

Rest. Relax.  
Recharge.

# YOUR BENEFITS SUMMARY

PayPal Italy – Full Time Employees

# HEALTH & WELLNESS

## Healthcare plan

Non Dirigenti (Employees and Middle-Level Managers)	Dirigenti (Executives)
<b>Medical Outpatient and Home Treatment:</b>	
€ 3,000 per family per year Deductibles may apply.	€ 5,000 per family per year
<b>Medical Inpatient:</b>	
<ul style="list-style-type: none"> <li>Hospitalization</li> </ul>	
€ 1,000,000	€ 500,000
<ul style="list-style-type: none"> <li>Near-sightedness correction surgical operation:</li> </ul>	
€ 1,500 per surgical intervention	€ 1,100 per surgical intervention
<ul style="list-style-type: none"> <li>Non-cesarean delivery:</li> </ul>	
White Collars: € 3,100 per year Middle Managers: € 8,000 per year	€ 3,100 per year
<b>Diagnostic Examinations and Therapies:</b>	
White Collars: € 2,500 per family per year Middle Managers: € 11,000 per family per year Oncologic treatment € 10,000	€ 15,000 per family per year Oncologic treatment: €10,000
<b>Preventive Medicine:</b>	
€ 600 per family per year	€ 600 per family every two years
<b>Daily Allowance:</b>	
€ 150, up to 150 days per person per year	€ 130, up to 150 days per person per year
<b>Dental:</b>	
€ 4,000 per family per year	€ 3,000 per family per year
<b>Vision:</b>	
Annual maximum: € 400 per person	Annual maximum: € 500 per person
<b>PSYA</b>	
Psychotherapy treatment € 500 (max nr.10)	Psychotherapy treatment € 500 (max nr.10)

## Employer Contribution

The company pays 100% of premiums for employee and dependents coverage.

## Expert Medical Opinion (Advance Medical)

All eligible employees have access to Expert Medical Opinion (EMO), a free service that offers support to help you make fully informed decisions

about care and treatment plans. EMO services are offered through Advance Medical, a global health care service.

**Employee Assistance Program** Counseling and consultation services designed to help employees and family with a wide range of personal, emotional or financial issues.

**Support for new parents**

- Cleo App helps you build confidence as a new parent with personalized support of a Cleo coach and educational programs
- Rethink gives you award-winning, research-based resources, training, and support for a child with learning or behavioral challenges

**Manage Stress**

- meQuilibrium is a resilience-building app designed to help you build the mental and emotional strength to face each day with confidence.





# FINANCIAL SECURITY

## Employee Stock Purchase Plan (ESPP)

A voluntary program which provides eligible employees the opportunity to buy shares of PayPal Common Stock at a discount of 15% from the market price on the Purchase Date.

Employees are eligible to contribute between 2% to 10% of their after-tax payroll deductions to purchase shares in this program.

## Retirement Benefits

Provided pursuant to statutory requirements

## Life and Disability Insurance

Non Dirigenti (Employees and Middle-Level Managers)	Dirigenti (Executives)
<b>Life:</b>	
3 times gross annual salary	
<b>Accidental Death:</b>	
2 times annual gross salary	5 times annual gross salary
<b>Short-term Disability:</b>	
Provided pursuant to statutory requirements	
<b>Accident (Permanent Disability)</b>	
3 times gross annual salary	6 times annual gross salary
<b>Employee Contribution:</b>	
None	10% of the conventional salary of € 13,944

## Business Travel Insurance Policy

Accidental death: The lesser of:  
(i) 5 times annual base pay; or (ii) USD \$1,000,000  
Employees and accompanying dependents while traveling on company business outside the country where they normally work are eligible to receive:

- Out-Of-Country Medical coverage up to USD 350,000 per trip per person subject to a USD 50 deductible per incident.

- Out-Of-Country Lost/Stolen Baggage coverage up to USD 500 per item and limited to USD 1,000 per incident.

Employee Relief Fund:

Our employees are our family, and we support each other and our overall wellness in good times and through difficult situations. This is why we have established the PayPal Employee Relief Fund (the “Fund”), which provides assistance to our employees who are facing financial hardship immediately after an unforeseen, life-altering personal hardship.



## EVERYDAY LIVING

Public Holidays	14 public holidays a year in line with statutory provision To view the full list of Public holidays, please refer to <a href="https://www.paypalbenefits.com/ita/everyday-living/paid-time-off">https://www.paypalbenefits.com/ita/everyday-living/paid-time-off</a>
Wellness days	6 companywide wellness days in 2021 For more details, please refer to HR HUB Time Off & Leaves
Paid Time Off (PTO)	26 days per year for non dirigenti employees 30 days per year for dirigenti employees
Sabbatical	After 5 years of service, employees are eligible for 4 weeks of sabbatical (paid time off).
Bereavement Leave	1-20 days of paid time off depending on relationship with the deceased.
Maternity Leave	<ul style="list-style-type: none"><li>• 5 months of leave with 100% of salary (inclusive of the payment from National Social Security Institute)</li><li>• In addition, the employee can choose to take 6 months of optional leave, with partial pay from National Social Security Institute.</li></ul>
Paternity Leave	<ul style="list-style-type: none"><li>• 5 days of paid leave, must be taken within 5 months after the child's birth</li><li>• The father may take 3 months' leave after the birth, only in the following cases:<ul style="list-style-type: none"><li>- Death or total permanent disability of the mother</li><li>- Abandonment of the children by the mother</li><li>- Custody of the child granted exclusively to the father</li></ul></li></ul>
Bonding Leave:	Up to 6 weeks of leave paid at 100% of salary (including statutory leaves) to be taken within the first year after birth, adoption, or placement

Parental Leave	Either parent can take up to 6 months' leave during the first year after the child's birth, with partial pay from National Social Security Institute.					
Study Leave	1 day of paid leave for each test/examination					
Specialist Medical Visit	1 day per month					
Blood Donation	1 day of paid leave					
Marriage Leave	15 calendar days					
Sick Leave	<table><tr><th>Non Dirigenti (Employees and Middle-Level Managers)</th><th>Dirigenti (Executives)</th></tr><tr><td><ul style="list-style-type: none"><li>• Day 1-3: 100% of salary</li><li>• Day 4-20: 25% of salary plus social security</li><li>• After Day 20: 33.33% of salary plus social security</li></ul></td><td>100% of salary for 12 months</td></tr></table>		Non Dirigenti (Employees and Middle-Level Managers)	Dirigenti (Executives)	<ul style="list-style-type: none"><li>• Day 1-3: 100% of salary</li><li>• Day 4-20: 25% of salary plus social security</li><li>• After Day 20: 33.33% of salary plus social security</li></ul>	100% of salary for 12 months
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Restaurant Ticket	€ 9 per working day (net amount)					
Financial planning skillset training:	Training is provided to all employees in order to build financial health, and to provide support on big financial decisions or other financial challenges.					
Part-time	Employees working a part time schedule will remain eligible for full benefits.					

For more information, please refer to the [HR Hub](#), [PaypalBenefits.com](https://PaypalBenefits.com) or contact [Employee Central](#)

**Important:**

The information provided above is not intended to be a complete summary of your benefits. It is important for you to understand that because this document is only a summary, it cannot cover all the details of the benefits or how the rules will apply to every person in every situation. Time-off benefits differ for employees falling under the applicable Collective Bargaining Agreement. All of the specific terms and conditions related to these benefits, including the eligibility requirements, are set forth in official plan documents and/or insurance policies, contracts, certifications or other underlying benefit program documents.

Every effort has been made to accurately describe these benefits. In the event there is any conflict between this benefit summary and the controlling documents, the controlling documents will be used in the actual determination of your benefits or rights and its terms and conditions will govern.