Ireland Gender Pay Gap Report - 2026

Snapshot date: 20 June 2026

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), Stripe Technology Europe Limited (STEL) and Stripe Technology Company Limited (STC) meet the headcount threshold for gender pay gap reporting in Ireland in 2026. 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 adjust for role, level, tenure or performance.

Stripe uses structured interviews, consistent rubrics, and competency-based approaches to candidate evaluation to limit bias and increase the success of our hiring practices. We also closely review our recruiting, compensation and performance practices and systems, monitoring and adjusting where appropriate.

Stripe Payments Europe Limited (SPEL)
As of the snapshot date, SPEL was 29% women and 71% 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 and women's longer average tenure in SPEL. 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 and bonus remuneration have shifted in favour of men. This is primarily driven by men at senior and leadership levels and men's longer average tenure in STEL. There were no employees on part-time or temporary contracts.

Stripe Technology Company Limited (STC)
As of the snapshot date, STC was 35% women and 65% 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 and women's longer average tenure in STC. There were no part-time employees. Employees on temporary contracts (fixed-term employees and interns) are reported separately in tables 4 and 5.

Gender pay gap data

1. Percentage of men and women employees paid bonuses

	SPEL	STEL	STC
men	88%	95%	78%
women	85%	91%	87%

Explanatory note:
SPEL, STEL and STC: All employees at Stripe are eligible to receive a bonus. Stripe pays its annual bonus in March, following the end of the bonus year, to employees hired on or before December 31 of the bonus year. Bonus remuneration also includes commission and vested equity, which are paid throughout the year. Those who did not receive any bonus remuneration in the reporting period were primarily hired after December 31, 2025.

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

	SPEL	STEL	STC
men	99%	100%	96%
women	98%	100%	96%

Explanatory note:
SPEL and STC: Benefits in kind are counted where a benefit was provided through payroll in the reporting period. A small number of employees had not enrolled in a benefit by the snapshot date or had declined a benefit.
STEL: All employees received a benefit in kind.

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	71.9%	28.1%	65.0%	35.0%	67.6%	32.4%
Upper middle	68.7%	31.3%	55.0%	45.0%	59.2%	40.8%
Lower middle	71.9%	28.1%	45.0%	55.0%	66.5%	33.5%
Lower	75.0%	25.0%	57.9%	42.1%	63.3%	36.7%

Explanatory note:

SPEL: Women make up 29% of employees and between 25% and 31% of each quartile, within reasonable deviation of the overall employee population.

STEL: Women make up 44% of employees and between 35% and 55% of each quartile. The lower proportion of women in the upper quartile (35%) reflects a higher percentage of men in the most highly paid roles.

STC: Women make up 35% of employees and between 32% and 41% of each quartile, within reasonable deviation of the overall employee population.

4. Gender pay gap in mean hourly remuneration

	SPEL	STEL	STC
All employees	-5.6%	15.5%	-30.6%
Part-time employees	n/a	n/a	n/a
Temporary contracts	n/a	n/a	-10.2%

5. Gender pay gap in median hourly remuneration

	SPEL	STEL	STC
All employees	-1.4%	9.0%	-3.1%
Part-time employees	n/a	n/a	n/a
Temporary contracts	n/a	n/a	-2.9%

Explanatory note:
STC: Temporary contracts include fixed-term employees and interns. This is a small group with short tenure; the mean and median gaps (-10.2% and -2.9%) are in favour of women.
SPEL and STEL: no employees on temporary contracts.

6. Gender pay gap in mean bonus remuneration

	SPEL	STEL	STC
All employees	-25.2%	28.3%	-73.8%

7. Gender pay gap in median bonus remuneration

	SPEL	STEL	STC
All employees	-38.1%	9.7%	-36.0%

Explanatory note:
SPEL, STEL and STC: Bonus remuneration includes cash bonuses, commission and vested equity. Equity vests vary with grant timing and share price, so a small number of large vests can move these gaps significantly. Equity is valued at the share price on each vest date, so hourly and bonus gaps are not directly comparable with 2025. There were no part-time employees in any entity.