



**CARS.COM INC.  
ENVIRONMENTAL COMPLIANCE AND CLIMATE CHANGE POLICY**

Cars.com Inc. d/b/a Cars Commerce, Inc. ("Cars Commerce") is committed to minimizing the adverse impact of our operations on the environment and complying with all environmental laws and regulations. Our commitment to protecting the environment is an integral part of doing business and a primary responsibility of each business unit and every employee.

We strive to reduce our own environmental impact and contribute to eco-efficiency and environmental stewardship in the communities and countries where we operate. Environmental management is one of our highest business priorities and we are committed to:

- Conducting our operations in an environmentally sound manner and striving to maximize efficiency, reduce waste and conserve natural resources, including water and energy, used in our operations
- Promoting environmental management as a corporate priority by conducting operations in an environmentally sound manner, recognizing that the accountability and responsibility for environmental management extends to all officers and employees
- Complying with all applicable environmental laws and regulations, including, but not limited to, those relating to management of emissions, hazardous substances, wastewater and solid waste and obtaining, maintaining and adhering to all environmental permits required for our operations

- Implementing and maintaining reuse and recycling programs and participating in community efforts to protect and preserve natural resources
- Communicating to all employees the importance of this policy and providing an opportunity for open communication and dialogue with employees by responding to any environmental concerns
- Providing information regarding environmental performance to the board of directors, management, shareholders and, as necessary, other stakeholders
- Promoting environmental responsibility along the value chain by encouraging suppliers and their subcontractors to conduct their activities consistent with this policy
- Reporting our GHG emissions annually to provide transparent and accurate emissions data.
- Committing to reducing our GHG emissions to reduce the carbon footprint of our business.
- Disclosing information on climate change risk, strategy, performance, targets, and analysis of performance against targets.
- Establishing programs to reduce waste and increase recycling. Though our operations do not produce hazardous waste or packaging waste, Cars Commerce promotes our business waste and recycling programs to inform our employees how to properly dispose of or recycle waste produced during daily business activity.
- Offering our employees and customers products and services that support sustainability efforts.

The Chief of Human Resources shall monitor Cars Commerce environmental performance and provide guidance on environmental issues. This policy is an integral part of our commitment to sustainability and is embedded in our strategies, processes and day-to-day business throughout the organization.

**Effective Date:** March 18, 2020

**Last Updated:** November 1, 2023

**Policy Contact:** Legal Department

**Applies to:** Cars.com, Inc. and its subsidiaries