

Mastercard Ireland Gender Pay Gap Report 2024

At Mastercard Ireland, we believe that diversity is a key driver of innovation and success.

Our commitment to gender diversity is reflected in our efforts to create an inclusive workplace where everyone has an equal opportunity to thrive. We have implemented multiple initiatives to support women in technology and leadership roles, including structured mentoring programmes, diverse recruitment policies, and generous benefits packages.

At Mastercard, we recognise that our success is driven by our people. Diverse, collaborative, and empowered teams deliver 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.

Our mean and median gender pay gap stood at 5.0% and 9.7% respectively in 2024, a reduction of 7.6% and 2.7% 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.

STEM subjects are vital for the future of work, and gender balance is essential in this field of study and early careers. A 2022 study by the Department of Education found that, out of almost 120,000 people working in STEM in Ireland, only a quarter were women. Last year, through partnerships and our professionals' expertise, we led and supported unique initiatives aimed at inspiring girls in STEM.

We also recognize the importance of supporting women in STEM across Ireland more broadly. That's why we work with young women in schools through programmes like Girls4Tech, and our recent partnerships with government agencies helps solidify our local commitment to gender diversity in Ireland. We are also leading the Women in Tech Chapter in Ireland and actively participate in initiatives like STEM Passport CWIT and Women in Tech contributing to change in Ireland. We recently received the Women in Tech Initiative of the Year awarded by Technology Ireland Digital Skillnet.

Mastercard is also a member of the 'Connecting Women in Tech' network in Ireland. Bringing over 20 technology companies based in Ireland together, the network's vision is to achieve a 50/50 female workforce in the technology sector and 40% women in management across tech companies in Ireland.

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.



Mastercard Ireland Gender Pay Disclosure



Female



Male

Gender distribution quartiles

Quartiles – 1 (Upper)



Quartiles – 2 (Upper Middle)



Quartiles – 3 (Lower Middle)



Quartiles – 4 (Lower)



Hourly pay gap

Mean 5.0%
Median 9.7%

(2023: Mean 12.6%;
Median 12.4%)



Bonus pay gap

Mean 18.8%
Median 24.9%

(2023: Mean 20%;
Median 6.1%)

Hourly pay YOY

Mean -7.6%
Median -2.7%

Bonus pay YOY

Mean -1.2%
Median 18.1%

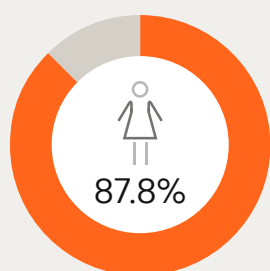
Temporary employees

Mean 0.4%
Median 0%

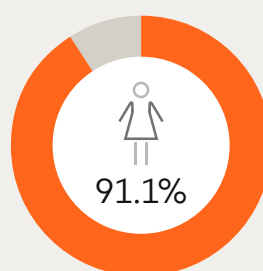
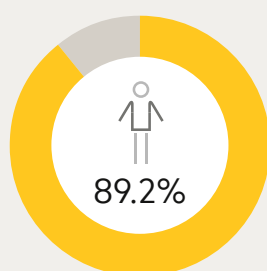
These figures reference a small cohort of employees that have now been classified as temporary employees, comprising 0.031% of Mastercard IE's 2024 population (0.026% in 2023)

Proportion of employees receiving a bonus paid in 2023/2024

Bonus payments are available at all levels of the organisation.



% of Relevant Employees receiving Bonus



% of Relevant Employees receiving Benefits in Kind

