

CANADA – BRITISH COLUMBIA

Gender Pay Gap Report

NOVEMBER 2026

Employer Details

Name of Employer	Mastercard Technologies Canada ULC*
Address	475 Howe St 20th Floor, Vancouver, BC V6C 2B3, Canada
Reporting Year	2025
Reporting Period	January 1, 2025 – December 31, 2025
NAICS Code	54151
Number of Employees	300 - 999

** This report covers all employees employed by Mastercard Technologies Canada ULC in British Columbia*

Introduction

At Mastercard, our people are our greatest asset. They are key to delivering our business strategy and fundamental to our success. We aspire to be the place where the best people choose to be. To attract, develop, engage, and retain high caliber people, we invest in our employees and focus on building a workplace and culture that drives innovation, embraces diverse perspectives, encourages collaboration, fosters well-being, and enables growth and opportunity.

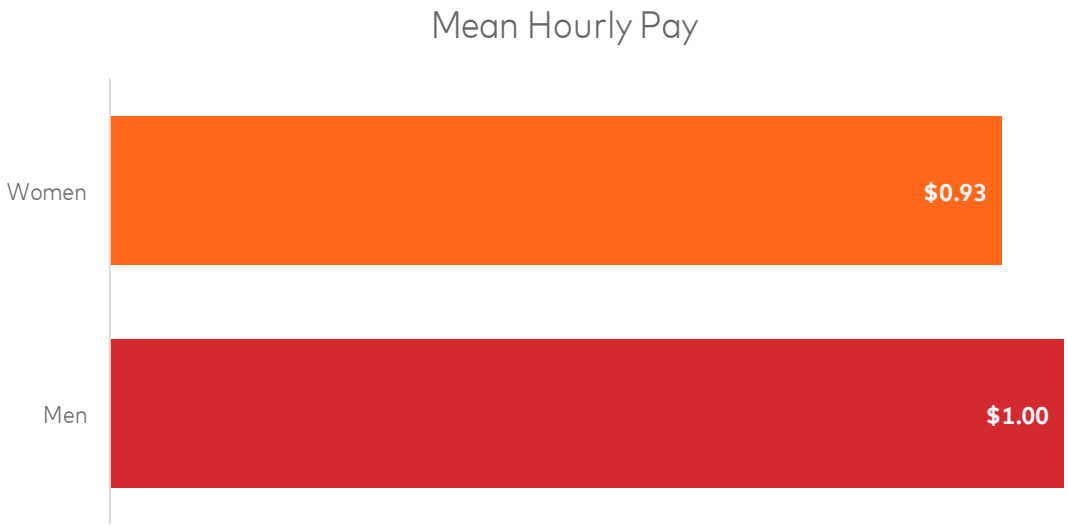
We believe in equal pay for equal work and continue to ensure that everyone, regardless of gender, race, ethnicity or viewpoint, receives fair compensation. We continue to work on closing the median pay gap by ensuring our policies support equal pay practices and talent development at all levels. This is consistent with our belief that different perspectives and backgrounds make us a better company.

In alignment with the provisions of British Columbia's Pay Transparency Act and Pay Transparency Regulation, Mastercard Technologies Canada ULC is releasing our 2025 Gender Pay Gap Report.

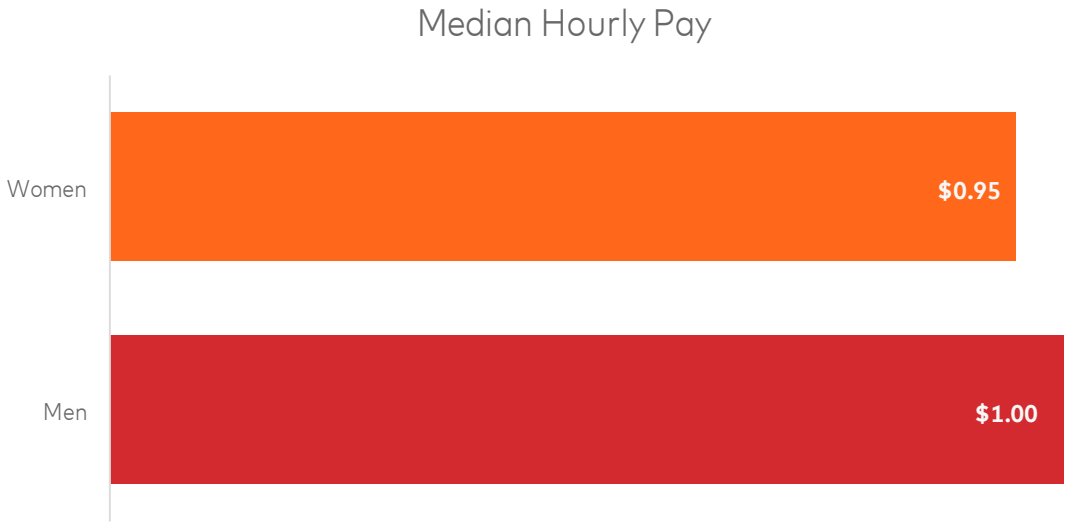
Our Gender Pay Gap Results

Our Gender Pay Gap Report for 2025 was created to comply with British Columbia's Pay Transparency Act and Pay Transparency Regulation. An analytical comparison is performed between the average and median incomes of men and women. Pursuant to section 3(3) of the Pay Transparency Regulation, there was insufficient data to include the gender categories of non-binary or unknown.

Hourly Pay



Women's mean hourly wage was 7% less than men's mean hourly wage rate.



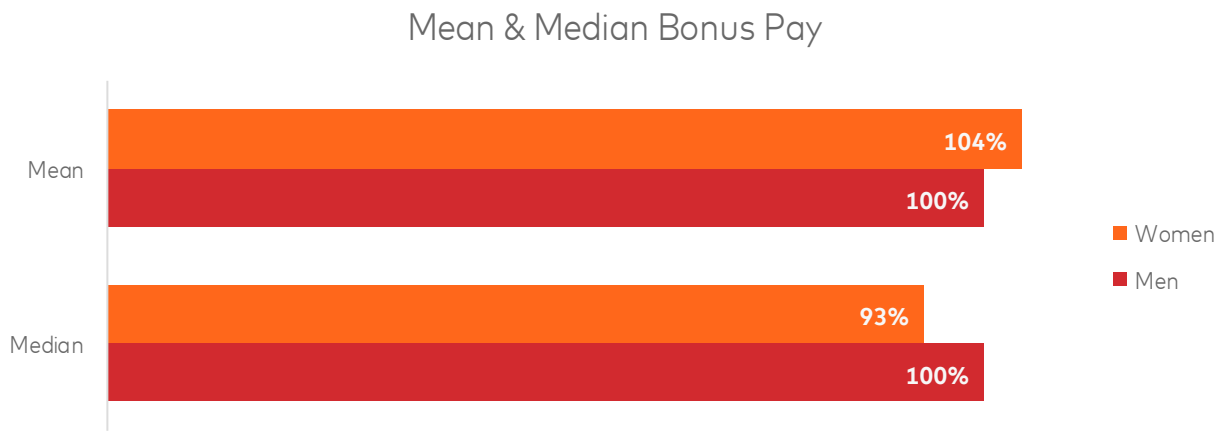
Women's median hourly wage rate was 5% less than men's median hourly wage rate.

Overtime Pay

During the reporting period, 0% of men and 0% of women received overtime pay. As no men or women received overtime pay, calculation of mean and median amounts of overtime pay and overtime hours was not possible.

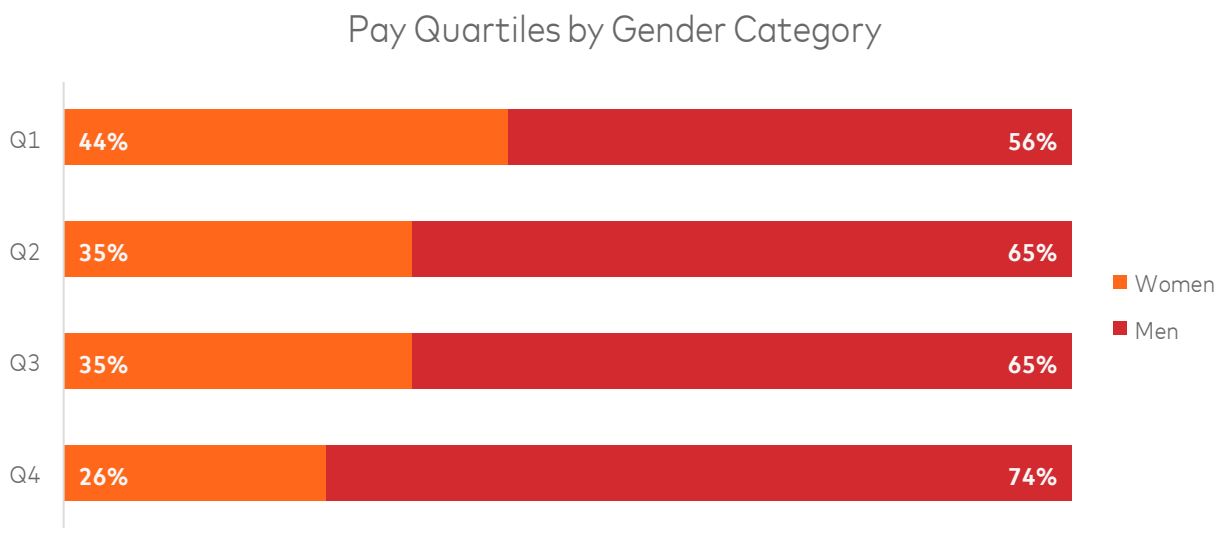
Bonus Pay

During the reporting period, 100% of men and 100% of women who were eligible to receive a bonus (based on hire date) received bonus pay.



The graph above shows the difference between the mean and median amounts of bonus pay for men and women among employees who received bonus pay. Women's mean bonus pay amount was 4% more than the men's mean bonus pay amount. Women's median bonus pay amount was 7% less than the men's median bonus pay amount.

Percentage of Each Gender Category in Each Pay Quartile



The graph above shows the percentage of women and men in each pay quartile based on their hourly pay rate. Quartile 1 (Q1) is the lowest quartile with respect to hourly pay. Quartile 2 (Q2) is the lower middle quartile, while Quartile 3 (Q3) is the upper middle quartile. Quartile 4 (Q4) is the upper quartile, represented by those with the highest hourly pay.

Looking Ahead

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 programs, diverse recruitment policies, and generous benefits packages.

At Mastercard, we recognize 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.