

Environmental 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 operations have an impact on the planet. PayPal is committed to managing our operations in a responsible manner, minimizing our environmental footprint, and addressing climate change.

Environmental sustainability 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, and managed by a cross-functional working group of leaders across the company.

We believe our most meaningful and substantive contributions can be made through a focus on mitigating greenhouse gas emissions, managing water consumption and resilience, and implementing better waste management practices.

We will actively work to make advancements in these areas and are committed to the following:

- Operating our business in a manner that protects the environment and preserves natural resources;
- Complying with applicable environmental laws and regulations;
- Leveraging our employees, technology, and resources to support environmental causes around the world;
- Reviewing and evaluating our impact 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 these ideas and goals 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, all employees, contingent workers, consultants, and interns (collectively "Workforce").

This policy will be reviewed and updated annually.