

Booking Holdings Inc. (BKNG)

2026 DEF 14A · filed 2026-04-21 · CIK 0001075531

Headline facts

CEO TOTAL PAY

\$35,418,102

Glenn D. Fogel · 2025 · “ 21% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$35,418,102

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Talent and Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from BKNG's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ADBE ADOBE INC.	\$51,173,935	217 to 1	\$235,989	Executive Compensation Committee
PYPL PayPal Holdings, Inc.	\$25,243,486	221 to 1	\$114,331	Compensation Committee
ABNB Airbnb, Inc.	\$11,548,326	—	\$235,416	People and Compensation Committee
GOOGL Alphabet Inc.	\$10,906,079	35 to 1	\$310,826	Leadership Development, Inclusion and Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Glenn D. Fogel President and Chief Executive Officer	\$1,250,000	\$26,202,279	\$4,042,500	\$3,923,323	\$35,418,102
Ewout Steenbergen Executive Vice Presidentand Chief Financial Officer	\$825,000	\$8,490,550	\$2,401,245	\$11,047	\$11,727,842
Peter J. Millones Executive Vice President and General Counsel	\$750,000	\$7,863,196	\$2,061,675	\$10,738	\$10,685,609
Paulo Pisano Chief Human Resources Officer	\$620,884	\$4,938,134	\$1,405,557	\$62,528	\$7,309,323

CEO pay mix (latest year)

Base salary	4%
Cash incentive	11%
Equity	74%
Other	11%
At-risk	85%

Every fact above, traced back to filing text

Generated 2026-10-15 09:34:23Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

Median employee compensation = \$35,418,102

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“2025 CEO Pay Ratio 2025 CEO Pay RatioOur 2025 CEO Pay Ratio is the ratio of the annual total compensation of our Chief Executive Officer, Mr. Fogel, to that of our median employee (excluding our Chief Executive Officer). To identify our median employee in 2025, we used our worldwide employee population without exclusions (other than Mr. Fogel) as of October 1, 2025 and salary, wage, and bonus compensation information from our payroll records. We annualized compensation for those employees who”

Compensation committee = Talent and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“TALENT AND COMPENSATION COMMITTEE”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy provides that under certain circumstances where an NEO”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Short-Selling, Hedging and Pledging Prohibitions”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Short-Selling, Hedging and Pledging Prohibitions”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“executive stock ownership guidelines;IProvided advice on the appropriateness of our 2025 Bonus Plan awards and long term incentives”