



DIVERSITY & INCLUSION

To achieve our mission and ensure that everyone can participate fully in the digital economy, we must continue to promote diversity, equity, and inclusion in everything we do. For PayPal, this begins by establishing a workplace that reflects the world we live in and the customers we serve and that celebrates the incredible variety of experiences, capabilities, talents, and interests of our employees.

As we've grown to over 23,000 employees, representing more than 140 nationalities located in more than 30 countries, we remain committed to promoting inclusion around the world. We embrace a diverse workforce that includes people of different ethnic and cultural backgrounds, gender identity and expression, sexual orientation, veteran status, abilities, and those who bring diversity of thought, opinion, experience, and leadership styles — and all other characteristics — that make people unique.

Building a diverse and inclusive workforce continues to be a top priority for PayPal. We take this responsibility seriously and are committed to driving improvements in this area over time.



2019 Diversity & Inclusion Highlights

In 2019, we continued to promote activities, policies, and programs to further equity and inclusion in our workplace, our communities, and our planet. Examples include:

- Maintained **100% pay equity** in salary and bonuses globally for women and men, as well as US ethnic pay equity. We undertake rigorous assessments at least annually with external consultants and legal counsel to ensure we deliver internal pay equity throughout the Company, which is paramount to our success and at the core of our values.
- Completed **Conscious Inclusion training** for over 90% of all global employees as of the end of 2019 through in-person and virtual training at 15 global sites, in nine languages. Building upon this momentum, we will be launching inclusive leadership training for managers in 2020.
- **Supported diversity in the public forum** by championing the U.N. LGBTI Standards of Conduct, joining the HRC Business Coalition for the Equality Act, signing onto amicus briefs including support of the Deferred Action for Childhood Arrivals (DACA) program and LGBTQ rights in housing, employment, and education, and advocating for policies of inclusion such as support of the Fairness for High-Skilled Immigrants Act and the Pregnant Workers Fairness Act.
- Became one of the first in-house legal departments to **support the Mansfield Rule**, which targets candidate slates that are at least 50% composed of lawyers from historically underrepresented groups for at least 70% of all new US legal roles and matters. We also plan to **expand our company-wide diverse hiring program** in 2020 to all open positions.
- Concluded the first full year of our **Supplier Diversity Program** with significant growth of our Tier 1 diverse suppliers reaching 9% of total spend, with expansion to Tier 2 planned for 2020. In 2019, we were recognized by the Women's Business Enterprise National Council for supporting women-led businesses.
- Worked with our partner in Sao Paolo, Sitel, to hire Venezuelan refugees at our Brazilian site and invested in companies like Ellevest that **serve the financial needs of diverse communities**.



23,200
(US: 11,200)
Total Employees

140+
Total
Nationalities

30+
Total
Countries

50
Office
Locations