

Booking.com

Transport Limited UK



Gender Pay Gap Report

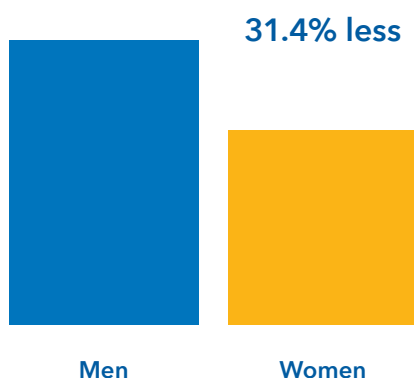
2021/22

This report outlines Booking.com Transport Limited's gender pay gap results for 2021/22.

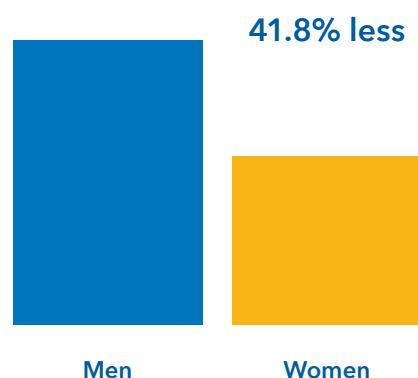
At Booking.com, we're committed to ensuring fair and equal treatment of all our employees. As such, we review compensation regularly to ensure that employees carrying out the same or similar type of role are compensated equitably. **In 2021/2022, we can confirm that we don't have statistically significant differences in pay for employees carrying out the same or similar role that are connected to gender.** Gender pay gap is a measure of the percentage difference in average pay of men and women across an entire company. This is different from equal pay for equal work, which focuses on whether men and women are compensated equally for performing the same or similar work.

Our 2021/2022 "pay" results are based on payroll data from April 2021. Our "bonus" results are based on payroll data for the 12-month period from April 2020 to April 2021.

Mean Gender Pay Gap



Median Gender Pay Gap



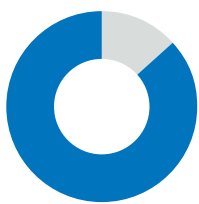
- On average, men were paid 31.4% more than women
- When using the median, men were paid 41.8% more than women

Our gender pay gap is caused by a difference in gender representation across different role types within Booking.com Transport Limited.

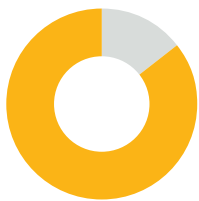
We have more men than women working in engineering roles, which made up 23% of our workforce in April 2021 and are compensated higher than other less technical roles. The external talent pool for these types of roles also continues to be predominantly male, a challenge to diversity that most companies in the UK technology sector currently face. We're fully committed to addressing this challenge and have a number of initiatives already underway. These include our Tech Returners and Tech Apprenticeship programmes, which have proven effective routes for women to enter into engineering roles.

Bonuses

For the purpose of this report, the definition of bonus includes any reward relating to productivity performance, profit sharing, incentives or commission, and includes stock awards.



86.9%
of men
received
a bonus

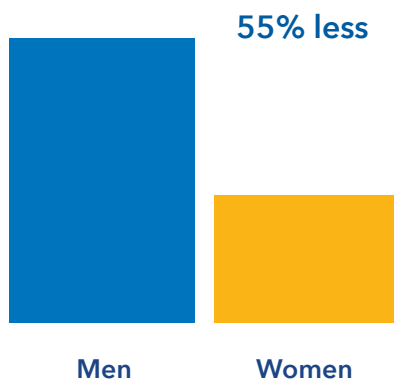


85.7%
of women
received
a bonus

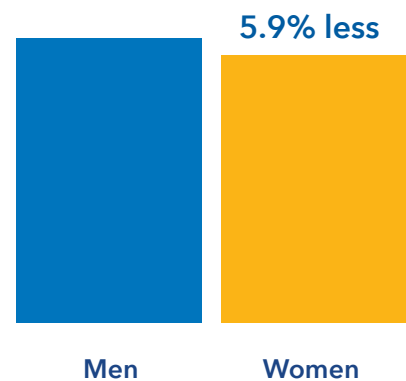
- 86.9% of eligible male employees received a bonus
- 85.7% of eligible female employees received a bonus

These two figures are closer than they were in the past; the percentage of men receiving a bonus increased from 63.9% in the previous year and the percentage of women receiving a bonus increased from 60.1%.

Mean Bonus Pay Gap



Median Bonus Pay Gap

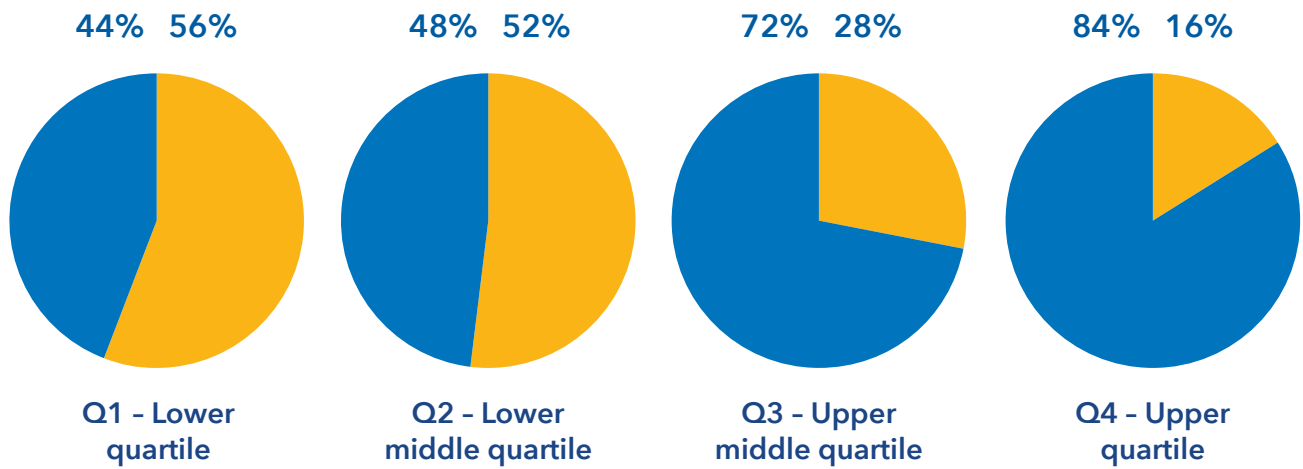


- On average, men received 55% more in bonus pay than women
- When using the median, men received 5.9% more bonus pay than women

The bonus gap is primarily a result of the under-representation of women in the upper middle (28%) and upper (16%) quartiles, where bonuses account for a significant part of overall earnings. In addition, bonuses for people in senior management and leadership roles are largely paid in the form of stock, which had a considerable impact on this year's figures due to vests occurring in March 2021.

Pay Quartiles

This table shows the proportion of men and women in each pay 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 (84% male and 16% female), IT Services (92% male and 8% female) and Product (73% male and 27% female) are significantly higher than those in customer-facing departments.

I confirm that the information contained within this Gender Pay Gap Report is accurate.

Matthias Schmid,

Interim Senior Vice President, Booking.com Transport Limited