



2023 SUSTAINABILITY REPORT

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INTRODUCTION

LETTER FROM OUR CEO

As our travel ecosystem continues to change, I strongly believe there are tremendous opportunities for Sabre to address the evolving demands of the travel marketplace. We operate in a huge, dynamically changing industry, where customers demand modern technologies that deliver innovation at pace and scale, but responsibly. With that comes significant opportunity to grow our business, and I believe a strong, clear sustainability proposition underpinned by a focus on environmental, social and governance (ESG) practices will further enable Sabre to realize this opportunity.

I am proud to introduce this inaugural Sustainability Report for Sabre, following the publication of our [ESG Executive Summary Report](#) earlier this year. We have made considerable progress in our corporate sustainability journey during 2022-2023, including:

- **Establishing a dedicated ESG team:** We formalized the roles of our Chief Communications and Corporate Responsibility Officer, added a dedicated Global Director of Sustainability and a Head of Sustainability Communications, and established an executive-level council to oversee Sabre's ESG priorities and disclosures.
- **Expanding our sustainability program:** We engaged an external consultancy to help us strengthen our current ESG management practices and develop a roadmap to implement a more comprehensive, focused sustainability strategy. With this external support, we also evaluated our greenhouse gas (GHG) emissions, including identifying the most significant Scope 3 emissions categories and assessing other environmental data sources, to better measure and more accurately track our impact, which in turn, will guide our efforts in decarbonization.
- **Strengthening our data tracking capabilities:** We onboarded an enterprise software solution to help enhance the quality, reliability and future auditability of our sustainability-related data and reporting.
- **Aligning with relevant ESG frameworks:** We aligned this inaugural report with leading reporting standards and frameworks, notably the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

Sabre continues to value the day-to-day engagement we have with our stakeholders – including our customers, team members and investors – to help focus our sustainability program and priorities. As Sabre continues its technology transformation, we are helping to enable the future of travel while focusing on effectively addressing our sustainability principles. As you will see in this report, some of the initiatives that are core to our technology transformation are also designed to reduce our climate-related risk and help position Sabre for a low-carbon future. These decisions are made with input from our stakeholders and thoughtful oversight from our Board of Directors.

During this period, we have had to make challenging decisions, too. As announced in May 2023, we made the difficult decision to reduce our total employee and contractor base. I have immense respect for all my Sabre colleagues around the world, and this decision was not made lightly; however, I am confident that these decisions will better position us for the future. As discussed in the Social section of this report, we fully recognize that our employees are our greatest strength and endeavor to enable them to thrive at Sabre.

Looking ahead, this report reflects only the beginning of our sustainability journey, and I am excited to continue sharing our progress on this front.



A stylized, handwritten signature in black ink, consisting of a large, sweeping 'K' followed by several sharp, intersecting strokes.

KURT EKERT
President and Chief Executive Officer



OUR SUSTAINABILITY STRATEGY

Sabre seeks to integrate ESG principles into the foundation of our business to better serve all of our stakeholders — from our people to our partners, from our customers to travelers around the world. As a leader in the travel technology space, we recognize the opportunities and responsibilities we have to advance global sustainability efforts. As we look to the future, we aim to contribute to decarbonization efforts within the travel industry and are committed to acting responsibly and intentionally to better enrich our communities.



**WE ARE GUIDED BY THREE PILLARS THAT
DEFINE OUR STRATEGY:**

PEOPLE

Celebrate the diversity of our people to reflect
the world we serve.

PLANET

Make our impact meaningful while helping to preserve our
planet for future generations.

PROSPERITY

Use technology and collaboration to build a path to
prosperity, helping to enable a better future for all.

PEOPLE

Enhance the well-being of our employees, putting them first

- Create a positive, nurturing and creative environment where all of our employees can flourish, develop and innovate to their full potential
- Inspire and encourage our people to adopt positive and responsible living practices, for the good of their health and the planet's health

Advocate for the well-being of people throughout our supply chain

- Ensure we are working with suppliers that treat their people as we treat ours

Help to better the well-being of millions of people touched by Sabre's business

- Support crises and causes touched by travel
- Advocate for better and equal access to employment and education for disadvantaged and minority groups around the world





PLANET

Make Sabre's impact on the planet positive

- Reduce Sabre's carbon footprint, including its scope 1 and 2 emissions
- Reduce Sabre's scope 3 emissions

Use our technology to help reduce carbon emissions of the global travel industry

- Promote the sustainability benefits of our existing technology for the travel industry
- Look at ways in which we can actively pursue environmentally-focused technology

Advocate for and accelerate the industry's transition to clean travel

- Facilitate and take part in industry-wide discussions on moving to a greener future
- Promote green technology and clean travel initiatives

PROSPERITY

Help enhance the livelihoods of billions of people around the world through responsible travel

- Through the power of our technology and connections, enable people to make responsible travel choices so that travel can remain a force for good for decades to come

Foster an environment that enables the brightest and greatest technological innovation for common good

- Harness technological innovation to lead to better outcomes for the global travel industry
- Take a collaborative and innovative approach to creating technology that can help make travel more sustainable

Help our customers and stakeholders to thrive through responsible development and investment

- Use our unique position in the travel industry to help our customers reach healthy profitability through positive impact
- Engage in partnerships and alliances that help create long-term sustainability and prosperity for the travel industry





Sabre views sustainability and ESG management as a key area of focus, and we are laying important foundations to enhance our risk management, data collection, oversight approach, reporting and targets.

BUSINESS OVERVIEW

At Sabre, we create global technology solutions that take on the biggest opportunities and most complex challenges in travel. Our technology is the intelligence behind airline and hotel reservation networks, airport check-in kiosks, online travel sites, travel agent terminals and scores of other mobile apps and travel solutions. Positioned at the center of the travel ecosystem, our platform enables our customers to connect people with experiences that matter.

Dating back to 1960, Sabre was born out of a joint initiative between American Airlines and IBM to create the world's first computerized airline reservation system. We have now evolved into a technology ecosystem that touches almost every stage of a traveler's experience and aim to be the premier global technology platform in travel.

Today, Sabre is investing in a technology transformation that will advance the intelligence behind our products and services, enabling us to create a new travel marketplace in a cloud-based environment. We are committed to helping customers operate more efficiently and offer personalized traveler experiences by leveraging next-generation technology applications such as artificial intelligence, machine learning and real-time data and analytics.

Sabre offers the travel industry's broadest range of technology solutions, including data-driven business intelligence, mobile, distribution and Software as a Service (SaaS) solutions, used by travel suppliers and buyers to plan, market, sell, serve and operate their businesses. Headquartered in Southlake, Texas, USA, Sabre serves its customers through cutting-edge technology developed in facilities located around the world.

Sabre currently operates two main business segments:

TRAVEL SOLUTIONS

Distribution: We operate a travel marketplace for travel suppliers and travel buyers. Our broad set of solutions integrate with our global distribution system (GDS) to facilitate travel by efficiently bringing together travel content such as inventory, prices and availability from a broad array of travel suppliers, including airlines, hotels, car rental brands, rail carriers, cruise lines and tour operators. This system is accessed by a large network of travel buyers, including online travel agencies, offline travel agencies, travel management companies and corporate travel departments.

IT Solutions: We offer a broad portfolio of software technology products and solutions to airlines and other travel suppliers and provide industry-leading and comprehensive software solutions that help our customers better market, sell, serve and operate. Our products include reservation systems, commercial and operations products, agency solutions and data-driven intelligence. Our reservation system enables end-to-end retailing, distribution and fulfillment by providing airlines with a platform to house, enhance and personalize the customer experience.

HOSPITALITY SOLUTIONS

As a leading technology provider for the hospitality industry, our Hospitality Solutions business provides software and solutions, through SaaS and hosted delivery model, to hoteliers around the world. Our SaaS solutions empower hotels and hotel chains to manage pricing, reservations and retail offerings across thousands of distribution channels while improving guest experience throughout the traveler journey.

Sabre is committed to providing our customers with products and services that help them promote responsible and sustainable travel, while driving down industry emissions; advocating for sustainable business practices in travel and tourism; making a positive impact on our people and the communities we touch; and minimizing the environmental impact of our global business operations.

KEY BUSINESS METRICS

As of December 31, 2022 (unless otherwise stated)

\$2.5B

2022 Revenue

6,300

Employees Globally

As of October 2023

51

Offices Globally

As of October 2023

TRAVEL SOLUTIONS | DISTRIBUTION

300M+

**Total Direct
Billable Bookings**

TRAVEL SOLUTIONS | IT SOLUTIONS

630M+

Passengers Boarded

HOSPITALITY SOLUTIONS

42,000+

**Properties Served
in 175+ Countries**

STAKEHOLDER ENGAGEMENT

At Sabre, we believe that understanding the needs and expectations of our stakeholders is crucial to our ESG strategy. We are committed to transparent, consistent communication and engagement with our key stakeholders, including shareholders, employees, customers, travelers and business partners, among others. Throughout the year, we engage with investors and other key stakeholders to gather and incorporate their insights and feedback into our ESG programs and practices. This feedback is shared with the Governance and Nominating Committee and the Board of Directors.





GOVERNANCE

At Sabre, we recognize the importance of robust corporate governance practices and clearly defined, accountable oversight in safeguarding the long-term interests of our stakeholders.

Sabre's corporate governance framework is designed to support the Board of Directors' ability to effectively oversee the company's strategy while appropriately managing risks and promoting accountability, transparency and ethical business practices.

OUR BOARD

As of 11/30/2023



Sean Menke
Executive Chair



Gregg Saretsky
Lead Director



Kurt Ekert
President & CEO



George R. Bravante, Jr.



Herve Couturier



Rachel Gonzalez



Gail Mandel



Phyllis Newhouse



Audit Committee

George R. Bravante, Jr. (Chair)



Governance and Nominating Committee

Gregg Saretsky (Chair)



Compensation Committee

John Scott, III (Chair)



Technology Committee

Herve Couturier (Chair)



Karl Peterson



Zane Rowe



John Scott, III

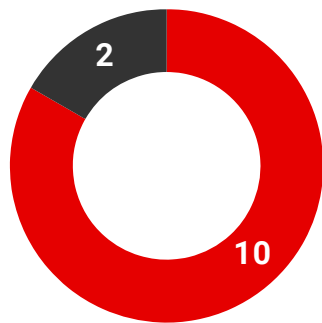


Wendi Sturgis

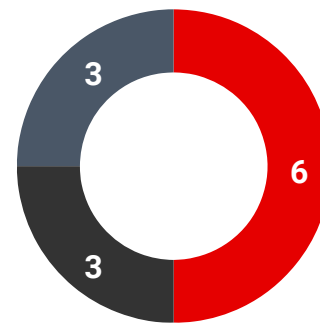
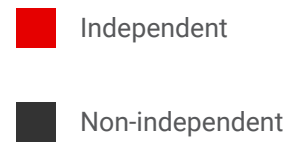


BOARD COMPOSITION OVERVIEW

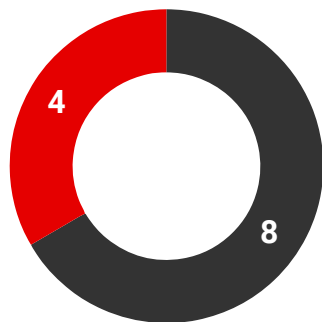
As of 11/30/2023



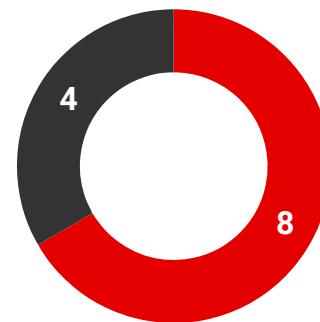
DIRECTOR INDEPENDENCE



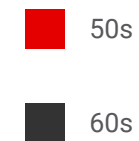
DIRECTOR TENURE



DIRECTOR GENDER



DIRECTOR AGE



OUR BOARD

Our Board is composed of a diverse group of highly engaged and qualified directors who we believe possess the skills and experiences necessary to successfully oversee our business. The Board of Directors believes that having a mix of directors with diverse and complementary qualifications is fundamental to its ability to effectively carry out its oversight responsibilities.

When evaluating candidates for nomination as new directors, the Governance and Nominating Committee considers a number of attributes that it has identified as critical to the Board's ability to support Sabre's strategies and business and ensure effective governance. The Governance and Nominating Committee also considers diversity of race, ethnicity, gender, age, education, skills and cultural background when evaluating director candidates.

BOARD REFRESHMENT

The Board of Directors remains focused on regular and thoughtful refreshment to maintain a high level of experience and diversity of perspectives. Our goal is to ensure that we are continuously bolstering the efficacy of the Board's oversight abilities.

As cybersecurity continues to be an increasingly critical topic for companies in our industry, we recognize the importance of having the experience and independent oversight necessary to help us oversee and manage information technology and cybersecurity threats to our business. To that end, our Board of Directors has members with significant cybersecurity experience, further expanding its capabilities.

RISK OVERSIGHT AND MANAGEMENT

We recognize that our ability to continue conducting business in the interests of our stakeholders is reliant on our ability to effectively oversee and manage the potential risks impacting our business.

We maintain a robust governance structure, both at the board level and at the enterprise level, to help ensure that potential risks are appropriately identified, monitored and mitigated.



STRONG BOARD RISK OVERSIGHT

Risk oversight at the Board level is distributed across our full Board and each of its key committees. Our Board of Directors has the primary responsibility for risk oversight of Sabre as a whole. In addition, the Board has delegated specific oversight responsibilities to the following committees:

GOVERNANCE AND NOMINATING COMMITTEE

The Governance and Nominating Committee oversees risks associated with corporate governance, including Board leadership structure, succession planning and other matters. It oversees Sabre's strategy, initiatives and engagement with investors and other key stakeholders relating to ESG matters. ESG initiatives are reported to the Committee and provided to the full Board on a quarterly basis.

AUDIT COMMITTEE

With the Board, the Audit Committee oversees Sabre's risk management; financial and accounting-related risks; compliance with legal and regulatory requirements and internal control over financial reporting; evaluation of enterprise risk issues; procedures with respect to risk management; and plans to mitigate cybersecurity risks.

COMPENSATION COMMITTEE

The Compensation Committee is responsible for evaluating Sabre's executive compensation program, taking into account Sabre's business strategy and risks to Sabre and its business implied by the compensation program.

TECHNOLOGY COMMITTEE

In coordination with the Audit Committee, the Technology Committee is 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.

ENTERPRISE RISK MANAGEMENT

Sabre maintains an enterprise risk management (ERM) program, which includes regular assessments of various significant strategic risks, including possible emerging risks. These assessments occur on at least an annual basis.

As part of the ERM process, Sabre's leadership team (vice president and above) is asked to rank various risks faced by Sabre in terms of likelihood of impact to Sabre as a whole, significance of the impact and expected timing of the impact. The assessment includes consideration of a broad spectrum of risks, including risks relating to our business and industry; risks relating to technology and intellectual property; risks relating to economic, political and global conditions; and risks relating to our financial condition.

Identified risks are assessed through our ERM program. The results of these assessments are shared with our Disclosure Committee and the Audit Committee, with quarterly updates provided to the Audit Committee regarding management's approach to addressing the top risks identified. We also maintain a dedicated compliance function,

which reports to our Chief Legal Officer and provides quarterly reports to the Audit Committee.

For more information about our management of climate-related risks and opportunities, please refer to our TCFD Report in the appendix of this report.



ESG OVERSIGHT AND MANAGEMENT



BOARD-LEVEL ESG OVERSIGHT

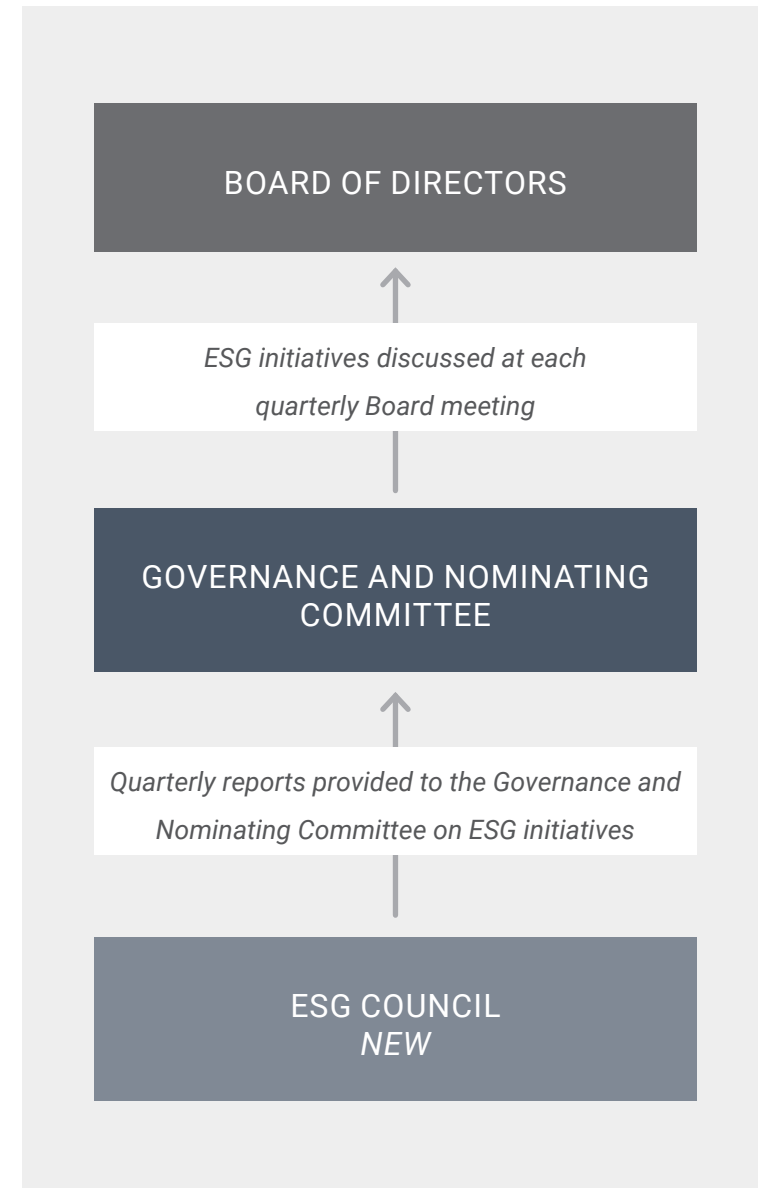
Sabre views sustainability and ESG management as a key strategic focus, and oversight of ESG matters is a Board-level responsibility.

The Governance and Nominating Committee is responsible for overseeing our ESG strategy, initiatives and engagement with investors and other key stakeholders related to ESG matters. The Governance and Nominating Committee oversees our ESG program and receives a report from our Chief Communications and Corporate Responsibility Officer on our ESG initiatives, on behalf of the ESG Council, at each quarterly meeting. This information is shared with the full Board at every quarterly Board meeting.

CROSS-FUNCTIONAL EXECUTIVE- LEVEL ESG OVERSIGHT

To support our priorities and strategy development around ESG matters, Sabre recently expanded the mandate of our Chief Communications and Corporate Responsibility Officer to lead Sabre's ESG strategy development and execution. Sabre also recently appointed a dedicated Global Director of Sustainability and a Head of Sustainability Communications to drive Sabre's ESG strategy forward across all stakeholders.

Sabre has also formed 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.



INFORMATION SECURITY AND DATA PRIVACY

At Sabre, we recognize the importance of maintaining strong cybersecurity measures to effectively identify, manage and mitigate the risks associated with doing business in today's environment.

Sabre's enterprise information security policies and standards are designed to provide administrative, logical, physical and technical controls that seek to protect the security and confidentiality of information and assets, protect against reasonably anticipated threats or hazards to the security or integrity of these information and assets and protect against unauthorized access to or use of information and assets.

As we continue our technology transformation, we are investing in and continuing to bolster our existing security processes to help ensure that we are able to effectively mitigate cyber risks during the completion of our technology transformation efforts.



ALIGNMENT WITH INTERNATIONAL STANDARDS

Sabre policies are aligned with ISO 27001. The information security requirements set forth in our policies have been selected based on our overall business strategy and objectives and relevant legal, statutory, regulatory and contractual requirements. As these factors are expected to change over time, policies are reviewed and evaluated at least annually.

Sabre engages third parties to perform independent assessments of its cybersecurity capabilities on a periodic basis. Annual assessments include:

- Onsite PCI assessment for Sabre systems that handle, have access to or otherwise store, process or transmit cardholder data on behalf of customers
- SOC 1 Type II report for our SabreSonic CSS Reservation system
- SOC 1 Type II report for our Radixx Solutions information technology and airline hosting systems
- SOC 2 Type II report for our GetThere Online Booking Solution
- SOC 2 Type II reports for our Hospitality Solutions Community CRS and Enterprise CRS
- NIST Cybersecurity Maturity Assessment

Further, Sabre is a PCI DSS Level 1 Service Provider and a PCI Participating Organization. An assessment is performed annually by a third-party Qualified Security Assessor to validate Sabre's compliance with the PCI DSS. All Sabre systems that handle, have access to, or otherwise store, process or transmit cardholder data on behalf of our customers are in scope for this assessment.



ROBUST TRAINING CYBERSECURITY PROTOCOLS

Sabre has an established security and data privacy awareness and training program that includes topical and role-based training, monthly simulated phishing campaigns and interactive discussion forums. We have partnered with third-party cybersecurity experts experienced in global compliance training to develop relevant educational content.

All Sabre team members and contractors are required to complete security and privacy training when hired and to renew training annually. Team members are also required to acknowledge annually, in writing, that they will comply with Sabre's business ethics, information security and data protection policies.

BOARD-LEVEL CYBERSECURITY OVERSIGHT

The Audit Committee reviews Sabre's cybersecurity and other information technology risks, controls and procedures. In addition, the Technology Committee, in coordination with the Audit Committee, is 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.

KEY GOVERNANCE POLICIES

Our commitment to being a responsible global leader and corporate citizen helps define Sabre not only as a great company, but one with great purpose. Our company policies, both with regard to our own commitment and governance, as well as with regard to our considerations with our suppliers, partners and other stakeholders are available on our website. These policies are reviewed on a periodic basis.

CORPORATE GOVERNANCE GUIDELINES

Our Corporate Governance Guidelines describe the key roles and responsibilities of our Board of Directors, including specific leadership responsibilities, board refreshment mechanisms and director expectations.

SABRE CODE OF BUSINESS ETHICS

Our Code of Business Ethics outlines the way we conduct business around the world every day, as well as the strong safeguards that we have in place for individuals to raise good faith concerns.

SABRE SUPPLIER CODE OF CONDUCT

Our Supplier Code of Conduct outlines our commitments, communication and cooperation and codes of conduct for ethical business practices, social behavior and environmental behavior, along with expectations of our suppliers, partners and other stakeholders.

PRIVACY STATEMENT

Our Privacy Statement explains how Sabre manages personal information, including when such information is collected, and how Sabre stores and protects personal information.



ENVIRONMENTAL

At Sabre, environmental principles are integrated within our company and business operations. As a leading technology provider to the global travel industry, our efforts to reduce our direct environmental impact include a focus on efficiency measures at our facilities and mitigating the footprint of our data centers.

OUR FACILITIES AND INITIATIVES

Sabre was one of the first companies in any industry to design and build a LEED campus as our corporate headquarters, and we continue to incorporate energy and water conservation and waste reduction practices into our operations.

We maintain offices in multiple countries around the world, and we seek to model best practices across our global facilities to ensure ongoing energy, carbon, waste and water efficiency and reductions. These include the use of natural lighting, low-energy fluorescent lighting, low-or-no water appliances and low-water, heat tolerant, all-organic native outdoor landscaping and the broad use of recycled materials in our buildings. Our commitment to sustainability extends to our employees as well—we expect all employees to perform their duties in line with our sustainability principles.



We believe that sustainability is not just an option, but a responsibility, and we are continually striving to find new ways to reduce our environmental impact and promote a healthy workplace.

These initiatives are just a few examples of our commitment to sustainability as we continue to explore new ways to reduce our environmental impact and create a healthier work environment.

SOUTHLAKE OFFICE

- Eco-friendly cleaning and paper products
- Lighting and HVAC in unoccupied mode after hours
- Automatic window shades on a schedule to limit the amount of direct sunlight and heat
- Printer toner cartridges sent back to vendors for recycling
- Motion-detecting sink faucets in all restrooms and break rooms
- Waterless urinals in men's restrooms
- Trash segregation and recycling compactor onside for plastic, glass, metal, paper, and cardboard
- EV charging stations

KRAKOW OFFICE

- Eco-friendly cleaning products
- Kitchen towels and toilet paper processed from waste paper
- Motion-detecting lighting in all areas
- Waste segregation and composting
- Reusable office kitchen supplies (e.g., coffee mugs, water glasses, utensils)

MONTEVIDEO OFFICE

- Eco-friendly cleaning products
- 100% LED lighting
- Clearly labeled waste bins for different types of materials
- New water dispensers that provide filtered, high-quality drinking water
- Increased amount of outdoor air supplied to the building
- New air conditioning units that use less energy and provide more efficient cooling and heating
- Environmentally friendly refrigerant gas

RICHMOND OFFICE

- Eco-friendly cleaning products
- 74% of energy supplied to office generated from renewable sources
- Waste segregation for paper, plastic, glass, general waste, and sanitary waste
- Reusable office kitchen supplies (e.g., coffee mugs, water glasses, utensils)

MIGRATION TO THE CLOUD

Since 2017, as part of our technology transformation, Sabre has been making a strategic shift away from a historically mainframe-centric transaction processing environment toward a secure cloud-based processing platform. From a customer perspective, migrating to the cloud offers greater localization for customers around the world and helps reduce the impacts of extreme weather compared with our legacy data center locations. From an environmental perspective, we are able to leverage the efficiencies of cloud architecture, thereby reducing our carbon footprint, while providing enhanced stability and world-class security.

Through migrating the majority of our data centers to the cloud, we expect to have a meaningful reduction in our carbon emissions.



GOOGLE CLOUD PLATFORM



In January 2020, we announced 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 we expect will result in a noteworthy decrease in our carbon emissions.

As part of its goal to achieve net-zero emissions across its value chain and operations by 2030, Google has an ambitious clean energy goal to operate its data centers on **24/7 carbon-free energy**.

In 2022, we closed our last Sabre-operated data center and successfully migrated approximately 15,000 servers to GCP. By the end of the second quarter of 2023, we had migrated 73% of our total compute capacity to GCP and fully decommissioned all 15 of Sabre-managed data centers. By the end of 2023, we expect to reach 90% of our total compute capacity in GCP. We are on track to complete our tech transformation by the end of 2024.

DRIVING SUSTAINABLE TRAVEL

As a travel technology company, Sabre is uniquely positioned to provide customers with sustainable choices to meet their travel needs. Our goal at Sabre is to design products and services that provide value while lowering our own environmental impact and to help our travel suppliers and retailers significantly reduce their environmental impacts. Some examples of our sustainability-related products:

AIRLINE

[Sabre's Network Planning & Optimization](#) suite includes a variety of products to assist airlines in planning and optimizing their routes, operations, and other core decisions, including products designed to help airlines:

- Improve fuel efficiency by matching demand and capacity
- Reduce ferry flights by promoting optimal crew changes
- Minimize airport congestion, thereby reducing on-ground fuel consumption
- Calculate optimal center of gravity for airplanes, reducing required engine thrust and ultimately reducing fuel burn





AGENCY

[Sabre Red 360](#) provides access to a full spectrum of information for booking travel, including data from Google's Travel Impact Model, which displays CO₂ emissions estimates for each flight.

Schedule Change helps identify travel options that minimize passenger disruption, taking into consideration shorter elapsed flight times and departure/arrival times that are as close to the original flights as possible to minimize unnecessary layover expenses.



HOTELS

[SynXis Central Reservation System](#) enables a single system of record that includes options for online travel agencies and global distribution systems to access a hotel's existing sustainability efforts, highlight environmental features in Triptease's Price Check tool, and add sustainability-based amenities to hotel bookings.

SynXis Retail Studio is a solution for hoteliers to further personalize the travel experience for guests, providing a retail platform through which hoteliers can also manage certain environmental initiatives such as less frequent linen and towel laundering and including carbon offsets or philanthropy for environmental charities in their retail offerings.

CLIMATE RISK

We understand that physical risks such as inclement weather, natural or man-made disasters and the effects of climate change, along with the potential costs and impacts of transitioning to a low-carbon economy, can impact our business. We also recognize the role we play in protecting our planet and helping to reduce the effects of climate change. Thus, 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.

For example, our 2017 decision to begin to shift strategically away from a historically mainframe-centric transaction processing approach toward a secure cloud-based processing platform was driven in part by the fact that many of our legacy data centers were located in an area of the United States particularly prone to severe weather incidents. Transitioning to the cloud 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 environment footprint.

For more information about our management of climate-related risks and opportunities, please refer to our [TCFD Report](#).



ENVIRONMENTAL PERFORMANCE METRICS

We understand that we can only effectively manage what we can measure, and over the past year we have embarked on a thoughtful approach to collecting and tracking ESG-related data within our business and operations. This has included onboarding an enterprise software solution specific to ESG management and reporting.

In addition, Sabre engaged a third-party consultancy to assist in determining the data sources required to calculate Scope 1 and 2 GHG emissions and to conduct a Scope 3 screening in accordance with the World Resource Institute/World Business Council for Sustainable Development (WRI/WBCSD) GHG Protocol Corporate Accounting and Reporting Standard. Our methodology for calculating our GHG emissions is aligned with the WRI/WBCSD GHG Protocol's Corporate Standard.

Through this process, we have identified six of the 15 GHG Protocol categories as relevant to Sabre: Category 1 (Purchased Goods & Services); Category 2 (Capital Goods); Category 3 (Fuel and Energy Related Activities); Category 4 (Upstream Transportation and Distribution); Category 6 (Business Travel); Category 7 (Employee Commuting).

GREENHOUSE GAS EMISSIONS	
SCOPE 1 EMISSIONS	2022
Total Scope 1	Due to current data collection limitations, no Scope 1 emissions have been calculated for the year in review.
SCOPE 2 EMISSIONS Data only collected from largest six offices.	2022
Total Scope 2 (Location-based method)	3,488.20 CO ₂ e - MT
Total Scope 2 (Market-based method)	3,488.20 CO ₂ e - MT

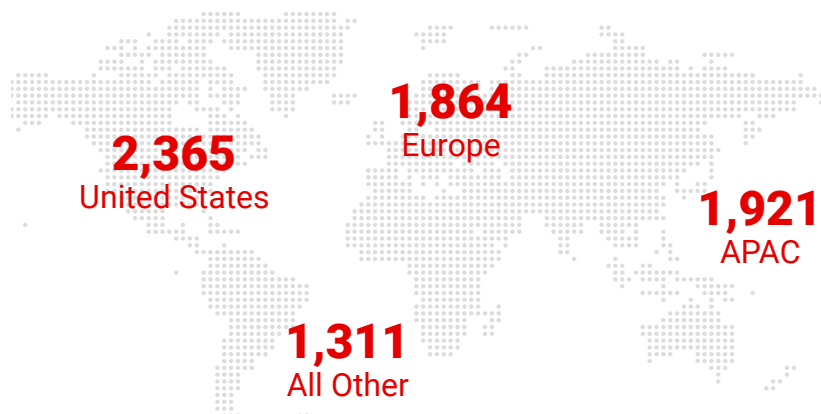
Our six largest offices are located in Southlake, TX; Montevideo, Uruguay; Krakow, Poland; Richmond, United Kingdom; Bengaluru, India; and Singapore, Singapore.

A scenic landscape featuring a calm lake in the foreground. Two people are in a small wooden canoe on the water; one is wearing a red jacket and the other a blue jacket. The background is dominated by a dense forest of evergreen trees on the left and a range of large, rugged mountains with significant snow cover. A thick layer of white clouds or mist hangs between the forest and the mountain peaks. The sky is a pale blue with some light clouds.

SOCIAL

PEOPLE

At Sabre, our employees are our greatest strength, and we appreciate the importance of creating a rewarding work environment. We are committed to ensuring that our employees feel valued and safe in the workplace and providing the necessary resources to help them thrive.



GLOBAL WORKFORCE (As of December 31, 2022)		
REGION	NUMBER OF EMPLOYEES	% OF TOTAL
United States	2,365	32%
APAC	1,921	26%
Europe	1,864	24%
All Other	1,311	18%
Total	7,461	

EMPLOYEE ENGAGEMENT AND CULTURE AT SABRE

We believe that in order to deliver excellence to our customers, it's essential to foster growth, purpose, and connection among team members. Our people are the driving force behind making travel happen, and as such, we prioritize employee engagement and culture at Sabre.

Our employee engagement strategy is centered around four pillars of global engagement that provide a variety of opportunities to develop professional skills, build community and engage in meaningful activities that connect team members with their passions and interests:

- **Inclusion Groups** which support diversity and inclusion
- **Communities of Practice** which bring employees from similar professional disciplines together to foster development, innovation and collaboration
- **Clubs** which help create a sense of community among our employees and facilitate social interaction
- **Support Networks** which provide peer support on topics such as health and wellness

We have also contracted with Comparably, a workplace culture site and corporate brand reputation platform, to help our employees easily provide feedback.

Additionally, we prioritize providing employees with internal recognition for their hard work and encouraging them to recognize peers, teams and departments to help promote engagement and satisfaction. A key part of our talent retention program has been to create specific benefits for early-career, mid-career and late-career employees. Sabre also offers competitive salaries and generous paid time off, which allow us to hire, incentivize and retain high-caliber employees. Our commitment to our employees was recognized in 2022 with the Best Company Culture and Best CEO awards by Comparably, based on direct feedback from employees. Sabre was rated in the top 50 of these categories among 70,000 companies.

2022 EMPLOYEE ENGAGEMENT PERFORMANCE METRICS

RESULTS FROM SABRE'S 2022 ENGAGEMENT SURVEY

I am recognized at Sabre when I do good work:

75.1%
of participants
strongly agree/agree

I have a clear and meaningful role and feel valued for contributing to Sabre's success:

79.7%
of participants
strongly agree/agree

I have received candid, positive or constructive feedback within the last 30 days:

78%
of participants
strongly agree/agree

61.8%

EMPLOYEE ENGAGEMENT SURVEY PARTICIPATION RATE

67%

OF TEAM MEMBERS ARE ENGAGED IN EITHER AN INCLUSION GROUP, COMMUNITY OF PRACTICE, OR SABRE WELL-BEING ADVOCACY NETWORK

23.8%

INTERNAL PROMOTION AND LATERAL MOVE RATE

7.6 years

AVERAGE EMPLOYEE TENURE

12.4%

VOLUNTARY TURNOVER RATE

8.5%

INVOLUNTARY TURNOVER RATE

HEALTH, SAFETY AND WELL-BEING

At Sabre, we are committed to ensuring the health and wellbeing of our employees, and we work to provide the necessary resources to help ensure that they thrive at Sabre. Our work-from-anywhere program provides employees additional flexibility in their working environments and in turn creates less stress, a better work-life balance and increased productivity. This allows us to create an environment that delivers empowerment, innovation and performance.



Sabre has also integrated health and safety throughout our global offices. Each of our six main corporate offices (Southlake, TX; Montevideo, Uruguay; Krakow, Poland; Richmond, United Kingdom; Bengaluru, India; and Singapore, Singapore) has an employee responsible for health and safety, and safety training is unique to each region. We believe we go above and beyond government regulations and work to create an environment where all of our employees feel safe.

As a global company, Sabre also provides employee benefits specific to certain regions. For example, our UK employees receive a cycling benefit for purchasing bikes or accessories, and our India employees have created a cycling group that organizes events to promote team member wellness. Our U.S. benefits cover travel costs of up to \$4,000 per year, per member and eligible dependents, for any covered medical service that is not available within a 100-mile radius of the employee's home. This benefit is in addition to the health insurance and other well-being benefits we provide for our employees. The benefit will help ensure that our employees are not saddled by medical debt and that geography does not impede the quality of one's health care.

We offer the following mental health resources to employees and their families at no cost:

- Sanvello is an app that provides clinical techniques to reduce the symptoms of stress, anxiety and depression.
- Global Employee Assistance Program provides free counseling sessions.
- Headspace provides tutorials on how to manage sleep, stress, mindfulness and focus.
- Talkspace is a platform with licensed therapists who are available 24 hours a day.
- BurnAlong provides on-demand mental, physical and financial wellness classes.



TRAINING AND DEVELOPMENT

We are committed to empowering our employees and work to provide the resources and support our employees need to thrive. Sabre has partnered with Udemy, which allows our employees to learn valuable skills and apply them to the real world. Sabre employees have access to Google's training library, and Sabre is second only to Google in the number of team members who are Google Cloud Platform (GCP) certified. Sabre is the second largest Google Cloud training consumer behind only Google itself. Additionally, our partnership with Workday has allowed us to develop career progression plans for each department.

Additionally, after a year at Sabre, employees have access to our tuition reimbursement program which provides \$5,250 per year for personal and professional enrichment, and in 2023 we've begun building out the technical side of our company and creating a larger set of career options. Sabre's training and development programs are also an integral component of our talent retention program.

INCLUSION AND DIVERSITY

As a global company with 51 offices around the world, we believe that inclusion and diversity (I&D) is critical to our success and that different perspectives create innovative products and services. Sabre is dedicated to shifting the needle forward as we embrace and continue to work towards greater diversity. We are committed to providing a workplace free of discrimination and sexual harassment, as well as harassment or discrimination based on race, color, creed, religion, sex, national origin, marital status, age, sexual orientation, gender identity characteristics or expression, genetic information, physical or mental disability, pregnancy, medical condition or any other basis protected by law.

Sabre celebrates partnership, encourages collaboration and applauds individuality. At Sabre, we are working to create an environment where everyone feels safe to bring their most authentic selves to work. We often say that “Inclusion is global, and diversity is local,” as inclusion serves as the foundation for which we support diversity. Wherever you work at Sabre around the globe, you experience our inclusive culture – an environment where each

person feels welcomed, respected, supported and valued. We recognize that the meaning and focus of diversity differs by region, and thus our diversity efforts are guided by local leadership.



Our I&D strategy, shaped by input from the Executive Leadership Team, I&D Council, and engaged team members, focuses on three key areas: our business, our team members and the communities in which we work. It works to support our Strategic Framework and Priorities, established in 2022. The I&D Council meets bimonthly to ensure the I&D strategy is embedded across the organization. Our Director of Inclusion and Engagement, supported by Sabre leadership and executives, oversees the consistent execution of the strategy and initiatives.

Several company-wide initiatives have been launched, such as incorporating pronouns in email signatures, supporting women in leadership and piloting a disability program. We teamed up with Global Disability Inclusion, LLC to uncover our strengths and areas of opportunity in disability inclusion. Capturing real time data from team members with and without disabilities enables us to continue to build upon our winning inclusive culture.

Inclusion groups, each with at least two Executive Sponsors at the helm, raise awareness, provide development workshops and build community. They empower team members to shape Sabre into a workplace where they can be their true selves, feel a sense of belonging, and perform at their best every day.

We currently have the following Inclusion Groups:



Sabre is also proud to announce that it has received a score of 95 out of 100 on the 2023 Human Rights Campaign's (HRC) Corporate Equality Index (CEI). The HRC, a foundation that advocates for equal rights for LGBTQ+ employees, creates its annual CEI to help companies benchmark their performance related to LGBTQ+ workplace equality.

GLOBAL WORKFORCE (As of December 31, 2022)	
Full Time Employees (FTE)	89.5%
Part Time Employees	2.5%
Contractors	8.1%

GLOBAL GENDER DIVERSITY (% OF TOTAL HEADCOUNT / FTE) (As of December 31, 2022)	
Male	61.3%
Female	38.2%
Other/Undeclared	0.5%

U.S. RACE & ETHNICITY (% OF U.S. HEADCOUNT / FTE) (As of December 31, 2022)	
White	56.5%
Black/African American	4.4%
Hispanic/Latino	11.4%
Asian	25.6%
American Indian/Alaskan Native	0.4%
Native Hawaiian/Pacific Islander	0.0%
Two or More Races	1.6%
Not Disclosed/Not Available	0.1%



SUPPLIER ENGAGEMENT

Sabre takes a holistic approach to engaging with our suppliers and actively works to hold them to the highest ethical, social and environmental standards. Our Supplier Code of Conduct outlines the minimum standards for conducting business in a safe and ethical manner. We expect our suppliers to conduct their business in full compliance with all international, national and local regulations and to refrain from bribery, corruption and human rights violations. Some of the environmental considerations we require from our suppliers include a written environmental policy that addresses CO₂ emissions, waste, energy, water and wood and paper management, an individual or team to be responsible for environmental management and an understanding of the risks and impacts associated with their products.

Additionally, our Code of Business Ethics requires our suppliers to comply with our expectations for social and environmental sustainability. We understand that our impact extends beyond our own operations and work to ensure that the companies we engage with are held to the same standards as our employees.

Sabre also recognizes the importance of supplier diversity, as we believe that an inclusive supplier base can provide access to a wide range of capabilities and perspectives that can only strengthen our ability to deliver excellence to our clients.



COMMUNITY ENGAGEMENT AND CORPORATE SOCIAL RESPONSIBILITY COMMITMENT

EMPLOYEE VOLUNTEERISM

As a global company, Sabre recognizes the importance of giving back to our community and providing our employees with an opportunity to do so as well. We do this by encouraging employee volunteerism on company time through one paid day off per quarter for community volunteering. Since 2003, Sabre employees have logged more than 300,000 volunteer hours as part of Give Together, our global corporate social responsibility (CSR) program.

CHARITABLE GIVING

Since 2003, Sabre has donated over \$20 million to charitable organizations. Sabre Poland was recently recognized by U.S. Ambassador Mark Brzezinski for its efforts to help the war in Ukraine.



COMMUNITY ENGAGEMENT

In October 2022, Sabre Uruguay team members came together to support the local community during the Give Together Volunteering event at School #157 - Villa Garcia. 317 team members volunteered 2,536 hours to completely transform and remodel the school over two days of teamwork and collaboration. The improvements and work benefited approximately 1,000 children who attend the school. Sabre is committed to improving educational environments for children and students' access to a better learning space.

317
TEAM
MEMBERS

2,536
VOLUNTEER
HOURS





ABOUT THIS REPORT

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 in this report 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,” “target,” “on track,” “outlook,” “expect,” “believe,” “confident,” “well-positioned,” “momentum,” “trajectory,” “opportunity,” “will,” “milestone,” “inflection point,” “prospective,” “focus,” “strategic,” “commitment,” “upside,” “optimistic,” “long term,” “position,” “goal,” “objective,” “pipeline,” “path,” “plan,” “progress,” “likely,” “future,” “trend,” “anticipate,” “will,” “forecast,” “continue,” “estimate,” “project,” “possible,” “may,” “could,” “should,” “would,” “intend,” “potential,” 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, the impact and extent of the recovery from the effects of the global COVID-19 pandemic on our business and results of operations, financial condition and credit ratings, as well as on the travel industry and consumer spending more broadly, the effect of remote working arrangements on our operations and the speed and extent of the recovery across the broader travel ecosystem, dependency on transaction volumes in the global travel industry, particularly air travel transaction volumes, including from airlines’ insolvency, suspension of service or aircraft groundings, the effect

Continues on next page >>

and amount of cost savings initiatives and reductions, the timing, implementation and effects of the technology investment and other strategic plans and initiatives, the completion and effects of travel platforms, 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, failure to adapt to technological advancements, competition in the travel distribution and solutions industries, implementation of software solutions, reliance on third parties to provide information technology services and the effects of these services, implementation and effects of new, amended or renewed agreements and strategic partnerships, including anticipated savings, 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, collection, processing, storage, use and transmission of personal data and risks associated with PCI compliance, our ability to recruit, train and retain employees, including our key executive officers and technical employees, the financial and business results and effects of acquisitions and divestitures of businesses or business operations, reliance on the value of our brands, the effects of any litigation and regulatory reviews and investigations, adverse global and regional economic and political conditions, including, but not limited to, recessionary or inflationary economic conditions, risks

related to the current military conflict in Ukraine, risks arising from global operations, reliance on the value of our brands, the effects of new legislation or regulations or the failure to comply with regulations or other legal requirements, including sanctions, use of third-party distributor partners, risks related to our significant amount of indebtedness, the effects of the implementation of new accounting standards 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, our most recent Annual Report on Form 10-K filed with the SEC, and 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 otherwise stated, all information in this Report is as of December 31, 2022. 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.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) REPORT INDEX

The Sustainability Accounting Standards Board (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. For additional information on the SASB Standards, please visit sasb.org.

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

ACCOUNTING METRICS (As of December 31, 2022)

METRIC	CODE	2022 RESPONSE
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE		
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	We do not currently track this data but are continuing to evaluate a process to do so in the future. In 2022 we onboarded an enterprise software solution to help enhance the quality, reliability and future auditability of our sustainability-related data and reporting, and we are laying important foundations to enhance our risk management, data collection, oversight approach, reporting and targets going forward.
(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	We do not currently track this data but are continuing to evaluate a process to do so in the future.

ACCOUNTING METRICS (As of December 31, 2022)

METRIC	CODE	2022 RESPONSE
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE		
Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	<p>We recognize the role we play in protecting our planet and helping to reduce the effects of climate change. Thus, 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.</p> <p>For example, our 2017 decision to begin to shift strategically away from a historically mainframe-centric transaction processing approach toward a secure cloud-based processing platform was driven in part by the fact that many of our legacy data centers were located in an area of the United States particularly prone to severe weather incidents. Transitioning to the cloud 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 environment footprint.</p> <p>In January 2020, we announced 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 we expect will result in a noteworthy decrease in our carbon emissions.</p>
DATA PRIVACY & FREEDOM OF EXPRESSION		
Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	<p>Privacy Statement</p> <p>Our Privacy Statement explains how Sabre manages personal information, including when such information is collected, and how Sabre stores and protects personal information.</p> <p><i>Continues on next page >></i></p>

ACCOUNTING METRICS (As of December 31, 2022)

METRIC	CODE	2022 RESPONSE
DATA PRIVACY & FREEDOM OF EXPRESSION		
Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	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	Not currently available.
Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Not currently available.
(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	Not currently available.
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	Not currently available.
DATA SECURITY		
(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Not currently available.

ACCOUNTING METRICS (As of December 31, 2022)

METRIC	CODE	2022 RESPONSE
DATA SECURITY		
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	<p>Sabre's enterprise information security policies and standards are designed to provide administrative, logical, physical and technical controls that seek to protect the security and confidentiality of information and assets, protect against reasonably anticipated threats or hazards to the security or integrity of such information and assets and protect against unauthorized access to or use of information and assets.</p> <p>Sabre policies are aligned with ISO 27001. The information security requirements set forth in our policies have been selected based on our overall business strategy and objectives and relevant legal, statutory, regulatory and contractual requirements. As these factors are expected to change over time, policies are reviewed and evaluated at least annually. Sabre engages third parties to perform independent assessments of its cybersecurity capabilities on a periodic basis.</p> <p>Further, Sabre is a PCI DSS Level 1 Service Provider and a PCI Participating Organization. An assessment is performed annually by a third-party Qualified Security Assessor to validate Sabre's compliance with the PCI DSS. All Sabre systems that handle, have access to, or otherwise store, process or transmit cardholder data on behalf of our customers are in scope for this assessment.</p> <p>Sabre has an established security and data privacy awareness and training program that includes topical training, role-based training, monthly simulated phishing campaigns and interactive discussion forums. We have partnered with third-party training providers experienced in global compliance training to develop relevant training content.</p> <p>All Sabre team members and contractors are required to complete security and privacy training when hired and to renew training annually. Team members are also required to acknowledge annually in writing that they will comply with Sabre's business ethics, information security and data protection policies. Please see the Information Security and Data Privacy section on page 25 of this report for more information.</p>

ACCOUNTING METRICS (As of December 31, 2022)

METRIC	CODE	2022 RESPONSE																												
RECRUITING & MANAGING A GLOBAL, DIVERSE & SKILLED WORKFORCE																														
Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	(1) 4% (2) 31.7% (U.S.); 25.8% (Asia Pacific); 0.3% (Canada); 27.1% (Europe, Middle East, Africa); 15.1% (Latin America, Caribbean)																												
Employee engagement as a percentage	TC-SI-330a.2	Results from Sabre’s 2022 Engagement Survey: <ul style="list-style-type: none">I am recognized at Sabre when I do good work: 75.1% of participants strongly agree/agreeI have a clear and meaningful role and feel valued for contributing to Sabre’s success: 79.7% of participants strongly agree/agreeI have received candid, positive or constructive feedback within the last 30 days: 78% strongly agree/agree																												
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	<div>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.</div> <div><table><tr><th colspan="2">GLOBAL GENDER DIVERSITY (% OF TOTAL HEADCOUNT / FTE) (As of December 31, 2022)</th></tr><tr><td>Male</td><td>61.3%</td></tr><tr><td>Female</td><td>38.2%</td></tr><tr><td>Other/Undeclared</td><td>0.5%</td></tr></table><table><tr><th colspan="2">U.S. RACE & ETHNICITY (% OF U.S. HEADCOUNT / FTE) (As of December 31, 2022)</th></tr><tr><td>White</td><td>56.5%</td></tr><tr><td>Black/African American</td><td>4.4%</td></tr><tr><td>Hispanic/Latino</td><td>11.4%</td></tr><tr><td>Asian</td><td>25.6%</td></tr><tr><td>Other</td><td>2.0%</td></tr><tr><td>American Indian/Alaskan Native</td><td>0.4%</td></tr><tr><td>Native Hawaiian/Pacific Islander</td><td>0.0%</td></tr><tr><td>Two or More Races</td><td>1.6%</td></tr><tr><td>Not Disclosed/Not Available</td><td>0.1%</td></tr></table></div>	GLOBAL GENDER DIVERSITY (% OF TOTAL HEADCOUNT / FTE) (As of December 31, 2022)		Male	61.3%	Female	38.2%	Other/Undeclared	0.5%	U.S. RACE & ETHNICITY (% OF U.S. HEADCOUNT / FTE) (As of December 31, 2022)		White	56.5%	Black/African American	4.4%	Hispanic/Latino	11.4%	Asian	25.6%	Other	2.0%	American Indian/Alaskan Native	0.4%	Native Hawaiian/Pacific Islander	0.0%	Two or More Races	1.6%	Not Disclosed/Not Available	0.1%
GLOBAL GENDER DIVERSITY (% OF TOTAL HEADCOUNT / FTE) (As of December 31, 2022)																														
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Native Hawaiian/Pacific Islander	0.0%																													
Two or More Races	1.6%																													
Not Disclosed/Not Available	0.1%																													

ACCOUNTING METRICS (As of December 31, 2022)

INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOR		
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	Not meaningful; as noted on page 99 of Sabre's 2022 Form 10-K, monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations totaled \$3.05 for the year in review.
MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS		
Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Not currently available.
Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Not currently available.

ACTIVITY METRICS (As of December 31, 2022)

METRIC	CODE	2022 RESPONSE
(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	Not currently available.
(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	(1) 417,703 vCPU (2) 100%
(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	Not currently available.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) REPORT

The Financial Stability Board’s Task Force on Climate-related Financial Disclosure (TCFD) has developed a voluntary, consistent climate-related financial risk disclosure for use by companies in providing information to investors, lenders, insurers and other stakeholders. For additional information on TCFD, please visit fsb-tcfd.org.

Sabre’s TCFD report is organized around the framework’s four main tenets, which are governance, strategy, risk management, and metrics and targets.

TCFD RECOMMENDATION	DISCLOSURE
GOVERNANCE	
a) Describe the board’s oversight of climate-related risks and opportunities	<p>The Governance and Nominating Committee is responsible for overseeing Sabre’s ESG strategy and initiatives and engaging with investors and other key stakeholders related to ESG matters.</p> <p>The Governance and Nominating Committee receives a report on our ESG initiatives from our Chief Communications and Corporate Responsibility Officer, on behalf of the ESG Council, at each quarterly meeting. This information is shared with the full Board at every quarterly Board meeting.</p> <p>We recognize the role we play in protecting our planet and helping to reduce the effects of climate change. Thus, 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.</p>

TCFD RECOMMENDATION	DISCLOSURE
GOVERNANCE	
b) Describe management's role in assessing and managing climate-related risks and opportunities	<p>Sabre recently expanded the mandate of our Chief Communications and Corporate Responsibility Officer to serve as an internal champion for ESG, leading Sabre's ESG strategy development and execution. Sabre also recently announced a dedicated Global Director of Sustainability, who is responsible for growing Sabre's sustainability program and cementing Sabre's commitment to playing a leading role in enabling sustainable travel, and a Head of Sustainability Communications, who is focused on building Sabre's reputation as a purpose-led organization among key stakeholders.</p> <p>This new oversight includes the formation of 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.</p> <p>As noted above, The Governance and Nominating Committee receives a report on our ESG initiatives from our Chief Communications and Corporate Responsibility Officer, on behalf of the ESG Council, at each quarterly meeting. This information is shared with the full Board at every quarterly Board meeting.</p>
STRATEGY	
a) Describe the climate-related risks and opportunities in the short, medium, and long term	<p>As noted above, we recognize the role we play in protecting our planet and helping to reduce the effects of climate change. Thus, 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.</p> <p>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 have a temporary or sustained disruption to leisure and business travel, including: changing attitudes towards the environmental costs of travel; and inclement weather, natural or man-made disasters and the effects of climate change.</p> <p><i>Continues on next page >></i></p>

TCFD RECOMMENDATION	DISCLOSURE
STRATEGY	
a) Describe the climate-related risks and opportunities in the short, medium, and long term	<p>As a leader in the travel technology space, we recognize the opportunities and responsibilities we have to advance global sustainability efforts. We seek to make our impact meaningful while preserving our planet for future generations:</p> <p>Make Sabre's impact on the planet positive</p> <ul style="list-style-type: none"> • Reduce Sabre's carbon footprint and move toward using only renewable energy sources • Implement supplier management program that requires certain ESG standards <p>Focus on creating technology that can help reduce carbon emissions of the global travel industry</p> <ul style="list-style-type: none"> • Put our planet at the heart of each of our existing and new technologies <p>Advocate for and accelerate the industry's transition to clean travel</p> <ul style="list-style-type: none"> • Facilitate and take part in industry-wide discussions on moving to a greener future • Invest in and drive green technology and clean travel initiatives
b) Describe the impact of climate-related risks and opportunities on business, strategy, and financial planning	<p>Technology is enabling travelers to make better choices when they travel by surfacing more sustainable accommodation options, flights with a lower carbon footprint or rail alternatives. As we look to the future, we aim to contribute to decarbonization efforts within the travel industry and are committed to acting responsibly and intentionally to better enrich our communities.</p> <p>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. For example, our 2017 decision to begin to shift strategically away from a historically mainframe-centric transaction processing approach toward a secure cloud-based processing platform was driven in part by the fact that many of our legacy data centers were located in an area of the United States particularly prone to severe weather incidents. Transitioning to the cloud 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 environment footprint.</p> <p><i>Continues on next page >></i></p>

TCFD RECOMMENDATION	DISCLOSURE
STRATEGY	
b) Describe the impact of climate-related risks and opportunities on business, strategy, and financial planning	In June 2023 Sabre announced a partnership with Google allowing us to integrate Google's Travel Impact Model to display the carbon footprint of flights on our systems, an important step in bringing sustainability information to the mainstream for corporate and leisure travelers and advance the travel ecosystem toward a more sustainable future.
c) Describe the resilience of Sabre's strategy, taking into consideration different climate-related scenarios	Sabre is in the process of growing our sustainability program and reviewing opportunities to better position the company for a low-carbon future. We are still in the process of developing our climate change strategy.
STRATEGY	
a) Describe the organization's process of identifying and assessing climate-related risks	<p>Sabre maintains an enterprise risk management (ERM) program, which includes regular assessments of various significant strategic risks, including possible emerging risks. These assessments occur on at least an annual basis.</p> <p>As part of the ERM process, Sabre's leadership team (vice president and above) is asked to rank various risks faced by Sabre in terms of likelihood of impact to Sabre as a whole, significance of the impact and expected timing of the impact. The assessment includes consideration of a broad spectrum of risks, including risks relating to our business and industry; risks relating to technology and intellectual property; risks relating to economic, political and global conditions; and risks relating to our financial condition.</p> <p>Identified risks are assessed through our ERM program. The results of these assessments are shared with our Disclosure Committee and the Audit Committee, with quarterly updates provided to the Audit Committee regarding management's approach to addressing the top risks identified. We also maintain a dedicated compliance function, which reports to our Chief Legal Officer and provides quarterly reports to the Audit Committee.</p>
b) Describe the organization's process for managing climate-related risks	
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	

TCFD RECOMMENDATION	DISCLOSURE														
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	We understand that we can only effectively manage what we can measure, and over the past year we have embarked on a thoughtful approach to collecting and tracking ESG-related data within our business and operations. This has included onboarding an enterprise software solution specific to ESG management and reporting. This enterprise software solution will help enhance the quality, reliability and future auditability of our sustainability-related data and reporting. We look forward to continuing to enhance our reporting on these metrics in the future.														
b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions, and the related risks.	<table border="1"> <thead> <tr> <th colspan="2">GREENHOUSE GAS EMISSIONS</th></tr> <tr> <th>SCOPE 1 EMISSIONS</th><th>2022</th></tr> </thead> <tbody> <tr> <td>Total Scope 1</td><td>Due to current data collection limitations, no Scope 1 emissions have been calculated for the year in review.</td></tr> <tr> <th>SCOPE 2 EMISSIONS</th><th>2022</th></tr> <tr> <td>Data only collected from largest six offices.</td><td></td></tr> <tr> <td>Total Scope 2 (Location-based method)</td><td>3,488.20 CO2e - MT</td></tr> <tr> <td>Total Scope 2 (Market-based method)</td><td>3,488.20 CO2e - MT</td></tr> </tbody> </table> <p>Our six largest offices are located in Southlake, TX; Montevideo, Uruguay; Krakow, Poland; Richmond, United Kingdom; Bengaluru, India; and Singapore, Singapore.</p> <p>calculating our GHG emissions is aligned with the WRI/WBCSD GHG Protocol's Corporate Standard.</p> <p>Through this process, we have identified six of the 15 GHG Protocol categories as relevant to Sabre: Category 1 (Purchased Goods & Services); Category 2 (Capital Goods); Category 3 (Fuel and Energy Related Activities); Category 4 (Upstream Transportation and Distribution); Category 6 (Business Travel); Category 7 (Employee Commuting).</p> <p>In 2022, Sabre engaged an external consultant to help us determine the data sources required to calculate our Scope 1 and 2 GHG emissions and determine material Scope 3 emissions categories in accordance with the World Resource Institute/World Business Council for Sustainable Development (WRI/WBCSD) GHG Protocol Corporate Accounting and Reporting Standard. Our methodology for</p>	GREENHOUSE GAS EMISSIONS		SCOPE 1 EMISSIONS	2022	Total Scope 1	Due to current data collection limitations, no Scope 1 emissions have been calculated for the year in review.	SCOPE 2 EMISSIONS	2022	Data only collected from largest six offices.		Total Scope 2 (Location-based method)	3,488.20 CO2e - MT	Total Scope 2 (Market-based method)	3,488.20 CO2e - MT
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Total Scope 2 (Market-based method)	3,488.20 CO2e - MT														
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Not currently available. In 2022 we onboarded an enterprise software solution to help enhance the quality, reliability and future auditability of our sustainability-related data and reporting, and we are laying important foundations to enhance our risk management, data collection, oversight approach, reporting and targets going forward.														



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