



November 18, 2025

Mmukul Khedekar

Dear Mmukul,

Welcome! We're thrilled to offer you a position as Software Engineering, New Grad at Stripe. At Stripe we believe that we are building for the long term and want our employees to feel invested in that growth over time.

As such, we would like to offer you equity awards, which may take the form of cash or Restricted Stock Units ("RSUs") in Stripe, Inc., as further outlined in the equity side letter below.

Sincerely,

Stripe, Inc.

Delivered via email

Re: Stripe, Inc. Equity Awards

Dear Mmukul:

We are pleased to inform you that, subject to the approval of the Board of Directors or Compensation Committee of Stripe, Inc. (the “Company”), you would be eligible to receive equity awards, which can take the form of either a cash award or a restricted stock unit (“RSU”) award as you choose, in each case equivalent in value at the time of grant to \$26,180 USD (the “Value Equivalent”) subject to further adjustments per Company policy to reflect changes in employment status including conversion to part time working hours, relocation, promotion, change in role, etc.

As a new hire, you will need to make an affirmative election in accordance with the Company’s procedures in order to receive any RSUs (at increments of 5% of the Value Equivalent), otherwise you will only be eligible to receive a cash award in the amount of the Value Equivalent.¹ If you make an election and RSUs are granted to you, the actual number of RSUs will be calculated by dividing the Value Equivalent by the fair market value of a share as determined by the Company in its sole discretion.

If a cash award is approved for you, it will be granted under, and subject to, the terms and conditions of, the Cash Incentive Plan, as well as the terms and conditions of the applicable Cash Incentive Award Agreement (including any applicable country appendix). If an RSU award is approved for you, it will be granted under, and subject to, the terms and conditions of, the Stripe, Inc. 2021 Stock Plan (collectively with the Cash Incentive Plan, as applicable, the “Plan”), as well as the terms and conditions of the applicable Restricted Stock Unit Agreement (including any applicable country appendix) (collectively with the Cash Incentive Award Agreement, as applicable, the “Agreement”). In either case, the Agreement will be provided to you as soon as practicable after the grant date and you will be required to sign or otherwise accept in accordance with the Company’s acceptance procedures.

Whether you receive a cash award or RSU award (collectively as applicable, the “Award”), it will generally vest approximately one year after your start date, so long as you remain in continuous service with the Company or an entity in the Company group, as described in the Agreement.² However, in its discretion, the Company may impose a different vesting schedule for the Award if it determines that a different vesting

¹ To illustrate, you can elect to receive 0%, 5%, 10%, 15% etc. of the Value Equivalent in an RSU award, in which case you will be eligible to receive a cash award for any remaining amount of the Value Equivalent. If you do not make an election, you will only be eligible to receive a cash award in the amount of the Value Equivalent.

² The Company currently uses four, quarterly vesting dates, so the vesting date for your Award may be more or less than one year from the date you begin employment with the Company group. The exact vesting date for your award will be set forth in your Agreement.

schedule may be required or recommended to comply with local law or be advisable to take advantage of any special tax regime available in your country.

If you receive a cash award, once vested, it will entitle you to a cash payment equal to the vested portion of the Value Equivalent. If you receive an RSU award, once vested, each RSU will entitle you to one share of the Company's Class A common stock (subject to any adjustment for extraordinary capital events in accordance with the Plan). However, following each vesting date, the vested RSUs may be settled (including via net settlement) for shares of the Company's Class A common stock ("Shares"), cash, a combination of Shares and cash or through any other means permitted by the Plan, with any cash portion equal to the fair market value of the corresponding Shares as determined by the Company in its sole discretion.

Please note that the Company can grant the Award to you only if and as long as it is permitted and feasible under the laws of the country in which you reside or to which laws you may be subject. If local laws make the Award illegal or impractical, the Company will let you know as soon as possible and reserves the right to change the form of equity award in its full and absolute discretion.

You should be aware that the Company, in its sole discretion, may change or end the operation of the Plan at any time in accordance with the terms of the Plan. If the Company decides to change or terminate the Plan, you will not have any claims against the Company or rights to receive any other benefits equivalent to the Award. You acknowledge that the Company is not obligated to continue to grant equity awards or any other benefits to you even if you continue to provide services to the Company group, and that any equity award is not a guarantee of any future award or a guarantee of the Value Equivalent. The Award, if made, is part of the Company's current equity program, which may be changed from time to time. It is not guaranteed that the Company will continue operating the equity program with the Plan or Award described above.

Furthermore, you should know that the Award, and any Shares or cash acquired pursuant to the Award, are an additional benefit that may be given to you by the Company and not by any subsidiary or other affiliated entity of the Company which employs or engages you. Therefore, the Award, and any Shares or cash acquired pursuant to the Award, are not part of your employment or service relationship and are completely separate from any compensation you may receive from your employer. This means that any gain you realize from the Award will not be included for purposes of computing any bonuses, payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or indemnity (if any), or any similar payments.

If an Award is granted to you, you will be responsible for complying with any applicable legal requirements in connection with the Award and for any tax or national/social insurance contribution obligations arising from the Award and any Shares or cash received pursuant to the Award, including any obligations of your employer that the Company has determined may legally be transferred to you and regardless of any tax and/or national/social insurance contribution withholding or reporting obligation of

the Company or your employer. You agree to seek advice from your personal accountant or tax advisor at your own expense regarding the tax implications of any Award granted to you.

The Company may, in its sole discretion, decide to deliver any documents related to the Award and any future participation in the Plan by electronic means. You hereby consent to receive such documents by electronic delivery and agree to participate in the Plan through an on-line or electronic system established and maintained by the Company or a third party designated by the Company.

You understand that, in order for the Company to administer the Award and any future participation in the Plan or other Company equity program, the Company and its subsidiaries and affiliated entities must collect, process and transfer certain of your personal data. By signing this letter, you understand and acknowledge the collection, processing and transfer of your personal data, as further set forth in the attached Appendix A.

Finally, all disputes arising under or relating to the Award and/or the provisions of this letter shall be governed by and construed in accordance with the laws of the state of California, U.S.A. (but not including the choice of laws rules thereof). For purposes of litigating any dispute that arises directly or indirectly from the Award and/or the provisions of this letter, you and the Company hereby submit and consent to the exclusive jurisdiction of the state of California, U.S.A. and agree that such litigation shall be conducted only in the courts of California or the federal courts of the United States located in California and no other courts.

Sincerely,

Stripe, Inc.



John Collison, President

ACKNOWLEDGED AND AGREED BY:

Mmukul Khedekar:

Signed by:



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11/19/2025

APPENDIX A

You hereby explicitly and unambiguously consent to the collection, use and transfer, in electronic or other form, of your personal data by and among, as applicable, the Company group for the exclusive purpose of implementing, administering and managing your participation in the Plan. You understand that refusal or withdrawal of consent will affect your ability to participate in the Plan; without providing consent, you will not be able to participate in the Plan or realize benefit (if any) from the Award.

You understand that the Company group or designated third parties may hold certain personal information about you, including, but not limited to, your name, home address and telephone number, date of birth, social insurance number or other identification number, salary, nationality, job title, any shares of stock or directorships held in the Company, details of all awards or any other entitlement to shares of stock awarded, canceled, vested, unvested or outstanding in your favor ("Data"). You understand that Data may be transferred among the Company group or to third parties assisting in the implementation, administration and management of the Plan, that these recipients may be located in the United States, your country, or elsewhere, and that the recipients' country may have different data privacy laws and protections than your country. In particular, the Company group may transfer Data to the broker or stock plan administrator assisting with the Plan, to its legal counsel and tax/accounting advisor, and to your employer and its payroll provider.

If you are a resident in the European Union, the European Economic Area or the U.K., the following provisions apply and supplement the above.

- The data controller is Stripe Payments Europe Limited, a subsidiary of the Company; queries or requests regarding Data should be made in writing to the Company's representative relating to the Plan or Award matters, who may be contacted at: hr-privacy-confidential@stripe.com;
- The legal basis for the processing of Data is that the processing is necessary for the performance of a contract to which you are a party (namely, the applicable Agreement);
- The collection, use, storage and transfer of Data is also subject to the Company's EU Personal Information Notice, which has been made available to you and can also be obtained on the Company's internal website;

- Data will be held only as long as is necessary to implement, administer and manage your participation in the Plan;
- You may, at any time, view Data, request additional information about the storage and processing of Data, require any necessary amendments to Data without cost or exercise any other rights he or she may have in relation to Data under applicable laws, including the right to make a complaint to an EU data protection regulator.