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.







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.

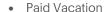
- Life Insurance and Funeral Expenses for you, your spouse and children to give you peace of mind and offer financial support to your loved ones
- AD&D Insurance
- Parking Allowance
- Cell Phone Allowance
- Financial Education and unlimited individual coaching Sessions



Emotional Wellness







- 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



