

# Mastercard UK gender pay gap report 2025



## 9.3%

Mean gender pay gap in 2025

## 5.9%

Median gender pay gap in 2025

At Mastercard, we help people and businesses up and down the UK pay and get paid quickly, securely and with peace of mind. We take this responsibility very seriously.

That same commitment underpins how we work with each other. We're focused on fostering a workplace where everyone feels valued, respected and able to do their best work.

This includes ensuring equal pay for equal work for all our employees. And this also includes continuing to reduce our gender pay gap which is directly influenced by how women and men are represented across roles and levels of seniority at Mastercard.

As of 5 April 2025, our UK gender pay gap was 9.3% on a mean basis (vs 19.9% in 2017) and 5.9% on a median basis (vs 22.5% in 2017).

These results show progress, and we're encouraged by this direction of travel. However, we know that progress is not guaranteed. We therefore remain focused on ensuring women at Mastercard have equal access to opportunities, on supporting their long-term career development, and on strengthening our culture of inclusion and belonging.

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 gap<sup>1</sup>

The graphics below show the gender pay and bonus gap for all our UK employees, at the snapshot date of 5 April 2025 for pay, and in the 12 months reference period to 5 April 2025 for bonuses.



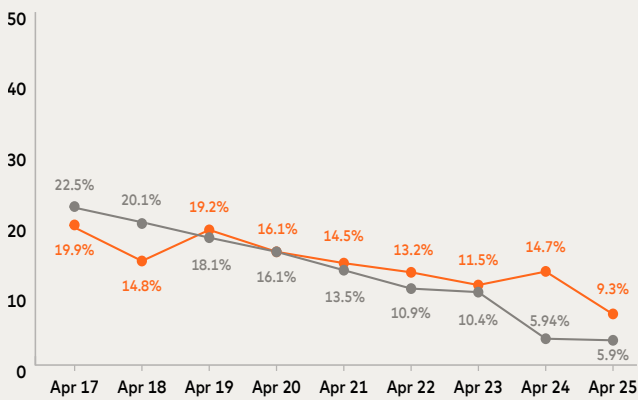
**Pay gap**  
 Mean 9.3%  
 Median 5.9%



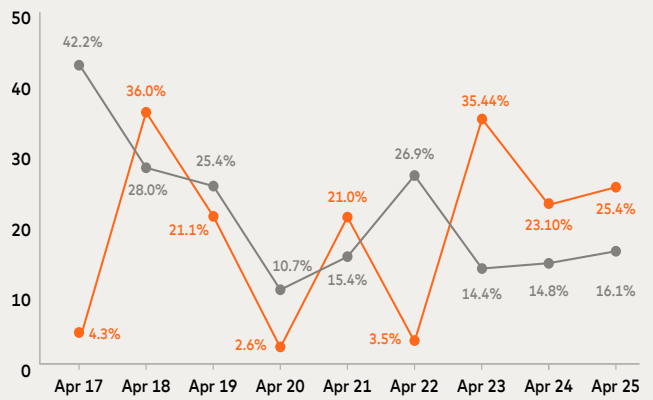
**Bonus gap**  
 Mean 25.4%  
 Median 16.1%

## Mean and median bonus and pay gap change since 2017<sup>1</sup>

Pay gap



Bonus gap



● Mean ● Median

## Gender distribution quartiles<sup>1</sup>

Quartile - 1 (low)



Quartile - 2



Quartile - 3



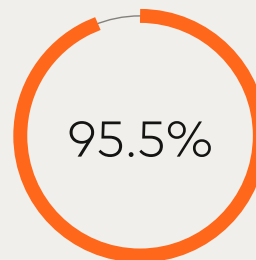
Quartile - 4



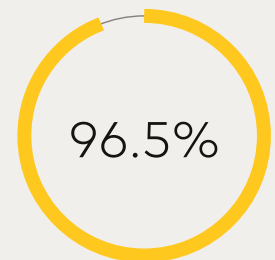
● Female ● Male

## Proportion of employees receiving a bonus paid in 2025<sup>1</sup>

Bonus payments are available at all levels of the organisation.



Female



Male

1. All UK employees

## All gender reporting figures for 2025

	Mastercard UK Management Services	Vocalink Ltd	Vocalink International Ltd	All UK
Mean pay gap	16.1%	2.3%	7.6%	9.3%
Median pay gap	14.7%	5.8%	5.3%	5.9%
Mean bonus gap	40.9%	1.1%	15.6%	25.4%
Median bonus gap	37.4%	1.0%	14.1%	16.1%
Proportion of males that received a bonus	95.2%	97.5%	98.7%	96.5%
Proportion of females that received a bonus	95.0%	96.2%	98.2%	95.5%

	Male	Female
<b>Mastercard UK Management Services</b>		
1st quartile (low)	35.8%	64.2%
2nd quartile	51.4%	48.6%
3rd quartile	57.5%	42.5%
4th quartile	64.2%	35.8%
<b>Vocalink Ltd</b>		
1st quartile (low)	66.1%	33.9%
2nd quartile	72.1%	27.9%
3rd quartile	79.3%	20.7%
4th quartile	70.9%	29.1%
<b>Vocalink International Ltd</b>		
1st quartile (low)	62.0%	38.0%
2nd quartile	75.7%	24.3%
3rd quartile	72.3%	27.7%
4th quartile	76.5%	23.5%
<b>All UK</b>		
1st quartile (low)	52.4%	47.6%
2nd quartile	62.0%	38.0%
3rd quartile	62.7%	37.3%
4th quartile	66.5%	33.5%

