

Our 2025
**Ireland Gender Pay
Gap Report**



01. Leader Statement

eBay was founded with the purpose to connect people and build communities to create economic opportunity for all.

eBay Ireland is a recognised centre of excellence and a vital hub for innovation, technology, and customer experience. Empowering all our colleagues is non-negotiable. “Be for Everyone” is core to our DNA and reflects our commitment to fostering an inclusive, dynamic, and thriving workplace.

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.

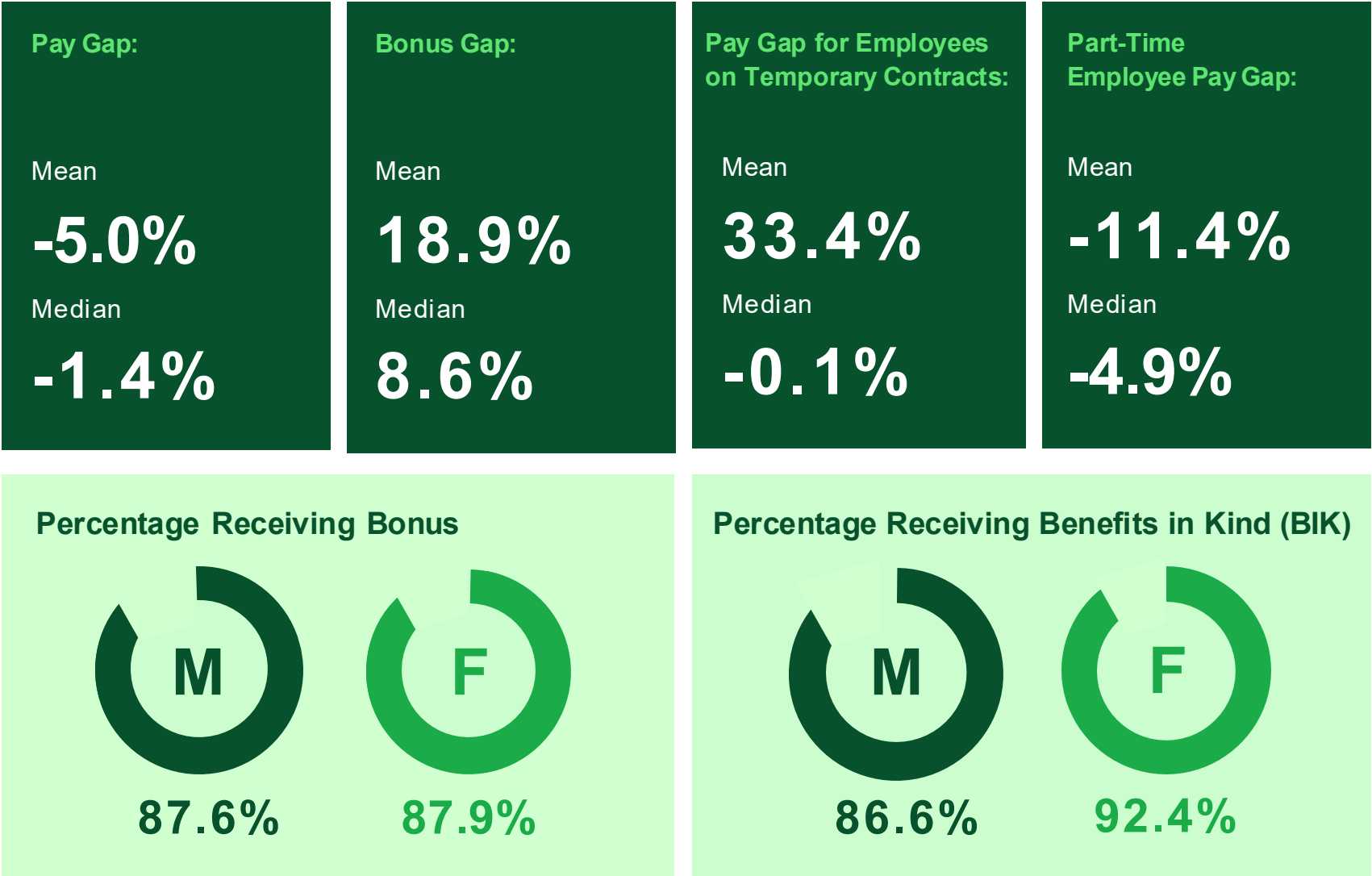
This year we:

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

At eBay Ireland, our dedication to fostering an inclusive and balanced workplace is unwavering. Our vision is clear: to cultivate an environment where everyone has the opportunity to succeed and realise their potential and where belonging is at the core of our success.

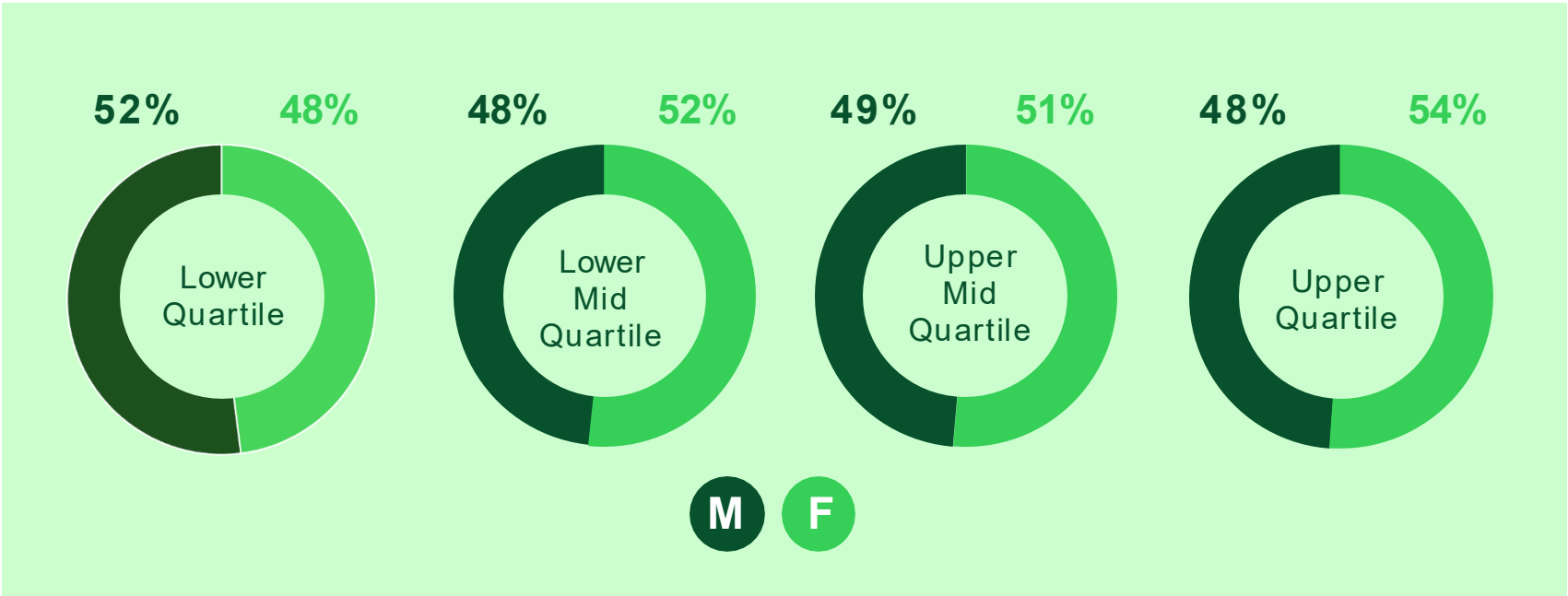
**Siobhán Curtin, Senior Director,
Global Seller Experience &
Site Lead for eBay Ireland**

02. Our results



02. Our results – Pay Quartiles

This chart shows the percentage of males and females in each quartile:



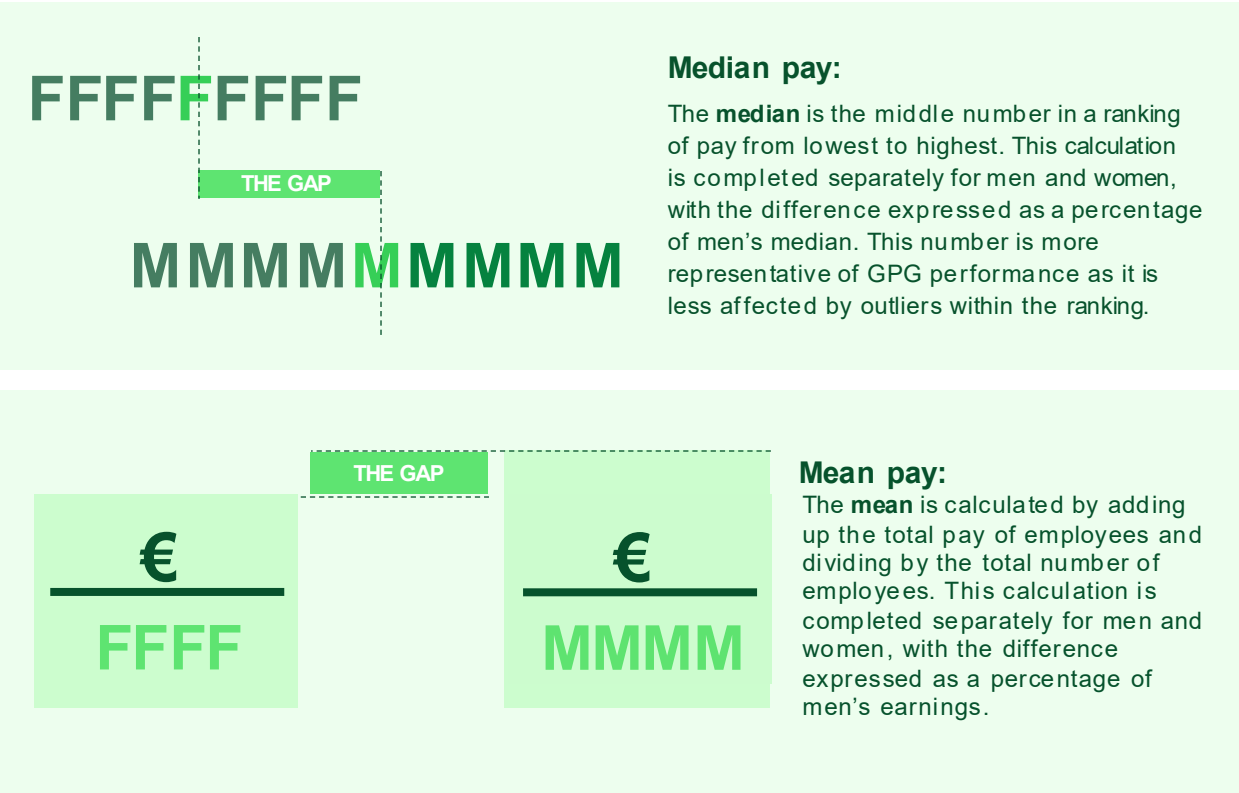
How our Pay Quartiles are calculated

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 30th June 2025 known in the legislation as the ‘snapshot date’.

03. Understanding our calculations

This is the fourth year that eBay has reported our GPG figures. However, we have been focusing on gender representation and addressing pay gaps for many years across eBay globally.



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.

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Equal Pay:

Equal Pay means that women and men carrying out the same or similar work in the same employment the same pay. It is measured by comparing the pay for employees carrying out the same or similar work, or work of equal value, considering 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.

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THE GAP

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Gender Pay Gap:

The Gender Pay Gap is the difference between male and female 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

- 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 the upper quartile.
- The change in Gender Bonus Gap compared to 2024 is primarily driven by company and individual performance against the specified targets.
- Our low headcount for some 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, including:

1) Recruiting and Retaining a Diverse Employee Population

At eBay, 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 across Ireland. We also offer programmes designed to foster inclusion, build a sense of belonging, and help our employees grow their careers, including self-paced and LinkedIn courses, group sessions and workshops, and leader courses around inclusive interviewing and leading.

Siobhan Curtin (eBay Ireland Site leader) is a Board Member of Grow Remote, continuing to champion remote work in Ireland. Our Stepping Stone Programme also continues, making available skilled jobs within eBay Ireland to candidates with refugee status.

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, as well as parental support for children ages 13 through 18 on topics such as building strong relationships, mental health, bullying, navigating conversations around peer pressure and body image and more.

We continue to partner with Milk Stork supporting eBay moms by providing breast milk shipping services anywhere in the world for those who need to travel for work.

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.

Our Carrot Fertility partnership provides employees with fertility health, assisted reproduction, preservation and many other supports.

Our FlexMate app enables customer-facing teammates to adapt their working hours in an instant to meet any personal conflicts, promoting work-life balance..

3) Investing in Communities of Inclusion

eBay has very active and passionate employee-led Communities of Inclusion (COI), advancing our agenda to promote inclusivity and belonging, drive impact and provide support to their peers across the organisation.

COIs are employee-led groups that are centered on dimensions such as age, disability, ethnicity, gender, religion, military status, parental status, and sexual orientation and gender identity. They foster inclusion, advocate for our people, and help create a welcoming and connected eBay community.

We launched three new Ireland based COI chapters - United in Pride, Care (supporting caregivers) and Neurodiversity Pillar within the Accessibility (ACCESS) COI.

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.
- Hosting a Women in AI event, In partnership with Women at eBay Ireland and Women in AI.
- In 2025, eBay Ireland proudly marched in the Dublin Pride Parade.
- Hosting the Black Business Exhibition in partnership with the African Professional Network of Ireland celebrating and empowering Black-owned businesses in Ireland, giving entrepreneurs the chance to showcase their products, share their stories, and get hands-on support to grow on eBay.
- 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 Inclusion and Belonging nominations and awards that we have received this year:

- Outstanding Company Award at Galas LGBTQ+ Awards 2025 . eBay Ireland was proudly nominated in the Outstanding Company (50+ Employees) category, being shortlisted from over 3,000 nominations
- Ireland's Best Employers 2025 with the Irish Independent. eBay Ireland was recognized in the 2025 "Ireland's Best Employers" list as one of the top 10 employers nationwide, securing the impressive number 2 spot in the technology sector and number 4 overall in Ireland. This achievement celebrates the dedication, innovative spirit, and collaborative culture of the eBay Ireland team, and highlights the company's commitment to empowering employees, fostering a positive workplace, and leading in diversity, inclusion, and wellbeing.

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

07. Closing Statement

At eBay connecting people and building communities to enable economic opportunity for all 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.

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.

Our commitment to "Be for Everyone" has never been stronger and we look forward to sharing our continued progress.

