

Environmental Sustainability Policy

At PayPal, our mission inspires us to be good corporate citizens, and we believe in making choices and conducting our business in a manner that is ethical and best serves our customers, employees, and the public. As a global company, we recognize that our business has an impact on the planet. We are committed to managing our business in an environmentally responsible manner, addressing climate change, and preserving natural resources.

The PayPal Environmental Sustainability Policy (“Policy”) codifies our environmentally responsible practices, in accordance with applicable regulatory requirements and international standards, across PayPal’s global operations and the products and services we procure. Our Policy is written in accordance with the following international standards:

- ISO 14001: Environmental Management System (“ISO 14001”)
- The GHG Protocol: Corporate Accounting and Reporting Standard (“GHG Protocol”)
- The Task Force on Climate-related Financial Disclosures Guidelines (“TCFD”)
- Science Based Targets: Foundations of Science-based Target Setting, Version 1.0 (“SBT”)

This Policy is implemented through our Environmental Management System (“EMS”), which follows the Plan-Do-Check-Act model to facilitate continual Environmental Sustainability performance improvements and includes specific Procedures, Guidelines, and Records that document company processes. We conduct periodic assessments of our EMS to support effective decision-making, communicate results, and evaluate the training needs of relevant teams.

Our Environmental Sustainability program is overseen by the Corporate Governance and Nominating Committee of PayPal Holdings, Inc.’s Board of Directors and our EVP, Chief Business Affairs and Legal Officer. It is implemented by a cross-functional ESG Steering Committee and Environmental Working Group consisting of representatives from key business units, in conformity with written procedures, guidelines, and records.

Environmental risks and opportunities are regularly reviewed by these bodies and recorded in PayPal’s ESG Materiality Assessment. Material environmental risks are addressed as part of PayPal’s enterprise risk management process. Environmental objectives, targets, and programs are established by PayPal’s ESG Steering Committee and implemented by the Environmental Working Group to manage our key environmental risks and opportunities. Environmental performance is measured, analyzed and evaluated regularly by Senior Management and disclosed publicly in accordance with the international standards identified above and consistent with the expectations of our stakeholders.

Consistent with our Policy, we are committed to the following environmental sustainability measures:

- Managing our business in an environmentally responsible manner, addressing climate change, and preserving natural resources;
- Complying with applicable environmental laws and regulations;
- Leveraging our employees, technology, and resources to support environmental causes around the world;
- Measuring and evaluating our impacts on an annual basis, and establishing meaningful goals to reduce these impacts;



- Quantifying our results and identifying opportunities to accelerate our progress; and
- Reporting on our progress publicly as part of our annual Global Impact Report.

In addition to these commitments, PayPal has implemented environmental and occupational health and safety management systems. These are supported by an Environmental Health and Safety Policy which facilitates sound environmental health and safety practices in accordance with applicable laws and regulations.

We expect our suppliers to share our Environmental Sustainability values and encourage them to adopt the environmentally responsible business practices set out in PayPal's Third-Party Code of Business Conduct & Ethics.

This Policy applies to the global PayPal organization and its subsidiaries and workforce. It will be reviewed and updated every 18 months consistent with PayPal's Policy Governance practices.