

PayPal 2020

Whereas, in 2015 our Company endorsed the Human Rights Campaign (HRC) landmark federal non-discrimination legislation (Equality Act) to protect LGBT people from discrimination;

Whereas, our Company terminated its agreement with Infowars after conducting “a comprehensive review” of the Infowars site and found that it “promoted hate and discriminatory intolerance against certain communities and religions,” a violation of PayPal’s acceptable use policy;

Whereas, our Company, in 2018, earned a perfect 100% score on HRC’s Corporate Equity Index for the third consecutive year and was named one of the “Best Places to Work” for LGBT Equality by HRC;

Whereas, our Company on its website highlighted its long-time support for domestic partnership and against discrimination based on sexual orientation or gender identity;

Whereas, PayPal stopped processing donations to the Neo-Nazi group Pro Chemnitz after pressure from the public, including shareholders, consumers and grassroots organizations;

However, our Company, on the other hand, has been attacked for hypocrisy for supporting government policies to expand business in Cuba and for conducting business in at least 25 countries where homosexual behavior is illegal;

Whereas, our Company has also been accused of discriminating against Palestinians and Palestinian businesses while not denying financial services to Israeli settlers in the occupied West Bank and Gaza Strip;

Whereas, our Company has adopted a voluntary, non-binding Code of Business Conduct and Ethics;

Whereas, none of our Company’s committee charters, Bylaws, or Articles of Incorporation mention Human Rights policies or statements that outline PayPal’s official company policies on international Human Rights;

Whereas, The United Nations in 1948 adopted the Universal Declaration of Human Rights, and the United Nations Human Rights Council in 2011 adopted the United Nations Guiding Principles on Business and Human Rights, and in 2006, the United Nations adopted the United Nations Declaration on the Rights of Indigenous Peoples;

Whereas, the Proponent believes it is a fiduciary duty of the board and management to consider Human Rights when making all decisions where there is significant potential impact or consequences of our Company's involvement, as well as significant risk to our Company;

Whereas, our Company, addresses Human Rights in non-binding policy statements and non-binding guidelines with limited legal teeth or enforcement mechanisms and therefore minimal assurance of respect or protection for global Human Rights;

Whereas, reputational damage, negative publicity and loss of customers' business can result in long term consequences for our Company;

Therefore, Be It Resolved: Shareholders request that the PayPal Board of Directors pursue modifications of its formal governance documents, such as committee charters, Bylaws and/or Articles of Incorporation, to articulate the fiduciary duties of Board and management to ensure due diligence on Human and Indigenous Peoples' Rights.