



PayPal 401(k) Savings Plan (the “401(k) Plan”)

2021 IRS 401(k) Contribution Limits

The 401(k) Plan and its participants are subject to certain Internal Revenue Code rules with regard to contribution limits, as well as certain nondiscrimination testing requirements to help ensure the 401(k) Plan does not benefit PayPal’s highly compensated employees (HCEs) more than its non-highly compensated employees (NHCEs).

HCE determination is based on PayPal compensation earned in the **prior** year, as reported on your W-2, and the dollar limit issued by the IRS every calendar year. An employee is considered an HCE in the 401(k) Plan in 2021 if he/she earned more than \$130,000 and was in the top 20% group of most highly paid employees in 2020.

This table shows the 2021 401(k) Plan contribution limits based on your HCE/NHCE status:

	2021	
	“Non-highly compensated employee” (NHCE)	“Highly compensated employee” (HCE)
1. Pre-tax and/or Roth 401(k) contributions you may elect:	50% of eligible compensation, up to \$19,500 (\$26,000 if 50+ anytime during the year)	
2. Additional after-tax contributions you may elect	\$26,900	\$6,000
3. Maximum 401(k) Plan contribution you may make	\$46,400 (\$52,900 if 50+)	\$25,500 (\$32,000 if 50+)
4. PayPal matching contributions you’re eligible to receive each pay period you make contributions:	4% of eligible compensation*, up to \$11,600	
5. Potential maximum 401(k) Plan contribution between you and PayPal if you receive the maximum matching contributions	\$58,000 (\$64,500 if 50+)	\$37,100 (\$43,600)

*Eligible compensation above \$290,000 does not receive matching contributions.

Questions?

If you have additional questions about your Plan’s contribution choices or would like to change your contribution election, access your Plan account using Single Sign On from the [Bridge](#) > Scroll down to **Take Action > Benefits Tasks > Enroll in 401(k) Savings Plan**; at www.workplace.schwab.com; or call Participant Services at 1-800-724-7526. Participant Services Representatives are available from 4 a.m. to 9 p.m. PT Monday through Friday.