

2025 CDP Corporate Questionnaire 2025

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☒ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☒ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☒ Publicly traded organization

(1.3.3) Description of organization

At PayPal Holdings, Inc. (PayPal), our mission is to revolutionize commerce globally. Our products are designed to enable digital payments and simplify commerce experiences for consumers and merchants to make selling, shopping, and sending and receiving money simple, personalized, and secure, online or offline, including mobile. Our two-sided platform serves millions of consumers and merchants worldwide. We help consumers transact quickly and securely with merchants, manage their financial lives, and send to and receive money from friends and family around the globe. We provide consumers with a digital wallet that enables them to send payments to merchants securely using a variety of funding sources, which may include a bank account, a PayPal or Venmo account balance, our consumer credit products, a credit card, a debit card, certain cryptocurrencies, or other stored value products such as gift cards, and eligible rewards. We help merchants connect with customers, increase conversion rates and sales, and grow their businesses in the markets where our services are available. We provide large enterprises and small and medium businesses with online branded checkout solutions, including PayPal and Venmo; online unbranded payments processing, including Braintree and PayPal Complete Payments; our buy now, pay later solutions, which we refer to as PayPal Pay Later; in-person point of sale systems, including Zettle; business

financing, including PayPal Working Capital (“PPWC”) and PayPal Business Loan (“PPBL”); payouts capabilities; and risk tools. We operate a global, two-sided network at scale that connects consumers and merchants with 434 million active accounts across approximately 200 markets as of December 31, 2024. PayPal’s payment solutions enable our customers to connect, transact, and send and receive payments, whether they are online or in person. We provide proprietary payment solutions accepted by merchants that enable the completion of payments on our payments platform on behalf of our customers. At PayPal Holdings, Inc. (PayPal), our mission is to revolutionize commerce globally. Our products are designed to enable digital payments and simplify commerce experiences for consumers and merchants to make selling, shopping, and sending and receiving money simple, personalized, and secure, online or offline, including mobile. Our two-sided platform serves millions of consumers and merchants worldwide. We help consumers transact quickly and securely with merchants, manage their financial lives, and send to and receive money from friends and family around the globe. We provide consumers with a digital wallet that enables them to send payments to merchants securely using a variety of funding sources, which may include a bank account, a PayPal or Venmo account balance, our consumer credit products, a credit card, a debit card, certain cryptocurrencies, or other stored value products such as gift cards, and eligible rewards. We help merchants connect with customers, increase conversion rates and sales, and grow their businesses in the markets where our services are available. We provide large enterprises and small and medium businesses with online branded checkout solutions, including PayPal and Venmo; online unbranded payments processing, including Braintree and PayPal Complete Payments; our buy now, pay later solutions, which we refer to as PayPal Pay Later; in-person point of sale systems, including Zettle; business financing, including PayPal Working Capital (“PPWC”) and PayPal Business Loan (“PPBL”); payouts capabilities; and risk tools. We operate a global, two-sided network at scale that connects consumers and merchants with 434 million active accounts across approximately 200 markets as of December 31, 2024.

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2024

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☒ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☒ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☒ 1 year

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☒ 1 year

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☒ 1 year

(1.4.1) What is your organization’s annual revenue for the reporting period?

31797000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☒ Yes

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

US70450Y1038

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

70450Y103

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

PYPL

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

5493005X2GO78EFZ3E94

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

079809888

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

(1.7) Select the countries/areas in which you operate.

Select all that apply

- | | |
|--|--|
| ☒ China | ☒ Brazil |
| ☒ India | ☒ Canada |
| ☒ Italy | ☒ France |
| ☒ Japan | ☒ Israel |
| ☒ Spain | ☒ Mexico |
| ☒ Poland | ☒ Guatemala |
| ☒ Sweden | ☒ Singapore |
| ☒ Germany | ☒ Luxembourg |
| ☒ Ireland | ☒ Philippines |
| ☒ Australia | ☒ Hong Kong SAR, China |
| ☒ United States of America | |
| ☒ United Kingdom of Great Britain and Northern Ireland | |

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

- ☒ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

- ☒ Upstream value chain
☒ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

- ☒ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☒ All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

In 2024, PayPal conducted a Double Materiality Assessment which included identifying material impacts, risks, and opportunities (IROs) across the value chain. The value chain mapping exercise supports this understanding, with a focus on identifying where in the value chain these IROs are likely to materialize, including geographies, activities/sectors, operations, suppliers, customers, and other relationships. Our assessment followed the European Sustainability Reporting Standards (ESRS) guidance for double materiality, and assessed materiality solely within the context of our corporate sustainability and impact strategies and activities. As a digital payments company, only Tier 1 suppliers are significant to PayPal.

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☒ No, and we do not plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

☒ Judged to be unimportant or not relevant

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

PayPal's products and services are predominantly digital in nature. PayPal has undertaken an assessment of plastics to understand the role of plastics in our operations, and we have determined that plastics are not a significant environmental topic given the nature of our business. In 2024, PayPal conducted a Double Materiality Assessment that validated our initial assessment that plastics are used minimally at our company and therefore, this topic was not identified as an environmental concern.

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

1

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We use this time horizon for the purposes of identifying, assessing, and managing environmental and climate-related impacts, risks, and opportunities. This time horizon is consistent with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) and informed by PayPal's enterprise risk management practices. Our most recent TCFD index details our governance, strategy, risk management processes, and climate-related targets across the organization. In addition, we are in the process of developing a comprehensive climate transition plan that is aligned with the TCFD framework and designed to ensure that our future actions are consistent with best practices in climate risk management and long-term resilience. We are also undertaking a refreshed climate risk assessment to further strengthen transparency and decision-making around climate-related risks and opportunities. The findings from this assessment will inform our climate transition plan, which we intend to publish at the end of this year. As the plan has not yet been released, stakeholders are directed to our most recent TCFD disclosures for this information.

Medium-term

(2.1.1) From (years)

3

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We use this time horizon for the purposes of identifying, assessing, and managing environmental and climate-related impacts, risks, and opportunities. This time horizon is consistent with the recommendations of the Task Force on Climate-Related Financial Disclosures (TFCD) and informed by PayPal's enterprise risk management practices.

Long-term

(2.1.1) From (years)

5

(2.1.2) Is your long-term time horizon open ended?

Select from:

☒ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We use this time horizon for the purposes of identifying, assessing, and managing environmental and climate-related impacts, risks, and opportunities. This time horizon is consistent with the recommendations of the Task Force on Climate-Related Financial Disclosures (TFCD) and informed by PayPal's enterprise risk management practices.

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

(2.2.1) Process in place

Select from:

☒ Yes

(2.2.2) Dependencies and/or impacts evaluated in this process

Select from:

☒ Impacts only

(2.2.4) Primary reason for not evaluating dependencies and/or impacts

Select from:
☒ Other, please specify :Evaluation of dependencies on the environment is currently in process.

(2.2.5) Explain why you do not evaluate dependencies and/or impacts and describe any plans to do so in the future

In 2024 PayPal conducted a Double Materiality Assessment, which included identifying material impacts, risks, and opportunities (IROs) across the value chain. Our assessment followed the European Sustainability Reporting Standards (ESRS) guidance for double materiality, and assessed materiality solely within the context of our corporate sustainability and impact strategies and activities.

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☒ Yes	Select from: ☒ Both risks and opportunities	Select from: ☒ Yes

(2.2.2) Provide details of your organization’s process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply
☒ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- ☒ Impacts
- ☒ Risks
- ☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain

(2.2.2.4) Coverage

Select from:

- ☒ Partial

(2.2.2.5) Supplier tiers covered

Select all that apply

- ☒ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

- ☒ Qualitative only

(2.2.2.8) Frequency of assessment

Select from:

- ☒ Annually

(2.2.2.9) Time horizons covered

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

- ☒ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- ☒ Site-specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

- ☒ Enterprise Risk Management

International methodologies and standards

- ☒ IPCC Climate Change Projections

Other

- ☒ Scenario analysis
- ☒ Desk-based research
- ☒ External consultants
- ☒ Materiality assessment
- ☒ Partner and stakeholder consultation/analysis
- ☒ Other, please specify :**Network for Greening the Financial System (NGFS)**

(2.2.2.13) Risk types and criteria considered

Acute physical

- ☒ Drought
- ☒ Tornado
- ☒ Wildfires
- ☒ Heat waves
- ☒ Cold wave/frost

Chronic physical

- ☒ Heat stress
- ☒ Sea level rise
- ☒ Coastal erosion
- ☒ Temperature variability
- ☒ Precipitation or hydrological variability

Policy

- ☒ Carbon pricing mechanisms
- ☒ Changes to international law and bilateral agreements
- ☒ Changes to national legislation
- ☒ Poor coordination between regulatory bodies
- ☒ Poor enforcement of environmental regulation

Market

- ☒ Availability and/or increased cost of raw materials
- ☒ Changing customer behavior
- ☒ Uncertainty in the market signals

Reputation

- ☒ Increased partner and stakeholder concern and partner and stakeholder negative feedback
- ☒ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

Technology

- ☒ Transition to lower emissions technology and products

- ☒ Cyclones, hurricanes, typhoons
- ☒ Heavy precipitation (rain, hail, snow/ice)
- ☒ Flood (coastal, fluvial, pluvial, ground water)
- ☒ Storm (including blizzards, dust, and sandstorms)

- ☒ Increased severity of extreme weather events
- ☒ Changing temperature (air, freshwater, marine water)
- ☒ Changing precipitation patterns and types (rain, hail, snow/ice)

Liability

- ☒ Exposure to litigation
- ☒ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- | | |
|---|---|
| ☒ NGOs | ☒ Regulators |
| ☒ Customers | ☒ Local communities |
| ☒ Employees | |
| ☒ Investors | |
| ☒ Suppliers | |

(2.2.2.16) Further details of process

Our most recent TCFD index details our governance, strategy, risk management processes, and climate-related targets across the organization. In addition, we are in the process of developing a comprehensive climate transition plan that is aligned with the TCFD framework and designed to ensure that our future actions are consistent with best practices in climate risk management and long-term resilience. We are also undertaking a refreshed climate risk assessment to further strengthen transparency and decision-making around climate-related risks and opportunities. The findings from this assessment will inform the climate transition plan, which we intend to publish at the end of this year. As the plan has not yet been released, stakeholders are directed to our most recent TCFD disclosures for this information. Climate-related risks are integrated into our enterprise risk taxonomy. PayPal's Environmental Risk Management Policy establishes the processes for the identification and assessment of climate-related risks. When reviewing potential risks and opportunities, including those related to climate change, senior leaders at PayPal evaluate a broad set of inputs and consult with internal experts to assess the potential impact and take appropriate responsive actions. In 2023, we undertook a climate scenario analysis and risk exposure assessment. With leadership from PayPal's Corporate Sustainability and Impact (CS&I) team and participation from relevant teams across the company, we analyzed the potential climate-related risks across each of the three future climate scenarios chosen. The climate-related risks were grouped into five climate-related risk areas and mapped to PayPal's enterprise risk taxonomy. The likelihood and impact of climate-related risks in each climate-related risk area were assessed in consultation with teams that are responsible for enterprise risk management in that area. For example, the likelihood and impact of physical climate risks associated with extreme weather events on PayPal's office operations were assessed in consultation with PayPal's Real Estate & Facilities and Safety & Security teams. On an ongoing basis, members of PayPal's Environmental Working Group monitor climate-related risks and opportunities for PayPal. Other functions across the company, including teams across risk and compliance, finance, legal, and corporate affairs, monitor current and emerging enterprise risks for PayPal, including climate-related risks. We strive to comply with all climate-related risk assessment obligations applicable to PayPal. In 2023, PayPal completed a climate risk assessment in Europe in accordance with new guidance on the management of climate-related and environmental risks published by the Commission de Surveillance du Secteur Financier (Circular CSSF 21/773) to identify potential areas of risk exposure. We implemented key milestones of an action plan designed to enhance our governance processes and risk management procedures to address the identified risks. This work is instrumental in meeting current and emerging regulatory obligations in Europe and will help inform climate risk assessments going forward. We have assessed PayPal's overall exposure to climate-related risks to be low in the short term and medium term. We will periodically reevaluate these results and consider future opportunities to refresh the climate risk scenario analysis and risk exposure assessment as may be necessary.

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☒ No

(2.2.7.3) Primary reason for not assessing interconnections between environmental dependencies, impacts, risks and/or opportunities

Select from:

☒ Other, please specify :We are in process of conducting a Double Materiality Assessment, which will assess the interconnections between environmental dependencies, impacts, risks and/or opportunities.

(2.2.7.4) Explain why you do not assess the interconnections between environmental dependencies, impacts, risks and/or opportunities

In 2024, we conducted a double materiality assessment (DMA) with support from a third-party advisor. The assessment considered PayPal's impact on people and the environment as well as financial risks and opportunities for PayPal. Through the assessment, we engaged a broad group of stakeholders, taking into consideration PayPal's entire value chain. We followed the European Sustainability Reporting Standards (ESRS) guidance for double materiality. and assessed materiality solely within the context of our corporate sustainability and impact strategies and activities.

(2.3) Have you identified priority locations across your value chain?

	Identification of priority locations	Primary reason for not identifying priority locations	Explain why you do not identify priority locations
	<i>Select from:</i> ☒ No, and we do not plan to within the next two years	<i>Select from:</i> ☒ Not an immediate strategic priority	<i>As a digital payments company, priority location identification is not a significant environmental topic for our business operations or value chain.</i>

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

- ☒ Qualitative
- ☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

- ☒ Other, please specify : PayPal has a financial materiality threshold, but does not publicly disclose the details.

(2.4.3) Change to indicator

Select from:

- ☒ Absolute decrease

(2.4.5) Absolute increase/ decrease figure

0

(2.4.6) Metrics considered in definition

Select all that apply

- ☒ Frequency of effect occurring
- ☒ Time horizon over which the effect occurs
- ☒ Likelihood of effect occurring

(2.4.7) Application of definition

The Risk Assessment measures Risks through the assessment of Inherent Risk, Control Environment, and Residual Risk. Inherent Risk is the Risk posed by Entities (including product features, services and/or legal entities etc.) in the absence of a control environment. Inherent Risk is evaluated by assessing the impact and the likelihood associated with a given risk event. Risk impact is a measure of the potential consequences PayPal may face if a risk materializes. Impacts are measured on a scale of Low, Moderate, Moderately High, and High. Impacts can affect the organization in many ways, and are measured in eight Impact Pillars, which each reflects a different way the organization can be affected. Criteria for each pillar were developed to support the risk impact assessment. The Control Environment assessment of the Risk Assessment is the process of assessing how effectively the Control Environment mitigates the Inherent Risks associated with Entities. The Control Environment assessment is measured through a perspective on Control design and Control operating effectiveness. A Control design rating is assigned and operating effectiveness is calculated by incorporating applicable factors. Residual Risk is calculated for each Risk, by subtracting the Control Environment rating from the Inherent Risk rating. There are four distinct Risk Response strategies that can be applied to a Risk: Risk Avoidance, Risk Transfer, Risk Mitigation, and Risk Acceptance. PayPal sets its financial materiality threshold based on prior year and current year forecasted GAAP Earnings Before Income Taxes.

Opportunities

(2.4.1) Type of definition

Select all that apply

- ☒ Qualitative
- ☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

- ☒ Other, please specify :PayPal has a financial materiality threshold, but does not publicly disclose the details.

(2.4.3) Change to indicator

Select from:

- ☒ Absolute increase

(2.4.5) Absolute increase/ decrease figure

0

(2.4.6) Metrics considered in definition

Select all that apply

- ☒ Frequency of effect occurring
- ☒ Time horizon over which the effect occurs
- ☒ Likelihood of effect occurring

(2.4.7) Application of definition

Similar to risks, opportunities are assessed according to a methodology including likelihood of occurrence, frequency of occurrence and time horizon of occurrence. A score is calculated and assigned an appropriate response.

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☒ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☒ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

We have assessed the impact of climate-related risks on PayPal's business, strategy, and financial planning across the short term (1-3 years), medium term (3-5 years), and long term (5 years). Based on the results of our assessment, we have not found any climate-related risks in the short, medium, or long term that we believe pose significant risk for PayPal. We will continue to monitor and assess climate-related risks and their impact on PayPal's business, strategy, and financial planning across the specified time horizons. We recognize that climate change is evolving and difficult to predict and that the nature of the climate-related risks that are applicable to our business could change. We will periodically evaluate these results and consider future opportunities to refresh our climate risk exposure assessment as appropriate. Our most recent TCFD index details our governance, strategy, risk management processes, and climate-related targets across the organization. In addition, we are in the process of developing a comprehensive climate transition plan that is aligned with the TCFD framework, ensuring that our future actions are consistent with best practices in climate risk management and long-term resilience. We are also undertaking a refreshed climate risk assessment to further strengthen transparency and decision-making around climate-related risks and opportunities. The findings from this assessment will inform the climate transition plan, which we intend to publish at the end of this year. As the plan has not yet been released, stakeholders are directed to our most recent TCFD disclosures for this information.

Plastics

(3.1.1) Environmental risks identified

Select from:

☒ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☒ Other, please specify :As a digital payments company, plastics management is not a significant environmental topic for our business operations or value chain.

(3.1.3) Please explain

As a digital payments company, Plastics are used only minimally at our company and therefore, we don't see this topic as an environmental

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☒ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.6.1) Environmental opportunities identified

Select from:

☒ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

☒ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

While we have not identified any climate-related opportunities that we anticipate having a substantive effect on PayPal, we continue to see potential opportunities for our digital payments technology to help the financially underserved build climate resilience and pursue new economic opportunities. For instance, PayPal's digital payments products can help enable effective and timely financial responses to natural disasters and extreme weather events. Our rapid response fundraising team actively monitors global events, including extreme weather activity, and evaluates PayPal's ability to mobilize our customers and leverage our fundraising capabilities. Where response and recovery needs align with our footprint and capabilities, we endeavor to launch campaigns to aid in the delivery of relief efforts to impacted communities. These capabilities could become increasingly important to our overall disaster response efforts as climate change influences the frequency and severity of extreme weather events globally. We are exploring other ways for PayPal's technology to help individuals and small businesses adapt to and capture economic opportunities resulting from changing climate conditions. We are in the early phases of researching the potential of digital climate finance solutions in this area. We are exploring other ways for PayPal's technology to help individuals and small businesses adapt to and capture economic opportunities resulting from changing climate conditions. We are in the early phases of researching the potential of digital climate finance solutions in this area. Our most recent TCFD index details our governance, strategy, risk management processes, and climate-related targets across the organization. In addition, we are in the process of developing a comprehensive climate transition plan that is aligned with the TCFD framework, ensuring that our future actions are consistent with bWe are exploring other ways for PayPal's technology to help individuals and small businesses adapt to and capture economic opportunities resulting from changing climate conditions. We are in the early phases of researching the potential of digital climate finance solutions in this area. We are exploring other ways for PayPal's technology to help individuals and small businesses adapt to and capture economic opportunities resulting from changing climate conditions. We are in the early phases of researching the potential of digital climate finance solutions in this area.

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☒ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☒ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☒ Non-executive directors or equivalent

☒ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☒ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

As stated in the Governance Guidelines of the Board of Directors, the Board should be composed of directors chosen on the basis of their character, integrity, judgment, skills, background and experience of particular relevance to the Company. In addition, directors should have high-level managerial experience in a relatively complex organization or be accustomed to dealing with complex problems. Directors should also represent the balanced, best interests of the stockholders as a whole rather than special interest groups or constituencies. At the same time, in addressing the overall composition of the Board, characteristics, including diversity (such as gender, sexual orientation, race, ethnicity, nationality, cultural background and age), should be considered as well to complement the skills, qualifications and expertise that directors bring to the Board. The Governance and Nominating Committee (the "Governance Committee") of the Board is committed to actively seeking highly qualified women and individuals from underrepresented communities to include in the pool from which director candidates are selected. Each

director should be an individual of the highest character and integrity, with the ability to work well with others and with sufficient time available to devote to the affairs of the Company to carry out the responsibilities of a director.

(4.1.1) Is there board-level oversight of environmental issues within your organization?

Climate change

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

☒ Yes

Biodiversity

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

☒ No, and we do not plan to within the next two years

(4.1.1.2) Primary reason for no board-level oversight of this environmental issue

Select from:

☒ Other, please specify

(4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

PayPal's products and services are predominantly digital in nature. PayPal has undertaken a significance assessment of biodiversity and determined that biodiversity is not a significant environmental topic given the nature of our business and operations.

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- ☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Other policy applicable to the board, please specify :Corporate Governance and Nominating Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- | | |
|--|---|
| ☒ Overseeing the setting of corporate targets | ☒ Overseeing and guiding the development of a business strategy |
| ☒ Monitoring progress towards corporate targets | |
| ☒ Approving corporate policies and/or commitments | |
| ☒ Overseeing and guiding major capital expenditures | |
| ☒ Monitoring the implementation of the business strategy | |

(4.1.2.7) Please explain

As specified in its publicly available Charter, the Corporate Governance and Nominating Committee of PayPal's Board of Directors (the "Governance Committee") provides oversight of Corporate Sustainability & Impact (CS&I) matters, including climate-related issues. The Governance Committee's responsibilities include reviewing progress in developing and implementing strategies for managing environmental issues, including management of climate-related risks and opportunities, as well as overseeing the establishment of and progress toward fulfilling public environmental sustainability commitments.

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☒ Consulting regularly with an internal, permanent, subject-expert working group

(4.3) Is there management-level responsibility for environmental issues within your organization?

Climate change

(4.3.1) Management-level responsibility for this environmental issue

Select from:

☒ Yes

Biodiversity

(4.3.1) Management-level responsibility for this environmental issue

Select from:

☒ No, and we do not plan to within the next two years

(4.3.2) Primary reason for no management-level responsibility for environmental issues

Select from:

- ☒ Judged to be unimportant or not relevant

(4.3.3) Explain why your organization does not have management-level responsibility for environmental issues

PayPal's products and services are substantially digital in nature. PayPal has undertaken a significance assessment of biodiversity and determined that biodiversity is not a significant environmental topic given the nature of our business and operations.

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing engagement in landscapes and/or jurisdictions
- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets

- ☒ Measuring progress towards environmental science-based targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Developing a climate transition plan
- ☒ Implementing a climate transition plan
- ☒ Conducting environmental scenario analysis
- ☒ Managing annual budgets related to environmental issues
- ☒ Implementing the business strategy related to environmental issues
- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing environmental reporting, audit, and verification processes
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

(4.3.1.6) Please explain

PayPal's Corporate Sustainability and Impact (CS&I) program is directed and managed in collaboration with the CS&I executive council, which is composed of C-suite executives including our Chief Financial and Operating Officer, Global Chief Risk Officer, Chief Technology Officer, EVP Consumer Group, Global Marketing and Communications, and General Counsel. PayPal's CS&I team is responsible for programmatic management of environmental and climate-related issues and receives strategic direction from the CS&I executive council through regular CS&I briefings. Additionally, the Corporate Governance and Nominating Committee of the Board receives quarterly updates regarding the CS&I program.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Other C-Suite Officer, please specify :EVP, General Manager Consumer Group & Marketing and Communications

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing engagement in landscapes and/or jurisdictions
- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Measuring progress towards environmental science-based targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Developing a climate transition plan
- ☒ Implementing a climate transition plan
- ☒ Conducting environmental scenario analysis
- ☒ Managing annual budgets related to environmental issues
- ☒ Implementing the business strategy related to environmental issues
- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing environmental reporting, audit, and verification processes

- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

(4.3.1.6) Please explain

PayPal's Corporate Sustainability and Impact (CS&I) program is directed and managed in collaboration with the CS&I executive council, which is composed of C-suite executives including our Chief Financial and Operating Officer, Global Chief Risk Officer, Chief Technology Officer, EVP Consumer Group, Global Marketing and Communications, and General Counsel. PayPal's CS&I team is responsible for programmatic management of environmental and climate-related issues and receives strategic direction from the CS&I executive council through regular CS&I briefings. Additionally, the Corporate Governance and Nominating Committee of the Board receives quarterly updates regarding the CS&I program.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

- ☒ Other, please specify :Global Chief Risk Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing engagement in landscapes and/or jurisdictions
- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Measuring progress towards environmental science-based targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Developing a climate transition plan
- ☒ Implementing a climate transition plan
- ☒ Conducting environmental scenario analysis
- ☒ Managing annual budgets related to environmental issues
- ☒ Implementing the business strategy related to environmental issues
- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing environmental reporting, audit, and verification processes
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☑ Quarterly

(4.3.1.6) Please explain

PayPal's Corporate Sustainability and Impact (CS&I) program is directed and managed in collaboration with the CS&I executive council, which is composed of C-suite executives including our Chief Financial and Operating Officer, Global Chief Risk Officer, Chief Technology Officer, EVP Consumer Group, Global Marketing and Communications, and General Counsel. PayPal's CS&I team is responsible for programmatic management of environmental and climate-related issues and receives strategic direction from the CS&I executive council through regular CS&I briefings. Additionally, the Corporate Governance and Nominating Committee of the Board receives quarterly updates regarding the CS&I program.

Climate change

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☑ Assessing environmental dependencies, impacts, risks, and opportunities
- ☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☑ Managing engagement in landscapes and/or jurisdictions
- ☑ Managing public policy engagement related to environmental issues
- ☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☑ Monitoring compliance with corporate environmental policies and/or commitments
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- ☑ Setting corporate environmental targets

Strategy and financial planning

- ☑ Developing a climate transition plan
- ☑ Implementing a climate transition plan
- ☑ Conducting environmental scenario analysis

- ☒ Managing annual budgets related to environmental issues
- ☒ Implementing the business strategy related to environmental issues
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- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

(4.3.1.6) Please explain

PayPal's Corporate Sustainability and Impact (CS&I) program is directed and managed in collaboration with the CS&I executive council, which is composed of C-suite executives including our Chief Financial and Operating Officer, Global Chief Risk Officer, Chief Technology Officer, EVP Consumer Group, Global Marketing and Communications, and General Counsel. PayPal's CS&I team is responsible for programmatic management of environmental and climate-related issues and receives strategic direction from the CS&I executive council through regular CS&I briefings. Additionally, the Corporate Governance and Nominating Committee of the Board receives quarterly updates regarding the CS&I program.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ General Counsel

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing engagement in landscapes and/or jurisdictions
- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
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Strategy and financial planning

- ☒ Developing a climate transition plan
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- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing environmental reporting, audit, and verification processes
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ Quarterly

(4.3.1.6) Please explain

PayPal's Corporate Sustainability and Impact (CS&I) program is directed and managed in collaboration with the CS&I executive council, which is composed of C-suite executives including our Chief Financial and Operating Officer, Global Chief Risk Officer, Chief Technology Officer, EVP Consumer Group, Global Marketing and Communications, and General Counsel. PayPal's CS&I team is responsible for programmatic management of environmental and climate-related issues and receives strategic direction from the CS&I executive council through regular CS&I briefings. Additionally, the Corporate Governance and Nominating Committee of the Board receives quarterly updates regarding the CS&I program.

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

0

(4.5.3) Please explain

Positions that include a monetary incentive for management of environmental issues as part of the compensation plan include the Director of Environmental Sustainability, Sr. Director of Social Impact and Sustainability and Facilities Managers.

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Facility/Unit/Site management

☒ Facilities manager

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Achievement of environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

PayPal facilities managers, Director of Environmental Sustainability and Sr. Director of Social Impact and Sustainability have short-term incentive plans dependent in part on PayPal's environmental performance, including meeting environmental goals.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Members of Environmental Working Group have individual performance objectives related to our long-term goal of reaching net-zero GHG emissions by 2040. Performance against this objective is then considered in their annual performance evaluation, which factors into the individual performance component of their annual bonus under the Annual Incentive Plan (AIP).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Sustainability specialist

☒ Other sustainability specialist, please specify :Environmental Sustainability Director and Senior Director of Social Impact and Sustainability.

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Achievement of environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

PayPal facilities managers, Director of Environmental Sustainability and Sr. Director of Social Impact and Sustainability have short-term incentive plans dependent in part on PayPal's environmental performance, including meeting environmental goals.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Members of Environmental Working Group have individual performance objectives related to our long-term goal of reaching net-zero GHG emissions by 2040. Performance against this objective is then considered in their annual performance evaluation, which factors into the individual performance component of their annual bonus under the Annual Incentive Plan (AIP).

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☒ Yes

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply
☒ Climate change

(4.6.1.2) Level of coverage

Select from:
☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply
☒ Direct operations
☒ Upstream value chain
☒ Downstream value chain

(4.6.1.4) Explain the coverage

This Policy applies to all Assets, office and data center Facilities, and Workforce of PayPal and third parties acting on the Company's behalf. It applies to all greenhouse gases ("GHG"), energy, refrigerants, water, waste, and other resources or materials consumed, emitted, or disposed of by PayPal. The Policy applies to third party procurement of products and services by the Company. The Policy may also apply to those PayPal products and services determined to have significant environmental impacts within the context of our Corporate Sustainability & Impact-Focused Double Materiality Assessment.

(4.6.1.5) Environmental policy content

Environmental commitments

- ☒ Commitment to comply with regulations and mandatory standards
- ☒ Commitment to take environmental action beyond regulatory compliance
- ☒ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

- ☒ Commitment to net-zero emissions
- ☒ Other climate-related commitment, please specify

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- ☒ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

- ☒ Publicly available

(4.6.1.8) Attach the policy

Environmental-Risk-Management-Policy.pdf

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☒ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

- ☒ UN Global Compact
- ☒ We Are Still In
- ☒ We Mean Business
- ☒ Science-Based Targets Initiative (SBTi)
- ☒ Global Reporting Initiative (GRI) Community Member
- ☒ Task Force on Climate-related Financial Disclosures (TCFD)

(4.10.3) Describe your organization's role within each framework or initiative

PayPal has joined select initiatives including the Business Ambition for 1.5C, We Are Still In, United for the Paris Agreement and We Mean Business in support of the Paris Agreement. PayPal has committed to reaching net-zero greenhouse gas emissions by 2040 and has medium-term targets as clear intermediate milestones for transparently tracking progress. As a member of the U.N. Global Compact (UNGC), we report on our contribution to the Ten Principles, which encourage adoption of sustainable and socially responsible policies aligned with the U.N. Sustainable Development Goals. PayPal's 2024 Global Impact Report is in alignment with relevant industry standards from the International Financial Reporting Standards (IFRS) Foundation's Sustainability Accounting Standards Board (SASB). The Global Impact Report includes disclosures that reference the Global Reporting Initiative (GRI) framework.

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

- ☒ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☒ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☒ Paris Agreement

(4.11.4) Attach commitment or position statement

PayPal-to-Reach-Net-Zero-Greenhouse-Gas-Emissions-by-2040-2021.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☒ Yes

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

☒ Voluntary government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

PayPal Limited, Belgium Brand is registered on the European Union Transparency Register with Register Number: 94256896677-14. PayPal is committed to engaging with policymakers and other market stake holders with the aim to contribute to the continued development of safe and innovative online and mobile payments for the benefit of European businesses, consumers and Subject Matter Experts (SMEs).

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

PayPal's Corporate Sustainability & Impact governance structure includes a cross-functional Steering Committee and Environmental Working Group which meet regularly to review and discuss activities relating to environmental issues including external engagement opportunities.

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☒ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ GRI

☒ TCFD

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

- ☒ Strategy
- ☒ Governance
- ☒ Emission targets
- ☒ Emissions figures
- ☒ Risks & Opportunities
- ☒ Value chain engagement
- ☒ Dependencies & Impacts
- ☒ Content of environmental policies

(4.12.1.6) Page/section reference

Pages 25-28, 30-43

(4.12.1.7) Attach the relevant publication

2024 PayPal Global Impact Report.pdf

(4.12.1.8) Comment

PayPal's yearly Global Impact Report details our progress related to climate change.

Row 2

(4.12.1.1) Publication

Select from:

- ☒ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- ☒ Climate change

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Strategy

☒ Governance

☒ Emission targets

☒ Emissions figures

☒ Risks & Opportunities

☒ Value chain engagement

☒ Dependencies & Impacts

☒ Content of environmental policies

(4.12.1.6) Page/section reference

Pages 10, 14, 24, 29-31, 41-42

(4.12.1.7) Attach the relevant publication

proxy.pdf

(4.12.1.8) Comment

PayPal's Annual Report and Proxy Statement include details on progress related to climate change.

Row 3

(4.12.1.1) Publication

Select from:

☒ Other, please specify :Environmental Policy

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Content of environmental policies

☒ Governance

☒ Strategy

(4.12.1.6) Page/section reference

See pages 1-2 of PayPal's Environmental Risk Management Policy.

(4.12.1.7) Attach the relevant publication

Environmental-Risk-Management-Policy.pdf

(4.12.1.8) Comment

PayPal's Environmental Risk Management Policy can be found at www.about.pypl.com.

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☒ Yes

(5.1.2) Frequency of analysis

Select from:

☒ Every two years

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ IEA NZE 2050

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative

(5.1.1.4) Scenario coverage

Select from:

- ☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Policy
- ☒ Market
- ☒ Liability
- ☒ Reputation
- ☒ Technology
- ☒ Acute physical
- ☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2022

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2030
- ☒ 2040
- ☒ 2050
- ☒ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Climate change (one of five drivers of nature change)

Finance and insurance

- ☑ Cost of capital

Stakeholder and customer demands

- ☑ Consumer sentiment

Regulators, legal and policy regimes

- ☑ Global regulation
- ☑ Level of action (from local to global)

Direct interaction with climate

- ☑ On asset values, on the corporate

Macro and microeconomy

- ☑ Domestic growth
- ☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Our most recent TCFD index details our governance, strategy, risk management processes, and climate-related targets across the organization. In addition, we are in the process of developing a comprehensive climate transition plan that is aligned with the TCFD framework and designed to ensure that our future actions are consistent with best practices in climate risk management and long-term resilience. We are also undertaking a refreshed climate risk assessment to further strengthen transparency and decision-making around climate-related risks and opportunities. The findings from this assessment will inform the climate transition plan, which we intend to publish at the end of this year. As the plan has not yet been released, stakeholders are directed to our most recent TCFD disclosures for this information. In 2023, we undertook climate-related scenario analysis across three potential future physical climate change scenarios, including a “Current Policies” scenario that corresponds to Representative Concentration Pathways (RCPs) 6.0. Through company-wide and multi-functional internal stakeholder interviews, which were guided by our climate risk assessment focal questions, we identified and evaluated physical climate risks and opportunities for PayPal’s business. The “Current Policies” scenario assumes that global emissions put the world on track for at least 3.3C of warming by 2100, with physical climate impacts increasing in severity and frequency through 2050, including sea-level rise, desertification, extreme weather patterns, and ecosystem collapse.

(5.1.1.11) Rationale for choice of scenario

This scenario was chosen to test the resilience of PayPal’s business and strategy to the transition and physical risks and opportunities presented by a scenario in which global emissions reach net-zero by 2050.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 6.0

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☒ No SSP used

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Policy

☒ Market

☒ Liability

☒ Reputation

☒ Technology

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 3.0°C - 3.4°C

(5.1.1.7) Reference year

2022

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2030
- ☒ 2040
- ☒ 2050
- ☒ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Climate change (one of five drivers of nature change)

Finance and insurance

- ☒ Cost of capital

Stakeholder and customer demands

- ☒ Consumer sentiment

Regulators, legal and policy regimes

- ☒ Global regulation

Direct interaction with climate

- ☒ On asset values, on the corporate

Macro and microeconomy

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(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Our most recent TCFD index details our governance, strategy, risk management processes, and climate-related targets across the organization. In addition, we are in the process of developing a comprehensive climate transition plan that is aligned with the TCFD framework and designed to ensure that our future actions are consistent with best practices in climate risk management and long-term resilience. We are also undertaking a refreshed climate risk assessment to further strengthen transparency and decision-making around climate-related risks and opportunities. The findings from this assessment will inform the climate transition plan, which we intend to publish at the end of this year. As the plan has not yet been released, stakeholders are directed to our most recent TCFD disclosures for this information. In 2023, we undertook climate-related scenario analysis across three potential future physical climate change scenarios, including a “Current Policies” scenario that corresponds to Representative Concentration Pathways (RCPs) 6.0. Through company-wide and multi-functional internal stakeholder interviews, which were guided by our climate risk assessment focal questions, we identified and evaluated physical climate risks and opportunities for PayPal’s business. The “Current Policies” scenario assumes that global emissions put the world on track for at least 3.3C of warming by 2100, with physical climate impacts increasing in severity and frequency through 2050, including sea-level rise, desertification, extreme weather patterns, and ecosystem collapse.

(5.1.1.11) Rationale for choice of scenario

This scenario was chosen to test the resilience of PayPal’s business and strategy to the transition and physical risks and opportunities presented by a scenario in which no new policies are adopted globally to reduce GHG emissions and global temperature rise follows a path consistent with RCP 6.0 (more than 3 degrees Celsius by 2100).

(5.1.2) Provide details of the outcomes of your organization’s scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- ☒ Risk and opportunities identification, assessment and management
- ☒ Resilience of business model and strategy
- ☒ Capacity building
- ☒ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- ☒ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Overall, we found the impact of climate-related risks on PayPal's business to be generally low across the short and medium term, with impacts in certain risk areas anticipated to increase moderately over the long term due to changes over time in the nature of physical and transition climate risks. These are exogenous changes that are outside of PayPal's control, and our assessment of the risk profile over longer time horizons is inherently uncertain and not related to any anticipated changes to the nature of PayPal's business. Based on the results of our assessment, we have not found any climate-related risks in the short, medium, or long term that we believe pose significant risk for PayPal. We will continue to monitor and assess climate-related risks and their impact on PayPal's business, strategy, and financial planning across the specified time horizons. We recognize that climate change is evolving and difficult to predict and that the nature of the climate-related risks that are applicable to our business could change. We will periodically evaluate these results and consider future opportunities to refresh our climate risk exposure assessment as appropriate.

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☒ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☒ No

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☒ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

PayPal is committed to revolutionizing commerce globally so that every person and merchant business can grow and thrive in the digital economy. PayPal continues to be a trusted, everyday app for consumers and an essential tool to help merchants — including small- and medium-sized businesses (SMBs), marketplaces, and large enterprises — can manage and grow their business and thrive in the digital economy. Climate-related risks, including those related to the use of our payments

platform for facilitating different types of economic activities such as energy-related transactions, are integrated into our enterprise risk taxonomy. PayPal's Environmental Risk Management Policy establishes the processes for the identification and assessment of climate-related risks. When reviewing potential risks and opportunities, including those related to climate change, senior leaders at PayPal evaluate a broad set of inputs and consult with internal experts to assess the potential impact and take appropriate responsive actions.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

- ☒ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

In 2021, we announced our goal to achieve net-zero emissions by 2040 along with medium-term science-based targets. This process was informed by direct stakeholder feedback and engagement, including through direct consultation and a multi-stakeholder roundtable with representatives from investors, peer companies, non-profit organizations, and supply chain partners. For example, in one-on-one conversations with multiple investors, we received support for aligning our targets to the 1.5C pathway and the ongoing investments we are making in renewable energy procurement. We plan to continue a robust multi-stakeholder engagement approach as we implement our low-carbon transition plan and consider future mid-term targets.

(5.2.9) Frequency of feedback collection

Select from:

- ☒ Less frequently than annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Our Climate Transition Plan will be available at the end of the year.

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

- ☒ No other environmental issue considered

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☒ No, but we plan to in the next two years

(5.10) Does your organization use an internal price on environmental externalities?

(5.10.1) Use of internal pricing of environmental externalities

Select from:

☒ No, but we plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

Select from:

☒ Other, please specify :Evaluation and assessment of feasibility and alternatives ongoing.

(5.10.4) Explain why your organization does not price environmental externalities

We take a science-based approach to managing GHG emissions from our operations and value chain. We are principally focused on reducing GHG emissions from our operations and engaging with supply chain partners to explain our climate risk management and net-zero emissions priorities. We are continuing to evaluate the feasibility and alternatives for adopting internal price mechanisms for carbon and engaging regularly with peers and environmental experts to understand best practices, successes, and learnings in this area.

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	Select from: ☒ Yes	Select all that apply ☒ Climate change
Customers	Select from: ☒ Yes	Select all that apply ☒ Climate change
Investors and shareholders	Select from: ☒ Yes	Select all that apply ☒ Climate change
Other value chain stakeholders	Select from: ☒ Yes	Select all that apply ☒ Climate change

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	Select from: ☒ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- ☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- ☒ Procurement spend

(5.11.2.4) Please explain

In 2024, in partnership with CDP Supply Chain, we requested corporate environmental data from nearly 300 vendors, which has helped us to better understand how to support and strategically partner with our vendors in this area. We prioritize vendor engagement based on the amount of spend annually with each vendor in descending order, from largest spend to smallest spend. We believe this engagement strategy enables us to take a focused engagement approach, communicating with those suppliers that represent the largest procurement categories that are relevant to our business.

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

- ☒ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

- ☒ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

PayPal expects third parties and subcontractors to (i) comply with PayPal's Third-Party Code of Conduct and Ethics, which sets forth our expectations regarding, among other topics, environmental responsibility and compliance, or (ii) provide their own contractual obligations affirming similar standards. PayPal strives to ensure third parties comply with the Code and address potential instances of non compliance. The Code states that vendors shall develop and implement environmental responsible business practices to reduce our environmental impact and strongly encourages vendors to adopt strategic priorities including reducing GHG emissions, energy, input materials and waste by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, use of renewable resources, recycling and reusing materials.

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

- ☒ Disclosure of GHG emissions to your organization (Scope 1 and 2)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- ☒ Grievance mechanism/ Whistleblowing hotline
- ☒ Supplier self-assessment
- ☒ Other, please specify :Our third-party risk management programs work to establish risk-based due diligence for new and existing suppliers based on potential risks and impacts of their product or service to our business.

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- ☒ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- ☒ 100%

(5.11.6.12) Comment

Our third-party management teams undertake periodic supplier self-assessments of supplier compliance with our third party code of conduct. We address non-compliance by engaging suppliers and taking a tailored approach to addressing non-compliance on a case-by-case basis. Adherence to the Code of Conduct is considered being in compliance with PayPal's environmental requirements.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☒ Other, please specify :Suppliers are required to comply with PayPal's Third-Party Code of Conduct and Ethics, which sets forth our expectations regarding, among other topics, environmental responsibility and compliance with environmental regulations.

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☒ Grievance mechanism/ Whistleblowing hotline

☒ Supplier self-assessment

☒ Other, please specify :Our third-party risk management programs work to establish risk-based due diligence for new and existing suppliers based on potential risks and impacts of their product or service to our business.

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☒ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☒ 100%

(5.11.6.12) Comment

Our third-party management teams undertake periodic supplier self-assessments of supplier compliance with our third party code of conduct. We address non-compliance by engaging suppliers and taking a tailored approach to addressing non-compliance on a case-by-case basis. Adherence to the Third Party Code of Conduct and Ethics is considered being in compliance with PayPal's environmental requirements.

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☒ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

☒ Support suppliers to set their own environmental commitments across their operations

(5.11.7.4) Upstream value chain coverage

Select all that apply

☒ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☒ 76-99%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☒ 76-99%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

In 2021, as part of our climate goal setting, we announced our medium-term goal to procure 75% of our spend from suppliers that have set GHG targets by 2025. Our vendor climate engagement efforts cover our highest impact upstream Scope 3 GHG emissions categories, including purchased goods and services, capital goods, business travel, and upstream transportation and distribution. In 2024, we partnered with CDP Supply Chain to engage with nearly 300 of our top suppliers to communicate our climate-related risk management priorities. In 2024, as measured by spend, 46% of suppliers had set or had committed to GHG reduction targets, with additional suppliers taking other steps to measure and manage their GHG emissions. We also partnered with CDP to collect information and provide resources to help our vendors develop GHG inventories and learn more about climate-related risk management. We strategically partner with our vendors to set their own science-based reduction targets towards our goal of procuring 75% of our spend from suppliers who have set GHG targets by 2025. We believe this will help us manage and reduce the scope 3 emissions associated with the products and services we procure as we work towards our long-term goal of net-zero GHG emissions across our company-wide operations and value chain by 2040.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :Compliance with Code of Conduct

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Unknown

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Other value chain stakeholder, please specify :Financially underserved communities

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ Less than 1%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ Less than 1%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We are engaging with various non-profit partner organizations focused on digital finance solutions for climate resilience. PayPal is a founding member of the Climate Innovation for Adaptation and Resilience (CIFAR) Alliance, a global initiative working to provide climate adaptation and resilience tools and resources to one billion of the world's most vulnerable people. The CIFAR Alliance evolved from the Digital Finance for Climate Resilience Task Force launched in 2021. The Alliance brings together over 40 members, funders and contributing organizations, representing expertise across digital innovation, economic development, and climate. As part of our collaboration with CIFAR partners, we supported the Triggering Exponential Climate Action (TECA) program in Baja California Sur, Mexico. TECA Fellows received capacity-building and sustainability training over six months. Following this training program, TECA Fellows participated in a startup pitch competition. Ten startup teams received an aggregate of \$40,000 in seed capital and free venture-building services to launch their sustainability-focused business ventures and social enterprises.

(5.11.9.6) Effect of engagement and measures of success

Outcomes from our work to advance financial resilience solutions for financially underserved communities include publication of knowledge resources, support to entrepreneurs and small businesses, and philanthropic support for projects that support social and financial needs of underserved populations.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

(5.11.9.3) % of stakeholder type engaged

Select from:

- ☒ Less than 1%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- ☒ Less than 1%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage with customers to support their requests for information about PayPal's climate risk and opportunity management practices. We respond proactively to customer inquiries and requests to partner on climate action activities wherever interests and goals are aligned.

(5.11.9.6) Effect of engagement and measures of success

We monitor customer interest in PayPal's management of climate-related risks and opportunities. The feedback received from customers is incorporated into our climate transition plans and strategies.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

- ☒ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☒ Collaborate with stakeholders in creation and review of your climate transition plan

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ Less than 1%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ Less than 1%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Stakeholder feedback, including feedback from investors, is taken seriously, considered as part of our overall approach to managing non-financial risks and opportunities and helps inform our significance assessment. We regularly engage with our diverse stakeholder set, including our investors, global workforce, customers including both consumers and merchants, regulators, partners, suppliers, and others, via a variety of channels, such as surveys, roundtables, and direct conversations.

(5.11.9.6) Effect of engagement and measures of success

The insights gained from these interactions help inform our CS&I programs, strategies, and disclosures.

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

PayPal has chosen the Operational Control organizational boundary approach and follows the definition set by the GHG Protocol: GHG accounting and reporting that accounts for 100 percent of emissions from operations over which PayPal has control. PayPal leases space with varying degrees of control over heating, cooling and electricity. The Operational control approach more accurately encompasses the scope of where PayPal has the full authority to introduce and implement operating policies.

Plastics

(6.1.1) Consolidation approach used

Select from:

☒ Other, please specify :No approach for the calculation of environmental performance data.

(6.1.2) Provide the rationale for the choice of consolidation approach

No approach for the calculation of environmental performance data.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☒ Other, please specify :No approach for the calculation of environmental performance data.

(6.1.2) Provide the rationale for the choice of consolidation approach

No approach for the calculation of environmental performance data.

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☒ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☒ No

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply ☒ No

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

- ☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- ☒ The Greenhouse Gas Protocol: Scope 2 Guidance
- ☒ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	<i>Select from:</i> ☒ We are reporting a Scope 2, location-based figure	<i>Select from:</i> ☒ We are reporting a Scope 2, market-based figure	<i>We report Scope 2 emissions on a location-basis and market-basis, consistent with the GHG Protocol.</i>

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

- ☒ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

6509.0

(7.5.3) Methodological details

As of 2019, we started calculating Scope 1 emissions consistent with the GHG Protocol Corporate Standard's Scope 1 Guidance.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

98921.0

(7.5.3) Methodological details

As of 2019, we started calculating both the market-based and location-based methods of accounting for Scope 2 GHG emissions, consistent with the GHG Protocol Corporate Standard's Scope 2 Guidance.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

46643.0

(7.5.3) Methodological details

As of 2019, we started calculating both the market-based and location-based methods of accounting for Scope 2 GHG emissions, consistent with the GHG Protocol Corporate Standard's Scope 2 Guidance.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO₂e)

446000.0

(7.5.3) Methodological details

We developed a spend-based Economically Extended Input-Output (EEIO) model based on the US EPA Supply Chain Emission Factors to estimate Scope 3 emissions from Purchased Goods and Services. Our 2021 purchased goods and services also includes estimated Scope 3 emissions associated with PayPal's consumer cryptocurrency buy-sell-hold services. Cryptocurrency-related emissions are estimated using 2021 activity data and the Hybrid Emissions Allocation Method as presented in the "Accounting for Cryptocurrency Climate Impacts" guidance published by Crypto Carbon Rating Institute and South Pole in 2022. Scope 3 spend based emissions categories are rounded to the nearest 1000 metric tons CO₂e to reflect limitations in the underlying data sources and estimation methodologies.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO₂e)

46000.0

(7.5.3) Methodological details

We developed a spend-based Economically Extended Input-Output (EEIO) model based on the US EPA Supply Chain Emission Factors to estimate Scope 3 emissions from Capital Goods. Scope 3 spend based emissions categories are rounded to the nearest 1000 metric tons CO₂e to reflect limitations in the underlying data sources and estimation methodologies.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

27400.0

(7.5.3) Methodological details

Fuel & Energy related activities - MBM- CO2e

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1000.0

(7.5.3) Methodological details

We developed a spend-based Economically Extended Input-Output (EEIO) model based on the US EPA Supply Chain Emission Factors to estimate Scope 3 emissions from Upstream Transportation and Distribution. Scope 3 spend based emissions categories are rounded to the nearest 1000 metric tons CO2e to reflect limitations in the underlying data sources and estimation methodologies.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

We have conducted a Scope 3 screening of waste generated in operations and determined that this emissions category is relevant to PayPal. We have included waste generated in operations in our preliminary estimation of Scope 3 emissions from purchased goods and services, as described above.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

32100.0

(7.5.3) Methodological details

Business travel Scope 3 emissions were calculated in accordance with the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Following DEFRA's 2021 guidance accompanying its conversion factors, air mileage is categorized by short, medium and long-haul. Flights were also categorized by seat class (i.e., business, first, premium economy, economy and average). Appropriate DEFRA Conversion Factors for Business Travel are applied to each distance type to calculate MT CO2e for air travel emissions.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

18732.0

(7.5.3) Methodological details

For calculating the emissions associated with employee commute and remote working, two different sub-categories were considered: Employee commuting emissions are estimated using average monthly office attendance data, employee transportation survey data, and U.S. EPA transportation mode emissions factors and are limited by data availability. Employee remote working emissions are estimated using average monthly remote working data and the remote working emissions methodology published by Anthesis Group in the Estimating Energy Consumption and GHG Emissions for Remote Workers white paper. We will periodically review publicly available methodologies and evaluate opportunities to enhance the quality and quantity of data available for estimating employee commuting and remote working emissions.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

We have quantified emissions associated with upstream leased assets, including leased facilities, within our Scope 1 and Scope 2 inventory. PayPal does not have any other upstream leased assets that are not captured in the Scope 1 and Scope 2 inventory.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Substantially all of PayPal's products and services are digital in nature. We have conducted an assessment of PayPal's physical products and determined that emissions from downstream transportation and distribution are not relevant or material under any of the criteria in the Scope 3 Standard.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Substantially all of PayPal's products and services are digital in nature. We have conducted an assessment of physical products and determined that emissions from the processing of sold products is not relevant or material under the Scope 3 Standard.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Emissions from use of sold products are negligible (<1 % of scope 3 emissions). This category is not relevant under any of the criteria in the Scope 3 Standard.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Substantially all of PayPal's products and services are digital in nature. We have completed an assessment of PayPal's physical products and determined that emissions from end-of-life treatment is not relevant under any of the criteria in the Scope 3 Standard.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

PayPal does not have any downstream leased assets.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

PayPal does not have any franchises.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

PayPal's business is predominantly focused on enabling digital payments. As such, investing is not a significant part of our business and is not relevant under any criteria in the Scope 3 Standard.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant to PayPal.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant to PayPal.

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

	Gross global Scope 1 emissions (metric tons CO2e)	Methodological details
Reporting year	2100	We calculate Scope 1 GHG emissions consistent with the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard.

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

79000

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

8800

(7.7.4) Methodological details

We utilize both the market-based and location-based methods of accounting for Scope 2 GHG emissions, consistent with the GHG Protocol Corporate Standard's Scope 2 Guidance.

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

514000

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

(7.8.5) Please explain

We developed a spend-based Economically Extended Input-Output (EEIO) model based on the US EPA Supply Chain Emission Factors to estimate Scope 3 emissions from Purchased Goods and Services. Our 2024 purchased goods and services also includes estimated Scope 3 emissions associated with PayPal's consumer cryptocurrency buy-sell-hold services. Cryptocurrency-related emissions are estimated using 2024 activity data and the Hybrid Emissions Allocation Method as presented in the "Accounting for Cryptocurrency Climate Impacts" guidance published by Crypto Carbon Rating Institute and South Pole in 2022.

Capital goods

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

26000

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.5) Please explain

We developed a spend-based Economically Extended Input-Output (EEIO) model based on the US EPA Supply Chain Emission Factors to estimate Scope 3 emissions from Capital Goods.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

7200

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Supplier-specific method

☒ Average data method

(7.8.5) Please explain

Emissions were calculated for fuel-and-energy-related activities (not included in Scope 1 or 2) by totaling activity data for each Scope 1 fuel type and scope 2 MBM electricity consumption by country. These totals were multiplied by their relevant emission factors as appropriate: 2024 International Energy Agency emission factors,

2024 DEFRA emission factors and UK DEFRA / BEIS Conversion Factors for Company Reporting. Only activities A, B and C (i.e., upstream emissions of purchased fuels, upstream emission of purchased electricity and transmission and distribution losses) are included in the calculations.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

5000

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.5) Please explain

We developed a spend-based Economically Extended Input-Output (EEIO) model based on the US EPA Supply Chain Emission Factors to estimate Scope 3 emissions from Upstream Transportation and Distribution.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☒ Relevant, not yet calculated

(7.8.5) Please explain

We conducted a Scope 3 screening of waste generated in operations and determined that this emissions category is relevant to PayPal. We have included waste generated in operations within our preliminary estimation of Scope 3 emissions from purchased goods and services, as described above. As part of our Science-Based Targets established in April 2021, we have set a vendor engagement target for 75% of our vendors (by spend) to adopt their own science-based climate

targets by 2025. This vendor engagement target covers Scope 3 emissions from waste generation. We believe that engaging vendors to set their own climate targets is the most effective means to address Scope 3 emissions from this category. In 2021, we rolled out a vendor engagement initiative with CDP Supply Chain to mobilize vendor climate efforts by collecting climate impact data, providing technical support and collaborating with vendors, peers, and supply chain sustainability experts. We are working to refine our approach to measuring emissions from waste generated in operations and will re-assess disclosure in future years.

Business travel

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

12300

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Business travel Scope 3 emissions were calculated in accordance with the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Following DEFRA's 2023 guidance accompanying its conversion factors, air mileage is categorized by short, medium and long-haul distances (i.e., 2,300 miles, respectively). Flights were also categorized by seat class (i.e., business, first, premium economy, economy and average). Appropriate DEFRA Conversion Factors for Business Travel are applied to each distance type to calculate MT CO2e for air travel emissions. All travel data were summed and multiplied by relevant DEFRA Emission Factors to calculate MT CO2e. Resultant travel emissions are summed to provide a total for Business Travel emissions. Specifics on each business travel data aspect is detailed below: • Air Travel Emissions: [(short haul selected class air mileage * DEFRA 2024 short haul selected class emission factor) + (medium haul selected class air mileage * DEFRA 2024 medium haul selected class emission factor) + (long haul selected class air mileage * DEFRA 2024 long haul selected class emission factor)] • Employee Mileage Emissions: (vehicle-miles reimbursed * Passenger car vehicle-miles emission factor) • Public Transit Emissions: [(bus passenger miles * DEFRA 2024 bus passenger miles emission factor) + (intercity rail passenger miles * DEFRA 2024 intercity rail passenger miles emission factor) + (ferry passenger miles * DEFRA 2024 ferry passenger miles emission factor)] • Rental Cars Emissions: (rental car gasoline consumed * DEFRA 2024 gasoline

consumption emission factor) • Hotel Stay Emissions: (number of hotel night within specific region * emission factor from Greenview's hotel footprinting tool per night by country)

Employee commuting

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

18000

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Fuel-based method

☒ Distance-based method

(7.8.5) Please explain

For calculating the emissions associated with employee commute and remote working, two different sub-categories were considered: Employee Commuting: Employee commuting emissions are estimated using average monthly office attendance data, employee transportation survey data, and U.S. EPA transportation mode emissions factors and are limited by data availability. Remote Working: the number of employees working from home and the country-specific Incremental Remote Working Energy Intensity uses country specific IEA data on energy consumption for the baseline energy intensity and the regional ratio of incremental energy intensity to determine the country specific incremental energy increases due to remote work were used to calculate the emissions.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

As a Software and Services business, substantially all of PayPal's products and services are digital. We have conducted an assessment of PayPal's physical products and determined that emissions from downstream transportation and distribution are not relevant or material under any of the criteria in the Scope 3 Standard.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

As a Software and Services business, substantially all of PayPal's products and services are digital. We have conducted an assessment of PayPal's physical products and determined that emissions from downstream transportation and distribution are not relevant or material under any of the criteria in the Scope 3 Standard.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

As a Software and Services business, substantially all of PayPal's products and services are digital. We have conducted an assessment of PayPal's physical products and determined that emissions from downstream transportation and distribution are not relevant or material under any of the criteria in the Scope 3 Standard.

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	<i>Select from:</i> ☒ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	<i>Select from:</i> ☒ Third-party verification or assurance process in place
Scope 3	<i>Select from:</i> ☒ Third-party verification or assurance process in place

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☒ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.1.4) Attach the statement

2024 PayPal Limited Assurance GIR.pdf

(7.9.1.5) Page/section reference

1-9

(7.9.1.6) Relevant standard

Select from:

☒ ISAE3000

(7.9.1.7) Proportion of reported emissions verified (%)

100

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.2.5) Attach the statement

2024 PayPal Limited Assurance GIR.pdf

(7.9.2.6) Page/ section reference

Pages 1-9

(7.9.2.7) Relevant standard

Select from:

☒ ISAE3000

(7.9.2.8) Proportion of reported emissions verified (%)

100

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☒ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

- ☒ Scope 3: Business travel
- ☒ Scope 3: Employee commuting

(7.9.3.2) Verification or assurance cycle in place

Select from:

- ☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

- ☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

- ☒ Limited assurance

(7.9.3.5) Attach the statement

2024 PayPal Limited Assurance GIR.pdf

(7.9.3.6) Page/section reference

Pages 1-9

(7.9.3.7) Relevant standard

Select from:

- ☒ ISAE3000

(7.9.3.8) Proportion of reported emissions verified (%)

100

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

☒ Decreased

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

☒ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

☒ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:

☒ Yes

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☒ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	<i>Data centers</i>	<i>0</i>
Row 2	<i>Corporate Jet</i>	<i>1190.53</i>
Row 3	<i>Facilities</i>	<i>936.43</i>

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☒ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>Consumption of Purchased Electricity</i>	<i>78076.66</i>	<i>7842.73</i>
Row 2	<i>Consumption of Purchased Steam</i>	<i>74.08</i>	<i>74.08</i>

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

2100

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

79000

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

8800

(7.22.4) Please explain

The consolidated accounting group includes all entities under the parent company, PayPal Holdings, Inc.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

The consolidated accounting group includes all entities under the parent company, PayPal Holdings, Inc.

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

☒ Not relevant as we do not have any subsidiaries

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☒ Yes

(7.28.2) Describe how you plan to develop your capabilities

PayPal is committed to responsibly managing and reducing our environmental impact. We are focused on addressing environmental and climate-related risks and opportunities that are relevant to PayPal, our customers, our employees, our suppliers, and the communities where we operate. This includes responding to customer interests in receiving more detailed information about our greenhouse gas emissions. We engage our customers on climate-related issues and work to respond to their requests. We will continue to evolve our emissions reporting practices over time to meet the interests of our customers and other stakeholders.

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☒ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: ☒ Yes
Consumption of purchased or acquired electricity	Select from: ☒ Yes
Consumption of purchased or acquired heat	Select from: ☒ No
Consumption of purchased or acquired steam	Select from: ☒ Yes
Consumption of purchased or acquired cooling	Select from: ☒ Yes
Generation of electricity, heat, steam, or cooling	Select from: ☒ Yes

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☒ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

9548

(7.30.1.4) Total (renewable + non-renewable) MWh

9548.00

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

208680

(7.30.1.3) MWh from non-renewable sources

13545

(7.30.1.4) Total (renewable + non-renewable) MWh

222225.00

Consumption of purchased or acquired steam

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

327

(7.30.1.4) Total (renewable + non-renewable) MWh

327.00

Consumption of purchased or acquired cooling

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

1231

(7.30.1.4) Total (renewable + non-renewable) MWh

1231.00

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

1546

(7.30.1.4) Total (renewable + non-renewable) MWh

1546.00

Total energy consumption

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

210226

(7.30.1.3) MWh from non-renewable sources

23420

(7.30.1.4) Total (renewable + non-renewable) MWh

233646.00

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Select from: ☒ Yes
Consumption of fuel for the generation of heat	Select from: ☒ Yes
Consumption of fuel for the generation of steam	Select from: ☒ No
Consumption of fuel for the generation of cooling	Select from: ☒ No
Consumption of fuel for co-generation or tri-generation	Select from: ☒ No

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.8) Comment

The organization did not consume sustainable biomass as fuel during the reporting year.

Other biomass

(7.30.7.8) Comment

The organization did not consume other biomass as fuel during the reporting year.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.8) Comment

The organization did not consume other renewable fuels, like hydrogen, as fuel during the reporting year.

Coal

(7.30.7.8) Comment

The organization did not consume coal as fuel during the reporting year.

Oil

(7.30.7.8) Comment

The organization did not consume oil as fuel during the reporting year.

Gas

(7.30.7.1) Heating value

Select from:

☒ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

4680.46

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

4680.46

(7.30.7.8) Comment

The organization consumed gas for self-generation of heat during the reporting year.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☒ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

4867.52

(7.30.7.3) MWh fuel consumed for self-generation of electricity

76.72

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Total fuel MWH consumed by the organization is calculated using energy from diesel, Energy from fuel oil, and energy from jet fuel. MWH fuel consumed for self-generation of electricity is calculated using energy from diesel and energy from fuel oil.

Total fuel

(7.30.7.1) Heating value

Select from:

☒ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

9547.97

(7.30.7.3) MWh fuel consumed for self-generation of electricity

76.72

(7.30.7.4) MWh fuel consumed for self-generation of heat

4680.46

(7.30.7.8) Comment

Total fuel includes gas and other non-renewable fuels.

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

1622.26

(7.30.9.2) Generation that is consumed by the organization (MWh)

1622.26

(7.30.9.3) Gross generation from renewable sources (MWh)

1545.54

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

1545.54

Heat

(7.30.9.1) Total Gross generation (MWh)

4680.46

(7.30.9.2) Generation that is consumed by the organization (MWh)

4680.46

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

34300000

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

10903.4

(7.45.3) Metric denominator

Select from:

☒ unit total revenue

(7.45.4) Metric denominator: Unit total

31797000000

(7.45.5) Scope 2 figure used

Select from:

☒ Market-based

(7.45.6) % change from previous year

22.86

(7.45.7) Direction of change

Select from:

☒ Decreased

(7.45.8) Reasons for change

Select all that apply

☒ Change in renewable energy consumption

(7.45.9) Please explain

Annual Scope 1 and 2 (MBM) GHG emissions decreased by approximately 18% year over year and revenue increased by approximately 7%. The decrease in total Scope 1 and Scope 2 (MBM) GHG emissions were driven primarily by Scope 2 MBM emissions decreasing due to an increase in the procurement rate of renewable energy. Additionally, there was an increase in revenue from 2023.

Row 2

(7.45.1) Intensity figure

0.4469

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

10903.4

(7.45.3) Metric denominator

Select from:

☒ full time equivalent (FTE) employee

(7.45.4) Metric denominator: Unit total

24400

(7.45.5) Scope 2 figure used

Select from:

☒ Market-based

(7.45.6) % change from previous year

8.15

(7.45.7) Direction of change

Select from:

☒ Decreased

(7.45.8) Reasons for change

Select all that apply

☒ Change in renewable energy consumption

(7.45.9) Please explain

Annual Scope 1 and 2 (MBM) GHG emissions decreased by approximately 18% year over year and revenue increased by approximately 7%. The decrease in total Scope 1 and Scope 2 (MBM) GHG emissions were driven primarily by Scope 2 MBM emissions decreasing due to an increase in the procurement rate of renewable energy. Additionally, there was a decrease in headcount from 2023.

(7.52) Provide any additional climate-related metrics relevant to your business.

	Description	Metric numerator	Metric denominator (intensity metric only)
Row 1	Select from: ☒ Other, please specify :Not applicable to PayPal	0	0

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☒ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☒ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

SBTi Decision Letter - PayPal (1).pdf

(7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

(7.53.1.5) Date target was set

01/01/2020

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Carbon dioxide (CO2)

☒ Methane (CH4)

☒ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☒ Scope 1

☒ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☒ Market-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

6509

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

46643

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

53152.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2025

(7.53.1.55) Targeted reduction from base year (%)

25

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

39864.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

0.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

400.00

(7.53.1.82) Explain target coverage and identify any exclusions

We are committed to addressing our emissions and supporting climate action to meet the Paris Climate Agreement. We set a Science-Based Target to reduce absolute Scope 1 and 2 GHG emissions 25% by 2025 from a 2019 base year. This target covers 100% of Scope 1 and Scope 2 emissions arising from our direct operational activities, with no exclusions.

(7.53.1.83) Target objective

Reduce absolute operational GHG emissions by 25% by 2025 (from a 2019 base year)

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

Row 2

(7.53.1.1) Target reference number

Select from:

☒ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

SBTi Decision Letter - PayPal (1).pdf

(7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

(7.53.1.5) Date target was set

01/01/2020

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Carbon dioxide (CO2)

(7.53.1.8) Scopes

Select all that apply

☒ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☒ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

27400

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

27400.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

27400.000

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100.0

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

1.8

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

1.8

(7.53.1.54) End date of target

12/31/2025

(7.53.1.55) Targeted reduction from base year (%)

25

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

20550.000

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

0.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

0.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

400.00

(7.53.1.82) Explain target coverage and identify any exclusions

We set a Science-Based Target to reduce our absolute scope 3 GHG emissions from fuel and energy-related activities (FERA) 25% from a 2019 base year. Our absolute FERA emissions target captures 100% of FERA emissions for PayPal with no exclusions. Since 2021 is the base year for PayPal's complete Scope 3 GHG inventory for all Scope 3 categories, we have used 2021 emissions values as a best proxy for calculating the "Base year Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)" as referenced above.

(7.53.1.83) Target objective

Reduce absolute operational GHG emissions by 25% by 2025 (from a 2019 base year)

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☒ Targets to increase or maintain low-carbon energy consumption or production

☒ Net-zero targets

☒ Other climate-related targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

☒ Low 1

(7.54.1.2) Date target was set

01/01/2019

(7.54.1.3) Target coverage

Select from:

☒ Business activity

(7.54.1.4) Target type: energy carrier

Select from:

☒ Electricity

(7.54.1.5) Target type: activity

Select from:

☒ Consumption

(7.54.1.6) Target type: energy source

Select from:

☒ Renewable energy source(s) only

(7.54.1.7) End date of base year

12/31/2018

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

155800

(7.54.1.9) % share of low-carbon or renewable energy in base year

49

(7.54.1.10) End date of target

12/31/2023

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.16) Is this target part of an emissions target?

Yes, target reference number 'Abs 1'. We have set a Science-Based Target to reduce our absolute operational GHG emissions by 25% in 2025 from a 2019 base year. In addition, PayPal has pledged to achieve net-zero emissions by 2040. We anticipate that our renewable energy goal will complement these targets.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☒ Science Based Targets initiative

(7.54.1.19) Explain target coverage and identify any exclusions

In 2019, we took meaningful steps toward establishing a climate mitigation program. In 2024, we matched 100% of total energy usage for our global data center operations with clean energy generation sources. We also matched all of our U.S. and Canadian electricity consumption with clean energy generation sources. We prioritize reductions to our data center emissions footprint since over 85% of our annual energy use is from these sources.

(7.54.1.20) Target objective

Continue to make progress against our long-term goal of achieving net-zero GHG emissions across our operations and value chain by 2040, as well as our medium-term Science-Based Targets (SBT) for emissions reduction.

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 1

(7.54.2.1) Target reference number

Select from:

☒ Oth 1

(7.54.2.2) Date target was set

01/01/2020

(7.54.2.3) Target coverage

Select from:

☒ Business activity

(7.54.2.4) Target type: absolute or intensity

Select from:

☒ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Engagement with suppliers

☒ Percentage of suppliers (by procurement spend) with a science-based target

(7.54.2.7) End date of base year

12/31/2019

(7.54.2.8) Figure or percentage in base year

25

(7.54.2.9) End date of target

12/31/2025

(7.54.2.10) Figure or percentage at end of date of target

75

(7.54.2.15) Is this target part of an emissions target?

Yes, NZ1. Through our vendor-focused Science-Based Target, we aim to manage and reduce the Scope 3 emissions associated with the products and services we procure and work towards our long-term goal of net-zero GHG emissions across our company-wide operations and value chain by 2040.

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☒ Science Based Targets initiative – approved supplier engagement target

(7.54.2.18) Please explain target coverage and identify any exclusions

We conducted a Scope 3 screening of purchased goods and services and determined that Scope 3 emissions are relevant to PayPal. To manage and reduce the Scope 3 emissions associated with our procurement practices, we have committed to engaging with our supply chain with the goal of 75% of our vendors (by spend) within the purchased goods and services, capital goods, business travel, and upstream transportation and distribution categories setting their own science-based targets by 2025. This target is approved by the Science-Based Targets initiative and is an interim goal towards achieving net-zero GHG emissions across our company-wide operations and value chain by 2040.

(7.54.2.19) Target objective

We recognize that Scope 3 (value chain) emissions inventory methodologies are imprecise and, as such, present our Scope 3 emissions as estimates. We estimate that vendor activities represent approximately 95% of our value chain GHG emissions footprint for 2024. As such, we are prioritizing supplier engagement in our approach to addressing climate-related risks in our supply chain.

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☒ NZ1

(7.54.3.2) Date target was set

01/01/2020

(7.54.3.3) Target Coverage

Select from:

☒ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

- ☒ Abs1
- ☒ Abs2

(7.54.3.5) End date of target for achieving net zero

12/31/2040

(7.54.3.6) Is this a science-based target?

Select from:

- ☒ Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

(7.54.3.8) Scopes

Select all that apply

- ☒ Scope 1
- ☒ Scope 2
- ☒ Scope 3

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

- ☒ Carbon dioxide (CO2)
- ☒ Methane (CH4)
- ☒ Nitrous oxide (N2O)
- ☒ Hydrofluorocarbons (HFCs)

(7.54.3.10) Explain target coverage and identify any exclusions

We have committed to achieve net-zero GHG emissions across our company-wide operations and value chain by 2040. Our interim reduction targets to achieve this goal will cover emissions from our operations and value chain, including Scope 1, Scope 2, and Scope 3 emissions: specifically, 25% reduction of absolute operational GHG emissions by 2025 from a 2019 base year, and 75% of our vendors by spend adopting their own science-based targets by 2025.

(7.54.3.11) Target objective

Achieve a state of net-zero and build climate resilience.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☒ Yes

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

We are currently refreshing our value chain mitigation strategy and our plans for addressing unabated emissions. As part of this effort, we are closely monitoring developments in voluntary carbon markets to ensure that the practices we adopt are effective and up-to-date. We look forward to providing more detailed information on our planned milestones and near-term investments for neutralization in the future, including specific actions and commitments aimed at achieving our long-term sustainability goals and further reducing our carbon footprint.

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☒ No

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Actions taken in the reporting period to progress your biodiversity-related commitments
	<i>Select from:</i> ☒ No, and we do not plan to undertake any biodiversity-related actions

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	<i>Select from:</i> ☒ No

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Legally protected areas	Select from: ☒ No	PayPal's operational footprint does not include any sites that are in or near any important locations for biodiversity.
UNESCO World Heritage sites	Select from: ☒ No	PayPal's operational footprint does not include any sites that are in or near any important locations for biodiversity.
UNESCO Man and the Biosphere Reserves	Select from: ☒ No	PayPal's operational footprint does not include any sites that are in or near any important locations for biodiversity.
Ramsar sites	Select from: ☒ No	PayPal's operational footprint does not include any sites that are in or near any important locations for biodiversity.
Key Biodiversity Areas	Select from: ☒ No	PayPal's operational footprint does not include any sites that are in or near any important locations for biodiversity.
Other areas important for biodiversity	Select from: ☒ No	PayPal's operational footprint does not include any sites that are in or near any important locations for biodiversity.

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☒ Yes

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☒ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☒ Progress against targets

☒ Other data point in module 7, please specify :Reporting Year Scope 1, Scope 2 (LBM and MBM), Scope 3 Business Travel, FERA, and Employee Commuting, Total Energy and Total Renewable Energy.

(13.1.1.3) Verification/assurance standard

General standards

☒ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

ISAE 3000

(13.1.1.5) Attach verification/assurance evidence/report (optional)

2024 PayPal Limited Assurance GIR.pdf

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Financial & Operating Officer

(13.3.2) Corresponding job category

Select from:

☒ Chief Financial Officer (CFO)

