

# 2024 Summary of Benefits (Mexico)

PayPal benefits are designed to help support you and your family, so you can take care of what matters most. We're here to support you, no matter what life throws your way. Your health, your finances, your family—your overall well-being. This summary highlights our 2024 Benefit programs for full time employees working in Mexico.



Healthcare	
<b>Medical</b>	<p>MetLife Mayor Medical Expense policy includes:</p> <ul style="list-style-type: none"> <li>• Annual/lifetime maximum 26,000 UMAM<sup>1</sup> per event (illness or accident)</li> <li>• Deductible 1 UMAM   Co-insurance 10% up to 20 UMAM</li> <li>• Accident no deductible and co-insurance</li> <li>• Hospitalization standard private room; surgery, treatment, and recovery rooms; intensive care; cost of bed for companion</li> <li>• Direct payments in stays shorter than 24 hours.</li> <li>• Medical fees doctor's visit; surgeon up to the usual and customary expense</li> <li>• Surgical fees reimburse usual and customary cost + 100% (by reimbursement only)</li> <li>• Maternity C-section and normal delivery are covered up to 25 UMAM, without deductible and co-insurance.</li> <li>• Newborn assistance including pediatrician, nursery, and neonatal screening up to MXN 9,407</li> <li>• Emergency abroad up to USD 100,000 with deductible of USD 100 and no co-insurance</li> </ul>
<b>Dental</b>	<p>Covered exclusively through Dentegra network: "Plan Expansión."</p> <ul style="list-style-type: none"> <li>• Diagnostic and preventive service; consultations; amalgam fillings</li> <li>• Insured amount up to MXN 120,000</li> <li>• Coinsurance: 20%</li> </ul>
<b>Vision</b>	<p>Covered exclusively through Dentegra network: "Plan Panorámico"</p>

<sup>1</sup> UMAM (Unidad de Medida y Actualización Mensual) = MXN 3,300.53 as of February 2024.

	<ul style="list-style-type: none"> <li>• Vision exams included.</li> <li>• Frames &amp; lenses up to MXN 2,000</li> <li>• Contacts up to MXN 1,600</li> <li>• Deductible MXN 174 + tax</li> </ul>																
<b>Employer Contribution</b>	The company pays 100% premiums for employees and dependent coverage.																
<b>Time Off</b>																	
<b>Community Impact Time Off</b>	<ul style="list-style-type: none"> <li>• One day annually.</li> </ul>																
<b>Personal Time Off (Vacation)</b>	<table border="1"> <thead> <tr> <th>Years of Service</th> <th>Number of Days</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>12</td> </tr> <tr> <td>2</td> <td>14</td> </tr> <tr> <td>3</td> <td>16</td> </tr> <tr> <td>4</td> <td>18</td> </tr> <tr> <td>5</td> <td>20</td> </tr> <tr> <td>6-10</td> <td>22</td> </tr> <tr> <td>11-15*</td> <td>24</td> </tr> </tbody> </table> <p>*2 additional days of vacation per each 5 additional years of service</p> <ul style="list-style-type: none"> <li>• Vacation days are earned on the employee's anniversary starting date and must be taken within 18 months after the employee has earned the vacation. Unused days will be forfeited thereafter.</li> <li>• For each vacation day, employees will receive a vacation bonus of 50% of the vacation day's salary (holiday premium).</li> </ul> <p><b>Optional Anticipated PTO</b></p> <ul style="list-style-type: none"> <li>• Employees may request to anticipate from 1 to 5 days of vacation/PTO from the days that will be granted on their next anniversary.</li> <li>• Anticipated Vacation/PTO may be requested during their first year of service or in subsequent years.</li> <li>• Once an employee reaches their anniversary date, the days taken in advance will be deducted from the balance.</li> </ul>	Years of Service	Number of Days	1	12	2	14	3	16	4	18	5	20	6-10	22	11-15*	24
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<b>Holidays</b>	<ul style="list-style-type: none"> <li>• January 1, 2024 – New Year's Day</li> <li>• February 5, 2024 – Constitution Day</li> <li>• March 18, 2024 – Juarez' Day</li> <li>• March 28, 2024 - Holy Thursday</li> <li>• March 29, 2024 – Holy Friday</li> <li>• May 1, 2024 – Labor Day</li> <li>• May 10, 2024 – Mother's Day (Half Day)</li> <li>• June 2, 2024 - Elections Day</li> </ul>																

	<ul style="list-style-type: none"> <li>September 16, 2024 – Independence Day</li> <li>October 1, 2024 – Presidential Transition Day</li> <li>November 2, 2024 – Day of the Dead</li> <li>November 18, 2024 – Revolution Day</li> <li>December 24, 2024 – Christmas Eve</li> <li>December 25, 2024 – Christmas Day</li> <li>December 31, 2024 – New Year's Eve</li> </ul>
<b>Marriage Time Off</b>	Up to 3 working days of paid time off for employees that get married.
<b>Maternity Leave</b>	84 calendar days of maternity paid leave for birth mothers as provided by Social Security regulations.
<b>Adoption Leave</b>	42 calendar days of paid leave for primary caregivers of an adopted child.
<b>Paternity Leave</b>	Up to 15 working days of paid time off for fathers and secondary caregivers upon childbirth or child adoption.
<b>Sick Time Off</b>	Up to 5 paid days per year for unforeseen illnesses or to take care of a sick family member.
<b>Short Term Disability Leave</b>	Required days for sickness or accident as per the Mexican Social Security Institute (Incapacidad IMSS).
<b>Sabbatical Leave</b>	After 5 years of service, employees are eligible for 4 weeks of paid sabbatical.
<b>Bereavement Leave</b>	<ul style="list-style-type: none"> <li>Up to twenty (20) consecutive business days of paid time off with regular base pay to all regular employees when an employee's spouse, domestic partner (DP), civil partner (CP), child, stepchild, DP child or CP child passes away.</li> <li>Up to three (3) consecutive business days of paid time off with regular base pay to full-time and part-time regular employees when an employee's parent, stepparent, grandparent, legal guardian, parent-in-law, sibling or stepsibling passes away.</li> <li>Up to one (1) day of paid time off with regular base pay to full-time and part-time regular employees when an employee's aunt, uncle, brother- and sister-in-law, and daughter- or son-in-law, cousin, niece or nephew passes away.</li> <li>Up to two (2) additional days if extensive travel is required.</li> </ul>
<b>Retirement</b>	
<b>Retirement Benefit</b>	Provided by the Mexican Social Security Institute program.
<b>Life and ADD Insurance</b>	
<b>Life Insurance</b>	36 times monthly salary up to a maximum of MXN 15,000,000.
<b>Accidental Death</b>	Additional 36 times monthly salary up to a maximum of MXN 15,000,000 for death due to accident.
<b>Total &amp; Permanent Disability (TPD)</b>	36 times monthly salary up to a maximum of MXN 15,000,000.

<b>Employer Contribution</b>	The company pays 100% of insurance premium for employees.
<b>Additional Benefits</b>	
<b>Savings Fund Plan</b>	Employees contribute 13% of their salary on every paycheck up to 1.3 UMAM (MXN 4,290.69) and the employer matches 100% of each contribution. Contributions are invested with a third-party administrator. The accumulated funds are fully paid once a year in January.
<b>Grocery Allowance</b>	Grocery coupon/voucher with a monthly amount equivalent to 1 UMAM per month (MXN 3,300.53); to use at selected grocery shops.
<b>Restaurant Allowance</b>	Restaurant coupon/voucher with monthly amount equivalent to 1 UMAM per month (MXN 3,300.53); to use at selected restaurants
<b>Fuel Allowance</b>	Fuel coupon/voucher with monthly amount equivalent to MXN 1,300 per month; to use at selected gas stations.
<b>Home Office Allowance</b>	Home Office coupon/voucher with amount equivalent MXN 734 per month; to use to cover home utility costs associated with working from home more than 40% of the time. Allowance is provided through a coupon/voucher to use at a variety of selected shops.
<b>Employee Assistance Plan (EAP) Optum</b>	Professional assistance for a wide range of circumstances, including personal and work-related stress, couple and marital relationships, childcare and parenting challenges, elder care concerns, depression and anxiety, alcohol and drug misuse, family matters, bereavement, legal issues, financial concerns, career issues, and crisis and trauma counseling.
<b>Financial Education</b>	The Financial Wellness Education Program is delivered in partnership with RSM and provides information to help you establish goals and prepare for a financially sound future.
<b>Calm</b> Mental well-being app	Free subscription for you and your family to the world's No. 1 app for mental well-being, helping millions of people lower stress, decrease anxiety, improve focus, and sleep better.
<b>RethinkCare</b> Online portal for families	Family support with 24/7 access to an online portal filled with thousands of step-by-step resources to help families raising children with learning, social or behavioral challenges, or developmental disabilities. With RethinkCare, you can collaborate with and connect all members of your child's care team (teachers, therapists, medical professionals, and family members) through one platform, which provides access to board-certified behavioral therapists, even if your child hasn't been given a formal diagnosis.
<b>Other Programs</b>	
<b>Profit Sharing</b>	Provided pursuant to statutory requirements managed by Compensation.

<b>Education Assistance Program</b>	Professional certifications, courses and/or degree programs relevant to your current or future roles may be eligible for reimbursement through this program managed by Performance & Development.
<b>Employee Relief Fund</b>	Provides assistance to our employees who are facing financial hardship immediately after an unforeseen, life-altering personal hardship managed by Employee Advocacy.
<b>PayPal Gives</b>	Give back to your community, and we'll reward your efforts. PayPal matches your donations to qualified nonprofits, dollar for dollar, up to \$2,500 a year. Even if you give just \$10, we'll match it. Managed by Community Impact.

**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. All 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.