

# 2025 PayPal Benefits Summary – Guatemala

PayPal is proud to offer a host of unique benefits aligned with our corporate wellness value to support our colleagues through their life moments.



Know  
Your  
Benefits

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PayPal regularly reviews its benefits plans and programs to help ensure that they appropriately support the wellbeing of our employees. Accordingly, PayPal's benefits plans and programs, including those referenced herein, are subject to change. While we strive to provide accurate and up-to-date information, we cannot guarantee that the information provided herein will remain accurate as of the date viewed. For the terms and conditions applicable to a benefits plan or program, please refer to the appropriate plan document. PayPal reserves the right to modify, amend, or terminate any benefits plan or program at its sole discretion, with or without notice.



## Physical Wellness



Health benefits that allow you and your family to get the right private care at the right time and place reducing the financial uncertainty of health-related events.

- Comprehensive Health Insurance provided by **Pan-American Life** to support primary care and major medical which includes:
  - Preferential medical fees
  - Support with unexpected accidents and emergency events
  - Surgery and hospitalization coverage
  - Maternity and newborn assistance
  - Dental and Vision Plans
- You and your eligible dependents are covered through the policy
- Benefit is 100% paid by PayPal



## Financial Wellness



A robust financial wellness offering that allows you to be prepared for the future.

- Life Insurance and Funeral Expenses for you, your spouse and children to give you peace of mind and offer financial support to your loved ones
- AD&D Insurance
- Parking Allowance
- Cell Phone Allowance
- Financial Education and unlimited individual coaching Sessions



## Emotional Wellness



Support for emotional health through benefits that can help you find balance, be resilient and make time for what matters most.

- Paid Vacation
- Paid Holidays above the legislation
- Community Impact Time Off
- Sick Time Off
- Medical Leave
- Marriage Time Off
- Maternity, Paternity & Adoption Leaves
- Short- & Long- Term Disability Leaves
- Bereavement Leave
- Sabbatical Leave that gives you 4 paid weeks every 5 years of service, to rejuvenate and recharge
- Child Development Support
- Mindfulness and Stress management resources (Meditation, Yoga sessions, Healthy Sleeping)
- Employee Assistance Plan (EAP) with 10 free counselling sessions per issue per year

