

Ireland Gender Pay Gap Report - 2025

Snapshot date: 20 June 2025

Overview

Stripe's platform is designed to improve access to economic opportunity. We strive to attract talented individuals from all backgrounds, and build teams that create exceptional products for our users.

The threshold for mandatory gender pay gap reporting has reduced from 150 employees to 50 employees. As a result, Stripe Payments Europe Limited (SPEL), Stripe Technology Europe Limited (STEL) and Stripe Technology Company Limited (STC) meet the headcount threshold for gender pay gap reporting in Ireland in 2025. The gender pay gap is the difference in the average hourly wage of men and women across a workforce. Pay includes allowances, overtime, vested equity grants and performance related bonuses. The gender pay gap is measured by calculating both the mean and median pay for all men and women and does not take into account role, level, tenure or performance.

Stripe Payments Europe Limited (SPEL)

As of the snapshot date, SPEL was 44% women and 56% men. Compared to our 2024 report, our median hourly pay gap shifted in favour of men, primarily attributed to year-over-year organizational changes. The key driver for our mean pay gap in hourly and bonus remuneration in favour of women, is driven by the representation of women in executive leadership roles. There were no employees on part-time or temporary contracts.

Stripe Technology Europe Limited (STEL)

As of the snapshot date, STEL was 44% women and 56% men. Mean and median pay gaps in hourly remuneration, as well as both mean and median bonus remuneration are in favour of women. This is primarily driven by women at senior and leadership levels in STEL. There were no employees on part-time or temporary contracts.

Stripe Technology Company Limited (STC)

As of the snapshot date, STC was 18% women and 82% men. Mean and median pay gaps in hourly remuneration, as well as mean bonus remuneration are in favour of men. The median bonus remuneration gap is in favour of women. At STC, and across the wider industry, engineering roles continue to be male-dominated, which contributes to a greater pay gap. There were no employees on part-time or temporary contracts.

Gender Pay Gap data

1. Percentage of men and women employees paid bonuses

		SPEL	STEL	STC
men		91%	93%	89%
women		92%	94%	94%

Explanatory note:
SPEL, STEL and STC: All employees at Stripe are eligible to receive a bonus. Stripe pays their annual bonus in March, with bonus eligibility being a hire date of December 31, 2024 or earlier. Those who did not receive bonus were not eligible due to a start date after December 31, 2024.

2. Percentage of men and women employees who received benefits in kind

	SPEL	STEL	STC
men	100%	100%	100%
women	100%	100%	100%

3. Proportions of men and women employees in each quartile based on hourly remuneration

Quartile	SPEL		STEL		STC	
	men	women	men	women	men	women
Upper	56.3%	43.7%	50.0%	50.0%	84.9%	15.2%
Upper middle	58.7%	41.4%	50.0%	50.0%	82.4%	17.7%
Lower middle	45.2%	54.8%	55.6%	44.4%	90.9%	9.1%
Lower	62.1%	37.9%	70.6%	29.4%	69.7%	30.3%

Explanatory note:
SPEL, STEL: In the upper, upper middle and lower middle quartiles, Stripe is within reasonable deviation of the overall employee population. In the lower quartile, the higher % difference is due to a higher percentage of men vs women in less senior level roles.

STC: In the upper and upper middle quartiles, Stripe is within reasonable deviation of the overall employee population. In the lower middle and lower quartiles, we see greater deviation from the overall employee population, which reflects the small overall headcount of women in STC and that the majority of those women are in less senior roles.

4. Gender pay gap in mean hourly remuneration

	SPEL	STEL	STC
All employees	-44.0%	-10.0%	15.4%
Part-time employees	n/a	n/a	n/a
Temporary contracts	n/a	n/a	n/a

5. Gender pay gap in median hourly remuneration

	SPEL	STEL	STC
All employees	5.5%	-22.2%	10.0%
Part-time employees	n/a	n/a	n/a
Temporary contracts	n/a	n/a	n/a

6. Gender pay gap in mean bonus remuneration

	SPEL	STEL	STC
All employees	-89.7%	-11.3%	18.7%
Part-time employees	n/a	n/a	n/a
Temporary contracts	n/a	n/a	n/a

7. Gender pay gap in median bonus remuneration

	SPEL	STEL	STC
All employees	-1.8%	-10.0%	-3.6%
Part-time employees	n/a	n/a	n/a
Temporary contracts	n/a	n/a	n/a