

Stripe UK Gender Pay Gap Report - 2024

Snapshot date: 5 April 2024

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 UK Limited (SPUKL) – which employs all UK Stripes – meets the headcount threshold for gender pay gap reporting in the UK in 2024, and the data reported below was taken on the snapshot date of 5 April 2024.

The gender pay gap is the difference in the average hourly pay of men and women across the workforce. Pay includes basic pay, allowances, pay for leave and any prorated bonus paid in the reporting month (which is April 2024). Bonus pay includes commission payments, bonus payments and equity grants that vested in the 12 month period immediately preceding the snapshot date. 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.

We are reporting a gender pay gap in hourly pay and bonus pay for UK employees, primarily because SPUKL employs more men than women in engineering, sales and leadership roles, which typically attract higher pay.

Our 2024 gender pay gap figures are as follows:

1. Percentage of male and female employees in each hourly pay quartile

Quartile	Men	Women
Lower	49.23%	50.77%
Lower Middle	54.55%	45.45%
Upper Middle	69.70%	30.30%
Upper	69.23%	30.77%

2. Gender pay gap in hourly remuneration

Mean	10.58%
Median	10.40%

3. Percentage of male and female employees paid bonuses

Men	97.50%
Women	94.55%

4. Gender pay gap in bonus remuneration

Mean	28.52%
Median	22.34%

I confirm that the data reported here is accurate.



Lorna Molloy
People Partner on behalf of Stripe Payments United Kingdom Limited.