

Environmental Policy

1. Introduction

1.1. Introduction

Sabre acknowledges that daily operations can, directly and indirectly, impact the environment. We embrace sustainable business practices in our decision making and seek to continually improve our commitment to environmental responsibility. This policy outlines specific objectives to help minimize our environmental impact and the steps to accomplish them. Each Sabre team member has a role in achieving and surpassing these objectives, underscoring the importance of their familiarity with this policy.

1.2. Scope

This policy is relevant to all team members and facilities associated with Sabre. It encompasses full-time and part-time team members, contractors, and individuals affiliated with the organization.

This environmental management policy covers the following topics:

- Energy Consumption and Greenhouse Gases
- Water Management
- Waste Management
- Air Pollution

We are also dedicated to promoting collaboration with our partners in order to enhance our joint sustainability practices and exchange valuable insights. Our partners encompass suppliers, customers, team members and the landlords of many of our facilities. Together with these partners, we commit to encourage procedures that contribute to environmental development, including:

- Sustainable building and resource management
- Improving energy efficiency
- Recycling and waste policy

1.3. Roles and Responsibilities

To ensure the effective implementation of this policy, Sabre has designated specific roles and responsibilities outlined in the table below. These assignments aim to ensure the attainment of all objectives and measures detailed in this policy to the fullest extent possible.

Role	Responsibilities
Policy owner: Sustainability team	<ul style="list-style-type: none"> • Implement this policy in Sabre’s daily operations by pursuing its targets and following its guidelines • Encourage Sabre team members to comply with this policy • Provide answers to any questions regarding the contents of this policy • Update and review this policy on an annual basis • Annually communicate our goals and accomplishments on the topic to stakeholders, utilizing various channels such as our website and report
Management: ESG Council	<ul style="list-style-type: none"> • Ensure team members are provided with the necessary resources to comply with this policy, such as training • Reduce risk to as low as reasonably practical • Set standards and goals, monitor, audit and complete agreed actions on time as well as reviewing performance to achieve operational discipline and continuous improvement in environmental topics • Develop team members’ environmental awareness

Team members	<ul style="list-style-type: none"> • Read, comprehend and abide by the contents of this policy • Attend the awareness trainings outlined in the policy guidelines • Adhere to the mandatory procedures and rules outlined in this policy at all times • Take immediate action to correct, report and follow up on near misses and hazardous conditions • Report any non-compliance with the information presented in this policy through Sabre's reporting channels
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2. Energy Consumption & Green House Gases (GHG)

As a leading software and technology company in the travel industry, Sabre acknowledges its role in reducing carbon emissions and energy consumption from its operations. To this end, we have outlined a range of objectives and corresponding measures.

2.1. Objectives

To reduce our energy consumption and GHG footprint, we aim to:

- Comply with relevant legal requirements, codes of practice and regulations at international, national and local levels regarding energy and emissions of greenhouse gases
- Provide environmental awareness training that includes energy and greenhouse gases to all part-time and full-time Sabre team members
- Set science-based targets, which includes measuring, monitoring and reporting scope 1, 2 & 3, emissions by the end of 2026, following GHG accounting standards and reporting frameworks
- As part of our science-based targets approach, seek to reduce energy consumption by an average of 7% per year until reaching net zero by 2050, across all facilities (compared to 2023 levels)
- As part of our science-based targets approach, seek to reduce GHG emissions from our operations by an average of 7% per year until reaching net zero by 2050, across our main office locations (compared to 2023 levels)
- Create a plan to switch to renewable energy across our facilities where possible and practicable, upon approval of our science-based targets by the end of 2026;
- Begin work on creating new sustainable procurement guidelines in 2025, in order to integrate sustainability into our supplier sourcing criteria

3. Water Management

Sabre acknowledges the critical role of water conservation in ensuring the future of our planet and people. Our commitment to long-term sustainability entails taking tangible actions to preserve water systems and protect the planet.

3.1. Objectives

To ensure that we, as Sabre, help to preserve biodiversity, we aim to:

- Comply with all applicable legal obligations, industry codes of practice, and regulations concerning water at the international, national, and local levels
- Commit to working with our landlords and data storage partners to help analyze and reduce their water consumption, where possible
- Conduct an analysis of water consumption at our main six locations annually to understand where and with what actions we consume the most water, following the approval of our net zero science-based targets (targets to be approved by the end of 2026), where possible
- Conduct a water stress risk assessment for our main six locations and most strategic partner locations (i.e., data centers) following the approval of our net zero science-based targets (targets to be approved by the end of 2026), where possible

4. Waste Management

Sabre aims to continuously reduce the amount of waste that is produced through our offices and operations.

4.1. Objectives

To help minimize and eliminate waste and subsequent associated environmental impacts, we aim to:

- Provide environmental awareness training that includes the topic of waste management to all full-time and part-time Sabre team members
- Investigate solutions with our partners (i.e., landlords) to reduce wastes in office spaces and move to multiple waste streams
- Regularly review our waste and recycling procedures in our main six facilities
- Conduct a waste assessment of offices and activities, following the approval of our net zero science-based targets (targets to be approved by the end of 2026)
- Ensure that at least 50% of our offices have at least two waste streams (i.e., general waste and recycling) by 2026

5. Air pollution

Sabre aims to identify and reduce the amount of air pollution created by our operations and supply chain.

5.1. Objectives

To help minimize and eliminate air pollution and subsequent associated environmental impacts, Sabre aims to

- Provide environmental awareness training that includes the topic of air pollution to all full-time and part-time Sabre team members
- Conduct an air pollutant inventory of our offices and activities following the approval of our net zero science-based targets (targets to be approved by the end of 2026), where applicable
- Create an air pollutant reduction plan following the approval of our net zero science-based targets

6. Policy Review, Sanctions & Approval

6.1. Policy Review

To maintain the ongoing relevance and precision of this policy, the Policy Owner specified in section 1.3 of this document will conduct an annual review. The purpose of this review is to pinpoint any requirements for updates and to implement necessary alterations. Special attention should be given to reassessing the objectives and measures, as they are likely to evolve periodically. In the event of substantial changes in the operations of Sabre, a more frequent review of this document is recommended.

6.2. Policy violations

In the event of non-compliance of items 1.3 of this policy, Sabre reserves the right to corrective and/or disciplinary action against the individual responsible.

Accountability: Every team member of Sabre is accountable for adhering to this policy and integrating it into their daily tasks. Managers are tasked with ensuring that the staff under their direction comply with this procedure.