



Rest. Relax.
Recharge.

YOUR BENEFITS SUMMARY

PayPal Spain – Full Time Employees

HEALTH & WELLNESS

Annual Medical limit	€250,000
Reimbursement	<ul style="list-style-type: none">• In-network: 100% covered when services are provided by Adeslas network providers.• Out of network hospitalization, other medical expenses and reimbursement abroad: 90%.
Inpatient	<ul style="list-style-type: none">• Hospitalization: €1,670 per day, up to 60 days per year• ICU or Intensive Observation Unit: €2,170 per day• Surgery fees: €60,000• Childbirth: €6,000 per year• Psychiatric hospitalization: €60 days per year
Outpatient	<ul style="list-style-type: none">• General practitioner, pediatrician and specialist visit: in aggregate up to €60,000• Ambulance: €1,200 per year• Psychotherapy: 20 sessions, €3,000 per year (40 sessions in case of eating disorders)• Podiatry: 300 euros per year
Dental	<ul style="list-style-type: none">• 100% for dental cleanings and extractions• 50% of the market cost of all other services
Vision	<ul style="list-style-type: none">• 100% coverage, excluding surgery for refractive pathology, glasses and contact lens• Medical assistance for preexisting illness is included
Travel Assistance	12.000 euros per travel (max. 90 days)
Employee Contributions	<ul style="list-style-type: none">• The company pays 100% of the premiums for employee and dependents.• Eligible dependents include spouse, domestic partner and dependent children.
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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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 Plan	Company insured pension scheme that provide benefits to retirement, death and disability.										
Employer/Employee Contribution	<table><tr><th></th><th>Employee Contribution</th><th>Employer Contribution</th></tr><tr><td>Portion of salary below the offset</td><td>0%</td><td>2%</td></tr><tr><td>Portion of salary above the offset</td><td>3%</td><td>9%</td></tr></table> <p>Note: Offset of 2021: EUR 43,203.30</p>			Employee Contribution	Employer Contribution	Portion of salary below the offset	0%	2%	Portion of salary above the offset	3%	9%
	Employee Contribution	Employer Contribution									
Portion of salary below the offset	0%	2%									
Portion of salary above the offset	3%	9%									
Life	2 times annual salary										
Total & Permanent Disablement (TPD)	2 times annual salary										
Accidental Death	3 times annual salary										
Accidental Total & Permanent Disablement	4 times annual salary										
Employer Contribution	The company pays 100% of the premium for employee coverage.										
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, 8 CBA Holidays To view the full list of Public and CBA holidays, please refer to https://www.paypalbenefits.com/spa/everyday-living/time-off-and-leaves
Wellness days	6 companywide wellness days in 2021 For more details, please refer to HR HUB Time Off & Leaves
Paid Time Off (PTO)	22 working days
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	100% of gross salary, less State subsidy, for 16 weeks; 2 additional weeks in case of multiple births. 6 weeks must be taken after the birth. The remaining 10 weeks may be shared with the other parent.
Paternity Leave	In the cases of child birth, adoption or men who take on the guardianship of a child, the employee shall be entitled to suspension of the contract for 12 weeks. For multiple births of more than two children, the 12 weeks' leave is extended by a further two weeks for each child.
Parental Leave	Up to 3 years of unpaid leave
Marriage Leave	15 calendar days of paid leave
Child Birth	3 days of paid leave

Examination Leave	Necessary time to take exams in official studies
Breastfeeding of child under 9 months:	<p>The employee can choose from the following options:</p> <ul style="list-style-type: none"> • 1 working hour divided in two fractions of half an hour per working day with full pay. • Half an hour reduction in the Employee's daily shift per working day. • Accumulate the total time-off the employee is entitled to, till the child is 9 months, and take the leave altogether in full working days.
Other Leaves	<ul style="list-style-type: none"> • Wedding ceremony of parents, son, daughter, brother or sister or brother or sister-in-law: 1 calendar day. • Moving: 2 days of paid leave • Hospitalization or surgery requiring rest of a "relative up to second degree" *: 3 days plus 1 extra day for each journey of 200 km or more required. • Bereavement leave of a "relative up to second degree": 4 days of paid leave, plus 1 extra day for each journey of 200 km or more required. <p>Note: Relative up to second degree refers to father/mother, father-in-law/mother-in-law, son/daughter, son in law/daughter in law, grandparents, grandparents in law, brother/sister, brother in law/sister in law and grandchildren.</p>
Meal Tickets	€11 per working day. This is a tax-exempt benefit
Nursery Tickets	A tax efficient scheme whereby a portion of salary is allocated to fund Nursery Tickets which can be used for total or partial payment of schooling for children between the ages of 0 and 3
Bus Pass	Company provides annual bus pass or reimburse monthly bus tickets for all employees who prove the need
Educational assistance	Company provides education assistance for the job-related courses, upon manager approval
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.

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.