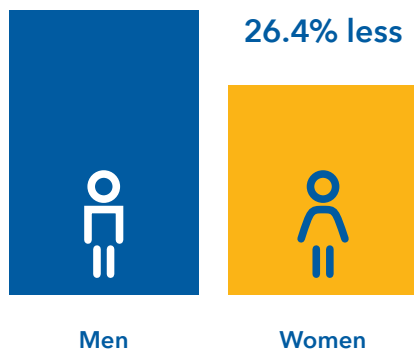


# Booking.com Transport Ltd

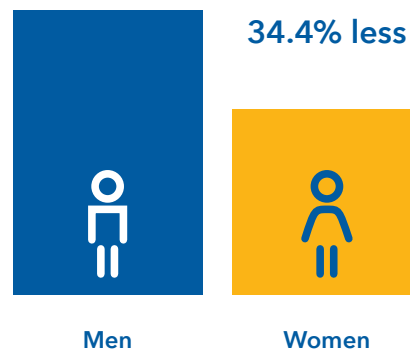
## Gender Pay Gap Report 2021



### Mean Gender Pay Gap

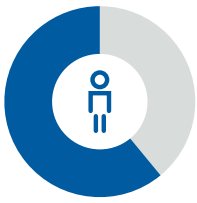


### Median Gender Pay Gap



The pay gap of 26.4% in mean hourly pay is primarily caused by the uneven distribution of men and women among different departments. As is the case in many technology companies worldwide, women are under-represented in Engineering, Marketing, Finance and other departments with high average salaries.

## Bonuses

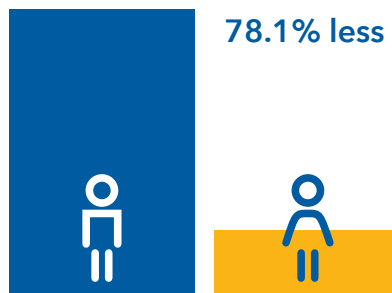


**63.9%**  
of men  
received  
a bonus



**60.1%**  
of women  
received  
a bonus

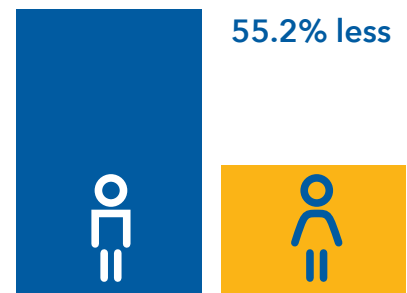
### Mean Gender Bonus Gap



Men

Women

### Median Gender Bonus Gap



Men

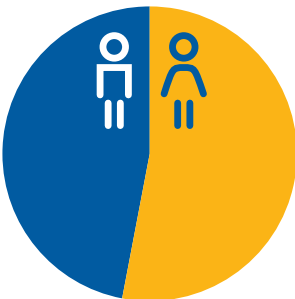
Women

These two figures are much closer than they were: the percentage of men receiving a bonus decreased from 71.6% in the previous year, while the percentage of women receiving a bonus increased from 55.0%

The bonus gap is primarily caused by the under-representation of women in the upper middle quartile (21.4%) and upper quartile (18.4%), where bonuses account for a significant part of overall compensation packages. In addition, bonuses for people in senior management and leadership roles are largely paid in the form of shares, which had a considerable impact on this year's figures due to vests in March 2020.

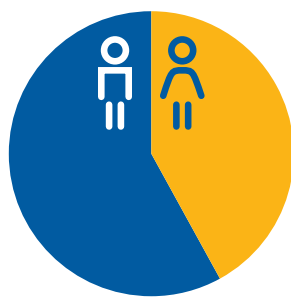
## Pay Quartiles

47.0% 53.0%



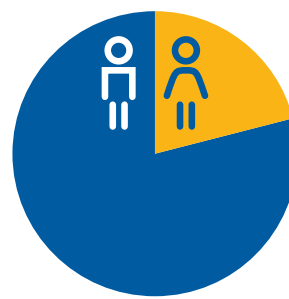
Lower  
quartile

58.3% 41.7%



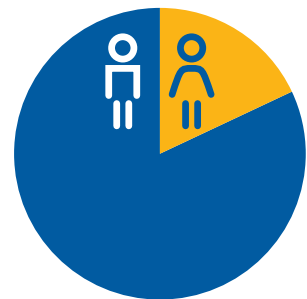
Lower  
middle quartile

78.6% 21.4%



Upper  
middle quartile

81.6% 18.4%



Upper  
quartile

The differences here are largely due to the uneven distribution of men and women across departments - and the fact that salaries in departments such as Engineering (81% male & 19% female) and Product (73% male & 27% female) are significantly higher than those in customer-facing departments.