

The eBay Environment, Health, Safety & Sustainability (EHS&S) Policy reflects our commitment to protecting the health and safety of all employees and stakeholders. eBay fosters a healthier, safer future by striving to not only meet, but exceed industry standards and expectations. Recognizing our operations' impact on people, the environment, and our business, eBay places the well-being of our employees and stakeholders at the forefront, maintaining safety as a core priority. eBay is also dedicated to responsible environmental sustainability across all aspects of our operations.

Policy

Environment, health, safety and sustainability are foundational to eBay's Be for Everyone and Deliver with impact DNA values, with employee well-being deeply woven into the fabric of our organizational culture. We recognize our responsibility to protect the environment and the communities in which we operate. We strongly believe that effective stewardship and continuous improvement of EHS&S practices and management systems are not just obligations, they are integral to long-term success of our operations.

Through rigorous risk identification and application of the hierarchy of controls to address potential hazards, we employ a holistic approach to health and safety. This structured method enables us to effectively mitigate critical risks and minimize them to the lowest possible level, ensuring a safer working environment across all our operations.

We incorporate EHS&S principles into every aspect of our operations, with a clear focus on cultivating a safe and secure workplace. Our dedication goes beyond compliance, we actively promote a culture where employee health and safety and environmental accountability are part of every decision, action, and innovation. This policy is applicable to the entirety of eBay's operations, including those conducted under the company's direct supervision.

Policy Requirements

It is eBay's policy to:

- establish and implement robust systems, prioritization, and action plans for safe work practices, comprehensive maintenance protocols for equipment, and secure procedures for the handling, use, and storage of critical materials and substances;
- dedicate adequate resources to strengthen EHS&S initiatives, eliminate hazards, and minimize risks;

- continuously monitor and assess EHS&S performance, ensuring outcomes are documented and reported in a timely and transparent manner;
- meet and, where feasible, surpass EHS&S requirements;
- promote a strong EHS&S culture across the organization, highlighting the importance and value of proactive EHS&S management in maintaining safe, healthy workplaces and preventing occupational injuries and illnesses.
- provide clarity on EHS&S responsibilities and duties for all employees;
- prioritize employee well-being by providing occupational health services and best-in-class health-related guidance;
- commit to environmental sustainability by operating beyond compliance, consistently meeting, and where possible exceeding, compliance with local environmental regulations;
- foster a culture of open communication by seeking input from employees at all levels, encouraging participation of employees, engage in thoughtful consultation, and take meaningful action based on the feedback provided;
- provide employees with comprehensive EHS&S training and resources to ensure their competency in EHS&S practices and alignment of responsibilities with individual expertise and capabilities;
- drive continuous improvement of management system performance through investigation of learning events and incidents to uncover root causes without attributing blame and leverage the insights gained to better refine our operational processes for stronger outcomes moving forward; and
- maintain plans and provide necessary resources to effectively respond to potential emergency situations to protect health and safety.

eBay's senior leadership demonstrates management's commitment to the effectiveness of the EHS&S Management System by ensuring adherence to EHS&S policies, applicable regulations, and fostering meaningful worker participation in all decisions impacting the environment, health, and safety. The implementation of this policy statement is endorsed by eBay's Chief Financial Officer.

eBay's employees, contractors, subcontractors, and vendors place safety as the highest priority, adhering strictly to EHS&S policies while proactively protecting colleagues' well-being. All incidents and unsafe conditions are reported promptly, reinforcing our commitment to a safe

and healthy workplace built on vigilance, accountability, and continuous improvement.

TESTING/AUDITING

EMR’s policy is tested and audited annually. This responsibility falls to **Enterprise Development and Governance**, and that position maintains testing/audit records.

DOCUMENT CONTROL

Key Information

Document Version	Policy Management Owner	Document Storage	Policy Management Authors	Policy Management Escalation Contact
Version 1 – March 2026	Kevin Winston		EMR	

Review and Approval

Document Version	Sign Off	Department	Title	Date
Version 1 – March 2026	Stephen Wallace	EMR	Director	3 March, 2026
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Environment, Health, Safety & Sustainability Policy



Version 1 – March 2026	Renée Morin	Sustainability	Sr. Director	4 March, 2026
Version 1 – March 2026	Aaron Johnson	Legal	Vice President	5 March 2026
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Version 1 – March 2026	 Signed by: Peggy Afford AEB9DEFC78B946F...	Finance	CFO	May 6, 2026