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## Charter of the Compensation Committee of the Board of Directors of Square, Inc.

(Adopted On November 4, 2015; Effective As Of November 18, 2015; As Last Amended on October 21, 2020)

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### PURPOSE

The purpose of the Compensation Committee (the “**Compensation Committee**”) of the Board of Directors (the “**Board**”) of Square, Inc., a Delaware corporation (the “**Company**”), is to:

- Provide oversight of the compensation of the Company’s Chief Executive Officer (“**CEO**”) and the other individuals who are “officers” of the Company under Rule 16a-1(f) promulgated under the Exchange Act (the “**Executive Officers**”).
- Provide oversight of the Company’s compensation policies and plans and benefits programs, and overall compensation philosophy.
- Administer the Company’s equity compensation plans, including the granting of equity-based awards pursuant to such plans or outside of such plans.

The Compensation Committee will seek to ensure that the Company structures its compensation plans, policies and programs in a manner designed to attract and retain the best available personnel for positions of substantial responsibility with the Company, to provide incentives for such persons to perform to the best of their abilities for the Company, to maintain appropriate levels of risk and reward, and to promote the success of the Company’s business. In reviewing and approving the Company’s annual and long-term incentive compensation plans for Executive Officers, including equity incentive compensation, the Compensation Committee will consider the results of the most recent stockholder advisory vote on executive compensation required by Section 14A of the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”).

### COMPOSITION

1. Membership and Appointment. The Compensation Committee will consist of at least two members of the Board. Members of the Compensation Committee will be appointed by the Board and may be removed by the Board in its discretion.
2. Qualifications. Members of the Compensation Committee must meet the independence requirements of the New York Stock Exchange (“**NYSE**”) and

such other qualifications as established by the Board from time to time as well as any additional criteria required by applicable law, the rules and regulations of the U.S. Securities and Exchange Commission (“SEC”), and the listing standards of the NYSE.

To the extent practicable, it is expected that members of the Compensation Committee shall meet the “non-employee director” definition of Rule 16b-3 promulgated under Section 16 of the Exchange Act.

3. Chairperson. The Board may designate a chairperson of the Compensation Committee. In the absence of that designation, the Compensation Committee may designate a chairperson by majority vote of the members of the Compensation Committee.

## **RESPONSIBILITIES**

The following are the principal recurring responsibilities and duties of the Compensation Committee. The Compensation Committee may perform such other functions as are consistent with its purpose and applicable law, rules and regulations and as the Board may request.

1. Set Compensation for Executive Officers. The Compensation Committee will:
  - Review and approve annually the corporate goals and objectives applicable to the compensation of the CEO, evaluate at least annually the CEO’s performance in light thereof, and consider factors related to the performance of the Company in approving the compensation level of the CEO.
  - Review and approve, or recommend to the independent members of the Board to approve, annually the CEO’s (a) base salary, (b) incentive bonus, including the specific goals and amount, (c) equity compensation, (d) employment agreement, severance arrangement or change of control protections and (e) other benefits, compensation or similar arrangements, if any (including perquisites and any other form of compensation). In consultation with the CEO, review annually and approve or recommend to the Board for approval items (a) through (e) for (i) the other Executive Officers and (ii) for such other employees of the Company as the Compensation Committee may determine.
  - Review and approve any compensatory contracts or similar transactions or arrangements with current or former Executive Officers and such other employees as the Compensation Committee may determine, including consulting arrangements, employment contracts, severance or

termination arrangements, which will include any benefits to be provided in connection with a change of control of the Company. In this regard, the Compensation Committee will have the power and authority to adopt, amend and terminate such contracts, transactions or arrangements.

2. Oversee Compensation Plans and Programs. The Compensation Committee will:

- Review, approve and administer annual and long-term incentive compensation plans for service providers of the Company, including Executive Officers, other senior executives and any other service providers as the Compensation Committee deems appropriate, including by:
  - Establishing performance objectives and certifying performance achievement;
  - Evaluating the competitiveness of such plans;
  - Reviewing and approving all equity incentive plans and granting awards under such plans; and
  - Adopting, amending and terminating any such plans and/or awards under such plans.
- Administer the Company's equity incentive plans. In its administration of the plans, the Compensation Committee may (i) grant equity-based or equity-linked awards to individuals eligible for such grants (including grants to individuals subject to Section 16 of the Exchange Act in compliance with Rule 16b-3 promulgated thereunder) in accordance with procedures and guidelines as may be established by the Board or the Compensation Committee and (ii) amend such equity-based or equity-linked awards. The Compensation Committee may also adopt, amend and terminate such plans, or make recommendations to the Board to adopt, amend or terminate such plans, including approving changes in the number of shares reserved for issuance thereunder subject to obtaining any required stockholder approval.
- Review, approve and administer any of the Company's employee benefit plans that the Compensation Committee deems appropriate, including by adopting, amending and terminating such plans.
- Oversee the Company's overall compensation philosophy, and any compensation plans and benefits programs that the Compensation Committee deems appropriate, and make recommendations to the

Board with respect to improvements or changes to such plans or programs or the termination or adoption of plans or programs when appropriate.

- In connection with executive compensation programs:
  - Review and approve new executive compensation programs;
  - Review on a periodic basis the operations of the Company's executive compensation programs to determine whether they are properly coordinated and achieving their intended purpose(s); and
  - Establish and periodically review policies for the administration of executive compensation programs.
- Periodically review executive compensation programs and total compensation levels, including the impact of tax and accounting rules changes.
- If applicable, review and recommend to the Board for approval the frequency with which the Company will conduct stockholder advisory votes on executive compensation (any such vote, a **"Say-on-Pay Vote"**), taking into account the results of the most recent stockholder advisory vote on frequency of Say-on-Pay Votes required by Section 14A of the Exchange Act, and review and approve the proposals regarding the Say on Pay Vote and the frequency of the Say on Pay Vote to be included in the Company's proxy statement.
- Evaluate director compensation and make recommendations to the Board regarding director compensation.
- Review and discuss annually with management the risks arising from the Company's compensation philosophy and practices applicable to all employees to determine whether they encourage excessive risk-taking and to evaluate compensation policies and practices that could mitigate such risks.
- Oversee the administration of, and periodically review, the Company's Stock Ownership Guidelines applicable to members of the Board and Executive Officers, and approve amendments or exceptions as the Compensation Committee deems appropriate.

3. Compliance and Governance. The Compensation Committee will:

- Review and discuss with management the Company's Compensation Discussion and Analysis ("**CD&A**") and related disclosures required by

the rules and regulations of the SEC, to the extent required of the Company. The Compensation Committee will also review and recommend the final CD&A to the Board for inclusion in the Company's annual report on Form 10-K or proxy statement, to the extent required of the Company.

- Prepare, review and approve a report of the Compensation Committee required by the rules and regulations of the SEC to be included with the Company's annual report on Form 10-K or proxy statement.
  - Oversee the Company's (i) submissions to stockholders on executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, (ii) incentive and other executive compensation plans, and amendments to such plans (to the extent required under the listing standards of the NYSE) and (iii), in conjunction with the Nominating and Corporate Governance Committee of the Board (or its designees), engagement with proxy advisory firms and other stockholder groups on executive compensation matters.
4. Square Financial Services. The Compensation Committee shall oversee the compensation-related matters involving the Company's industrial loan company subsidiary, Square Financial Services, Inc. ("Square Financial Services") if and to the extent the Compensation Committee deems appropriate, and will oversee and have authority to approve the grant of equity awards to the directors and employees of Square Financial Services. The Compensation Committee of the Board of Directors of Square Financial Services shall report to the Compensation Committee as set forth in Square Financial Services' governance documents or upon request, except as would not be permissible under applicable law.
  5. Committee Charter Review. The Compensation Committee will review and reassess the adequacy of this charter annually and will submit any recommended changes to this charter to the Board for approval.
  6. Performance Review. The Compensation Committee will review and assess the performance of the Compensation Committee on an annual basis.

## MEETINGS AND PROCEDURES

1. Meetings.
  - The Compensation Committee will meet at least four times per year at such times and places as the Compensation Committee determines. The

chairperson of the Compensation Committee will preside at each meeting. The chairperson will approve the agenda for the Compensation Committee's meetings and any member may suggest items for consideration. If a chairperson is not designated or present, an acting chair may be designated by the Compensation Committee by a majority of the members present. The Compensation Committee may act by unanimous written consent (which may include electronic consent) in lieu of a meeting in accordance with the Company's bylaws.

- The Compensation Committee will maintain written minutes of its meetings and actions by written consent, which minutes and actions by written consent will be filed with the minutes of the meetings of the Board.
  - The Compensation Committee may invite to its meetings any director, officer or employee of the Company and such other persons as it deems appropriate in order to carry out its responsibilities. The Compensation Committee may also exclude from its meetings any persons it deems appropriate in order to carry out its responsibilities, including non-employee directors who are not members of the Compensation Committee. No Executive Officer may be present during portions of any meeting during which his or her performance and compensation are being deliberated and determined.
2. Reporting to the Board of Directors. The Compensation Committee will report regularly to the Board regarding its activities and recommendations.
3. Authority to Retain Advisors.
- The Compensation Committee will have the authority, in its sole discretion, to select and retain any compensation consultant, outside legal counsel and such other advisors (each, an “**Advisor**”) as necessary or appropriate to assist with the execution of its duties and responsibilities as set forth in this charter. The Compensation Committee will set the compensation and oversee the work of Advisor retained by the Compensation Committee. The Company will provide appropriate funding, as determined by the Compensation Committee, to pay any such Advisor hired by the Compensation Committee and any administrative expenses of the Compensation Committee that the Compensation Committee determines are necessary or appropriate in carrying out its activities.
  - Prior to selecting, retaining and receiving advice from an Advisor (other than the Company's in-house legal counsel), the Compensation

Committee must take into consideration the independence factors set forth in the listing standards of the NYSE and the applicable rules of the SEC, as in effect from time to time.

- The Compensation Committee may retain, or receive advice from, any Advisor it prefers, including Advisors that are not independent, after considering the requisite independence factors. Notwithstanding the foregoing, the Compensation Committee is not required to assess the independence of any Advisor that acts in a role limited to (i) consulting on any broad-based plan that does not discriminate in scope, terms or operation in favor of Executive Officers or non-employee directors and that is generally available to all salaried employees and/or (ii) providing information that is not customized for a particular company or that is customized based on parameters that are not developed by the Advisor, and about which Advisor does not provide advice.
  - The Compensation Committee shall not be required to implement or act consistently with the advice or recommendations of any Advisor, and the authority granted to the Compensation Committee pursuant to this charter shall not affect the ability or obligation of the Compensation Committee to exercise its own judgment in the fulfillment of its duties under this charter.
  - The Compensation Committee will evaluate whether any Advisor retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K.
4. Subcommittees. The Compensation Committee may delegate its authority to subcommittees or individuals as the Compensation Committee deems appropriate, except to the extent such delegation would violate an applicable tax, corporate or securities law, regulation or listing standard of the NYSE. If designated, any subcommittee or other individuals, as applicable, will establish its own schedule and maintain written minutes of its meetings, which minutes will be filed with the minutes of the meetings of the Board. Unless modified by action taken after the date this charter is approved, the Compensation Committee delegates to a subcommittee of the Compensation Committee made up of those members of the Compensation Committee who are “non-employee directors” under Rule 16b-3 of the Exchange Act the nonexclusive authority to take any actions that require the approval or certification of a Compensation Committee made up solely of non-employee directors to exempt the grant of equity securities or exercise of stock options from short-swing profit liability under Section 16 of the Exchange Act.

5. Compensation. Members of the Compensation Committee will receive such fees, if any, for their service as Compensation Committee members as may be determined by the Board in its sole discretion.