



Ireland Gender Pay Gap Reporting - 31st December 2024

Introduction

Block's purpose:

Block, Inc. (NYSE: SQ) (formerly, Square, Inc.) is a global technology company with a focus on financial services. Made up of Square, Cash App, Afterpay (known as Clearpay in the UK) and TIDAL, we build tools to help more people access the economy, and to support financial empowerment and inclusion for all.

In terms of the brands within Block, each one has a unique offering. Firstly, Square makes commerce and financial services easy and accessible for sellers with its integrated ecosystem of technology solutions. With Cash App, anyone can easily send, spend, or invest their money in stocks or bitcoin. Afterpay (Clearpay) aims to help transform the way customers manage their spending over time with Buy Now Pay Later. And finally, artists use TIDAL to help them succeed as entrepreneurs and connect more deeply with fans.

This report relates to the employees of Squareup International Ltd in Ireland ("Block Ireland"), which is a part of the Block, Inc. group of companies.

History of Block in Ireland

In 2016 Square established its Europe, Middle East and Africa (EMEA) headquarters in Dublin. Since then, the company has grown considerably, launching its full ecosystem of Square products in the Irish market in 2021, closely followed by market launches in France in the same year and Spain in early 2022, all led out of the company's Dublin office. In 2021, Square Inc. changed its name to Block Inc., with Square continuing to serve businesses of all sizes with its integrated ecosystem of commerce solutions, and Block Inc., serving as the corporate entity..

Today, Block Ireland employs around 300 staff in Ireland, and offers all employees the option to work from home within the Republic of Ireland. As a result, Block Ireland team members are living and working in communities throughout the country.

About the Ireland Gender Pay Gap Report 2024



Since 2022, the Gender Pay Gap Information Act has required employers with 250 or more employees to publish and report specific figures for their hourly gender pay gap. We support this important legislation.

What do we Mean by Gender Pay Gap?

The gender pay gap is the difference in the average hourly and bonus wage of men and women across an organisation. It compares the pay of all male and female employees in Ireland, not just those in similar jobs or with equivalent experiences, skills and qualifications.

It is important to note that the presence of a gender pay gap does not mean that employees are not being paid equally for equal work. During our Annual Review Cycle, we conduct a statistical analysis of pay fairness to enable us to make adjustments to ensure equal pay.

Our Commitment to Diversity and Fair Pay Practices

Diversity is vital in our efforts to build the best possible teams. Accordingly, we encourage business leaders to carefully and regularly monitor inclusion and diversity trends for their team(s). This data is used to inform recruiting strategies, team development, annual planning and organisational health conversations. Business leaders work in close partnership with their Talent partner, HR Business Partner (HRBP) and the Inclusion & Diversity team to develop strategies to build more inclusive and diverse teams year round.

We are committed to improving and increasing our representation across all dimensions of diversity, including representation of women. All hiring managers are provided with resources to help them build diverse teams, as well as our Inclusion Playbook. Learn more about our commitment to inclusion and diversity at [our website](#).

Our Gender Pay Results

Outlined below are our gender pay results which refer to the pay received by all employees of Block Ireland. This analysis does not include agency workers, consultants or self-employed contractors.

The snapshot date chosen: 30 June 2024

Reporting Period: 1 July 2023 to 30 June 2024

Total number of employees as of snapshot date: 292



Pay gap results for full time employees in Ireland at the snapshot date:¹

11.03% Mean Pay Gap (0.28 percentage points reduction year on year)	4.41% Median Pay Gap (6.12ppt reduction YoY)
24.88% Mean Bonus Pay Gap (6.31ppt reduction YoY)	14.84% Median Bonus Pay Gap (7.72ppy reduction YoY)

Mean pay is calculated by adding together the pay (either the hourly pay rate or the bonus pay received in a year) received by men or women in the company and then dividing that amount by the number of employees in those groups. Median pay is calculated by listing the pay of all employees in a group in ascending order. The median pay is the pay received by the employee at the midpoint of each group.

Compared to 2023, the gaps for both Pay and Bonus Pay have been reduced. The small reduction of 0.28 percentage points in the Mean Pay Gap compared with 2023, indicates a slight improvement in reducing overall disparities but also reflects the fact that our overall organisational composition has not changed much year over year.

The larger reductions in the median pay and bonus gaps reflected the increase in women in the highest pay band quartile. At 4.41%, the gap here is significantly smaller than the mean, suggesting that pay disparities are more pronounced at the extremes of the pay distribution (i.e., high earners skew the mean gap). Nevertheless, the median gap has reduced substantially by 6.12 percentage points, indicating better equality for mid-level earners.

	Men	Women
Proportion of employees receiving a bonus	94.66%	95.65%
Proportion of employees receiving Benefits in Kind (medical, dental etc.)	93.13%	93.79%

¹ There is no result to report for part-time or temporary employees because, at the snapshot date, while there were a small number of female part-time employees, there were no male part-time employees, making it impossible to determine the existence of any pay gap. At the time of the snapshot there were no temporary employees.



The mean bonus pay gap shows that, on average, women earn 24.88% less in bonuses than men. While the gap has narrowed by 6.31 percentage points compared with 2023, reflecting a noticeable reduction in bonus inequality, it is clear that work is required to further reduce and eliminate this gap.

The median bonus gap indicates a smaller disparity compared to the mean, with women receiving 14.84% less in bonuses at the median level. This gap reduced by 7.72 percentage points, showing even more substantial progress in reducing bonus inequality for typical earners.

Percentage of men and women when divided into four quartiles ordered from highest to lowest pay.

Pay Band Quartile	Men %	Women %
Upper (Total of 73 employees)	49.32% (36) (-1.38ppt YoY)	50.68% (37) (+1.38ppt YoY)
Upper middle (73 employees)	46.58% (34) (+3.68ppt YoY)	53.42% (39) (-3.68ppt YoY)
Lower middle (73 employees)	46.58% (34) (+3.68ppt YoY)	53.42% (39) (-3.68ppt YoY)
Lower (73 employees)	36.99% (27) (-4.41ppt YoY)	63.01% (46) (+4.41ppt YoY)

The near-equal gender distribution is promising in the upper quartile, suggesting progress is being made in achieving pay equality at the highest levels. The high proportion of women in the lowest pay band reflects the clustering of women in lower-paying roles. In the middle quartiles, women are slightly better represented, which aligns with the smaller median pay gap.

Women’s representation in the upper quartile has improved, moving from 49.3% in 2023 to 50.62% in 2024. This reflects progress toward gender equality in the highest-paid roles. Men's representation in the upper and lower middle quartiles increased in both quartiles, closing the gap, though women still hold a majority.

While 2024 shows improvement in the upper quartile and a more balanced distribution in the middle quartiles, the lower quartile remains an area of concern, with a higher concentration of women in lower-paying roles compared to 2023. These trends highlight that continued efforts are required



to address disparities at the lower end of the pay scale.

What is the Cause of the Pay Gap?

In Ireland, on the snapshot date there were 161 employees who identify as female (55%), 131 who identify as male (45%) and 0 who identify as non-binary.

The primary cause of the gender pay gap is the organisational composition of our workforce in Ireland. 85% of the roles are non-technical (or business) roles and only 4% of the roles are senior leadership roles.

Technical roles, including engineering, make up less than 15% of the roles in Block Ireland. There was a slight decline in engineering roles in Block Ireland over the reporting period, whereas the number of business roles grew.

As is the case in other sectors, technical roles within the tech industry are generally compensated more highly than non-tech roles. Additionally, men tend to be over-represented in technical roles, whilst conversely women have better representation in business roles.

With respect to the bonus pay gap, this is primarily driven by the fact that we employ more men than women in Sales roles, which are commission eligible roles.

What is our Progress in Closing the Pay Gap?

The implementation of best practices (i.e. ensuring that a diverse set of candidates are interviewed for every open tech role) is having a positive effect on the gender balance within our workforce. However, women are more predominantly represented in non-tech roles when compared with higher-paying tech roles in Block Ireland at present.

Approximately 60% of Block Ireland's business-focused roles are filled by women, whereas over 40% of technical non-engineering roles are held by women. This is an increase in women representation in technical roles of over 5 percentage points within the reporting period. Our technical non-engineering roles include roles in Product Management, Analytics, Technical Project Management, Information Technology, Quality Assurance and User Experience Design.

Data from the Irish Central Statistics Office highlights that less than 25% of STEM jobs (including technical non-engineering and engineering jobs) are filled by women. While Block Ireland is proud to be ahead of the curve here, we acknowledge



that we must continue to increase the representation of women in engineering roles.

We have also made progress in increasing female representation in Sales roles by about 4 percentage points over the reporting period. This progress is reflected in the reduction of the bonus pay gap.

We are pleased that female employees of Block Ireland now have higher representation than males in the highest pay band quartile. It is notable that there are 15% more females than males in the upper-middle pay band quartile. Whilst only about 4% of the roles in Block Ireland are senior leadership roles, approximately 40% of those senior leadership roles are held by women, which is more than a 10 percentage point increase year-over-year. This shift is reflected in the meaningful reduction of the median pay gap.

In the lower-middle pay band quartile, the gender balance has improved since 2023. However, 26% more women than men are employed in the lowest pay band quartile, which lowers the average female pay, contributing to much of the mean and median pay gap outlined above.

What Block is Doing to Address the Gender Pay Gap

Compensation

Block's compensation philosophy focuses on being market competitive, performance driven, equitable and simple.

Defined Job Architecture, through which all of our roles are organised according to job family and level, allows us to provide equitable and market competitive pay for employees based on their job role. Additionally, Block employees are incentivised to perform at their best and receive differentiated financial rewards based on their performance and impact on the business. These programs are transparent to employees.

Compensation at Block Ireland

Block Ireland is committed to ensuring equal pay for men and women based on factors such as level, role type, location, tenure and performance. Our focus on Financial Technology and STEM—fields where gender under-representation is a known challenge—means our recruitment efforts often prioritise candidates with qualifications and experience in these areas, which can influence gender balance. While we observe differences in pay and bonuses between men and women, all employees are eligible for bonuses.



Bonus structures are tailored to specific job profiles and aligned with market-competitive benchmarks.

Additionally, for commissions eligible roles, all employees in the same job profile group (e.g. Sales) are eligible for commissions based on a standardised program.

Block Ireland is committed to addressing the gender pay gap and to building on the progress made in the past year, with a continued focus on increasing representation in senior and technical roles. Our commitment extends to continuing to monitor and enhance pay equity, reviewing base pay and stock grants, and making necessary adjustments for individuals.

Block's People programs are designed to attract, retain and grow the best teams while reflecting the core tenets of our culture.

Promotion and Compensation

Block has embedded checks within our system to combat bias and advance fairness in promotion and compensation. These include prompts to help managers consider their full bench of talent, checklists to reduce the influence of bias, and an audit for evidence of bias before decisions are finalised.

Starting this year, promotion compensation is formulaic and not discretionary to ensure fairness and reduce risk of bias impacting promotion-related compensation.

Recruitment

Block's recruitment approach attracts a diverse set of candidates for each open role, with a representation of women, men, other genders, and racially, religiously and ethnically diverse candidates.

Below are some examples of how Block is actively fostering inclusive and diverse teams across Block Ireland:

Diversity Standards for Recruitment Candidates: To promote diversity in hiring, Block has established a company-wide commitment to consistently consider candidates from backgrounds underrepresented in tech, fintech, and finance. In Ireland, the standard for candidate diversity requires that at least one woman, regardless of race or ethnicity, is interviewed for any L4+ role before an offer is made.



Flexible Job Requirements: To expand opportunities for diverse talent, the requirement of a college degree has been removed for many roles, focusing instead on skills, experience, and potential.

Remote Work Flexibility: Contrary to the increasing industry trend of requesting that employees return to the office for a minimum number of days, Block remains committed to a distributed work approach. Employees are not required to work from a Block office and are encouraged to work from where they feel most creative. This offers a fully flexible and accommodating work environment that attracts and retains diverse talent.

Talent Partnerships: In 2023-2024, Block is proud to have partnered with important organisations to expand the company's engagement with diverse talent populations, attract more women to our talent pipeline in Ireland, and provide valuable professional development opportunities for Block Ireland's diverse employees ensuring we contribute meaningfully to their growth and success. This includes:

- [European Women in Technology](#) - An international conference focused on career, tech and creating solutions and opportunities shaping the future of the European Tech sector for women.
- [Women Who Code](#) - An international nonprofit dedicated to inspiring women to excel in technology careers, on which further information is provided below. In Q3 2023, Block hosted an external panel discussion with Women Who Code entitled, "A New Rhythm: Unlocking Economic Empowerment at Block". Bringing in 145+ attendees, this discussion featured women leaders across the company who shared their journeys into tech and how they are leveraging emerging technologies to drive greater financial inclusion.
- [Dublin Pride/Pride At Work](#) - Dublin LGBTQ+ Pride CLG is a not-for-profit community organisation dedicated to promoting diversity and inclusion in society, and championing equality for all people. As part of Pride month 2024, we launched a new "Allyship for All" workshop where participants discussed the power of allies, confronting biases, and how to create inclusive environments that embrace the richness of intersectional identities.
- [UK Black Business Week](#): Since 2023, Block has proudly partnered with UK Black Business Week, the largest Black Business event in Europe, to provide professional development opportunities for our employees across the EU with participation from our US teams to support. This partnership offers a unique platform for learning, networking and



talent brand development. For two consecutive years, employees from our Ireland office have participated in this week-long event, gaining invaluable insights and building connections that strengthen our community and elevate diverse talent within Block.

Manager Expectations

In 2024 a set of expectations was introduced for all Managers, against which they are evaluated. This includes the expectation for managers to Set the Tone by:

- Cultivating inclusion, inviting difference and diversity of thought;
- Showing consideration for team members' personal motivations and well-being;
- Fostering development and growth for all individuals.

To ensure these expectations are met, we launched a Manager Effectiveness Survey, which provides direct employee feedback to managers. This feedback is shared with leads to ensure managers are held accountable for creating an inclusive, supportive, and development-focused environment for their teams, and over time will enable us to identify and address where women are having negatively differentiated experiences.

Talent Development

The Inclusion & Diversity (I&D) team maintains an internal resource page that provides employees with up-to-date information on professional development opportunities available for underrepresented minorities (URM) and underrepresented talent (URT) across Block. I&D team members collaborate regularly with HR Business Partners (HRBPs) and team leads to identify and highlight new opportunities for diverse top talent.

This page includes both Block-led programs and a curated list of external development options, including resources and opportunities that are open to women in Ireland:

[Corporate Counsel Women of Color](#) (CCWC) is America's largest organisation for corporate in-house women of colour attorneys, who work for Fortune 1000 and Forbes 2000 Legal Departments. It represents over 10,000 lawyers, judges, lawyer entrepreneurs, and law students across the U.S., Asia, Europe, Africa, and South America. It provides a support network to in-house women of colour, facilitates networking and promotes career advancement in the legal profession and workplace for women of colour.



[Society of Women Engineers \(SWE\)](#) empowers women to achieve their full potential in careers as engineers and leaders, promotes a positive image of engineering and technology professions, and demonstrates the value of diversity and inclusion, through events and resources made available to members globally.

[Women Who Code](#) inspires women to excel in technology careers. It offers coding resources (tutorials, articles, videos, etc) and free online events. It hosts virtual conferences, and has a regularly updated list of free (through Women Who Code) or discounted tickets to technology conferences globally.

Block's I&D team regularly works with the WomEng Community (our employee resource group for women engineers) to share free virtual registrations for Women Who Code conferences.

Benefits

Block is committed to supporting our female employees by offering meaningful benefits packages designed to support them through various life stages. For instance, we 'top up' the state maternity benefit to 100% of regular salary for the 26 weeks of ordinary maternity leave.

For secondary caregivers, we pay 100% of salary for 16 weeks following the birth of a child. This can include a top up of the statutory paternity benefit for the first 2 weeks (fathers) and also applies to women (and men) in same sex relationships, reflecting our commitment to inclusivity and equity.

Employees enrolled in our health insurance plan with VHI have access to a range of fertility, maternity and baby care services. Furthermore, all Block Ireland employees receive a monthly wellness subsidy of 68 euro per month, which they can use to support their self-care needs, such as purchasing exercise equipment, attending classes, practicing meditation and more.

How Block Mitigates Bias and Celebrates Diversity

Mitigating bias and fostering an inclusive and diverse workplace requires a comprehensive, multi-faceted approach. Block Ireland's strategy focuses on identifying and addressing gaps in existing systems while educating key stakeholders to reduce bias. This approach promotes greater awareness, accountability, and action toward inclusion and diversity goals.

In 2023, Great Place to Work Ireland recognised our initiatives to reduce bias, celebrate diversity and foster an inclusive workplace. They named Block Ireland as one of the country's top 3 medium sized employers. Furthermore, Block Ireland



received accolades as one of Ireland's best workplaces in tech and for women. Below is an overview of some of the work we do to advance inclusivity:

Interrupting Bias

An internally facilitated workshop is regularly offered to employees in Ireland to participate in learning about different types of bias, the impact bias can have on an organisation, and most importantly, strategies for identifying and interrupting our biases to create a more inclusive and equitable workplace.

Allyship for Leads

In 2023 Block officially launched a new Allyship for Leads workshop as a regular offering available to all managers in Ireland. The 90-minute workshop elevates the critical role managers play in promoting an inclusive culture, unpacks what allyship within and between the genders looks like in practice, and provides hands-on practice navigating a range of sensitive workplace scenarios related to identity (including gender identity).

Communities

Block Communities, known as Employee Resource Groups (ERGs), are central to our workplace culture. These include groups for gender and racial diversity, interfaith community, neurodiversity and LGBTQ+ inclusion. They have formal leadership and representation in the entities within our Group in Ireland and around the world. Specifically we have a local chapter of our Women community chaired in Ireland.

Inclusion Measurement

Inclusion is crucial to our aspirations of building a diverse workforce. We assess inclusion in our biannual engagement survey, which allows us to track employee sentiment. We analyse the survey results on age, gender, and race/ethnicity (all self-reported by employees) to spot any gaps in scores. We use statistical modelling to analyse turnover rates and identify long-term retention patterns among various demographic groups.

Conclusion

Block Inc. continues to support the important legislation and requirements outlined in the Gender Pay Gap Information Act of 2021. The transparent reporting of gender pay gaps across all industries remains important in bringing equity in compensation and opportunities to employees of all genders.



The positive trends in Block Ireland's employment composition, as identified in our 2023 report, have continued into 2024. Notably, Block Ireland continues to employ more females than males (161 vs 131), with the proportion of females to males increasing in 2024. Furthermore, in 2024, women overtook men in our highest pay quartile. Women also make up 15% more of the workforce than men in both the upper-middle and lower-middle pay band quartiles.

Since the last report, we have significantly increased the percentage of women in senior leadership roles and in technical roles (about 10ppts and 6 ppts respectively), growing this representation faster than our overall headcount growth in Ireland of about 4%.

Our commitment to fair compensation, along with benefits such as fully remote work options, stock options for all employees, and benefits such as wellness days, wellness subsidies and unlimited time off, are why Great Places to Work recognised Block.

While the statistics continue to show a gender pay gap in our organisation, the numbers suggest that it is not due to having more men or underpaying women in our higher pay brackets. Block has more women than men within the top 25% of earners, and 15% more females than males in the second quartile. Instead, the gender pay gap is largely influenced by the composition of our workforce in Ireland, which is predominantly non-technical and relatively junior; and by having more men in Engineering and senior leadership roles. Nevertheless, while we have made meaningful strides year-over-year, we remain committed to further narrowing the gender pay gap and increasing representation in Block Ireland.