



Building What's Next for Home

2025 Corporate Responsibility Report

About This Report

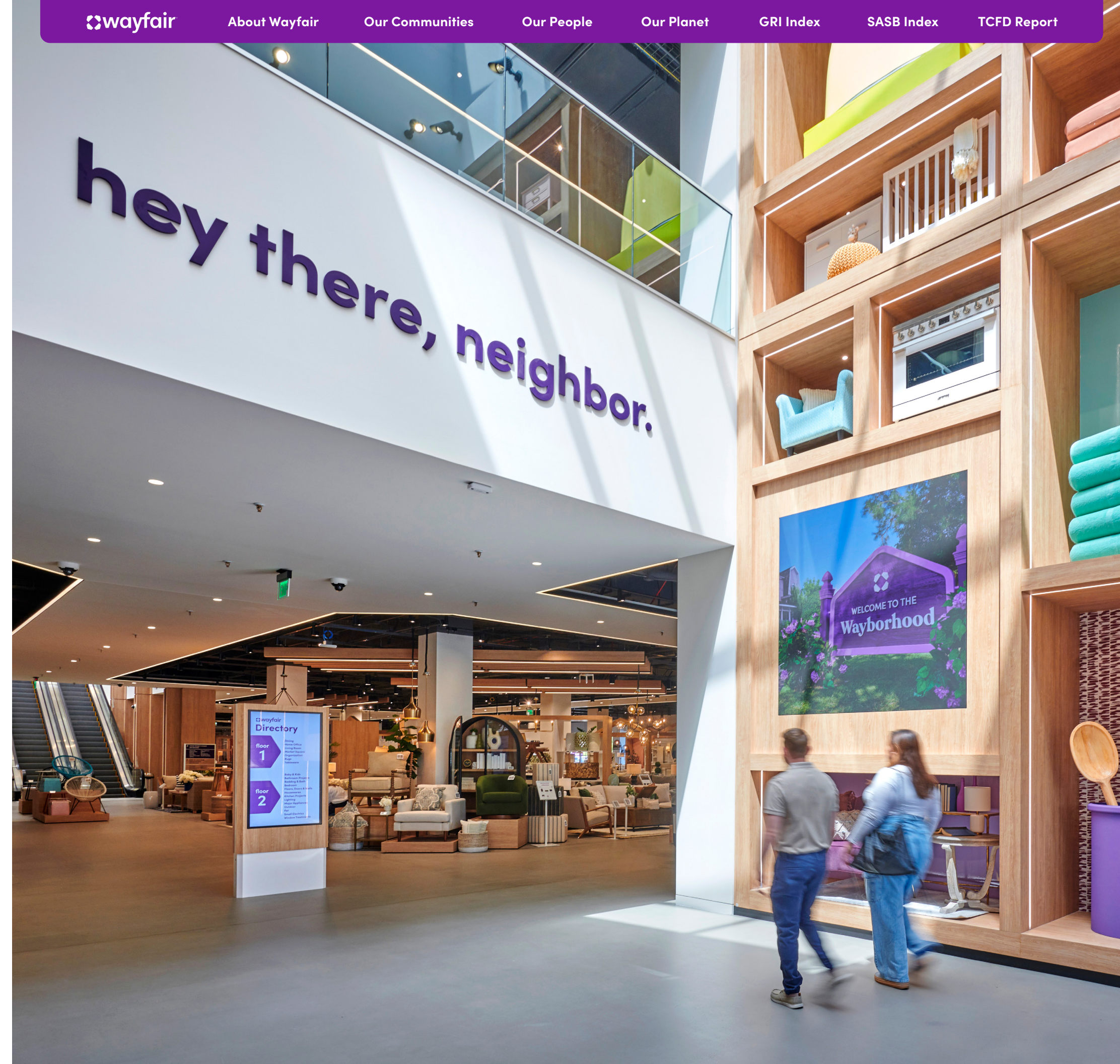
Corporate Responsibility Reporting & Disclosure

Welcome to Wayfair's fifth annual Corporate Responsibility (CR) Report. This report highlights how we drive meaningful change by supporting our communities, empowering our people, and reducing our environmental impact. We strive for transparency in our disclosures and reference the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-Related Financial Disclosure (TCFD) report frameworks.

View our [GRI, SASB, and TCFD Index](#).

Cover photo shows Wayfair employees volunteering with Habitat for Humanity.

Center photo shows Wayfair's Wilmette, IL, store, welcoming customers to the Wayborhood.



Contents

6	About Wayfair
12	Our Communities
22	Our People
32	Our Planet
50	GRI Index
76	SASB Index
80	TCFD Report

A Message From Our Chief Financial Officer & Chief Administrative Officer



Looking back on our efforts this year, Wayfair made meaningful progress on our commitments to our people, communities, and planet. As our business scales, especially in physical retail, supporting our employees and the communities we are a part of remains a source of pride for myself and the company. Having an ownership mentality is key to how Wayfair operates and we extend that approach to our impact work.

Over the past year, we've reduced our environmental impact, advanced our partnerships to support those in need, and helped our employees thrive. I'm proud of what we've accomplished and excited to share highlights:

- We continued our decade-plus partnership with Habitat for Humanity where we've contributed more than \$11 million via financial and in-kind donations in the U.S. We donated essential home goods as part of disaster relief efforts and supported nine home builds.
- We refreshed our Employer Value Proposition. The new language, which was developed with input from employees spanning all levels, workgroups, and geographies, is: At Wayfair, no matter your role, you have the chance to make an impact on customers, suppliers, and communities. Wayfair empowers you to think independently, collaborate broadly with world-class colleagues, and learn in a fast-paced, supportive environment as we build the #1 destination for all things home.

- This year, Wayfair launched a new plastic recycling program, recycling 150MT of plastic waste. Materials from fulfillment and Full Service Delivery — often not recyclable through local programs — are now returned to our facilities and processed for recycling. This initiative keeps hard-to-recycle waste out of landfills and contributed to a 6% increase in our total waste diversion.

Looking ahead, we will continue to build on this work — reducing environmental impact and supporting our employees, communities, and partners. These efforts help strengthen our business while advancing our ambition to be the #1 destination for all things home. We are proud of our progress and the impact we are building together.

Thank you for your interest in Wayfair.



Kate Gulliver
Chief Financial Officer &
Chief Administrative Officer

About Wayfair

Our Business & Brands

Wayfair is the destination for all things home, and we make it easy to create a home that is just right for you. Whether you're looking for that perfect piece or redesigning your entire space, Wayfair offers quality finds for every style and budget and a seamless experience from inspiration to installation.

Wayfair's family of brands includes:



Every style. Every home.

JOSS & MAIN

The ultimate style edit for home.



Your one-stop Pro shop.

BIRCH LN

Classic style for joyful living.

PERIGOLD

The destination for luxury home.

ALLMODERN

Modern made simple.

Corporate Responsibility Strategy & Governance

We embed corporate responsibility into our business and continuously seek to improve.

We organize our CR efforts into three areas:



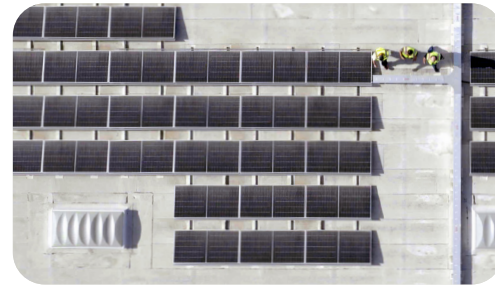
Our Communities: Supporting Housing & a Sense of Home for All

In Evanston, Illinois, just 10 minutes from our first brick-and-mortar store, we continued our partnership with Connections for the Homeless by donating \$100,000 to sponsor their fourth annual block party. We are proud to invest in our local communities and advance our mission to make home accessible for all.



Our People: a Sense of Belonging

We updated our employee benefits to expand women's and family healthcare navigation across life stages, offer a new medical weight loss management program to support employees on their wellness journeys, increase adoption and surrogacy reimbursements, and provide phone access to benefits support through our provider's call center.



Our Planet: Protecting Our Shared Home

We increased our global waste diversion rate by 6% through expanded recycling programs and the continued dedication of our facility teams, advancing our progress toward our Zero Waste by 2030 goal.



Corporate Responsibility Governance Structure



Board Committees

The Board of Directors (the “Board”), through its Nominating and Corporate Governance Committee (“NCGC”), oversees Wayfair’s Corporate Responsibility strategy, initiatives, and policies. The Audit Committee of the Board oversees enterprise risk management, including Corporate Responsibility–related risks. Wayfair’s internal audit and enterprise risk management functions engage with the Audit Committee regularly and seek to identify and manage the top risks facing the company.

Leadership Engagement

Wayfair’s cross-functional leaders drive Corporate Responsibility efforts by embedding sustainability, purpose, and inclusion into our business. They set goals, guide execution, and track progress to turn commitments into meaningful action across our operations, products, and communities. Leaders also regularly engage with our Board and its committees, providing updates on key initiatives, risks, industry trends, and other relevant topics.

Sustainability Team + Purpose & Inclusion Team

These teams lead sustainability and inclusivity at Wayfair, developing strategies, tools, and best practices, while supporting risk management.

Cybersecurity & Customer Privacy

Strong cybersecurity and data privacy are essential to our business, as we must provide our customers with a safe, secure, and seamless shopping experience. As set forth in our [Privacy Policy](#) and internal security policies, we follow industry best practices and global regulations, overseen by comprehensive Security and Privacy teams. We have invested in significant “privacy and security by design” features across our own technology stack.

Additional corporate governance details can be found in our latest [Proxy Statement](#) filed on March 31, 2026. Our committee charters and company policies can be found on our [Investor Relations webpage](#).



Our Communities

SUPPORTING HOUSING & A SENSE OF HOME FOR ALL

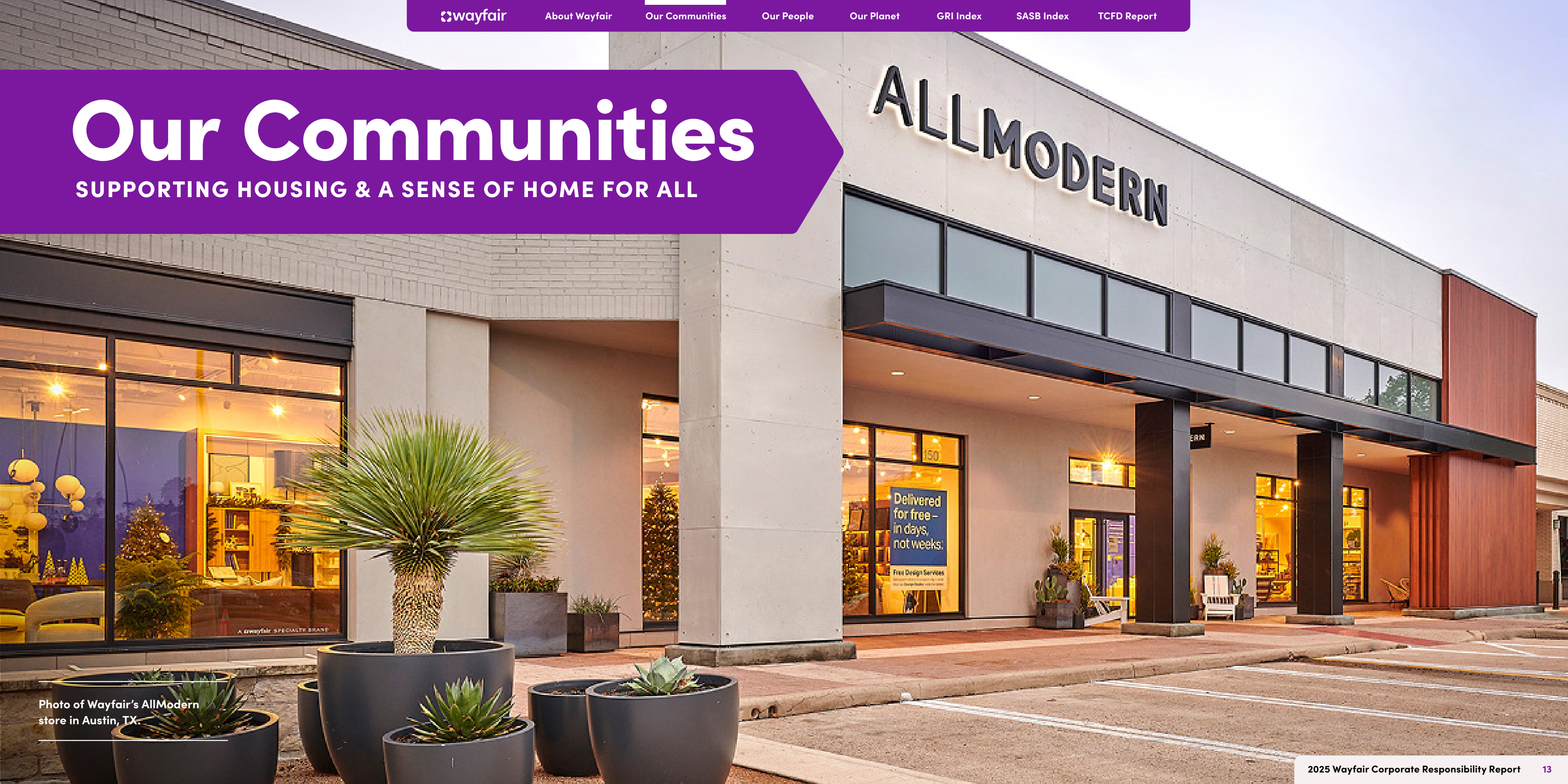


Photo of Wayfair's AllModern store in Austin, TX.

Our Purpose Strategy

Wayfair is committed to making a positive impact by strengthening communities and supporting those in need. Our strategy is rooted in partnerships with organizations tackling critical social challenges, including homelessness and food insecurity. Our goal is to support our people, customers, and communities when they need it most.



Turning Houses Into Homes

In-Kind & Product Donations



Wayfair's product donation program is designed to deliver consistent, equitable support through trusted nonprofit partnerships. **Habitat for Humanity** serves as our primary partner, enabling both ongoing community investment and responsive disaster relief. Through a repeatable, year-round process, Wayfair donates products to Habitat affiliates as part of our long-term housing and community support strategy. In the event of a natural disaster, we leverage Habitat's local affiliate network to direct donations to the impacted region. To ensure consistency and responsible stewardship, Wayfair applies a defined decision framework to global disaster response with events qualifying as severe natural disasters when established criteria are met. This approach allows us to respond thoughtfully while ensuring donated products reach individuals and families who need it the most.

Since 2012, we've contributed more than \$11 million to Habitat for Humanity via financial and in-kind donations in the U.S.



Responding to the LA Wildfires

In response to the devastating wildfires across Los Angeles, we partnered with **Habitat for Humanity** to support families and individuals impacted by displacement and loss. Through this collaboration, we donated essential home goods that Habitat distributed directly to wildfire survivors during its ReBUILD LA relief event at the Torrance ReStore. The event provided affected community members with critical household items — supporting immediate needs while helping families begin the process of rebuilding their lives. Our support reached those most impacted, reinforcing our commitment to long-term community resilience and equitable disaster recovery.



Creating Home Together: Furnishing a U.S. Army Veteran's Home

In partnership with community organizations, Wayfair supports individuals and families navigating housing transitions by helping create stable, welcoming homes. In Chicago, home to our first brick-and-mortar store, we collaborated with the **Chicago Bulls** and **Digs with Dignity** to fully furnish a permanent home for a U.S. Army veteran and his two children as they transitioned from temporary to permanent housing. Through the donation of home furnishings selected specifically for the family, the partnership helped create a functional, personalized living environment that supports stability, well-being, and long-term housing security. By working with trusted local partners with deep community expertise, Wayfair advances equitable access to safe, dignified housing for those experiencing significant life transitions. Read the [full story](#).

Supporting the Neighborhoods Where We Live & Work

Wayfair Neighborhood Fund

The [Wayfair Neighborhood Fund](#) directs grants to nonprofit organizations supporting individuals and families on their journeys to home. The program strengthens the communities in which Wayfair operates by empowering local teams to invest in organizations addressing priority community needs.

The Neighborhood Fund operates under a consistent framework that prioritizes local decision-making, long-term nonprofit partnerships, and employee engagement. By enabling participating sites to select nonprofit partners aligned with local priorities, the program ensures funding supports work rooted in community-identified needs, including housing stability, workforce development, and family support.

The continued evolution of the Wayfair Neighborhood Fund reflects our commitment to scaling community investment responsibly alongside our expanded footprint. Through sustained funding and trusted local partnerships, Wayfair advances stability, opportunity, and belonging across the communities it serves.

In 2025, through the Neighborhood Fund, Wayfair supported organizations including Athens Area Homeless Shelter, Union Mission, People Working Cooperatively, Trenton Rescue Mission, The Bridge, Second Harvest of the Greater Valley, A Friend's House, HomeAid Inland Empire, A Tender Love & Care FFA, and City Rescue Mission of Jacksonville — each working to expand housing access, stabilize families, and strengthen community support systems.



Connections for the Homeless

As part of our commitment to supporting the communities in which we operate, Wayfair proudly served as the presenting sponsor of the fourth annual [Connections for the Homeless](#) Block Party in Evanston, Illinois — just 10 minutes from our first-ever Wayfair store in Wilmette. With a \$100,000 donation, we helped bring together nearly 1,000 community members for an afternoon of

food, entertainment, and family-friendly activities. Local organizations, including the NAACP, YMCA, and Evanston Public Library, provided resources and support to attendees. This event builds on our ongoing partnership with Connections for the Homeless with \$150,000 donated in 2024 to advance shared efforts in expanding access to stable housing.

Involving Our People

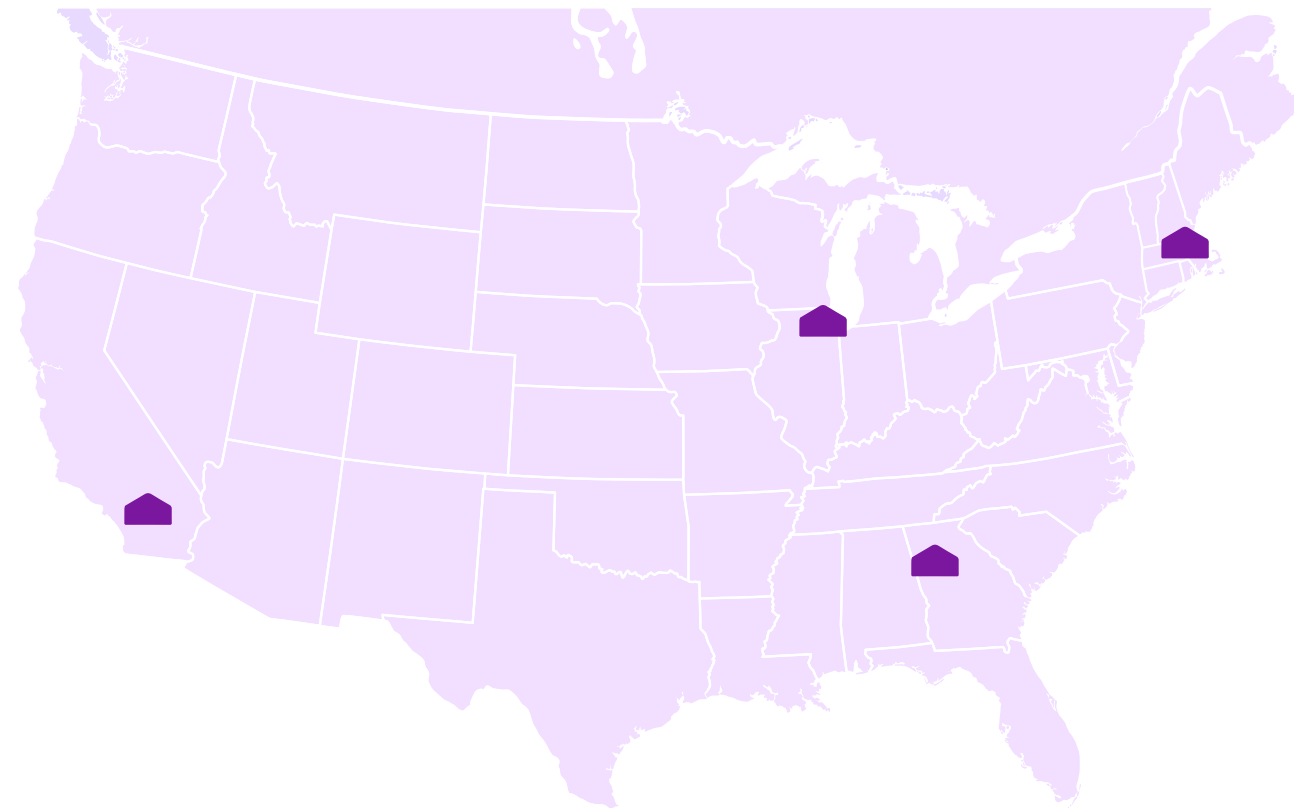
Habitat for Humanity International Builds

For over a decade, Wayfair has partnered with [Habitat for Humanity International](#), a nonprofit organization focused on providing affordable housing worldwide. In 2024, more than 120 Wayfairians contributed to eight Habitat for Humanity builds across North America. We remain committed to supporting new families while providing long-term support to those families we've helped in the past.



Wayfair-Supported Habitat Build Locations

- Joliet, IL – four builds.
- Boston, MA – three builds.
- Jonesboro, GA – one build.
- Temecula, CA – one build.



Skills-Based Volunteer Day With Best Buddies

In partnership with [Best Buddies MA & RI](#), Wayfair hosted a skills-based volunteer experience centered on amplifying voices within the intellectual and developmental disabilities (IDD) community. Best Buddies is the world's largest organization dedicated to ending the social, physical, and economic isolation of more than 200 million individuals with IDD — creating pathways to friendship, employment, leadership, and independence.

Best Buddies participants joined Wayfair employees for a speech-coaching workshop. Throughout the day, participants crafted and delivered original speeches with many sharing their stories publicly for the first time. Wayfair employees served as coaches,

forming meaningful connections while supporting participants in translating lived experience into confident, compelling narratives. The workshop culminated in live presentations, peer feedback, and reflection on the power of representation and storytelling in shaping opportunity.

By the end of the experience, each participant left not only with a polished speech, but with greater confidence in their voice, their story, and their ability to influence the world around them. This transformative experience reinforced the meaning of true inclusion as creating space for people to be seen, heard, and valued.



Investing in Local Youth While Creating Unforgettable Employee Experiences

In partnership with [Action for Boston Community Development \(ABCD\)](#), Wayfair participated in two of ABCD's most distinctive fundraising experiences, Field of Dreams and Hoop Dreams, transforming iconic sports venues into platforms for youth opportunity. Through a combined \$30,000 contribution, Wayfair employees stepped onto the field at Fenway Park and competed on the parquet floor at TD Garden, playing baseball and basketball against other corporate teams.

Proceeds from both events benefited ABCD SummerWorks, a paid youth employment and career development program serving income-eligible Boston residents ages 14–21. By turning unforgettable employee experiences into meaningful community investment, Wayfair helped fund paid internships, mentorship, and skill-building opportunities for young people facing economic barriers, supporting ABCD's mission to help individuals move from poverty to stability and long-term success. Together, these events demonstrated how connection and purpose can come together to create lasting impact for Boston's next generation.



Expanding Volunteer Engagement Through Large- & Smaller-Scale Opportunities

In partnership with [Generus](#), Wayfair activated a high-impact volunteer experience through the Range of Motion Project (ROMP), demonstrating how collective action can drive immediate, global outcomes. Through this initiative, Wayfair employees assembled and donated 800 pounds of prosthetic components, enabling ROMP to immediately provide life-changing prosthetic devices to patients in Guatemala, while also replenishing inventory to support ongoing prosthetic care in Ecuador and Guatemala throughout the year. The event drew strong engagement, reflecting growing momentum around accessible, purpose-driven volunteering.

Across our broader partnership with Generus, Wayfair continued to expand access to volunteering by introducing shorter, flexible experiences making participation easier for employees at supply chain and frontline locations. In total, almost 1,500 employees engaged across 41 unique events, contributing almost 1,000 volunteer hours and producing over 2,500 donated items in support of nonprofit partners. Together, these efforts reflect Wayfair's commitment to inclusive, flexible engagement models that enable more employees to make a difference, regardless of role or location.



Employee Programs

Employee Match Program

Wayfair's Employee Match Program¹ amplifies employee generosity by matching donations of up to \$500 per employee annually to eligible nonprofit organizations. In 2025, 450 employees contributed to over 360 nonprofit organizations through this program, supporting causes aligned with community well-being, disaster relief, healthcare access, food security, and global humanitarian support.

Top employee-supported organizations included the Pan-Massachusetts Challenge, Boston Medical Center, The Greater Boston Food Bank, Dana-Farber Cancer Institute, Save the Children, Emergency Assistance Foundation, International Rescue Committee, American Red Cross, and World Wildlife Fund.

Internal Service Days

Wayfair hosted a series of in-office service days designed to provide employees with hands-on opportunities to support community needs. These programs included assembling food insecurity relief kits, preparing hygiene kits for individuals experiencing homelessness, creating blankets for families in transitional housing, and hosting holiday giving fairs to provide gifts for children and families in need.

By offering accessible, team-based volunteer experiences, these service days help expand community support while strengthening employee engagement and connection to Wayfair's purpose.

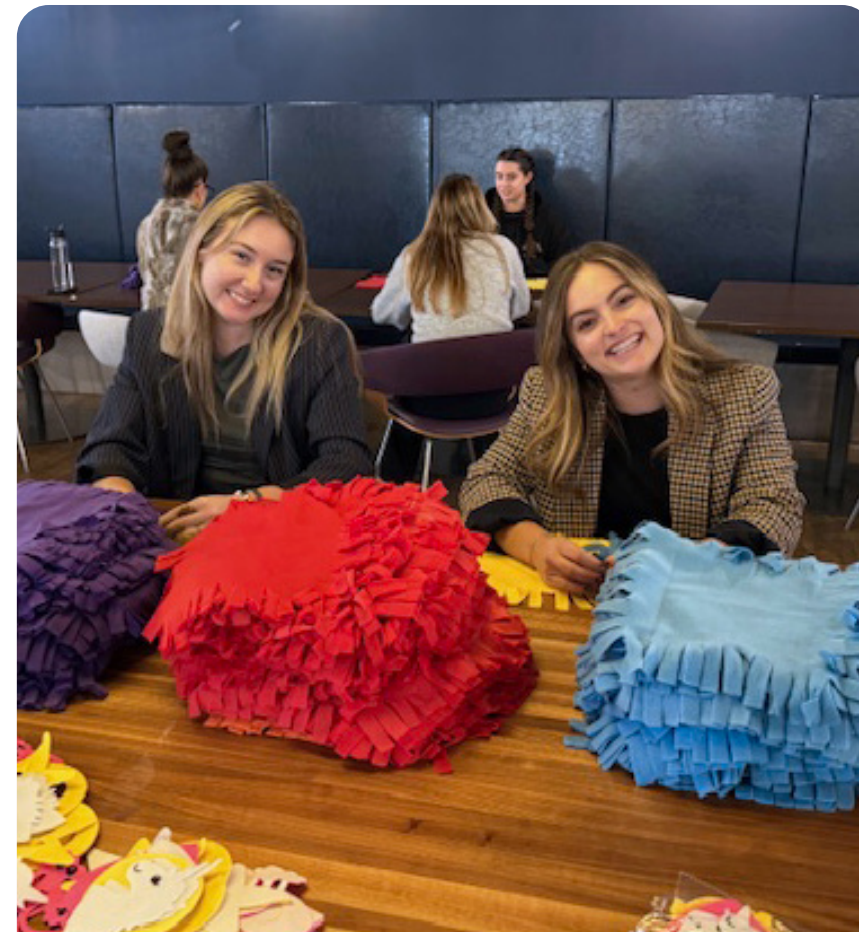
¹ Eligible employees must be employed by Wayfair LLC or its affiliates on the date of the application; must be a full- or part-time employee or on approved medical leave or leave of absence.

Paid Day of Service

We empower employees to give back through our Paid Day of Service, offering full-time employees eight volunteer hours and part-time employees four volunteer hours per year. In 2025, more than 360 employees contributed more than 2000 hours, supporting causes such as homeless shelters, company-wide volunteer events, election support, and more, with an estimated impact of over \$72,300, based on Independent Sector's \$36.14 per hour volunteer hour valuation.

Election Time Off

We provide employees with time off each year to vote — four hours annually for full-time and two hours annually for part-time employees. We also offer a Paid Day of Service to employees volunteering as election poll workers.



Wayfair Emergency Relief Fund

The Wayfair Emergency Relief Fund provides financial assistance to eligible employees facing disasters or personal hardship. Funded by donations from Wayfair, our co-founders, executive team, and employees, and managed by the Emergency Assistance Foundation, the relief fund supports employees when they need it most.

In 2025, 110 employees received approximately \$155,000 in grants. Employees also contributed to the fund with Wayfair matching their donations, reinforcing our shared commitment to supporting one another in challenging times.

Involving Our Customers

Wayfair's donate-at-checkout program empowers customers to support nonprofit partners at the time of purchase. In 2025, customers donated almost \$300,000 to nonprofit partners such as Habitat for Humanity, Homes For Our Troops, and Community Solutions at checkout.

Caring for Our People Through the Wayfair Emergency Relief Fund

Behind each grant provided through the Wayfair Emergency Relief Fund is an employee navigating an unexpected life disruption. Grant recipients have shared how the fund enabled them to access urgent medical treatment, recover after the loss of their home, and maintain essential utilities and housing stability during periods of financial uncertainty.

One employee used the grant to undergo critical cancer surgery they otherwise could not afford, allowing them to focus on recovery. Another employee who lost their home and belongings in a fire relied on the fund to secure housing and replace essential items while rebuilding their life. Additional employees shared that relief funding helped them remain financially stable during unexpected income disruptions.

Across these stories, employees consistently report that the fund provides vital support during moments of crisis, helping them maintain stability, care for their families, and feel supported by their workplace community. These experiences reinforce the fund's role in strengthening employee well-being, resilience, and connection in Wayfair's culture of care.

Our People

A SENSE OF BELONGING

Associates at
Wayfair's Perris, CA,
fulfillment center.

Guiding Talent Principles

Wayfair's Talent organization drives success by enabling employees to do their best work every day. Wayfair's **People Principles** guide how we operate as individuals, teams, and a company.



Relentless
Customer Focus



Deliver Results
With Agility



Use Good
Judgment



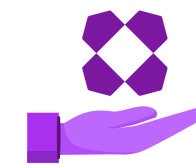
Build the
Best Team



Collaborate
Effectively



Respect
Others



Be an Owner



Innovate &
Improve



Adapt & Grow

Employee Resource & Community Groups

Wayfair's Employee Resource Groups (ERGs) and Community Groups (CGs) are employee-led, open communities that foster connection, learning, and advocacy, supporting both individual growth and a stronger sense of belonging across our community.



Fostering Community Among Employees

A strong sense of belonging fuels engagement and long-term performance. In 2025, Wayfair's Employee Resource Groups (ERGs) and Community Groups (CGs) led impactful programming across our global offices, bringing employees together to celebrate culture and build connections. Through employee-led leadership, these communities created more than events: they reinforced a sense of belonging that supports both individual growth and organizational success.

- **The Way to Care:** In response to rising food insecurity, Wayfair's ERGs and Community Groups united to lead a Service Circuit volunteer event, assembling Thanksgiving meals, blankets, and snack kits for local nonprofit partners — demonstrating the power of collective, employee-led action during a moment of urgent community need.
- **Elevating Latinx leadership:** As part of Hispanic Heritage Month, our Latinx ERG hosted a fireside chat with Julia Mejia, the first Afro-Latina elected to the Boston City Council. Through a powerful conversation on representation and civic engagement, employees gained insight into how lived experience shapes leadership and how amplifying Latinx voices drives meaningful change.
- **Empowering career growth through mentorship:** Wayfair's Women at Work ERG significantly scaled its mentorship program in 2025, more than doubling enrollment to over 350 participants. The program, which includes over 300 mentees and 80 mentors, was restructured to include one-year matches to better support long-term professional development and leadership advancement.



Talent Development, Benefits & Employee Well-Being

We equip employees with the training, development, and recognition needed to excel in their careers.

Employee Recruitment, Engagement & Growth

We build a strong workforce by supporting employees from their first interview through training and career development.

Wayfair strives to be a top career destination for global talent, measuring progress through key efficiency and effectiveness metrics. Our Certified Interviewer Program ensures a thoughtful and objective hiring process, while our Voice Survey gathers employee feedback on growth and satisfaction. To holistically assess employee engagement, we use an Engagement Composite Score (ECS), which evaluates employee sentiment toward Wayfair, their team, and their role. In 2025, we saw an overall increase in Wayfair's average ECS, reflecting an improvement in employee satisfaction.

In 2025, we refreshed our Employer Value Proposition (EVP), bringing it to life in a video featured on our [Careers page](#). While maintaining the core sentiment, we focused on modernizing the message in our refreshed EVP and making it easier for employees to recall. The new language, which was developed with input from employees spanning all levels, workgroups, and geographies, is:

At Wayfair, no matter your role, you have the chance to make an impact on customers, suppliers, and communities. Wayfair empowers you to think independently, collaborate broadly with world-class colleagues, and learn in a fast-paced, supportive environment as we build the #1 destination for all things home.

Building Inclusive, Early Talent Pipelines at Wayfair

In 2025, Wayfair hosted our fourth annual Early Leaders cohort. We launched Early Leaders in 2022, an opportunity for second-year college students from different backgrounds and communities to join us for a week-long leadership development experience (mentoring, panels, workshops, and a case competition)

with the goal of delivering a strong pipeline of early talent across tech and business orgs at Wayfair. In 2025, we had 30 students in the cohort, and we expect 14 to return as interns in Summer 2026. We are excited to continue growing our Early Leaders Alumni cohort with six alumni currently working at Wayfair full-time.





Employee Training & Development

We prioritize internal mobility, providing employees with learning experiences that drive career growth and business success. We invest in role-specific skill development for teams such as customer service, warehouse operations, and software engineering. We also invest heavily in upskilling and enabling our people managers through manager development programs such as Emerge.

Our chief people officer oversees training and development with Talent managers implementing programs within business functions. All employees complete mandatory annual compliance trainings, including Sexual Harassment Prevention, Security Awareness, and the Code of Business Conduct & Ethics. Certain employees also complete job-specific trainings including warehouse safety, active shooter preparedness, and training for interviewers.

Wayfair's Longest-Standing Manager Development Program

Since 2014, Wayfair has offered the Emerge manager development program, designed to equip first-time corporate people leaders with essential skills and knowledge for effective leadership.

Emerge is a two-month program featuring modules on coaching, emotional intelligence, trust building, and more. Since inception, almost 3,000 employees have graduated Emerge, and the program has an overall program satisfaction score of 89%. The program has scaled significantly over the last several years, and in 2025, we were able to accommodate every new people manager with 250 employees completing the program. Emerge, along with other development opportunities we provide to our people managers, enables us to continue building strong Wayfair managers. This is one program that helps us drive Wayfair's consistently high corporate manager NPS.

This program taught me that being a strong manager requires more than just providing coaching and feedback; it also means creating a safe working environment and approaching every conversation with a people-first mindset.

– 2025 Emerge Participant

Benefits & Compensation

Wayfair's director of Talent Operations and Analytics, supported by the Global Compensation and Benefits team, manages day-to-day benefits and compensation oversight. Our chief executive officer, chief financial officer, and chief people officer regularly review these programs, while the Compensation Committee of our Board oversees executive and Board compensation and advises on broader employee compensation.

In 2025, we enhanced employee benefits by:

- Expanding women's and family healthcare navigation across life stages.
- Adding a medical weight loss management program to support employees on their wellness journeys.
- Increased adoption and surrogacy reimbursements.
- Provided phone access to support for front-line employees through our provider's service call center.

We conduct regular pay equity analyses and, as necessary, correct for unintended pay differences. Our review for calendar year 2025 ensured there are no statistically significant disparities in compensation among U.S. team members across gender, race, or age at any level of employment. Beyond the U.S., we remain compliant with international pay equity regulations. Where applicable, we achieve our pay equity targets by identifying and addressing trends and adhering to our core compensation philosophy, which results in formulaic outputs based on employee performance ratings.



Employee Safety & Security

Safety & Security: A Shared Responsibility

Our Global Safety and Security team remains committed to delivering a best-in-class safety and security program aligned with global industry standards. This central team integrates training, operational improvements, technology and tooling, and analytics to support safe decision-making at every level and ensure that safety and security are viewed as shared responsibilities across the organization.

Building on the foundation established in 2024, our key efforts in 2025 included:

AlertMedia communication platform:

improved the speed, reach, and accuracy of crisis communications during weather events, emergencies, and operational disruptions.

Powered industrial vehicle training enhancement:

added hands-on and scenario-based training designed to reduce incidents and reinforce safe operating behaviors.

Pristine material handling focus: continued to mature and formalize the Pristine program for material handling fundamentals with on-site trainers to further reduce musculoskeletal injuries across the network.

Readiness assessments: refined our on-site assessment visit selection process to target the highest impact opportunities.

Scaling retail safety and security: strengthened safety programs alongside our growing retail footprint, ensuring we protect not only employees, but also customers. We are focused on maintaining consistent safety standards, aligning training, and reinforcing operational oversight across locations, while remaining responsive to regional needs.

Strengthening Operational Resilience

In 2024, we enhanced our ability to maintain safe, secure, and uninterrupted operations through investments in both preparedness and response. The Global Safety and Security Operations Center expanded its capabilities to provide real-time risk analysis, traveler safety guidance, and tailored emergency response plans.

In parallel, our Readiness Assessment Program strengthened workplace safety by evaluating safety and security performance at our fulfillment centers. This program ensured a safe and secure environment through comprehensive inspection and training reviews.



Our Planet

PROTECTING OUR SHARED HOME

Solar panels on the roof of Wayfair's Perris, CA, fulfillment center.

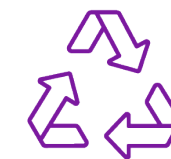
Sustainability Pillars

At Wayfair, we are committed to reducing our environmental impact and building a more sustainable future. Our sustainability strategy is grounded in three interconnected pillars: Climate Action, Circular Economy, and Sustainable Products. We partner with third-party experts, key stakeholders across our operations and supply chain, and our customers to drive change.



Climate Action

Wayfair addresses climate change by measuring, managing, and reducing greenhouse gas (GHG) emissions across our operations and value chain. We conduct an annual inventory of our Scope 1, 2, and 3 GHG emissions and have set a **public goal to reduce our Scope 1 and 2 emissions by 63% by 2035**, compared to a 2020 baseline. Our climate strategy includes investments in renewable energy through virtual power purchase agreements (VPPAs), on-site solar installations, energy efficiency improvements across facilities, and transportation initiatives designed to reduce emissions and improve logistics efficiency.



Circular Economy

We support a more circular economy by reducing waste, extending product life, and improving material recovery. Our efforts focus on waste prevention through returns management, damage reduction, repair and resale programs, and more sustainable packaging with higher recyclability and recycled content. We are progressing toward our **public goal of achieving zero waste** (90%+ diversion from landfill and incineration) across global operations by 2030 through expanded recycling programs and stronger waste management partnerships.



Sustainable Products

Through our **Shop Sustainably** program, Wayfair empowers customers to identify and purchase products with trusted third-party sustainability certifications. Our sustainable products strategy emphasizes sustainable sourcing, supplier engagement, and industry collaboration, supported by expectations outlined in our **Supplier Code of Conduct**. By increasing transparency around product attributes such as material sourcing, chemical safety, and energy efficiency, we help customers make more informed choices that support healthier homes and a lower environmental impact.

Our public goals reflect our sustainability commitment. In 2022, we announced our first public goal of reducing our Scope 1 and Scope 2 greenhouse gas emissions by 63% by 2035 (compared to our 2020 baseline). Two years ago, we set our second public goal of achieving zero waste (90%+ waste diversion) across Wayfair’s global operations by 2030. These goals, along with our ongoing commitment to empower our customers to select more sustainable products through our Shop Sustainably program, underscore our commitment to climate action and a more circular economy.

Progress Toward Our Goals

Focus Area	2022	2023	2024	2025 Status
Reduce Scope 1 and 2 GHG emissions by 63% by 2035 (from a 2020 baseline).	7.6% increase.	7.0% reduction.	6.6% reduction.	24.8% reduction.
Achieve zero waste ² (90%+ waste diversion) across Wayfair operations globally by 2030.	N/A ³ .	46% waste diversion.	54% waste diversion.	60% waste diversion.
Increase recyclability of the packaging procured by Wayfair ⁴ .	82% recyclability.	90% recyclability.	88% recyclability.	86% recyclability.
Expand customer access to sustainable products by increasing certified SKUs through our Shop Sustainably initiative.	Over 15,000 SKUs.	Over 33,000 SKUs.	Over 46,000 SKUs.	Over 40,000 SKUs.

² “Zero waste” is defined as meeting or exceeding Zero Waste International Alliance (ZWIA) business recognition program requirements, which include adoption of the ZWIA definition of zero waste and achievement of 90% or more diversion of all discarded resources from landfills, incinerators, and the environment. Our zero waste goal and reporting scope includes waste materials and products generated in Wayfair-owned facilities and its operations (warehouses, offices, etc.).

³ The waste diversion percentage for 2022 is not available due to the high proportion of estimated figures within our operations. Tracking processes were established in 2023.

⁴ Packaging recyclability signifies the proportion of Wayfair-added packaging materials that are capable of being collected, sorted, and processed through recycling channels to be transformed into new products or packaging materials. Data is self-reported by packaging suppliers when available.

Climate Action

Wayfair is committed to contributing to the protection of our planet and communities by addressing the impacts of climate change. We conduct an annual GHG inventory for Scope 1, 2, and 3 emissions and report the data in our global climate disclosures. This year, we published our first **Taskforce on Climate-Related Financial Risk Disclosures (TCFD) Report**, outlining how Wayfair identifies, assesses, and manages climate-related financial risks and opportunities. This report, in addition to our **GRI and SASB indices** and **GHG methodology document**, reflects our commitment to transparent and data-driven reporting.

To meet our 2035 emissions reduction goal, we will need to continue to invest in long-term initiatives to reduce emissions across our operations. These include our two VPPAs, exploring additional on-site renewable energy solutions and maintaining a strong focus on energy efficiency across our facilities. Read more in the **Energy** section of this report.

In 2025, we observed a 24.8% decrease in absolute Scope 1 and 2 GHG emissions compared to our 2020 baseline, reflecting continued progress toward our public goal to reduce Scope 1 and 2 emissions by 63% by 2035. This decrease was driven in part by footprint optimization efforts, energy efficiency initiatives, and continued renewable energy investments, including our virtual power purchase agreement with Liberty Solar, which began operating in late 2024. Our expanding store portfolio is a source of increasing emissions across Scope 1 and 2, a trend we expect to continue. Scope 1 emissions decreased by 6% compared to 2024, supported by operational changes including energy efficiency measures across our facilities. Scope 2 emissions decreased by 32% compared to 2024, primarily due to our VPPAs. As we continue work to improve the accuracy and completeness of our Scope 3 emissions data, this year’s footprint increased due to a more comprehensive approach to accounting for products and services emissions.



Wayfair Greenhouse Gas Emissions⁵

	2020	2021	2022	2023	2024	2025
Scope 1	15,221	16,346	19,223	15,521	15,947	15,067
Scope 2 (market-based)	20,277	18,760	18,969	17,480	17,216	11,626
Total scope 1 & 2 emissions	35,498	35,106	38,192	33,001	33,163	26,693
Scope 3 ⁶	N/A	N/A	N/A	4,553,666	4,092,307	6,762,571
– Products & Services	N/A	N/A	N/A	4,092,211	3,213,558	5,958,743
– Transportation & Distribution	N/A	N/A	N/A	431,323	783,302	711,485
– Other	N/A	N/A	N/A	95,351	95,447	92,343
Total GHG emissions	N/A	N/A	N/A	4,586,667	4,125,470	6,789,264
2035 goal: Scope 1 & 2 progress (since 2020)	N/A	1.1% reduction	7.6% increase	7% reduction	6.6% reduction	24.8% reduction

Energy

We continue to expand energy adoption across our operations, prioritizing new and emerging renewable generation sources and working with our landlord partners where possible. In 2025, we installed and activated on-site solar systems at four of our North American warehouses with three dedicated to powering our facilities and one supporting the local grid through a community solar agreement. We also advanced building efficiency by completing LED lighting installations and improving energy efficiency across our North American supply chain facilities.

In late 2025, Wayfair trialed the implementation of no- and low-cost energy efficiency measures across the highest-impact areas in our North American supply chain, targeting natural gas and electricity usage. Measures included standardized temperature settings, a closed-door policy to maintain indoor temperatures, and other operational improvements. Sites included in the trial achieved cost savings, adjusted for inflation, and an average 18% energy usage reduction compared to the previous year. This program is one way Wayfair is working toward our goal of reducing Scope 1 and 2 emissions by 63% by 2035.



Installing On-site Solar in CA, IL & Ireland

In 2025, alongside partners Prologis and Station A, Wayfair completed three on-site solar projects at Wayfair’s fulfillment centers in Perris, California, and Romeoville, Illinois, facilities owned by Prologis. The projects include rooftop solar panels and batteries to generate and store on-site energy. These projects reduce emissions, lower costs, strengthen the resilience of our logistics network, and help advance Wayfair’s climate goal of reducing Scope 1 and 2 emissions by 63% by 2035. At the Perris campus, rooftop solar and battery storage systems now generate 80% of the facilities’ electricity needs. Batteries store solar power for use during peak demand periods and help the

facilities run 24/7, reducing reliance on the local grid. Integrating on-site solar into our sustainability strategy is one way Wayfair is making our logistics network more sustainable. [Learn more about the projects.](#)

In 2025, we partnered with our Galway office landlord to install a 66-kilowatt rooftop solar photovoltaic system expected to produce approximately 53,000 kWh of clean energy annually. Wayfair will use around 75% of this output, reducing our European Scope 2 emissions by roughly 6%.

⁵ Measured in metric tons of carbon dioxide equivalent [CO₂ e]. Please find more information in the **2025 GHG Inventory Methodology**. Please note that due to rounding, the sum of the results presented may not equal the total shown. Any adjustments to historical emissions use industry-standard methodology and best practices to ensure consistency across reporting years. This aligns with our recalculation policy to reflect improved data quality, emission factors, and assumptions.

⁶ Scope 3 emissions for 2020 – 2023 are listed as N/A as they have not been recalculated using updated methodology and are not included in our GHG reduction goal. “Products & Services” includes purchased goods and services and end-of-life treatment of sold products. “Transportation & Distribution” includes both upstream and downstream transportation and distribution. “Other” includes capital goods, fuel and energy-related activities, waste, business travel, upstream leased assets, and employee commuting.



In 2024, Wayfair announced our second aggregated virtual power purchase agreement (VPPA) with Prairie Solar in Champaign County, Illinois. Under the VPPA, Wayfair is contracted to offtake 20MW of power, supporting emissions reductions in the fossil fuel–dominated Midcontinent Independent System Operator (MISO) region of Illinois.

Wayfair’s first VPPA project, Liberty Solar, came online in 2025, and Wayfair has begun to retire the associated renewable energy credits (RECs) produced. Together, the two VPPA projects are projected to offset over 90% of our 2025 Scope 2 emissions, reinforcing our commitment to climate action.

Wayfair’s First VPPA Project: Liberty Solar

In 2025, Wayfair’s Liberty Solar project, a VPPA in Texas, had its first full year of REC generation. Wayfair **announced the Liberty Solar project** in 2023, sharing the plan to offtake 15MW of power from the 100MW project, which came online in late 2024. After a full year of generation, Wayfair has offset 36,689MWh of 2025 Scope 2 emissions. This is the equivalent of 60% of our 2025 electricity demand in North America and not only helps Wayfair meet our goal to reduce Scope 1 and 2 emissions by 63% by 2035 but also helps reduce carbon emissions in the fossil fuel–dominated MISO region of Texas.

Wayfair Electricity Consumption & Renewable Usage

	2020	2021	2022	2023	2024	2025
Total Electricity Consumption (MWh)	66,270	65,924	67,464	57,976	62,051	68,348
– On-site Renewable Electricity Generation (MWh)	0	0	192	613	465	1,746
– Procured Renewable Electricity Through VPPAs & RECs (MWh)	4,508	10,922	9,522	6,317	11,909	38,716
Renewable Electricity Percentage of Total Consumption	6.8%	16.6%	14.4%	12%	19.9%	59.2%



Transportation

Wayfair continues to focus on sustainable transportation through transportation efficiency projects and collaborations with carrier partners to advance more sustainable transportation solutions.

Over the past four years, Wayfair has expanded intermodal transport for North American middle-mile shipments, reducing diesel reliance and CO₂e emissions, a 67% reduction since 2022. By running over 17,500 loads intermodal in 2025, we saved an estimated 41,504 metric tons of CO₂e, the equivalent of taking 9,670 gasoline–powered cars off the road for a year.

Further integrating sustainability into our logistics strategy, Wayfair continues to incorporate environmental criteria into transportation requests for proposals with 94% of our carriers remaining **SmartWay** certified.

Circular Economy

Wayfair continuously evolves our business practices to support a more circular economy, including integrating returns and damage prevention into our core operations, enhancing packaging sustainability, and refining waste management practices. Our zero waste program helps keep usable products and materials out of landfills and minimizes our overall environmental impact.



Zero Waste to Landfill

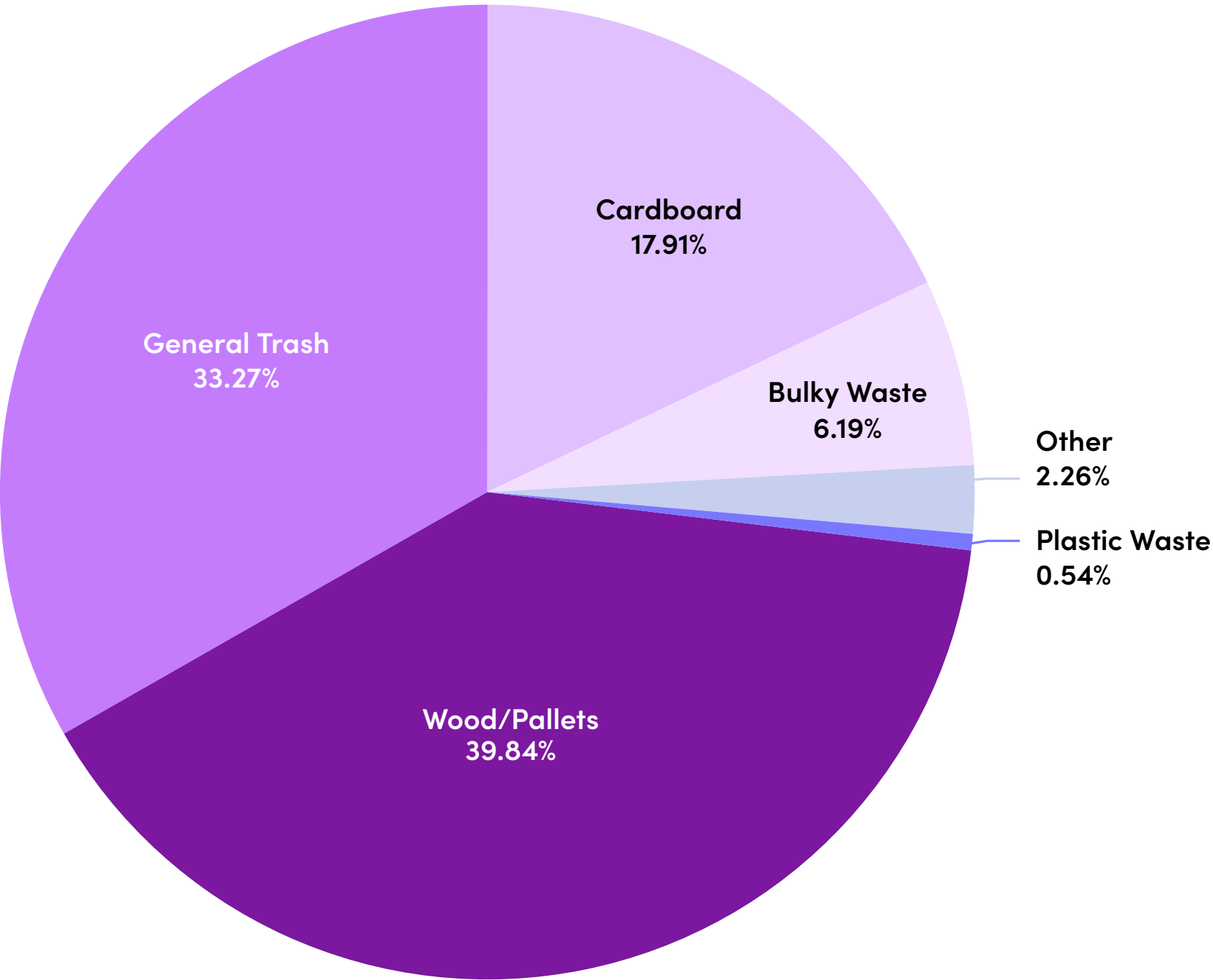
In 2024, we set a public goal of achieving zero waste across our operations, striving to divert 90%+ of Wayfair’s global waste from landfills and incineration by 2030. Since then, we have expanded waste and recycling services across our global distribution network. As of this year, all facilities have waste and recycling programs in place, including recycling solutions for our largest waste categories — cardboard and pallets — for 57% of these facilities.

In the past year, we increased our global waste diversion rate by over 6%, driven by expanded recycling programs for cardboard, wood pallets, and plastic and targeting our most challenging waste streams. We continue to scale recycling, recovery, and reuse solutions across our global facilities.

Zero Waste ²	2022	2023	2024	2025 Progress
Achieve zero waste (90%+ waste diversion) across Wayfair operations globally by 2030.	N/A ³	46% waste diversion.	54% waste diversion.	60% waste diversion.

Zero Waste 2025 Diversion Breakdown

(Full-year waste data, 2025)



Waste Diversion & Prevention

We reduce operational waste by minimizing losses from damaged and returned products and by reusing, repairing, or recycling the remainder. We advance this work through the following key initiatives:

Waste Diversion: Recycling Solutions

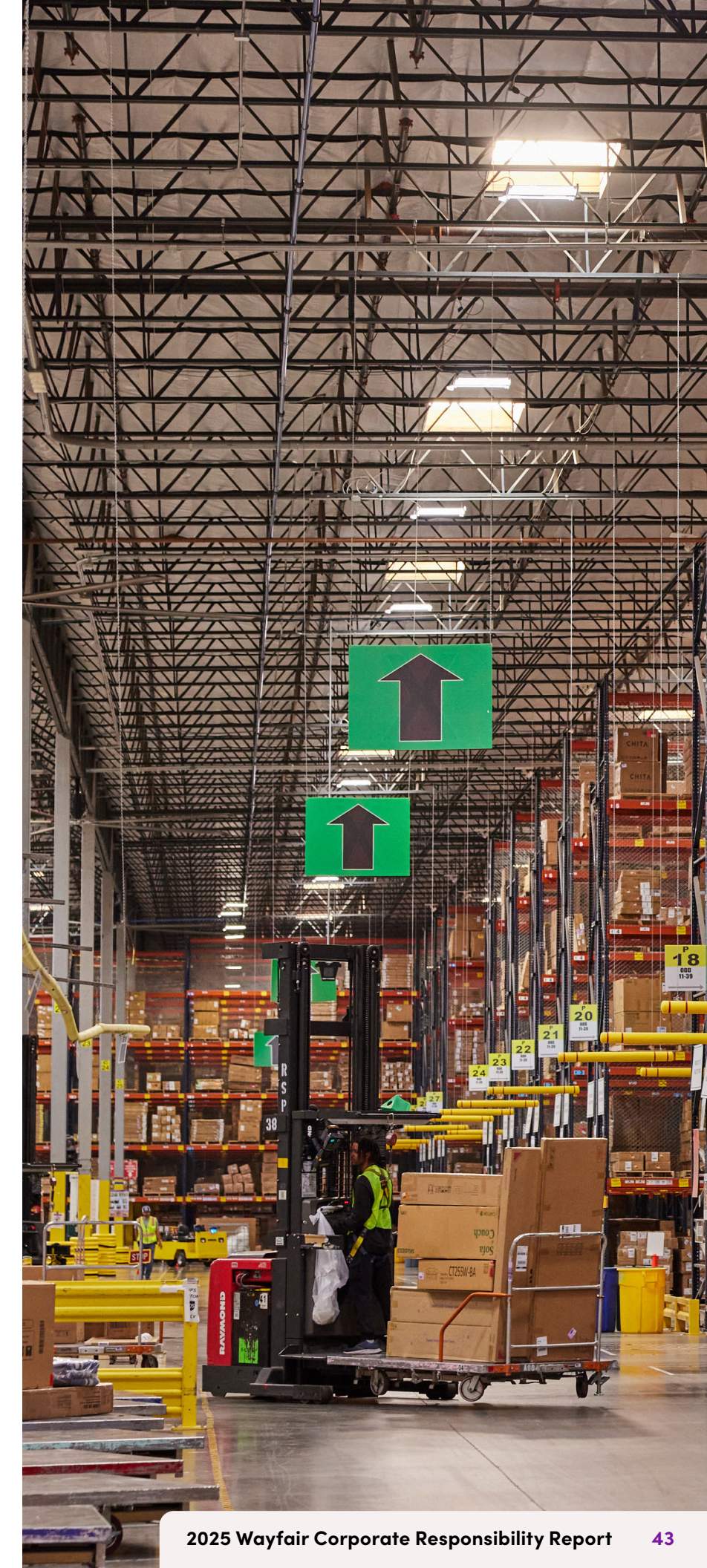
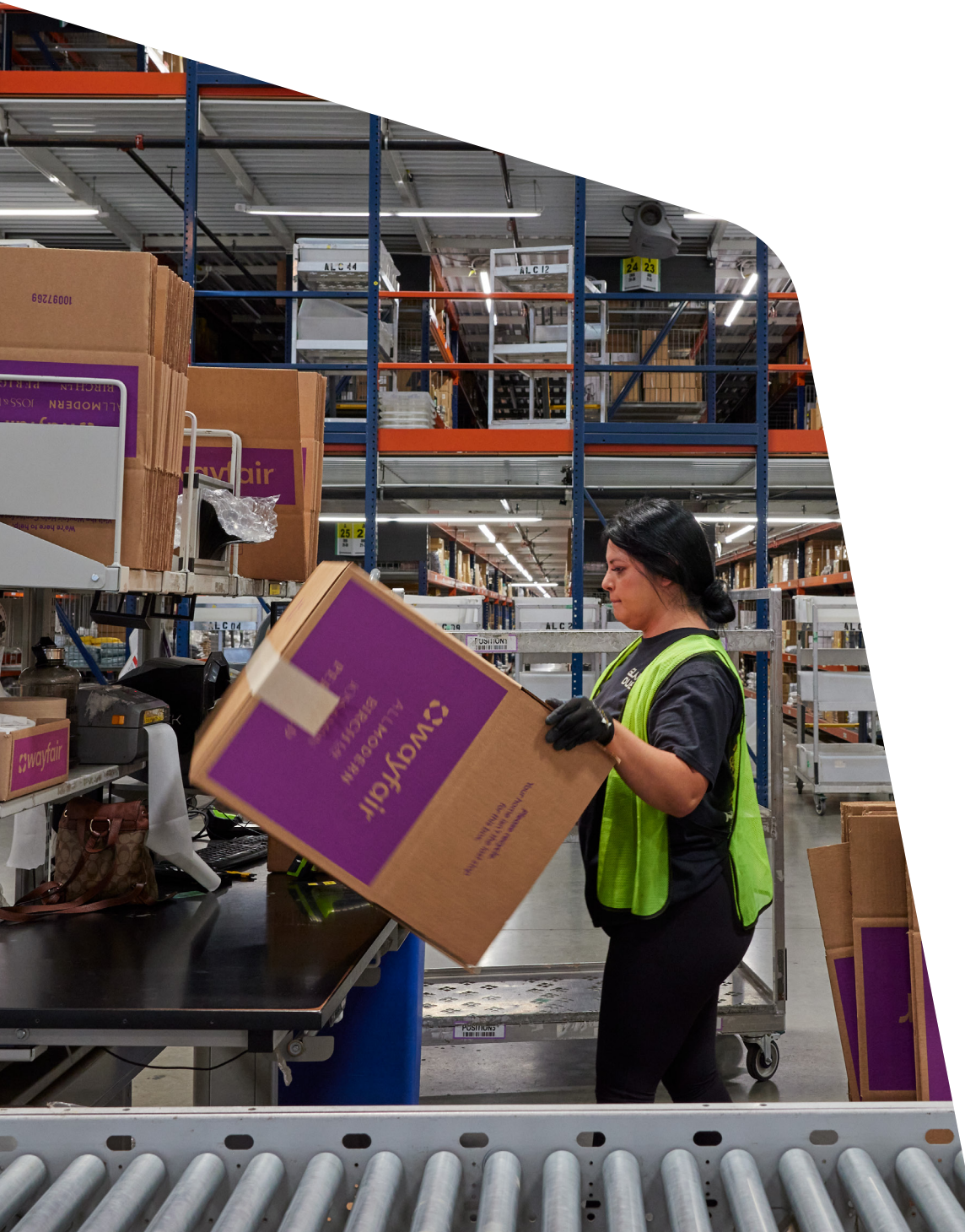
- **Cardboard and wood pallets:** Cardboard and wood pallets are our two largest waste streams, representing 58% of total network waste by weight in 2025. Due to their scale, we have prioritized expanding recycling for these waste streams across our network and continue to work closely with our site teams and waste partners to increase diversion rates.
- **Plastic film and styrofoam:** Plastic film and Styrofoam made up under 1% of total network waste by weight in 2025 and came from fulfillment operations and Full Service Delivery. These materials are challenging to recycle due to limited end markets and processing constraints, so we established a dedicated workstream to improve recovery and recycling. Learn more below in [Launching Plastic Recycling](#).
- **Bulky waste:** Bulky waste, including furniture, represents over 6% of total network waste by weight in 2025. We work to prevent furniture waste through returns management, Full Service Delivery and inspections, outlet store and liquidation channels, and related programs. Where possible, we work to repair, liquidate, or salvage any bulky waste across our facilities so that only furniture that cannot be recovered or recycled through other channels is trashed. We continue to evaluate additional bulky waste recycling and reduction solutions.

Waste Prevention: Solutions to Prevent Product Waste

- **Customer waste reduction:** We offer customers responsible disposal and recycling options like our UK Old Mattress Pick-Up program and Full Service Delivery, diverting used products from landfills and reducing waste from high-incident products.
- **Full Service Delivery and inspections:** This service includes pre-delivery inspection, delivery of products to a customer's room of choice, and full assembly and removal of packaging. This process reduces damage and waste, especially for high-incident products.
- **Replacement parts program:** This program improves the availability and visibility of replacement parts, increasing the number of products repaired rather than replaced.
- **Returns management:** Wayfair uses stronger grading and recovery strategies to improve open-box resale economics, repair capabilities, and recovery rates for returned goods.
- **Outlet stores:** This network of seven outlet stores creates an efficient channel for redistribution of returned items. Outlets are located near our fulfillment centers, reducing transportation distance and lowering emissions.

Waste Disposal: Reducing Trash to Landfill

- We prioritize waste prevention and recycling and will continue introducing programs to reduce the volume of waste sent to landfills as we work toward our zero waste goal.





Launching Plastic Recycling

In 2025, Wayfair began rolling out plastic recycling across our fulfillment network. This program captures hard-to-recycle plastic materials like expanded polyethylene (EPE) and expanded polystyrene (EPS) foam, plastic wrap, plastic film, bubble wrap, mailers, and air pillows. As our Full Service Delivery offering expands, more packaging waste returns to our facilities through in-home delivery, assembly, and packaging removal, increasing our responsibility and opportunity to divert that waste.

Because these materials are often excluded from curbside recycling and are bulky relative to their weight, we built a dedicated recovery process. Plastic waste collected

at our fulfillment centers and customers’ homes is consolidated at recycling hubs across our network. The EPE and EPS material is densified into compact bricks and remanufactured by our partners into products like picture frames and mirrors, while the plastic film is baled and processed into composite decking.

This program is active at two of our five fulfillment recycling hubs. In 2025, the rollout diverted 150 metric tons of plastic waste. This program advances our **zero waste by 2030 goal** while helping customers recycle materials that would otherwise be discarded.

Packaging

We continue to improve the sustainability of our packaging materials, achieving a global recyclability rate of 86% in 2025 across boxes, wraps, fillers, and mailers. We are phasing out hard-to-recycle packaging materials with 83% of global mailers now paper-based, reducing costs and improving recyclability.

Although plastic wrap use has increased slightly to protect unboxed, inspected products during delivery, this approach reduces damage, returns, and overall waste. Our Procurement team has embedded sustainability standards into our sourcing practices, integrating recyclability and recycled content requirements and achieving 64% recycled content in paper-based packaging globally in 2025.

Packaging Recyclability ⁴	2022 Status	2023 Status	2024 Status	2025 Status
Increase recyclability of the packaging procured by Wayfair.	82% recyclability.	90% recyclability.	88% recyclability.	86% recyclability.



Reducing Single-Use Plastics

In 2025, we transitioned our North American operations to a recyclable, paper-based, void fill packaging solution, replacing hard-to-recycle plastic fillers. The change delivered both financial and operational benefits — including reduced costs with no impact to damage rates — while offering customers a more sustainable solution. The new paper fill is curbside recyclable, aligning with our focus to drive zero waste and providing a better end-of-life packaging option for every purchase.

Sustainable Products

Through our [Shop Sustainably](#) program, Wayfair empowers customers to identify more sustainable products and encourages suppliers to adopt third-party sustainability certifications and standards. Our sustainable product strategy includes industry collaborations, best practice sharing, and responsible sourcing expectations as outlined in our [Supplier Code of Conduct](#).

Shop Sustainably

Our Shop Sustainably program makes sustainable shopping more accessible by enabling customers to search and filter for the third-party certifications that matter most to them. These certifications highlight sustainable features such as energy or water efficiency, sustainably sourced wood, organic textile use, or Fair Trade Certified™ production. By using a Shop Sustainably filter, customers can easily search for and identify products with trusted third-party certifications from international nonprofits, independent laboratories, and global government agencies. These include CertiPUR-US®, The Forest Stewardship Council® (FSC®), Global Organic Textile Standard (GOTS), GoodWeave®, GREENGUARD by UL Solutions, and OEKO-TEX®.

Each certified product displays a logo that clearly identifies sustainable features and includes all third-party certifications. All products in the Shop Sustainably program feature a third-party certification and undergo a certification verification process. We actively monitor and review products' certification details to ensure they remain accurate over time.

In 2025, revenue from certified SKUs increased by over 16%, reflecting the continued growth and importance of the program. Our Shop Sustainably program included over 40,000 products meeting one or more of 50+ third-party certifications. All products in the Shop Sustainably program feature a third-party certification, and Wayfair maintains a comprehensive certification review process, reviewing all documentation to ensure that all third-party certifications match the product they are connected to. We actively monitor and review listed products to ensure certification details remain accurate over time.

Shop Sustainably	2022 Status	2023 Status	2024 Status	2025 Status
Expand customer access to sustainable products by increasing certified SKUs through our Shop Sustainably initiative.	Over 15,000 SKUs.	Over 33,000 SKUs.	Over 46,000 SKUs.	Over 40,000 SKUs.

To enhance sustainable shopping, AllModern and Perigold have dedicated sustainability landing pages to empower customers to search for and easily identify the certifications that matter most to them. This platform allows customers to explore each brand's sustainability commitment and discover more sustainable products. Learn more by visiting our [Eco Modern](#) and [Sustainability on Perigold](#) pages.



Blu Dot: Sustainable by Design

Our [Shop Sustainably](#) supplier program features partners that help customers find products that meet specific sustainability criteria, such as improved air quality or responsibly sourced materials. One of our featured suppliers across Perigold and AllModern is Blu Dot, a modern furniture brand built on sustainable design principles. Sustainability is embedded throughout the Blu Dot process, from material selection and manufacturing to efficient and low foam packaging, resulting in durable, long-lasting, and affordable products. A Wayfair partner since the late 2000s, Blu Dot has long positioned sustainability as a keystone of their brand. Through Shop Sustainably, Blu Dot offers products made with FSC® certified wood and GREENGUARD certified fabric, helping customers easily identify options that are safer for their families and better for the planet. Learn more about Blu Dot [here](#).

Shop Sustainably





Ethics & Human Rights in Supply Chain

We strive for the highest level of ethical conduct throughout our entire business, including in our relationships with our customers, suppliers, and shareholders.

Code of Business Conduct & Ethics

Wayfair's [Code of Business Conduct and Ethics](#) (the Code) describes our ethical and human rights standards across key areas, including insider trading, conflicts of interest, and reporting of illegal or unethical behavior. Approved by our Board of Directors, employees acknowledge the Code annually and complete bespoke compliance training depending on role, location, and level.

Employees are responsible for reporting potential violations of the Code, company policies, or the law. Wayfair provides a number of reporting channels, including a formal whistle-blower channel that allows for anonymous reporting.

Supply Chain Oversight & Responsible Sourcing

It is our responsibility to engage with our value chain and our customers in an equitable, inclusive, honest, nondiscriminatory, and professional manner. Our [Supplier Code of Conduct \(SCOC\)](#) sets clear expectations for our suppliers, and our [Supply Chain Transparency Statement](#) details our approach to compliance through supply chain verifications, supplier audits, supplier certifications, internal accountability measures, and training programs.

Wayfair takes steps to ensure the safety and quality of our products. In 2025, we continued to strengthen our supplier diligence efforts by collaborating with suppliers and maintaining high standards for safety, compliance, and responsible sourcing. This year, we continued our partnership with an advanced provider specializing in AI-powered solutions to enhance our screening processes identifying risks related to sanctions and forced labor, improving visibility across our value chain. We take a risk-based approach to auditing our supply chain, prioritizing certain product types and suppliers in certain geographies. If an audit reveals a violation of our SCOC, we may require the supplier to develop and implement a detailed corrective action plan or, in some cases, we may suspend or remove them from our platform. We may also conduct follow-up audits to confirm that violations are resolved. Additionally, our Partner Home portal provides suppliers with training and resources covering logistics, merchandising, product compliance, and advertising.

Human Rights

Wayfair is committed to combating modern slavery and human trafficking. We have zero tolerance for forced labor and other violations of human rights. Read more about our commitment and approach in our [Slavery and Human Trafficking Statement](#) and our [2025 Fighting Against Forced Labour and Child Labour in Supply Chains Act report](#).



GRI Content Index

STATEMENT OF USE: Wayfair Inc. has reported the information cited in this GRI content index for the period of January 1, 2025, to December 31, 2025, with reference to the GRI Standards.

GRI 1 USED: GRI 1: Foundation 2021.

The following documents are referenced in this index: [Form 10-K, 2026 Proxy Statement, Task Force on Climate-related Financial Disclosures \(TCFD\) Report, 2025 Corporate Responsibility Report](#).

GRI 2: General Disclosures 2021

Indicator	Description	Disclosure
2–1	Organizational details	a. Wayfair Inc. b. Public company listed on NYSE. c. Headquartered in Boston, MA. d. Employees working in: U.S., Canada, UK, Ireland, Germany, Hong Kong, China, India, France, Poland.
2–2	Entities included in the organization’s sustainability reporting	2025 Form 10-K , Page 114 (Exhibit 21.1).
2–3	Reporting period, frequency, and contact point	a. This annual GRI report covers the period of January 1 – December 31, 2025. Reporting frequency: annual. b. Financial reporting period: fiscal year ending December 31, 2025. c. Report published on June 15, 2026. d. Reporting contact: Devin Giles, head of Global Sustainability and ESG, 4 Copley Place, Boston, MA 02116.
2–4	Restatements of information	N/A
2–5	External assurance	Wayfair undertook an independent assurance readiness assessment of its 2025 Scope 1 and Scope 2 GHG emissions data and related reporting processes to support the accuracy, consistency, and completeness of Wayfair’s corporate responsibility disclosures.
2–6	Activities, value chain, and other business relationships	2025 Form 10-K , Page 7 (Business).

GRI 2: General Disclosures 2021 (Cont.)

Indicator	Description	Disclosure
2–7	Employees	2025 Form 10-K , Page 11 (Human Capital).
2–9	Governance structure and composition	2026 Proxy Statement, Pages 9–20 (Board of Directors and Corporate Governance). See Corporate Responsibility Strategy & Governance, Page 10. See 2025 TCFD Report, Page 80 (Governance).
2–10	Nomination and selection of the highest governance body	2026 Proxy Statement , Page 20 (Nominating and Corporate Governance Committee).
2–11	Chair of the highest governance body	2026 Proxy Statement , Page 16 (Leadership Structure of the Board).
2–12	Role of the highest governance body in overseeing the management of impacts	2026 Proxy Statement , Page 16 (Role of Board in Risk Oversight Process).
2–13	Delegation of responsibility for managing impacts	2026 Proxy Statement , Pages 18–20 (Board Meetings and Committees).
2–14	Role of the highest governance body in sustainability reporting	See 2025 TCFD Report, Page 80 (Governance). See Corporate Responsibility Governance Structure, Page 10.
2–15	Conflicts of interest	2026 Proxy Statement, Pages 15–16 (Code of Business Conduct and Ethics, Corporate Governance Guidelines, Anti-Hedging and Anti-Pledging Policies, Independence of the Board) and Page 24 (Certain Relationships and Related Party Transactions). Code of Business Conduct and Ethics, Page 3 (Conflicts of Interest).
2–16	Communication of critical concerns	See 2025 TCFD Report, Page 80 (Governance). 2026 Proxy Statement, Page 16 (The Board of Directors).
2–17	Collective knowledge of the highest governance body	See 2025 TCFD Report , Page 80 (Governance).

GRI 2: General Disclosures 2021 (Cont.)

Indicator	Description	Disclosure
2–18	Evaluation of the performance of the highest governance body	2026 Proxy Statement , Page 17 (Nominating and Corporate Governance Committee).
2–19	Remuneration policies	2026 Proxy Statement , Pages 40–45 (Compensation Discussion and Analysis).
2–20	Process to determine remuneration	2026 Proxy Statement , Pages 40–45 (Compensation Discussion and Analysis).
2–21	Annual total compensation ratio	2026 Proxy Statement , Page 51 (CEO Pay Ratio Disclosure).
2–22	Statement on sustainable development strategy	2026 Proxy Statement , Pages 21–23 (Corporate Governance). See A Message From Our Chief Financial Officer & Chief Administrative Officer , Page 4; Corporate Responsibility Strategy & Governance , Page 8; Our Planet , Page 32.
2–23	Policy commitments	2026 Proxy Statement , Page 15 (Code of Business Conduct and Ethics), Page 16 (Anti-Hedging and Anti-Pledging Policies), Page 23 (Supply Chain Management). Code of Business Conduct and Ethics .
2–24	Embedding policy commitments	2026 Proxy Statement , Page 15 (Code of Business Conduct and Ethics).
2–25	Processes to remediate negative impacts	Supplier Code of Conduct . Supply Chain Transparenc . Whistle-blower Policy . Code of Business Conduct and Ethics . 2026 Proxy Statement , Page 15 (Code of Business Conduct and Ethics) and Page 23 (Supplier Code of Conduct).
2–26	Mechanisms for seeking advice and raising concerns	Whistle-blower Policy . Code of Business Conduct and Ethics .

GRI 2: General Disclosures 2021 (Cont.)

Indicator	Description	Disclosure
2–27	Compliance with laws and regulations	2025 Form 10-K , Page 12 (Government Regulation).
2–29	Approach to stakeholder engagement	See Corporate Responsibility Strategy & Governance , Page 8. See Our Communities , Page 12. Investor Relations – Governance documents .
2–30	Collective bargaining agreements	None of our employees are represented by a labor union or covered by a collective bargaining agreement. 2025 Form 10-K , Page 11 (Human Capital).

GRI 3: Material Topics 2021

Indicator	Description	Disclosure
3–1	Process to determine material topics	See Corporate Responsibility Strategy & Governance , Page 8. See 2025 TCFD Report , Page 86 (Risk Management). The Sustainability and Purpose & Inclusion teams serve as centers of excellence, setting the strategy, goals, and priorities for Wayfair. Our teams consider various factors such as industry standards, stakeholder expectations, regulatory requirements, and business priorities when setting their agenda. The Board oversees Wayfair’s Corporate Responsibility strategy, initiatives, and policies. Wayfair conducted a Double Materiality Assessment in 2025, and contents in the report align with Wayfair’s material topics.
3–2	List of material topics	See Corporate Responsibility Strategy & Governance , Page 8; Contents , Page 3; Sustainability Pillars , Page 33. Wayfair conducted a Double Materiality Assessment in 2025, and contents in the report align with Wayfair’s material topics: Climate Change, Circular Economy, Own Workforce, Business Conduct.

ECONOMIC

Indicator	Description	Disclosure
GRI 201: Economic Performance 2016		
3–3	Management of material topics	2026 Proxy Statement , Pages 21–23 (Corporate Governance).
201–2	Financial implications and other risks and opportunities due to climate change	See 2025 TCFD Report , Pages 82–85 (Strategy).
201–3	Defined benefit plan obligations and other retirement plans	2026 Proxy Statement , Page 43 (Defined Contribution Plans).
GRI 203: Indirect Economic Impacts 2016		
3–3	Management of material topics	See Our Communities , Page 12.
GRI 205: Anti-Corruption 2016		
3–3	Management of material topics	Code of Business Conduct and Ethics (Anti-Corruption and Anti-Bribery Laws).
GRI 206: Anti-Competitive Behavior 2016		
3–3	Management of material topics	Code of Business Conduct and Ethics (Antitrust and Competition Laws).

ENVIRONMENTAL

Indicator	Description	Disclosure
GRI 301: Materials 2016		
3–3	Management of material topics	See Sustainable Products , Page 42; Circular Economy , Page 39. Supplier Code of Conduct . Supply Chain Transparency .

ENVIRONMENTAL (Cont.)

Indicator	Description	Disclosure																																																																											
301–1	Materials used by weight or volume	a. Total weight of packaging materials purchased and/or used by Wayfair in 2025: 3,802,186 kg. i) Nonrenewable materials: 542,896 kg. ii) Renewable materials: 3,259,290 kg. The data above reflects packaging materials purchased and/or used by Wayfair in 2025 only and does not include supplier packaging materials.																																																																											
GRI 302: Energy 2016																																																																													
3–3	Management of material topics	See Energy , Page 36.																																																																											
302–1	Energy consumption within the organization	<table><tr><th>Indirect Energy Use (GJ)</th><th>2025</th><th>2024</th><th>2023</th><th>2022</th><th>2021</th><th>2020</th></tr><tr><td colspan="6">Nonrenewable Energy</td></tr><tr><td>Grid Electricity</td><td>239,771</td><td>221,713</td><td>206,507</td><td>242,179</td><td>237,326</td><td>238,572</td></tr><tr><td>Natural Gas</td><td>228,935</td><td>246,067</td><td>232,039</td><td>266,423</td><td>217,910</td><td>185,039</td></tr><tr><td>Diesel</td><td>18,036</td><td>17,993</td><td>23,540</td><td>55,138</td><td>54,295</td><td>64,706</td></tr><tr><td>Gasoline</td><td>76</td><td>1,148</td><td>1,337</td><td>914</td><td>659</td><td>1,516</td></tr><tr><td>Propane</td><td>212</td><td>19</td><td>598</td><td>1,235</td><td>594</td><td>461</td></tr><tr><td>Total Nonrenewable Energy</td><td>487,030</td><td>486,941</td><td>464,020</td><td>565,889</td><td>510,784</td><td>490,293</td></tr><tr><td colspan="6">Renewable</td></tr><tr><td>Total Renewable Energy (VPPAs, RECs, Solar, etc.)</td><td>145,662</td><td>44,546</td><td>24,948</td><td>34,970</td><td>39,319</td><td>16,229</td></tr><tr><td>Total Indirect Energy Use</td><td>493,315</td><td>488,615</td><td>466,227</td><td>566,580</td><td>510,784</td><td>490,293</td></tr></table>	Indirect Energy Use (GJ)	2025	2024	2023	2022	2021	2020	Nonrenewable Energy						Grid Electricity	239,771	221,713	206,507	242,179	237,326	238,572	Natural Gas	228,935	246,067	232,039	266,423	217,910	185,039	Diesel	18,036	17,993	23,540	55,138	54,295	64,706	Gasoline	76	1,148	1,337	914	659	1,516	Propane	212	19	598	1,235	594	461	Total Nonrenewable Energy	487,030	486,941	464,020	565,889	510,784	490,293	Renewable						Total Renewable Energy (VPPAs, RECs, Solar, etc.)	145,662	44,546	24,948	34,970	39,319	16,229	Total Indirect Energy Use	493,315	488,615	466,227	566,580	510,784	490,293
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ENVIRONMENTAL (Cont.)

Indicator	Description	Disclosure						
		Energy Intensity Ratio (GJ/1,000 Rentable Square Feet)	2025	2024	2023	2022	2021	2020
302–3	Energy intensity	Total	16.0	20.0	17.6	25.9	25.7	26.4
The energy intensity ratio above is calculated using total energy consumption in global operations (renewable and nonrenewable electricity, natural gas, and fuel), divided by the rentable square footage of our properties globally (per 1,000 rentable square feet).								
GRI 305: Emissions 2016								
	Management of material topics	See Climate Action , Page 35.						
3–3		2025 GHG Methodology Document .						
		See 2025 TCFD Report , Page 80 (Governance).						
		GHG Emissions: Scope 1 – Direct Emissions (MTCO ₂ e)	2025	2024	2023	2022	2021	2020
		Natural Gas	11,511	12,371	11,658	13,407	10,924	9,199
		Propane	15	19	28	7	54	142
		Stationary Diesel	1,213	1,311	1,224	2,541	1,947	2,107
		Fuel	0	0	519	1,468	1,943	2,553
305–1	Direct (Scope 1) GHG emissions	Refrigerants	2,328	2,246	2,092	1,800	1,478	1,219
		Total Emissions (Scope 1)	15,067	15,947	15,521	19,223	16,346	15,220
Biogenic CO ₂ emissions: 74 MTCO ₂ e.								
Gases included in the calculation: CO ₂ , CH ₄ , N ₂ O, HFC, and PFC.								
Base year is 2020.								
Sources of emissions factors and the global warming potential rate: 2025 GHG Methodology Document .								
Chosen consolidation approach for emissions: Operational Control Standards.								

ENVIRONMENTAL (Cont.)

Indicator	Description	Disclosure						
305–2	Energy indirect (Scope 2) GHG emissions	GHG Emissions: Scope 2 – Indirect Emissions (MTCO ₂ e)	2025	2024	2023	2022	2021	2020
		Electric (Market)	11,624	17,213	17,477	18,968	18,754	20,264
		Electric (Location)	20,501	20,187	18,591	21,032	21,007	20,130
		Total Scope 2 Emissions (Market-Based)	11,626	17,216	17,480	18,969	18,760	20,277
		Total Scope 2 Emissions (Location-Based)	20,503	20,189	18,594	21,032	21,013	20,143
		Gases included in the calculation: CO ₂ , CH ₄ , and N ₂ O. Base year is 2020.						
		Sources of emissions factors and the global warming potential rate: 2025 GHG Methodology Document . Chosen consolidation approach for emissions: Operational Control Standards.						

ENVIRONMENTAL (Cont.)

Indicator	Description	Disclosure						
305–3	Other indirect (Scope 3) GHG emissions	GHG Emissions: Scope 3 – Indirect Emissions by GHG: Protocol Category (MTCO ₂ e)	2025	2024	2023	2022	2021	2020
		Products & Services (Purchased Goods & Services and End of Life)	5,958,743	3,213,558	4,047,438	N/A	N/A	N/A
		Transportation & Distribution (Upstream & Downstream)	711,485	783,302	431,323	N/A	N/A	N/A
		Other (Capital Goods, F&E Related Activities, Waste, Business Travel, and Commute)	92,343	95,351	74,905	N/A	N/A	N/A
		Total Emissions (Scope 3)	6,762,571	4,092,211	4,553,666	N/A	N/A	N/A
		Gases included in the calculation: CO ₂ , CH ₄ , and N ₂ O. Base year is 2020. Sources of emissions factors and the global warming potential rate: 2025 GHG Methodology Document .						
305–4	GHG emissions intensity	GHG Emissions Intensity Ratio (MTCO ₂ e/1,000 Rentable Square Feet)	2025	2024	2023	2022	2021	2020
		Total	1.09	1.36	1.43	1.75	1.76	1.91
		Type of GHG emissions included in the intensity ratio: direct (Scope 1) and market-based indirect (Scope 2) divided by the rentable square footage of our global properties (per 1,000 rentable square feet). Gases included in the calculation: CO ₂ , CH ₄ , N ₂ O, HFC, and PFC.						

ENVIRONMENTAL (Cont.)

Indicator	Description	Disclosure
		See Climate Action , Page 35; Energy , Page 36; Wayfair Electricity Consumption and Renewable Usage , Page 39; 2025 GHG Methodology Document .
305	Reduction of GHG emissions	Gases included in the calculation: CO ₂ , CH ₄ , and N ₂ O. Base year is 2020. Sources of emissions factors and the global warming potential rate: 2025 GHG Methodology Document .
GRI 306: Waste 2020		
3–3	Management of material topics	See Circular Economy , Page 40.
306–1	Waste generation and significant waste-related impacts	See Circular Economy , Page 40.
306–2	Management of significant waste-related impacts	See Circular Economy , Page 40.

Total global waste generation in 2025: 27,954MT

306–3	Waste generated	Landfill		Diverted		Please note that due to rounding, the sum of the results presented may not equal the total shown.
		General Trash	39.5%	Cardboard	17.9%	
		Bulky Waste	6.2%	Wood/Pallets	39.8%	
				Plastic Waste	0.5%	
				Other	2.3%	

ENVIRONMENTAL (Cont.)

Indicator	Description	Disclosure
306–4	Waste diverted from disposal	Total global waste diverted from landfill in 2025: 16,925MT. See Circular Economy , Page 40.
306–5	Waste directed to disposal	Total global waste to landfill in 2025: 11,029MT. See Circular Economy , Page 40.

SOCIAL

Indicator	Description	Disclosure
GRI 401: Employment 2016		
3–3	Management of material topics	See Talent Development, Benefits & Employee Well-being , Page 26.
401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Benefits & Compensation , Page 29.
GRI 403: Occupational Health and Safety 2018		
3–3	Management of material topics	See Talent Development, Benefits & Employee Well-being , Page 26.
401–1	Occupational health and safety management system	See Benefits & Compensation , Page 29.
401–3	Occupational health services	See Employee Safety & Security , Page 31.
401–4	Worker participation, consultation, and communication on occupational health and safety	See Employee Safety & Security , Page 31.

SOCIAL (Cont.)

Indicator	Description	Disclosure																
401-5	Worker training on occupational health and safety	See Employee Safety & Security , Page 31.																
401-6	Promotion of worker health	See Employee Safety & Security , Page 31.																
401-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See Employee Safety & Security , Page 31.																
GRI 404: Training and Education 2016																		
3-3	Management of material topics	See Employee Safety & Security , Page 31. See Employee Training & Development , Page 28.																
404-2	Programs for upgrading employee skills and transition assistance programs	See Talent Development, Benefits & Employee Well-being , Page 26.																
GRI 405: Diversity and Equal Opportunity 2016																		
3-3	Management of material topics	See Our People: A Sense of Belonging , Page 22.																
405-1	Diversity of governance bodies and employees	Percentage of individuals on the Board of Directors by gender and age. <table><tr><th colspan="2">Board of Directors (by Gender)</th><th colspan="2">Board of Director (by Age)</th></tr><tr><td>Man</td><td>78%</td><td><30 Years Old</td><td>0%</td></tr><tr><td>Nonbinary</td><td>0%</td><td>30–50 Year Old</td><td>11%</td></tr><tr><td>Woman</td><td>22%</td><td>50+ Years Old</td><td>89%</td></tr></table>	Board of Directors (by Gender)		Board of Director (by Age)		Man	78%	<30 Years Old	0%	Nonbinary	0%	30–50 Year Old	11%	Woman	22%	50+ Years Old	89%
Board of Directors (by Gender)		Board of Director (by Age)																
Man	78%	<30 Years Old	0%															
Nonbinary	0%	30–50 Year Old	11%															
Woman	22%	50+ Years Old	89%															

SOCIAL (Cont.)

Indicator	Description	Disclosure
405–2	Ratio of basic salary and remuneration of women to men	See Benefits and Compensation , Page 29.
GRI 413: Local Communities 2016		
3–3	Management of material topics	See Our Communities , Page 13.
GRI 416: Customer Health and Safety 2016		
3–3	Management of material topics	Supplier Code of Conduct. Supply Chain Transparency.
GRI 417: Marketing and Labeling 2016		
3–3	Management of material topics	Supplier Code of Conduct. Supply Chain Transparency.
417–1	Requirements for product and service information and labeling	Supplier Code of Conduct. Supply Chain Transparency.
GRI 418: Customer Privacy 2016		
3–3	Management of material topics	See Cybersecurity & Customer Privacy , Page 11. Privacy Policy. 2025 Form 10–K , Pages 38–39 (Cybersecurity). 2026 Proxy Statement , Page 17 (Additional Information Regarding Cybersecurity Risk Oversight).

SASB Index

Wayfair is an e-commerce company and works to align with SASB’s recommended disclosures for that industry. We have also included metrics in the table below from other industry standards that we feel are relevant to our company and help present a holistic picture of our operations.

Topic	Code	Accounting Metric	Response
E-Commerce			
Hardware Infrastructure Energy & Water Management	CG-EC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	(1) 390,701GJ (2) 25.7% (3) 37.3%
Data Privacy & Advertising Standards	CG-EC-220a.2	Description of policies and practices relating to behavioral advertising and user privacy	Privacy Policy.
Data Security	CG-EC-230a.1	Description of approach to identifying and addressing data security risks	See Cybersecurity & Customer Privacy , Page 11. Privacy Policy.
Employee Recruitment, Inclusion & Performance	CG-EC-330a.1	Employee engagement as a percentage	2025: 83% participation in Wayfair’s employee engagement survey Survey topics include: trust in leadership, sentiment regarding Wayfair’s performance review process, satisfaction with role, and work-life balance. In 2025, Wayfair transitioned to an annual cadence for the Voice survey. See Employee Recruitment, Engagement & Growth , Page 26.

Topic	Code	Accounting Metric	Response
Product Packaging & Distribution	CG-EC-410a.1	Total greenhouse gas (GHG) footprint of product shipments	711,485 MTCO ₂ e <u>2025 GHG Methodology Document.</u> Note this total represents the Well-to-Wheel (not Tank-to-Wheel) emissions associated with upstream and downstream transportation and distribution of products sold by Wayfair.
	CG-EC-410a.2	Discussion of strategies to reduce the environmental impact of product delivery	See <u>Climate Action</u> , Page 35; <u>Circular Economy</u> , Page 40; <u>Transportation</u> , Page 39; <u>Packaging</u> , Page 45. See <u>TCFD Report</u> , Pages 82–85 (Strategy).
Building Products and Furnishings			
Product Lifecycle Environmental Impacts	CG-BF-410a.1	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	See <u>Circular Economy</u> , Page 40; <u>Sustainable Products</u> , Page 46.
Household and Personal Products			
Packaging Lifecycle Management	CG-HP-410a.1	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	1) Total weight of packaging materials purchased and/or used by Wayfair in 2025: 3,802,186MT (metric tons). 2) Renewable materials: 85.72%. 3) Recyclable percentage: 85.74%. The data above reflects packaging materials purchased and/or used by Wayfair only and does not include supplier packaging materials.
	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	See <u>Circular Economy</u> , Page 40.
Multiline and Specialty Retailers & Distributors			
Product Sourcing, Packaging & Marketing	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	See <u>Circular Economy</u> , Page 40

2025 Task Force on Climate-Related Financial Risk Report

Wayfair is the destination for all things home, and we believe our business thrives when our people, communities, and planet do too. This Task Force on Climate-Related Financial Disclosures (“TCFD”) Report (“Report”) outlines how Wayfair identifies, assesses, and manages climate-related financial risks and opportunities. When used in this Report, the terms “we,” “us,” “our,” the “company,” and “Wayfair” mean Wayfair Inc. This Report aligns with TCFD recommendations and has been prepared to satisfy the requirements of California Senate Bill 261 (“SB 261”). This Report reflects our current understanding of how climate-related financial risks may impact Wayfair as of fiscal year 2025, unless otherwise noted. In accordance with SB 261, Wayfair will update this report on a biennial basis. The information reported here covers all TCFD framework recommendations with the exception of Scope 1–3 emissions disclosures which will be reported in line with Senate Bill 253 (“SB 253”) requirements.

Section	Disclosure
Governance	
a. Describe the Board’s oversight of climate-related risks and opportunities.	The Board of Directors, through its Nominating and Corporate Governance Committee (“NCGC”), periodically reviews Wayfair’s Environmental, Social, and Governance (“ESG”) strategy, initiatives, and policies. The NCGC receives updates from management responsible for significant ESG activities. Management responsible for significant ESG activities discloses ESG-related risk to the Board of Directors through its Audit Committee, which is responsible for enterprise risk management (“ERM”). Responsible parties will continue to assess climate-related matters as they arise based on the best interests of Wayfair and its stockholders. Additional details about our corporate governance, including our policies, can be found on our Investor Relations webpage.
b. Describe management’s role in assessing and managing climate-related risks and opportunities.	Wayfair’s cross-functional leaders embed sustainability, purpose, and inclusion into our business. They set goals, guide execution, and track progress to turn commitments into meaningful action across our operations, products, and communities. The Sustainability team functions as a center of excellence, setting sustainability strategies and goals while embedding execution in business units. The Sustainability team drives key initiatives, tracks and reports progress, and manages compliance and reporting initiatives. Wayfair’s ERM function monitors ESG-related risks and provides insights to management and the Board of Directors through its Audit Committee. This work also informs the Risk Factors in our 10-K and other Securities and Exchange Commission (“SEC”) filings, complementing company-wide risk management efforts.

Section

Disclosure

Strategy

Wayfair assesses climate-related financial risks and opportunities through internal and external reviews, including a recent Double Materiality Assessment and qualitative scenario analysis. This analysis considered both physical and transitional climate-related financial risks across short-, medium-, and long-term time horizons.

Climate-Related Financial Risks

Physical Risks:

i. Operational, supplier, and logistics disruption from extreme weather events.

Our operations, or those of our suppliers, could be negatively impacted by various events beyond our control, including, without limitation, natural disasters, such as hurricanes, tornadoes, floods, earthquakes, extreme cold events and other adverse weather conditions, negative global climate patterns, especially in water-stressed regions, or other catastrophic events, such as fires or other disasters occurring at our or our suppliers’ facilities, whether occurring in the U.S. or internationally. These events could disrupt our business operations, including the operations of our corporate offices and physical retail locations, as well as the operations of our global supply chain and those of our third-party partners, including our suppliers, vendors, and logistics carriers. These events could make it more difficult and costly for us to deliver our products to customers and could impact our reputation and operational results.

ii. Grid disruption from extreme weather events.

System interruptions that impair customer access to our sites or other performance failures or incidents involving our logistics network, our technology infrastructure, or our critical technology partners could damage our business, reputation, and brand and substantially harm our business and results of operations. For example, if our cloud provider fails or suffers an interruption or degradation of services, we could lose customer data and miss order fulfillment deadlines, which could harm our business. Our systems and operations, including our ability to fulfill customer orders through our logistics network, are also vulnerable to damage or interruption from inclement weather, fire, flood, power loss, telecommunications failure, earthquakes, and similar events. In the event of a system outage or degradation, the failover to another site or a backup could take substantial time, during which time our sites could be completely shut down. Further, our backup services may not effectively process spikes in demand, may process transactions more slowly, and may not support all of our sites’ functionality.

Transitional Risks:

iii. Reputational risks due to increased stakeholder expectations.

Our aspirations and disclosures related to corporate responsibility matters expose us to risks that could affect our reputation and performance. We have established and publicly announced sustainability goals, including our commitment to reduce our Scope 1 and 2 greenhouse gas (“GHG”) emissions by 63% by 2035 compared to a 2020 baseline and our goal to achieve zero waste (90%+ waste diversion from landfill and incineration) across Wayfair operations globally by 2030. Such announcements reflect our current plans and aspirations and are not guarantees that we will be able to achieve them. Our failure to adequately update, accomplish, or accurately track and report on these goals on a timely basis, or at all, could adversely affect our reputation, financial performance, and growth and expose us to increased scrutiny from the investment community, special interest groups, and regulators. Our ability to achieve any sustainability objective is subject to numerous risks, some of which are outside of our control. Examples of such risks include the availability and cost of low- or non-carbon-based energy sources and low-carbon building conditioning and transportation solutions, the availability of materials and suppliers that allow us to meet our sustainability goals on our timelines, and competing strategic growth opportunities, such as increasing the scale of our physical retail footprint. Standards for tracking and reporting sustainability matters continue to advance, and statements about our sustainability-related initiatives and progress toward any sustainability objective may be based on standards that are still developing, internal controls and processes that continue to evolve,

a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Section	Disclosure
Strategy (cont.)	and assumptions that may be subject to change in the future. Our election to publicly report on sustainability matters in accordance with voluntary disclosure frameworks and standards, and the interpretation or application of those frameworks and standards, may change from time to time or differ from those of others. Methodologies for reporting sustainability data may be updated, and previously reported sustainability data may be adjusted to reflect improvement in availability and quality of data, changing assumptions, changes in the nature and scope of our operations, and other changes in circumstances. Our processes and controls for reporting sustainability matters are evolving alongside the multiple disparate standards for identifying, measuring, and reporting sustainability metrics. These standards continue to evolve, and this lack of certainty could result in increased compliance efforts and costs, reduced Sustainability resources for noncompliance initiatives, and heightened noncompliance risks. This evolution may also require significant adjustments to previously reported sustainability data, including data regarding our current goals, and may impact the estimated timeline or overall ability to achieve these goals. If our sustainability practices do not meet evolving investor or other stakeholder expectations and standards, then our reputation or our attractiveness as an investment, business partner, service provider, or employer could be negatively impacted. Climate-Related Financial Opportunities: i. Low-emission goods and services. Businesses that innovate and develop new low-emission products and services may improve their competitive position and capitalize on shifting consumer and producer preferences. Increased mandates and regulations on existing products and services could pose an opportunity to some businesses, as consumers are driven to either decarbonize or switch to low-emission products and services that comply with regulations. Wayfair is committed to supporting responsible practices across our business, including showcasing more sustainable products through our Shop Sustainably program.
b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Though several physical and transitional risks were identified through the assessments as outlined above, after considering both the potential impact and probability of occurrence, we do not believe the climate-related financial risks identified are material to our business, largely due to the structural advantages of our globally diversified platform e-commerce business model. We incorporate these risks into our ongoing business plans and will continue to monitor and evaluate these risks going forward.
c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	As outlined above, the ERM team monitors potential climate-related financial risks and provides insights to management and the Audit Committee. The Board will act on climate-related issues in a manner determined to be in the best interest of Wayfair and its stockholders.

Section	Disclosure
Risk Management	
a. Describe the organization’s processes for identifying and assessing climate-related risks.	To identify and understand Wayfair’s potential climate-related financial risks, we conducted a series of internal and external assessments, including a Double Materiality Assessment (2025), a quantitative climate risk report (2022, reviewed for accuracy and relevance in the current reporting year), and a qualitative scenario workshop (2025). Our scenario analysis workshop included cross-functional leaders from across Wayfair and qualitatively assessed both physical and transitional risks across two Intergovernmental Panel on Climate Change scenarios, Representative Concentration Pathway (RCP) 8.5, representing a business-as-usual trajectory, and RCP 4.5, reflecting an emissions-constrained pathway to 2100. Physical risks include potential impacts from natural disasters or gradual ecosystem changes on our assets, supply chains, distribution partners, and operational capacity. Transitional risks encompass challenges associated with a global shift toward a low-carbon economy, such as regulatory changes, reputational changes, and general market risks.
b. Describe the organization’s processes for managing climate-related risks.	As mentioned above, Wayfair’s governance structure for climate-related matters involves the Board of Directors, cross-functional leadership, and the Sustainability and ERM teams. This structure ensures identification, assessment, and management of climate-related financial risks and opportunities and informs our overall corporate responsibility strategy.
c. Describe how processes for identifying, assessing, and managing climate related-risks are integrated into the organization’s overall risk management.	As outlined above, the ERM team monitors potential climate-related financial risks and provides insights to management and the Audit Committee. The Board will act on climate-related issues in a manner determined to be in the best interest of Wayfair and its stockholders.
Metrics and Targets	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management processes.	Though several physical and transitional risks were identified through the assessments as outlined above, after considering both the potential impact and probability of occurrence, we do not believe the climate-related financial risks identified are material to our business, largely due to the structural advantages of our globally diversified platform e-commerce business model. Wayfair does monitor and disclose a variety of ESG metrics and targets in its Corporate Responsibility report, including our GHG emissions metrics.
b. Disclose Scope 1, Scope 2, and (if appropriate) Scope 3 greenhouse gas (GHG) emissions and the related risks.	We have calculated and publicly reported our global Scope 1, 2, and 3 GHG emissions since 2020, using quantification methodologies aligned with the Greenhouse Gas Protocol. (see 2025 GHG Methodology Document.) We intend to disclose our Scope 1, 2, and 3 emissions in compliance with SB 253 and expect to publish our fiscal year 2025 GHG emissions during our fiscal year 2026 in our Corporate Responsibility report. The latest Corporate Responsibility report is available here.
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	We have two public environmental goals: to reduce our Scope 1 and 2 greenhouse gas emissions by 63% from a 2020 baseline by 2035 and to achieve zero waste (90%+ diversion from landfill and incineration) across our global operations by 2030. These aspirational goals guide our climate and waste reduction strategies, driving initiatives such as renewable energy procurement, energy efficiency improvements, sustainable packaging, and circularity programs that minimize waste through reuse, recycling, and damage prevention.

Section	Disclosure
Forward-looking statements:	This presentation contains forward-looking statements within the meaning of federal and state securities laws. All statements other than statements of historical fact contained in this presentation — including statements regarding our future results of operations and financial position, including our profitability goals, business strategy, plans, and objectives of management for future operations and the financial impact and expected savings of our recent reduction in force — are forward-looking statements. In some cases, you can identify forward-looking statements by terms such as “aim,” “may,” “will,” “should,” “expects,” “plans,” “anticipates,” “could,” “intends,” “goals,” “target,” “projects,” “contemplates,” “believes,” “estimates,” “predicts,” “potential,” or “continue,” or the negative of these terms or other similar expressions. Forward-looking statements are based on current expectations of future events. We cannot guarantee that any forward-looking statement will be accurate, although we believe that we have been reasonable in our expectations and assumptions. Investors should realize that if underlying assumptions prove inaccurate or that known or unknown risks or uncertainties materialize, actual results could vary materially from the company’s expectations and projections. Investors are therefore cautioned not to place undue reliance on any forward-looking statements. These forward-looking statements speak only as of December 22, 2025, and, except as required by applicable law, we undertake no obligation to publicly update or revise any forward-looking statements contained herein, whether as a result of any new information, future events, or otherwise. A list and description of risks, uncertainties, and other factors that could cause or contribute to differences in our results can be found under Part I, Item 1A, Risk Factors, in our most recent Annual Report on Form 10-K and the company’s subsequent filings with the Securities and Exchange Commission. We qualify all of our forward-looking statements by these cautionary statements.

Forward-Looking Statements

Caution Concerning Forward-Looking Statements: This report contains forward-looking statements within the meaning of federal and state securities laws. In some cases, you can identify forward-looking statements by terms such as “may,” “will,” “should,” “expects,” “plans,” “anticipates,” “continues,” “could,” “intends,” “goals,” “target,” “strive,” “commit,” “projects,” “contemplates,” “believes,” “estimates,” “predicts,” “potential,” or the negative of these terms or other similar expressions.

All statements other than statements of historical fact contained in this report, including statements regarding our business strategy, plans, and objectives; our Corporate Responsibility initiatives, goals, commitments, and programs, including our 2030 and 2035 goals; projected emissions reductions and energy savings; the expected timing and impact of renewable energy projects; our internal talent development and recruitment pipelines; and the standards and expectations of third parties, are forward-looking statements. You are cautioned not to rely on these forward-looking statements, which are based on current expectations of future events and speak only as of the date they are made and, except as required by applicable law, we undertake no obligation to publicly update or revise any forward-looking statements contained herein, whether as a result of any new information, future events, or otherwise. We cannot guarantee that any forward-looking statement will be accurate, although we believe that we have been reasonable in our expectations and assumptions. For important information about the risks and uncertainties that could cause actual results to vary materially from the assumptions, expectations, and projections expressed in any forward-looking statements, please review our most recent Annual Report on Form 10-K and our subsequent filings with the Securities and Exchange Commission.

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aboutwayfair.com/cr-report