

PayPal's GRI Index

This index maps our latest disclosures from the 2022 Global Impact Report and other public documents to the Global Reporting Initiative (GRI) standards, which aim to help businesses and other organizations take responsibility for their impacts, by providing them with the global common language to communicate those impacts. The GRI disclosures in this table represent our GRI content index, prepared in accordance with the 2021 Universal Standards. We will continue to evaluate opportunities for future reporting enhancements. To read our full ESG Performance Metrics table, please see the [2022 Global Impact Report](#).

Bureau Veritas UK provided an independent limited assurance opinion on select ESG metrics (those denoted with a ^). A full assurance statement including limitations and exclusions can be found on [pages 50-51 of the 2022 Global Impact Report](#).

Topic	General Disclosures	Response/Location	FY22	FY21	FY20
General Disclosures	2-1 Organizational details	2022 Global Impact Report/About PayPal, page 4 Who We Are webpage			
		Markets served ¹	200+	200+	200+
	2-2 Entities included in the organization's sustainability reporting	2022 Global Impact Report/About PayPal, page 4 2022 Annual Report/Business, pages 2-3			
	2-3 Reporting period, frequency and contact point	The 2022 Global Impact Report and this index cover calendar year 2022. PayPal's ESG reporting follows an annual cycle. For questions, please contact ESG@paypal.com .			
	2-4 Restatements of information	Included throughout the 2022 Global Impact Report and this index as necessary.			
	2-5 External assurance	2022 Global Impact Report/Appendix/Independent Limited Assurance Statement, pages 50-51			
	2-6 Activities, value chain and other business relationships	2022 Global Impact Report/About PayPal, page 4 2022 Annual Report/Business, pages 2-6			
		Markets served ¹	200+	200+	200+
		2022 Global Impact Report/Responsible Business Practices/Upholding Business Ethics, page 16 ; Employees & Culture/Leading With Diversity, Inclusion, Equity & Belonging, page 28 ; Environmental Sustainability/Advancing Our Climate Change Strategy, page 35 Supplier Diversity Program Third Party Code of Business Conduct & Ethics			
	2-7 Employees	Global employees ²	29,900	30,900	26,500
		U.S.-based	11,800	13,100	12,300
		Nationalities	148	154	150
		Countries	27	~30	~30
		Overall workforce by region			
		Americas	44%	–	–
		Asia-Pacific	43%	–	–
		Europe and Middle East	13%	–	–
		2022 Global Impact Report/Employees & Culture/Leading With Diversity, Inclusion, Equity & Belonging, page 29			
		Global gender diversity (% of global workforce)			
		Female	44.0%^	43.7%^	42.8%^
		Male	55.9%	56.2%	57.0%
		Non-binary	0.07%	0.04%	0.03%

(continued)

¹ A market is a geographic area or political jurisdiction, such as a country, territory, or protectorate, in which we offer some or all of our products and services.

² As of December 31 of each year.

^ Received limited external assurance on this metric in current and/or previous reporting periods.

Topic	General Disclosures	Response/Location	FY22	FY21	FY20
General Disclosures (cont.)	2-8 Workers who are not employees	2022 Global Impact Report/Employees & Culture/Managing Our Global Workforce, page 25 Employees & Culture webpage Code of Business Conduct & Ethics Joint U.K. and Australia Modern Slavery Statement			
	2-9 Governance structure and composition	2022 Global Impact Report/About PayPal/Maintaining Strong Corporate Governance & ESG Oversight, pages 7-8 2023 Proxy Statement/Corporate Governance, pages 21-28			
		Independent Directors (% of Board)	91.7%	91.7%	90.9%
		Board diversity (% of Board) ³	50.0%	50.0%	45.5%
		Gender diversity (% of women on the Board)	33.3%	33.3%	36.4%
		Ethnic diversity (% of Board identifying as ethnically diverse) ⁴	16.7%	16.7%	9.1%
	2-10 Nomination and selection of the highest governance body	2022 Global Impact Report/About PayPal/Maintaining Strong Corporate Governance & ESG Oversight, pages 7-8 2023 Proxy Statement/Corporate Governance, pages 21-28			
	2-11 Chair of the highest governance body	2022 Global Impact Report/About PayPal/Maintaining Strong Corporate Governance & ESG Oversight, page 7 2023 Proxy Statement/Election of Directors, pages 12-20			
	2-12 Role of the highest governance body in overseeing the management of impacts	2022 Global Impact Report/About PayPal/Maintaining Strong Corporate Governance & ESG Oversight, pages 7-8 2023 Proxy Statement/Corporate Governance, pages 21-28			
	2-13 Delegation of responsibility for managing impacts	2022 Global Impact Report/About PayPal/Maintaining Strong Corporate Governance & ESG Oversight, page 7-8 2023 Proxy Statement/ESG Governance Structure, pages 38-39			
	2-14 Role of the highest governance body in sustainability reporting				
	2-15 Conflicts of interest	2023 Proxy Statement/Multiple references, pages 22, 33-34			
	2-16 Communication of critical concerns	Code of Business Conduct & Ethics, page 8			
	2-17 Collective knowledge of the highest governance body	2022 Global Impact Report/About PayPal/Maintaining Strong Corporate Governance & ESG Oversight, page 7 2023 Proxy Statement/Multiple references, pages 13, 15-20, 29, 38-39			
	2-18 Evaluation of the performance of the highest governance body	2023 Proxy Statement/Board and Committee Evaluations, page 29			
	2-19 Remuneration policies	2023 Proxy Statement/Multiple references, pages 35-37, 50-84			
	2-20 Process to determine remuneration				
	2-21 Annual total compensation ratio	CEO pay ratio	284:1	382:1	278:1
	2-22 Statement on sustainable development strategy	2022 Global Impact Report/Message from Our President & CEO, page 3			
	2-23 Policy commitments	2022 Global Impact Report/Responsible Business Practices/Upholding Business Ethics, page 16 Code of Business Conduct & Ethics Environmental Sustainability Policy			
	2-24 Embedding policy commitments	2022 Global Impact Report/Responsible Business Practices/Upholding Business Ethics, page 16 Code of Business Conduct & Ethics			
		Employee completion of annual training (% of total workforce) ⁵	100%^	100%^	100%

(continued)

³ Diverse is defined as women and U.S. ethnically diverse men based on U.S. EEO-1 defined categories.⁴ Ethnically diverse includes U.S. EEO-1 defined categories American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander or Two or More Races.⁵ Does not include exempt employees that are on leave during the due date of trainings. All training is tracked internally through PayPal's Learning Management System.

^ Received limited external assurance on this metric in current and/or previous reporting periods.

Topic	General Disclosures	Response/Location	FY22	FY21	FY20
General Disclosures (cont.)	2-25 Processes to remediate negative impacts	Code of Business Conduct & Ethics			
	2-26 Mechanisms for seeking advice and raising concerns	Code of Business Conduct & Ethics, page 8			
	2-27 Compliance with laws and regulations	2022 Global Impact Report/Responsible Business Practices/Managing Risk & Compliance, page 11 2022 Annual Report/Risk Factors, pages 14-28			
	2-28 Membership associations	2022 Global Impact Report/Multiple references throughout report, pages 13, 19, 21, 33, 35, 38 PayPal Inc. Trade Associations (Federal & State)			
	2-29 Approach to stakeholder engagement	2022 Global Impact Report/About PayPal/Assessing & Prioritizing Our ESG Topics, page 6 2023 Proxy Statement/Multiple references, pages 9, 31-32, 40, 42			
	2-30 Collective bargaining agreements	Not applicable			
Topic	Topic Specific Disclosures ⁶	Response/Location	FY22	FY21	FY20
Material Topics	3-1 Process to determine significant topics	2022 Global Impact Report/About PayPal/Assessing & Prioritizing Our ESG Topics, page 6			
	3-2 List of significant topics	2023 Proxy Statement/ESG Strategy, page 40			
Economic Performance	3-3 Management of significant topics	2022 Annual Report/Management's Discussion and Analysis of Financial Condition and Results of Operations, pages 30-49 2022 Annual Report/Management's Discussion and Analysis of Financial Condition and Results of Operations, page 42			
		201-1 Direct economic value generated and distributed			
		Annual revenue (in billions)	\$27.52	\$25.37	\$21.45
	201-2 Financial implications and other risks and opportunities due to climate change	Total tax paid (in millions)	\$878	\$474	\$565
		Total corporate charitable contributions (in millions) ⁷	\$28.9	\$38.3	\$32.9
		2022 Global Impact Report/Environmental Sustainability/Mitigating Our Climate-Related Risks, pages 34-35 ; TCFD Summary, page 39 Environmental Sustainability webpage Environmental Sustainability Policy TCFD Index Third Party Code of Business Conduct & Ethics, page 3			
Market Presence	3-3 Management of significant topics	2022 Global Impact Report/Employees & Culture/Managing Our Global Workforce, page 27			
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	PayPal-defined estimated minimum employee net disposable income (global) ⁸	26%^	–	–
Indirect Economic Impacts	3-3 Management of significant topics	2022 Global Impact Report/Social Innovation/Promoting Economic Opportunity for SMBs & Entrepreneurs, page 18			
	203-2 Significant indirect economic impacts	2022 Global Impact Report/Social Innovation/Advancing Financial Health, page 20			
Anti-corruption	3-3 Management of significant topics	Code of Business Conduct & Ethics, pages 31-33, 39-41			
	205-2 Communication and training about anti-corruption policies and procedures	Employee completion of annual training (% of total workforce) ⁹	100%^	100%^	100%
Anti-competitive Behavior	3-3 Management of significant topics	2022 Annual Report/Legal Proceedings, pages 106-107			
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices				

(continued)

⁶ Please note that certain GRI topic specific disclosures use the term "material." We have used the term "significant" for consistency with this Report. See page 6 of the [2022 Global Impact Report](#) for more information.

⁷ Includes donations, matching gifts, grants and in-kind donations.

⁸ The PayPal-defined estimated net disposable income is the percent of discretionary income remaining for our employees after taxes and typical living expenses are paid. This metric is calculated through a third-party model that utilizes independent data on market-based costs across selected geographies. The model was enhanced from prior periods to incorporate best practices and methodological improvements.

⁹ Does not include exempt employees that are on leave during the due date of trainings. All training is tracked internally through PayPal's Learning Management System.

^ Received limited external assurance on this metric in current and/or previous reporting periods.

Topic	Topic Specific Disclosures	Response/Location	FY22	FY21	FY20
Energy	3-3 Management of significant topics	2022 Global Impact Report/Environmental Sustainability/Mitigating Our Climate-Related Risks, pages 34-35 ; TCFD Summary, page 39 Environmental Sustainability webpage Environmental Sustainability Policy TCFD Index Third Party Code of Business Conduct & Ethics, page 3			
	302-4 Reduction of energy consumption				
	302-1 Energy consumption within the organization	Global energy use (MWh in thousands)	259.8^	256.6^	264.1
		Facilities	59.6	51.7	65.0
		Data centers	200.3	204.9	199.1
Water and Effluents	3-3 Management of significant topics	2022 Global Impact Report/Environmental Sustainability/Managing Our Natural Resources, page 36 Environmental Sustainability webpage			
	303-5 Water consumption	Total water consumed (gallons) (in millions) ¹⁰	79.1^	77.6	–
Emissions	3-3 Management of significant topics	2022 Global Impact Report/Environmental Sustainability/Mitigating Our Climate-Related Risks, pages 34-35 ; TCFD Summary, page 39 Environmental Sustainability webpage Environmental Sustainability Policy TCFD Index Third Party Code of Business Conduct & Ethics, page 3			
	305-1 Direct (Scope 1) GHG emissions	Scope 1 (MTCO ₂ e in thousands)	3.9^	2.6^	3.0^
	305-2 Energy indirect (Scope 2) GHG emissions	Scope 2 (MTCO ₂ e in thousands, MBM) ¹¹	6.7^	11.7^	22.1^
		Scope 2 (MTCO ₂ e in thousands, LBM) ¹²	101.4^	99.0	108.6
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3 (MTCO ₂ e in thousands) ¹³	507	522	14
		Purchased goods and services	448	446	–
		Crypto-related ¹⁴	68	48	–
		Capital goods	16	46	–
		Fuel and Energy-Related Activities (FERA) (MBM)	8.8^	9.3^	11.0^
		Upstream transportation and distribution	11	1	–
		Business travel ¹⁵	6.2^	0.8^	2.5^
		Employee commuting and remote working ¹⁶	17.0^	18.7	–
		Scope 3 FERA (MTCO ₂ e in thousands, LBM) ¹²	34.4^	34.4	–
	305-4 GHG emissions intensity	Carbon intensity per transaction (grams CO ₂) ¹⁷	0.5	0.7	1.6
	305-5 Reduction of GHG emissions	Reduction in operational GHG emissions (% since 2019 baseline) ¹⁸	-80.10%	-73.1%^	-52.70%

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¹⁰ Water consumption data is collected from facilities under PayPal's operational control utilizing direct reporting and estimated data. All PayPal data center premises are housed in co-location data center facilities and, as such, we do not have operational control of water use from data centers, nor do co-location data center facilities have the ability to measure water consumption for PayPal's premises. We engage with our data center co-location providers on water management best practices as part of our overall service agreements and requirements.

¹¹ Scope 2 emissions data is calculated using the GHG Protocol market-based method (MBM), which includes purchases of renewable energy based contractual instruments.

¹² Calculated using the GHG Protocol location-based method (LBM), which does not incorporate contractual instruments such as energy attribute certificates.

¹³ In 2021, we expanded our Scope 3 emissions reporting to include relevant categories across PayPal's value chain. Total Scope 3 emissions and spend-based category emissions estimates are rounded to the nearest 1,000 metric tons CO₂e to reflect limitations in the underlying data sources and estimation methodologies.

¹⁴ Cryptocurrency-related emissions are estimated using calendar year activity data and the Hybrid Emissions Allocation Method as presented in the Accounting for Cryptocurrency Climate Impacts guidance published by Crypto Carbon Rating Institute and South Pole in 2022. Cryptocurrency-related emissions are accounted for as purchased goods and services, consistent with the GHG Protocol, Value Chain Standard.

¹⁵ As part of our commitment to sustainable business travel, we have worked directly with preferred travel vendors to refine our emissions calculation methodology. We will continue to work with vendors to enhance the granularity of employee travel information upon which our business travel GHG emissions calculations are based.

¹⁶ Employee commuting emissions are estimated using average monthly office attendance data, employee transportation survey data, and U.S. EPA transportation mode emissions factors and are limited by data availability. Employee remote working emissions are estimated using average monthly remote working data and the remote working emissions methodology published by Anthesis Group in the Estimating Energy Consumption and GHG Emissions for Remote Workers white paper. We will periodically review publicly available methodologies and evaluate opportunities to enhance the quality and quantity of data available for estimating employee commuting and remote working emissions.

¹⁷ Calculation includes operational emissions from all Scope 1 and 2 sources, including corporate jet.

¹⁸ Operational greenhouse gas emissions include those emission sources covered by Scope 1 and Scope 2 market-based method (MBM) as defined by the Greenhouse Gas Protocol and the Science-Based Targets initiative. In 2019, the base year for our operational emissions target, Scope 1 and 2 emissions totaled 53,100 metric tons. While we observed operational GHG reductions exceeding our 2025 goal, we recognize that in future years this may change as employees return to the office and the Company continues to grow.

^ Received limited external assurance on this metric in current and/or previous reporting periods.

Topic	Topic Specific Disclosures	Response/Location	FY22	FY21	FY20
Waste	3-3 Management of significant topics	2022 Global Impact Report/Environmental Sustainability/Managing Our Natural Resources, page 36 Environmental Sustainability webpage			
	306-3 Waste generated	IT hardware retired (metric tons) ¹⁹	338	410	152
	306-4 Waste diverted from disposal	Sold or donated for refurbishment and reuse	75%	74%	38%
	306-5 Waste directed to disposal	Transferred to secure disposal vendors	25%	26%	62%
	3-3 Management of significant topics	2022 Global Impact Report/Employees & Culture/Managing Our Global Workforce, pages 25-27			
Employment	401-1 New employee hires and employee turnover	Total annual turnover rate ²⁰	23.8%^	15.6%^	10.5%^
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2022 Global Impact Report/Employees & Culture/Managing Our Global Workforce, page 27			
	3-3 Management of significant topics	2022 Global Impact Report/Employees & Culture/Managing Our Global Workforce, page 27			
Occupational Health and Safety	403-1 Occupational health and safety management system				
	403-6 Promotion of worker health				
	3-3 Management of significant topics	2022 Global Impact Report/Employees & Culture/Managing Our Global Workforce, page 26			
Training and Education	404-1 Average hours of training per year per employee	Learning and development hours (in millions) ²¹	1.4	–	–
	3-3 Management of significant topics	2022 Global Impact Report/About PayPal/Maintaining Strong Corporate Governance & ESG Oversight, page 7 2022 Global Impact Report/Employees & Culture/Leading With Diversity, Inclusion, Equity & Belonging, pages 28-29 Diversity, Inclusion, Equity & Belonging webpage PayPal EEO-1 Reports			
Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Board diversity (% of Board) ²²	50.0%	50.0%	45.5%
		Gender diversity (% of women on the Board)	33.3%	33.3%	36.4%
		Ethnic diversity (% of Board identifying as ethnically diverse) ²³	16.7%	16.7%	9.1%
		Diverse executive leadership (% of executive leadership) ²⁴	63.6%	55.6%	50.0%
		Female (% of executive leadership)	27.3%	22.2%	25.0%
		Ethnically diverse (% of executive leadership) ²³	54.6%	44.4%	37.5%
		Diverse workforce representation (% of overall workforce) ²⁵	55.9%^	56.1%^	56.5%^
		Global disability (% of overall workforce) ²⁶	1.7%	1.6%	1.5%
		2022 Global Impact Report/Employees & Culture/Leading With Diversity, Inclusion, Equity & Belonging, page 29			

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¹⁹ The increase from 2020 was due to the closure of a major data center and IT refresh across our office locations. Additionally, COVID-19 significantly impacted our ability to process disposals in 2020.

²⁰ Total turnover rate includes voluntary and involuntary employee attrition over the last twelve months ending December 2022. We've revised prior period values based on improvements in data quality.

²¹ Includes PayPal instructor-led courses and self-directed learning.

²² Diverse is defined as women and U.S. ethnically diverse men based on U.S. EEO-1 defined categories.

²³ Ethnically diverse includes U.S. EEO-1 defined categories American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander or Two or More Races.

²⁴ As of December 31 of each year. Diverse is defined as women and U.S. ethnically diverse men based on U.S. EEO-1 defined categories.

²⁵ Total diverse workforce representation is defined as global women and U.S. ethnically diverse men based on U.S. EEO-1 defined categories.

²⁶ Global employees who have self-identified as having a disability in countries where it is legally allowed or required to disclose.

^ Received limited external assurance on this metric in current and/or previous reporting periods.

Topic	Topic Specific Disclosures	Response/Location	FY22	FY21	FY20
Diversity and Equal Opportunity (cont.)	405-1 Diversity of governance bodies and employees (cont.)	Global gender diversity (% of global workforce) ²⁷			
		<i>Female</i>	44.0%^	43.7%^	42.8%^
		<i>Male</i>	55.9%	56.2%	57.0%
		<i>Non-binary</i>	0.07%	0.04%	0.03%
		Technical workforce by gender ²⁸			
		<i>Female</i>	28.1%	27.3%	26.9%
		<i>Male</i>	71.7%	72.6%	72.9%
		<i>Non-binary</i>	0.12%	0.05%	0.05%
		Professional workforce by gender ²⁹			
		<i>Female</i>	44.2%	43.9%	43.1%
		<i>Male</i>	55.7%	56.0%	56.9%
		<i>Non-binary</i>	0.07%	0.04%	0.03%
		Leadership by gender ³⁰			
		<i>Female</i>	36.0%	33.4%	32.8%
		<i>Male</i>	64.0%	66.6%	67.2%
		<i>Non-binary</i>	0.00%	0.00%	0.00%
		U.S. ethnic diversity (% of U.S. workforce) ³¹	54.0%^	51.7%^	50.0%^
		<i>American Indian or Alaska Native</i>	0.2%	0.3%	0.2%
		<i>Asian</i>	34.5%	32.7%	33.0%
		<i>Black or African American</i>	8.3%	7.4%	6.0%
		<i>Hispanic or Latinx</i>	8.2%	8.6%	8.3%
		<i>Native Hawaiian or Pacific Islander</i>	0.3%	0.3%	0.3%
		<i>Two or More Races</i>	2.5%	2.4%	2.2%
		<i>White</i>	42.6%	44.8%	47.3%
		Technical workforce ethnic diversity ²⁸	68.5%	67.4%	67.0%
		<i>American Indian or Alaska Native</i>	0.1%	0.1%	0.1%
		<i>Asian</i>	59.7%	58.9%	58.9%
		<i>Black or African American</i>	2.5%	2.3%	2.0%
		<i>Hispanic or Latinx</i>	4.1%	4.2%	4.2%
		<i>Native Hawaiian or Pacific Islander</i>	0.3%	0.2%	0.3%
		<i>Two or More Races</i>	1.8%	1.6%	1.5%
		<i>White</i>	28.2%	29.3%	29.7%

(continued)

²⁷ Workforce representation metrics in this section of the GRI Index are based on self-reported data. Due to rounding and exclusion of employees who do not self-identify, numbers presented may not reflect exact totals. Ethnically diverse includes U.S. EEO-1 defined categories American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander or Two or More Races.

²⁸ Technical roles include employees in engineering, information technology and technology operations.

²⁹ Professional is defined as Director roles and below.

³⁰ Leadership is defined as Senior Director roles and above.

³¹ Ethnically diverse includes U.S. EEO-1 defined categories American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander or Two or More Races.

^ Received limited external assurance on this metric in current and/or previous reporting periods.

Topic	Topic Specific Disclosures	Response/Location	FY22	FY21	FY20
Diversity and Equal Opportunity (cont.)	405-1 Diversity of governance bodies and employees (cont.)	Professional workforce ethnic diversity ³²	54.6%	52.2%	50.5%
		American Indian or Alaska Native	0.2%	0.3%	0.3%
		Asian	34.8%	32.9%	33.2%
		Black or African American	8.4%	7.5%	6.1%
		Hispanic or Latinx	8.3%	8.7%	8.4%
		Native Hawaiian or Pacific Islander	0.3%	0.3%	0.3%
		Two or More Races	2.5%	2.5%	2.2%
		White	42.0%	44.3%	46.8%
		Leadership ethnic diversity ³³	37.4%	37.2%	36.5%
		American Indian or Alaska Native	0.0%	0.0%	0.0%
		Asian	26.4%	27.0%	26.2%
		Black or African American	3.6%	4.0%	3.0%
		Hispanic or Latinx	5.0%	4.5%	5.8%
		Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
		Two or More Races	2.5%	1.7%	1.5%
		White	57.7%	58.4%	60.7%
		Underrepresented minorities by role (% of U.S. workforce) ³⁴			
		Overall workforce	19.5%	18.9%	17.0%
		Technical ³⁵	8.9%	8.5%	8.1%
		Professional ³²	19.8%	19.3%	17.3%
		Leadership ³³	11.0%	10.2%	10.3%
		Ethnically diverse women by role (% of U.S. workforce) ³⁶			
		Overall workforce	24.3%	22.8%	20.8%
		Technical	22.6%	22.0%	21.6%
		Professional	24.7%	23.1%	21.1%
		Leadership	14.2%	13.2%	11.3%
		Ethnically diverse men by role (% of U.S. workforce) ³⁶			
		Overall workforce	29.6%	28.9%	29.2%
		Technical	45.8%	45.3%	45.3%
		Professional	29.9%	29.0%	29.4%
		Leadership	23.2%	24.0%	25.2%
	405-2 Ratio of basic salary and remuneration of women to men	Global gender pay equity ³⁷	100%	100%	100%

(continued)

³² Professional is defined as Director roles and below.

³³ Leadership is defined as Senior Director roles and above.

³⁴ U.S. employees who identify as Black or African American, Hispanic or Latinx, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, or Two or More Races.

³⁵ Technical roles include employees in engineering, information technology and technology operations.

³⁶ Ethnically diverse includes U.S. EEO-1 defined categories American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander or Two or More Races.

³⁷ Pay equity analysis based on total compensation is defined as base salary, annual bonus and annual equity awards.

Topic	Topic Specific Disclosures	Response/Location	FY22	FY21	FY20
Child Labor	3-3 Management of significant topics	2022 Global Impact Report/Responsible Business Practices/Upholding Business Ethics, page 16			
	408-1 Operations and suppliers at significant risk for incidents of child labor	Code of Business Conduct & Ethics, page 46 Joint U.K. and Australia Modern Slavery Statement			
Forced or Compulsory Labor	3-3 Management of significant topics	2022 Global Impact Report/Responsible Business Practices/Upholding Business Ethics, page 16			
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Code of Business Conduct & Ethics, page 46 Joint U.K. and Australia Modern Slavery Statement			
Public Policy 2016	3-3 Management of significant topics	2022 Global Impact Report/Responsible Business Practices/Upholding Business Ethics, page 16			
	415-1 Political contributions	Political Engagement and Transparency Policy Political Spending and Lobbying Disclosures			
Customer Privacy	3-3 Management of significant topics	2022 Global Impact Report/Responsible Business Practices/Enriching Our Global Data Management & Privacy Practices, page 14-15 Trust & Privacy webpage , PayPal Privacy Statement , Privacy Hub			
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2022 Annual Report/Risk Factors, pages 20-28			
Cybersecurity	3-3 Management of significant topics	2022 Global Impact Report/Responsible Business Practices/Enabling Effective Cybersecurity Management, pages 12-13 Responsible Business Practices webpage Acceptable Use Policy			