

Our 2024
**Ireland Gender Pay
Gap Report**

The eBay logo is positioned in the bottom right corner of the slide. It consists of the word "eBay" in a white, lowercase, sans-serif font. The background behind the logo is a dark green gradient that transitions from the main green background on the left to a lighter green on the right.

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.

At eBay, we recognise that there is fluidity in defining sex and gender identities, that terms 'male' and 'female' do not always account for. We acknowledge that the terms used in this report are limiting.

This year we:

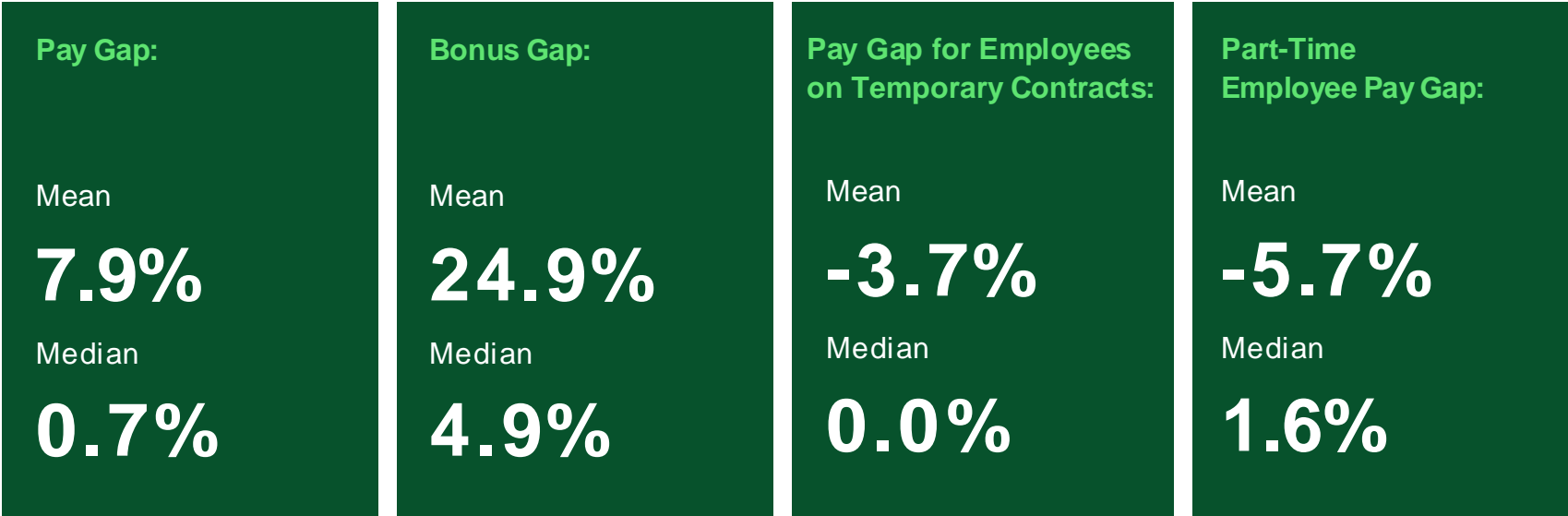
- Continued to develop and expand our inclusive recruiting processes;
- Increased working model options, including working from home, working from the office or a blend of the two;
- Added inclusive family building benefits;
- Invested in our Communities of Inclusion and promotion of DE&I throughout eBay Ireland.

At eBay Ireland, our dedication to fostering an inclusive and equitable workplace is unwavering. Our vision is clear:

To cultivate an environment where everyone has the opportunity to succeed and realise their individual potential and where equality is at the core of our success.

**Siobhán Curtin, Senior Director,
Global Seller Experience &
Site Lead for eBay Ireland**

02. Our results

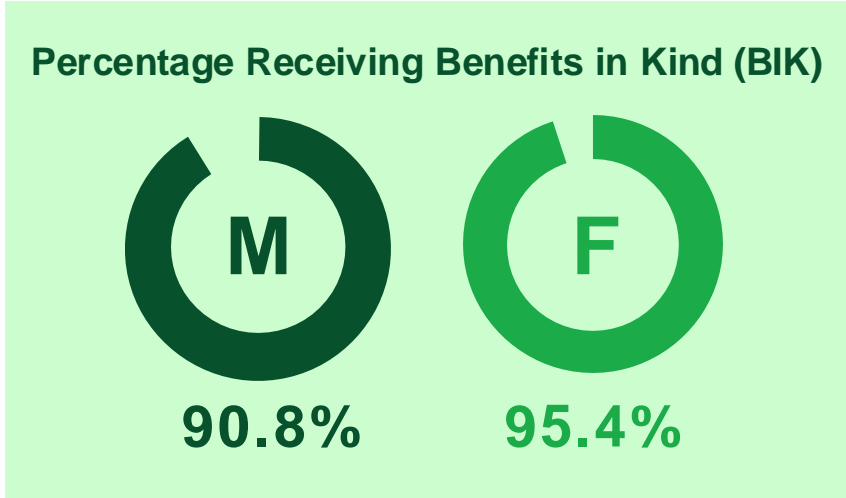
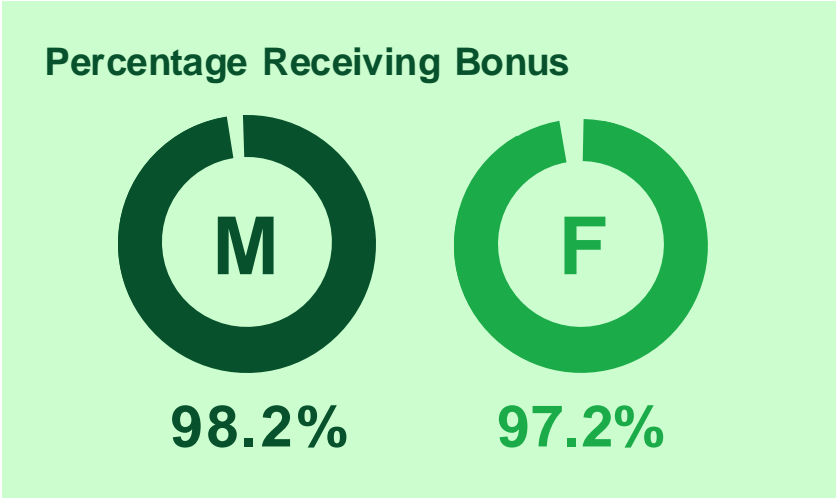


How our Gender Pay Gap and Bonus Pay Gap are calculated

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

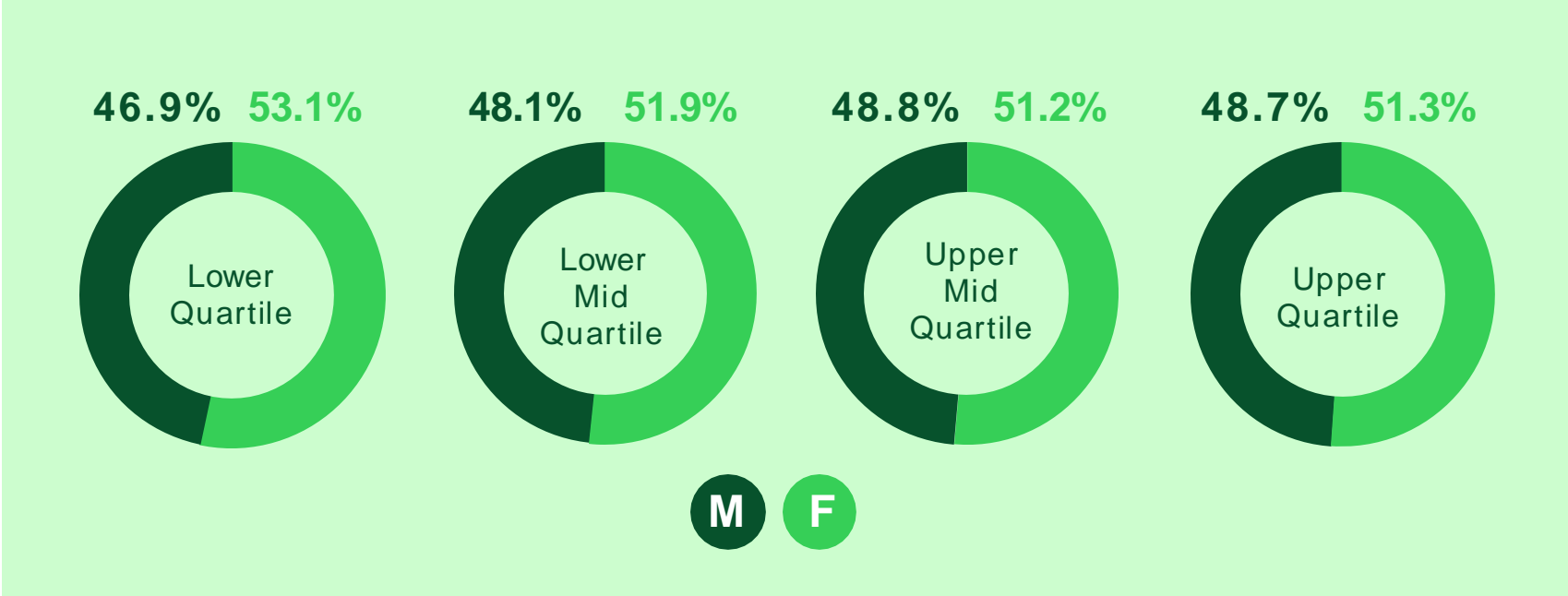
Bonus proportions show the percentage of men and women who received bonus payments in the 12 months up to the snapshot date.

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 23rd June 2024 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 means 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 share similar pay structures.
- We generally have a balanced workforce across all our pay quartiles. Since our last reporting period, eBay female representation increased in both the lower and upper quartiles.
- The change in Gender Bonus Gap compared to 2023 is primarily driven by the number and gender of VPs at our Ireland site.
- 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.

The points listed above are some of the key drivers of our Gender Pay Gap identified during this review, however, there are many other factors outside of what is highlighted.

05. Actions we are taking

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

1) Recruiting and Retaining a Diverse Employee Population

At eBay, we believe that recruiting is a critical part of building a diverse workforce. Through our eBay@Home programme, we have expanded our Global Customer Service hiring pools greatly since its inception in 2017. Our FlexWork model offers three distinct workstyles – in-person, remote, and hybrid – which helps us attract and retain diverse talent. We also offer programmes designed to foster inclusion, build a sense of belonging, and help our employees 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. The Programme will continue in 2025.

2) Enhancing our parental support packages

We recognise the importance of supporting colleagues through life changes and have implemented 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. The Cleo program has expanded to include Cleo Teens, which provides parental support for children ages 13 through 18. This programme 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, employees are able to send breast milk home from anywhere in the world.

To further assist working parents and care givers eBay partners with Care.com to offer backup dependent care and a range of other support options.

In 2024, eBay announced a partnership with Carrot Fertility to provide employees with fertility health, assisted reproduction, preservation and many other supports.

Additionally, eBay started a phased roll-out of FlexMate, an app designed to enable customer-facing teammates to adapt their working hours to meet any personal conflicts.

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 a sense of belonging.

Our COIs have a sustained programme of engagement and are supporting local community networks 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 2024 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.

06. Awards and recognition

We are proud to share DE&I nominations and awards that we have received this year:

- eBay Ireland was shortlisted for the Diversity, Equity & Inclusion Award at the 50th Ireland Business & Finance Awards. We are delighted that our efforts to build an inclusive and diverse workplace are receiving wider recognition.
- eBay Ireland was named No.1 Best Employer for Technology with the Irish Independent. This achievement is a testament to the incredible people at eBay Ireland and the high-performance culture we cultivate.

We are delighted that our efforts to build an inclusive and diverse work environment are receiving wider recognition.

07. Closing Statement

At eBay, our focus is on increasing workforce representation at every level of the organization, 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 continued progress.

eBay objectives include: to increase workforce representation of underrepresented groups at every level of the organisation, to cultivate a sense of belonging for our employees, to engage our communities of sellers and buyers, business partners and the broader communities we serve, and to build inclusive technology to create experiences that empower and reflect the multifaceted needs of the users of our marketplace.

