

Binary Gender Pay Gap Report 2025

Overview

Squarespace builds products that help entrepreneurs stand out and succeed. We are committed to building and developing diverse teams so that we can better understand and serve the multifaceted cultures and identities of our customers.

Ireland's Gender Pay Gap Information Act 2021 and regulations mandate that private and public sector employers report their gender pay gap annually in November. In 2025, organisations with over 50 employees must report. Since 2024, Squarespace Ireland Limited has met the headcount threshold for the Ireland Gender Pay Gap Information Act of 2021 and is obligated to publish metrics related to the gender pay gap. Data reported has been pulled from a snapshot date of 30 June 2025.

The gender pay gap is the difference in the average hourly pay of men and women across a workforce. The gender pay gap is calculated using the mean and median pay for all men and women. Importantly, the pay gap calculations required by this report do not account for any of the objective factors that influence pay at Squarespace including, for example, differences across roles, functional levels, tenure, and performance, among others. Remuneration in this context refers to base salary and stock both of which are reviewed annually with our performance cycle.

At Squarespace, we recognize that gender isn't binary; however to comply with this report's requirements, individuals who have reported genders beyond the binary identification have not been included in our analysis.

Squarespace's Approach to Remuneration

Squarespace's remuneration philosophy is to ensure that our offerings:

- Attract, support and motivate top talent
- Align to the needs of our business and workforce
- Are competitive to market
- Are simple, fair, transparent, and data driven

We provide resources and training to Managers to ensure fair hiring, promotion and salary increase practices. Additionally, our People team conducts regular audits during remuneration review cycles to guide the business in making fair promotion and remuneration decisions.

Squarespace in Ireland

Squarespace initially launched its Dublin operations in 2013. Today, we have successfully scaled our team to over 270 employees, with our largest departments specialising in Software Engineering and Customer Operations. Our continuous, strategic investment in the Dublin hub over the last twelve months demonstrates our dedication to the rich cultural and entrepreneurial ecosystem of Ireland. We project continued growth of our Irish workforce through 2026, specifically prioritising recruitment for Product and Software Engineering roles. We also have Legal and People team members.

Inclusion Efforts

Creating a culture of inclusivity and belonging is central to how we operate as a company. Here are a few ways we support an inclusive workforce:

- **Increase representation of women in technical roles:** Our Talent Acquisition team utilizes structured skills & competency-based interviewing and debrief sessions to promote fairness and consistency in the interview process. Resources and training about mitigating bias are provided to team members to promote continued learning and growth. As a result of these efforts, we are pleased to confirm the recent hiring of a female Senior Engineering Leader. This individual, our most senior Ireland engineer, was excluded from the analysis because they joined after the June 30th snapshot date.
- **Enabling a culture of inclusion:** Inclusive leadership learning opportunities are accessible to everyone, and all employees complete a D&I e-Learning within their first month at Squarespace, covering unconscious bias, inclusivity, allyship, and inclusive conversations. We also offer additional live learning sessions to our manager employees.
- **Fostering inclusive environments for all:** We have seven global Employee Resource Groups that represent a wide range of identities that have historically faced marginalization and/or underrepresentation in society and the workplace. Our ERGs act as a launchpad to foster an inclusive workplace that produces best in class products for our diverse customers. ERGs build pathways for growth via networking, panels, workshops, skill-building, sponsorship and more. Furthermore, ERGs serve in supporting and uplifting communities their ERGs represent.
- **Inclusive Benefits:** Squarespace's benefits plan offers flexibility through unrestricted Paid Time Off, global and inclusive fertility and adoption benefits, and a Paid Family Care Leave policy that offers eligible employees paid leave in connection with the birth,

adoption or foster placement of a child, to care for a family member’s serious health condition, or to provide family care during active military service. We also offer paid health benefits and generous mental health support.

- **Continued Learning:** We offer opportunities to employees to continue their growth path through skills and competency based training ranging a variety of relevant topics including but not limited to trust building, open and transparent communication, and collaboration. There are opportunities to network both across Squarespace and with the local tech community during our meetups and after work events hosted in our office, close in proximity to cultural landmarks such as Dublin Castle and St. Patrick’s Cathedral.

Binary Gender Pay Gap Data

1. Percentage of men and women employees who receive benefits in kind:

Women	97%
Men	96%

2. Proportion of men and women employees in each quartile based on hourly pay:

	LOWER	LOWER MIDDLE	UPPER MIDDLE	UPPER
Women	34%	40%	21%	36%
Men	66%	60%	79%	64%

Explanatory Note: The proportion of men and women in each quartile is determined by arranging the hourly pay for each employee in order from lowest to highest and then dividing the employees’ pay arranged in order into four parts (quartiles), each comprising an equal number of relevant employees. The gender composition of the upper middle quartile is mostly attributed to the higher representation of men in technical roles such as software engineering which carries a market premium in pay.

3. Gender pay gap in mean hourly pay:

	ALL EMPLOYEES	PART-TIME EMPLOYEES
Pay Gap	10.36%	N/A

Explanatory Note: Using the mean calculation of hourly remuneration, the gap between men and women is 10.36% in favour of men. This is primarily driven by the larger representation of men in technical roles such as software engineering which carries a market premium in pay compared to other roles. Squarespace does not employ enough individuals in part-time roles for reporting purposes.

4. Gender pay gap in median hourly pay:

	ALL EMPLOYEES	PART-TIME EMPLOYEES
Pay Gap	11.28%	N/A

Explanatory Note: Calculating the median involves arranging pay for all men and all women from lowest to highest and comparing the midpoint pay for men against the midpoint pay for women. Using the median calculation of hourly pay, the gap between men and women is 11.28% in favour of men. Squarespace does not employ enough individuals in part-time roles for reporting purposes.

5. Percentage of men and women employees paid bonuses:

Women	N/A
Men	N/A

Explanatory Note: Squarespace does not have a sufficient number of employees who receive bonuses for reporting purposes.

6. Gender Pay Gap in Mean Bonus Pay

Explanatory Note: Squarespace does not have a sufficient number of employees who receive bonuses for reporting purposes.

7. Gender Pay Gap in Median Bonus Pay

Explanatory Note: Squarespace does not have a sufficient number of employees who receive bonuses for reporting purposes.