



11/19/2025

## Equity Choice overview

At Stripe we value flexibility and choice, and so we've designed our Equity Choice program to offer you more control over how you receive your primary pay and rewards.

Here's how it works. When you first join Stripe, you'll decide if you want to receive your new hire choice award, which has a one-year vesting period, in equity, cash, or a mix of both. If you opt for all equity, you can also allocate a portion of your base pay to equity each quarter.

After your first year, we'll convert your new hire award into four quarterly choice awards, and you'll be able to choose your equity/cash mix on a quarterly basis. Toward the end of the calendar year, you can also decide how you want to receive your annual company bonus, whether in equity, cash, or a mix of both.

*Subject to the necessary approvals, see the summary below for what will be included in your total annual reward package.*

Rewards summary for: Mmukul Khedekar, Software Engineer			
Component	Amount	Your options	Election timing
New hire choice award	USD 26,180 (approx. INR 2,313,514, subject to exchange rate at time of award) (gross) per annum	Choose all cash, all equity, or a mix of both	Within your first quarter at Stripe
Base pay	INR 2,806,000 (gross) per annum	If you elect 100% equity for your choice award, you can allocate up to 25% of your base pay to equity	During quarterly election window
Discretionary company bonus	Target of 10% of base salary (INR 280,600 (gross))	Choose all cash, all equity, or a mix of both	During annual election window
<b>Year 1 total reward (at target)</b>	<b>INR 5,400,114</b>		
Annual choice (at target)	INR 3,295,614		
Year 2+ quarterly choice	INR 753,753		

Please note that the above is a summary only and is subject to the applicable stock and company bonus plans and the terms and conditions of your employment agreement. The applicable terms and conditions of any equity award will be provided to you at the time of grant. Your equity awards are further outlined in the equity



side letter and may include cash or restricted stock units in Stripe, Inc., while base pay and company bonus payments will be made by your employing entity.

Please reach out to your recruiter if you have any questions.