



## Report of Independent Accountants

To the Board of Directors of Etsy, Inc.

We have reviewed the accompanying management assertion of Etsy, Inc. (Etsy) that (i) the greenhouse gas (GHG) emissions metrics presented in table 1 of management's assertion for the year ended December 31, 2025 or for the years ended December 31, 2025, 2024, and 2023 as indicated in table 1 and (ii) the workforce metrics presented in table 2 of management's assertion as of December 31, 2025, 2024, and 2023 (collectively, the "sustainability metrics") are presented in accordance with the assessment criteria set forth in management's assertion. Etsy's management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the sustainability metrics. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The firm applies the Statements on Quality Management Standards established by the AICPA.

The procedures we performed were based on our professional judgment. In performing our review, we performed inquiries; performed tests of mathematical accuracy of computations on a sample basis; read relevant policies to understand terms related to relevant information about the sustainability metrics; reviewed supporting documentation in regard to the completeness and accuracy of the data in the sustainability metrics on a sample basis; and performed analytical procedures.

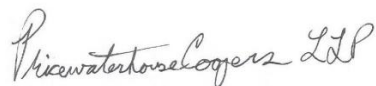
GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

The preparation of the total energy consumed for Scope 1 and 2 activities metric requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in a materially different amount or metric being reported.

As discussed in management's assertion, Etsy has estimated GHG emissions for certain emissions sources and consumption data for certain energy sources for which no primary data is available.

As discussed in Note 15 to management's assertion, over time, Etsy has changed the presentation, reporting boundaries, measurements methods, or criteria used to calculate its GHG emissions and workforce metrics.

Based on our review, we are not aware of any material modifications that should be made to Etsy's management assertion in order for it to be fairly stated.

A handwritten signature in cursive script that reads "PricewaterhouseCoopers LLP".

**PricewaterhouseCoopers LLP**

New York, New York

February 19, 2026

**Etsy, Inc. Management Assertion**  
**For the years ended or as of December 31, 2025, 2024 and 2023**

Management of Etsy, Inc. (Etsy) is responsible for the completeness, accuracy, and validity of (i) the greenhouse gas (GHG) emissions metrics presented in table 1 for the year ended December 31, 2025 or for the years ended December 31, 2025, 2024, and 2023 as indicated in table 1 and (ii) the workforce metrics presented in table 2 as of December 31, 2025, 2024, and 2023 (collectively, the “sustainability metrics”). Management asserts that the sustainability metrics are presented in accordance with the assessment criteria set forth below. Management is responsible for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the sustainability metrics. The metric quantities below have been rounded to the nearest whole number unless otherwise indicated.

**Organizational Boundary**

Etsy is using the operational control approach in conformance with the GHG Protocol (defined below) to report our direct and indirect energy consumption as well as our GHG emissions, which included offices leased by Etsy marketplace, Reverb Holdings, Inc. (Reverb), and Depop Limited (Depop) during the reporting year. Unless otherwise indicated, the workforce metrics include diversity information for the global workforce.

Reverb was divested on June 2, 2025. Reverb GHG emissions data is included through the date of the divestiture. Reverb workforce data is included in the 2023 and 2024 workforce metrics but excluded from the 2025 workforce metrics.

**Table 1: Metrics - GHG Emissions**

Metric Description	Definition of Metric [1,2,3]	Metric Quantity for the Reporting Year Ended December 31, 2025	Metric Quantity for the Reporting Year Ended December 31, 2024	Metric Quantity for the Reporting Year Ended December 31, 2023
Total Energy Consumed for Scope 1 and 2 Activities (MWh)	Direct energy consumed: Total megawatt hours (MWh) of on-site renewable energy consumption and direct energy purchased, which included natural gas.  Indirect energy consumed: Total MWh of indirect energy purchased, which included purchased electricity. [4,5,6]	4,391 MWh	4,211 MWh	4,326 MWh
Scope 1 GHG Emissions (tCO <sub>2</sub> e)	Metric tonnes of carbon dioxide equivalent emissions (tCO <sub>2</sub> e).  Scope 1 emissions are based	333 tCO <sub>2</sub> e	284 tCO <sub>2</sub> e	330 tCO <sub>2</sub> e

Metric Description	Definition of Metric [1,2,3]	Metric Quantity for the Reporting Year Ended December 31, 2025	Metric Quantity for the Reporting Year Ended December 31, 2024	Metric Quantity for the Reporting Year Ended December 31, 2023
	on the stationary combustion of natural gas and fugitive emissions from refrigerant gas loss. [4,6]			
Scope 2 GHG Emissions (tCO2e)	Metric tonnes of carbon dioxide equivalent emissions (tCO2e). Scope 2 emissions are based on the use of purchased electricity. [5,6]	Scope 2 - Market - 0 tCO2e Scope 2 - Location - 915 tCO2e	Scope 2 - Market - 0 tCO2e Scope 2 - Location - 926 tCO2e	Scope 2 - Market - 0 tCO2e Scope 2 - Location - 813 tCO2e
Total Scope 1 and Scope 2 GHG Emissions (tCO2e) [4,5,6]		Market - 333 tCO2e Location - 1,248 tCO2e	Market - 284 tCO2e Location - 1,210 tCO2e	Market - 330 tCO2e Location - 1,143 tCO2e
Scope 3, Category 1: Purchased Goods & Services - Non-Computing	Metric tonnes of carbon dioxide equivalent emissions (tCO2e) based on the energy consumed from our purchased goods and services which are not captured by another scope or category of GHG emissions. Emissions associated with purchased goods and services from computing are presented separately as a subset of this category and not included in this GHG emissions metric quantity. [7,8,15]	62,166 tCO2e		
Scope 3, Category 1: Purchased Goods & Services - Computing	Metric tonnes of carbon dioxide equivalent emissions (tCO2e) based on the energy consumed by our cloud computing activities.	11,164 tCO2e		

Metric Description	Definition of Metric [1,2,3]	Metric Quantity for the Reporting Year Ended December 31, 2025	Metric Quantity for the Reporting Year Ended December 31, 2024	Metric Quantity for the Reporting Year Ended December 31, 2023
	Includes emissions associated with Amazon Web Services (AWS), Google Cloud Platform (GCP) (Etsy marketplace only), as well as other cloud computing suppliers classified as 'data processing and hosting'. [7,9,15]			
Scope 3, Category 6: Business Travel	Metric tonnes of carbon dioxide equivalent emissions (tCO2e) based on the energy consumed from air and rail travel, rental cars and hotel stays for our global employees and non-employee business travel (e.g., recruiting activities, seller activities) and well-to-tank (WTT) emissions associated with air and rail travel. [7,10,15]	3,930 tCO2e		
Scope 3, Category 9: Downstream Transportation & Distribution - Shipping	Metric tonnes of carbon dioxide equivalent emissions (tCO2e) based on the energy consumed by our shipping carriers in delivering products. [7,11,15]	259,311 tCO2e	260,522 tCO2e	276,559 tCO2e
Scope 3, Category 9: Downstream Transportation & Distribution - Packaging	Metric tonnes of carbon dioxide equivalent emissions (tCO2e) based on the life cycle emissions from the packaging material used to ship products. [7,12,15]	72,839 tCO2e	77,865 tCO2e	56,826 tCO2e
Scope 3, Category 11: Use	Metric tonnes of carbon	5,881 tCO2e	7,488 tCO2e	9,724 tCO2e

<b>Metric Description</b>	<b>Definition of Metric [1,2,3]</b>	<b>Metric Quantity for the Reporting Year Ended December 31, 2025</b>	<b>Metric Quantity for the Reporting Year Ended December 31, 2024</b>	<b>Metric Quantity for the Reporting Year Ended December 31, 2023</b>
of Sold Products - End User Energy Use	dioxide equivalent emissions (tCO2e) based on the energy consumed by buyers and sellers from usage of our online platform and other users on personal devices (mobile devices and non-mobile laptops) as well transmission and distribution (T&D) losses and WTT emissions associated with electricity consumed by buyers and sellers from usage of our online platform and other users on personal devices. [7,13]			

**Table 2: Metrics - Workforce<sup>1</sup>**

<b>Metric Description</b>	<b>Definition of Metric / Assessment Criteria [14,15]</b>	<b>Metric Quantity as of December 31, 2025</b>	<b>Metric Quantity as of December 31, 2024</b>	<b>Metric Quantity as of December 31, 2023</b>
Gender diversity by job category (global)	<p>The gender diversity of the global workforce by job category, according to the gender as self-reported by the employee and recorded in the Human Resources system as of December 31 of the reporting year.</p> <p>Definitions: Additional Genders: An alternative to 'Female' or 'Male' as self-reported by the employee</p>	<p>Overall Gender %: Female – 47.8% Male – 47.1% Additional Genders – 1.7% Not Declared – 3.4%</p> <p>Leadership Gender %: Female – 54.4% Male – 42.9% Additional Genders – 0.0% Not Declared – 2.7%</p> <p>Tech Gender %:</p>	<p>Overall Gender %: Female –48.0% Male –46.7% Additional Genders –2.0% Not Declared – 3.3%</p> <p>Leadership Gender %: Female –54.6% Male –42.5% Additional Genders – 0.3% Not Declared – 2.6%</p> <p>Tech Gender %:</p>	<p>Overall Gender %: Female – 47.6% Male – 46.7% Additional Genders – 2.4% Not Declared – 3.3%</p> <p>Leadership Gender %: Female – 53.3% Male – 43.9% Additional Genders – 0.6% Not Declared – 2.2%</p> <p>Tech Gender %:</p>

<sup>1</sup> Percentages may not sum to 100% due to rounding.

Metric Description	Definition of Metric / Assessment Criteria [14,15]	Metric Quantity as of December 31, 2025	Metric Quantity as of December 31, 2024	Metric Quantity as of December 31, 2023
	<p>Not Declared: Employee chose to not self-identify their gender</p> <p>Leadership: Employees at the Director-level and above</p> <p>Tech: Employees who work on Product, Engineering, Analytics and HR Information and Financial Systems Administration teams</p> <p>Engineering: Employees with roles in the Engineering Job Family Group included within Tech</p> <p>Other Business Roles: Employees who work in roles outside of the Tech definition, inclusive of non-Tech Leadership positions</p>	<p>Female – 37.0% Male – 56.9% Additional Genders – 1.9% Not Declared – 4.3%</p> <p>Engineering Gender %: Female – 27.8% Male – 64.8% Additional Genders – 2.4% Not Declared – 5.0%</p> <p>Other Business Roles Gender %: Female – 68.0% Male – 28.8% Additional Genders – 1.5% Not Declared – 1.7%</p>	<p>Female – 38.2% Male – 56.5% Additional Genders – 2.1% Not Declared – 3.2%</p> <p>Engineering Gender %: Female – 28.7% Male – 63.9% Additional Genders – 3.0% Not Declared – 4.4%</p> <p>Other Business Roles Gender %: Female – 65.3% Male – 30.7% Additional Genders – 1.3% Not Declared – 2.8%</p>	<p>Female – 39.9% Male – 54.0% Additional Genders – 2.6% Not Declared – 3.5%</p> <p>Engineering Gender %: Female – 31.3% Male – 60.5% Additional Genders – 3.5% Not Declared – 4.6%</p> <p>Other Business Roles Gender %: Female – 63.1% Male – 33.0% Additional Genders – 1.5% Not Declared – 2.4%</p>
Racial and ethnic diversity by job category (United States workforce only)	<p>The racial and ethnic diversity of the workforce employed in the United States by job category according to the race and ethnicity as self-reported by the employee and recorded in the Human Resources system as of December 31 of the reporting year.</p> <p>Definitions: Leadership: Employees at the Director-level and above</p> <p>Tech: Employees who work on</p>	<p>Overall Race &amp; Ethnicity % (US): American Indian or Alaska Native – 0.1% Asian – 23.7% Black or African American – 6.5% Hispanic – 7.6% North African or Middle Eastern – 0.2% Two or more races – 3.5% White – 53.9% Not Declared – 4.6%</p> <p>Leadership Race &amp; Ethnicity % (US): American Indian or Alaska Native</p>	<p>Overall Race &amp; Ethnicity % (US): American Indian or Alaska Native – 0.1% Asian – 21.9% Black or African American – 6.8% Hispanic – 7.1% Two or more races – 3.6% White – 57.1% Not Declared – 3.4%</p> <p>Leadership Race &amp; Ethnicity % (US): American Indian or Alaska</p>	<p>Overall Race &amp; Ethnicity % (US): American Indian or Alaska Native – 0.1% Asian – 20.5% Black or African American – 7.3% Hispanic – 7.2% Two or more races – 3.6% White – 58.5% Not Declared – 2.9%</p> <p>Leadership Race &amp; Ethnicity % (US): American Indian or Alaska Native – 0.0%</p>

Metric Description	Definition of Metric / Assessment Criteria [14,15]	Metric Quantity as of December 31, 2025	Metric Quantity as of December 31, 2024	Metric Quantity as of December 31, 2023
	<p>Product, Engineering, Analytics and HR Information and Financial Systems Administration teams</p> <p>Engineering: Employees with roles in the Engineering Job Family Group included within Tech</p> <p>Other Business Roles: Employees who work in roles outside of the Tech definition, inclusive of non-Tech Leadership positions</p>	<p>– 0.0%</p> <p>Asian – 13.7%</p> <p>Black or African American – 5.0%</p> <p>Hispanic – 5.5%</p> <p>North African or Middle Eastern – 0.5%</p> <p>Two or more races – 2.3%</p> <p>White – 70.3%</p> <p>Not Declared – 2.7%</p> <p>Tech Race &amp; Ethnicity % (US):</p> <p>American Indian or Alaska Native – 0.1%</p> <p>Asian – 28.8%</p> <p>Black or African American – 5.1%</p> <p>Hispanic – 5.8%</p> <p>North African or Middle Eastern – 0.2%</p> <p>Two or more races – 3.2%</p> <p>White – 51.6%</p> <p>Not Declared – 5.2%</p> <p>Engineering Race &amp; Ethnicity % (US):</p> <p>American Indian or Alaska Native – 0.2%</p> <p>Asian – 29.2%</p> <p>Black or African American – 4.8%</p> <p>Hispanic – 5.9%</p> <p>North African or Middle Eastern – 0.3%</p> <p>Two or more races – 3.3%</p> <p>White – 50.2%</p> <p>Not Declared – 6.2%</p> <p>Other Business Roles Race &amp; Ethnicity % (US):</p> <p>American Indian or Alaska Native – 0.0%</p> <p>Asian – 14.2%</p>	<p>Native – 0.0%</p> <p>Asian – 16.0%</p> <p>Black or African American – 4.6%</p> <p>Hispanic – 5.0%</p> <p>Two or more races – 2.1%</p> <p>White – 69.8%</p> <p>Not Declared – 2.5%</p> <p>Tech Race &amp; Ethnicity % (US):</p> <p>American Indian or Alaska Native – 0.1%</p> <p>Asian – 28.0%</p> <p>Black or African American – 5.7%</p> <p>Hispanic – 5.5%</p> <p>Two or more races – 3.5%</p> <p>White – 53.3%</p> <p>Not Declared – 3.8%</p> <p>Engineering Race &amp; Ethnicity % (US):</p> <p>American Indian or Alaska Native – 0.1%</p> <p>Asian – 28.8%</p> <p>Black or African American – 4.9%</p> <p>Hispanic – 5.6%</p> <p>Two or more races – 4.1%</p> <p>White – 52.1%</p> <p>Not Declared – 4.4%</p> <p>Other Business Roles Race &amp; Ethnicity % (US):</p> <p>American Indian or Alaska Native – 0.0%</p> <p>Asian – 12.4%</p> <p>Black or African American –</p>	<p>Asian – 15.8%</p> <p>Black or African American – 5.5%</p> <p>Hispanic – 3.6%</p> <p>Two or more races – 1.6%</p> <p>White – 71.5%</p> <p>Not Declared – 2.0%</p> <p>Tech Race &amp; Ethnicity % (US):</p> <p>American Indian or Alaska Native – 0.1%</p> <p>Asian – 25.6%</p> <p>Black or African American – 5.9%</p> <p>Hispanic – 5.9%</p> <p>Two or more races – 3.8%</p> <p>White – 55.8%</p> <p>Not Declared – 2.8%</p> <p>Engineering Race &amp; Ethnicity % (US):</p> <p>American Indian or Alaska Native – 0.1%</p> <p>Asian – 25.4%</p> <p>Black or African American – 5.1%</p> <p>Hispanic – 5.6%</p> <p>Two or more races – 4.3%</p> <p>White – 56.2%</p> <p>Not Declared – 3.2%</p> <p>Other Business Roles Race &amp; Ethnicity % (US):</p> <p>American Indian or Alaska Native – 0.2%</p> <p>Asian – 11.3%</p> <p>Black or African American – 10.2%</p> <p>Hispanic – 9.8%</p> <p>Two or more races – 3.0%</p> <p>White – 62.7%</p>

Metric Description	Definition of Metric / Assessment Criteria [14,15]	Metric Quantity as of December 31, 2025	Metric Quantity as of December 31, 2024	Metric Quantity as of December 31, 2023
		Black or African American – 9.1% Hispanic – 11.0% North African or Middle Eastern - 0.2% Two or more races – 3.9% White – 58.3% Not Declared – 3.4%	8.9% Hispanic –9.9% Two or more races –3.5% White –62.8% Not Declared –2.6%	Not Declared – 2.9%
Age diversity (global)	The age diversity of the global workforce according to the date of birth as self-reported by the employee and recorded in the Human Resources system as of December 31 of the reporting year.	Overall Age %: 24 or below – 1.5% 25-29 – 16.1% 30-34 – 32.3% 35-39 – 28.5% 40-49 – 18.4% 50+ – 3.1% Not Declared – 0.0%	Overall Age %: 24 or below –1.6% 25-29 –15.7% 30-34 –33.9% 35-39 –28.2% 40-49 –17.7% 50+ –2.8% Not Declared –0.1%	Overall Age %: 24 or below – 2.1% 25-29 – 18.4% 30-34 – 34.1% 35-39 – 24.6% 40-49 – 17.6% 50+ – 3.1% Not Declared – 0.04%

### Emission Factors

*Note, the year or month and year in parentheses indicates the publication date of the emission factors.*

Emissions Scope	Emissions Source Type	Emission Factors for Reporting Year 2025	Emission Factors for Reporting Year 2024	Emission Factors for Reporting Year 2023
<b>Scope 1, United States and Europe</b>	Natural Gas	United States (U.S.) Environmental Protection Agency (EPA). 2025 GHG Emission Factors Hub. Center for Corporate Climate Leadership. (January 2025).	U.S. EPA. 2024 GHG Emission Factors Hub. Center for Corporate Climate Leadership. (June 2024).	U.S. EPA. 2023 GHG Emission Factors Hub. Center for Corporate Climate Leadership. (September 2023).
<b>Scope 1, Global</b>	Refrigerant Gas Loss	IPCC (2023). IPCC Sixth Assessment Report (AR6): Climate Change 2023. Intergovernmental Panel on Climate Change. Cambridge University Press, Cambridge.		

<b>Emissions Scope</b>	<b>Emissions Source Type</b>	<b>Emission Factors for Reporting Year 2025</b>	<b>Emission Factors for Reporting Year 2024</b>	<b>Emission Factors for Reporting Year 2023</b>
<b>Scope 2, United States</b>	Grid Electricity	U.S. EPA. eGrid2023. U.S. EPA eGRID sub-region emission factors for electricity purchased in the U.S. (January 2025).	U.S. EPA. eGrid2022. U.S. EPA eGRID sub-region emission factors for electricity purchased in the U.S. (January 2024).	U.S. EPA. eGrid2021. U.S. EPA eGRID sub-region emission factors for electricity purchased in the U.S. (January 2023).
<b>Scope 2, United Kingdom</b>	Grid Electricity	Department for Energy Security & Net Zero (2025). 2025 UK Government GHG Conversion Factors for Company Reporting. <sup>2</sup>	Department for Energy Security & Net Zero (2024). 2024 UK Government GHG Conversion Factors for Company Reporting. <sup>2</sup>	Department for Energy Security & Net Zero (2023). 2023 UK Government GHG Conversion Factors for Company Reporting. <sup>2</sup>
<b>Scope 2, Ireland and Mexico</b>	Grid Electricity	IEA (2024). CO2e emission factors from electricity only generation for world countries, using 2022 factors.		IEA (2022). CO2e emission factors from electricity only generation for world countries, using 2020 factors.
<b>Scope 2, India</b>	Grid Electricity	<i>Not applicable for the reporting year as the office closed in 2024</i>	IEA (2024). CO2e emission factors from electricity only generation for world countries, using 2022 factors.	IEA (2022). CO2e emission factors from electricity only generation for world countries, using 2020 factors.
<b>Scope 3</b>	Category 1: Purchased Goods & Services	<u>Purchased Goods &amp; Services - Non-Computing (excluding Google advertising) and Computing (excluding GCP (Etsy marketplace only) and AWS (Depop only)):</u>  <i>Where the suppliers' publicly available CDP Climate Change disclosure or sustainability report was deemed comprehensive and reasonable by management, the data was used to create supplier-specific spend-based emission</i>		

<sup>2</sup> Emission factor has an embedded global warming potential (GWP) from the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report (AR5) which was used instead of AR6.

Emissions Scope	Emissions Source Type	Emission Factors for Reporting Year 2025	Emission Factors for Reporting Year 2024	Emission Factors for Reporting Year 2023
		<p><i>factors:</i> Supplier-specific spend-based emission factor (which covers Scope 1, 2, and 3 emissions) based on the suppliers' publicly available CDP Climate Change disclosure or sustainability report for the previous fiscal year, and the previous fiscal year's revenue from the suppliers' publicly available audited financial statements.</p> <p><i>Where the suppliers' publicly available CDP Climate Change disclosure or sustainability report was not used to create supplier-specific spend-based emission factors:</i></p> <p>Center for Environmental Data Analysis. (2025). Comprehensive Environmental Data Archive (CEDA) 8.</p> <p><u>Purchased Goods &amp; Services – Non-computing (Google advertising only):</u></p> <p>Supplier-specific emission factor obtained from Google for Google advertising spend (2025).</p> <p><u>Purchased Goods &amp; Services – Computing (GCP (Etsy marketplace only) and AWS (Depop only)):</u></p>		

Emissions Scope	Emissions Source Type	Emission Factors for Reporting Year 2025	Emission Factors for Reporting Year 2024	Emission Factors for Reporting Year 2023
		<p>Supplier-specific emission factor obtained from the Google Cloud Carbon Footprint (2025) retrieved from the customer portal.</p> <p>Supplier-specific emission factor obtained from the Amazon Web Services Footprint (2025) retrieved from the customer portal.</p>		
<b>Scope 3</b>	Category 6: Business Travel	<p><i>Air travel and associated WTT (mileage):</i> Department for Energy Security &amp; Net Zero (2025). 2025 UK Government GHG Conversion Factors for Company Reporting. With RF factor (air travel only).<sup>3</sup></p> <p><i>Rail travel and associated WTT (mileage), and hotel stays (nights):</i> Department for Energy Security &amp; Net Zero (2025). 2025 UK Government GHG Conversion Factors for Company Reporting.<sup>3</sup></p> <p><i>Air and rail travel, rental cars, and hotel stays (spend):</i> Center for Environmental Data Analysis. (2025). CEDA 8.</p>		
<b>Scope 3</b>	Category 9: Downstream Transportation & Distribution - Shipping	<p><i>All shipments except Royal Mail:</i> USPS calculated emission factors based on the shipping of products from a seller to a buyer which are then applied to Etsy marketplace, Reverb and Depop shipping data.</p> <p><i>Royal Mail shipments:</i> Royal Mail published emission factors per parcel and per letter based on the shipping of products from a seller to a buyer which were then applied to Depop and Etsy marketplace Royal Mail</p>		

<sup>3</sup> Emission factor has an embedded GWP from the IPCC's AR5 which was used instead of AR6.

Emissions Scope	Emissions Source Type	Emission Factors for Reporting Year 2025	Emission Factors for Reporting Year 2024	Emission Factors for Reporting Year 2023
		shipping data.		
<b>Scope 3</b>	Category 9: Downstream Transportation & Distribution - Packaging	Ecoinvent Database 3.9 (2022). Upstream and downstream emission factors of packaging materials.	Ecoinvent Database 3.9 (2022). Upstream and downstream emission factors of packaging materials.	Franklin Associates. Life cycle inventory of packaging options for shipment of retail mail-order soft goods. Prepared for Oregon Department of Environmental Quality (DEQ) and U.S. EPA Environmentally preferable purchasing program. (April 2004).
<b>Scope 3</b>	Category 11: Use of Sold Products - End User Energy Use <i>(emission factor based on location of the end user)</i>	<p>IEA (2024). CO2e emission factors from electricity only generation for world countries, using 2022 factors.</p> <p>Environment and Climate Change Canada (ECCC). National Inventory Report 1990-2023: Greenhouse Gas Sources and Sinks in Canada (2025).<sup>4</sup></p> <p>U.S. EPA. eGrid2023. U.S. EPA eGRID sub-region emission factors for electricity purchased in the U.S. (January 2025).</p> <p>Australian Government Department of Climate Change, Energy, the Environment and Water. Australian National Greenhouse Accounts Factors. (2025).<sup>4</sup></p> <p>Association of Issuing Bodies</p>	<p>IEA (2024). CO2e emission factors from electricity only generation for world countries, using 2022 factors.</p> <p>Environment and Climate Change Canada (ECCC). National Inventory Report 1990-2022: Greenhouse Gas Sources and Sinks in Canada (2024).<sup>4</sup></p> <p>U.S. EPA. eGrid2022. U.S. EPA eGRID sub-region emission factors for electricity purchased in the U.S. (January 2024).</p> <p>Australian Government Department of Climate Change, Energy, the Environment and Water. Australian National Greenhouse Accounts Factors. (2024).<sup>4</sup></p> <p>AIB European Residual Mixes,</p>	<p>IEA (2022). CO2e emission factors from electricity only generation for world countries, using 2020 factors.</p> <p>Environment and Climate Change Canada (ECCC). National Inventory Report 1990-2021: Greenhouse Gas Sources and Sinks in Canada (2023).<sup>4</sup></p> <p>U.S. EPA. eGrid2021. U.S. EPA eGRID sub-region emission factors for electricity purchased in the U.S. (January 2023).</p> <p>Department for Energy Security &amp; Net Zero (2023). 2023 UK Government GHG Conversion Factors for Company Reporting.<sup>4</sup></p> <p>Australian Government</p>

<sup>4</sup> Emission factor has an embedded GWP from the IPCC's AR5 which was used instead of AR6.

Emissions Scope	Emissions Source Type	Emission Factors for Reporting Year 2025	Emission Factors for Reporting Year 2024	Emission Factors for Reporting Year 2023
		(AIB) European Residual Mixes, Version 2.0 (2025) for CO2 emissions. IEA (2024). CO2e emission factors from electricity only generation for world countries, using 2022 factors for CH4 and N2O emissions.	Version 1.0 (2024) for CO2 emissions. IEA (2024). CO2e emission factors from electricity only generation for world countries, using 2022 factors for CH4 and N2O emissions.	Department of Climate Change, Energy, the Environment and Water. Australian National Greenhouse Accounts Factors. (2023). <sup>4</sup>  AIB European Residual Mixes, Version 1.0 (2023) for CO2 emissions. Department for Energy Security & Net Zero (2023). 2023 UK Government GHG Conversion Factors for Company Reporting for CH4 and N2O emissions. <sup>4</sup>

**GHG Emissions and Workforce Metrics Assessment Criteria (unless otherwise indicated, the assessment criteria is applicable to each reporting year)**

1. Etsy considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development’s (WBCSD) *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised, GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard*, and the *Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Corporate Accounting and Reporting Standard* (collectively, the “GHG Protocol”), which are recognized external standards, to calculate and report direct and indirect energy consumption as well as GHG emissions.
2. GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

The preparation of the total energy consumed for Scope 1 and 2 activities metric requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in a materially different amount or metric being reported.

3. Carbon dioxide emissions and equivalents have been determined on the basis of measured or estimated energy and fuel usage or refrigerant gas loss, multiplied by relevant carbon emission factors for carbon dioxide, methane and nitrous oxide emissions and, for carbon dioxide equivalent emissions, taking into account relevant global warming potentials for each gas. Etsy used the GWPs from the

IPCC's Sixth Assessment Report (AR6), unless otherwise noted in the emissions factor table above. To estimate GHG emissions, primary data from third party invoices was used when available and feasible to integrate into calculations. Secondary data in the form of estimates, extrapolations and industry averages was used when primary data was not available.

Carbon dioxide equivalent (CO<sub>2</sub>e) emissions are inclusive of carbon dioxide (CO<sub>2</sub>), nitrous oxide (N<sub>2</sub>O), methane (CH<sub>4</sub>), chlorofluorocarbons (CFCs) and hydrofluorocarbons (HFCs). The other GHGs of sulfur hexafluoride (SF<sub>6</sub>), perfluorocarbons (PFCs) and nitrogen trifluoride (NF<sub>3</sub>) are not emitted. Emissions data by individual gas is not disclosed as a majority of CO<sub>2</sub>e in table 1 relates to CO<sub>2</sub>.

4. Related to Scope 1 GHG emissions:

- Scope 1 includes direct GHG emissions from stationary combustion of natural gas and fugitive emissions from refrigerant gas loss.
- Refrigerant data – We estimated refrigerant gas loss considering building type and surface area, type of refrigerant gas, type of equipment, and number of units per surface area using the following data source: *Accounting Tool to Support Federal Reporting of HFC Emissions*, version 1.1, prepared by ICF International under contract for the U.S. Environmental Protection Agency (2016).

5. Related to Scope 2 GHG emissions:

- Scope 2 includes indirect GHG emissions from the use of purchased electricity. Scope 2 market-based GHG emissions were calculated by applying emission factors based on the Scope 2 hierarchy. Renewable energy credits (RECs) and Guarantees of Origin (GOs) applicable to the 2025 reporting year have been contracted for and will be retired before June 30, 2026. RECs and GOs applicable to the 2024 and 2023 reporting years have been contracted for and retired.

6. Related to Scope 1 and Scope 2 GHG emissions:

- Scope 1 and Scope 2 GHG emissions were comprised of approximately 15-27% estimated data and 73-85% actual data depending on the reporting year. Actual data refers to actual energy consumption data from invoices or meters (and not actual emissions data), as the consumption data may rely on average non-standard conversions, such as energy content of fuel or energy intensity per surface area, before applying average emission factors to convert data into emissions. We continue to work to increase the amount of actual data (without the need for non-standard conversions) available for our offices. The most significant assumptions were as follows:
  - Actual consumption data was collected for Q1 through Q3, while for the Q4 period, we only had data for a portion of the quarter for certain offices. When available, annual energy consumption for offices was sourced from invoices or meters specific to occupied spaces; any missing consumption was estimated as follows:
    - Where specific days or meter information was not available for a specified time, but partial actual reporting year data was received, the missing data was estimated by pro-rating available consumption data using daily average consumption rates.
    - For offices where no energy consumption data was available for the reporting year, data was estimated using either consumption from a previous year or researched intensity values (full-time employee per day by office location) published by the Lawrence Berkeley National Laboratory Building Performance Database for office space, specific to the energy type, and where possible, specific to the office location being estimated.

- Each year we aim to increase the quality of the data reported. As tenants of leased offices, we did not have access to data related to complete refrigerant sources and certain shared building common space energy sources.

7. Related to Scope 3 GHG emissions:

- Scope 3 GHG emissions included significant assumptions and estimates. We continue to work to increase the amount of actual data available from our suppliers.

8. Purchased Goods & Services - Non-Computing (2025 only):

Includes energy consumed from our purchased goods and services which are not captured by another scope or category of GHG emissions (e.g., electricity, Scope 2). Except for emissions from Etsy marketplace and Depop's Google advertising activities, emissions for this category are calculated by multiplying our spend in U.S. dollar amounts for each of our suppliers from the financial system by specific coefficients for each spend type representing "cradle to gate" emissions according to the GHG Protocol. The coefficient is obtained from public data on industry averages (i.e., CEDA model), in line with the GHG Protocol guidance. Supplier spend was converted to 2023 dollars to account for inflation or deflation using industry-level price index data published by the U.S. Bureau of Economic Analysis to align with the 2023 dollar amounts used in the CEDA 8 model.

Related to emissions from Etsy marketplace and Depop's Google advertising activities, which is the carbon emissions produced from the computing infrastructure supporting Google's products, supplier-specific emissions data provided by Google which represented Etsy marketplace and Depop's apportioned total Scope 1, Scope 2 (market-based) and Scope 3 upstream emissions was used for January to November. For December, Etsy estimated these emissions using actual data from Google and spend information from the financial system for Etsy marketplace and Depop's Google advertising activities. Google expressly excludes the below activities from the supplier-specific emissions data:

- Emissions from Google networking equipment deployed outside data centers.
- Downstream end-of-life emissions of data center equipment and buildings.
- Embodied emissions associated with grid electricity generation facilities and equipment.

9. Purchased Goods & Services – Computing (2025 only):

Includes emissions associated with AWS, GCP (Etsy marketplace only), as well as other cloud computing suppliers classified as 'data processing and hosting' by the U.S. Bureau of Economic Analysis. Emissions associated with Etsy marketplace and Reverb's AWS computing activities and other cloud computing suppliers used by Etsy marketplace, Reverb and Depop are calculated by multiplying our spend in U.S. dollar amounts for each of our suppliers from the financial system by specific coefficients for each spend type representing "cradle to gate" emissions according to the GHG Protocol. The coefficient is obtained from public data on industry averages (i.e., CEDA), in line with the GHG Protocol guidance. Supplier spend was converted to 2023 dollars using the methodology described in footnote 8.

Related to emissions associated with Etsy marketplace's GCP computing activities, which include server, storage, network data transfers and overhead consumption, supplier-specific emissions data provided by Google for the reporting year which represented Etsy marketplace's apportioned total Scope 1, Scope 2 (market-based) and Scope 3 upstream emissions was used. Google expressly excludes the below activities from the supplier-specific emissions data:

- Emissions arising from small equipment deployments at internet service providers' partners.

- Emissions from Google networking equipment deployed outside data centers.
- Downstream end-of-life emissions of data center equipment and buildings.
- Embodied emissions associated with grid electricity generation facilities and equipment.

Related to emissions associated with Depop’s AWS computing activities, which include server, storage, network data transfers and overhead consumption, supplier-specific emissions data provided by AWS for the reporting year which represented Depop’s apportioned total Scope 1, Scope 2 (market-based) and Scope 3 upstream emissions was used. AWS expressly excludes the below activities from the supplier-specific emissions data:

- Emissions from fuel & energy-related activities
- Embodied carbon of IT hardware (i.e., server racks)
- Embodied carbon of data center buildings
- Embodied carbon of non-IT equipment (e.g., generators, air handling units)
- Emissions from upstream transportation and distribution (e.g., emissions arising from transporting server racks to the data center sites).

10. Business Travel (2025 only):

Air Travel:

Includes energy consumed by our air travel providers in transporting our global Etsy marketplace, Depop, and Reverb employees, global air travel booked for non-employee business travel (e.g., recruiting activities, seller activities), and WTT emissions associated with aviation fuel. For Etsy marketplace, for business air travel booked through the third-party commercial air travel provider, GHG emissions for business air travel are calculated using mileage information provided by the third-party commercial air travel provider. For Etsy marketplace, for business air travel not booked through the third-party commercial air travel provider, GHG emissions for business air travel are calculated using flight spend information from the financial system. Flight spend information was converted to 2023 dollars following the methodology described in footnote 8.

For most of its air travel data, Depop utilizes a third-party business travel software that provides distance data for calculation and flight class. For air travel not stored in this software, Depop calculates its emissions on a spend basis using flight spend information from the financial system. Flight spend information was converted to 2023 dollars following the methodology described in footnote 8.

Reverb calculates its emissions on a spend basis using flight spend information from the financial system. Flight spend information was converted to 2023 dollars following the methodology described in footnote 8.

Air travel includes WTT emissions associated with aviation fuel which is calculated based on air travel activity for Etsy marketplace, Reverb and Depop as described within this footnote.

Air travel remains an estimate since unforeseen circumstances can occur (e.g., different routes due to adverse weather, or aircraft fleet changes), however, the figure presented follows the Department for Environment, Food, and Rural Affairs (DEFRA) methodology and is considered to be a reasonable estimate of air travel emissions.

Other Business Travel (including rail, rental cars, and hotel stays):

Rail: Includes energy consumed by our rail travel providers in transporting our global Etsy marketplace, Depop, and Reverb employees, global rail travel booked for non-employee business travel (e.g., recruiting activities, seller activities), and WTT emissions associated with fuel. For Etsy marketplace and Depop, for business rail travel booked through the third-party rail travel provider, GHG emissions for business rail travel are calculated using mileage information provided by the third-party commercial rail travel provider. For Etsy marketplace and Depop, for business rail travel not booked through the third-party commercial rail travel provider, GHG emissions for business rail travel are calculated using rail spend information from the financial system. Reverb calculates its emissions on a spend basis using rail spend information from the financial system. Rail spend information was converted to 2023 dollars following the methodology described in footnote 8.

Rental cars: Includes energy consumed by our rental car travel providers in transporting our global Etsy marketplace, Depop, and Reverb employees and global rental car travel booked for non-employee business travel (e.g., recruiting activities, seller activities). For Etsy marketplace, Depop, and Reverb, GHG emissions are calculated using the rental car spend information from the financial system. Rental car spend information was converted to 2023 dollars following the methodology described in footnote 8.

Hotel stays: Includes energy consumed by our hotel lodging providers during stays by our global Etsy marketplace, Depop, and Reverb employees and global hotel stays booked for non-employee business travel (e.g., recruiting activities, seller activities). For Etsy marketplace and Depop, for hotel stays booked through the third-party hotel lodging provider, GHG emissions for hotel stays are calculated using number of nights stayed information provided by the third-party hotel lodging provider. For Etsy marketplace and Depop, for hotel stays not booked through the third-party hotel lodging provider, GHG emissions for hotel stays are calculated using hotel spend information from the financial system. Reverb calculates its emissions on a spend basis using hotel spend information from the financial system. Hotel spend information was converted to 2023 dollars following the methodology described in footnote 8.

11. Downstream Transportation & Distribution - Shipping: Includes emissions based on the energy consumed from the global shipment of goods between Etsy marketplace's, Reverb's, and Depop's buyers and sellers. To calculate GHG emissions for each shipment, we use shipment weight, shipment distance, shipment mail class, and an emission factor based on the mail class. For shipment weight and shipment mail class, we use data from Etsy marketplace, Depop, and Reverb shipping labels, when available. Where shipment weight and shipment mail class is not available, we estimate the emissions based on available data, including estimated package weight based on product type, or in the case of Depop, this is estimated per product category shipped based on the average weight of the most common item in the category (e.g., t-shirt for Men's Top) and includes packaging. We calculate the shipment distance between buyer and seller using our internal records of buyer and seller zip code (Etsy marketplace) or latitude and longitude (Depop and Reverb). We apply an uplift of 12% to the direct mileage between buyer and seller to take into account mileage using road transportation and direct flights (rather than 'as the crow flies'). For Etsy marketplace, if the seller and buyer zip code is the same, we assumed the shipment distance is zero. This accounted for less than 1% of reported Scope 3, Category 9 emissions in each reporting year. For 2025 and 2024, for Etsy marketplace, if the seller or buyer zip code was not valid, then the average shipment distance based on the shipment distance of all Etsy marketplace shipments for the reporting year is used to estimate the shipment distance. This accounted for less than 1% of reported Scope 3, Category 9 emissions in 2025 and 2024. For 2023, for Etsy marketplace, if the seller or buyer zip code was not valid, these shipments were excluded. This was estimated to have accounted for less than 1% of reported Scope 3, Category 9 emissions for 2023. Lastly, emission factors are derived from emissions data provided by USPS (all shipments with a USPS label for Etsy marketplace and Depop (2025 and 2024)) and Royal Mail (Royal Mail provides an average emissions per parcel and letter for UK shipments, which we assign to Etsy marketplace and Depop shipments with a Royal Mail label). Etsy marketplace emission factors are applied for Reverb for non-Royal mail shipments and for Depop non-Royal mail shipments (2023 only).

12. Downstream Transportation & Distribution - Packaging: Includes emissions based on the life cycle emissions from the packaging materials used to ship products between Etsy marketplace's, Reverb's and Depop's sellers and buyers. For Etsy marketplace, packaging emissions are calculated using data on packaging material and reuse of packaging material collected from Etsy marketplace sellers via a survey (seller census or seller CX survey) conducted by the Etsy marketplace Research Team (2023 was based on averages derived from the 2023, 2022 and 2021 survey results; 2024 and 2025 were based on averages derived from the 2024, 2023 and 2022 survey results), publicly available studies on the carbon impacts of different packaging materials (references 1 and 5 below), the number of packages shipped on the Etsy marketplace and the associated packaging weight by packaging material and, where applicable in 2024 and 2025, planet friendly packaging material data provided by EcoEnclose for Etsy marketplace sellers. For Reverb, packaging emissions are calculated using assumptions on packaging type by product category (e.g., guitars), publicly available studies on the carbon impacts across packaging materials (reference 1 below), and the number of orders on the Reverb marketplace and the associated packaging weight by packaging material using publicly available weights of packaging materials (references 1 and 4 below). For Depop, packaging emissions are calculated using survey data collected from Depop sellers for materials and reuse (2023, 2024 and 2025 were based on averages derived from the 2023, 2022 and 2021 survey results), publicly available studies on the carbon impacts of different packaging materials (references 1 and 5 below) and, where applicable in 2024 and 2025, planet friendly packaging material data provided by EcoEnclose for Depop sellers. We then obtain order data from each of the shipping teams which gives us a count of each order type. For each shipment order for Etsy marketplace, Reverb, and Depop, we multiply the weight of the packaging material and reuse of packaging material by the associated emission factor from the Franklin Associates report for 2023 (reference 1 below), or from Ecoinvent for 2024 and 2025 (reference 5 below) to calculate emissions. We also incorporated U.S. average recycling rates by packaging material into our calculation of packaging emissions by pro-rating associated disposal emissions (references 2 and 3 below).

- Reference 1: Franklin Associates. Life cycle inventory of packaging options for shipment of retail mail-order soft goods. Prepared for Oregon Department of Environmental Quality (DEQ) and U.S. EPA environmentally preferable purchasing program.
- Reference 2: U.S. EPA. Paper and Paperboard: Material-Specific Data.
- Reference 3: U.S. EPA. Plastics: Material-Specific Data.
- Reference 4: Packaging materials specifications from uline.com.
- Reference 5: Ecoinvent Database 3.9. Upstream and downstream emissions factors of packaging materials.

13. Use of Sold Products - End User Energy Use: Includes emissions based on the energy consumed by buyers and sellers from usage of Etsy marketplace's, Reverb's, and Depop's online platform and other users on personal devices (mobile devices and non-mobile laptops) as well as transmission and distribution (T&D) losses and WTT emissions. Emissions are calculated using actual data based on a user's visit length (duration), device type, and location at the country-level. In order to calculate estimated energy consumption, user visit duration is multiplied by a power draw factor in watts and converted to kilowatt-hour (kWh). The power draw factor is determined by device type: mobile devices and non-mobile which are assumed to be laptops. For mobile devices, we incorporate charging efficiency of 75%, while for non-mobile devices, we assume that the device is plugged in during use, in real-world adjusted, high active mode (i.e., a charging efficiency of 100%). Average country-level emission factors are applied to the resulting electricity consumption to derive the associated emissions.

Our assumptions are based on the following sources:

- Carroll, A. & Heiser, G. (June 2010). An Analysis of Power Consumption in a Smartphone. Presented at USENIXATC'10 Annual Technical Conference.
- Yoon, C., et al. (June 2012). AppScope: Application Energy Metering Framework for Android Smartphones using Kernel Activity Monitoring. Presented at USENIXATC'12 Annual Technical Conference.
- Huang, et al. (June 2012). A Close Examination of Performance and Power Characteristics of 4G LTE Networks. Presented at

- MobiSys '12: Proceedings of the 10th international conference on Mobile systems, applications, and services.
- Urban, et al. (December 2017). Energy Consumption of Consumer Electronics in U.S. Homes in 2017. Final Report by the Fraunhofer USA Center for Sustainable Energy Systems to the Consumer Electronics Association (pg. 24).
  - Urban, et al. (June 2014). Energy Consumption of Consumer Electronics in U.S. Homes in 2013. Final Report by the Fraunhofer USA Center for Sustainable Energy Systems to the Consumer Electronics Association (pg. 150).

Use of sold products emissions includes T&D losses and WTT emissions associated with electricity consumed by buyers and sellers from the use of Etsy marketplace's, Reverb's, and Depop's online platform and other users on personal devices which was calculated based on energy consumption data described in this footnote.

14. All diversity information is provided by employees voluntarily, as self-reported by the employee, and recorded in the Human Resources system. Employee demographic information can be changed at any time by the employee. The diversity metrics included in this assertion are based on data in the system as of December 31 in the corresponding reporting year.
15. Over time, Etsy has changed the presentation, reporting boundaries (as described in the “organizational boundary” section), measurement methods, or criteria used to calculate its GHG emissions and workforce metrics. Unless indicated below, the GHG emissions and workforce metrics previously reported have not been revised as a result of these changes. The changes include:
  - Scope 3, Category 1: Purchased Good & Services - Non-Computing:
    - In 2025, Etsy changed the name of this metric from “Purchased Goods & Services (excluding Computing)” to “Purchased Goods & Services - Non-computing”.
    - In 2025, Etsy changed the source of the spend-based emission factors applied where the suppliers' publicly available CDP Climate Change disclosure or sustainability report was not used to create supplier-specific spend-based emission factors from the U.S. EPA USEEIO v2.0.1 to CEDA 8. This change resulted in a decrease in emissions year-over-year.
    - In 2025, for emissions from Etsy marketplace and Depop's Google advertising activities, Etsy changed (i) the source of the emission factor applied from the U.S. EPA USEEIO v2.0.1 to a supplier-specific factor and (ii) the methodology from using the spend-based method to using supplier-specific emissions data provided by Google. These changes resulted in a decrease in emissions year-over-year.
  - Scope 3, Category 1: Purchased Goods & Services - Computing:
    - In 2025, Etsy changed the presentation of its emissions from cloud computing activities to be one category titled “Computing”. Previously, these emissions were presented as separate categories of “Other Computing” and “Cloud Computing - Google Cloud”. Previously reported metrics for 2024 and 2023 have been revised to reflect this presentation.
    - In 2025, excluding emissions from Depop's AWS cloud computing activities, Etsy changed the source of the spend-based emission factors applied from the U.S. EPA USEEIO v2.0.1 to CEDA 8. This change resulted in a decrease in emissions year-over-year.
    - In 2025, for emissions from Depop's AWS cloud computing activities, Etsy changed (i) the source of the emission factor applied from the U.S. EPA USEEIO v2.0.1 to a supplier-specific factor and (ii) the methodology from using the spend-based

method to using supplier-specific emissions data provided by AWS. These changes resulted in a decrease in emissions year-over-year.

- Scope 3, Category 6: Business Travel:
  - In 2025, Etsy changed the presentation of its emissions from business travel to be one category titled “Business Travel”. Previously, these emissions were presented as separate categories of “Air Travel” and “Other”. Previously reported metrics for 2024 and 2023 have been revised to reflect this presentation.
  - In 2025, Etsy changed the source of the spend-based emission factors applied from the U.S. EPA USEEIO v2.0.1 to CEDA 8. This change resulted in a decrease in emissions year-over-year.
- Scope 3, Category 9: Downstream Transportation & Distribution - Shipping:
  - In 2024, the emission factor applied in calculating the emissions for Depop shipments was derived from Depop emissions data provided by USPS, whereas in 2023, the emission factor applied was derived from Etsy marketplace emissions data as a proxy. This change did not result in a decrease or increase in emissions year-over-year.
  - In 2024, for Etsy marketplace, if the seller or buyer zip code for a shipment was not valid, then the average shipping distance based on the shipment distance of all Etsy marketplace shipments for the reporting year was used to estimate the shipment distance, whereas in 2023, the shipments were excluded from the reported Scope 3, Category 9 emissions. This change resulted in an increase in emissions year-over-year.
- Scope 3, Category 9: Downstream Transportation & Distribution - Packaging:
  - In 2024, Etsy (i) changed the source of the emission factor from Franklin Associates to the Ecoinvent Database and (ii) the weight of packaging material and reuse of packaging material now takes into consideration planet friendly packaging data provided by EcoEnclose. These changes resulted in an increase in emissions year-over-year.
- Racial and ethnic diversity by job category (United States workforce only)
  - In 2025, Etsy added “North African or Middle Eastern” as an option for employees to select when self-reporting their racial and ethnic diversity within the Human Resources system.