. Its approach is supported by open communication, approachable leadership and employee-led initiatives that encourage employees to contribute and develop regardless of background. Maintaining this focus will help BHFSI understand how workforce composition and progression patterns affect reported outcomes and where further attention may be appropriate.

BHFSI will also continue to support an inclusive workplace through employee resource groups and initiatives focusing on development, mentoring, and gender diversity. We maintain supportive policies on dignity at work, anti-bullying and harassment, family-related leave, flexible working and the right to disconnect. These measures are intended to foster a workplace in which employees can progress and gender is not a barrier to opportunity or reward.