

Our 2023  
**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 second eBay Ireland Gender Pay Gap Report. At eBay, we recognise that there is fluidity in defining sex and gender identities, and that terms 'male' and 'female' do not always account for. We acknowledge that the terms used in this report are limiting.

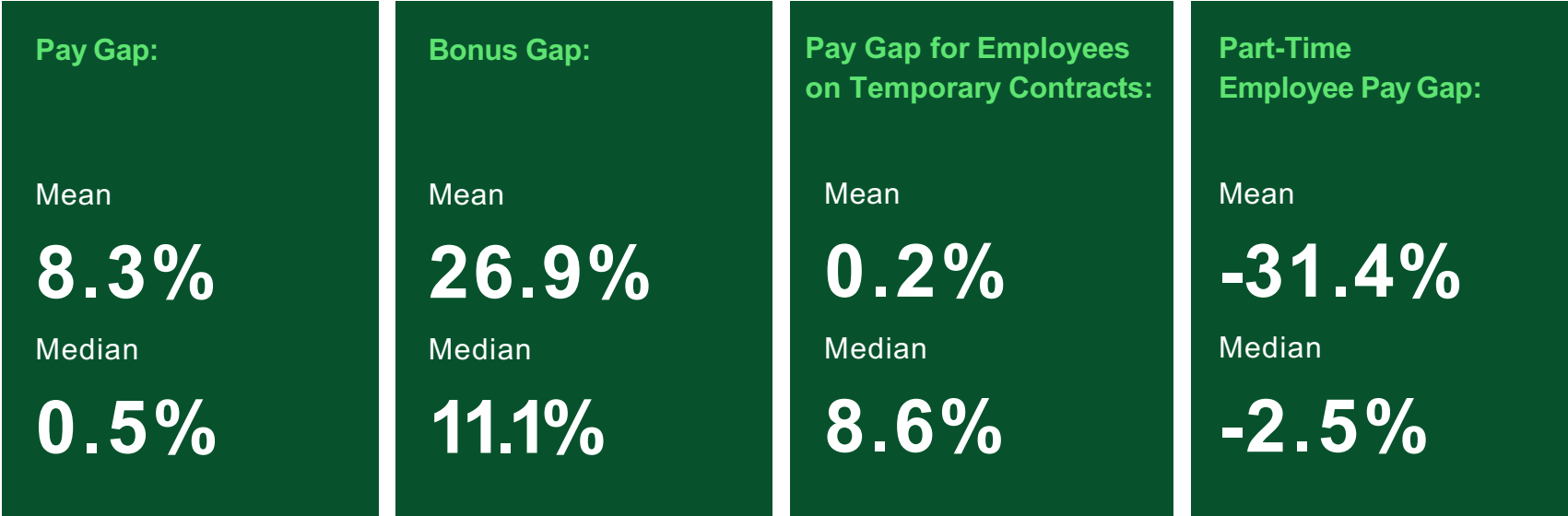
This year we:

- Continued to develop and expand our inclusive recruiting processes;
- Increased 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;
- Continued to enhance our parental support packages and benefits; and
- Invested in our Communities of Inclusion and promoted DE&I throughout eBay Ireland.

**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 each and every year.

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

# 02. Our results

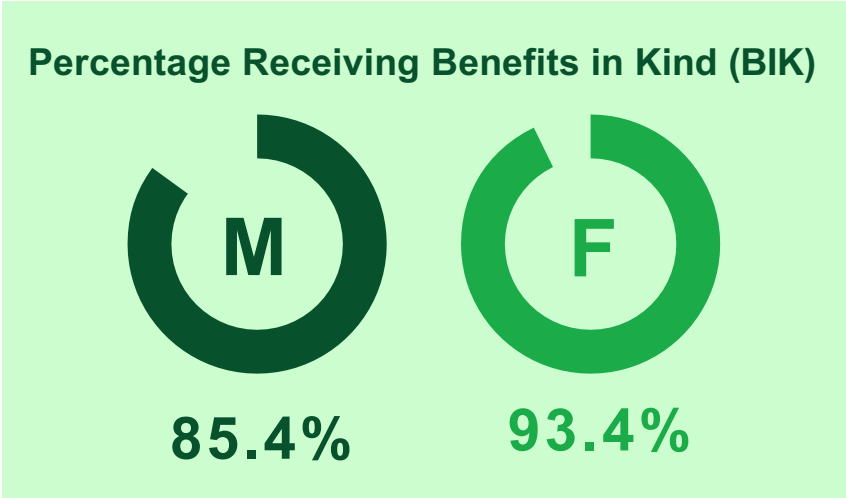
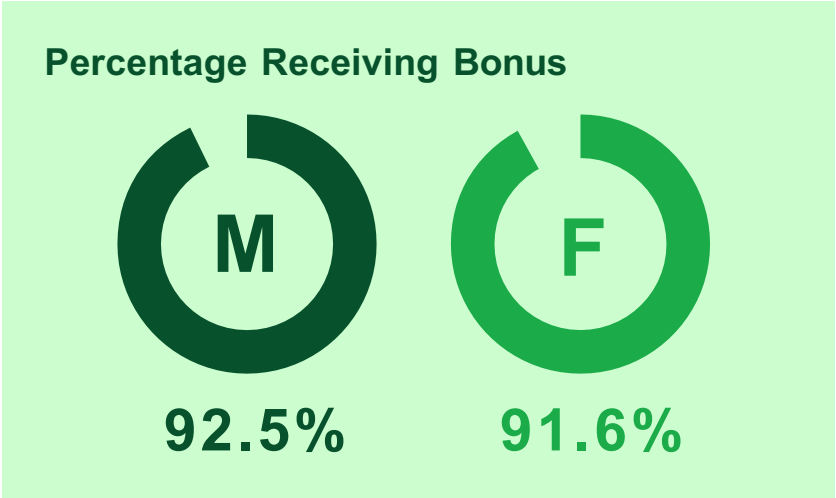


### How our Gender Pay Gap and Bonus Pay Gap are calculated

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

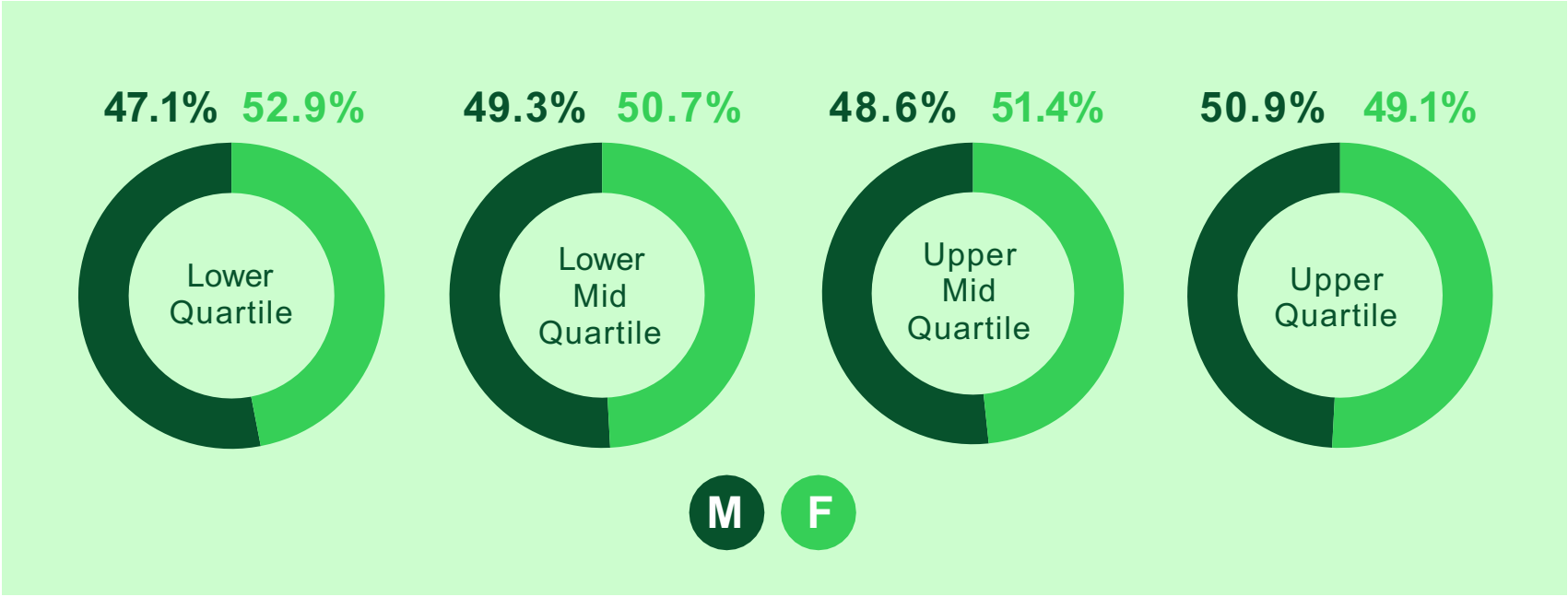
Bonus proportions show the percentage of men and women who received bonus payments in the 12 months up to the snapshot date.

### 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:



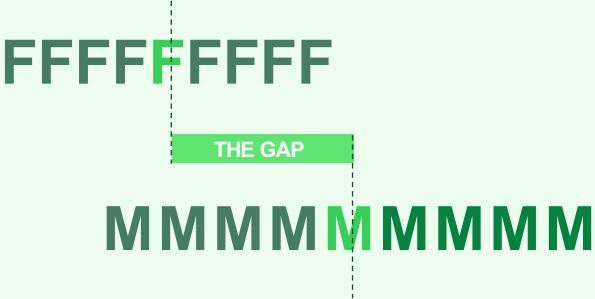
### How our Pay Quartiles are calculated

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 11th June 2023 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. This is the second year that we are required to report our GPG figures, however, we have been focusing on gender representation and addressing pay gaps for many years across eBay globally.




**Median pay:**  
The **median** is the middle number in a ranking of pay from lowest to highest. This calculation is completed separately for men and women, with the difference expressed as a percentage of men's median. This number is more representative of GPG performance as it is less affected by outliers within the ranking.




**Mean pay:**  
The **mean** is calculated by adding up the total pay of employees and dividing by the total number of employees. This calculation is completed separately for men and women, with the difference expressed as a percentage of men's earnings.

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.



**Equal Pay:**  
Equal Pay requires that women and men carrying out the same or similar work in the same employment receive the same pay. It is measured by comparing the pay for employees carrying out the same or similar work, or work of equal value, taking into account level and job type. eBay has a robust data-driven approach to support pay equity and strengthen managers' decision-making during both the hiring phase and annual compensation cycles.



**Gender Pay Gap:**  
The Gender Pay Gap is the difference between male's and female'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.

## 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.
- We generally have a balanced workforce across all our pay quartiles. For 2023 eBay female representation increased in both the lower and upper quartiles.
- Changes in our Gender Bonus Gap figures are primarily driven by levels of female representation at the VP level in Ireland. Changes at this level can have significant impacts on our figures.
- Our low headcount for various employee segments, including executive, part-time and temporary contract employees means that these gaps can fluctuate significantly year on year.
- While all employees at eBay are eligible to receive Benefits in Kind, some employees choose not to take up these benefits packages.

While the points listed above are not the sole factors that can affect our GPG figures, they are the key drivers we have identified during this review. We remain fully committed to addressing our gaps through the wide range of initiatives we have both within Ireland and across eBay globally.

# 05. Actions we are taking

We are taking clear actions to ensure that we continue to address the GPG across our entire organisation, including:

## 1) 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:

- **DE&I learning and development curriculum** - includes self-paced and LinkedIn courses, group sessions and workshops, and leader courses around inclusive interviewing and leading.
- Siobhan Curtin (eBay Ireland Site leader) was appointed to the Board of Directors of **Grow Remote**, to continue to champion remote work in Ireland, and its benefits for employers, employees and their communities.
- We continue to expand our **Stepping Stones** Programme, making available skilled jobs within eBay to candidates with refugee status. The programme was started in 2022, in the aftermath of the war in Ukraine, and offered employment opportunities and training to Ukrainian refugees. The second intake of the Stepping Stone Programme, launched in August 2023, and was open to refugees of any nationality looking for employment in Ireland.

## 2) 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. Starting in 2023, we're expanding the Cleo benefit to include Cleo Teens, which provides parental support for children ages 13 through 18, and covers topics such as building strong relationships, mental health, bullying, navigating conversations around peer pressure and body image, and more.

eBay partners with **Milk Stork** to support eBay moms who need to travel for work. Milk Stork provides breast milk shipping services, so when business travel is required, you'll be able to send breast milk home from anywhere in the world.

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.

## 3) 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, welcome people to eBay by being advocates, promote diversity, and give eBay employees a sense of belonging.

Our COIs have a sustained programme of engagement and are 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 2023 Pride Parades 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.

## 06. Awards and recognition

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

- For 2023 at the Diversity in Tech Awards eBay Ireland was a finalist for four awards in the following categories: Cultural Inclusion Award, LGBTQ+ Inclusion Award, Diverse Company of the Year Award and the Diversity Role Model Award for our site Director Siobhan Curtin. 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.
- For 2023 we have been shortlisted for the Diversity, Equity & Inclusion Award for the 49th Ireland Business & 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.

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.

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.

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