Social Innovation Employees & Culture Environmental Sustainability Responsible Business Practices

**Refresher ESG Materiality Assessment**

In early 2020, we completed our first comprehensive ESG materiality and prioritization assessment, which identified the 19 key ESG topics and seven priority issues critical for PayPal to manage to drive long-term business performance and societal impact. The process included a full landscape assessment, engagement with 130 internal and external stakeholders and an in-depth internal topic analysis and prioritization. The results were published in our 2019 Global Impact Report. We plan to conduct thorough assessments every few years.

Given the importance of reflecting current and emerging trends, we undertook a high-level review of the ESG materiality map earlier this year. This review accounted for new feedback from internal and external stakeholders, shifting global economic and ESG trends and priorities, our current business strategy and other standard updates. While reaffirming the importance of our previously designated priority issues, the exercise also led to select changes to simplify and reprioritize some key ESG topics illustrated in the updated materiality matrix.

**2021 Materiality Assessment Updates**

- Increasing prioritization from internal and external stakeholders on employee wellness, support for small businesses, advancement of an equitable and inclusive society and community engagement
- Streamlining of certain topics to better reflect key issues (i.e., water and waste management consolidated under natural resource management)
- Emerging trends and opportunities regarding climate change, product innovation, human rights and supply chain management

**2021 ESG Materiality Map**

The revised map identifies 18 key ESG topics, eight of which are designated priority issues for PayPal’s ESG strategy. This year, we ascribed increased importance to employee wellness, health and safety, given the current and future impacts of the pandemic. The findings from this assessment continue to serve as a key input as we refine our programs, disclosures and resources.

**Key Engagement Topics**

- COVID-19 business impacts and response
- Opportunities to continue empowering Diversity, Inclusion, Equity & Belonging (DIE&B) and employee wellness
- Risk oversight of data privacy, protection and security matters
- Human capital (global talent) approach and measurement
- Strategy and progress on addressing climate change
- ESG disclosure improvements and approach to stakeholder capitalism

---

1. As designated by those topics located in the shaded, upper right-hand quadrant of our materiality map.
In 2020, we became a member of the U.N. Global Compact (UNGC), an initiative that encourages businesses to adopt sustainable and socially responsible policies in alignment with the United Nations’ Sustainable Development Goals (SDGs) are a collaborative, global effort to achieve a better and more sustainable future for all. Represented by 17 Global Goals and 189 targets, the SDGs address challenges of poverty, inequality, climate change, environmental degradation, peace and justice. Throughout PayPal, we consider opportunities to align our business activities and key priority areas with these important goals.

Through our U.N. SDG contribution mapping efforts in 2019, we identified key areas where we have the greatest influence and impact through our business strategy, products and services. We revisited this mapping exercise and found that PayPal makes a direct, positive contribution to 11 of the 17 SDGs (with the greatest impact on the six goals listed below). Nonetheless, we remain committed to responsibly managing our operations and supporting our communities consistent with all of the Global Goals.

In 2020, we became a member of the U.N. Global Compact (UNGC), an initiative that encourages businesses to adopt sustainable and socially responsible policies in alignment with the U.N. SDGs. The UNGC’s Ten Principles are deeply connected to PayPal’s mission, values and enterprise-wide ESG strategy, and we believe we have a responsibility to our stakeholders to operate our business in alignment with these tenets. For our complete set of ESG metrics that align to UNGC, please see the Appendix of our 2020 Global Impact Report.

**GOAL 1**
**Target 1.4:** Ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources

- PayPal continues to support its global customers, particularly those underserved by today’s financial system, by introducing new products, services and initiatives.
- We provided $15 million in targeted grants to Black-owned small businesses, expanded instant Transfer across PayPal, Venmo and Xoom for real-time access to funds and enabled 50 million donors to contribute more than 1 million nonprofits and personal causes.

**GOAL 5**
**Target 5.3:** Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

- We remain focused on cultivating an inclusive culture, particularly in our leadership teams.
- We’ve continued our close collaborations with U.N. Women, WISE, and a number of other industry leaders.
- We’ve continued our partnership with the Workers Fairness Act.
- We recently submitted our application to join the U.N. Women’s Empowerment Principles and are committed to the ongoing disclosure of transparent workforce representation metrics.

**GOAL 8**
**Target 8.10:** Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all

- We leveraged our partnerships to expand global financial access, working towards our goal of serving one billion daily users.
- We joined the Tech for Good partnership to support millennials in Latin America and the Caribbean, supported the Buy from the Bush program in Australia and worked with Banco Azteca in Mexico to connect their digital customers with our nearly 30 million global merchants.

**GOAL 9**
**Target 9.3:** Increase the access of small-scale industrial and other enterprises, in particular developing countries, to financial services, including affordable credit

- Since 2013, we’ve provided over $20 billion in capital through more than 1 million loans to small and medium-sized businesses (SMBs).
- In 2020, PayPal facilitated more than $2 billion in loans through the U.S. SBA Paycheck Protection Program to businesses struggling through the pandemic, launched Venmo business profiles, joined with Captalyx to offer financing solutions to SMBs in Brazil and invested in global fintech startups, such as Hey in Japan.

**GOAL 10**
**Target 10.C:** Reduce to less than 3% the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5%

- We continued to provide low-cost money transfer services through Xoom, where our average remittance costs remained below 3% globally in 2020.
- We also expanded our services to allow for secure remittances from customers in U.S., U.K., Canada and Europe directly to mobile wallets in 12 markets in Africa.

**GOAL 17**
**Target 17.17:** Encourage and promote effective public, public-private and civil society partnerships

- We’ve continued our close collaborations with leading groups, including the World Economic Forum, the U.N. Secretary-General’s Special Advocate for Inclusive Finance for Development and Northeastern University.
- We’ve also begun new partnerships with the U.N. Generation Equality Forum, UNGC, World Resources Institute, Australian Research Council and JUST Capital, among others.

In early 2021, we announced our participation in the U.N. Generation Equality Forum, where PayPal was selected as a private sector lead for the Economic Justice and Rights Action Coalition. Promoting women’s economic empowerment is essential for an inclusive global economy and we look forward to collaborating with others over the next five years to drive meaningful progress.