eBay Impact Highlights 2022
Connecting People.
Building Communities.
Creating Economic Opportunity for All.

Our Impact Report explores our environmental, social and governance work. Read our full report.

**ECONOMIC OPPORTUNITY**

- **eBay for Charity**
  - $163M raised through eBay for Charity in 2022
  - 2025 Impact Goal: $600M

- **eBay Foundation**
  - 50% of employees participated in an eBay Foundation program in 2022, up from 36% in 2021
  - 2025 Impact Goal: Increase the rate of employee participation year-over-year
  - 225K charities and nonprofits enrolled on the eBay for Charity platform in 2022
  - $100M+ grants awarded through eBay Foundation since 1998
  - 1.8K+ nonprofits awarded grants through eBay Foundation since 1998

**SUSTAINABLE COMMERCE**

- **Recommerce**
  - $4.6B created in total positive economic impact in 2022
  - 2025 Impact Goal: $20B
  - Progress through 2022: $9.7B

- **Carbon Emissions**
  - 32% DECREASE in Scopes 1 and 2 emissions between 2019 and 2022
  - 2030 Impact Goal: 90% decrease from 2019

- **Renewable Energy**
  - 91.2% renewable electricity
  - 2025 Impact Goal: 100%

- **Waste Diversion**
  - 96.7% achieved in waste diversion at San Jose headquarters

- **Waste Diversion**
  - 73K metric tons of waste avoided
  - 2025 Impact Goal: 350K metric tons
  - Progress through 2022: 155K metric tons

In 2022, we encouraged the USPS to adopt more sustainable shipping practices for their small business customers; in February 2023, we published a letter congratulating them for committing to exclusively purchase electric delivery vehicles by 2026.
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CULTURE & WORKFORCE

$6.3M awarded to nonprofits through employee contributions and matching gifts

$3M awarded to support inclusive entrepreneurship through our Global Give program

**Introduced flexible workstyles** — hybrid, remote and onsite — through our FlexWork program

100.1% gender pay parity for women globally

100% paid birth parent and non-birth parent leave worldwide

TRUSTED MARKETPLACE

350K blocked or removed items listings prohibited under our Animal and Wildlife Products Policy

68K active intellectual property rights owners registered through eBay's Verified Rights Owner Program

SUPPORTING SUSTAINABLE DEVELOPMENT

AWARDS & RECOGNITION

Member of the Dow Jones Sustainability World and North America Indices for the fourth year in a row

Leader in corporate transparency on climate action for the CDP Climate A List

Recipient of the Glassdoor Employees' Choice Award

Lyra Health's Workforce Mental Health

Recognized by the Human Rights Campaign as one of the best places to work for the 15th year in a row

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LGBTQ+ equality