

# eBay's 2022 Diversity, Equity & Inclusion Report

Diversity, equity & inclusion (DE&I) are core to who we are as a company and community. As a global marketplace bringing together millions of sellers and buyers across more than 190 markets around the world, our purpose is to connect people and build communities to create economic opportunity for all.

## eBay's DE&I Approach is Focused on Four Key Objectives:

1. Increase Representation
2. Cultivate a Sense of Belonging
3. Engage Our Communities and Allies
4. Build Inclusive Technology

We are committed to sharing the progress we've made in our journey to make eBay a more inclusive, equitable and diverse company.

**"We are responsible for ensuring everyone is included and that all voices are heard on our marketplace and in our community."**

— Beric Alleyne, Global Head of Diversity, Equity & Inclusion

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## Objective 1: Increase Representation

- We have seen a steady increase in the number of women and underrepresented minorities (URM) in all levels and roles since 2020.
- Our total workforce is 42 percent women, and our U.S. workforce is comprised of 17 percent members of underrepresented minority groups. We are proud of the positive momentum we've realized and will continue efforts to further diversify our workforce.

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## Our Numbers Gender: Global

### Total Workforce



### Leaders\*



### Tech\*\*



### Non-Tech

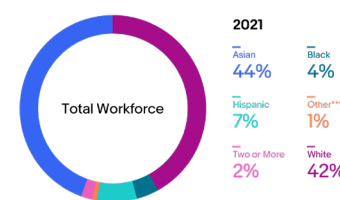
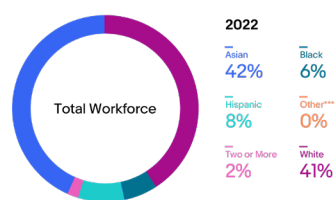


\*Leaders are defined as directors and above.

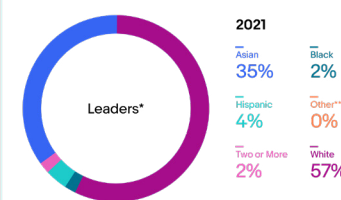
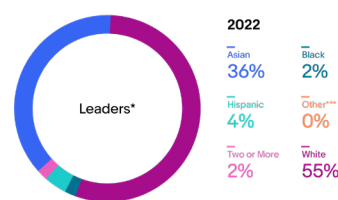
\*\* Tech is defined as engineering, tech operations and information technology.

## Our Numbers Race/Ethnicity (US)

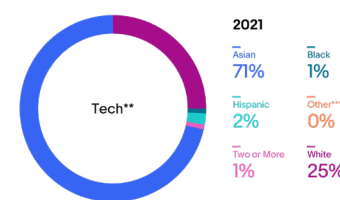
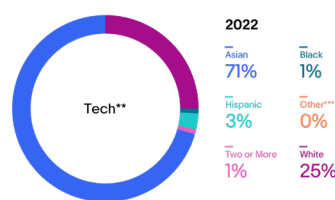
### Total Workforce



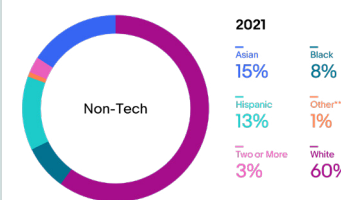
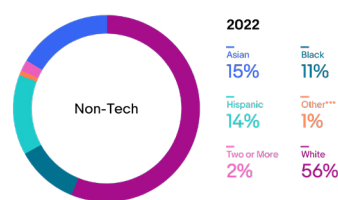
### Leaders\*



### Tech\*\*



### Non-Tech



\*Leaders are defined as directors and above.

\*\* Tech is defined as engineering, tech operations and information technology.  
\*\*\* Other is less than 1% and includes Native Hawaiian or other Pacific Islander, American Indian and Alaska Native.

Apex Companies, LLC performed its work in accordance with Apex's standard procedures and guidelines for external Assurance of Sustainability Reports and International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2016), issued by the International Auditing and Assurance Standards Board. Apex's Assurance Opinion for "Gender: Workforce; Leaders; Tech; and Non-tech," "Race & Ethnicity U.S.: Total Workforce; Leaders; Tech; and Non-tech," and "Gender Pay Equity" is published in full [here](#).

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- One of the programs we implemented to support our DE&I goals is eTAP (eBay Talent Accelerator Program). The goal of eTAP is to provide women with the tools, practice and exposure required to support their growth into leaders at eBay. This year's eTap attendees learned about networking, personal brand development, negotiation, and more.
- eBay Ireland created the Stepping Stone program as a means to help Ukrainian refugees with a solution to the often-difficult problem of gaining or finding employment in a new country. eBay Ireland hired ten refugees through this program, and we're exploring expansion of eBay's opportunities for displaced peoples worldwide.

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## Objective 2: Cultivate a Sense of Belonging

- eBay hosted the company's first-ever Be for Everyone Experience, a two-day virtual festival for employees to hear from global thought leaders and experts, join interactive experiences and be together, regardless of location.
- Our Communities of Inclusion, or COIs, are a global community of employee-led groups that focus on disability status, ethnicity, military status, caregiver status, age, sexual orientation, and gender identity and expression — helping welcome and connect eBay employees from all over the world. In 2022, our COIs led more than 175 community events that reached 15,000 participants.

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## Objective 3: Engage Our Communities and Allies

- In 2022, eBay Foundation's Global Give program provided 30 grants, totaling \$3 million, to global nonprofit organizations that are addressing and removing barriers for entrepreneurs in historically excluded communities. Overall, the eBay Foundation granted nearly \$23 million in 2022 — the most in its history.
- eBay UK partnered with Black Girl Fest to establish a 12-week program to equip entrepreneurs with the right tools, skills and knowledge to successfully grow their ecommerce business using eBay.

## Objective 4: Build Inclusive Technology

- In 2022, we began work on a new accessibility plug-in that scans pages during the design process and makes it easy to incorporate modern accessibility solutions. This plug-in, called [Include](#), launched in early 2023. It gives designers an easy-to-use interface for ensuring that their work is accessible to all, and the tool itself is freely available via open-source licensing.

### Gender Pay Equity

Our seventh annual study of eBay's gender pay equity analyzed total compensation including salary, bonus and stock. The gender pay ratio is at 100.4% in the United States, and 100.1% for all other regions.

Read our full 2022 Diversity, Equity & Inclusion Report at [eBayInc.com](https://www.ebay.com/diversity).