

Our 2021
**UK Binary
Gender Pay
Gap Report**



ebay

01. Introduction

A message from our General Manager

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

We believe in building a marketplace where everyone can succeed - our buyers, sellers and all employees.

Our priority is to create a diverse workforce and to ensure that diversity, equity and inclusion (DE&I) is truly part of everything that we do.

DE&I is central to who we are at eBay and is at the heart of what we stand for. We invest in our community, whether internally with groups like Women at eBay, United in Pride, or our Multi-ethnicity Network - or externally with partners and experts like Circl, Color in Tech or Black Tech Fest. It is important to me and to all of us at eBay that we celebrate our differences, we believe this makes us all better.

This is our first UK Binary Gender Pay Gap report. The UK government require 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.

The data in this report shows that whilst we are making progress, we have more to do to close the Gender Pay Gap. We are focused on increasing senior female representation through hiring for critical roles and investing in our current talent.

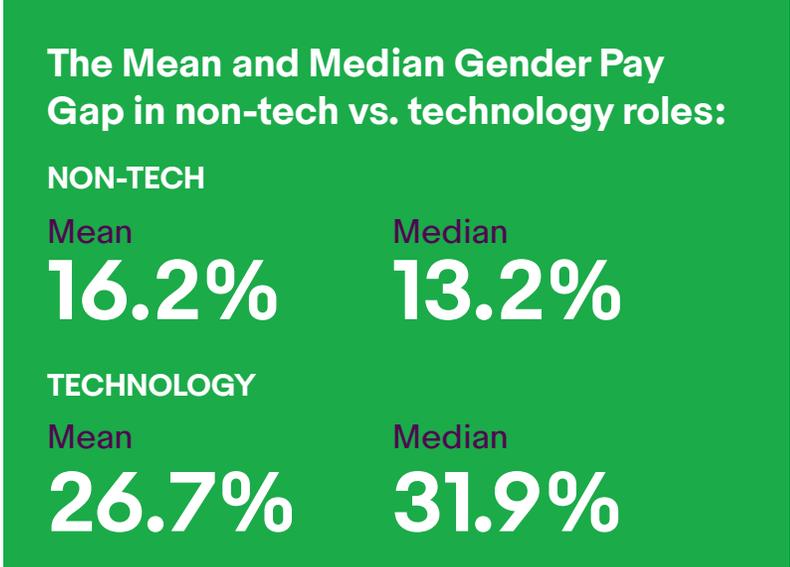
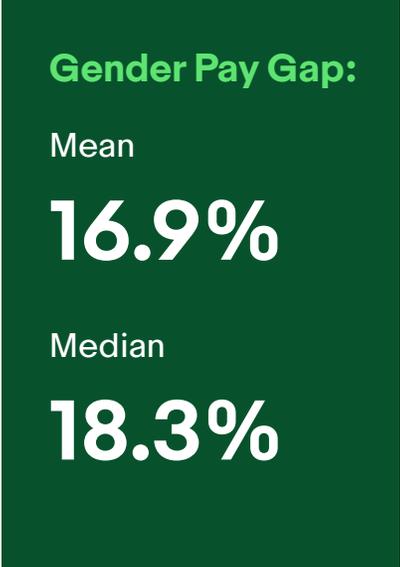
Our commitment to this has never been stronger and we look forward to sharing our progress and plans now and in the future.

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, eBayUK

02. Our 2021 UK Gender Pay Gap Results



Gender Pay Gap

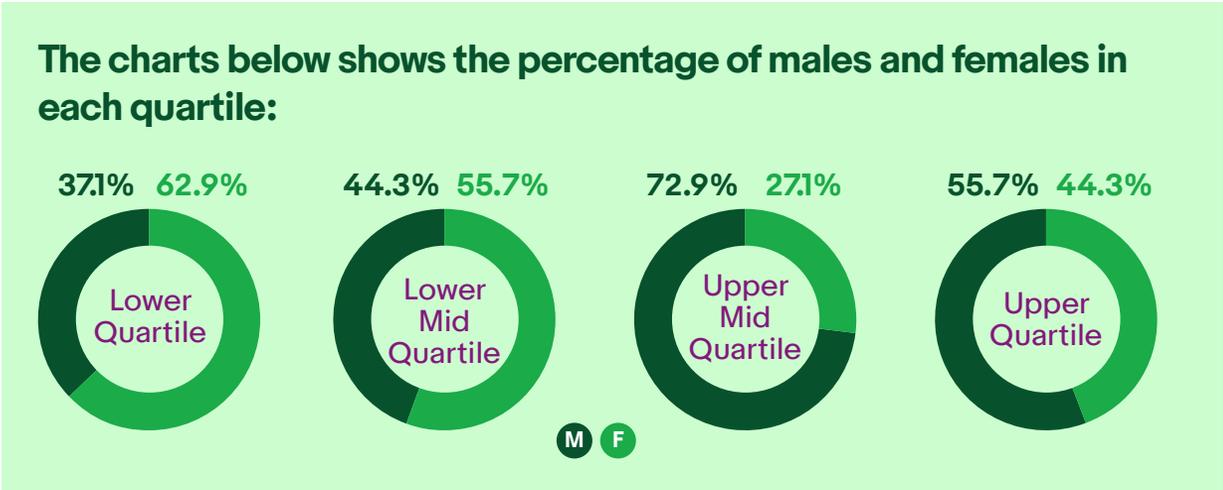
Calculations are based on the hourly pay of all full-pay relevant male and female employees during the month of April 2021. This takes into consideration pay elements such as salary, short & long-term incentives, allowances, and any other qualifying payments. It excludes non-cash items (e.g. benefits).

Our Gender Pay Gap

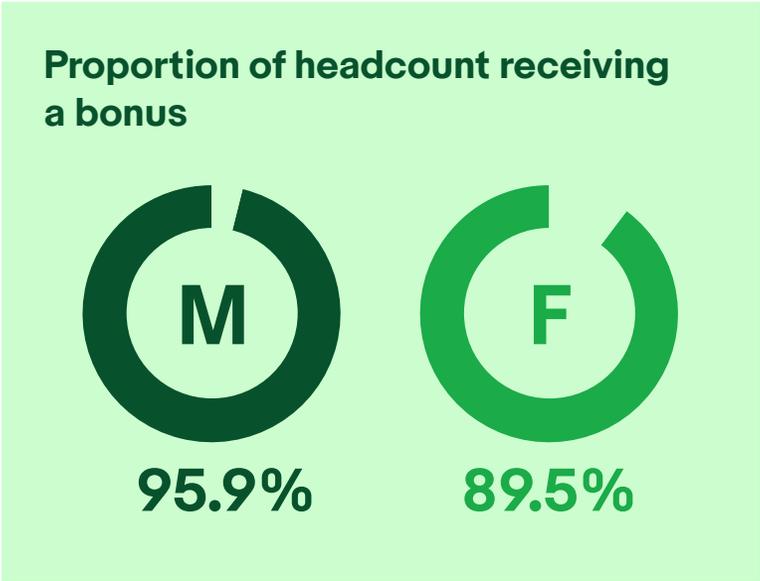
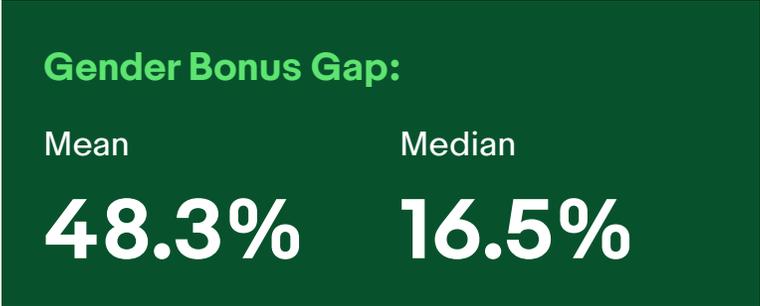
Whilst we are confident women and men at eBay are paid equitably when comparing similar roles, the Gender Pay Gap figures disclosed are predominantly the result of a lower representation of women in technology and senior manager roles. Technology roles typically command higher levels of compensation.

Headcount

Calculations are based on a total headcount of 280 with a gender split of 147 (52%) male and 133 (48%) female.



02. Our 2021 UK Bonus Pay Gap Results



Bonus Pay Gap

Calculations are based upon variable pay received by relevant males and females between 6 April 2020 and 5 April 2021. 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 median Bonus Pay Gap correlates to the median Gender Pay Gap as variable pay is influenced by salary, level and performance whilst the mean Bonus Pay Gap is influenced by male outliers in senior positions. The drivers behind the Bonus Pay Gap align to those noted within the Gender Pay Gap section; lower representation of females in technology and at senior manager levels.

Percentage Receiving Bonus

Timing was the key driver behind the 'bonus received' result. 6 (4.1%) males and 14 (10.5%) females missed the bonus and/or one-off payment cut-off date. All eligible employees received a bonus for the performance period 2020.

03. How do we close the gap?

Actions we're taking:

Increase the diversity of the people we hire

We've taken action to diversify our candidate pipeline partnering with organisations such as Diversifying, Black Young Professionals Network and Black Tech Fest. In 2021, we also launched our Generation eBay graduate programme in partnership with Color in Tech. After a successful first year, we are currently recruiting a new cohort of graduates.

eBay's Talent Accelerator Programme

A new online programme aimed at increasing gender diversity at all levels of leadership. Targeting women in the lower and upper mid quartiles in traditional untapped communities such as tech, engineering, finance, or analytics, the programme aims to empower employees to reach their full leadership potential. Topics covered in the programme include awareness of self and others, networking and sponsorship, negotiation, personal brand development and overcoming leadership dilemmas. Successfully piloted in North America last year we are now rolling the programme out to our relevant EMEA teams.

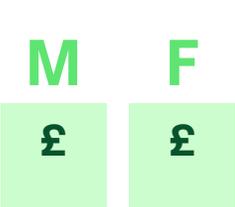
Enhancing our parental support packages

We know it's important to support colleagues through all of life's changes, particularly if we want to retain and nurture talent. Our parental support packages are designed to provide time, care and assistance for birth parents and non-birth parents. We have introduced partnerships with organisations such as Cleo, to offer employees extra guidance for all things pregnancy and postpartum. To further assist working parents and carers in 2020 we began partnering with Care.com to offer backup support and a range of other support options.

Investing in Communities of Inclusion

Our fantastic network of communities are fundamental to inspiring, educating and empowering all our teams. Whether hosting International Women's Day events – from financial independence panels, to keynotes from leading female change makers – or Black History Month, colleagues come together to share and learn from the year-round schedule of events, training and activities.

04. Understanding our calculations



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.

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. As an example, a mean of 10% shows that women are paid 10% less than men when comparing the respective gender averages.

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. As an example, a median of 15% shows that women are paid 15% less than men when comparing the respective gender mid-points.