# GRI and SASB Indices

eBay Impact 2023 Report



### **GRI Index**

To assist stakeholders in understanding and benchmarking our performance, we utilize the Global Reporting Initiative (GRI) revised Universal Standards. For additional information on the GRI Standards, please visit <u>www.globalreporting.org</u>.

The references provided in our GRI Content Index includes content in our <u>2023 Impact Report</u>, direct answers with further detail and links to publicly available sources on our corporate website.

### Statement of use: eBay has reported the information cited in this GRI content index for the period January 1-December 31, 2023, with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

### **GRI 2: General Disclosures 2021:**

Indicator	Description	References
2-1	Organizational details	Our Company; 2023 Form 10K, pages 5-11 and 34
2-2	Entities included in the organization's sustainability reporting	The boundary for eBay's 2023 Impact Report and GRI and SASB Indices, which includes the companincludes all activities under operational control, unless otherwise stated.
2-3	Reporting period, frequency and contact point	Our reporting period covers calendar year (January 1 - December 31) 2023; we publish an Impact Rep
2-4	Restatements of information	2023 Impact Report (Environmental Footprint, pages 17-19)
2-5	External assurance	Assurance Statement
2-6	Activities, value chain and other business relationships	2023 Form 10K, pages 5-11; eBay's supply chain consists primarily of information technology, profession our digital platforms.
2-7	Employees	2023 Impact Report (Culture and Workforce, pages 22-24 and 26); 2023 Diversity, Equity & Inclusion Highlights Report; 2023 Form 10K, pages 9-10
2-8	Workers who are not employees	2023 Form 10K, pages 9-10
2-9	Governance structure and composition	2024 Proxy Statement, pages 8 and 18-24; Governance Guidelines for the Board of Directors; Board of
2-10	Nomination and selection of the highest governance body	2024 Proxy Statement, pages 8 and 11-16; Governance Guidelines for the Board of Directors; Corpora Charter
2-11	Chair of the highest governance body	2024 Proxy Statement, pages 8, 15, and 20; Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Impact Report (Our ESG Governance Model, page 32); 2024 Proxy Statement, pages 25-28
2-13	Delegation of responsibility for managing impacts	2023 Impact Report (Our ESG Governance Model, page 32); 2024 Proxy Statement, pages 25-28
2-14	Role of the highest governance body in sustainability reporting	2023 Impact Report (Our ESG Governance Model, page 32); 2024 Proxy Statement, pages 26-27; Co Committee Charter
2-15	Conflicts of Interest	2024 Proxy Statement, pages 21 and 31; Governance Guidelines for the Board of Directors
2-16	Communication of critical concerns	2024 Proxy Statement, page 31
2-17	Collective knowledge of the highest governance body	2024 Proxy Statement, pages 9 and 12-16; Board of Directors
2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement, pages 22 and 24; Governance Guidelines for the Board of Directors; Corpora Charter



### GRI 2: General Disclosures 2021:

Indicator	Description	References
2-19	Remuneration policies	2024 Proxy Statement, pages 31-34 and 41-57; Governance Guidelines for the Board of Directors; Co Committee Charter
2-20	Process to determine remuneration	2024 Proxy Statement, pages 33-34 and 41-57
2-21	Annual total compensation ratio	2024 Proxy Statement, pages 60-70
2-22	Statement on sustainable development strategy	2023 Impact Report (Message from Our CEO, page 1; Message from Our CSO, page 2)
2-23	Policy commitments	2023 Impact Report (Trusted Marketplace, pages 32-37); Human Rights Policy Statement; Code of B of Business Conduct and Ethics
2-24	Embedding policy commitments	<ul> <li>2023 Impact Report (Trusted Marketplace, pages 32-37); Human Rights Policy Statement; Code of B Code of Business Conduct and Ethics; As part of our enterprise risk management (ERM) processes, e review the company's risks at least annually. eBay's risk management process includes the identifica likelihood and magnitude perspective, and which are published in SEC reporting (10-K and 10-Q) as a also includes the evaluation of mitigating actions for the identified top risks.</li> <li>In 2022, eBay had a third-party conduct an assessment of our overall ERM program to highlight the company is not provided.</li> </ul>
		To promote an effective risk culture, we require company-wide training on risks including privacy and risk management training to the stakeholders that we interview as part of our annual risk assessment. development of our platform. For example, this risk criteria has informed product development, such
2-25	Processes to remediate negative impacts	2023 Impact Report (Trusted Marketplace, pages 32-37); Human Rights Policy Statement; Code of B of Business Conduct and Ethics
2-26	Mechanisms for seeking advice and raising concerns	2023 Impact Report (Ethics & Compliance, pages 33-34); Code of Business Conduct and Ethics; Inte Business Conduct & Ethics reports to eBay's Integrity Helpline were unsubstantiated. We take all rep extent possible. Where warranted by our findings, we take appropriate corrective action and perform
2-27	Membership associations	2023 Impact Report (Key Sustainability Partnerships, page 23; Government Relations, pages 34-35);
2-28	Compliance with laws and regulations	2023 Form 10K
2-29	Approach to stakeholder engagement	2023 Impact Report; Our Company; eBay Main Street; Seller Showcase; Our Community
2-30	Collective bargaining agreements	Human Rights Policy Statement

### GRI 3: Material Topics 2021:

Indicator	Description	References
3-1		2023 Impact Report (Issues Material to eBay, page 5) As part of eBay's enterprise risk management (ERM) process, eBay considers the topics identified from
3-2	List of material topics	2023 Impact Report (Issues Material to eBay, page 5)

Corporate Governance and Nominating
Business Conduct and Ethics; Third Party Code
Business Conduct and Ethics; Third Party eBay's Board and Executive Leadership Team cation of company-specific risk exposures from applicable. eBay's risk management process
current state of the program, and identify
nd information security. We provide custom nt. eBay also incorporates risk criteria into the ch as our Authenticity Guarantee.
Business Conduct and Ethics; Third Party Code
tegrity Helpline; In 2023, 88% of Code of ports seriously and investigate to the fullest m root cause analysis.
); <u>eBay Main Street</u>

#### rom our materiality assessment.

#### **Topic Specific Disclosures:**

Indicator	Description	References
ECONOMIC		
GRI 201: Economic Performa	ance 2016	
3-3 (2021)	Management of material topic	2023 Impact Report (Our Impact Goals, page 6; Economic Opportunity, pages 9-15; Taxation, page 34 pages 7 and 40-50; <u>Global Tax Policy</u>
201-1	Direct economic value generated and distributed	2023 Impact Report (Our Impact Goals, page 6; Economic Opportunity, pages 9-15); 2023 Form 10K, p
201-2	Financial implications and other risks and opportunities due to climate change	CDP 2023 Climate Change Response, pages 6-11; 2022 TCFD Report, pages 4-5
201-3	Defined benefit plan obligations and other retirement plans	2024 Proxy Statement, pages 41-57
GRI 203: Indirect Economic	Impacts 2016	
3-3 (2021)	Management of material topic	2023 Impact Report (Our Impact Goals, page 6; Economic Opportunity, pages 9-15; Employee Giving Recommerce Report; 2023 Small Business Report; Our Community; eBay Main Street; eBay for Charit
203-1	Infrastructure investments and services supported	2023 Impact Report (Our Impact Goals, page 6; Economic Opportunity, pages 9-15; Employee Giving Recommerce Report; 2023 Small Business Report; Our Community; eBay Main Street; eBay for Charit
GRI 205: Anti-corruption 201	16	
3-3 (2021)	Management of material topic	2023 Impact Report (Ethics & Compliance, pages 33-34); eBay maintains anti-corruption policies and requirements of the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act. The policy explicitly p including facilitation of payments, and establishes procedures for advance approval of gifts, travel an conducts enhanced due diligence on third parties that pose an elevated risk of corruption.
205-1	Operations assessed for risks related to corruption	<ul> <li><u>2023 Impact Report</u> (Ethics &amp; Compliance, page 33); eBay's Ethics &amp; Compliance function conducts effective the program is at addressing the company's corruption risks.</li> <li>Key compliance systems managed by eBay are validated by an independent party at least annually to regulatory expectations based on our entity's licensing status.</li> </ul>
205-2	Communication and training on anti-corruption policies and procedures	<ul> <li>All new hires at eBay are required to complete an online compliance training course within 90 days of of Business Conduct and Ethics, the whistleblower program and anti-corruption.</li> <li>All eBay employees are also required to complete an annual compliance training that includes modules of whistleblower program and anti-corruption. Additionally, eBay's Ethics &amp; Compliance team, which include embedded throughout the organization, hold regular outreach events to raise awareness of compliance</li> <li>In 2023, 99.5% of full-time employees completed compliance and anti-corruption training.</li> <li>At eBay, we are also committed to ethical marketing and communications. This means we commit to so of our work without exaggeration or overstatement, and only publish information we understand to be investors and all stakeholders can be well informed. Additionally, we are committed to protecting vulnand abstaining from disinforming customers on competitors and their products and services.</li> </ul>
205-3	Confirmed incidents of corruption and actions taken	None during the reporting period.

e 34); 2022 Recommerce Report; 2023 Form 10K,

, pages 7 and 40-50

ing and Volunteering, page 30) <u>2022</u> arity; <u>eBay Foundation</u>

ng and Volunteering, page 30); <u>2022</u> arity; <u>eBay Foundation</u>

and procedures that comport with the y prohibits bribery and corrupt conduct, and entertainment to third parties. eBay

ts regular risk assessments to understand how

to promote operating effectiveness and meet

s of hire, which includes an overview of the Code

es on the Code of Business Conduct & Ethics, the udes a network of fifty Business Ethics Officers ce issues and available resources for support.

to sharing the social and environmental impacts be accurate so that customers, employees, vulnerable market segments (including children)

### **Topic Specific Disclosures:**

Indicator	Description	References
ECONOMIC		
GRI 2017: Tax 2019		
3-3 (2021)	Management of material topic	2023 Impact Report (Taxation, page 29); Global Tax Policy
207-1	Approach to tax	2023 Impact Report (Taxation, page 29); Global Tax Policy
GRI 302: Energy 2016		
3-3 (2021)	Management of material topic	2023 Impact Report (Our Impact Goals, page 7; Environmental Footprint, pages 16 and 19-20); Environ environmental management systems, we aim to conduct reviews and facilitate continuous improvem (PCDA) model. This represents approximately 33% of our portfolio, as of year-end 2023. These facilities opportunities for improving energy efficiency performance, have quantified targets to address energy use. Performance reports on progress are also distributed to each site's key stakeholders on a month facility personnel when updates are made to Building Automation Systems to ensure operations run en- In addition, to support the management of emissions and energy, eBay's facility located in Dublin Irela our portfolio) and is subject to an energy audit every 2-3 years.
302-1	Energy consumption within the organization	2023 Impact Report (Our Impact Goals, page 7; Environmental Footprint, page 19); In 2023, eBay used
302-3	Energy intensity	In 2023, eBay's energy intensity was 43,334 kilowatt hours (kWh) per million dollars of revenue.
302-4	Reduction of energy consumption	2023 Impact Report (Our Impact Goals, page 7; Environmental Footprint, page 19)
GRI 303: Water and Effluents 2018		
3-3 (2021)	Management of material topic	2023 Impact Report (Environmental Footprint, page 22); Environmental Policy; For sites covered under water use assessments are conducted to identify opportunities for water efficiency improvements, are quality, and targets are established for water use reduction. Additionally, training is provided to employ programs. This represents approximately 33% of our portfolio.
303-1	Interactions with water as a shared resource	2023 Impact Report (Environmental Footprint, page 22); Environmental Policy
303-5	Water consumption	2023 Impact Report (Environmental Footprint, page 22)
GRI 304: Biodiversity 2016		
3-3 (2021)	Management of material topic	2023 Impact Report (Biodiversity, page 23)
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2023 Impact Report (Biodiversity, page 23); 2022 TCFD Report, page 11
GRI 305: Emissions 2016		
3-3 (2021)	Management of material topic	2023 Impact Report (Our Impact Goals, page 7; Environmental Footprint, pages 17-20; Recommerce, Environmental Policy
305-1	Direct (Scope 1) GHG emissions	2023 Impact Report (Environmental Footprint, page 17)
305-2	Energy indirect (Scope 2) GHG emissions	2023 Impact Report (Environmental Footprint, page 17)

ronmental Policy; For sites covered under our ement based on the "Plan", "Check", "Do", "Act" ities are also subject to energy audits to identify rgy savings, and take actions to reduce energy ithly basis. Training is also provided to onsite in efficiently.	
eland is ISO 50001 certified (representing 2% of	
ed 35,561 MWh of non-renewable electricity.	
der the environmental management system, actions are taken to improve wastewater oloyees on water efficiency management	
e, page 21); <u>2022 Recommerce Report;</u>	

#### **Topic Specific Disclosures:**

Indicator	Description	References
ECONOMIC		
GRI 305: Emissions 2016		
305-3	Other indirect (Scope 3) GHG emissions	2023 Impact Report (Environmental Footprint, page 18)
305-4	GHG emissions intensity	In 2023, eBay's greenhouse gas emissions intensity was 2.61 metric tons CO2e per million dollars of re
305-5	Reduction of GHG emissions	2023 Impact Report (Our Impact Goals, page 7; Environmental Footprint, pages 17-18; Recommerce,
GRI 306: Waste 2020		
3-3 (2021)	Management of material topic	2023 Impact Report (Our Impact Goals, page 7; Environmental Footprint, page 22; Recommerce, page Environmental Policy; For sites covered under our environmental management system, eBay identified improved. Action plans are also implemented to reduce waste production and targets are set to mini To support efforts toward zero waste across operations, recycling programs are integrated and resear to reduce waste sent to landfill. In addition, zero waste to landfill diversion rates at these facilities are This represents approximately 33% of our portfolio.
306-1	Waste generation and significant waste-related impacts	2023 Impact Report (Environmental Footprint, page 22); 2022 Recommerce Report
306-2	Management of significant waste-related impacts	2023 Impact Report (Environmental Footprint, page 22); 2022 Recommerce Report
306-3	Waste generated	In 2023, 648 US tons of total waste was disposed of from 12 of eBay's global facilities (where data was
306-4	Waste diverted from disposal	2023 Impact Report (Environmental Footprint, page 22); 2022 Recommerce Report; In 2023, 351 US to tons of total waste was composted from 12 of eBay's global facilities (where data was available). The total waste was composed from 12 of eBay's global facilities (where data was available).
306-5	Waste directed to disposal	In 2023, 275 US tons of total solid waste was sent to landfills from 12 of eBay's global facilities (where o
GRI 308: Supplier Enviro	nmental Assessment 2016	
3-3 (2021)	Management of material topic	2023 Impact Report (Supply Chain Management, pages 33-34); Third Party Code of Business Conduction
308-1	New suppliers that were screened using environmental criteria	2023 Impact Report (Supply Chain Management, pages 33-34)
SOCIAL		
GRI 401: Employment 20	16	
3-3 (2021)	Management of material topic	2023 Impact Report (Health and Financial Benefits, pages 28-29); Our Benefits
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Impact Report (Health and Financial Benefits, pages 28-29); Our Benefits
401-3	Parental leave	2023 Impact Report (Health and Financial Benefits, pages 28-29); Our Benefits
GRI 403: Occupational H	lealth and Safety 2018	
3-3 (2021)	Management of material topic	Health & Safety Policy Statement
403-2	Hazard identification, risk assessment and incident investigation	Health & Safety Policy Statement
403-5	Worker training on occupational health and safety	Health & Safety Policy Statement

of revenue.

e, page 24); 2022 Recommerce Report

page 24); <u>2022 Recommerce Report;</u> ifies areas where waste performance can be inimize waste.

search and development resources are allocated are certified by an independent accredited body.

vas available).

S tons of total waste was recycled and 22 US e total diversion rate for these facilities was 58%.

re data was available).

duct and Ethics

### **Topic Specific Disclosures:**

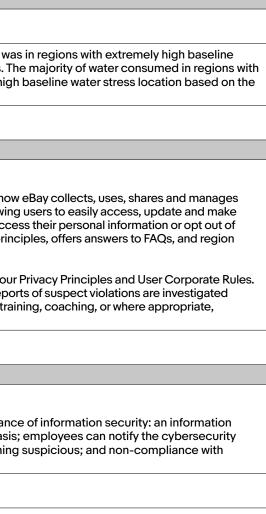
Indicator	Description	References
SOCIAL		
GRI 404: Training and E	Education 2016	
3-3 (2021)	Management of material topic	2023 Impact Report (Investing in Leadership, pages 26-27)
404-2	Programs for upgrading employee skills and transition assistance	2023 Impact Report (Investing in Leadership, pages 26-27); In 2023, eBay averaged 82 hours and a \$ FTE.
404-3	Percentage of employees receiving regular performance and career development reviews	2023 Impact Report (Investing in Leadership, pages 26-27)
GRI 405: Diversity and	Equal Opportunity 2016	
3-3 (2021)	Management of material topic	2023 Impact Report (Diversity, Equity & Inclusion, page 31); 2023 Diversity, Equity & Inclusion Report; Report; 2023 Form 10K, pages 9-10; eBay provides training to all employees on discrimination and ha corrective action process in place for discriminatory behavior or harassment.
405-1	Diversity of governance bodies and employees	2023 Impact Report (Diversity, Equity & Inclusion, page 31); 2023 Diversity, Equity & Inclusion Report; Report; 2023 Form 10K, pages 9-10; Board of Directors; 2024 Proxy Statement, page 9
405-2	Ratio of basic salary and remuneration of women to men	2023 Diversity, Equity & Inclusion Report; 2023 Diversity, Equity & Inclusion Highlights Report
GRI 413: Local Commun	nities 2016	
3-3 (2021)	Management of material topic	2023 Impact Report (Our Impact Goals, page 6; Economic Opportunity, pages 9-15; Employee Giving Recommerce Report; 2023 Small Business Report; Our Community; eBay Main Street; eBay for Char
413-1	Operations with local community engagement, impact assessments and development programs	2023 Impact Report (Our Impact Goals, page 6; Economic Opportunity, pages 9-15; Employee Giving Recommerce Report; 2023 Small Business Report; Our Community; eBay Main Street; eBay for Char
GRI 414: Supplier Socia	I Assessment 2016	
3-3 (2021)	Management of material topic	2023 Impact Report (Supply Chain Management, pages 33-34; Third Party Code of Business Conduc
414-1	New suppliers that were screened using labor practices criteria	2023 Impact Report (Supply Chain Management, pages 33-34)
GRI 415: Public Policy 2	016	
3-3 (2021)	Management of material topic	2023 Impact Report (Government Relations, pages 34-35); eBay Main Street; Government Relations
415-1	Political contributions	U.S. Political Contributions and Disclosures
GRI 418: Customer Priva	acy 2016	
3-3 (2021)	Management of material topic	2023 Impact Report (Platform Security, pages 36-37); Privacy Center; User Privacy Notice
418-1	Substantiated complaints regarding breached of customer privacy and losses of customer data	None during the reporting period.

\$460 spend on training and development per
t; <u>2023 Diversity, Equity &amp; Inclusion Highlights</u> arassment in the workplace and has a
t; 2023 Diversity, Equity & Inclusion Highlights
ng and Volunteering, page 30) <u>2022</u> arity; <u>eBay Foundation</u>
ng and Volunteering, page 30) <u>2022</u> arity; <u>eBay Foundation</u>
uct and Ethics
<u>s</u>

### **SASB Disclosures**

To assist investors and other stakeholders, eBay has cross-referenced SASB accounting metrics for the ecommerce industry to disclosures within our <u>2023 Impact Report</u>. For additional information, please visit <u>www.sasb.org</u>.

Code	Accounting Metrics	References
Hardware Infrastructure En	nergy & Water Management	
CG-EC-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	2023 Impact Report (Environmental Footprint, pages 19-20)
CG-EC-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	2023 Impact Report (Environmental Footprint, page 22); In 2023, less than 2% of water consumed wa water stress; approximately 75% of water consumed was in regions with high baseline water stress. The high baseline water stress was from one data center location, which has now been classified as a high WRI Aqueduct Tools latest update which occurred in 2023.
CG-EC-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	2023 Impact Report (Environmental Footprint, pages 16-22)
Data Privacy & Advertising	Standards	
CG-EC-220a.1 CG-EC-220a.2	Number of users whose information is used for secondary purposes Description of policies and practices relating to behavioral	<ul> <li><u>2023 Impact Report</u> (Platform Security, pages 36-37); <u>Privacy Center</u>; <u>User Privacy Notice</u>;</li> <li>Our <u>Privacy Principles</u> and <u>User Privacy Notice</u> describe how we approach data privacy and outline how personal information. Our <u>Privacy Center</u> ensures transparency about the user data we collect, allowing choices regarding their data. This includes self-service guidance for users (for example, on how to accerdirect marketing), as well as FAQs and a contact form. The Privacy Center also explains our privacy prince guidance.</li> <li>Furthermore, we provide comprehensive and regular privacy training to all employees, including on our The Corporate Rules are also an integral part of eBay's Code of Business Conduct and Ethics, and report promptly. Consequences of confirmed violations may include disciplinary action such as additional traitermination.</li> <li><u>2023 Impact Report</u> (Platform Security, pages 36-37); <u>Privacy Center; User Privacy Notice</u></li> </ul>
	advertising and user privacy	<u>2023 impact Report</u> (Flation Secondy, pages 36-37), <u>Fivacy Center</u> , <u>User Fivacy Notice</u>
Data Security		7
CG-EC-230a.1	Description of approach to identifying and addressing data security risks	2023 Impact Report (Platform Security, pages 36-37); Privacy Center; User Privacy Notice; Policies and procedures are in place for all employees to ensure that they are aware of the importanc security policy is internally available to all employees; awareness training occurs on an ongoing basis incident response team as well as an anonymous hotline in the event an employee notices something information security standards may be subject to disciplinary action.
CG-EC-230a.2	(1) Number of data breaches (2) percentage involving personally identifiable information (PII) (3) Number of users affected	None during the reporting period.



### **SASB Disclosures (cont.)**

Onda	A	Deferences
Code	Accounting Metrics	References
Employee Recruitment, Inclusion &	Performance	
CG-EC-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	2023 Impact Report (Diversity, Equity & Inclusion, page 31); 2023 Diversity, Equity & Inclusion Report Report
Product Packaging & Distribution		
CG-EC-410a.1	Total greenhouse gas (GHG) footprint of product shipments	In 2023, the total estimated GHG footprint of all product shipments was approximately 1.4 million m
CG-EC-410a.2	Discussion of strategies to reduce the environmental impact of product delivery	2023 Impact Report (Environmental Footprint, pages 18 and 21); In an ongoing environmental stewa cardboard shipping supplies with the highest levels of post-consumer recycled content possible w are made from at least 40% recycled fibers, curbside recyclable, and certified by the <u>Sustainable F</u> procure 35% exterior post-consumer recycled material. Stickers are 100% curbside recyclable and include 95% post-consumer recycled paperboard, curbside recyclable foam dot and paper padde compostable polyethylene.,
CG-EC-000.A	Measure of user activity	Our Company; 2023 Form 10K, page ; At the end of 2023, eBay had 132 million active buyers and ap
CG-EC-000.B	Data processing capacity	2023 Impact Report (Environmental Footprint, pages 19-20); In 2023, data center electricity consum this electricity consumption was from outsourced data centers.
CG-EC-000.C	Number of shipments	2023 Form 10K, pages 5 and 7; In 2023, eBay enabled more than \$73 billion of gross merchandise v generated outside the United States.

#### oort; 2023 Diversity, Equity & Inclusion Highlights

metric tons of CO2e.

wardship effort, eBay procures all paper and e while maintaining structural integrity. Boxes e Forestry Initiative (SFI). For air jackets, we nd tissue is compostable. Additionally, mailers ded, as well as 100% biodegradable and home

approximately 2.0 billion live listings globally.

umption was 382,643 MWh. Approximately 67% of

e volume, of which approximately 52% was



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