



Sabre.

Sustainability Report 2025

Welcome to Sabre's 2025 Sustainability Report

About this report

This report highlights our sustainability strategy, initiatives and performance. Data included is for calendar year 2024, beginning January 1, 2024, and ending December 31, 2024, unless otherwise stated. Guided by key environmental, social and governance (ESG) priorities, our strategy underpins our approach to responsible and sustainable business practices.

The data and information provided in this report have been prepared in alignment with recommended reporting frameworks – the Sustainability Accounting Standards Board (SASB) Standards and the Task Force on Climate-related Financial Disclosures (TCFD).

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A word from our leaders



“As President and CEO, I’m confident in our ability to build on this momentum. Sustainability is a journey, and our progress is a testament to the dedication of our team members, the trust of our partners and the support of our stakeholders. Together, we can shape a future of travel that is not only innovative and efficient but also inclusive, resilient and sustainable for generations to come.”

Kurt Ekert,
President and Chief Executive Officer

“From a product development perspective, we’re not just collecting data; we’re now actively embedding sustainability into the very core of our product development process. The potential for innovation here is immense. By designing solutions that empower our customers to reduce emissions and help travelers make more responsible decisions, we’re shaping a more sustainable future for the industry.”



Garry Wiseman,
Chief Product
and Technology Officer

“Our sustainability program continues to evolve, reflecting our belief that travel can and should be a powerful force for good. This team member engagement initiative is all about embedding sustainability throughout Sabre, empowering our team members to achieve positive outcomes for both people and the planet.”



Shawn Williams,
EVP, Chief Administrative Officer

“Our commitment to sustainability is more important than ever for our customers. They’re increasingly looking to us for solutions that align with their own environmental goals. We aim to deliver on these expectations and build a more sustainable travel ecosystem together. We’re proud to have received the EcoVadis Committed badge, a testament to our ongoing efforts and our strong foundation.”



Roshan Mendis,
Chief Commercial Officer

“Expanding our Sustainability Communities of Practice (CoPs) has been instrumental in embedding sustainability and innovation across Sabre’s global offices. These internal action and knowledge-sharing groups inspire activity, foster collaboration and create vital spaces for our team members to contribute directly to our shared sustainability goals. It’s truly great to see these groups riffing on themes and coming up with new ideas, even things like sustainable bingo!”



Harold Miller,
VP, People Business Partner
and Inclusion & Diversity Leader

Sabre in focus

We create cutting-edge global technology solutions that address major opportunities and complex challenges in travel. Our innovations empower responsible travel decisions and foster collaboration for a more sustainable future.

Who we are

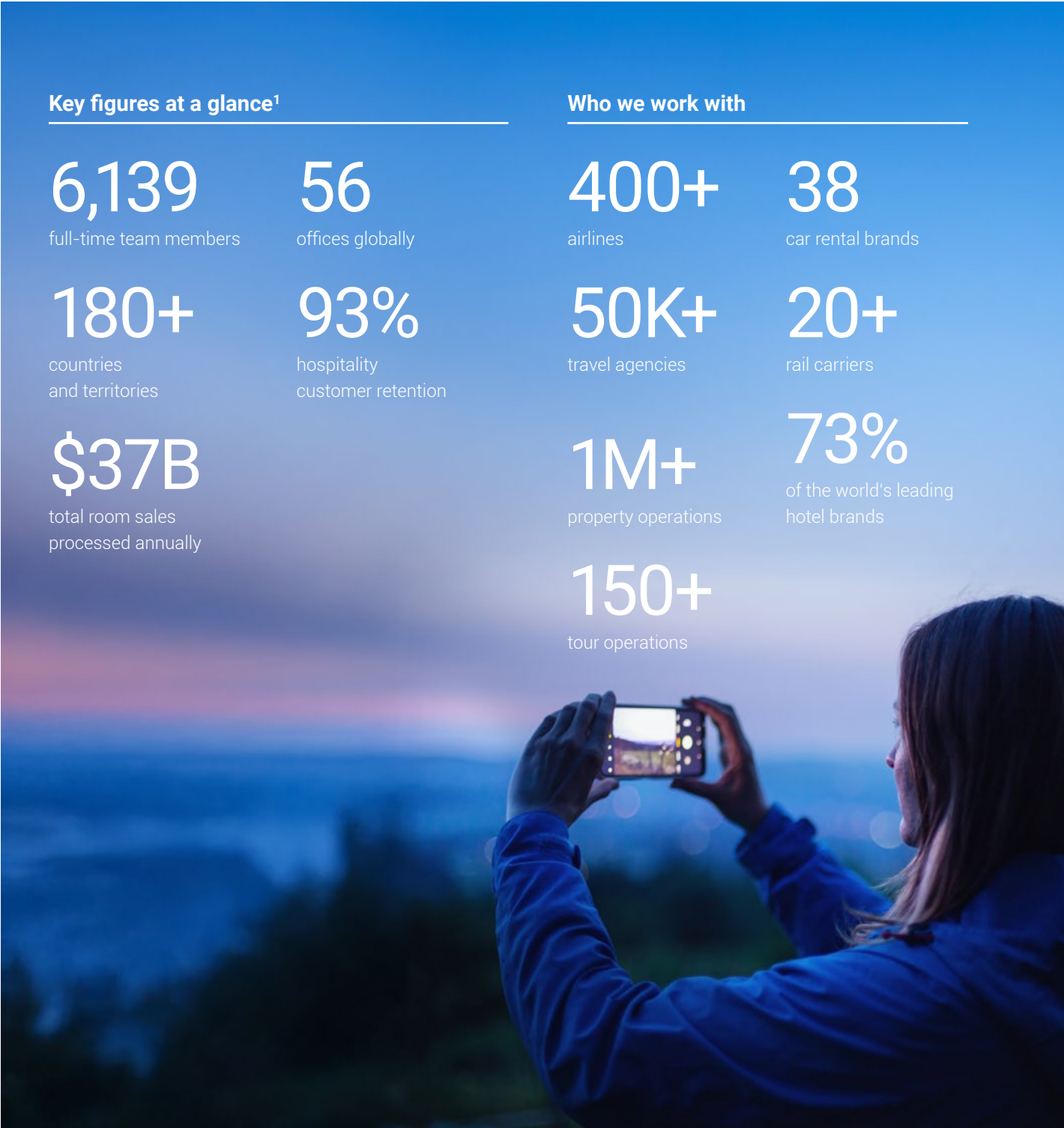
We are at the heart of travel, driving the future with innovative software that creates a more connected, seamless world.

Our technology gives both clients and travelers the power to move with ease, control and convenience. From mobile apps to airport kiosks, online booking sites to airline and hotel networks, our solutions are the backbone of the travel experience, making every journey smarter and simpler.

Travel Solutions provides a B2B marketplace through which we connect travel suppliers (including airlines, hotels and car rentals) with travel buyers (e.g., online and offline agencies, travel management companies and corporate travel departments) via our distribution network. We also offer a range of software products for airlines and travel suppliers, including reservation systems, commercial and operations products, agency solutions and data services.

With six key global locations – Southlake, Texas; Montevideo, Uruguay; Krakow, Poland; Richmond, UK; Bengaluru, India; and Singapore – we are perfectly placed to meet the unique needs of diverse markets with agility and precision.

1 2024 data includes contributions from Hospitality Solutions, which was part of the business during that period.



Highlights

In 2024, we brought our sustainability vision to life by turning plans into meaningful progress. Whether through product innovation or collaborative team efforts, we didn't just talk about change – we made it happen.

Prosperity highlights

Emissions

made visible through our new Carbon Emissions Web Service, allowing customers to see the impact of their journeys

New

Sustainability Pulse Report will help travel agencies measure their environmental footprint

Enhanced AI

capabilities in our Content Services for Lodging products highlight accommodation based on sustainability attributes

Planet highlights

1st

Environmental Policy published, detailing our plans to minimize our environmental impact

46

EcoVadis Score – Sabre received the Committed badge in 2025

SBTi commitment

Signed Science Based Targets initiative (SBTi) commitment letter signifying Sabre's intention to set science-based emissions-reduction targets

People highlights

11,794

hours volunteered to charitable causes by Sabre employees

Launched

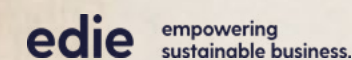
our program to engage Sabre employees on more sustainable behaviors

Awards & recognition



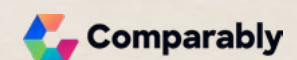
Corporate Equality Index:

"Best Places to Work for LGBTQ+ Equality,"
100% score



edie awards 2025:

"Team of the Year" Finalist



Comparably awards:

"Best Company for Women,"
"Best Company for Diversity" and
"Best Teams" for Engineering, HR, Leadership,
Product & Design and Sales

Strategy

Sabre's sustainability mission is to empower everyone to make responsible travel choices while contributing to a global shift toward more sustainable travel. Our sustainability program represents our strategy for realizing this vision, capturing our dedication to sustainable and responsible growth.



In this section
Sustainability strategy

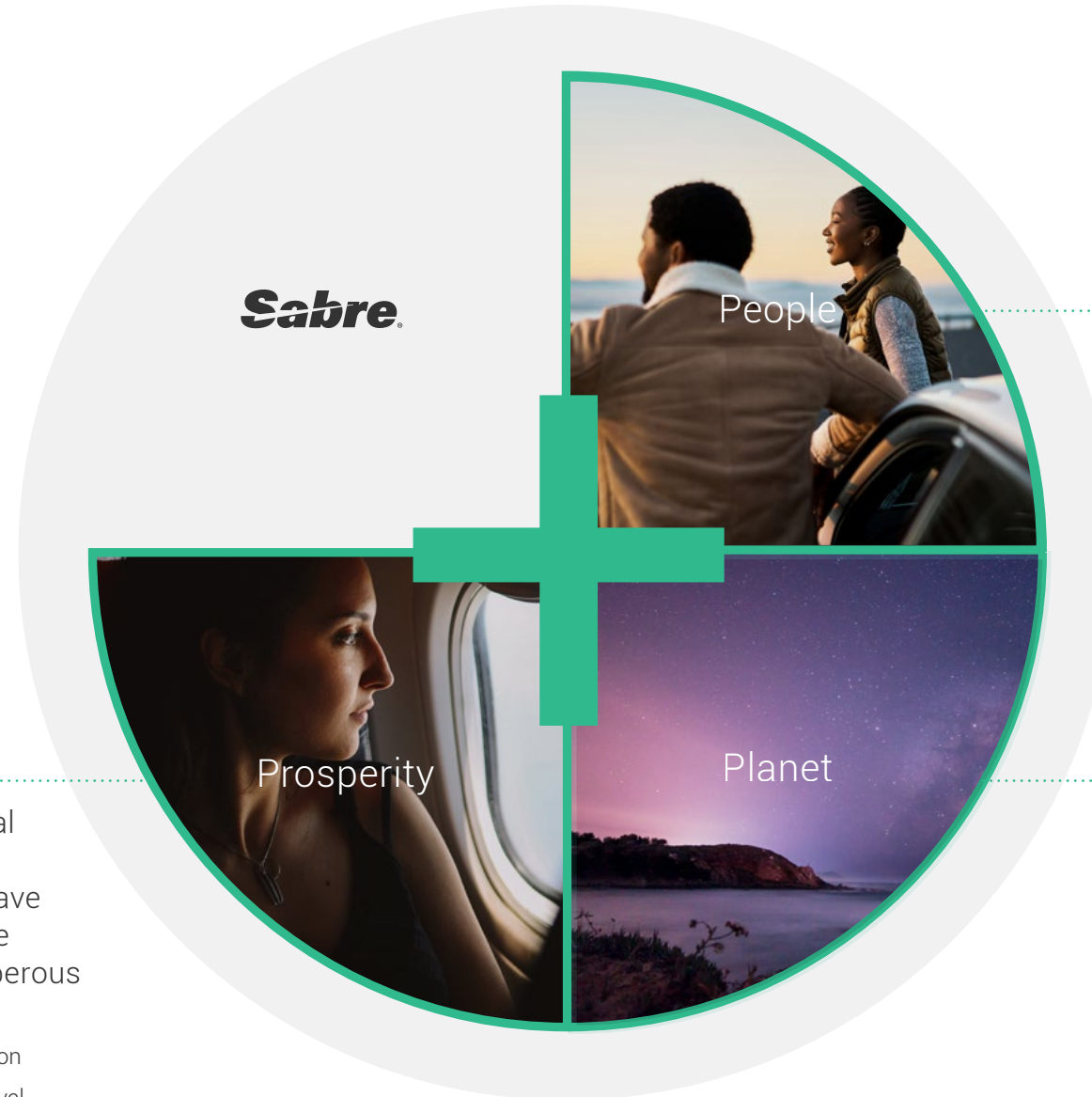


Sustainability strategy

Our strategy is about constantly reevaluating our impact on the environment, society and the travel industry and taking meaningful action. It shapes how we approach sustainability and defines our ambitions in that space, connecting directly to our broader business goals.

Through our initiatives, we are embedding sustainability into our company culture and inspiring everyone to embrace more responsible, sustainable habits. We are also committed to evaluating, taking ownership of and reducing our environmental footprint while exploring how we can support our communities. Our innovations – developed in collaboration with stakeholders across our value chain – are another way we aim to drive progress across the wider industry.

- + Prosperity**
- Drive technological innovation and collaboration to pave the way for a more sustainable, prosperous travel industry
- + Technological innovation
 - + Driving sustainable travel
 - + Partnerships & collaboration



- + People**
- Celebrate and champion the inclusion of our people while uplifting the communities we serve

- + Inclusion
- + Team member well-being
- + Team member learning & engagement
- + Health & safety
- + Community engagement

- + Planet**
- Work to reduce our environmental impact both today and into the future

- + Climate risk
- + GHG emissions
- + Waste & water
- + Supply chain management

Sustainability standards, frameworks & regulations

To evolve our reporting practices, we have aligned our disclosures with relevant sustainability standards and frameworks, including EcoVadis, which supports the assessment and improvement of our performance across key ESG areas. This approach enhances transparency and strengthens accountability across our operations.

In preparation for incoming regulations such as the Corporate Sustainability Reporting Directive (CSRD), during 2024–2025, we conducted a double materiality assessment for our Poland entity. This helped us better understand both the environmental and social impacts of our operations and the financial impact of sustainability on our business. It also allowed us to identify and prioritize the issues that matter most to our stakeholders, supporting a more focused approach to managing sustainability-related risks and opportunities.

We are adapting to the requirements of the Digital Markets Act and other emerging European regulations. Looking ahead, we also plan to report our Scope 1, 2 and 3 greenhouse gas (GHG) emissions in accordance with the California Air Resources Board requirements in the United States. This report is prepared in line with the SASB and TCFD frameworks. For more information, please see the [Appendix](#).

Sabre's sustainability program

We want to empower our team members to be a driving force behind our sustainability efforts. Our program, launched in 2024, encourages everyone to engage with sustainability, both personally and within their professional roles.

Through a series of initiatives, resources and tailored tools, we help team members develop and adopt responsible behaviors at work, home and when traveling, while training opportunities equip teams to integrate sustainable practices across our operations.

The program consists of six activities, which team members were encouraged to complete through 2025, at which point they become Sabre ESG Champions. One of the core activities is a one-hour sustainability training, which we have now rolled out to all team members. We are also looking to introduce a series of additional sustainability trainings and resources as part of the program.

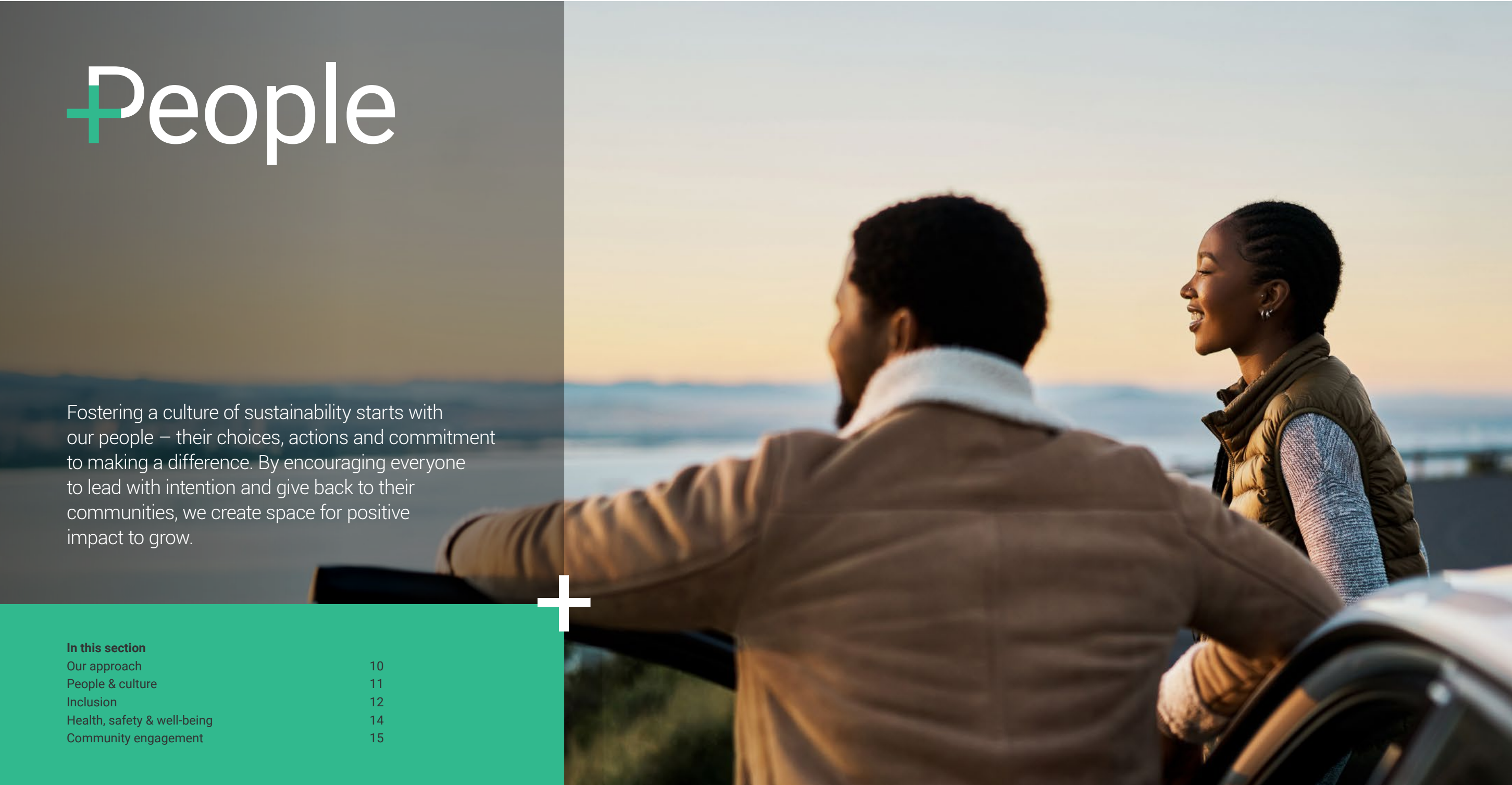
These efforts support our People, Planet and Prosperity commitments and ensure our workforce is equipped to advance our evolving sustainability strategy.



+People

Fostering a culture of sustainability starts with our people – their choices, actions and commitment to making a difference. By encouraging everyone to lead with intention and give back to their communities, we create space for positive impact to grow.

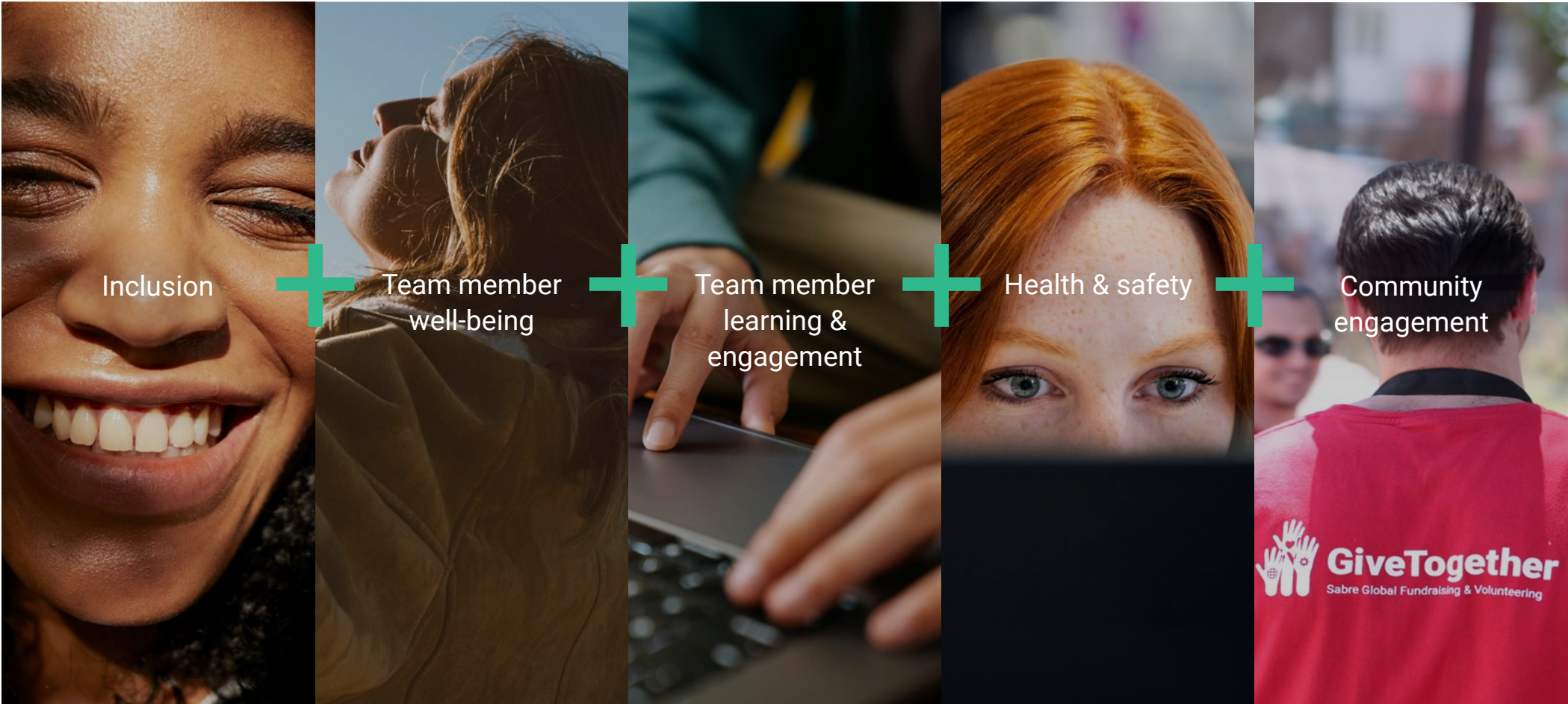
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Our approach

Our team members are central to everything we do, and we are committed to creating a supportive and empowering environment in which individuals can reach their full potential. By prioritizing work-life balance, offering wellness resources and nurturing a culture of care and respect, we ensure each team member feels valued and supported in their personal and professional development.

We strive to make a meaningful impact on the communities we serve and the people who are part of our journey. Our aim is to create a positive, dynamic and creative environment in which everyone has the opportunity to grow, innovate and thrive.



We work to create a workplace where everyone feels seen, heard and supported. By embracing different perspectives and individual strengths, we build a culture that values inclusion and encourages people to bring their full selves to work.

Supporting the overall well-being of our team members is a key focus. From flexible work options to wellness programs and resources that advance physical, mental and emotional health, we aim to help our people thrive both in and out of the workplace.

We want our people to feel motivated to contribute to our shared success. Through active, ongoing engagement touchpoints and meaningful training opportunities, we strive to advance the team member experience and our collective commitment to progress.

Creating a safe and healthy workplace is a priority at Sabre. Through regular training, strong safety practices and ongoing improvements, we work to protect the well-being of our team members every day.

Giving back is an important part of who we are. Through volunteering and partnerships with local nonprofits, we stay connected to our communities and help support meaningful change where we live and work.

People & culture

We seek to create an environment where everyone can develop, find purpose in their work and build meaningful connections. By investing in our people and supporting their development, we aim to attract top talent and ensure individuals feel motivated and valued.

Engagement and culture are key to our approach, as we believe a satisfied and united workforce leads to greater motivation and collective progress toward our goals.

Our global engagement strategy revolves around three key pillars:

- + **Inclusion Groups** that champion diversity and inclusion
- + **CoPs** in which team members come together to promote development, innovation and collaboration
- + **Clubs** that foster a sense of community and encourage social interaction among our team members

Through these pillars, we provide a range of opportunities for professional growth, community building and engagement in activities that align with team members' interests and passions.

Sabre employer awards

At Sabre, we are driven by a collective ambition to continuously evolve and enhance our culture. Through our partnership with Comparably, we highlight the strengths of our workplace by recognizing team achievements with quarterly awards, based on feedback and sentiment from our team members.

We were honored that, in 2025, our Engineering, HR, Leadership, Product & Design and Sales departments were recognized by Comparably as "Best Teams." We were also pleased to be awarded "Best Company for Women" and the "Best Company for Diversity."

Embedding a culture of sustainability

Our sustainability program is core to embedding a culture of collective action at Sabre, encouraging all team members to adopt more sustainable behaviors at work, at home and while traveling. By fostering a culture that prioritizes sustainability, we empower our team members to drive positive change through continuous education, engagement and the alignment of our actions with global sustainability standards.

For more information on our program, please visit [our website](#).

Sustainability CoP

CoPs bring together professionals with a shared interest in best practices to foster growth, spark innovation and enhance collaboration. These groups are open to all Sabre team members who wish to learn and contribute their expertise. CoPs offer both in-person and online meetings to support our global community and address its needs.

Launched in 2023, the Sustainability CoP unites individuals passionate about sustainability and making Sabre a responsible corporate citizen. Regional Sustainability CoPs engage team members already invested in sustainability, empowering them to take a more active role in advancing Sabre's goals.

This initiative is designed to broaden the influence of our sustainability efforts across Sabre's global locations, providing training and tools for team members to drive action toward our objectives. Throughout 2024, regional Sustainability CoPs advanced that aim. For example, in Bengaluru, India, the team organized an engagement event to promote ESG, sustainability and environmental awareness among team members. In the UK, the Richmond Sustainability CoP partnered with The Source Bulk Foods to bring team members a unique, sustainable, plastic-free shopping experience.



Inclusion

Our team’s diverse backgrounds, experiences and perspectives are what fuel our creativity, growth and ability to stay ahead. We truly believe inclusion and diversity (I&D) are essential not just to our success, but to creating an environment in which everyone can thrive and contribute their best.

Our I&D strategy, shaped by input from the Executive Leadership Team, I&D Council and engaged team members, focuses on three primary areas:

- + Our business
- + Our team members
- + The communities where we operate

The I&D Council, which includes leaders from each of our six regions and major business units, meets bi-monthly to ensure the strategy is effectively implemented across the organization. The leader of I&D, with backing from Sabre's leadership, oversees the consistent execution of the strategy and initiatives.

Catalyst: Empowering advocates for change

We are proud to be a global partner with Catalyst, a nonprofit organization dedicated to building workplaces that support marginalized groups. In support of their mission, Catalyst created the Engaging Men research project and the subsequent MARC (Men Advocating Real Change) initiative to inspire and equip men to advocate for equality.

As partners with Catalyst, our Ambassadors have access to various online events, workshops, courses and webinars offered by Catalyst. These resources can be used by People Business Partners, leaders and our inclusion groups to provide best practices and create learning spaces that invite men into the conversation – not only to support or sponsor equality efforts but also to take on active roles as advocates for change.

Our workforce composition²

Global workforce	2022	2023	2024
Full-time team members	89.5%	88.0%	90.6%
Part-time team members	2.5%	2.2%	1.9%
Contractors	8.1%	9.8%	7.5%
Global gender diversity	2022	2023	2024
Male	61.3%	62.3%	61.5%
Female	38.2%	37.3%	38.2%
Other/undeclared	0.5%	0.4%	0.3%
U.S. race & ethnicity	2022	2023	2024
Asian	25.6%	27.6%	27.7%
Black/African American	4.4%	3.7%	3.8%
Hispanic/Latino	11.4%	11.4%	11.6%
Mixed Race/Multiethnic	1.6%	1.5%	1.6%
Native American/Alaskan Native	0.4%	0.2%	0.4%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.2%
White	56.5%	55.5%	54.8%

² 2024 data includes contributions from Hospitality Solutions, which was part of the business during that period.

Empowering inclusion: Internal initiatives

Placing our team members at the forefront means valuing their unique talents, viewpoints and contributions. It's about fostering an inclusive culture where everyone feels respected, heard and appreciated.

Inclusivity & inclusion groups

By empowering team members to contribute to shaping an authentic and inclusive workplace, we ensure everyone feels they belong and can perform at their best. Our team member inclusion groups create spaces for colleagues to connect, share common interests and celebrate their individuality. These groups, led by at least two Executive Sponsors, offer development workshops, raise awareness and foster a sense of community. As we continue to grow, we will form additional groups to address emerging needs and further promote equity and inclusion within Sabre. Learn more about [our inclusion groups](#).

Supporting accessibility

We aim to foster a more inclusive workplace for everyone by enhancing our accessibility initiatives and promoting disability inclusion across the organization.

Women in leadership

We want to help all our team members achieve their professional ambitions, and that includes creating opportunities for more women in leadership to excel. Throughout 2024, we hosted a series of events to support and empower women at Sabre.

To celebrate International Women's Day, the Women in Technology (WIT) inclusion group created a series of sessions centered around learning, development and fun. For example, the "Path to 2030 through Sabre Women Leaders' Eyes" event gave team members an opportunity to meet women leaders from across the organization and ask them questions about their career journeys.

Throughout March, WIT hosted a series of workshops at the Sabre Krakow office, giving participants a chance to enhance their professional stories with handy tips on how to introduce themselves and what they do. At Sabre Polska, they also offered a public speaking workshop exclusively for women to help build confidence in expressing ideas at work, clearly articulate perspectives and engage audiences in any workplace setting.

Inclusion recognition

We are dedicated to embracing an inclusive workplace where everyone feels welcomed and supported. During 2024, we were honored to have this commitment recognized by the Human Rights Campaign Foundation, as we received a perfect score of 100 in its [Corporate Equality Index](#) for the first time. This recognition recognizes Sabre as one of the "Best Places to Work for LGBTQ+ Equality" and is a testament to our ongoing I&D efforts.



Health, safety & well-being

The health, safety and well-being of our team members is our top priority. We are committed to providing the essential resources and support to ensure a safe and nurturing work environment for all.

Our approach to well-being

Creating an environment where team members can bring their whole selves to work, without the pressure of leaving personal challenges behind, is essential to us. That's why we take a comprehensive approach to care, valuing every aspect of well-being.

Our wellness program provides resources designed to support physical, emotional and mental health, and we encourage team members to take time to fully explore and take advantage of the benefits Sabre offers. Additionally, we provide a range of assistance programs that ensure even those working remotely have access to the support they need.

Sabre Well-Being Advocate Network (SWAN)

The SWAN initiative fosters a supportive community by addressing the stigma surrounding mental health. Through education and awareness, it highlights mental health challenges, available resources and effective coping strategies. SWAN members actively connect with like-minded individuals, contributing to the development of programs that prioritize well-being. Throughout 2024, Sabre's Team Member Support Network and SWAN held regular meetings to strengthen collaboration and provide ongoing support.

Support for health & well-being

We offer a variety of free health and well-being resources, available both onsite and virtually, to support our team members and their families. These resources include:

- + **Sanvello**, an app providing clinical techniques to help manage stress, anxiety and depression
- + **Our Global Employee Assistance Program**, which offers free counseling sessions
- + **Headspace**, offering tutorials on managing sleep, stress, mindfulness and focus
- + **Talkspace**, a platform that connects team members with licensed therapists available 24/7
- + **BurnAlong**, which provides on-demand classes covering mental, physical and financial well-being

Additionally, we organize various activities throughout the year, such as blood donation drives, CPR and first aid training for children, stretching sessions and a dedicated nutrition week. In 2024, we held June Wellness Month, promoting holistic health and well-being across our community.

Our approach to health & safety

Across our global offices, Sabre has established robust health and safety protocols. At our six main corporate locations, a dedicated health and safety specialist provides support, with region-specific training programs designed to address local needs.

We consistently comply with, and often exceed, local health and safety training standards. To further ensure preparedness, we hold monthly CPR and Automated External Defibrillator training sessions at all major locations. Additionally, in our Latin American and EMEA (Europe, Middle East and Africa) offices, we provide industry-specific training as mandated by local regulations.



SPOTLIGHT

A national first: Uruguay office earns WELL certification

Our office in Uruguay has become the first in the country to achieve WELL certification – a globally recognized, performance-based standard that measures how buildings support health and well-being. This certification evaluates key elements of the built environment, including air quality, water, lighting, nourishment, fitness, comfort and mental wellness. This milestone reflects our commitment to creating healthier, more supportive workspaces for our people and sets a new benchmark for workplace sustainability in the region.

Community engagement

We are dedicated to making a positive impact on communities worldwide by ensuring that travel is a driver for positive change.

To make a meaningful contribution to the communities where we have a presence, we offer a variety of volunteer opportunities that support initiatives in education, healthcare and infrastructure development. Our team members are encouraged to contribute their time and expertise, with full-time team members receiving four paid days annually to volunteer for causes they care about. By facilitating both group activities and independent volunteering, we foster a culture of ongoing community involvement.

Volunteering

Our Give Together program

Give Together is our program that promotes both volunteering and fundraising, inspiring team members to support charities of their choice and contribute to local communities. We encourage our global offices, departments and individuals to organize fundraising events and volunteer activities that raise awareness and support various causes. To ensure everyone can get involved, we also make a concerted effort to provide opportunities for participation in corporate giving initiatives, regardless of location.

One initiative during 2024 involved assembling and donating 38 bags filled with biodegradable laundry detergent and dishwasher pods to Community Storehouse – a food pantry in Keller, Texas. In Southlake, Texas, team members hosted a culinary fundraising event, which included a cook-off that raised almost \$5,000 for the Tarrant Area Food Bank and brought the site's total fundraising to about \$10,000 for various local charities.

Sustainability program & volunteering drive

During 2024, our team members collectively volunteered 11,794 hours to community initiatives. One example of this effort in action is the Give Together volunteering campaign held by our team in Uruguay. In total, over 200 team members participated in eight initiatives, giving over 600 hours to 13 charities. Activities ranged from a clothing drive and food donations to tree planting and a bake sale to raise funds for the local trans community.

As part of our Give Together program, we set a 2025 goal to increase volunteer participation and hours by 20% versus 2024, aiming to have 1,000 team members volunteer a collective 14,155 hours to meaningful causes. As of July 2025, 639 team members had volunteered a total of 6,175 hours, indicating steady progress toward our goal. To support continued engagement, we have developed several internal campaigns and engaged a range of community partners.

11,794

hours volunteered by team members in 2024



+ Planet

We strive to help protect the planet for future generations. By incorporating environmental principles into our company culture and everyday operations, we make sustainability a part of everything we do.

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Our approach

We recognize the critical role we can play in shaping a more sustainable future for our planet. Our commitment starts with reducing our own environmental footprint and extends to leveraging our expertise and technology to drive positive change across the travel industry.

We are focusing our efforts on measuring and reducing emissions, managing waste and conserving water across our operations. Additionally, by working closely with our suppliers, we aim to build shared environmental goals that strengthen our collective efforts and drive greater change.



We prioritize understanding and addressing climate-related risks that affect both our operations and the communities we support. Through comprehensive climate risk assessments, we develop strategies to adapt and strengthen resilience against potential disruptions caused by climate change.

We are committed to reducing our carbon footprint across all areas. Through investments in energy efficiency and operational improvements, we aim to cut Scope 1 and 2 emissions. In addition, we place a strong emphasis on collaboration with partners to measure and address Scope 3 emissions.

Minimizing waste and conserving water are key priorities. Through waste-reduction initiatives, recycling programs and water conservation measures, we are working to reduce our environmental impact across our facilities while improving resource efficiency.

Climate & GHG emissions

Addressing climate risks and cutting emissions isn't just about doing the right thing – it's about staying prepared and building a stronger, more resilient business. These actions help shrink our environmental impact while supporting our long-term goals.

We understand the role our business – and the wider travel industry – plays in contributing to climate change. We're also aware of the risks it brings, from extreme weather and natural disasters to the growing pressure of shifting toward a low-carbon economy. All of these could disrupt how we operate. That's why we're keeping a close eye on both the physical and transitional risks tied to climate change while also looking for smart ways to reduce its impact.

Navigating different ESG rules and reporting standards can be complex; however, during 2024, we determined the risk level for regulatory alignment to be low. While it is not a priority for a 2025 review, it remains a consideration for us moving forward.

For further details on these risks, please refer to our [TCFD Index](#).

Climate action & Environmental Policy

During 2024, we released our new [Environmental Policy](#), which outlines objectives for minimizing our environmental impact and the steps we will take to achieve them.

This policy applies to all Sabre team members and facilities, ensuring we are aligned in our efforts to create a sustainable future. It covers several key areas, including:

- + Energy consumption and GHG emissions
- + Water management
- + Waste management
- + Air pollution

We are also committed to fostering collaboration with our partners to enhance sustainability practices across our value chain. By sharing insights and best practices, we aim to promote initiatives that contribute to environmental progress, such as:

- + Sustainable building and resource management
- + Energy efficiency improvements
- + Recycling and waste reduction policies



Measuring GHG emissions

In 2024, we continued to measure our Scope 1, 2 and 3 emissions to give us a clear year-on-year picture of our total GHG emissions.

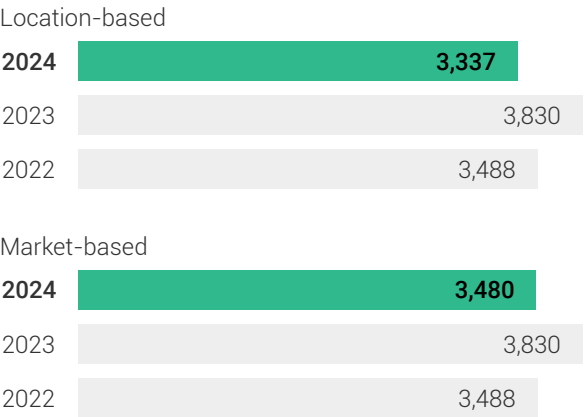
Our 2024 Scope 1 emissions reflect an evolution in our reporting practices. In 2023, we began accounting for actual gas usage in several of our six main corporate offices. In 2024, we expanded this by also incorporating spend-based data from Prometheus Gas in addition to metered U.S. consumption. While spend-based analysis is less precise and can overestimate emissions compared with actual consumption data, it allows us to capture as much relevant activity as possible in the absence of meter readings. This expanded methodology explains the change in our Scope 1 totals year over year and reflects our commitment to increasing the completeness and accuracy of our GHG reporting.

Total emissions by source (CO₂e MT)

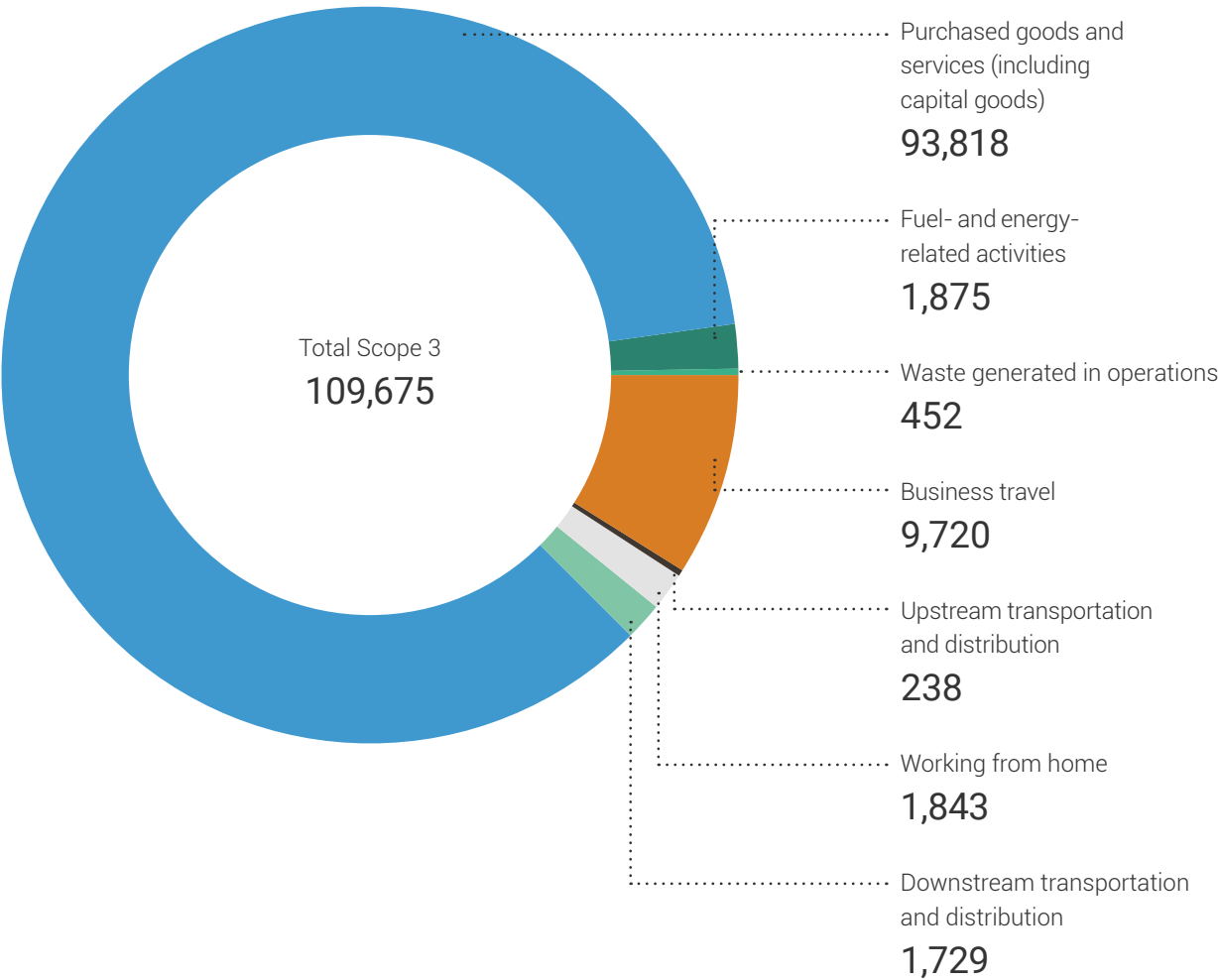
Scope 1



Scope 2³



Scope 3 2024



³ Data only collected for six largest offices, located in Southlake, Texas; Montevideo, Uruguay; Krakow, Poland; Richmond, United Kingdom; Bengaluru, India; and Singapore.

Reducing our impact

We are constantly exploring new ways to reduce our environmental impact and make our operations more efficient. Our team is committed to finding innovative solutions that boost productivity while minimizing our footprint.

Facilities sustainability

We work to embed sustainability across our global footprint, implementing environmentally conscious practices in our offices around the world. From maximizing natural light and using energy-efficient lighting to installing water-saving fixtures and choosing native, drought-resistant landscaping, our facilities are designed with resource efficiency in mind.

To strengthen local engagement, CoPs have been established in six key locations – Southlake, Texas; Richmond, UK; Krakow, Poland; Bangalore, India; Montevideo, Uruguay; and Singapore. To learn more about our CoPs and how they support sustainability and collaboration across Sabre, please refer to the [Sustainability CoP section](#) in this report.

Energy & utilities

We've made significant strides in improving energy efficiency and reducing utility usage across all facilities through smart building technologies and targeted upgrades. Our building management systems now optimize heating, cooling and lighting based on occupancy and time of day.

At our headquarters, a transition to LED lighting is underway to further reduce electricity use. Our offices have also implemented localized improvements – our Southlake location has optimized heating, ventilation and air conditioning scheduling while Krakow has installed motion sensors to cut unnecessary lighting in low-traffic areas.

We're also expanding our use of clean energy and, across our facilities, the integration of solar and other renewable sources is reducing our reliance on nonrenewable energy. In the UK, our Richmond office now operates on fully zero-carbon energy⁴ through certification programs.

Several facilities have achieved Leadership in Energy and Environmental Design certification, reflecting our commitment to environmentally responsible building practices. We continue to pursue opportunities to reduce water and energy usage across all offices, adapting efforts to local needs and conditions.

Sabre has been working on a five-year project to migrate our IT infrastructure to Google Cloud, which is expected to reduce emissions from our data operations by approximately 85%. This shift eliminates the need for energy-intensive physical data centers, resulting in significant energy and emissions savings. It also allows us to deliver always-on service to customers as an agile, reliable and secure solution that provides instant access to information.

By 2024, nearly

90%

of our workloads were successfully migrated to Google Cloud, substantially reducing energy use and associated emissions



⁴ Energy sources that produce no carbon emissions when generating electricity or providing heat, such as wind, solar and nuclear power.

Waste

We are committed to using natural resources responsibly and minimizing waste sent to landfills across our operations. To achieve this, we have introduced several initiatives to reduce waste in our offices, developing a comprehensive waste management strategy that helps reduce landfill contributions and promote responsible disposal practices.

Across our offices, we've installed secure e-waste bins to make it easy for team members to safely dispose of outdated or broken electronics. These bins are clearly marked and accessible in high-traffic areas, helping prevent e-waste from ending up in regular trash. We also host regular e-waste collection events to handle larger items and raise awareness about the environmental impact of e-waste. Our commitment to sustainability extends to office relocations, during which we prioritize donating furniture and IT equipment to keep usable items out of landfills.

Local action also plays a key role. In Singapore, the team introduced recyclable chopsticks in the onsite dining areas to replace single-use plastic or wooden ones. They also hosted a beach clean-up session in September 2024, collectively cleaning up 230 kilograms of waste. In Uruguay, team members collected plastic bottle caps from across the site before sorting and donating them to Tapitas Uruguay. These will then be recycled, with the proceeds donated to local animal welfare projects.

Water

We operate offices globally and are committed to maintaining water efficiency and conservation in all our facilities. Our efforts include using low- or no-water appliances and incorporating heat-tolerant, organic native landscaping to reduce water consumption. We have implemented monitoring systems in several facilities to track usage and identify areas for improvement, and plans are in place to introduce a rainwater recovery system that will collect and repurpose rainwater for landscaping and other non-potable uses. We also prioritize water conservation in our workplace culture, ensuring all team members align their actions with our sustainability goals.

Total water consumption (gallons)

2024	2,175,165
2023	1,789,343



Team member engagement & awareness programs

We know lasting sustainability progress requires engaged team members. That’s why we’ve launched a range of programs to build awareness and encourage everyday action.

Educational tools like our “Did You Know?” poster series share tips on recycling, energy conservation and other more sustainable practices. In meeting rooms, posters encourage team members to switch off lights and equipment when not in use. In Bengaluru, India, our Eco Bingo initiative promotes sustainable habits through interactive bingo cards and prize draws, making participation fun and rewarding.

We also host regular events that connect sustainability with community impact. Our Give Together Plogging event combines jogging with picking up litter in local neighborhoods, while collection drives support migrant workers with essential items like water bottles, toiletries, backpacks and shoes.

These programs not only reduce our footprint but also foster a culture of responsibility and community involvement. Learn more about how we’re supporting team members to get involved in [community engagement](#) and [sustainability program actions](#).



Transportation sustainability

We believe in using advanced data analytics to bring sight to our value chain emissions footprint. This includes using Google’s Travel Impact Model (TIM) to measure our Scope 3 business travel emissions, an approach that provides a more accurate calculation compared to traditional methods. This same model also helps identify lower-emission flight options – and in doing so, gives Sabre the potential to reduce business travel emissions.

Beyond tech-enabled solutions, we’ve launched several initiatives to cut transportation-related emissions. To make sustainable commuting options more accessible, we’ve installed electric car and bike chargers at key campus locations, and plans are underway to expand charging stations to parking areas and introduce electric vehicles for team member commuting.

We also encourage team members to use public transport where possible to help lower emissions and decrease travel-related costs. For example, we prioritize and promote rail travel for business trips whenever feasible and have already seen a noticeable increase in 2024.



SPOTLIGHT

Local transport initiatives

In Krakow, we introduced a “Hop on the Bus” program, which encourages team members to use public transit, helping reduce individual car use and pollution. Through a lottery system, 100 winners are selected to receive reimbursement for a three-month travel ticket, financially incentivizing greater public transport use.

In March 2025, our Bengaluru office hosted a watch party to encourage team members to complete sustainability program actions, spotlighting practical ways they can lower their travel-related impact. In April 2025, the office launched a sustainability quiz and other activities, along with our “Plant a Green Promise” campaign, to encourage team members to commit to sustainable travel behaviors.

+ Prosperity

Our aim is to shape a future in which travel benefits both people and the planet. Under Prosperity, we are harnessing the power of technology to move toward sustainable, accessible journeys for everyone, in a world where travel and innovation work together.

In this section

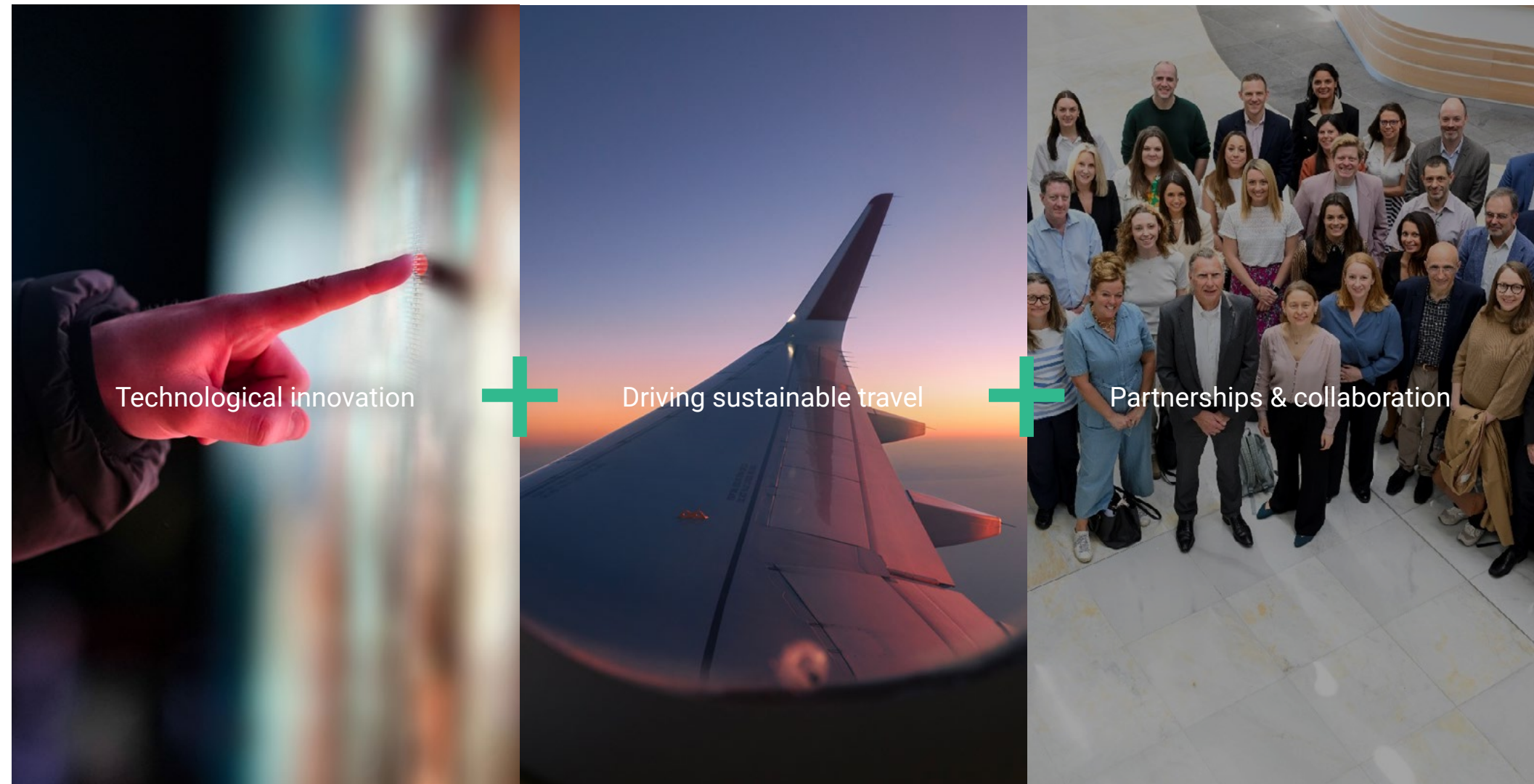
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Our approach

54% of travelers consider carbon emissions when making travel decisions,⁵ highlighting the increasing demand for transparency and more sustainable options. Embracing this shift is essential to fostering prosperity, not only for businesses but for the planet and local communities too.

Innovation and sustainable development are vital to the future of our industry and powerful catalysts for collaboration. By embracing forward-thinking ideas and shared sustainability goals, we open the door to stronger partnerships, knowledge exchange and collective progress across the sector.



Through investment in research and development, and by fostering an open culture of innovation, our aim is to pioneer next-generation, artificial intelligence (AI)-powered solutions that drive efficiency, personalization and environmental responsibility – ultimately shaping the future of travel.

By harnessing our technological expertise, we work to educate and raise awareness among travelers, partners and customers, providing them with the tools to make informed and responsible travel decisions that minimize environmental impact.

Strategic partnerships allow us to collaborate with experts, pool resources and engage with influential networks to drive meaningful change in the travel sector and beyond. By joining forces, we aim to create large-scale impact.

⁵ [Sabre Survey, 2025](#).

Product innovation

Our product teams are dedicated to helping customers create travel experiences that are not only smarter and more personalized, but also more responsible. By partnering with airlines, travel agencies and other industry players, our technology can help design journeys that cater to the unique needs of each traveler, including through developing more sustainable options.

We collaborate closely with airlines, hoteliers and travel agencies to deliver tailored solutions, from mobile apps and airport kiosks to online platforms and reservation systems – ensuring a seamless travel experience.

Sabre’s technology & its role in promoting sustainable travel

At the forefront of travel technology, Sabre is shaping the future of more sustainable travel solutions. We focus on creating products and services that deliver value while seeking to reduce environmental impact.

Our investments in advanced technologies like AI, machine learning and real-time data analytics enhance

the capabilities of our offerings. We are currently creating a roadmap to explore how we can embed sustainability deeper into product development.

Enhancing travel transparency through flight emissions data

In 2024, Sabre continued to expand the use of Google’s TIM across our systems. Developed with the Travalyst coalition, TIM provides standardized CO₂ emissions estimates per passenger, factoring in aircraft type, cabin class and more. By showing emissions data and comparisons across flights on the same route, we are helping travelers make more informed, lower-impact choices. The ongoing rollout of the TIM across additional Sabre products is increasing visibility of the initiative and technology, driving demand for more sustainable travel options.

To continue bringing clarity to travel’s impact, we have launched a Carbon Emissions Web Service, which enables customers to see the emissions footprint of their journeys. Similarly, a new Sustainability Pulse Report lets travel agencies measure their environmental impact.

Designed for small and medium-sized travel agencies, the Sustainability Pulse Report will replace our previous carbon emissions report and provide simplified CO₂e insights derived from the TIM. Once launched, the tool will allow agencies to view emissions associated with their booking activity in a clear, consolidated format, supporting more transparent decision-making. The Sustainability Pulse Report is planned for deployment in 2026; therefore, usage and impact metrics are not yet available.

Driving internal awareness

As part of our efforts to promote more sustainable travel choices internally, CO₂ information is now displayed for flights booked through our company system, helping team members better understand the environmental impact of their travel. This added transparency has supported a noticeable shift in behavior – particularly within Europe, where more team members are opting for train travel over short-haul flights, helping to significantly reduce CO₂ emissions.

Advancing efficiency with AI

We’re bringing advanced AI to our industry with Sabre Travel AI™, a tool that transforms how travel providers operate and serve their customers. Developed in

collaboration with Google, this innovation leverages Sabre’s industry knowledge alongside the powerful infrastructure and AI capabilities of Google Cloud to help travel providers deliver highly personalized experiences to their customers. The result is a faster, more scalable solution for integrating machine learning models into current and future Sabre products.

During March 2025, we also announced a new, multiyear partnership with Coforge Limited, an expert in digital services and solutions. Working together, we will harness the power of innovative AI-enabled solutions to accelerate industry-wide modernization and deliver superior customer outcomes.





Driving shared commitment to innovation

We're fostering a culture of collective innovation, collaborating across teams, harnessing cutting-edge technology and unearthing creative approaches to shape the future of travel. Through experimentation and forward-thinking strategies, we stay at the forefront of industry trends, providing exceptional solutions for our customers.

Sabre & the Google Generative AI Hackathon

The Sabre and Google Generative AI Hackathon, in partnership with Google Cloud, brings together Sabre developers and engineers to explore how AI can address real-world business challenges. Participants collaborate to harness the power of generative AI, creating innovative solutions designed to transform the travel industry.

During 2024, the Hackathon was hosted in our Krakow office, bringing together 20 teams and over 100 team members for two exciting days of collaboration and problem-solving. Participants explored the role of AI agents in improving efficiency, reducing costs and enhancing customer experiences. The teams developed 19 ideas with support from Sabre and Google mentors. This year, in response to the exceptional quality of the ideas, we expanded the winners' circle to include special recognitions for particularly innovative solutions.

Igniting innovation through the Global Blitz

Global Blitz (G-Blitz) is our flagship innovation initiative and gives every team member the opportunity to collaborate and address key business challenges in creative ways. Teams globally come together to "Innovate, Integrate and Inspire," working across departments and regions to develop solutions that drive meaningful business outcomes. This event fosters a spirit of teamwork, sparks new ideas and delivers tangible value to the company. During 2024, six teams were selected as G-Blitz finalists. Their solutions focused on customer experience, modern technology and product improvement.

Partnerships for change

By working together, we can scale our impact, driving substantial transformation across the industry.

We pursue meaningful partnerships that combine expertise, resources and networks to realize real change. This collaborative approach ensures each initiative we undertake is shaped by diverse perspectives and the collective insights of our partners.

Advancing more sustainable practices in travel with Travalyst

Trust is key when it comes to sustainability, and providing travelers with reliable information is how we build and keep that trust. That is why, during 2024, we became part of Travalyst – a global nonprofit coalition founded in 2019 by Prince Harry, the Duke of Sussex. Through our membership, we are joining forces with other major players to help shape the future of sustainable travel and promote positive change across the industry.



During Climate Week NYC in 2024, Travalyst celebrated its five-year anniversary and announced a new five-year vision to centralize the collection and distribution of travel and tourism sustainability data, making it easier for travelers to make more informed decisions. They also launched a [Five-Year Milestone Report](#), highlighting the fact that Travalyst partners had displayed flight emissions data in 130 billion searches – bringing even greater visibility to the environmental impact of travel.

Championing change through advocacy

We want to share our expertise with industry peers. Through strategic speaking engagements, we advocate for the adoption of responsible tourism principles, contributing to a more collaborative and sustainable future for travel.

During March 2025, we once again attended ITB Berlin, during which Garry Wiseman, Executive Vice President and Chief Product and Technology Officer, discussed, "GenAI and now? How to stay dynamic and relevant in Traveltech." Our Head of Global Solution Engineering, Madhavan Kasthuri, also took to the stage to discuss how tech can transform personalized travel.

Actively supporting the GBTA Foundation

As a platinum corporate "partner in purpose," we continue actively supporting the Global Business Travel Association (GBTA) Foundation. During 2024, Sabre took part in a panel at the GBTA Sustainability Summit in Copenhagen. Together with Travalyst and Scandinavian Airlines (SAS), we discussed the how and why of displaying aviation emissions at point of sale. Later in the year, we participated in an engaging mainstage session at World Travel Market London, moderated by Damon Embling from Euronews. Alongside Tatiana "Tea" Velez, MSc, André Russ and Peter Krueger, they addressed strategies for achieving net positive tourism.

Governance

Designed to foster accountability, our corporate governance structure ensures we effectively manage risks, maintain ethical business practices and safeguard long-term value for our stakeholders. This framework equips us to meet challenges and drive sustainable success at the highest levels.



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Structure

We strive to be a company defined by strong values, a clear sense of purpose and a reputation for trustworthiness and responsibility within our industry. Operating with integrity in every aspect of our business, we are guided by our Board of Directors and supported by a comprehensive set of policies that reinforce our commitment to ethical practices.

Our Board of Directors

Our Board is a diverse group of talented, experienced individuals who we believe have the skills and knowledge needed to push Sabre forward. Learn more about [Sabre's Board of Directors](#).



George R. Bravante, Jr.
Audit Committee (Chair), Executive Committee



Hervé Couturier
Audit Committee, Executive Committee, Technology Committee (Chair)



Gail Mandel (Chair)
Compensation Committee, Executive Committee, Nominating and Governance Committee (Chair)



Phyllis Newhouse
Audit Committee, Technology Committee



Elaine Paul
New member 2024
Audit Committee, Technology Committee



John Scott III
Compensation Committee (Chair), Executive Committee, Nominating and Governance Committee



Wendi Sturgis
Compensation Committee, Nominating and Governance Committee



Kurt Ekert (President and CEO)
Executive Committee, Technology Committee



Ashan Willy
Independent Director, Member of the Compensation Committee, Member of the Technology Committee



Eric Kelly
Independent Director, Member of the Audit Committee, Member of the Technology Committee

Board composition

To fulfill its responsibilities effectively, a Board needs to maintain representation across a variety of backgrounds, experiences and qualifications. When nominating new candidates, our Nominating and Governance Committee carefully considers the key attributes required to support our strategic objectives and business goals. The Committee also factors in diversity elements, including race, ethnicity, gender, age, education, skills and cultural background, to ensure a well-rounded leadership team.

Director independence

Independent	9
Non-independent	1

Director tenure

0–3 years	3
3–7 years	5
>7 years	2

Director age

50s	6
60s	4

Policy-driven performance

As a responsible corporate citizen, it's essential that we align everyone at Sabre, along with our partners, around a common commitment to ethical conduct. To support this, we follow a set of key policies, which are regularly reviewed to ensure they remain relevant and effective.

- + [Sabre Code of Conduct](#) outlines our global expectations for ethical and responsible behavior and the safeguards in place for employees, partners and other stakeholders to raise concerns without fear of retaliation.

Director gender

Women	4
Men	6

Director ethnicity

Ethnically diverse	3
Not ethnically diverse	7

- + [Sabre Supplier Code of Conduct](#) sets clear expectations for ethical business practices and responsible sourcing, outlining required standards for labor, social responsibility, environmental stewardship, transparency and compliance.
- + [Sabre's Modern Slavery Statement](#) affirms our commitment to preventing modern slavery across our operations and supply chain through targeted due-diligence, controls, training and accountability measures.

- + [Privacy Statement](#) explains our approach to collecting, managing, storing and protecting personal information. It outlines our processes and safeguards designed to ensure the privacy and security of data entrusted to us.
- In addition, we maintain global and local policies governing areas such as conflicts of interest, global reporting and whistleblowing procedures, and anti-corruption expectations. We recently introduced a new [Environmental Policy](#), further strengthening our commitment to sustainability, environmental responsibility and proactive resource management across our operations.



ESG oversight

Oversight of our company and ESG initiatives starts with our Board of Directors and is reinforced by a network of governance experts across the organization. This collaborative approach ensures ESG considerations are embedded in both our day-to-day operations and long-term strategic planning.

The Board's role

At the Board level, the Nominating and Governance Committee is responsible for overseeing our ESG strategy and initiatives, as well as engagement with investors and other key stakeholders related to ESG matters.⁶ The Committee also monitors our ESG program, receiving quarterly updates on key initiatives from our Chief Administrative Officer, who reports on behalf of the ESG Council. This information is then shared with the full Board during each quarterly meeting. ESG matters related to our compensation program are the responsibility of our Compensation Committee.

Executive-level oversight

Sabre's ESG strategy is developed and executed under the leadership of our Chief Administrative Officer, supported by a dedicated team. This team helps extend the strategy's reach across all stakeholder groups, ensuring its broad impact.

Our efforts are further strengthened by an executive-level ESG Council, which ensures strategic alignment and drives the implementation of our action plan.

This council, which includes senior leaders from key departments like I&D, Legal, Finance, Procurement and People & Operations, plays a critical role in areas such as data management, risk management, policy development and enterprise reporting. Additionally, we have a similarly structured I&D Council, overseen by our Chief Administrative Officer and the I&D Director. Several of our Board members also contribute valuable expertise in sustainability and I&D.



⁶ ESG matters specifically related to the design and operation of our compensation program fall under the primary responsibility of the Compensation Committee.

Risk management

Ensuring Sabre’s long-term resilience requires proactively identifying and addressing potential risks to our business, both in the short term and long term. By incorporating risk oversight at the Board level and throughout the organization, we strengthen our ability to manage risk identification, monitoring and mitigation more effectively.

Our Enterprise Risk Management (ERM) approach

We have a structured ERM program that supports an annual assessment of our most significant current and potential strategic risks.

The ERM process starts with Sabre’s leaders (vice president level and above), who evaluate business-related risks based on factors such as impact, likelihood, significance and timeline. This assessment covers a broad range of risks, including those related to:

- + Our business and industry
- + Technology and intellectual property
- + Economic, political and global conditions
- + Our financial condition

Once identified, these risks are further evaluated through the ERM program. The findings are shared with our Disclosure and Audit Committees, with the Audit Committee receiving quarterly updates on management’s efforts to address the most critical risks.

Risk oversight

Risk management is overseen by the Board, which holds ultimate responsibility for Sabre’s strategy. To ensure a more detailed and efficient approach, specific responsibilities are delegated to various committees, providing additional support and oversight.

- + **Nominating and Governance Committee** – Oversees risks associated with corporate governance, including Board leadership structure and succession planning.
- + **Compensation Committee** – Responsible for evaluating Sabre’s executive compensation program, considering business strategy and related risks to Sabre and our business.
- + **Audit Committee** – With the Board, oversees risk management, financial and accounting-related risks, legal and regulatory compliance, internal financial reporting control, enterprise risk issue evaluation, risk management procedures and plans to mitigate cybersecurity risks.
- + **Technology Committee** – Together with the Audit Committee, responsible for periodically reviewing, appraising and discussing, with management, the quality and effectiveness of Sabre’s information technology security, data privacy and disaster recovery capabilities.

In addition to Board-level oversight, we have a dedicated compliance function that reports to our Chief Legal Officer and submits quarterly updates to the Audit Committee.

Adapting to the evolving risk landscape

To protect against potential risks, we regularly assess the evolving risk landscape and adjust our focus as necessary, ensuring we stay proactive in monitoring and mitigating those risks most relevant to our business.

For details on the latest risk factors we’ve identified, please refer to our [2025 Form 10-K](#).

For insights into our climate-related risks, opportunities and our management approach, see our [TCFD report](#).

Information management & data security

We leverage technology to transform the travel industry with innovative digital solutions. To design the best tools and experiences, we rely on data insights, maintaining a strong focus on information security and privacy.

Our Audit Committee takes the lead in overseeing cybersecurity, as well as other technology risks, controls and processes. In partnership with the Technology Committee and management, they continuously assess and enhance our IT security, data privacy protocols and disaster recovery strategies to ensure robust protection.

Managing cyber risks

Protecting against cyber threats is essential to ensuring the security and resilience of our systems, data and services. We maintain a cybersecurity risk management function and Cybersecurity Governance Committee, both led by our Chief Information Security Officer (CISO). These teams consider risks and oversee our cybersecurity strategy processes.

We take a proactive, multilayered approach – combining advanced technologies, continuous monitoring and strong internal controls to stay ahead of potential

risks. Our efforts are guided by industry best practices, reinforced through regular assessments and response planning, and strengthened by cross-functional collaboration. This helps us safeguard our operations while upholding trust with our customers and partners.

Where instances do occur, we follow a cybersecurity incident response plan that details the actions we take to quickly identify, detect, respond to and recover from issues.

Annual cybersecurity assessment & outcomes

We aim to stay closely aligned with internationally recognized standards and bring in independent third parties each year to assess our cybersecurity capabilities. These assessments include:

- + **SOC 1 Type II Report** – Covering systems such as the SabreSonic® CSS reservation system, Radixx® Solutions IT and airline hosting platforms, the GetThere® online booking solution, and both Community and Enterprise CRS within our Hospitality Solutions.
- + **NIST Cybersecurity Maturity Assessment** – Evaluating our cybersecurity practices against the NIST framework.
- + **PCI DSS Compliance Assessment** – Confirming our status as a PCI DSS Level 1 Service Provider and PCI Participating Organization. This covers systems that store, process or transmit cardholder data on behalf of our customers.

Throughout 2024, we engaged third-party experts to perform the NIST Cybersecurity Maturity Assessment as well as PCI DSS compliance assessments for both Sabre Travel Solutions and Sabre Hospitality Solutions™. We also underwent SOC 1 Type II assessments for the SabreSonic reservation system and Radixx solutions, and a SOC 2 Type II assessment for several Hospitality Solutions systems.

Data security

We leverage data to drive smarter decisions, improve efficiency and build trust with our customers. By collecting and analyzing information from diverse sources, we deliver timely, relevant insights that enable informed action across all levels of our organization. Both Sabre and our customers rely on these insights to optimize operations, uncover opportunities and make data-driven decisions. Our approach combines advanced analytics, machine learning and robust data practices to ensure value and security.

We are committed to keeping data safe and secure while also ensuring it's accessible and easy to understand. Through intuitive tools and platforms, we help our customers make sense of their data, enhance decision-making and build lasting trust in the services we provide – all while maintaining the highest standards of data protection.

Cybersecurity & data privacy training

Strong security practices start with shared responsibility, which is why we work to bring everyone at Sabre together around this common goal. We deliver a focused security and data privacy awareness program that includes role-specific training, monthly phishing simulations and interactive forums for discussion. To support this, we also partner with third-party cybersecurity experts to help create relevant, high-quality educational content.

All new team members must complete mandatory security and privacy training, with annual refreshers required for all Sabre team members and contractors. Each year, they're also asked to formally acknowledge their understanding and compliance with our business ethics, information security and data protection policies.

International standards

Our enterprise information security policies and standards establish administrative, logical, physical and technical controls to safeguard the security and confidentiality of our information and assets. They're also designed to help prevent foreseeable threats, risks and unauthorized access or misuse.

To support security best practices, our policies align with ISO 27001. They outline clear requirements shaped by our broader business goals, alongside applicable legal, regulatory and contractual obligations.

Looking ahead

Sustainability is an ongoing journey, and while we take pride in what we have accomplished so far, we are always focused on the future – constantly seeking innovative ways to drive positive impact for people and the planet while promoting prosperity. Our ambitions are bold, and our commitment to using our resources and expertise to achieve them is even bolder.

2026 & beyond

As we move toward 2026 and beyond, we will look to continuously build on the foundations we have already laid. To drive our climate efforts forward, we are working to submit robust emissions-reduction targets for SBTi approval in 2026. We will continue to drive progress against our ambitions and aim to share our progress in our next sustainability report.



Appendix

Our ESG disclosure indices align with SASB and TCFD.

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Disclaimer

“Materiality” and other similar terms are used throughout to refer to topics that reflect our ESG priorities. We are not using these terms as utilized under securities laws or any other laws of the United States or other jurisdictions that apply these terms in the context of financial statements and financial reporting.

Forward-Looking Statements

Certain statements herein are forward-looking statements about trends, future events, uncertainties and our plans and expectations of what may happen in the future. Any statements that are not historical or current facts are forward-looking statements. In many cases, you can identify forward-looking statements by terms such as “guidance,” “outlook,” “target,” “expect,” “anticipate,” “on track,” “continue,” “believe,” “momentum,” “position,” “continue,” “trend,” “plan,” “recurring,” “trajectory,” “pipeline,” “opportunity,” “potential,” “progress,” “benefit,” “goal,” “confident,” “indicate,” “optimistic,” “will,” “forecast,” “strategy,” “estimate,” “project,” “may,” “should,” “would,” “intend,” or the negative of these terms or other comparable terminology. Forward-looking statements involve known and unknown risks, uncertainties and other factors that may cause Sabre’s actual results, performance or achievements to be materially different from any future results, performances or achievements expressed or implied by the forward-looking statements. The potential risks and uncertainties include, among others, dependency on transaction volumes in the global travel industry, particularly air travel transaction volumes; the timing, implementation and effects of our growth strategies and technology transformation; the completion and effects of travel platforms; the ability to achieve our cost savings and efficiency goals and the effects of these goals; exposure to

pricing pressure in the Travel Solutions business; changes affecting travel supplier customers; maintenance of the integrity of our systems and infrastructure and the effect of any security incidents; our ability to recruit, train and retain employees; competition in the travel distribution industry and solutions industry; failure to adapt to technological advancements; implementation of software solutions; implementation and effects of new, amended or renewed agreements and strategic partnerships; dependence on establishing, maintaining and renewing contracts with customers and other counterparties and collecting amounts due to us under these agreements; dependence on relationships with travel buyers; our collection, processing, storage, use and transmission of personal data and risks associated with PCI compliance; the effects of cost savings initiatives; the effects of new legislation or regulations or the failure to comply with regulations or other legal requirements; use of third-party distributor partners; the financial and business results and effects of acquisitions and divestitures of businesses or business operations; reliance on the value of our brands; reliance on third parties to provide information technology services and the effects of these services; the effects of any litigation, regulatory reviews and investigations; adverse global and regional economic and political conditions; risks related to global conflicts; risks arising from global operations; risks related to our significant amount of indebtedness, including increases in interest rates and our ability to refinance our debt; and tax-related matters.

More information about potential risks and uncertainties that could affect our business and results of operations is included in the “Risk Factors” and “Forward-Looking Statements” sections in our most recent Quarterly Report on Form 10-Q filed with the SEC, in our Annual Report on Form 10-K filed with the SEC, and in our other filings with

the SEC. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future events, outlook, guidance, results, actions, levels of activity, performance or achievements. Readers are cautioned not to place undue reliance on these forward-looking statements. Unless required by law, Sabre undertakes no obligation to publicly update or revise any forward-looking statements to reflect circumstances or events after the date they are made.

SASB Index

The SASB is an independent, private sector organization with a mission to develop and disseminate sustainability accounting standards that help public corporations disclose material, decision-useful information to investors. Please visit the [SASB Standards](#) for more information.

To support investors and stakeholders, Sabre has provided the following disclosures based on the SASB Standard for the Software & IT Services sector.

Accounting metrics

Metric	Code	Sabre 2025 response
Environmental footprint of hardware infrastructure		
(1) Total energy consumed, (2) percentage grid electricity and, (3) percentage renewable	TC-SI-130a.1	(1) 32,567.95 GJ (2) 100% (3) 0%
(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	(1) We do not currently track this data (2) 2,175,165 (m³)
Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	When assessing strategic initiatives, we have not only considered physical and transition risks associated with climate change but also the opportunity for Sabre to contribute to climate change mitigation efforts. For example, transitioning from physical data centers in the central U.S. to a cloud environment minimizes our exposure to potential extreme weather events that can have a significant impact on our ability to continue serving our customers. Additionally, with this initiative, we saw a strategic opportunity for Sabre to significantly reduce its environmental footprint. We have a multi-year strategic partnership with Google pursuant to which we have been working together to migrate our IT infrastructure to Google Cloud Platform (GCP). GCP is significantly more energy efficient than our data centers, which has resulted in a decrease in our carbon emissions.

Metric	Code	Sabre 2025 response
Data privacy & freedom of expression		
Description of policies and practices relating to targeted advertising and user privacy	TC-SI-220a.1	<u>Privacy Statement</u> Our Privacy Statement explains how Sabre manages personal information, including when such information is collected, and how Sabre stores and protects personal information. Sabre does not engage in the practice of behavioral advertising directly and we prohibit any third parties from using third-party cookie information for behavioral advertising. We incorporate behavioral advertising risks in our internal privacy impact assessments. Additional information on this topic is available in our Privacy Statement and associated Cookie Policies.
Number of users whose information is used for secondary purposes	TC-SI-220a.2	In some instances, Sabre will use personal information of our users to improve our products or service offerings or to provide management reporting. Sabre does not transfer user information to third parties without an appropriate legal basis. Sabre does not maintain a numeric count of users impacted by this processing activity.
Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	WITHHELD – PRIVILEGED AND CONFIDENTIAL
(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	(1) 58 (2) 100 (3) 22%
List of countries where core products or services are subject to government- required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	Sabre is subject to trade sanctions that affect transactions with designated countries, including but not limited to Cuba, Iran, the Crimea, Donetsk and Luhansk regions of Ukraine, North Korea and Syria as well as transactions and services with targets of sanctions. Sabre has implemented internal controls to enable compliance with applicable sanctions.
Data security		
(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	TC-SI-230a.1	Please refer to the <u>Sabre annual report filed with the SEC</u> for any disclosed data incidents.
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	We maintain a dedicated cybersecurity risk management function, which is integrated as part of our overall ERM program. We have implemented several cybersecurity processes, technologies and controls to aid in our efforts to assess, identify and manage these risks. To identify and assess material risks from cybersecurity threats, members of our cybersecurity risk management function, which is led by our CISO, consider cybersecurity threats within the context of our business environment.

Metric	Code	Sabre 2025 response
Recruiting & managing a global, diverse & skilled workforce		
Percentage of employees that require a work visa	TC-SI-330a.1	Asia Pacific: 1.12%; EMEA: 7.02%; North America: 6.78%
Employee engagement as a percentage	TC-SI-330a.2	Results from Sabre's 2024 Engagement Survey: 93% of participants strongly agree/agree that they understand the expectations of their role 79% of participants strongly agree/agree that they feel valued 81% of participants strongly agree/agree that they have received candid feedback at Sabre within the past 30 days *Questions revised from the 2022 survey for the 2024 survey
Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	TC-SI-330a.3	We do not currently disclose gender and racial/ethnic group representation by employee category. Below, we have disclosed our global gender diversity and U.S. race and ethnic group representation. 1.6% 2OMR (2 or more races); 0.4% AI-AN (American Indian or Alaska Native); 25.6% Asian; 4.4% B-AA (black or African American); 11.4% HI-LA (Hispanic or Latino); 0% NH-OPI (Native Hawaiian or other Pacific Islander); 56.5% White
Intellectual property protection & competitive behavior		
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	WITHHELD – PRIVILEGED AND CONFIDENTIAL
Managing systemic risks from technology disruptions		
Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	(1) In 2024, we had (1) six P1s + zero P0s. (2) In 2024, six performance issues (all P1s). (3) In 2024, total downtime was 754 minutes.
Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Our formal business continuity policy program, which includes a collection of business continuity policies and procedures, is in place to establish requirements, standards and controls designed to protect Sabre's technology environment. We employ information technologies that are designed to protect Sabre's technology environment, detect technological operational disruptions, respond to disruption and support operational resilience.

Activity metrics

Metric	Code	Sabre 2025 response
Environmental footprint of hardware infrastructure		
(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	We do not currently maintain or collect this data in the normal course of our business, but will consider doing so in the future.
(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	Sabre's global IT organization takes a cloud-first approach to the way we operate, develop new applications and innovate to run our business. Under our cloud-first approach, we are able to take advantage of just-in-time computing and optimize our direct compute needs. Sabre does not typically publicly disclose capacity information based on the nature of Sabre's business and arrangements with vendors.
(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	(1) Information is not available due to confidentiality constraints. (2) 100% outsourced.

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Disclosure Part	2025 Response
Governance	
a) Describe the board’s oversight of climate-related risks and opportunities.	The Nominating and Governance Committee is responsible for overseeing Sabre's ESG strategy and initiatives and engaging with investors and other key stakeholders related to ESG matters. The Nominating and Governance Committee receives a report on our ESG initiatives from our Chief Administrative Officer, on behalf of the ESG Council, at each quarterly meeting. This information is shared with the full Board at every quarterly Board meeting. When assessing strategic initiatives, we have not only considered the physical and transition risks associated with climate change but also the opportunity for Sabre to contribute to climate change mitigation efforts.
b) Describe management's role in assessing and managing climate-related risks and opportunities.	Sabre's Chief Administrative Officer (CAO) serves as an internal champion for sustainability, overseeing the development of Sabre's sustainability strategy and supporting a coordinated, cross-functional approach to execution. Program management is led by Sabre's Director of Business Intelligence, who is responsible for advancing the company's sustainability initiatives and strengthening Sabre's role in enabling more sustainable travel. This oversight includes a cross-functional, executive-level ESG Council to resource and implement a strategic action plan across data management, risk management, policy review and development and enterprise reporting activities.
Strategy	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	When assessing strategic initiatives, we have not only considered the physical and transition risks associated with climate change but also the opportunity for Sabre to contribute to climate change mitigation efforts. Our revenue is highly dependent on transaction volumes in the global travel industry, and we recognize that there are various climate-related factors that may cause a temporary or sustained disruption to leisure and business travel, including: changing attitudes toward the environmental costs of travel; and inclement weather, natural or man-made disasters and the effects of climate change. As a leader in the travel technology space, we recognize the opportunities and responsibilities we have to advance global sustainability efforts.
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	We aim to contribute to decarbonization efforts within the travel industry and are committed to acting responsibly and intentionally to better enrich our communities. As noted above, when assessing strategic initiatives, we have not only considered the physical and transition risks associated with climate change but also the opportunity for Sabre to contribute to climate change mitigation efforts. Please refer to Sabre's company public filings, event presentations and press releases for additional information.
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<u>Form 10-K Pg. 18</u>

Risk management

a) Describe the organization's processes for identifying and assessing climate-related risks.	Sabre has 16 enterprise-level risks. Climate change is not one of them. As such, we do not assess climate risk as part of our ERM portfolio.
b) Describe the organization's processes for managing climate-related risks.	Sabre does not include climate risks in its ERM program.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Sabre's ERM program does not assess climate risks at the enterprise level.

Metrics and targets

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Sabre's ERM program does not include climate risk in its risk universe.
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	Reference Sustainability Report data table.
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Sabre is developing targets alongside our climate change strategy that aim to manage our climate-related risks and opportunities.

A scenic photograph of a couple sitting in a rocky stream in front of a waterfall. The scene is set in a lush, wooded area with dense green foliage. The waterfall is a wide, shallow cascade of water over a dark rock face. The couple, a man and a woman, are sitting on the rocky bank, looking at something in their hands. The foreground is filled with large, smooth rocks and a fallen log. The overall atmosphere is peaceful and natural.

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