

Mastercard Ireland Gender Pay Gap Report 2025

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.

We recognise that our success is driven by our people and that fostering a workplace where all employees feel valued and respected is essential for our success as a business.

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 stood at 1.0% and 9.0% respectively in 2025, a reduction of 4% and 0.7% respectively since last year. We are fully committed to continuing to improve and we have been working on several initiatives to help women advance within our organisation.

Beyond our organisation, we are actively participating in innovative programmes designed to attract more women into STEM (Science, Technology, Engineering and Mathematics) careers:

- **National Work Experience Programme (2025)** – Launched with **STEM Passport for Inclusion**, providing a blueprint for young women to gain hands-on STEM experience, aligned with government recommendations.
- **Girls and Kids for Tech 2.0** – Hands-on STEM programmes in schools, engaging young women with crypto and AI projects, inspiring interest in emerging technologies.
- **Targeted DEIS School Interventions** – Working from primary to tertiary level, ensuring girls in underrepresented communities have access to STEM pathways.
- **Female Apprenticeship Programme with FIT Tech Apprentices Ireland** – Creating structured career pathways for training, progression and long-term retention in technology.

In terms of increasing senior representation, we are members of the 30% Club in Ireland which aims to boost female representation at board and C-suite level.

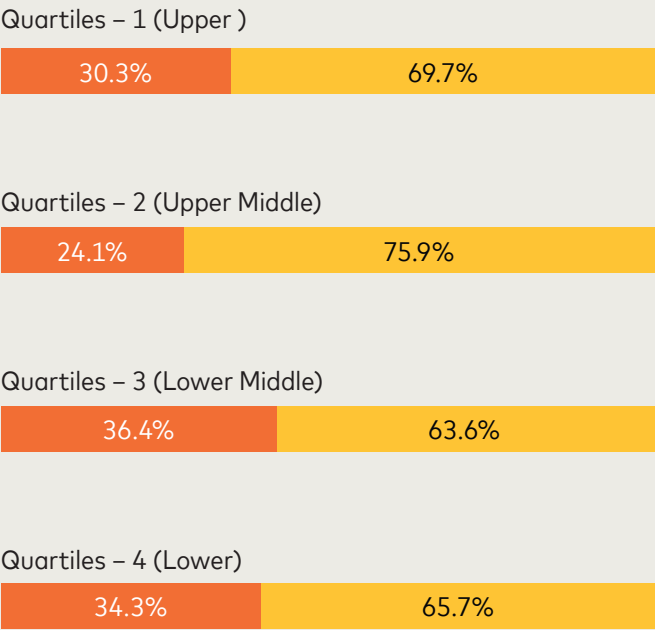
We're committed to continuing to enhance our culture of inclusion and belonging, building high-performing and empowered teams who will help us reach our greatest potential.



Mastercard Ireland Gender Pay Disclosure



Gender distribution quartiles



Hourly pay gap

Mean 1.0%
Median 9%

(2024: Mean 5%;
Median 9.7%)



Bonus pay gap

Mean 16.5%
Median 15.6%

(2024: Mean 18.8%;
Median 24.9%)

Hourly pay YOY

Mean -4%
Median -0.7%

Bonus pay YOY

Mean -2.3%
Median -9.4%

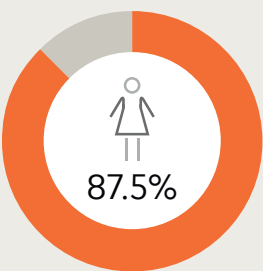
Temporary employees

Mean 0%
Median 0%

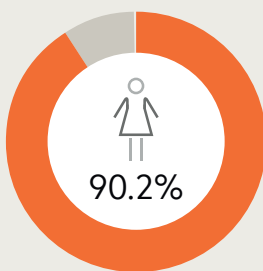
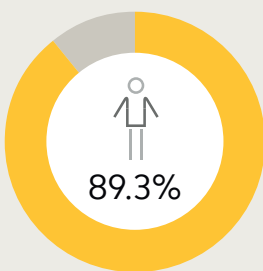
These figures reference a small cohort of employees that have been classified as temporary employees, comprising 2.19% of Mastercard IE's 2025 population (0.031% in 2024)

Proportion of employees receiving a bonus paid in 2024/2025

Bonus payments are available at all levels of the organisation.



% of Relevant Employees receiving Bonus



% of Relevant Employees receiving Benefits in Kind

