

Our 2022
**UK Binary
Gender Pay
Gap Report**



ebay

01. Leader Statement

eBay's founding purpose is to create economic opportunity for all by empowering and connecting communities. Every aspect of our business reflects this core principle as we work to support our buyers, our sellers and all of our employees to succeed through the UK marketplace.

One of our unwavering objectives is to build and benefit from a diverse workforce, ensuring Diversity Equity & Inclusion (DE&I) is meaningfully embedded and has an impact on everything we do. Key to this approach is investing in our culture as well as our policies, while drawing on external partners to maintain perspective on the ways we recognise and celebrate our differences - ultimately strengthening the entire team.

Comparing the data in this year's report to that of the data we shared last year for 2021 has proved an extremely valuable process, shining a light on where our actions have brought progress and, even more crucially, where we have to enact further changes to close the Gender Pay Gap. We're now in the process of taking stock and refreshing our actions from the last 12-18 months to ensure we continue to take the right steps forward to achieve this.

This is the second year we are publishing a UK Binary Gender Pay Gap report. 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 that 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.

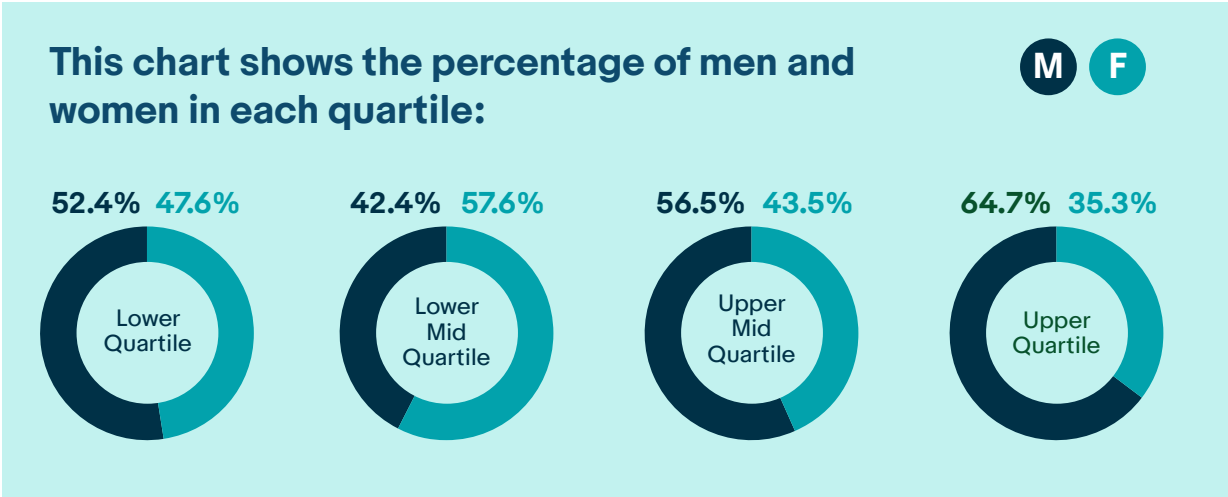
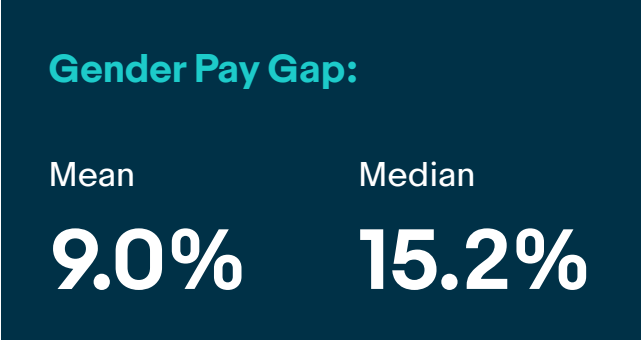
We will continue to openly share our progress and strive to improve for our valued workforce and customers. DE&I remain at the very forefront of who we are and what we stand for.

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



Murray Lambell,
General Manager, eBay UK

02. Our Gender Pay Gap Results



Gender Pay Gap

Calculations are based on the hourly pay of all full-pay relevant men and women employees during the month of April 2022. 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).

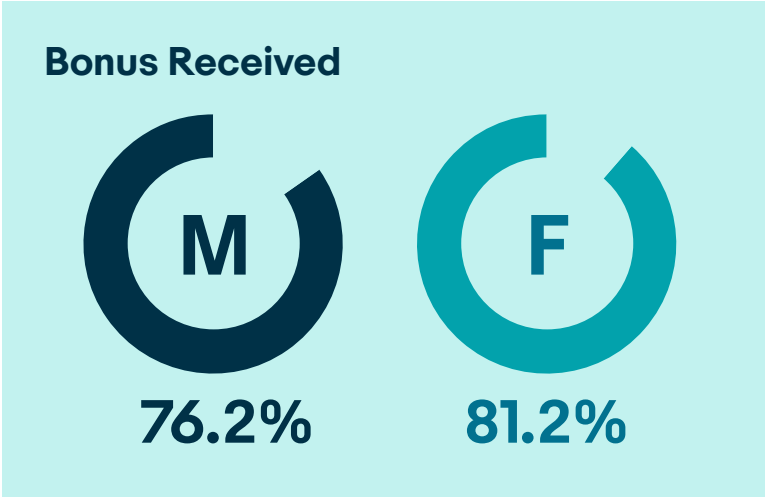
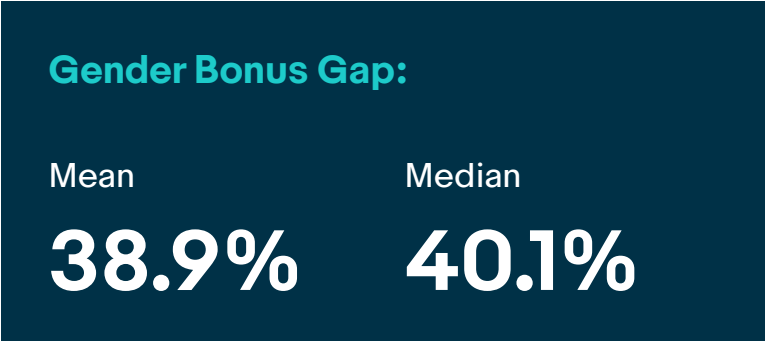
Our Gender Pay Gap

We are confident women and men at eBay are paid equitably when comparing similar roles. A 2021 business acquisition with a higher relative number of men employees paid in the lower quartile has had a material impact on our Gender Pay Gap numbers this year. However, the figures disclosed are predominantly the result of a lower representation of women in technology and senior management roles, with these roles typically commending higher levels of compensation.

Headcount

Calculations are based on a total headcount of 339 with a gender split of 184 (54%) men and 155 (46%) women.

03. Our Gender Bonus Gap Results



Bonus Pay Gap

Calculations are based upon variable pay received by relevant men and women between 6 April 2021 and 5 April 2022. 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.

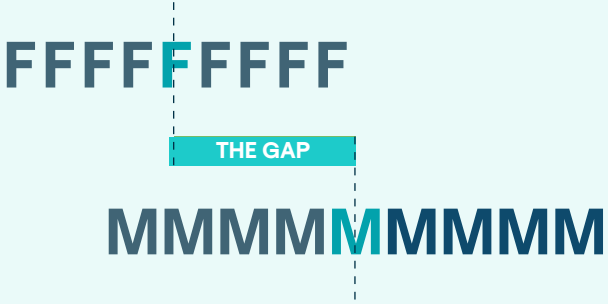
Our Bonus Pay Gap

The Bonus Pay Gap is influenced by the lower representation of women in technology and senior management roles. At a senior level, variable pay forms a significant portion of the overall compensation received and this is reflected in the Bonus Pay Gap figures. eBay’s 2021 business acquisition did not impact the Bonus Pay Gap for this snapshot period but will be included in the calculations we will report next year.

Percentage Receiving Bonus

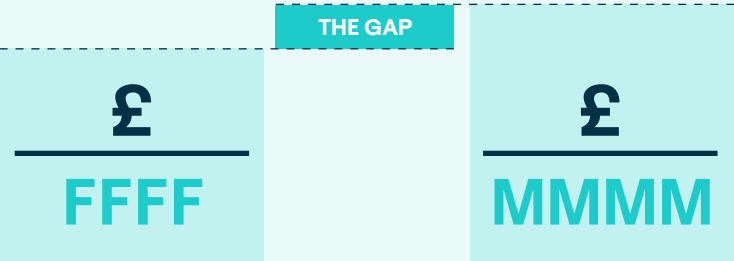
Timing is a key driver behind the ‘bonus received’ result as employees joining the eBay UK team in the last quarter of the year miss the bonus cut-off date. All eligible employees received a bonus for the performance period 2021.

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 top section and a dark teal bottom section. A horizontal bar with five segments of varying teal shades is positioned between the top and bottom sections. The word "ebay" is written in white lowercase letters in the bottom right corner.

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