

ENVIRONMENTAL POLICY

EI-SUST-POL-Environmental Policy

Policy	Environmental Policy
Approver	Chief Financial Officer
Owner	Chief Sustainability Officer
Effective Date	September 4, 2025
Review cycle	Once per calendar year
Repository	Impact Policies & Downloads
Internal or customer facing	Internal, customer-facing

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1. PURPOSE

As early champions of recommerce and the circular economy, sustainability is embedded into our culture. Because every day, millions of individuals and businesses in more than 190 markets around the world connect on eBay, we recognize that our business has an impact on the planet.

The purpose of this policy is to manage our environmental footprint across our global operations. We strive to operate our business in an environmentally sustainable way across our value chain—creating a safe, trusted, and dynamic organization in which our employees, buyers, sellers, suppliers, and partners can thrive.

2. POLICY REFERENCE

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3. SCOPE

This eBay Environmental Policy (“Policy”) applies to eBay Inc. and its Affiliates (collectively, “eBay”), eBay employees (including full-time employees and contractors (AWFs), and eBay systems. eBay will expect our vendors to adhere to our Third Party Code of Business Conduct & Ethics.

4. POLICY PROVISIONS

4.1 Principles

eBay demonstrates a high level of commitment to protect the environment and minimize the impact of its operational activities. We aim to fulfill our commitments to environmental stewardship through the following actions.

4.1.1 General

- Proactively tracking, quantifying, and publicly communicating our environmental footprint, including upstream and downstream impacts to ensure continuous improvement of environmental performance.
- Engaging our employees and stakeholders, and collaborating with other organizations and businesses, to advance progress and increase awareness on this Policy and environmental issues, including, but not limited to, renewable energy, energy and climate change legislation, circular commerce, and greenhouse gas reductions.
- Conducting due diligence prior to mergers and acquisitions.
- Complying with all applicable environmental legislation, regulations, and requirements where eBay operates.
- Regularly assessing environmental risks and opportunities to our business aligned with voluntary frameworks and emerging mandatory disclosure requirements.
- Promoting responsible sourcing practices, including procuring products and services in a way that protects ecosystems and biodiversity and encouraging the use of suppliers who align with our environmental standards.

4.1.2 Contributing to Net-Zero

- Continuously working to reduce our greenhouse gas emissions even as our infrastructure requirements grow.
- Evaluating impacts from downstream transportation and logistics.
- Maintaining 100% renewable energy in our direct operations (Scope 2).
- Maintaining a 90% absolute reduction in direct (Scopes 1 and 2) greenhouse gas emissions from our 2019 baseline.
- Achieving a 27.5% absolute reduction in downstream transportation and distribution emissions (Scope 3) from our 2019 baseline by 2030.
- Achieving net-zero emissions across all emissions categories by 2045.

4.1.3 Biodiversity

- Conducting analyses of locations and their proximity to protected areas to evaluate potential risks across eBay's portfolio or properties every three years.

4.1.4 Water

- Implementing water-saving technologies and processes at eBay-owned and eBay-controlled sites.
- Improving water data collection processes across our facilities to be able to set a more accurate baseline.
- Working to reduce water consumption for facilities in areas of high water risk through process improvements.

4.1.5 Waste

- Reducing consumption and diverting waste from entering landfills at eBay-owned and eBay-controlled sites.
- Managing hazardous waste responsibly.
- Improving waste data collection processes across our facilities.
- Minimizing food waste at major eBay locations through working with sustainable food service providers.

4.2.1 Reporting

Progress on goals outlined in this Policy is tracked and reported annually on the [eBay Impact website](#) and in the annual [eBay Impact Report](#). We report progress against our environmental goals and the evolution of our programs to our Board of Directors (or applicable committee thereof) on an at least biannual basis.

5. GOVERNANCE

5.1 Oversight and Escalation

eBay's Chief Sustainability Officer has direct oversight for implementing this Policy, and leadership within eBay's Enterprise Management Resources (EMR) and Global Tech teams support implementation.

Compliance with this Policy is required and the responsibility of each eBay employee. Members of our EMR and Global Tech teams review and acknowledge this policy annually as part of eBay's compliance requirements.

eBay Leadership champions innovation and sustainable practices to help ensure these commitments are met. This includes reporting environmental and ethical concerns, identifying and managing potential environmental impacts, and working to embed sustainable practices further into operations. Leadership also collaborates with stakeholders to reduce eBay's environmental impact and deliver services that help minimize energy use, greenhouse gas emissions, and pollution.

eBay will continue to implement internal governance structures and measures as needed to ensure that eBay's operations continually factor environmental performance into decision-making, satisfy internal and external expectations, identify, and mitigate potential negative impacts, and more generally ensure compliance with this Policy. To report any instances of non-compliance, please email impact@ebay.com.

5.2 Review and Approval

Review and approval – This document will be reviewed annually.

Sign-off	Role	Date
Peggy Alford	Chief Financial Officer	September 4, 2025

5.3 Version History

Version	Change Summary	Document Manager	Author/Last Modified By	Status	Date
2	First Revision	Sustainability Team	Renee Morin	Final	September 5, 2025
1	New Policy	Sustainability Team	Renee Morin	Final	Dec 1, 2021