

Our 2023
**UK Binary
Gender Pay
Gap Report**



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01. Leader Statement

eBay exists to connect people and build communities to empower economic opportunity for all. We consistently strive to ensure our marketplace is a place where everyone can succeed, from our buyers to our sellers and our employees.

As part of our commitment to ensuring our business reflects this core principle, Diversity Equity & Inclusion (DE&I) is meaningfully embedded and has an impact in everything we do. It is central to who we are at eBay and is at the heart of what we stand for.

This is the third year we are publishing a UK Binary Gender Pay Gap report and as always, it has proven to be a valuable moment to take stock of our progress to date, and more importantly, to reflect on the reality that we still have more to do in order to close the gap. Our commitment to doing this is unwavering.

The UK Government requires companies to disclose this information in a binary way. At eBay, we recognise that there is fluidity in defining sex and gender identities that the terms 'men' and 'women' do not account for, and we acknowledge the terms used in this report are limiting.

For more information on eBay's wider commitments to DE&I please visit:
<https://www.ebayinc.com/company/diversity-equity-inclusion/>

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

We will continue to openly share our progress and strive to improve for our valued workforce and customers. DE&I remain at the very forefront of who we are and what we stand for.

I can confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Maurizio D'Arrigo

Maurizio D'Arrigo,
Interim General Manager, eBay UK

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02. Our Gender Pay Gap Results

Gender Pay Gap:

Mean	Median
10.5%	13.5%

Gender Pay Gap

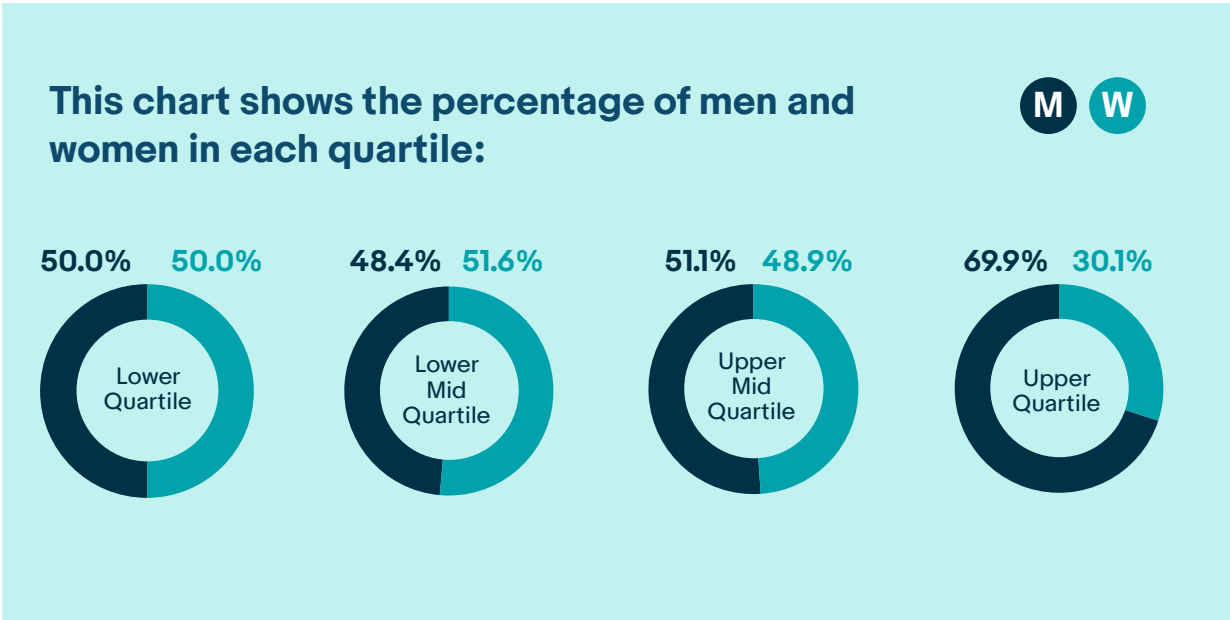
Calculations are based on the hourly pay of all full pay relevant men and women employees during the month of April 2023. This takes into consideration pay elements such as salary, short & long-term incentives, allowances, and any other qualifying payments. It excludes non-cash items (e.g. benefits).

Our Gender Pay Gap

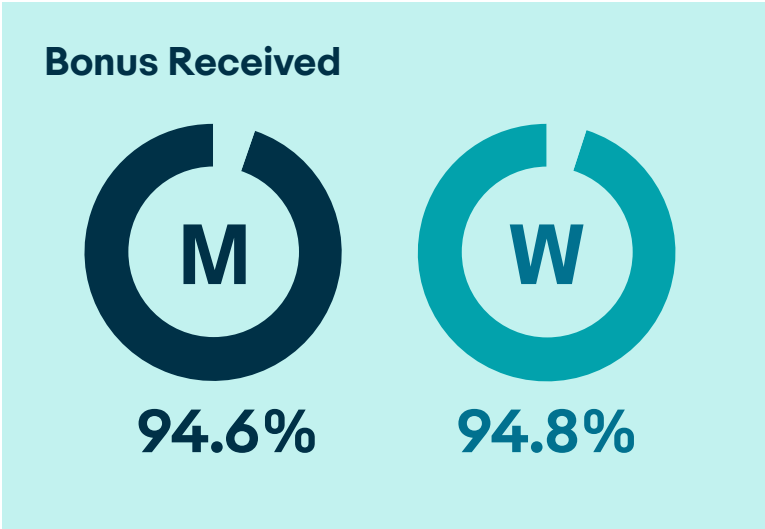
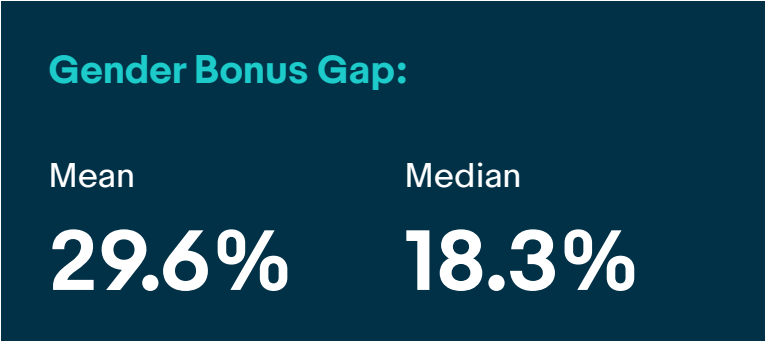
We are confident women and men at eBay are paid equitably when comparing similar roles – please see ‘Understanding our calculations’ slide for further detail.

We note a lower Median Pay Gap compared to last year driven by an increase in the representation of women at mid-senior grades within our non-technology functions. However, within our technology functions, we also experienced a decrease in the number of women and an increase in the number of men.

This year’s figures also include the impact of the promotion of a woman to Vice President during 2023 to lead the UK business. Overall, whilst we have seen an improvement in our median, a higher representation of men at senior levels and in technology functions, with these roles typically commanding higher levels of compensation, continue to drive a pay gap.



03. Our Gender Bonus Gap Results



Bonus Pay Gap

Calculations are based upon variable pay received by relevant men and women between 6 April 2022 and 5 April 2023. This takes into consideration pay elements such as the annual employee bonus, long-term incentives (including vested RSUs) plus any qualifying one-off payments. It excludes non-cash items (e.g. benefits) and salary. Those who did not receive any variable pay were excluded from the analysis.

Our Bonus Pay Gap

The Bonus Pay Gap has decreased since last year, as noted within the Gender Pay Gap section, mainly due to the increase in the representation of women at mid-senior levels, partially offset by a decrease in the number of women and an increase in the number of men within our technology functions. In addition, eBay’s 2021 business acquisition did not impact the Bonus Pay Gap for the prior year but is included in this year’s report.

The promotion of a woman to Vice President during 2023 to lead the UK business is expected to impact variable pay in the future. At senior levels, and within technology in particular, variable pay forms a significant portion of the overall compensation received and this is reflected in the Bonus Pay Gap figures.

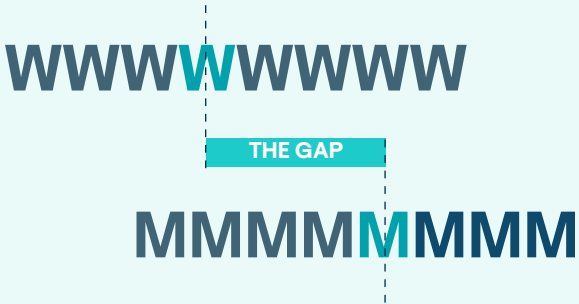
Percentage Receiving Bonus

Timing is a key driver behind the ‘bonus received’ result and during this year’s relevant time period, we have seen lower levels of attrition with hiring weighted towards the earlier part of the performance year. All eligible employees received a bonus for the performance period 2022.

Headcount

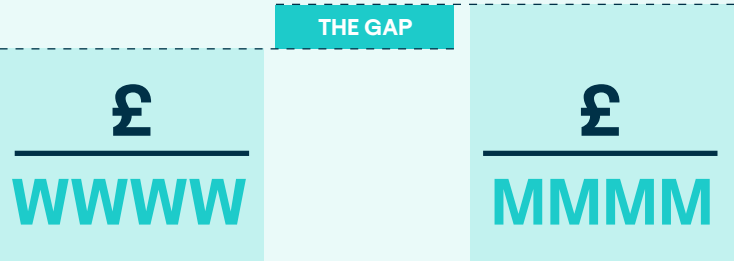
Calculations are based on a total headcount of 370 with a gender split of 203 (55%) men and 167 (45%) women.

04. Understanding our calculations




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.



Equal Pay:

Equal pay 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 takes a data-driven approach to pay equity, based on peer pay, during both the hiring and annual compensation cycles.



Gender Pay Gap:

Gender Pay Gap calculations are based on the pay differences between men and women across the whole organisation. As such, Gender Pay Gap calculations do not consider an employee's level or job type.

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.

The image features a large teal vertical bar on the left side. The right side is divided into a light teal gradient at the top, a horizontal bar with five teal-colored segments of varying shades in the middle, and a dark teal background at the bottom. The word "ebay" is written in white lowercase letters in the bottom right corner.

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