

Mastercard UK gender pay gap report 2022



This report shows a snapshot of the gender pay gap for all UK employees at Mastercard on 5 April 2022. This is the UK Government's date for reporting. We define a woman as anyone who identifies as such and we use this term to be more inclusive. Sometimes we use the terms 'female' and 'male' to accurately reflect the datasets used in this report.

At Mastercard, women and men are paid equally for the work that they do, based on employees at the same level doing the same work. We review each role and career level every year and adjust compensation where necessary. But we have work to do to improve how many women are in senior roles, which affects our gender pay gap.

Our mean and median gender pay gaps have both narrowed by more than a third since 2017. For 2022, our median gender pay gap is 10.91%. The median pay gap compares the midpoints in the ranges of men and women's salaries. It lines all salaries up in order from lowest to highest and compares the middle salary of men to the middle salary of women. Our mean gender pay gap is 13.24%. The mean is the average earnings of men and women. Our mean bonus gap is 3.51%, and our median bonus gap is 26.93%.

To continue to improve our gender pay gap over time, we're investing in a range of initiatives to help women advance.

In the UK, some examples include a Director Development pathway, which builds a pipeline of women for senior roles; a returnship programme which helps women return to work after a career break; and a Serving on Boards initiative which supports our female leaders to gain Board experience in the for-profit and not-for-profit sector. When hiring we aim for at least half of applicants at interview stage to be female and offer enhanced new parent leave and menopause support.

Gender pay parity is one of our global Environmental, Social and Corporate Governance (ESG) goals. All employees' compensation is linked to how we perform on our ESG goals, and senior leaders are measured on the gender representation in their teams.

[Read more about Mastercard's commitment to inclusion, including gender equality.](#)

We'll keep working hard to close our gender pay gap by investing in women's growth, acting on feedback and challenging ourselves to do better.

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.

Kelly Devine

Divisional president, Mastercard UK and Ireland

13.24%

mean gender pay gap in 2022

10.91%

median gender pay gap in 2022



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 2022 for pay, and in the 12 months reference period to 5 April 2022 for bonuses.



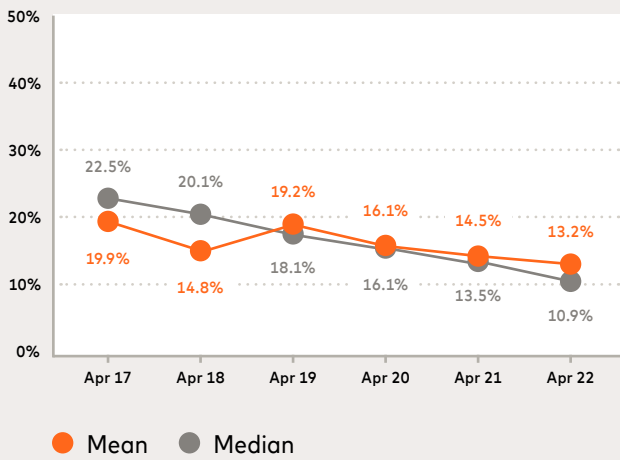
Pay gap
 Mean 13.24%
 Median 10.91%



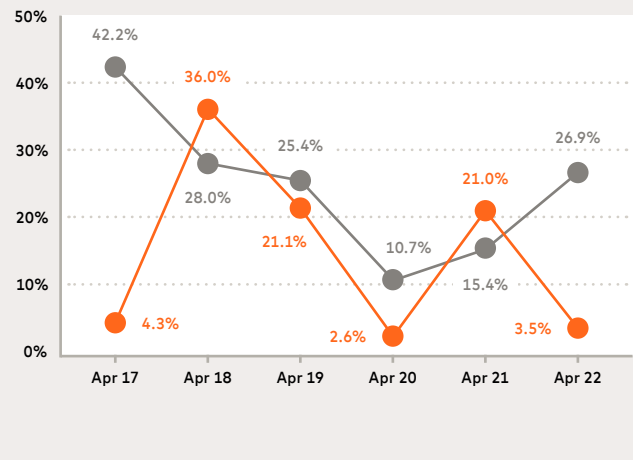
Bonus gap
 Mean 3.51%
 Median 26.93%

Mean and median bonus and pay gap change since 2017¹

Pay gap



Bonus gap



Gender distribution quartiles²

Quartiles 1 (low)



Quartiles 2



Quartiles 3



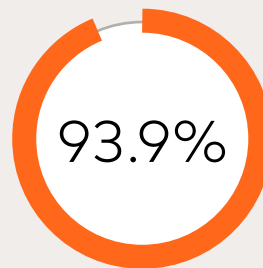
Quartiles 4



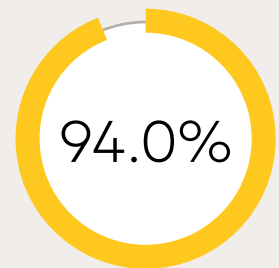
● Female ● Male

Proportion of employees receiving a bonus paid in 2022¹

Bonus payments are available at all levels of the organisation.



Female



Male

1. All UK employees
 2. All UK



All gender reporting figures for 2022

| | Mastercard UK Management Services | Vocalink Ltd | Vocalink International Ltd | All UK |
|--|-----------------------------------|--------------|----------------------------|--------|
| Mean pay gap | 16.0% | 18.1% | 15.4% | 13.2% |
| Median pay gap | 16.2% | 15.8% | 12.2% | 10.9% |
| Mean bonus gap | 9.3% | 29.6% | 33.7% | 3.5% |
| Median bonus gap | 47.8% | 11.4% | 27.7% | 26.9% |
| Proportion of male that received a bonus | 93.9% | 94.3% | 94.1% | 94.0% |
| Proportion of female that received a bonus | 93.1% | 94.3% | 93.8% | 93.9% |

| | Male | Female |
|--|-------|--------|
| Mastercard UK Management Services | | |
| 1st quartile (low) | 38.1% | 61.9% |
| 2nd quartile | 53.1% | 46.9% |
| 3rd quartile | 59.1% | 40.9% |
| 4th quartile | 69.6% | 30.4% |
| Vocalink Ltd | | |
| 1st quartile (low) | 64.2% | 35.8% |
| 2nd quartile | 75.0% | 25.0% |
| 3rd quartile | 75.5% | 24.5% |
| 4th quartile | 82.4% | 17.6% |
| Vocalink International Ltd | | |
| 1st quartile (low) | 58.2% | 41.8% |
| 2nd quartile | 62.1% | 37.9% |
| 3rd quartile | 73.9% | 26.1% |
| 4th quartile | 80.4% | 19.6% |
| All UK | | |
| 1st quartile (low) | 52.6% | 47.4% |
| 2nd quartile | 63.3% | 36.7% |
| 3rd quartile | 64.9% | 35.1% |
| 4th quartile | 72.4% | 27.6% |

