



November 18, 2025

Mmukul Khedekar

mmukulkhedekar34@gmail.com

Dear Mmukul

Welcome! We're thrilled to offer you a position as Software Engineering, New Grad at Stripe.

Our mission is to grow the GDP of the internet. We do this by putting users first, delivering outstanding results, and operating with high integrity. We work closely together, learn from each other, and maintain exactly high standards. We need extraordinary people to meet the large and complex challenge we are tackling.

This is where you come in. We're tremendously excited by the prospect of working with you. The terms and conditions of your offer of employment are contained in the enclosed Employment Agreement and Confidential Information and Invention Assignment Agreement.

Base Salary: INR 2,806,000.00 (gross)

We'd love to have you with us. If you wish to accept this offer of employment, please sign and return a copy of the enclosed Employment Agreement to Stripe within 7 days of the date of this letter.

Sincerely,

Stripe Technology India Private Limited

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EMPLOYMENT AGREEMENT

Stripe Technology India Private Limited (Stripe or the Company) is pleased to offer Mmukul Khedekar (**you**) son of Sanjeev Khedekar, aged 21 years, a citizen of India, presently residing at A-2801, Evershine Crown, Thakur Village, Kandivali-East, Mumbai - 400101 employment on the terms and conditions contained in this agreement (**Agreement**).

1. Position and Commencement

You are employed in the position of Software Engineering, New Grad on a permanent full-time basis. Your employment with Stripe will commence on June 22, 2026, or such other date as may be notified to you in writing by the Company (**Start Date**) and this will be the date used for the purposes of determining your period of employment and any service-related benefits.

Your employment will continue until terminated by either party in accordance with this Agreement.

Your employment is subject to you:

- a. obtaining and retaining the legal right to work and reside in the working location specified in this Agreement;
- b. not being bound by any contract, covenant or other legal obligation that prevents you from performing the duties of your position with Stripe without the written consent of anyone else;
- c. reading and signing the Confidential Information and Inventions Assignment Agreement (**CIIAA**) attached to this Agreement at **Schedule 1**;
- d. successfully completing background checks to Stripe's satisfaction as outlined in this Agreement; and
- e. having completed the verification of UAN-Aadhaar as required by the provident fund authorities before joining Stripe or agreeing to complete within 7 days of joining the Company. If you do not have an existing UAN, you agree to either (a) submit your Aadhaar details for Stripe to generate a UAN on your behalf for the purpose for making contributions

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under the Employees Provident Funds and Miscellaneous Provisions Act, 1952 (**EPF Act**); or
(b) generate your own UAN within 7 days of joining Stripe.

You warrant you will meet these requirements, and acknowledge that if you fail to meet any of these requirements, your offer of employment may be withdrawn, or this Agreement may be terminated, by Stripe in its sole discretion, without notice.

You will report to such person as may be nominated by Stripe from time to time. Your duties, responsibilities, and reporting line may be adjusted from time to time by Stripe in its sole discretion.

2. Background Checks

You hereby consent to the conduct of background and reference checks, prior to your Start Date and from time to time during your employment, and agree to cooperate with Stripe in this regard, including:

- a. ensuring information you provide to Stripe (including in relation to your experience, qualifications and compensation), and any vendors authorised by Stripe to perform background or reference checks, is truthful and correct;
- b. signing any consent form or similar documentation the Company requires in order to conduct the checks; and
- c. providing such information to an external third party, as selected by the Company, to enable the checks to be carried out.

3. Probationary Period

The 6-month period immediately following your Start Date will be a probationary period. During this period, Stripe will assess your suitability for your position and employment with Stripe. Your employment may be terminated at any time during the probationary period by you or Stripe without notice. To the extent permitted by law, the Company may extend your probationary period in its sole discretion.

4. Working Location

You will work primarily from Stripe's office in Bengaluru, currently located at Prestige Tech Pacific Park, Building 2, Kadubeesanahalli Village, Varthur Hobli, Bangalore East Taluk, Bengaluru, Karnataka, India 5601030, or such other location in the metropolitan area as Stripe may require. Subject to Stripe policy, you may also work from your home by agreement with your manager, from time to time, taking into account any working location norms set forth by Stripe or your team, including any requirement to commute to the office to

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work. Any guidelines on working location norms are subject to change as the business evolves, and you will be informed of them in advance.

Through our relocation partner and their network of proven vendors, Stripe will help you to manage your move so you can focus on your new role. Your Stripe relocation package, including services offered and budgeting, is attached as Appendix A (Relocation Package). Your entitlement to the Relocation Package and to any and all benefits thereunder shall be conditional upon your remaining in the employment of Stripe (without you having served notice of resignation or been summarily dismissed by Stripe as at the date falling on the one (1) year anniversary of your Start Date. If this condition is not met, you agree that you shall not be entitled to receive any of the benefits in the Relocation Package, and any and all such benefits that have been provided on or prior to such date shall be regarded as unearned employment benefits. You shall, upon demand by Stripe, repay to Stripe a portion of the relocation expenses previously paid to you by Stripe, determined as follows: amount to be repaid = (Total Relocation Package paid by Stripe/365) x (365 – N), where "N" = the total number of days from Start Date until your last day of work at Stripe. You hereby agree that Stripe shall, subject to applicable laws, be entitled to deduct such amount of unearned employment benefits (paid as an advance) from your salary, and consent to Stripe deducting or setting off such amount against any and all amounts payable to you by Stripe under this Agreement. Refer to Appendix A (Relocation Benefits Summary) for further detail.

5. Transfer

Stripe shall be entitled to transfer your employment to any of its affiliated companies, successor in interest or other division/branch as it may deem necessary solely at its discretion and for such period of time that Stripe deems appropriate. Any such transfer shall not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment, provided that your base salary is not reduced and your other remuneration for services rendered to Stripe is not substantially reduced.

6. Working Hours

Your ordinary full-time hours of work will be 48 hours per week. The Company's normal business hours are 9am to 6pm, Monday to Friday. You are entitled to a 1-hour lunch break each day. Your working hours can be subject to change based on business needs. From time to time, you may be required to work such additional hours as may reasonably be required for the proper performance of your duties and responsibilities. Stripe is a global company working across multiple offices and different time zones, with partners all over the world, so you should be prepared to occasionally attend to matters, join conference calls, company all hands meetings,

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and other events outside of normal working hours. You must not undertake overtime work without prior approval from your manager. Your remuneration package compensates you for all hours worked, including any overtime.

You may, from time to time, be required to be on call to attend to work which may arise outside normal business hours. You will be notified in advance or any on call scheduling in accordance with team norms and applicable Company policies.

7. Duties

You must, in good faith, diligently, and to the best of your skills and ability, carry out the duties assigned to you by Stripe, and promote the interests of Stripe. You must devote the whole of your time and attention during working hours (and at such other times as may be reasonably required) to performing your duties.

During your employment, you must not engage in any other employment, consulting, or other business activity without the written approval of Stripe. If your outside activities comply with our conflicts policy, approval will not be unreasonably withheld.

To assist you to perform your duties, you will be provided with Stripe-owned IT equipment and access to its IT systems. Usage of such equipment and systems must be in accordance with Company policy. Stripe monitors the usage of its equipment and systems and, subject to law, you should have no expectation of privacy when using Company IT systems.

Stripe may require you to undergo a medical examination from time to time and submit a medical report certifying your fitness to perform your duties and obligations under this Agreement.

8. Policies and Regulations

You must comply with all reasonable and lawful directions of Stripe - this includes familiarising yourself and complying with all applicable Company rules and policies, as may be updated from time to time. Company rules and policies do not form part of this Agreement, but any unreasonable failure by you to comply with the same may be treated as a failure by you to comply with a reasonable instruction and may result in disciplinary action.

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You must comply with all applicable laws and regulations, including but not limited to local bribery laws, (the Indian Prevention of Corruption Act, 1988), the UK Bribery Act 2010 and the United States Foreign Corrupt Practices Act, and cooperate with Stripe in relation to its own regulatory compliance.

You must report any wrongdoing or proposed wrongdoing of any employee (including you), contractor, vendor, agent, or director, immediately on becoming aware of such wrongdoing.

9. **Base Salary**

You will be paid an annual base salary of INR 2,806,000.00 (**Base Salary**) per annum (gross), which has been determined based on your role and location. You will be paid in arrears in equal monthly instalments on Stripe's regular monthly payroll date. Stripe will review your Base Salary and performance annually and your Base Salary may be adjusted in Stripe's sole discretion.

The payments made to you will be subject to deduction of applicable tax at source and any other legally permissible deductions such as those relating to professional tax and labour welfare fund. You will be solely liable for your personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax efficient manner; or that the tax treatment applicable to your remuneration or components thereof will continue for the entire term of employment. The breakdown of the salary may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability you may face due to such revisions. You also agree and acknowledge that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from your remuneration or final settlement, any amounts owed by you, including but not limited to, any outstanding loans, advances, overpayments or costs incurred by the Company due to any damage or loss to Company property, etc. caused by you.

The Company reserves the right to deduct from any payments due to you, to the extent permitted by law, any overpayment, and any amount payable by you to the Company.

10. **Retirals**

Stripe will make provident fund contributions in accordance with the provisions of the EPF Act and Stripe's internal policy.

11. **Bonus/Incentive**

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SIGNING BONUS. You will receive a signing bonus of INR 702,000.00, which shall be less all applicable withholding taxes and other applicable deductions in accordance with Stripe's standard payroll practices (the "Signing Bonus"). Keeping Your best interests in mind, the Signing Bonus will be provided to You as an advance payment. The Signing Bonus has an effective date after 30 days of employment and will be advanced in full on the pay date corresponding to the pay period that includes Your effective date. If You voluntarily terminate Your employment with Stripe or if Stripe terminates Your employment for cause (as determined by Stripe in its sole discretion) on or before the one (1) year anniversary of the Commencement Date, then You will immediately repay to Stripe part of the Signing Bonus determined as follows: Amount to be repaid = (Total Signing Bonus/365) * (365 – N), where "N"=the total number of days from the Commencement Date until Your last day of work at Stripe. If You fail to repay the Signing Bonus in accordance with this Clause, You authorize Stripe to deduct the amount of such advance payment from any amounts owed to You by Stripe on the termination of employment, or otherwise.

COMPANY BONUS. You are eligible to receive a company bonus (the "Company Bonus"). Your target Company Bonus is unilaterally set by Stripe at 10% of the Base Salary. The Company Bonus is a completely discretionary payment, you have no contractual right to it, and Stripe reserves the right in its absolute discretion to vary or terminate the terms and/or payment of the bonus at any time. Details about this are in Stripe's Company Bonus program plan provided to you, which may be amended, modified, updated or terminated from time to time at Stripe's absolute discretion.

12. Benefits

Stripe shall provide employee benefits to you in accordance with its policies and programs in place from time to time. You have no contractual rights to the benefits provided and Stripe reserves the right to change, modify, discontinue, or terminate, at its sole discretion, its policies and employee benefits programs. All benefits provided by Stripe are provided subject to the terms and conditions imposed by Stripe and/or third-party providers. You shall not be entitled to any compensation for the loss, or prospective loss, of benefits arising from any action taken by Stripe, including, without limitation, change/removal of program or provider, or termination of employment. A separate employee benefits summary will be provided to you when you commence your employment with Stripe.

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13. Expenses

Stripe will reimburse reasonable business-related expenses that are incurred and submitted by you in accordance with Stripe's expenses policy. You should seek approval in advance for business-related expenses. Failure to follow Stripe's expenses policy may be subject to disciplinary action, up to and including termination of employment, and repayment/recoupment of improper expenses reimbursed to you.

14. Leaves

You are entitled to leave in accordance with Stripe's policy governing such leave, and applicable law.

Eligible female employees will be entitled to leave and benefits in accordance with the Maternity Benefit Act, 1961 and Stripe's policy, as amended from time to time.

15. Health & Safety

Stripe is committed to providing a safe, risk-free and harassment-free working environment for all workers. You must comply with its health and safety, anti-harassment and anti-discrimination policies, cooperate with its directions and report any actual or potential workplace risks or incidents which you become aware of.

16. Confidentiality & Intellectual Property

During, and following the end of, your employment, you must comply with the CIIAA, which forms part of the terms of your employment.

17. Data Privacy

Stripe will collect, use, protect, store, transfer and disclose your personal data in accordance with the Employee Personal Information Notice and applicable policies and laws. You confirm that you have read and understood Stripe's Employee Personal Information Notice and applicable policies and consent to Stripe collecting, using, protecting, storing, transferring, and disclosing your personal data for legal, personnel, administrative, management and legitimate business reasons.

18. Termination of Employment

After the Probationary Period, either you or Stripe may terminate your employment by giving to the other 1 month's written notice, or in the case of the Company, payment in lieu of notice. A resignation once accepted,

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cannot be withdrawn without the express consent of the Company.

Termination on ground of continued ill-health. The Company has the right to terminate your employment if you are found to be incapacitated by illness or accident or any physical or mental disability or otherwise unable to perform your duties under this Agreement for a period totaling 60 days in any period of 12 consecutive calendar months.

Termination for misconduct. Notwithstanding any other provision of this Agreement, the Company may terminate your employment at any time without prior notice if you:

- a. commit any serious or persistent breach of this Agreement or any of the Company's policies and procedures;
- b. refuse to carry out a lawful and reasonable instruction of the Company, within the scope of your duties;
- c. are grossly or habitually negligent or otherwise incompetent in the performance of your duties;
- d. are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties;
- e. are guilty of any misappropriation of Stripe's funds;
- f. engage in wilful or negligent conduct which poses a serious risk to physical or mental health and safety;
- g. act in a manner (whether in the course of your duties or otherwise) which does or, in the reasonable opinion of the Company, is likely to, bring you or Stripe into disrepute;
- h. engage in any civil wrong or conduct of a criminal nature (including but not limited to assault, theft or fraud) which in the reasonable opinion of the Company may seriously impact on your ability to perform the duties of the position or is likely to significantly damage the reputation or business of the Company;
- i. engage in any form of unethical business conduct;
- j. are habitually absent or absent for a period exceeding eight (8) consecutive days; and/or
- k. commit any form of harassment, including sexual harassment while employed with Stripe.

19. On Termination

During any period of notice, Stripe may require you:

- a. not to attend for work at any offices or premises of Stripe;

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- b. not to perform the duties of your position;
- c. to perform duties which are different to your usual duties, provided that you have the necessary skills and competencies to perform these duties;
- d. to assist Stripe with a proper hand over of the duties of the Position including business information, work, clients, and business;
- e. not to have any dealings with any agents, consultants, vendors or users of Stripe or related company; or
- f. to do any combination of the above.

If your employment is terminated for any reason:

- a. Stripe may require you to provide a handover of the duties of your position;
- b. Stripe may set off any amounts you owe Stripe against any amounts Stripe owes you, except for amounts Stripe is not permitted by law to set off;
- c. on, or prior to, your final day of employment, you must return all of Stripe's property (including property leased by Stripe) to Stripe on termination including all written or machine-readable material, software, documents, computers, credit cards, keys and vehicles if company owned or leased;
- d. you must not, following the termination of your employment, represent yourself as being in any way connected with Stripe's business; and
- e. the CIIAA continues to apply following the termination of your employment and you must comply with it.

If you give notice of termination for the purpose of commencing work with a competitor of Stripe, or otherwise to compete with Stripe, you must immediately, upon giving notice, disclose full details of this purpose so as to enable Stripe to take steps to protect its business. This obligation does not detract from your general obligation to immediately disclose any conflict of interest to Stripe.

20. Suspension

Stripe may, at its sole discretion, suspend your employment with or without pay, subject to local law, if it suspects you may have been involved in improper conduct, for the purpose of conducting an investigation. You may be directed not to attend the workplace, communicate with fellow employees, vendors, contractors or users, and/or access Company IT systems or otherwise interfere with the conduct of the investigation.

21. Restrictions

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You will not, in a Restricted Capacity, without the full informed and written consent of Stripe, during your employment and for a period of:

- a. 6 months after the Termination Date, Compete;
- b. 12 months after the Termination Date, canvass, solicit or approach any Restricted User with the intent to Compete;
- c. 12 months after the Termination Date, solicit, induce or entice a Restricted Person from ceasing their contractual relationship with a Covered Stripe Company;
- d. 12 months after the Termination Date, interfere with the relationship a Covered Stripe Company has with a Restricted User or Restricted Person,

(each a **Restriction**).

To the extent you are directed not to perform work during any period of notice of termination of employment, the period specified in each Restriction will be reduced by the period during which you comply with such direction(s).

Each Restriction is separate and independent, applying concurrently. Any Restriction that is or becomes illegal, void or unenforceable will be ineffective only to the extent of such illegality, voidness or unenforceability and will not invalidate any remaining Restrictions.

While each Restriction continues to operate, you must immediately notify any new employer, principal contractor, partner, or joint-venturer of you, who may potentially be affected by the restrictions, of the restrictions.

For the purposes of this clause:

Associated Entity means an entity which is the parent, subsidiary, subsidiary of the same parent, or otherwise member of the same corporate group as Stripe.

Compete means to sell or supply, or have the intent to sell or supply, or being in any way engaged, concerned or interested in the sale or supply of products or services which are the same or substantially similar to products or services sold or supplied by any Covered Stripe Company.

Confidential Information has the meaning given by the CIIAA.

Covered Stripe Company means Stripe and each Associated Entity for which you have:

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- a. directly or indirectly performed services;
- b. had operational or management responsibility; and/or
- c. had access to Confidential Information,

in relation to, in the 6-month period immediately before the Termination Date.

Restricted User means any person or other legal entity:

- a. to which a Covered Stripe Company has supplied products or services in the 12 months immediately preceding the Termination Date; or
- b. with which a Covered Stripe Company was having negotiations or discussions in the 6 months immediately preceding the Termination Date regarding the possible supply by a Covered Stripe Company of products or services, unless these negotiations or discussions have failed prior to the Termination Date other than wholly or partly due to your acts or omissions; or
- c. who was an officer, employee, representative, agent, or consultant of any of the persons described in sub-clauses a. or b. above and was materially involved in the supply by the Covered Stripe Company of the products or services, or the negotiations or discussions,

and about whom you had access to Confidential Information during the Employment.

Restricted Capacity means the capacity of employee, consultant, contractor, officer, principal, partner, joint venturer, adviser, agent, trustee, beneficiary or investor (other than a holder for the purpose of investment only of no more than 5% of the issued capital of any company or trust whose shares or units are listed on a recognised stock exchange) whether alone or in concert, and regardless of compensation or direct or indirect personal benefit.

Restricted Person means a person who is an employee, contractor, consultant, officer, agent, supplier, vendor, partner or joint-venturer of a Covered Stripe Company:

- a. with whom you had material contact or dealings at any time; and/or
- b. about whom you had access to Confidential Information regarding their role, skills, performance and/or compensation; and/or
- c. who had access to Confidential Information,

in the 12 months immediately preceding the Termination Date

Termination Date means the date your employment with the Company ends regardless of mode or reason.

22. Entire Agreement

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This Agreement, together with the CIIAA, constitutes the full, complete and exclusive agreement between you and Company relating to its subject matter, superseding and replacing any prior such agreements, representations, offers or promises of any kind, whether written, oral, express or implied. No amendment to this Agreement will be effective unless in writing, signed by both parties. Any subsequent change or changes in your position, duties, obligations, rights or compensation will not affect the applicability, validity or scope of this Agreement, which will continue to apply unless or until it is replaced in writing.

23. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of India and both you and the Company irrevocably agree to be subject to the exclusive jurisdiction of the Bengaluru courts.

24. Miscellaneous

No delay in exercising or omission to exercise any right, power or remedy accruing to the Company upon any default under this Agreement shall impair any such right, power or remedy or shall be construed to be a waiver thereof or any acquiescence of such default.

Any provision of this Agreement which is or becomes illegal, void or unenforceable in any jurisdiction: is severable; will be ineffective and severable in that jurisdiction to the extent of the illegality, voidness or unenforceability; will not invalidate the remaining provisions of this Agreement; and will not affect the validity or enforceability of that provision in any other jurisdiction.

25. Acknowledgements

By signing this Agreement, you are acknowledging that:

- a. you have had sufficient time to review its contents;
- b. the Company is relying on the representations and warranties provide by you herein;
- c. you have been given an opportunity to obtain advice concerning its contents and effect; and
- d. you have read and understand the contents of this Agreement and your obligations herein.

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Executed as an AGREEMENT

By Stripe Technology India Private Limited through its authorised signatory

A handwritten signature in black ink, appearing to read "Lisa Harris", written over a horizontal line.

Lisa Harris

November 18, 2025

Date

By the employee

Mmukul Khedekar

November 18, 2025

Date

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ANNEXURE I

Compensation Package

Designation: Software Engineer	Compensation (INR)	
	Gross salary per month	Gross salary per annum
CTC PER ANNUM	233,833	2,806,000
EARNINGS COMPONENTS	Per Month	Per Annum
Basic	77,165	925,980
House Rent Allowance	30,866	370,392
Long Term Allowance	3,858	46,299
Flexi Benefit Plan Basket (FBP):-	112,684	1,352,211
• Children Education Allowance	-	-
• Car Maintenance- employee owned car used partially for office - Cubic Capacity of engine is 1.6 litres or	-	-
• Car Maintenance- employee owned car used partially for office - Cubic Capacity of engine capacity more than 1.6 cc	-	-
• Special Allowance	-	-
Company Bonus		280,600
Signing bonus		702,000
OTHER COMPANY COMPONENTS		
Employer contribution to Provident Fund (PF)	9,260	111,118
Employer contribution to Gratuity	-	-
Medical Insurance	-	-
TOTAL COMPENSATION	233,833	3,788,600
DEDUCTIONS / NOT PAID DIRECTLY TO EMPLOYEES		
Professional Tax	200	2,400
Employee contribution to Provident Fund (PF)	9,260	111,118
Employer contribution to Provident Fund (PF)	9,260	111,118
Income Tax*	-	-
TOTAL DEDUCTION	18,720	224,635
NET COMPENSATION	215,114	3,563,965

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Notes:		
<ul style="list-style-type: none"> • Flexi Benefit Plan Basket (FBP), for the first month it will be Special Allowance as default. After first payroll, employee will choose the components in our LSP payroll Portal, else it will be defaulted as Special Allowance. This is only applicable if they choose Old Tax Regime. 		
<ul style="list-style-type: none"> • Company bonus is determined by multiplying your eligible earnings for the year, your bonus target percentage, your individual bonus multiplier, and the company attainment multiplier. 		
<ul style="list-style-type: none"> • Medici claim insurance will be covered under the group medical insurance policy taken by the company. 		
<ul style="list-style-type: none"> • Employer's matching contribution towards PF will be deducted from compensation and remitted directly to your Provident Fund (PF) account along with your own contribution. 		
<ul style="list-style-type: none"> • Income tax on your salary & benefits and state perspective taxes and contribution will be deducted from your salary as per applicable acts. 		
<ul style="list-style-type: none"> • All your salary and benefits will be processed as per the company policy. 		
<ul style="list-style-type: none"> • Gratuity is payable in accordance with the provision of the Payment of Gratuity Act, 1972. 		
FOR STRIPE TECHNOLOGY INDIA PRIVATE LIMITED		

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SCHEDULE 1

INDIA

CONFIDENTIAL INFORMATION AND INVENTION ASSIGNMENT AGREEMENT

As a condition of my employment with Stripe Technology India Private Limited (**Stripe**), which I accept as consideration for this Agreement, I agree to the following:

1. Relationship

This Agreement applies to my employment with Stripe regardless of its location, and includes any services I provide to Stripe before or after that employment. This relationship and its period are referred to as the **Relationship**.

2. Confidential Information

a. Definitions

Confidential Information means any information not generally known or available outside the Group, created by me in the course of, or which came to my knowledge or possession because of, the Relationship or pending Relationship, and includes, without limitation: (i) Company Inventions (defined below); (ii) information marked “confidential” or which is treated as such by the Group; (iii) information protected by data privacy law; (iv) and any trade secrets, know-how, proprietary information, research, product or service ideas, software codes, developments, processes, formulas, engineering designs, employee, user and vendor information, pricing methodologies, financial forecasts, budgets, market-share data, marketing and business plans, license and contract information, and other business information disclosed to me directly or indirectly, whether in writing, electronically, orally, or by observation. Confidential Information includes the confidential information of third parties, and does not include information which is or becomes readily available in the public domain, unless as a result of a breach of this Agreement or other wrongful act by me or others.

Group means Stripe and any and all entities related to Stripe.

b. Protection of Confidential Information

I agree that, during the Relationship and thereafter, I will not use or disclose any Confidential Information except: (i) in the proper course of performing my duties under the Relationship for the benefit of the Group; (ii) in

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accordance with written authorization from the Group; or (iii) to the extent required by law or compelled by legal process. I will take all reasonable steps to prevent the unauthorized use or disclosure of Confidential Information. I will not make copies of Confidential Information, or remove it from Group premises or systems without authorization, and will immediately notify Stripe if I suspect or become aware that Confidential Information has been improperly used or disclosed by me or others. This Agreement does not prevent me from disclosing Confidential Information to a regulatory authority or law enforcement agency for the purpose of reporting a violation or making a complaint.

c. **Third Party Information**

My agreements in this Section 2 are for the benefit of the Group and any third party that has entrusted information to the Group in confidence. I agree to execute any additional confidentiality agreements as may be requested by Stripe from time to time.

d. **Return of Confidential Information**

At or before the conclusion of the Relationship, or at any other time reasonably requested by Stripe, I agree to return all Confidential Information in my possession or control to Stripe unless directed by Stripe to destroy or delete it instead.

e. **Other Rights**

This Agreement is intended to supplement, and not to supersede, any rights the Group may have in law or equity with respect to the protection of trade secrets or confidential or proprietary information.

3. **Intellectual Property**

a. **Definitions**

Inventions means discoveries, developments, concepts, designs, ideas, know how, processes, techniques, improvements, inventions, trade secrets, and/or original works of authorship, whether or not patentable, copyrighted, or copyrightable, or otherwise legally protectable anywhere in the world.

Company Inventions means any and all Inventions that I may solely or jointly author, make, discover, develop, conceive, or reduce to practice in the course of the Relationship, or otherwise using the Group's resources or time, or opportunity provided to me because of the Relationship.

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Intellectual Property Rights means all existing and future rights which are capable of protection by copyright, patent, design rights, database rights, trademark, mask work rights, trade secrets, Moral Rights, and other intellectual property rights recognized by the laws of any jurisdiction or country.

Moral Rights include the right to be identified as the author/creator of the Invention, the right not to have any other person identified as the author/creator of the Invention, and the right not to have the Invention subjected to any derogatory treatment.

Developed means solely or jointly author, discover, make, conceive, work on in whole or in part (whether alone or with others), or reduce to practice.

b. My Prior Inventions

I have listed with particularity in **Exhibit A**, all Inventions that I Developed before the Effective Date or the commencement of the Relationship (whichever is earlier) that relate in any way to any of the Group's actual or demonstrably anticipated businesses, products, services, or research and development (**Retained Inventions**). If **Exhibit A** is left blank, I agree that there are no such Retained Inventions at the time of signing this Agreement. I acknowledge and represent that during the Relationship, I will not use or incorporate any Retained Invention or any Invention that is owned by any third party into any Company Invention without the prior written consent of Stripe. If, in performing my duties during the Relationship, I use or incorporate any Retained Invention into any Company Invention, I will promptly inform Stripe. Regardless of whether I inform that Company of such use or incorporation of any Retained Invention into any Company Invention, I hereby irrevocably grant to Stripe a nonexclusive, fully paid-up, royalty-free, assumable, perpetual, worldwide license, with right to transfer and to sublicense, to practice and exploit such Retained Invention and to copy, modify, make derivative works of, use, sell, and distribute the Retained Invention under all applicable intellectual property laws without restriction of any kind. To the extent that any third parties have rights in any such Retained Inventions, I represent and warrant that such third party or third parties have validly and irrevocably granted to me the right to grant the license stated above.

c. Record and Disclosure of Company Inventions

I agree to promptly make full written disclosure to Stripe of all Company Inventions. I agree to keep and maintain adequate written records of all Company Inventions. The records will be available to, and remain the sole property of, Stripe. I agree not to remove such records from Stripe's premises or IT systems. I agree to deliver all such records to Stripe at the time of termination of the Relationship and not retain any copies.

Initials _____



d. Ownership of Company Inventions

I agree that my remuneration compensates me for all Company Inventions, and Company Inventions shall be regarded as having been Developed during the course of Relationship to the greatest extent permitted by applicable law. I agree all Company Inventions, and the Intellectual Property Rights in Company Inventions, belong absolutely to Stripe and its assigns. To the extent that ownership of a Company Invention or related Intellectual Property Rights does not automatically vest with Stripe, I hereby assign irrevocably and in perpetuity to Stripe all my rights, title, and interest throughout the world on a royalty-free basis, or otherwise hold them in trust for the sole right and benefit of Stripe whilst that assignment is perfected and/or registration of rights is completed. I agree and undertake that notwithstanding the provisions of Section 19(4) and Section 30A of the Copyright Act, 1957, any assignment and license in so far as it relates to copyrightable material shall not lapse nor the rights assigned or licensed therein revert to me, even if the Group does not exercise the rights under the assignment or the license, as the case may be, within a period of one year from the date of assignment or the license. I further acknowledge and agree that I shall waive any right to and shall not raise any objection or claims with respect to the assignment or license, pursuant to Section 19A and Section 30A of the Copyright Act, 1957. In that regard, I will provide all necessary assistance, including without limitation, providing records of Company Inventions and executing further documents, to assist the Group to apply for, obtain, maintain, defend, or enforce the Intellectual Property Rights in the Company Inventions in any and all countries. I further agree that my obligation to execute or cause to be executed, when it is in my power to do so, any such instrument or papers will continue during and at all times after the end of the Relationship and until the expiration of the last such Intellectual Property Right to expire in any country of the world. I irrevocably grant a power of attorney to Stripe, and its duly authorized agents, to act on my behalf to execute and file documents and do all other lawfully permitted acts to complete the transfers and/or registrations contemplated by this clause. This power of attorney is coupled with an interest and shall not be affected by my subsequent incapacity.

e. Moral Rights

I agree to waive or otherwise not enforce any Moral Rights I may have in any Company Inventions and I consent to any act which may constitute an infringement of those Moral Rights.

4. Group IT Systems and Premises

I acknowledge and agree that I have no expectation of privacy with respect to the Group's IT systems (including, without limitation, files, email, instant messages and voice messages) and that my activity and any files or messages on any of those systems may be monitored at any time without further notice, to the extent permissible

Initials _____



under and in accordance with applicable local laws. I agree that any property situated on Group premises and owned by Stripe, including disks and other storage media, filing cabinets, desks, lockers or other work areas, may be inspected by Company personnel at any time with or without notice, subject to law.

5. No Conflicts

I will not disclose to the Group any confidential or non-public proprietary information or material belonging to any previous client, employer, or any other party, or use any Inventions in the course of the Relationship other than as permitted by the owner of that Inventions, such as pursuant to a valid license. I agree not to enter into any agreement that conflicts with the provisions of this Agreement.

6. General Provisions

a. Interpretation

Plurals include references to the singular form and vice versa. Context permitting, a reference to “Company” includes a reference to any other Group entity which I am subsequently employed by, seconded to, or provide services to during the Relationship.

b. Governing Law

The validity, interpretation, construction and performance of this Agreement shall be governed by the laws of Bangalore, Karnataka.

c. Entire Agreement

This Agreement sets forth the entire agreement and understanding between Stripe and me relating to its subject matter, superseding and replacing any prior such agreements. No amendment to this Agreement will be effective unless in writing signed by both parties. Any subsequent change or changes in my duties, obligations, rights or compensation will not affect the applicability, validity or scope of this Agreement.

d. No Waiver

The failure of a party to insist upon strict adherence to any term of this Agreement on any occasion shall not be considered a waiver of such party's rights or deprive such party of the right thereafter to insist upon strict adherence to that term or any other term of this Agreement.

Initials _____



e. **Severability**

If any provisions in this Agreement are deemed void or unenforceable to any extent in any context, such provisions shall nevertheless be enforced to the fullest extent allowed by law in that and other contexts, and the validity and force of the remainder of this Agreement shall not be affected.

f. **Group**

I acknowledge that Stripe, or a relevant Group entity, may take action to enforce this Agreement. For the avoidance of doubt, I acknowledge that Stripe shall be entitled to assign its rights and those of other Group entities in connection with this Agreement to any other Group entity, or any other entity, at any time without notice to me.

g. **Successors and Assigns**

This Agreement will be binding upon my heirs, executors, administrators and other legal representatives, and my successors and assigns, and is for the benefit of Stripe, its successors, and its assigns.

h. **Independent Legal Advice**

I acknowledge that, in executing this Agreement, I have had the opportunity to seek independent legal advice, and I have read and understand all of the terms and provisions of this Agreement. This Agreement shall not be construed against any party by reason of the drafting or preparation hereof.

i. **Survival of Clauses**

Rights and obligations under this Agreement shall continue in force after termination of this Agreement, including in respect of any Company Inventions and any Intellectual Property Rights in Company Inventions and will be binding on my representatives.

Initials _____



Executed as an AGREEMENT by Stripe Technology India Private Limited by its authorised signatory

A handwritten signature in black ink, appearing to read "Lisa Harris", written in a cursive style.

Lisa Harris

November 18, 2025

Date

By the employee:

Mmukul Khedekar

November 18, 2025

Date

Initials _____



EXHIBIT A

LIST OF PRIOR INVENTIONS
AND ORIGINAL WORKS OF AUTHORSHIP
EXCLUDED UNDER SECTION 3(b)

<u>Title</u>	<u>Date</u>	Identifying Number or Brief Description
--------------	-------------	--

___ No inventions, improvements, or original works of authorship

___ Additional sheets attached

Signature of Employee:

Print Name of Employee: Mmukul Khedekar

Date: November 18, 2025

Initials _____





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:

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.



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
Year 1 total reward (at target)	INR 5,400,114		
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.



INDIA BENEFITS SUMMARY

Stripe is building the economic infrastructure for the internet. To do so, we need all of our people to have the benefits framework to be their best selves and do great work. Our approach to benefits is designed to support Stripes and their families through programs focused on physical, emotional and financial health. We also provide choice & flexibility in our voluntary benefits to meet each Stripe where they are, knowing each Stripe has different needs at different stages of life.

All full-time employees and dependents are eligible for benefits starting on your date of hire.

MEDICAL, DENTAL AND VISION INSURANCE

Provider: Aditya Birla Health Insurance Co. Limited

Stripe pays 100% of the premium for employees and dependents

- **Eligibility:** Employee + Spouse + up to 4 Dependent Children + either set of parents or parents in law
- **Sum Insured:** Family floater of INR 750,000 for all dependents
- Waiver of time exclusion for diseases
 - LGBTQ Cover
 - Pre-existing diseases are covered
 - 30 days pre and post-hospitalization expenses covered
 - Congenital internal diseases covered; congenital external diseases covered in case of life-threatening conditions
 - Single standard AC Room for Normal and ICU covered at actuals; no cap on room rent and NME deduction if hospitalized due to COVID
 - Treatment of infertility covered up to INR 75,000
 - LASIK surgery covered for eye power +/-5 and beyond for
 - AYUSH treatments covered for in-patient hospitalization at Government/NABH accredited hospitals up to 25% FSI
 - Dental treatments covered up to INR 10,000 per employee family
 - All advanced treatments/surgeries including oral chemotherapy covered
 - Daycare procedures covered
 - COVID homecare treatment covered up to INR 15,000/member and up to INR 50,000/family
- **Maternity Benefit:** Applicable for the first 2 living children only
 - INR 100,000 for both Normal & C-Section deliveries
 - Waiver of 9 months waiting period
 - Day one baby cover is provided subject to the child's enrollment within 30 days of birth
- **Health Check:** up to a maximum of INR 3,000 for employees

PERSONAL ACCIDENT INSURANCE

Provider: Aditya Birla Health Insurance Co. Limited

Stripe pays 100% of the premium for employees

- No more than 3x annual base salary capped at a maximum of INR 120,000 per policy year
- Dependents are not covered

TERM LIFE INSURANCE

Provider: ICICI Prudential Life Insurance Co. Ltd.

Stripe pays 100% of the premium for employees

- Basic Life Cover (BCL): 3x Annual Salary
- Free Cover Limit (FCL): INR 15,000,000

PROVIDENT FUND

Managed by The Employees Provident Fund Organization (EPFO)

- **Employee Portion:** Stripe will deduct 12% of your Basic Salary and contribute towards the fund every month
- **Employer Portion:** Stripe contributes 12% of your Basic Salary which is inclusive of your Total Annual Gross Pay

TIME OFF

- **Vacation:** Stripes provides 24 annual leave days per year
- **Holidays:** Stripe observes 10 public holidays for all employees each year and you can observe up to 3 additional public



holidays to be taken as flexi-holidays

- **Maternity Leave:** Up to 26 weeks paid leave
- **Parental Leave:** Up to 12 weeks paid leave

ADDITIONAL BENEFITS

- **Menu of Lifestyle Benefits:** Stripe provides INR 8,000 per month in a flexible, choice-based menu of lifestyle benefits with Forma. Eligible categories include commute support, wellness, caregiving and more.
- **BrightPlan Financial Wellness:** BrightPlan is a financial wellness platform that helps you reach your economic goals and plan for the future, offering unlimited access to certified financial planners and cutting edge money-management tools.
- **Modern Health:** Stripe offers robust behavioral and mental health support through Modern Health offering up to 15 coaching and therapy sessions and a host of self guided tools so you can be the best version of yourself at home and at work. Legal dependents are also eligible.
- **Childcare Allowance:** Stripes with children aged 6 months to 6 years old are eligible to reimburse up to INR 7,000 per child per month for child/daycare fees up to a maximum of 3 children.
- **Family Forming Benefits:** Stripe partners with Carrot to offer a fully elective fertility program reimbursed at 80% of incurred costs up to a lifetime maximum of INR 447,000.
- **Employee Assistance Program (EAP):** Support for a wide variety of work and personal issues ranging from career coaching to referrals to financial or legal resources. Program also includes up to 8 counseling sessions per topic per year.
- **Ground Transportation:** Stripe is currently offering shared door-to-door cab transportation from home to office and transport will only be provided to Stripes staying within the BBMP limit.
- **Food:** Breakfast and lunch will be provided though office catering services from Mondays to Fridays during core working hours. Dinner will only be provided for SDC employees who are working on night shifts.
- **Business Travel Insurance:** Stripe offers all employees and their eligible dependents who are traveling on the business of, or at the expense of Stripe, outside their country of resident or permanent assignment Emergency Medical Travel Insurance up to USD \$500,000. Medical evacuation and repatriation are included.



New Grad - Lump Sum

Stripe Relocation Benefits



At a Glance_____ **2**

Getting Started_____ **3**

 Supporting Your Relocation_____ **3**

 Program Eligibility_____ **3**

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Working with Bristol_____ **4**

Your Relocation Benefits_____ **5**

 Immigration_____ **5**

 Relocation Lump Sum_____ **5**

 Tax Assistance & Information_____ **6**

At a Glance

This section is intended to give you a quick overview of the content in this document. Please make sure you read the policy in its entirety for the full details in each section.

Section	Description
Getting Started	
<u>Supporting Your Relocation</u>	<p>Stripe's relocation program is rooted in our desire to ease your transition and set you up for success in your new location!</p> <p>A relocation involves many individual situations; therefore, no policy can be all-inclusive. Please make sure you review this policy document in its entirety and let us know if you have any questions!</p>
<u>Program Eligibility</u>	<p>If you are eligible for relocation benefits, your spouse or domestic partner and dependent family[0] who reside with you will also be eligible.</p> <p><i>[0] Domestic workers, parents, and other adult family members over the age of 19 do not qualify as dependents.</i></p>
<u>Program Guidelines</u>	<ul style="list-style-type: none"> • Assistance will be suspended if your relocation is canceled for any reason. • It is expected that all employees and their dependents will conduct themselves and their business dealings in a manner consistent with Stripe's established guidelines. • Stripe reserves the right to terminate, amend, or revise this policy at any time, with or without notice to the employee. • All employees who receive relocation support are encouraged to complete the Relocation Survey sent at completion of the relocation.
Stripe's Relocation Management Company	
<u>Working with Bristol</u>	<p>Stripe partners with <u>Bristol Global Mobility</u> (Bristol), a full-service relocation management company headquartered in Phoenix, Arizona to manage and facilitate company sponsored relocations.</p>
Your Relocation Benefits	
<u>Immigration</u>	<p>Work permits/residency for employee; dependent residence visa/permits for family.</p>
<u>Relocation Lump Sum</u>	<p>Stripe will provide a Relocation Lump Sum in the amount listed on your offer letter to be paid through Bristol.</p>



Tax Assistance	These relocation benefits are treated like income. To help offset the cost of the taxes on relocation benefits, Stripe will “gross up” this assistance. (Technical term is called “inverse supplemental method”)
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Getting Started

Supporting Your Relocation

On behalf of Stripe's Talent Mobility team, congratulations on your offer to join Stripe! We know that moving to a new location takes a village! As such, Stripe's relocation program is rooted in our desire to ease your transition. That's why our New Grad Lump Sum Relocation Policy is designed to facilitate your move and support you during the relocation process. Through Stripe's partnership with Bristol Global Mobility (Bristol), you will have access to the highest-quality relocation services and technology.

Relocation involves many individual situations; therefore, no program can be all-inclusive. It is important that you read this policy in its entirety. Please note that any additional expenses incurred in excess of your Relocation Lump Sum amount will be your responsibility.

Program Eligibility

Whether you're relocating by yourself or with your dependent family members^[0], we've got you covered! Your eligibility was determined with your recruiter during your offer process^[1].

Please keep in mind that relocation benefit repayment terms were included in your Employment Offer/Letter as a prerequisite to qualify for Stripe's New Grad Lump Sum relocation benefit. Under the terms of the agreement, you will be required to repay a portion of the lump sum if you voluntarily terminate your employment with Stripe or are terminated by Stripe for Cause (as determined by Stripe in its sole discretion) on or before the one (1) year anniversary of your Start Date. Please refer to your Employment Offer/Letter for more details.

Please note: *If a family member that lives with you is employed by Stripe and is asked to relocate by Stripe, only one set of benefits will be provided to the employee.*

[0] Domestic workers, parents, and other adult family members over the age of 19 do not qualify as dependents.

[1] If your circumstances change, please let your recruiter know as soon as possible.

Program Guidelines

- Assistance will be suspended if your relocation is canceled for any reason.
- It is expected that all employees and their dependents will conduct themselves and their business dealings in a manner consistent with Stripe's established guidelines, as defined in the



Employee Handbook. Stripe will not be responsible for behavior or events outside of these standards.

- Stripe reserves the right to terminate, amend, or revise this policy at any time, with or without notice to the employee. Neither this guide nor Stripe's relocation practices is intended to create a contract of employment for a definite term or under specific conditions.
- We want to hear from you! All employees who receive relocation support are encouraged to complete the Relocation Survey sent at completion of the relocation to ensure Stripe can review, monitor, and improve relocation service support and the effectiveness of the benefits provided. Your feedback is greatly appreciated and we'd love to hear from you about your relocation experience.

Working with Bristol



[Bristol Global Mobility](#) (Bristol) is a full-service relocation management company headquartered in Phoenix, Arizona. We know that there are many moving parts when relocating to a new location, this is why Stripe partners with Bristol who provides services in over 180 countries through their 2,000+ network suppliers.

Your lump sum will be managed by Bristol's Associate Mobility Advisor team and will be largely self-serve. You will receive access to Bristol's MEE Portal which will allow you to:

- Enter your banking details to coordinate your lump sum payment.
- Find providers for services such as household goods shipments, etc.
- Access a robust library of move-related articles, checklists, websites, and other resources to learn more about your new city.
- Communicate with a member of Bristol's team if you need any additional guidance.

Please make sure you keep an eye out in your inbox for Bristol's introduction comms and secure portal set up!

Your Relocation Benefits

Immigration

Stripe partners with an external immigration partner to provide support and assistance in obtaining the necessary visas and work permits for you and your accompanying dependents (as necessary).

Because of the sensitivity of company information that must be included in immigration petitions and the need to manage company compliance, all work permit requests and permanent residence applications that require Stripe sponsorship must be handled by the Stripe Talent Mobility team and through our exclusive authorized external immigration partner.

You should not retain personal attorneys or firms to consult, prepare, review, or file immigration petitions or applications on behalf of Stripe. Our immigration partner will guide you through every step of your immigration journey and help you seize your global opportunities, maximize your options, and minimize risk to you and the company.

Relocation Lump Sum

To assist you with your move related costs, Stripe will provide a Relocation Lump Sum in the amount listed on your offer letter to be paid through Bristol. You will receive the full net amount. You are not required to submit original receipts or a reimbursement request for this allowance. However, you should keep all receipts for your personal tax records. The following are examples of expenses associated with your relocation for which you may choose to utilize this Relocation Lump Sum (but are not limited to):

- Transportation of your household goods and vehicle(s)
- Pet transportation, pet carriers, pet boarding, veterinary expenses, etc.
- Connecting and disconnecting utility services
- Final move transportation and expenses for you and your dependents
- Vehicle registration, title, sales and transfer tax, and driver's license fees
- Rental search assistance, broker's fees, and rental deposits
- Temporary housing in the destination location
- Telephone and utility installation charges and deposits
- School search assistance, registration, and application fees
- Miscellaneous expenses associated with your relocation



Tax Assistance & Information

Most of the reimbursements made to you, or expenses paid on your behalf, are considered taxable income to you.

For this reason, Stripe will provide tax assistance, also known as gross-up (technical term is called “inverse supplemental method”), to help reduce the tax liabilities incurred as a result of your relocation. This tax assistance is not required by law, may not offset your entire tax liability, and you will be responsible for any remaining taxes that result from your relocation.

Disclaimer: It is strongly recommended that you consult with a tax advisor to understand your personal tax obligation.

You will not receive a check for the gross-up, as the benefit is paid directly to the appropriate taxing authorities and will be reported on your payroll statement.

Note: Since some relocation reimbursements are treated as income, your statement of earnings may show an increase in your gross income and taxes, which may result in a tax bracket change.

The Company does not cover any additional tax deductions and/or change in credits that occur because of your relocation.