

Stripe UK Gender Pay Gap Report - 2023

Snapshot date: 5 April 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 UK Limited (SPUKL) – which employs all UK Stripes – meets the headcount threshold for gender pay gap reporting in the UK in 2023, and the data reported below was taken on the snapshot date of 5 April 2023.

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 2023). Bonus pay includes commission payments, bonus payments and equity grants that vested in the pay period which includes 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 Stripe employs more men than women in engineering, sales and leadership roles, which typically attract higher pay.

What we're doing to increase gender representation across Stripe

Our 2023 gender pay gap figures show we have work to do to improve the representation of women in Stripe's UK business. Some ways that we're working to advance gender representation and diversity across Stripe 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 SPUKL 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. We also provide bias mitigation enablement during performance calibrations to help leaders and people partners objectively evaluate talent, and we conduct performance designation and promotion parity analyses to ensure processes are fair and unbiased.

- Offering career programmes, learning, and development. We 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 a space for women and non-binary Stripes to connect and support one another.

Gender Pay Gap data

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

Quartile	Men	Women
Lower	54.41%	45.59%
Lower Middle	60.29%	39.71%
Upper Middle	67.65%	32.35%
Upper	72.06%	27.94%

2. Gender pay gap in hourly remuneration

Mean	12.26%
Median	13.44%

3. Percentage of male and female employees paid bonuses

Men	98.29%
Women	99.02%

4. Gender pay gap in bonus remuneration

Mean	31.05%
Median	30.97%

I confirm that the data reported here is accurate.

DocuSigned by:

Mil Millen

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Neil Millen

International People Partner on behalf of Stripe Payments United Kingdom Limited.