

Our 2022  
**Ireland Gender Pay  
Gap Report**



ebay

# 01. Leader Statement

**eBay was founded with the purpose to connect people and build communities to create economic opportunity for all.**

**Empowering our customers and our employees through our marketplace, we provide the opportunity to grow and thrive – no matter who you are or where you are in the world. Integral to our eBay DNA is ensuring diversity, equity, and inclusion (DE&I) remain at the heart of everything we do, to maintain our thriving and dynamic workplace. We continue to be committed to enhancing our DE&I initiatives and focus on ways we can improve inclusivity in our workplace and beyond.**

This is our first eBay Ireland Gender Pay Gap Report. At eBay, we recognise that there is fluidity in defining sex and gender identities terms ‘men’ and ‘women’ do not always account for. We acknowledge that the terms used in this report are limiting.

This year we aim to:

- Continue to develop and expand our inclusive recruiting processes;
- Increase diversity of our employee population through our broad range of working models, including working from home which we pioneered in 2017, working from the office or a blend of the two;
- Enhance our parental support packages and benefits; and
- Invest in our Communities of Inclusion and promote DE&I throughout eBay Ireland.

Mercer, an independent HR consultancy, assisted us with our calculations and confirm they are correct to the best of their knowledge.

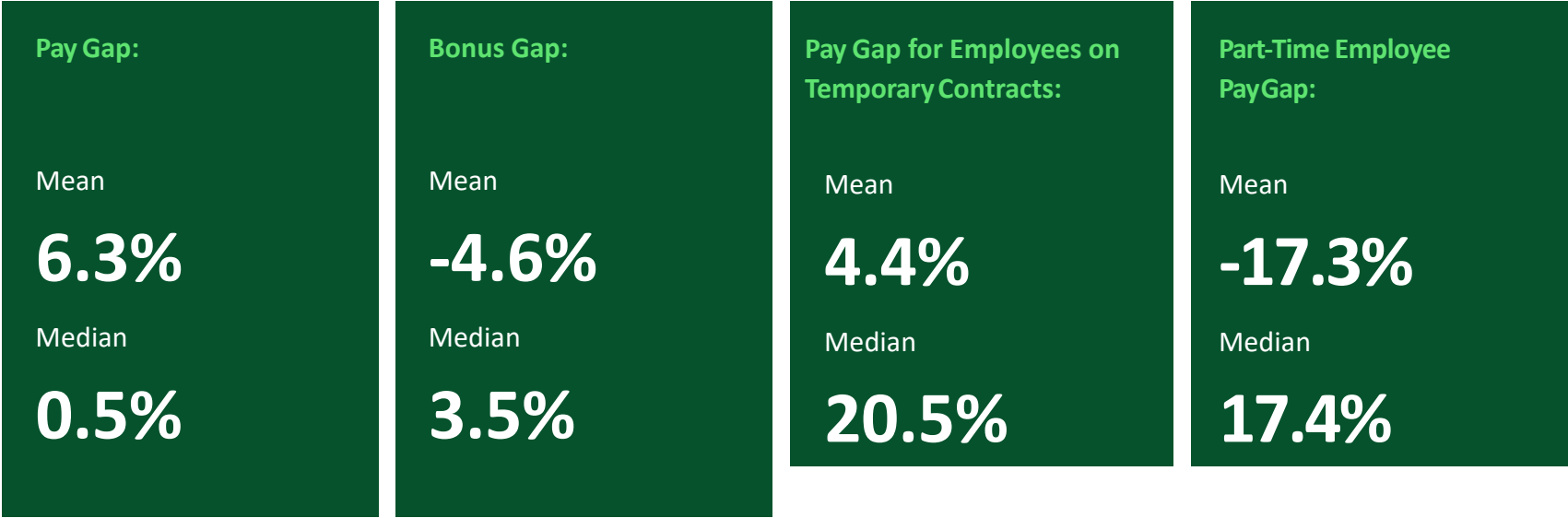
**Our commitment remains strong, and our destination remains clear:**

to maintain a truly world class company where everyone can grow and thrive. We look forward to pushing our progress forward in 2023 and beyond.

**Siobhan Curtin, Director, Business Change & Performance Site Lead for eBay Ireland**



# 02. Our results

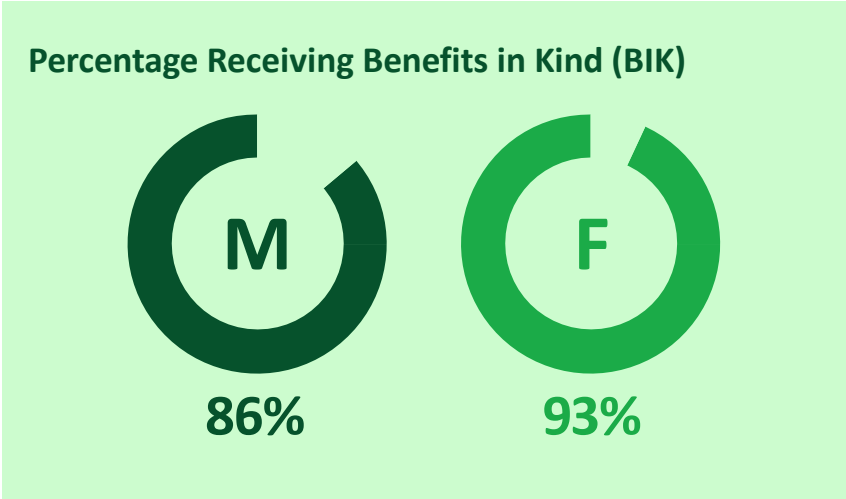
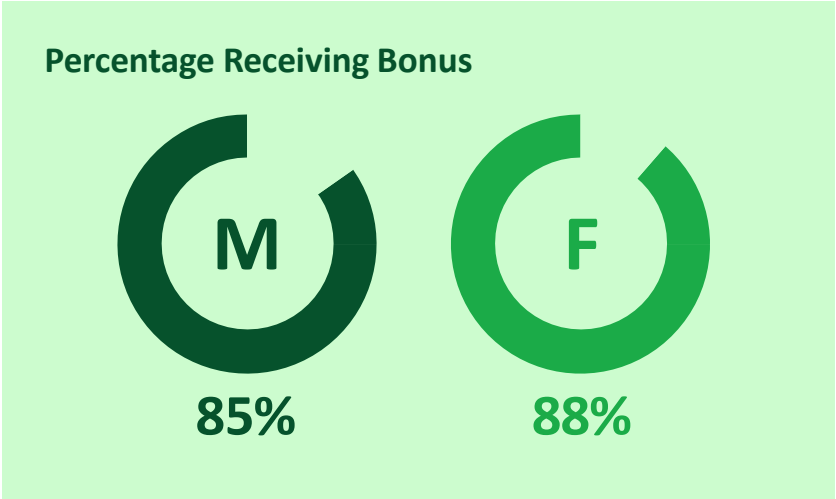


### How our Gender Pay Gap and Bonus Pay Gap are calculated

The GPG is the difference between men’s and women’s hourly earnings in a company. The hourly earnings are based upon a total of all pay across the 12-month period including basic pay, allowances, overtime payments, bonuses and other incentives.

The Bonus Pay Gap is the difference in all incentive pay received by men and women. This includes all bonuses, long-term incentives and sales commission payments.

Legislation in Ireland states that in addition to calculating figures covering all of our employees, the hourly earnings gaps should be calculated for temporary contract workers and part-time workers separately.



### Proportion of headcount receiving a bonus

Bonus proportions show the percentage of men and women who received bonus payments in the 12 months up to the snapshot date.

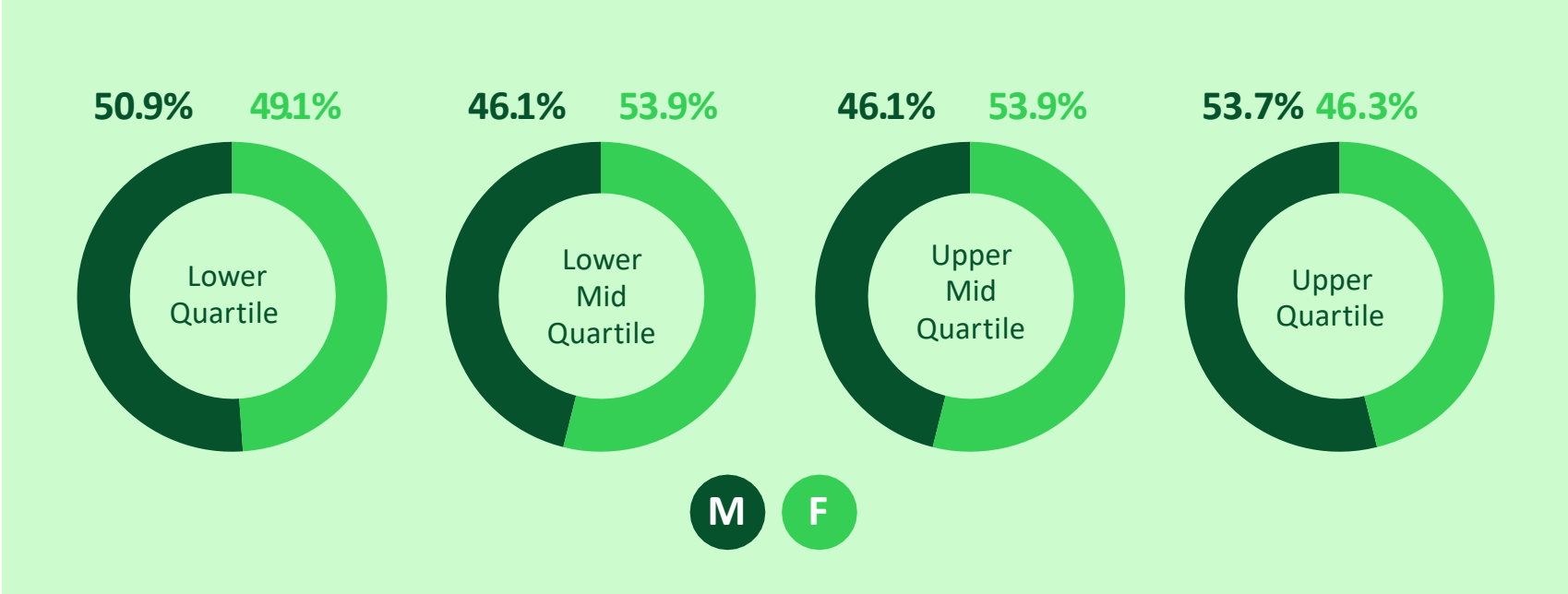
### How are Benefits in Kind calculated?

Benefits in Kind (BIK) are non-monetary benefits that eligible employees receive from the business. This is reported as the percentage of men and women who received any Benefit in Kind in the 12 months up to the snapshot date.



# 02. Our results – Pay Quartiles

This chart shows the percentage of males and females in each quartile:



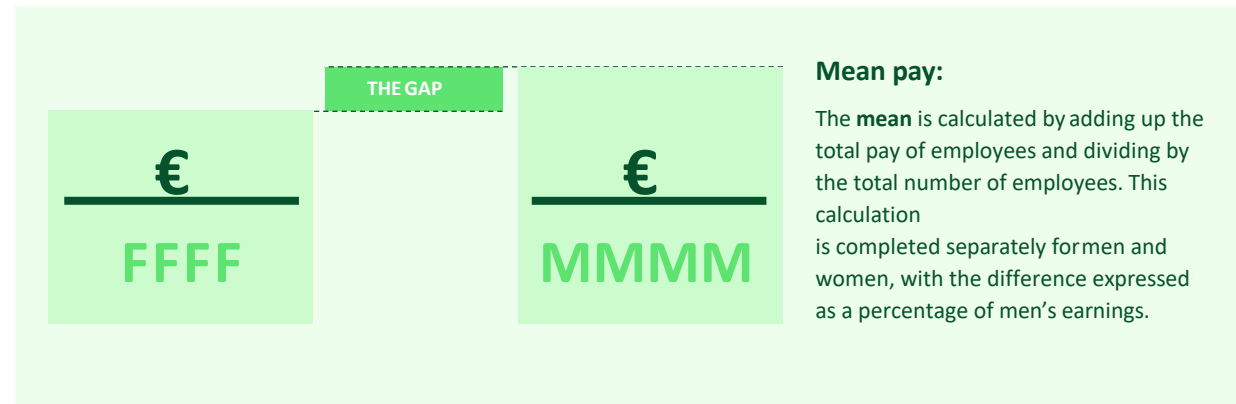
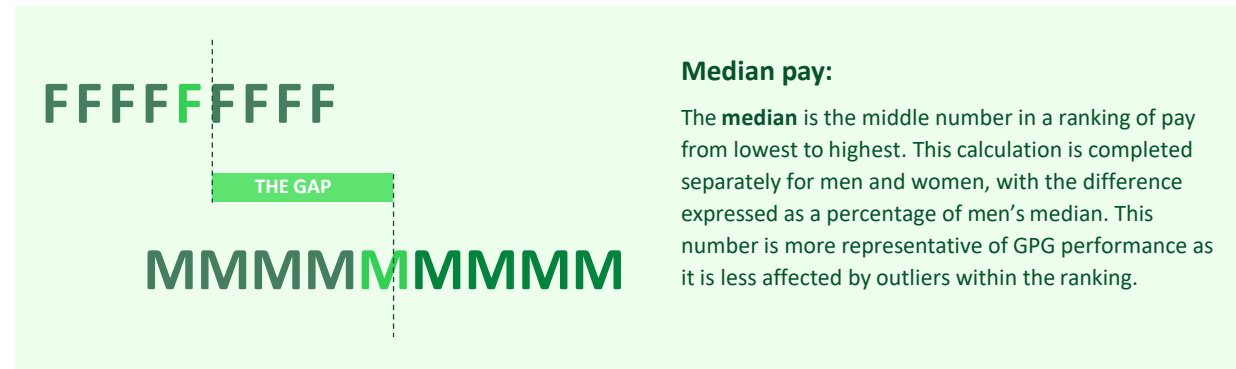
### How our Pay Quartiles are calculated

The quartiles analysis ranks men and women from the lowest to highest earners. This is then divided into four even groups to show the proportion of men and women in each of these four earnings groups.

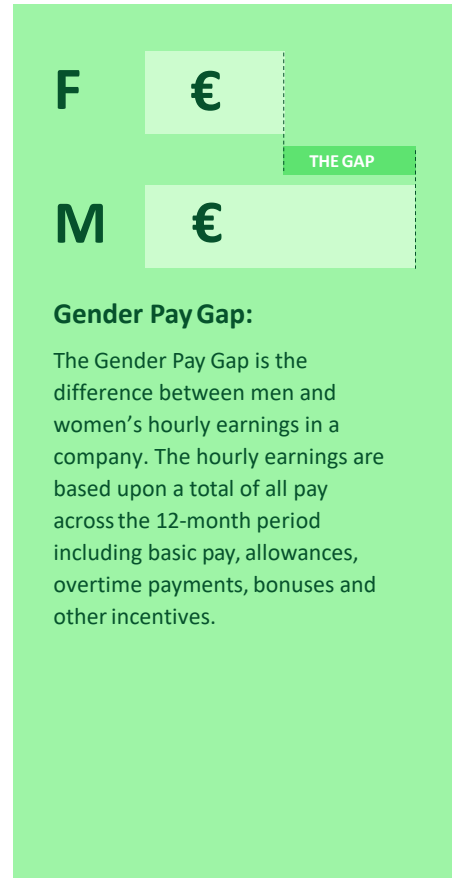
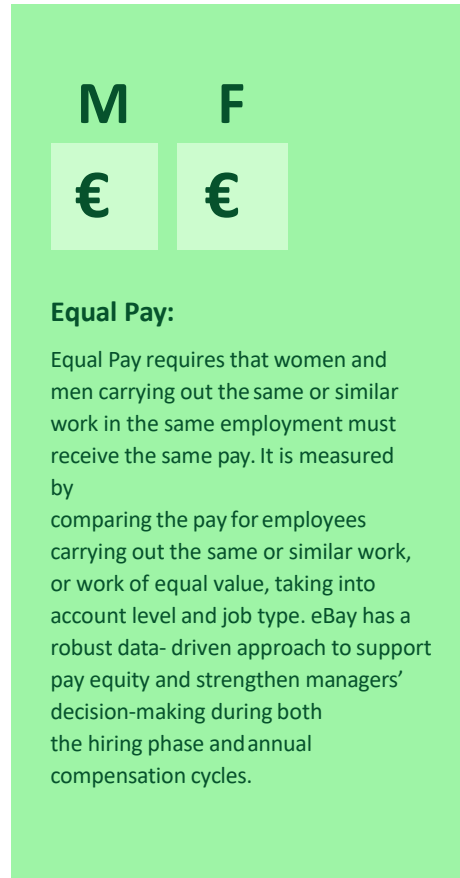
The data used for gap calculations in this report covers pay, allowances, bonuses and other incentives received in the 12-month period up to 30 June 2022, known in the legislation as the 'snapshot date'.

# 03. Understanding our calculations

Legislation in Ireland requires us to report on 11 key Gender Pay Gap (GPG) data points, covering: mean and median pay and bonus gap, temporary employee pay gap, part-time pay gap, the proportion of men and women who received bonuses and benefits in kind, and the proportion of men and women in each pay band reported in quartiles. Despite this being the first year that we are required to report our GPG figures, we have been focusing on gender representation and addressing pay gaps for many years across eBay globally.



It is important to understand that **Equal Pay** is not the same as the **Gender Pay Gap**, and the two concepts should not be confused.



## 04. Key drivers of our Gender Pay Gap

- The majority of eBay Ireland employees operate within customer service positions and so share similar pay structures.
- Our low headcount for part-time and temporary contract employees means that these gaps can fluctuate significantly year on year.
- We generally have a balanced workforce across all our pay quartiles. However, there are slightly more men in the upper quartile, which has created a higher mean gap.
- While all employees at eBay are eligible to receive Benefits in Kind, we do have a proportion of employees who choose not to take up their benefits packages.

**The points listed above are several of the key drivers of our Gender Pay Gap identified during this review, however, there are many other factors outside of what is highlighted.**

# 05. Actions we are taking

We are pleased with our 2022 GPG figures and want to continue progress across eBay. We are taking clear action to ensure that we continue to address the GPG.

## Recruiting and Retaining a Diverse Employee Population

At eBay, we believe that recruiting is well-positioned to influence the diversity of our workforce. Through our eBay@Home programme, we have expanded our Global Customer Service hiring pools greatly since its inception in 2017. In 2022, we introduced the eBay FlexWork model which introduced three workstyles – in-person, remote, and hybrid. These programmes enable us to offer the flexibility that helps us attract and retain diverse talent. We also offer programmes designed to foster inclusion and build a sense of belonging, so our employees see eBay as a place to grow their careers. These include:

- Be for Everyone Experience - a virtual festival that provides opportunities to hear from global thought leaders and experts, join interactive experiences and make human connections.
- DE&I learning and development curriculum - includes self-paced and LinkedIn courses, group sessions and workshops, and leader courses around inclusive interviewing and leading.
- Courageous Conversation Events - presenters from the Human Library offer an opportunity to join intimate ask-me-anything conversations designed as a safe place for curiosity, courage, discovery, and learning.

## Enhancing our parental support packages

We recognise the importance of supporting colleagues through life changes and have implemented parental support packages designed to provide time, care and assistance for birth parents and non-birth parents.

We also partner with organisations, such as Cleo, to offer employees extra guidance for all things pregnancy and postpartum.

To further assist working parents and care givers eBay has partnered with Care.com since 2020 to offer backup support and a range of other support options.

## Investing in Communities of Inclusion

Our active employee-led Communities of Inclusion (COI) bring together those who are passionate about advancing our DE&I agenda; to raise awareness, drive impact and provide support to their peers across the organisation.

COIs are employee-led groups that focus on age, disability status, ethnicity, gender, religion, military status, parental status, and sexual orientation and gender identity and expression. They foster inclusion, promote diversity, and give eBay employees a sense of belonging.

Our COIs have been engaging with and supporting local community networks like **The Empower Network** and **Junior Achievement Ireland**, as well as running awareness campaigns and getting involved in a diverse range of topics, including:

- women@ebay's career mentoring programme, intended to help women build networks and obtain sponsorship for career advancement.
- Celebrating International Women's Day.
- Marching in the 2022 Dublin Pride Parade as part of United in Pride.
- Participating in Men's Health Movember events.

We will continue to invest in our COIs to help them provide a year-round schedule of events, training, and activities. We are delighted with the work they are doing to create a closer community within eBay, one where everyone feels like they belong.

By investing in systematic changes, education, and accountability measures in how we attract talent, we put ourselves in a position to affect change.

## 06. Awards and recognition

**We are proud to share DE&I nominations and awards that we have been presented with this year:**

- eBay Ireland won **The Cultural Inclusion Award** at the Diversity in Tech Awards for the first time, selected from the six finalists. These awards celebrate an individual, team or network that champion cultural diversity issues by leading on actions that remove barriers, driving an inclusive culture in the workplace and taking steps to eliminate discrimination.
- We were also among 12 finalists for the **Diversity, Equity and Inclusion Award** at the Ireland Business and Finance Awards.

**We are delighted that our efforts to build an inclusive and diverse work environment are receiving wider recognition.**



## 07. Closing Statement

At eBay, representation matters — at all levels. Our focus is on connecting people and building communities to enable economic opportunity for all. This requires a diverse team that operates in a safe, open, and honest environment. It also requires that we welcome, celebrate, and harness the innate power and perspectives brought by people from various walks of life and lived experiences.

eBay objectives include: to increase representation across all minority groups at every level of the organisation, to cultivate a sense of belonging, to engage our communities and allies within our employee community of sellers and buyers, business partners as well as the broader communities that we serve, and to build inclusive technology.

Our commitment to our DE&I objectives has never been stronger and we look forward to sharing our progress and plans now and in the future.

The eBay logo is displayed in white text on a dark green background. The logo consists of the word "eBay" in a lowercase, sans-serif font, with the "e" and "a" being slightly larger than the other letters.