

PAYPAL CANADA CO.

Pay transparency report

We are committed to building a global team of employees that reflects the communities where we work and live, and the customers we serve. We believe in creating a workplace where every employee feels valued, empowered to thrive, and has a sense of belonging. We embed equity and inclusion across the employee lifecycle. To create innovative products and drive value for our stockholders, we must attract, engage, and retain diverse talent globally. Fair and equitable pay is a key part of this commitment.

At PayPal, total compensation includes base pay and short- and long-term incentives such as bonuses, commission, and equity awards. We conduct annual compensation data reviews and report pay equity globally. The 'gender pay gap' and 'equal pay' referenced in this report have two distinct meanings. Equal pay is the difference between men's and women's earnings for performing the same or similar work. Gender pay measures the average pay for men and women across the company, regardless of factors such as role, seniority, work location, etc.

Under British Columbia's ("B.C.") Pay Transparency Act and its Pay Transparency Regulation, employers are required to prepare and publish an annual pay transparency report. To comply with this requirement, PayPal has published its 2026 pay transparency report on PayPal's publicly accessible website.

Disclaimer

General Comments

The Report is prepared using the B.C. government's Pay Transparency Reporting Tool, based on payroll data and gender information collected by the employer. Because the calculation methodology and the categories of information are defined by the Province, the figures in the Report reflect a standardized government method rather than PayPal's own pay-equity analysis.

The Report contains a general analysis that considers indicators — hourly pay, overtime pay, and bonus pay — to evaluate possible pay differences between gender categories, using the average (mean) and the median (midpoint in a distribution), together with the distribution of each gender category across four pay quartiles. Regardless of the existence of salary equality regulations in British Columbia or elsewhere, PayPal highly values all its employees and is committed to compensating each of them fairly and equitably.

Concept of gender pay disparity

Gender pay disparity is the difference between the earnings of all men and the earnings of all women, expressed as a percentage of men's earnings. For gender pay disparity, average and median values were considered, without taking into account other aspects, such as whether they perform different activities, are in a different company structure, have different levels, or the existence of other elements that justify the disparity among employees. This material presents the pay transparency report prepared for PayPal Canada Co. using the B.C. government's Pay Transparency Reporting Tool.

When analyzing the information, you should note that:

- The Report is generated using the methodology and calculations defined by the B.C. government's Pay Transparency Reporting Tool. It presents aggregate figures and does not reflect with full accuracy how individual PayPal employees are compensated.
- The pay difference between gender categories shown in the Report does not mean that individuals of one gender earn less than colleagues of another gender who do the same work, with the same experience and time at the company, etc.

The reporting methodology does not consider the existence of different positions in the company, which prevents an accurate comparison of pay differences between specific and equivalent positions.

Employer details

Employer:	PAYPAL CANADA CO.
Address:	EY LAW LLP THE STACK 1133 MELVILLE STREET, SUITE 1900, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	52 - Finance and insurance
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$1.01	Women
\$1.02	Prefer not to say / Unknown

In this organization women's average hourly wages are 1% more than men's. For every dollar men earn in average hourly wages, women earn \$1.01 in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$1.01	Women
\$1.02	Prefer not to say / Unknown

In this organization women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn \$1.01 in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



Overtime pay

Mean overtime pay³

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay⁴

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours⁵

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours⁶

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

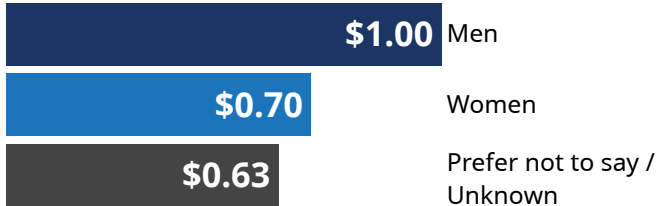
Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



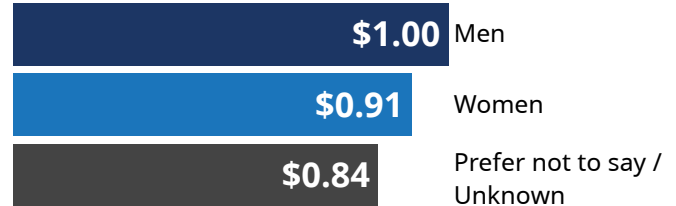
Bonus pay

Mean bonus pay ⁷



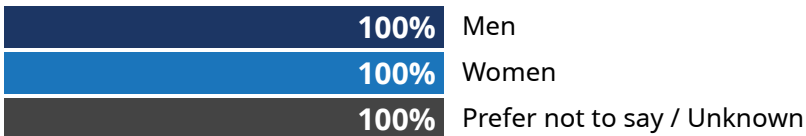
In this organization women's average bonus pay is 30% less than men's. For every dollar men earn in average bonus pay, women earn 70 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 9% less than men's. For every dollar men earn in median bonus pay, women earn 91 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †

Men (100%)

Upper middle hourly pay quartile †

Men (100%)

Lower middle hourly pay quartile †

Men (100%)

Lowest hourly pay quartile (lowest paid) †

Men (100%)

■ Men

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

Data constraints

Data used in this report

This report covers January 1 – December 31, 2025 and the compensation indicators required under the BC Pay Transparency Act and Regulation. It includes PayPal Canada Co. (PPCA) employees whose ordinary place of work is in BC, across all roles and levels, and excludes contractors, contingent workers and employees based outside BC.

Hours, ordinary pay, overtime and bonus data come from PayPal's payroll and HR systems of record. They were entered into the B.C. government's Pay Transparency Reporting Tool, which applies the Province's prescribed methodology to calculate the figures shown.

Gender information is collected voluntarily through employee self-identification. As of January 1, 2026, 77% of PPCA's BC-based employees (n = 84) had self-identified. The remaining 23% did not update their information, selected "prefer not to answer," or may not be aware of the option; these were combined into a single "unknown" category, as the tool requires. Among respondents, about 30% identify as women, 67% as men and 1% as non-binary. Because self-identification is optional and response rates vary, this may differ from the actual workforce composition, and self-selection bias should be considered when interpreting results.

Suppressed measures: Consistent with the Act and Regulation, measures or gender categories are not displayed where numbers are too small to protect employee anonymity and privacy. For this reason, overtime measures are not shown.

Bonus pay: The bonus pay gap is influenced by the higher representation of men in higher career levels, which generally carry higher target annual bonuses. PayPal is committed to equal employment opportunity in hiring, promotion and all aspects of employment, evaluates candidates on skills, experience and qualifications, and does not discriminate on any characteristic protected by law. We continue to review and monitor our processes to support equity across our workforce.

Representation

We are committed to equal representation at all career levels and recognize this is an ongoing journey. Recent actions include:

- A refreshed belonging learning journey that strengthens accountability for leaders and employees to foster inclusion and trust.
- Using our engagement survey for more targeted insights that inform community-building.
- A new global career framework (2025), with primary skills added in 2026, that defines expectations for every role and anchors market-competitive pay for equivalent responsibilities, education, experience and skills. Equitable pay decisions based on objective, job-related factors (responsibilities, skills, experience, expertise, location), applied consistently without regard to protected characteristics.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.