



Independent Limited Assurance Statement



INDEPENDENT LIMITED ASSURANCE STATEMENT

To: The Stakeholders of PayPal

Introduction and objectives of work

Bureau Veritas UK Limited ('Bureau Veritas') has been engaged by PayPal Holdings Inc ('PayPal') to provide limited assurance of selected Environmental, Social and Governance (ESG) performance data for inclusion in the "2021 Global Impact Report" ('the Report')¹. This Assurance Statement applies to the related information included within the scope of work described below.

Scope of Work

The scope of our work was limited to assurance over the accuracy of the ESG performance data listed below and included in the Report. Subject to Limitations and Exclusions set out below, our verification includes all operations under PayPal's control for the reporting period covering January 1, 2021 to December 31, 2021 for the following indicators ('Selected Information')²:

Employees & Culture

- Employee Participation rate (%)³
- Employee Engagement score³
- Intent to Stay score³
- Overall Workforce Diversity (%)³
- Global Gender Diversity (%)³
- US Ethnicity Diversity (%)³
- Average Turnover Rate (%)³
- Estimated Minimum Employee Net Disposable Income, U.S. (%)

Social Innovation

- Funds raised for non-profits and personal causes (USD)
- No. of donors who gave to non-profits and personal causes
- Total Capital to SMBs (USD) in 2021
- Total Capital to SMBs since 2013 (USD)
- Total number of Loans issued since 2013
- Average International Remittance Costs (%)

¹ GRI is a downloadable PDF available via the official PayPal website

² All metrics are global unless otherwise stated

³ 10-K report metrics

Bureau Veritas UK Ltd | 5th Floor | 66 Prescot Street | London | E1 8HG | Telephone: 0845 600 1828 Bureau Veritas Registered Office www.bureauveritas.co.uk Suite 206 | Fort Dunlop | Fort Parkway, Birmingham B24 9FD Registered in England 1758622

Responsible Business Practices

- Annual Compliance and Ethics training completed (%)

Environmental Sustainability

- Greenhouse Gas (GHG) Emissions Scope 1 (MT⁺ CO2e)
- Greenhouse Gas (GHG) Emissions Scope 2 (MT⁺ CO2e) Location based & Market based
- Greenhouse Gas (GHG) Emissions – Scope 3 (Emissions from business travel) (MT⁺ CO2e)
- Greenhouse Gas (GHG) Emissions Scope 3 (Fuel and Energy Related Activities not in S1/2) (MT⁺ CO2e) Location based and Market based
- Global Energy Use (renewable and non-renewable) (MWh)
- Renewable Energy as a % of total energy use
- Renewable Energy as a % of data centre energy use
- Reduction in operational GHG Emissions (% since 2019)
- Vendors with science-based targets (% of vendors by spend)

Reporting criteria

The Selected Information has been prepared in accordance with internal definitions set for PayPal's ESG Indicators. The GHG emissions data has been prepared taking into consideration The GHG Protocol Corporate Accounting Standard (revised edition).

Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- the appropriateness of the reporting criteria;
- any activities outside the defined reporting period subject to the exception expressly stated in the Scope of verification; and
- any other information included in the Report other than the Scope of verification defined above.

This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of PayPal.

Bureau Veritas was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- Obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our conclusions to the Management of PayPal.

⁴ Metric Tonnes

Bureau Veritas UK Ltd | 5th Floor | 66 Prescot Street | London | E1 8HG | Telephone: 0845 600 1828 Bureau Veritas Registered Office www.bureauveritas.co.uk Suite 206 | Fort Dunlop | Fort Parkway, Birmingham B24 9FD Registered in England 1758622

Assessment Standard
We performed our work to a Level 1 Assurance Standard (ISAE) 3000 Revisions 1 and 2 Information, issued by the International Federation of Accountants.

Summary of work performed
As part of the independent verification process, we:

- conducting interviews with management
- reviewing the data, including assessing the accuracy of the data
- reviewing documentation
- agreeing a selection of the data to be verified
- reviewing PayPal's system of internal controls underlying activity data

The scope of a limited assurance engagement is to provide a high level of assurance over the risk assessment procedures and the data used to calculate the Selected Information.

Conclusion

On the basis of our methodology and the evidence obtained, we conclude that the Selected Information is presented fairly and is based on work performed in accordance with the Assurance Standard.

Statement of Independence

Bureau Veritas is an independent member of the Bureau Veritas Group, a global safety and social accountability organisation, conducting verification over processes.

Bureau Veritas operates a certification scheme in accordance with ISO 9001:2015, and accordingly, we are not subject to the same regulatory requirements.

Bureau Veritas has implemented a strict policy of objectivity, professional competence and standards in their day-to-day work. The assurance team for this work was independent of any other work performed by the team.



Bureau Veritas
April 22, 2022
Ref 13123737

⁵ Certificate available on request
⁶ International Federation of Accountants

Bureau Veritas UK Ltd | 5th Floor | 66 Prescot Street | London | E1 8HG | Telephone: 0845 600 1828 Bureau Veritas Registered Office www.bureauveritas.co.uk Suite 206 | Fort Dunlop | Fort Parkway, Birmingham B24 9FD Registered in England 1758622