

# Highlights

## Our Objectives

### Increase Representation

Diversity makes us better — and we’re committed to improving the representation of underrepresented groups within our workforce. This work involves a commitment to honesty, the cultivation of an open environment, the ability to embrace vulnerability, and the readiness to act decisively and the adoption of enhanced practices. We recognize continuous improvement is required, and we’re steadfast in rising to the challenge, so eBay better reflects the diversity of our communities.

### Cultivate a Sense of Belonging

We continue to focus on cultivating an environment where a sense of belonging is not just an ideal — but a reality. By fostering an environment where individuals are encouraged to express their true selves and are valued for their unique contributions, we aim to empower every employee to reach their full potential and experience eBay as a place where career growth is intertwined with personal fulfillment.

### Engage Our Communities and Allies








It’s not enough to do it alone: Partnerships and community engagement remain critical. Engaging our community of sellers and buyers, business partners, and the broader communities we serve remains incredibly important to us. Through these efforts, we seek to forge stronger, deeper connections that support building more inclusive communities, reflecting our dedication to create lasting societal impact.

### Build Inclusive Technology

We build inclusively and responsibly. We recognize the crucial role our platform plays in the lives of diverse communities. And we are innovating with intentionality to create experiences that not only serve but also empower and reflect the multifaceted needs of the users of our marketplace. Accessibility, responsibility, and safety are paramount to our goals.

## Our Communities of Inclusion (COIs)

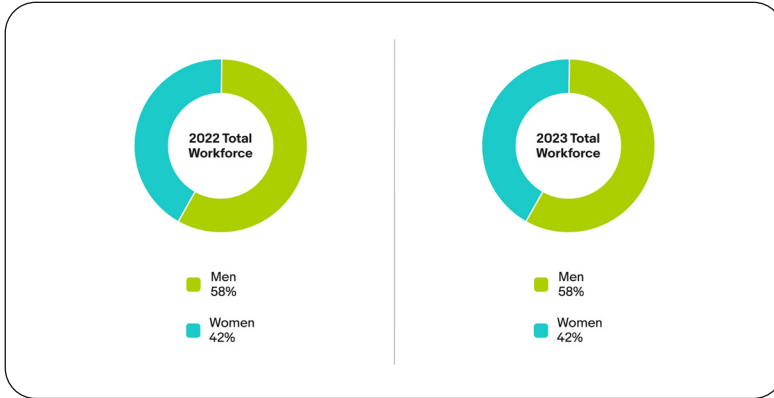
Our Communities of Inclusion (COIs) are a global community of employee-led groups and a core part of diversity, equity, and inclusion at eBay. In 2023, our 11 COIs hosted more than 360 global events, reaching more than 17,000 attendees.

 Access	 Asian Employees at eBay	 Black Employees at eBay	 Caregivers
 Develop, Empower, Support Indian subcontinent	 EMBRACE	 Honor	 Unidos
 United in Pride	 Women@eBay	 Young Employee Society	

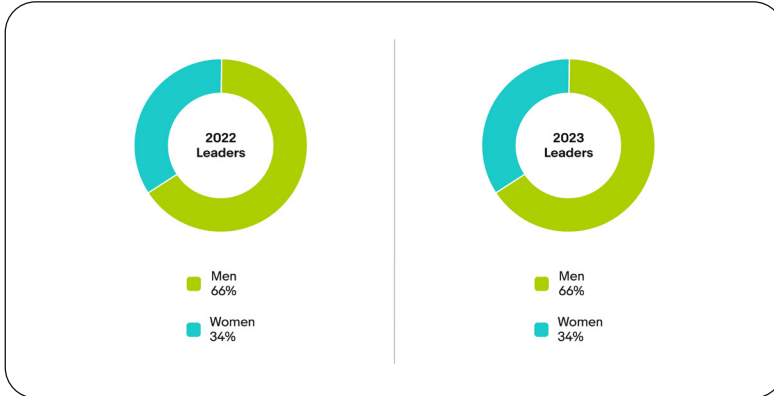
# Highlights

## Our Numbers: Gender (Global)

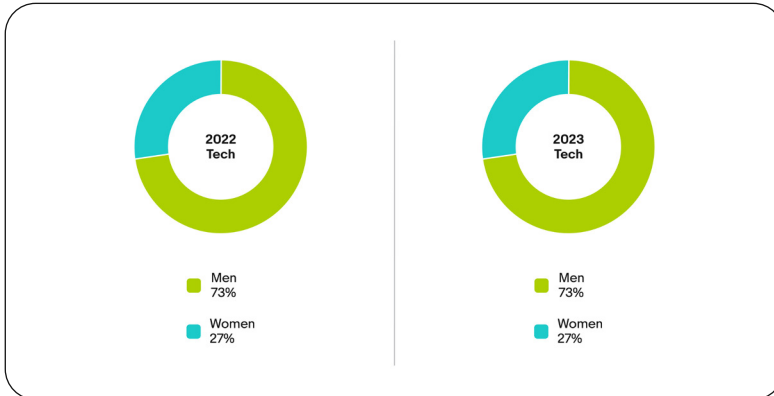
TOTAL WORKFORCE



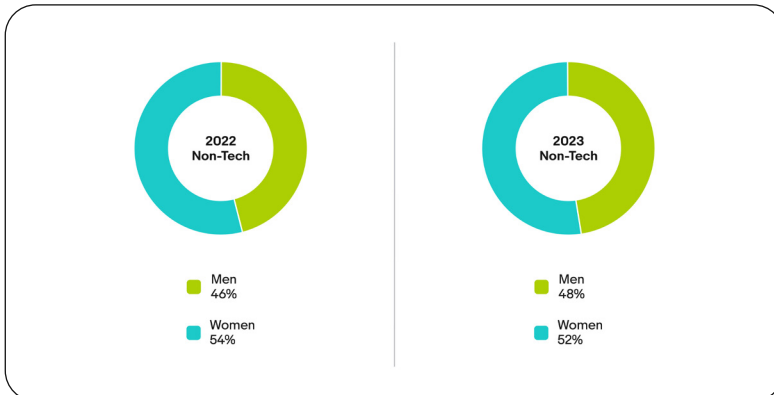
LEADERS



TECH



NON-TECH



## Gender Equity Pay Statement

Our eighth annual study of our gender pay equity, looking at total compensation (including salary, bonus, and annual stock award value), resulted in a gender pay ratio of 100.5% in the U.S. and 100.3% for all regions.

We continue to invest in training for our hiring and leadership teams, enhancing their ability to make compensation decisions rooted in fairness. By leveraging data-driven insights during compensation reviews and rigorously examining the pay of those newly hired, transferred, or promoted, we are steadfast in our commitment to a workplace where everyone's pay is a direct reflection of their role, contribution, and the impact they make.

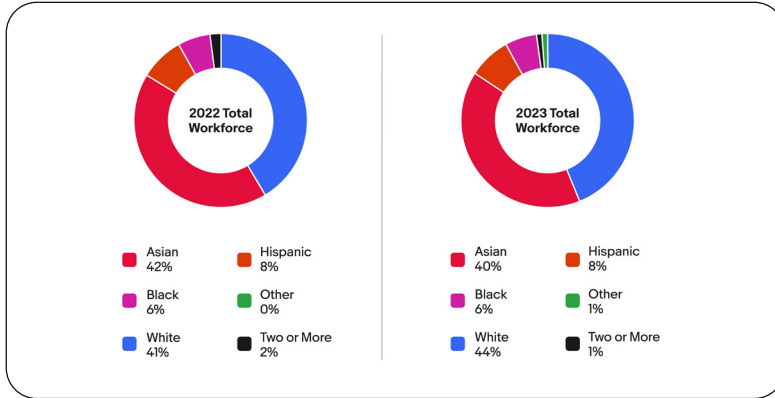
"Leaders" are defined as directors and above.

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

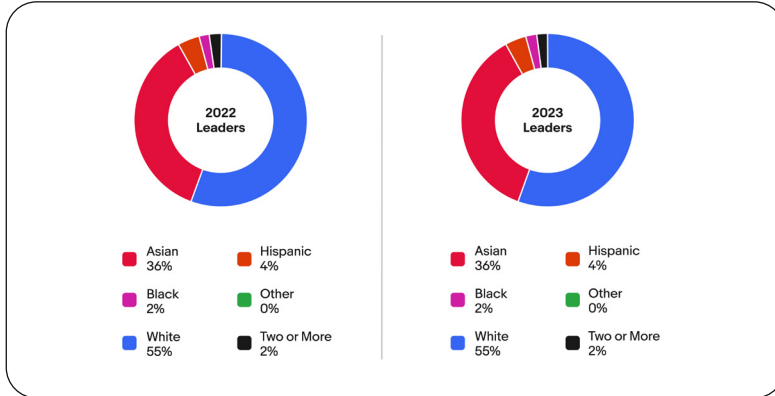
"Non-Tech" is defined as all roles outside of engineering, tech operations, and information technology.

## Our Numbers: Race & Ethnicity (U.S.)

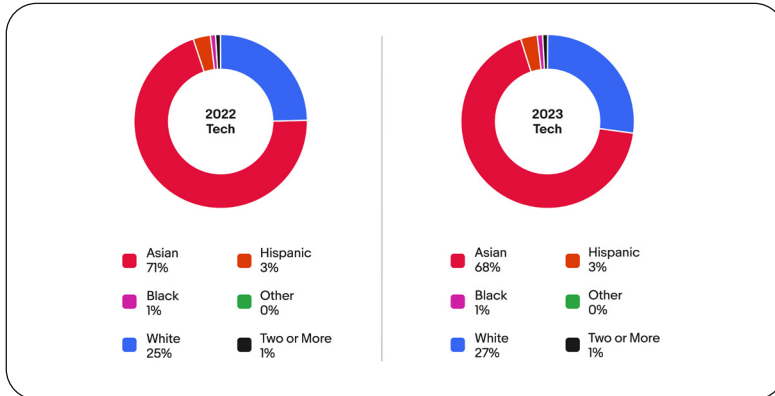
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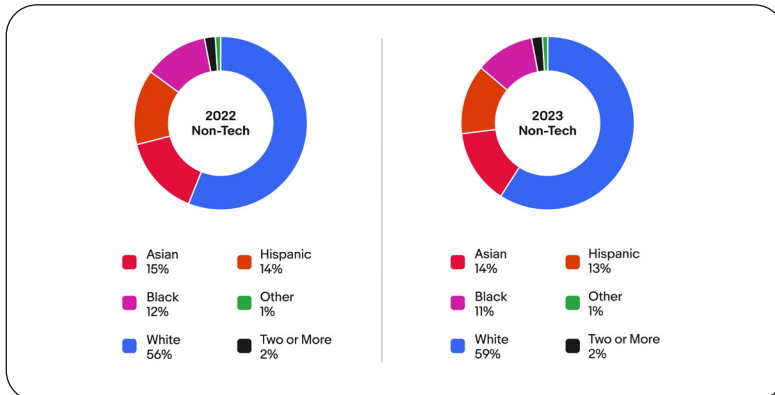
LEADERS



TECH



NON-TECH



## Awards & Recognition

**Human Rights Campaign**  
Corporate Equality Index  
“Equality 100 Award”

**Yello / Way Up**  
Top 100 Internship Programs

**Universum**  
World’s Most  
Attractive Employers

**Catalyst 2030**  
Platinum Awardee

**Ripplmatch**  
Campus Forward Award

“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, 2015), issued by the International Auditing and Assurance Standards Board. For more information, download the [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”.

View our full 2023 Diversity, Equity, & Inclusion Report by scanning this code:

