

## Environmental Risk Management Policy

At PayPal, our mission inspires us to be a responsible corporate citizen, and we believe in making choices and conducting our business in a manner that is ethical and best serves our customers, employees, investors, and the public. As a global company, we recognize that our business has an impact on the planet. We take a science-based approach to addressing climate change, managing natural resources, and exploring environmental innovation across products and services.

PayPal's Environmental Risk Management Policy (the "Policy") codifies our management of environmental risk and climate-related risk and guides our approach to addressing environmental and climate-related opportunities. The Policy applies to the company's global operations within the context of our ESG Significance Assessment.

The Policy is implemented through our Environmental Management System ("EMS"), which follows the "Plan-Do-Check-Act" model, as described in ISO 14001: Environmental Management Systems. Our EMS is documented in specific procedures and guidelines that establish our processes for continual environmental sustainability performance improvements. We conduct periodic assessments of our EMS to support effective decision-making, communicate results, and evaluate the training needs of relevant teams.

Environmental sustainability and the management of environmental and climate-related risks and opportunities is overseen by the Corporate Governance and Nominating Committee of PayPal Holdings, Inc.'s Board of Directors and periodically reviewed by senior management. It is implemented by a cross-functional Environmental Working Group with guidance and direction from an ESG Steering Committee, both consisting of representatives from key business units and functions, in conformity with written procedures and guidelines.

Environmental risks and opportunities, including those that are climate-related, are reflected in PayPal's ESG Significance Assessment. Significant 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 senior management and implemented by the Environmental Working Group to manage our key environmental and climate-related risks and opportunities. Environmental performance is measured, analyzed, and evaluated regularly by senior management.

Consistent with our Policy, we are committed to complying with applicable environmental laws and regulations and pursuing the following environmental sustainability measures and practices:

- Managing our business in an environmentally responsible manner and preserving natural resources;
- Mobilizing our employees, technology, and resources to support positive environmental impact initiatives in our communities;
- Measuring and evaluating our impacts on an annual basis, including against stated commitments and targets, such as our Science-Based Targets, to reduce these impacts;



- Quantifying our results, including our Scope 1, Scope 2, and relevant Scope 3 greenhouse gas emissions as defined by the GHG Protocol and the Science-Based Targets initiative, and identifying opportunities to accelerate our progress;
- Reporting on our progress publicly as part of our annual [Global Impact Report](#); and
- Engaging with key stakeholders to explain and inform our environmental sustainability priorities.

In addition, 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 comply with the environmentally responsible business practices set out in PayPal's [Third-Party Code of Business Conduct & Ethics](#) and we encourage our suppliers to measure and manage their environmental impacts.

The Policy applies to PayPal and its subsidiaries, PayPal's workforce, and third parties acting on PayPal's behalf. It will be reviewed and updated every 18 months consistent with PayPal's Policy Governance practices.

