

Mastercard UK gender pay gap report 2024



At Mastercard, we strive to build teams that help us foster meaningful connections, create innovative solutions, and get the best results for our customers and the communities we serve.

This starts with enabling a workplace where everyone feels they belong and can do their best work. This also includes ensuring equal pay for equal work and ensuring equal access to opportunities for career development and growth, which contributes to reducing our gender pay gap – the difference between the average pay of men and women within our organisation.

Our mean and median gender pay gap at Mastercard in the UK stood at 14.7% (vs 19.9% in 2017) and 5.9% (vs 22.5% in 2017) respectively as of 5 April 2024. While we know we have more to do, we are making progress even if it is not always linear year on year.

14.70%

mean gender pay gap in 2024

We had 2.2% more females in the highest paid quartile and 2.8% in the second highest in 2024 compared to 2023. Our senior leadership team in our UK & Ireland division is 50% female. And we continue to promote equal pay for equal work at all levels of the organisation, in accordance with the law.

05.94%

median gender pay gap in 2024

We're committed to continuing to enhance our culture of inclusion and belonging, and build high-performing and empowered teams, who will help us reach our greatest potential.

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 'Simon Forbes'.

Simon Forbes

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 2024 for pay, and in the 12 months reference period to 5 April 2024 for bonuses.



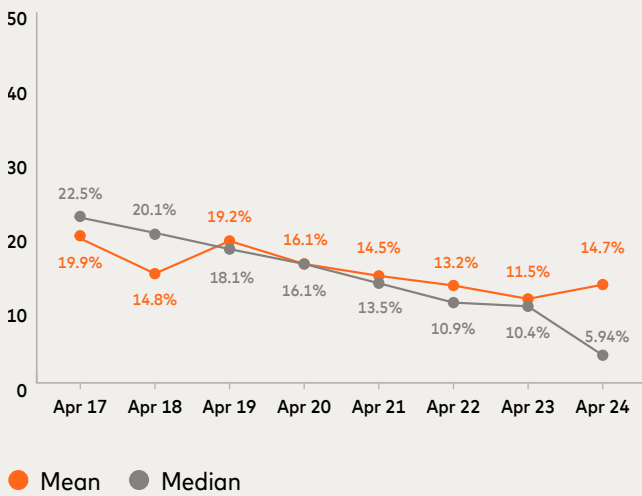
Pay gap
 Mean 14.70%
 Median 5.94%



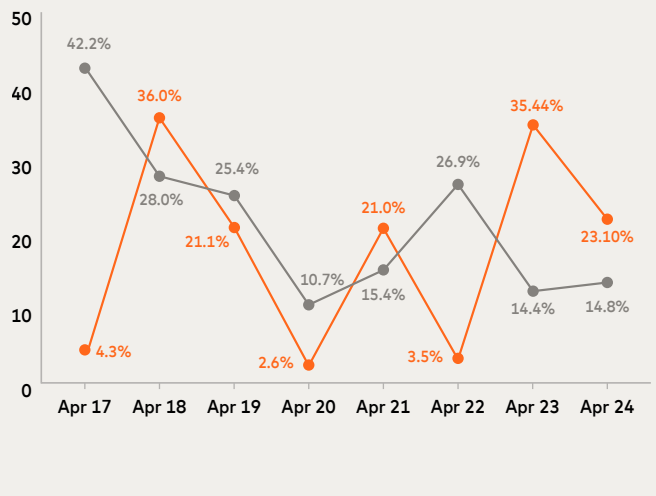
Bonus gap
 Mean 23.10%
 Median 14.80%

Mean and median bonus and pay gap change since 2017¹

Pay gap



Bonus gap



Gender distribution quartiles¹

Quartile – 1 (Low)



Quartile – 2



Quartile – 3



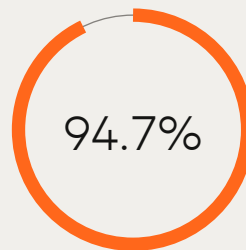
Quartile – 4



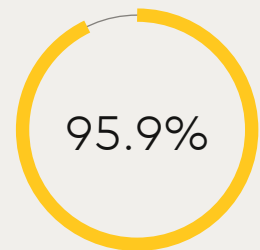
● Female ● Male

Proportion of employees receiving a bonus paid in 2024¹

Bonus payments are available at all levels of the organisation.



Female



Male

1. All UK employees

All gender reporting figures for 2024

	Mastercard UK Management Services	Vocalink Ltd	Vocalink International Ltd	All UK
Mean pay gap	26.6%	-0.7%	11%	14.7%
Median pay gap	15.9%	2.1%	8.4%	5.9%
Mean bonus gap	38.2%	-2.8%	19.6%	23.1%
Median bonus gap	33.2%	3.5%	22.5%	14.8%
Proportion of male that received a bonus	95.5%	95.5%	97.5%	95.9%
Proportion of female that received a bonus	94.4%	94.3%	96.3%	94.7%

	Male	Female
Mastercard UK Management Services		
1st quartile (low)	37.2%	62.8%
2nd quartile	53.2%	46.8%
3rd quartile	57.1%	42.9%
4th quartile	65.2%	34.8%
Vocalink Ltd		
1st quartile (low)	65.2%	34.8%
2nd quartile	75.1%	24.9%
3rd quartile	74.6%	25.4%
4th quartile	70.1%	29.9%
Vocalink International Ltd		
1st quartile (low)	55.3%	44.7%
2nd quartile	69.3%	30.7%
3rd quartile	68.2%	31.8%
4th quartile	74.9%	25.1%
All UK		
1st quartile (low)	54.6%	45.4%
2nd quartile	60.8%	39.2%
3rd quartile	62.6%	37.4%
4th quartile	66.8%	33.2%

