



BOOKING HOLDINGS

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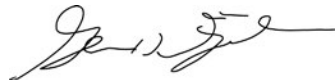
# Climate Action Plan

## We Envision a Travel Industry that **Contributes to Positive Change**

As the climate crisis accelerates, we are increasingly aware of the effort needed to safeguard our planet. We are the world's largest digital travel platform, and we have a responsibility to contribute to this effort seriously. In this inaugural Climate Action Plan, we lay out our key commitments to make **our operations, services and the travel industry** more sustainable. The targets put forward will help us achieve net-zero and transition to a lower carbon footprint across all of our brands. We are proud of the different ways we are already contributing to making it easier for everyone to travel more sustainably, from launching our Travel Sustainable Program to becoming carbon neutral for the first time in 2020. We envision an entire travel industry that is also contributing to sustainable operations and travel choices throughout the world. We will be a proud leader in making this vision a reality through the scale of our company, the size of our impact, research, and standards development for the whole sector. Together with our travel provider partners and peers, we will create a lower-impact travel industry.



**ROBERT J. MYLOD JR.,**  
Chair of the Booking Holdings  
Board of Directors



**GLENN D. FOGEL,**  
Chief Executive Officer



## Our climate strategy is aligned with the Paris Agreement and guides our journey to near zero for our own operations by 2030 and **net-zero by 2040.**

To achieve progress towards the Paris Agreement's goal of limiting global warming to no more than 1.5°C above pre-industrial levels, we need to take strong action to reduce the damage of climate change. By taking tangible steps to reduce our own impact on the planet, we are doing our part to protect the communities and destinations on which tourism depends.

This year, we are establishing a new enterprise-wide sustainability governance model. This approach includes oversight on sustainability issues from the Corporate Governance Committee of the Booking Holdings Board of Directors, and a new, distinct corporate function that will provide sustainability management and oversight across our brands. This sustainability team will monitor and drive progress against all of our climate commitments and support the development of additional targets.

This climate strategy describes our company's current climate program as well as the next steps in our journey to net-zero and to becoming a leader in sustainable travel. We are determined to achieve these commitments and to continue to raise the bar for our sector.

### OUR ENTERPRISE-WIDE CLIMATE STRATEGY



**We commit to operating our business sustainably and building a culture of sustainability.** We will lead by example by setting carbon reduction targets in line with climate science guidance and by empowering our people to make sustainable choices in their day-to-day work.






**We commit to making it easier for travelers to book sustainable trips.** We will use our scale, working together with our travel provider partners, to increase the number of sustainable travel experiences on our products and make millions of customers more aware of the sustainable choices available to them.

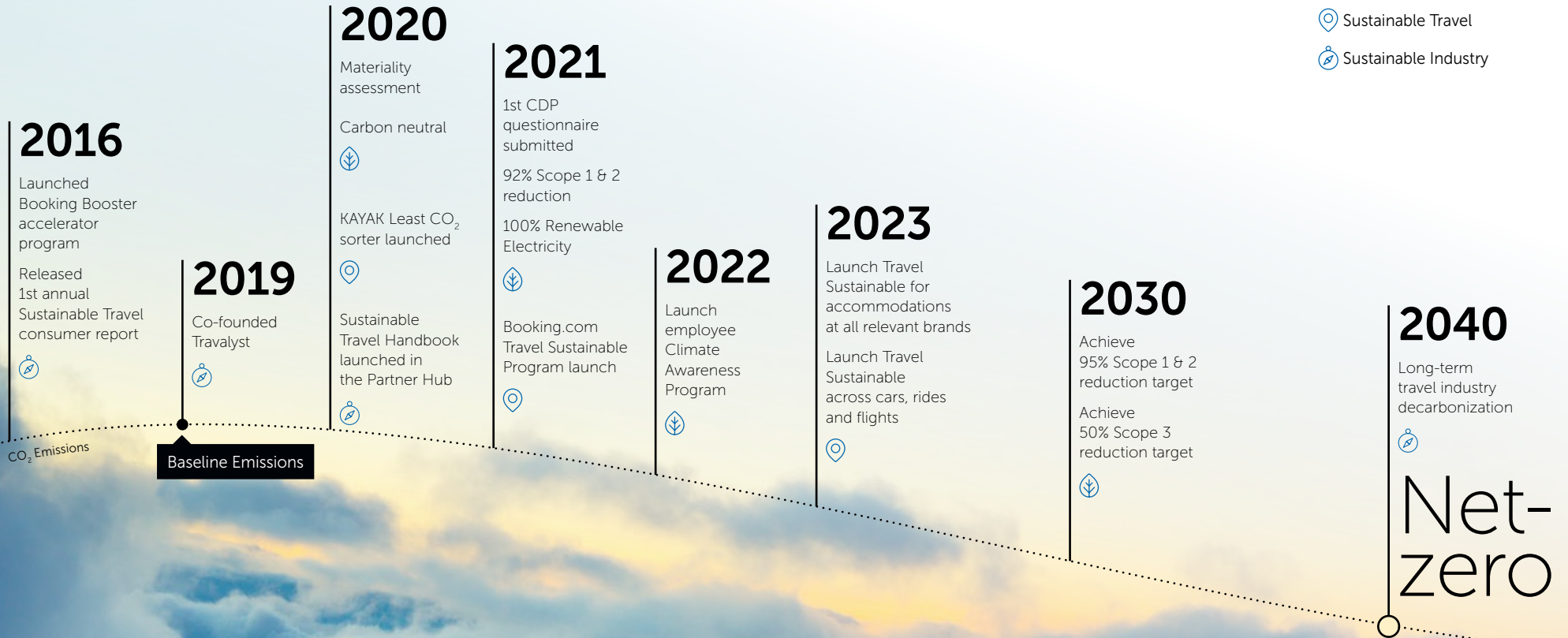


**We commit to collaborating to decarbonize the travel industry.** We will work to develop solutions to remove the barriers currently preventing the industry from decarbonizing, and analyze potential long-term solutions for future decarbonization.

# Climate Action Roadmap and Key Milestones

**Our Commitment Pillars:**

-  Sustainable Operations
-  Sustainable Travel
-  Sustainable Industry



## Commitment 1: Sustainable Operations

We commit  
to operating our  
business sustainably  
and building a culture  
of sustainability.

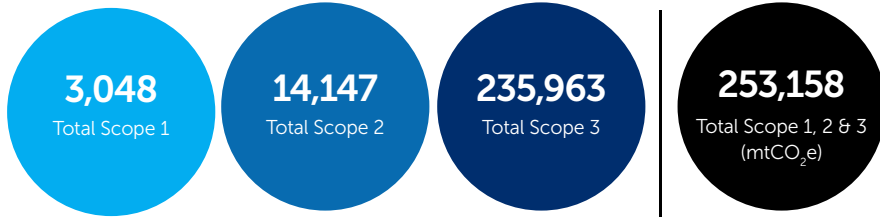
We have high expectations of our travel provider partners but will not set a higher bar for them than for ourselves. We plan to lead the way through the sustainable operation of our own company, by reducing our operational emissions and managing unavoidable emissions in an efficient manner. Using 2019 as a baseline, we utilized the Science-Based Targets initiative (SBTi) criteria for a 1.5°C future to develop short- and medium-term reduction targets for scopes 1, 2 and 3, and we plan to validate these with SBTi in 2022.

We have already reduced our absolute scope 1 & 2 emissions by 92%, primarily through our transition to 100% [renewable electricity](#), which we completed in late 2021. We will continue to reduce the remaining emissions through increasing the efficiency of offices that rely on natural gas and district heating, leading to the 95% reduction of scope 1 & 2 emissions by the end of 2030.

### AT A GLANCE

- ✓ 100% electricity consumption matched with the purchase of renewable electricity in 2021
- Launch a climate and sustainability awareness program for employees and leadership in 2022
- 95% reduction in scope 1 & 2 emissions by the end of 2030 from 2019 baseline
- 50% reduction in scope 3 emissions by the end of 2030 from 2019 baseline
- Achieve net-zero by 2040

## 2019 Baseline Emissions



Emissions are expressed in metric tons of carbon dioxide equivalent (mtCO<sub>2</sub>e). Updates on emission reduction progress can be found in our annual sustainability report.

### 2019 Emission Sources

**Scope 1:** natural gas used in offices, fuel for leased company vehicles

**Scope 2:** electricity from offices and data centers

**Scope 3:** purchased goods/services, business travel, employee commuting

We have maintained carbon neutrality since 2020 and are now pushing forward on the path towards a science-based net-zero impact by 2040. We will increasingly turn our focus to reducing our scope 3 emissions by 50% by the end of 2030. Our primary strategy for achieving net-zero emissions is through emissions reduction, including decarbonizing our co-located data center spaces and working with vendors to strengthen and reach their carbon reduction targets.

We will also adopt SBTi's Net-Zero Standard to align our commitment with a science-based and clear definition of net-zero.

In addition to the emissions reductions that contribute to our science-based targets, we are proud to support local offset programs around the globe. In the future, we will transition our key offsetting strategy to removals.

In addition to our recently launched new sustainability governance model, in 2022, we will launch a climate and sustainability awareness program for employees and leadership. This program will inform and inspire our employees and leadership and foster a culture of sustainability across Booking Holdings.





## Commitment 2: Sustainable Travel

We commit  
to making it easier  
for travelers to book  
sustainable trips.

Of the three dimensions outlined in this plan, our largest opportunity for impact is making sustainable choices more accessible for both travelers and our travel provider partners through our services. We believe the decarbonization of the travel sector begins by providing travelers with more opportunities to make their trips more sustainable, while also helping travel provider partners to operate more sustainably in order to meet this expected increasing demand.

Our greatest influence on sustainable travel and a sustainable future for the travel industry is through enabling our travel provider partners to showcase their efforts through our platform, whatever their size and wherever they are on their sustainability journey. That's why in 2021 we launched a first-of-its-kind program, [Travel Sustainable](#), on Booking.com. This program features a badge and filter on all Booking.com platforms (e.g. desktop, mobile and app). The Travel Sustainable badge is available to any kind of property that has implemented a combination of sustainable practices that are destination-specific.

### AT A GLANCE

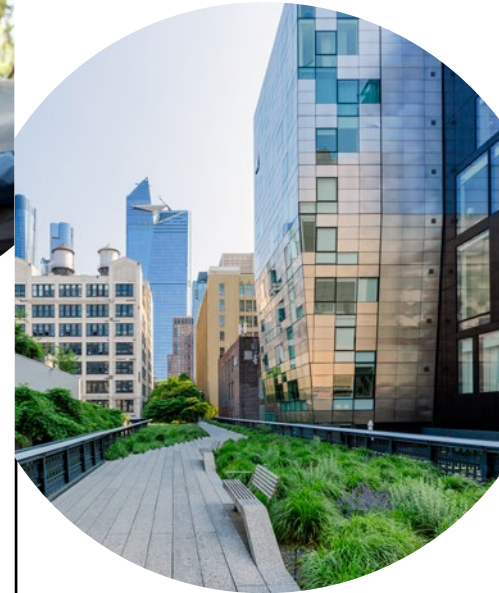
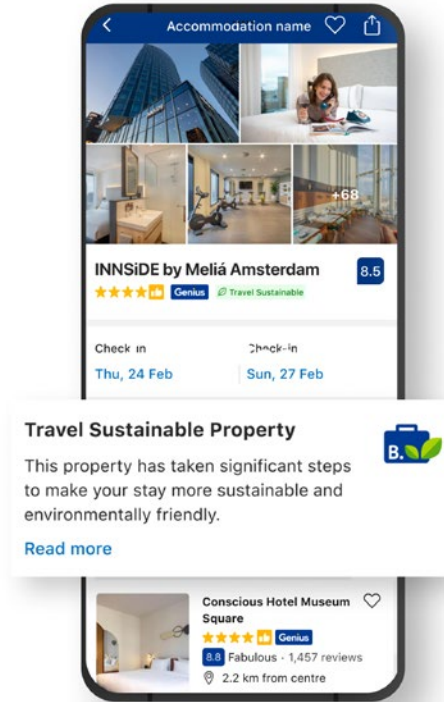
- ✓ Travel Sustainable program launched for Booking.com accommodations in 2021
- Launch Travel Sustainable program for accommodations across all relevant brands by the end of 2023
- Launch Travel Sustainable program for cars, rides and flights by the end of 2023



We believe the badge will provide credible recognition of impactful sustainability efforts for more properties worldwide and provide travelers with a transparent, consistent and easy-to-understand way to identify a wider range of more sustainable stays, no matter where they want to travel. We will launch the badge across all relevant Booking Holdings brands by the end of 2023.

While the accommodations sector is our first priority, we recognize that decarbonization is critical in each sector of the travel industry. In 2023, we expect to expand the Travel Sustainable program across our transportation-related verticals as well, like KAYAK's CO<sub>2</sub> filter, which allows travelers to sort their flight search by CO<sub>2</sub> emissions, enabling us to drive sustainability across more areas of a trip.

After establishing a baseline this year, we will announce a target for sustainable bookings made by our customers in next year's sustainability report.







## Commitment 3: Sustainable Industry

We commit  
to collaborating  
to decarbonize  
the travel industry.

Reducing the travel industry's carbon footprint will take time and collaboration. As a founding member of the Travalyst Coalition, we are already playing an active role in changing the impact of travel together with our peers. To continue to create a more sustainable travel industry, we evaluated the biggest systemic challenges the travel industry faces in supporting the Paris Agreement and how we can contribute to solutions.

### **Improve partner capabilities to implement decarbonization solutions in accommodations**

Many travel and tourism companies, particularly small- and medium-sized enterprises, are at the very beginning of their net-zero journeys and lack the capabilities and experience to implement available solutions.

In 2022, we will expand our existing [Travel Sustainable Handbook](#) and sustainability education programs for accommodations to tailor support based on their maturity level and local context.

### AT A GLANCE

- Expand sustainability education programs for travel provider partners in 2022
- Investigate the funding gap for accommodations and support them to access available funds in 2022
- Expand our Sustainable Travel insights program in 2022

We will provide tailored guidance to accommodations based on their location and practices already in place, and help them identify potential impactful steps to move forward on their journey. Our sustainability education program will be available in over 30 languages to support our travel provider partners throughout the world.

**Create opportunities to address the significant funding gap for accommodations to implement decarbonization solutions**

Accommodations cite lack of funding and/or upfront investment as key barriers to implementing sustainable technology that could help decarbonize their businesses. This is despite the availability of subsidies and grants in many regions, suggesting a clear knowledge gap that must be filled before broader sustainability adoption can occur. To better understand these challenges, in 2022, we will continue the research we conducted with EY

Parthenon in developing the roadmap to [net-zero for the accommodation industry](#) to investigate where and why funding gaps exist and work to help accommodations access available funds.

**Provide insights into consumer behavior around sustainable travel offerings**

There is an increasing need for reliable, year-on-year sustainable travel data and insights in the travel industry to track consumer trends and enable a collective approach to embedding sustainability at every traveler touchpoint. In 2022, we will build on the Sustainable Travel Report we released in 2021, expanding our research into consumer awareness and preference, and sharing insights on consumer behavior with our recently launched Travel Sustainable program.

By addressing these key barriers with these steps in 2022, we lay the foundation to drive forward the sustainable transformation of the travel industry.

**We are creating a more sustainable culture by holding ourselves accountable in our disclosures.**

We will update this Climate Action Plan as needed, report on our progress in our annual sustainability report and aim to align future disclosures with recommendations from the CDP (formerly the Carbon Disclosure Project) and Task Force on Climate-Related Financial Disclosures (TCFD).





The report reflects the most accurate information available at the time of publishing. In this report, Booking Holdings (which includes subsidiaries) is at times referred to in the first person as “we,” “our” or “the company.” This report contains forward-looking statements, which reflect the views of our management regarding current expectations based on currently available information about future events. Any such statements are not guarantees of future performance and are subject to risks and uncertainties. For a detailed discussion of risk factors that could cause our actual results to differ materially from those described in any forward-looking statements included in this report, please see our most recent Annual Report on Form 10-K filed with the Securities and Exchange Commission and any subsequently filed Quarterly Reports on Form 10-Q. Unless required by law, we do not undertake any obligation to update publicly any forward-looking statements, whether as a result of new information, future events, or otherwise.