

Ireland Gender Pay Gap Report - 2023

Snapshot date: 20 June 2023

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.

Stripe Payments Europe Limited (SPEL) meets the headcount threshold for gender pay gap reporting in Ireland in 2023, and the data reported below was taken on the snapshot date of 20 June 2023. 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.

Understanding Stripe's 2023 data

Between 2022 and 2023, our mean pay gaps in hourly remuneration and bonus remuneration changed significantly in favour of women. This is driven by representation of women in senior leadership roles at Stripe and a change in the vesting clauses for Stripe equity grants, which means they are now included in pay calculations. In previous years, Stripe's equity grants of restricted stock units (or 'RSUs') had a "double trigger" vesting clause which means they vested only upon the occurrence of two triggers: (i) a set time and (ii) a liquidity event (such as a sale of the company or public offering of the company's securities). As a result, the RSUs were not fully vested or considered as taxable income during the 2022 reporting period, and were not included in last year's data. In 2023, that changed when Stripe conducted a private capital fundraise and removed the liquidity trigger for these equity grants. This allowed the equity grants to vest and be considered taxable income in accordance with the time based vesting requirement.

What we're doing to increase gender representation across Stripe

We are proud to have strong representation of women in leadership roles, but we recognise the skewing effect that the gender of senior leaders can have on mean gender pay gap figures. When we look at our median pay gap figures for 2023, we still see some room for improvement in our bonus remuneration data. We remain committed to improving gender equality at Stripe and working to integrate diversity, equity, and inclusion throughout the company. Some ways that we're working to advance gender diversity include:

- **Representation and increasing the gender diversity of all of our teams.** We use structured interviews, consistent rubrics, bias mitigation education, and competency-based approaches to candidate evaluation to increase the success and fairness of our hiring practices. We also share Stripe wide gender demographic data externally and internally to demonstrate transparency and as a commitment to improving on our representation efforts.
- **Creating equitable practices and systems.** The methodology used to determine the gender pay gap is not the same as measuring whether SPEL provides equal pay for equal work, as the gender pay gap does not take into account differences in pay due to job function, level, location, or other factors outside of differences in pay. To ensure equal pay for equal work, we conduct regular pay parity reviews globally—monitoring and adjusting for fair distribution. We enable bias mitigation during performance calibrations to help leaders and people partners objectively evaluate talent, and we conduct performance designation and promotion parity analysis to ensure our broad distribution is similar.
- **Offering career programmes, learning, and development.** We also offer career development programs to support the professional growth of women in Stripe, including coaching and networking events for senior leaders. We also offer mentorship, internal and external speaker panels, workshops, and other programs to support women.
- **Fostering an inclusive environment for all Stripes.** We provide educational resources, like unconscious bias training for interviewing and performance processes, and inclusive leadership education for managers and executives. Leaders are provided with support to promote diversity, inclusion and belonging within their organisations. We also have a Stripe community—Equate—which serves as space for women and non-binary Stripes to connect and support one another.

Gender Pay Gap data

1. Percentage of men and women employees paid bonuses

| | |
|-------|-----|
| men | 99% |
| women | 99% |

Explanatory note: 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, 2022 or earlier. Those who did not receive bonus belong to one of two categories: (i) eligible but did not receive bonus due to performance or (ii) not eligible due to a start date after December 31, 2022.

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

| | |
|-----|------|
| men | 100% |
|-----|------|

| | |
|-------|------|
| women | 100% |
|-------|------|

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

| Quartile | men | women |
|--------------|-------|-------|
| Upper | 52.7% | 47.3% |
| Upper Middle | 59.8% | 40.2% |
| Lower Middle | 52.7% | 47.3% |
| Lower | 57.6% | 42.4% |

Explanatory note: As of the snapshot date, the organisation is 56% men and 44% women (in 2022 it was 55% men and 45% women). In each quartile, Stripe is within a reasonable deviation (<5%) of the overall population.

4. Gender pay gap in mean hourly remuneration

| | All Employees | Part-Time Employees | Temporary Contracts |
|---------|---------------|---------------------|---------------------|
| Pay Gap | -18.1% | n/a | n/a |

Explanatory note: Using the mean calculation of hourly remuneration, the gap between men and women is -18.1% in favour of women. This is primarily driven by the inclusion of vested equity in calculating remuneration and representation of women at Stripe leadership level. There were only 4 employees on a part-time contract so the results here are inconclusive.

5. Gender pay gap in median hourly remuneration

| | All Employees | Part-Time Employees | Temporary Contracts |
|---------|---------------|---------------------|---------------------|
| Pay Gap | 0.8% | n/a | n/a |

Explanatory note: Calculating the median involves arranging remuneration for all men and all women from lowest to highest and comparing the midpoint remuneration for men against the midpoint remuneration for women. Using the median calculation of hourly remuneration, the gap between men and women is 0.8% in favour of men. There were only 4 employees on a part-time contract so the results here are inconclusive.

6. Gender pay gap in mean bonus remuneration

| | All Employees | Part-Time Employees | Temporary Contracts |
|---------|---------------|---------------------|---------------------|
| Pay Gap | -49.5% | n/a | n/a |

Explanatory note: Using the mean calculation of bonus remuneration, the gap between men and women is -49.5% in favour of women. This is primarily driven by the inclusion of vested equity in calculating remuneration and reflects the representation of women at Stripe leadership level. There were only 4 employees on part-time contracts so the results here are inconclusive.

7. Gender pay gap in median bonus remuneration

| | All Employees | Part-Time Employees | Temporary Contracts |
|---------|---------------|---------------------|---------------------|
| Pay Gap | 10.1% | n/a | n/a |

Explanatory note: Using the median calculation of bonus remuneration, the gap between men and women is 10.1% in favour of men. This is primarily driven by the higher representation of men in sales roles (62% men vs 38% women) which typically attract higher sales commission payouts compared to company bonus payouts. There are also other factors such as job type, job level, performance, and employment duration in 2023 that contributed to this. Again, there were only 4 employees on a part-time contract so the results here are inconclusive.