

Mastercard UK gender pay gap report 2023



At Mastercard, we know that our success depends on our people and that diverse, collaborative, and empowered teams get the best results for our customers and the communities we serve.

Creating an equitable workplace where all employees feel valued and respected is essential for us to reach our greatest potential. This includes ensuring equal pay for equal work. At Mastercard, women earn \$1 for every \$1 men earn, based on employees at the same level doing the same work, as validated by external auditors.

As well as ensuring equal pay for equal work, we are also working on closing our overall gender pay gap, which is driven by the fact that we have a lower proportion of women in senior roles and a higher proportion in lower paid roles. We have reduced this gap by more than 40% since 2017, and our mean and median gender pay gap stood at 11.48% and 10.40% respectively as of 5 April 2023.

11.48%

mean gender pay gap in 2023

10.40%

median gender pay gap in 2023

We are fully committed to continuing to improve and we have been working on several initiatives to help women advance within our organisation. This includes rolling out structured mentoring programmes; implementing diverse recruitment slate policies; and offering a generous package of benefits. These initiatives are paying off with our senior leadership teams now 55% female at Vocalink and 50% female within our UK & Ireland division. We are also addressing the bonus gap with a series of specific measures, including the broadened roll-out of performance-based long-term incentives at all levels throughout the organisation.

Crucially, every employee's compensation is linked to our environmental, social and governance priorities. This makes gender pay parity, amongst other commitments, everybody's priority at Mastercard and reflects the importance we place on this topic.

I confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'K Devine'.

Kelly Devine
Divisional president, Mastercard UK and Ireland



Pay and bonus gap¹

The graphics below show the gender pay and bonus gap for all our UK employees, at the snapshot date of 5 April 2023 for pay, and in the 12 months reference period to 5 April 2023 for bonuses.



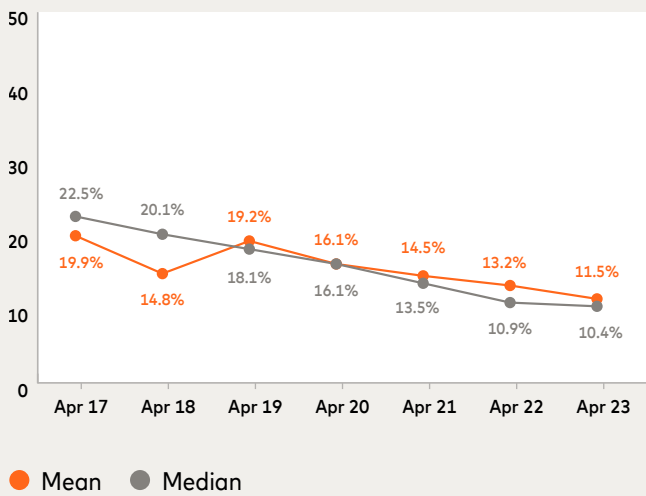
Pay gap
 Mean 11.48%
 Median 10.40%



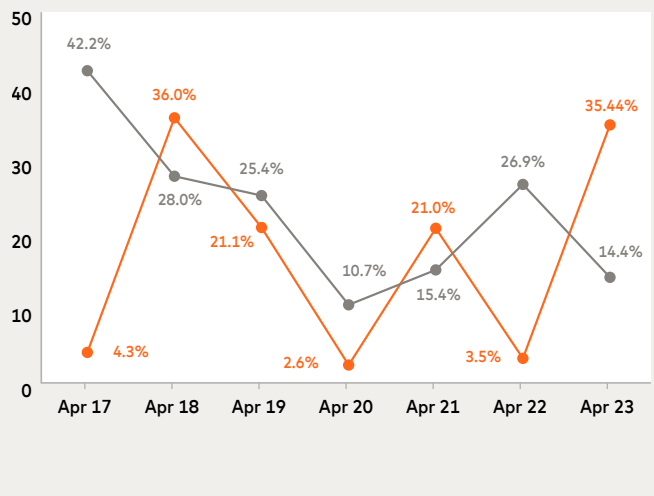
Bonus gap
 Mean 35.44%
 Median 14.36%

Mean and median bonus and pay gap change since 2017¹

Pay gap



Bonus gap



Gender distribution quartiles¹

Quartile - 1 (Low)



Quartile - 2



Quartile - 3



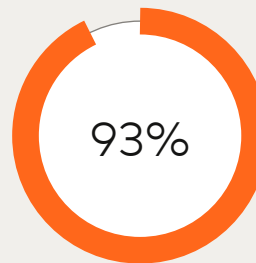
Quartile - 4



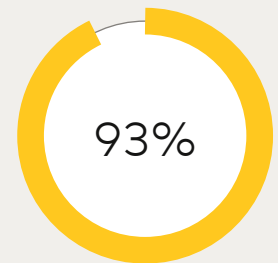
● Female ● Male

Proportion of employees receiving a bonus paid in 2023¹

Bonus payments are available at all levels of the organisation.



Female



Male



1. All UK employees

All gender reporting figures for 2023

	Mastercard UK Management Services	Vocalink Ltd	Vocalink International Ltd	All UK
Mean pay gap	15.5%	5%	17.7%	11.5%
Median pay gap	13.9%	9.2%	10%	10.4%
Mean bonus gap	51.6%	10%	28%	35.4%
Median bonus gap	39.9%	12.7%	12.4%	14.4%
Proportion of male that received a bonus	92.4%	94.2%	93.1%	93.3%
Proportion of female that received a bonus	94%	91.3%	89.7%	92.7%

	Male	Female
Mastercard UK Management Services		
1st quartile (low)	35.6%	64.4%
2nd quartile	54.2%	45.8%
3rd quartile	58.6%	41.4%
4th quartile	67.2%	32.8%
Vocalink Ltd		
1st quartile (low)	64.8%	35.2%
2nd quartile	68.5%	31.5%
3rd quartile	75.3%	24.7%
4th quartile	76.5%	23.5%
Vocalink International Ltd		
1st quartile (low)	55.4%	44.6%
2nd quartile	69.5%	30.5%
3rd quartile	74%	26%
4th quartile	76.8%	23.2%
All UK		
1st quartile (low)	52%	48%
2nd quartile	61.5%	38.5%
3rd quartile	65.4%	34.6%
4th quartile	69%	31%

