NEWS RELEASE

PayPal Announces New Employee Inducement Grants

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SAN JOSE, Calif., April 18, 2023 /PRNewswire/ -- PayPal Holdings, Inc. (NASDAQ: PYPL) ("PayPal" or the "Company") today announced it has granted equity awards under its 2022 Inducement Equity Incentive Plan (the "Plan") to new employees who joined PayPal.

On April 15, 2023, PayPal granted the following equity awards to 237 non-executive employees as an inducement for them to accept employment, which equity awards relate to or represent the right to receive, in the aggregate, up to 169,823 shares of PayPal Holdings, Inc. common stock:

- 235 employees received service-based restricted stock unit ("RSU") awards relating to up to 159,227 shares in the aggregate, with one-third (1/3) of the shares subject to such RSU awards vesting on the first anniversary of the grant date and one-twelfth (1/12) of the shares subject to such RSU awards vesting on each quarterly vesting date thereafter; provided however that in the event the value of an RSU award is converted into 24 or fewer underlying shares, one-third (1/3) of the shares subject to the RSU award will vest on each of the 12, 15 and 27 month anniversaries of the grant date, in each case conditioned upon each employee's continued employment on the vesting date(s).
- 1 employee received a service-based, cash-settled restricted stock unit ("CSU") award relating to up to 524 shares in the aggregate, with one-third (1/3) of the CSUs subject to such CSU awards vesting on the first anniversary of the grant date and one-twelfth (1/12) of the CSUs subject to such CSU awards vesting on each quarterly vesting date thereafter; provided however that in the event the value of a CSU award is converted into 24 or fewer CSUs, one-third (1/3) of the CSUs subject to the CSU award will vest on each of the 12, 15 and 27 month anniversaries of the grant date, in each case conditioned upon the employee's continued

employment on the vesting date(s).

- 1 employee received a performance-based restricted stock unit ("PBRSU") award relating to a target of 5,036 shares in the aggregate, up to a maximum of 10,072 shares in the aggregate, that are earned based on PayPal Holdings, Inc.'s performance over a three-year performance period, which, to the extent earned, will be vested and settled in March of the year immediately following the performance period, conditioned upon the employee's continued employment on the vesting date.

The inducement grants were approved by PayPal's Compensation Committee of the Board of Directors, as required by Nasdaq Rule 5635(c)(4), and were granted as a material inducement to employment in accordance with Nasdaq Rule 5635(c)(4).

About PayPal

PayPal has remained at the forefront of the digital payment revolution for more than 20 years. By leveraging technology to make financial services and commerce more convenient, affordable, and secure, the PayPal platform is empowering hundreds of millions of consumers and merchants in more than 200 markets to join and thrive in the global economy. For more information, visit **https://www.paypal.com**.