



Global Mastercard Talent Community Privacy Notice

Effective Date: November 1, 2018

Last Updated: August 26, 2026

Mastercard International Incorporated, its affiliates and other entities within the Mastercard group of companies (“**Mastercard**”, “**we**”, “**us**”, or “**our**”) respect your privacy.

• Personal Information We May Collect • How We May Use Your Personal Information • How We Share Your Personal Information • Your Rights and Choices • How We Protect Your Personal Information • Data Transfers • Features and Links to Other Websites • Updates to This Privacy Notice • How to Contact Us	This Privacy Notice applies to the processing of Personal Information collected in connection with your participation in the Mastercard Talent Community (the “Talent Community”). This Privacy Notice does not cover the collection and use of your Personal Information by Mastercard in the context of other Mastercard programs, by third parties on other Mastercard branded websites, by your Mastercard Card issuers (e.g., your bank), or any other information or communications that may reference Mastercard outside of the Talent Community. This Privacy Notice describes the types of Personal Information we collect in connection with the Talent Community, the purposes for which we collect that Personal Information, the other parties with whom we may share it and the measures we take to protect the security of the information. It also tells you about your rights and choices with respect to your Personal Information, and how you can reach us to update your contact information or get answers to questions you may have about our privacy practices. Your engagement with the Talent Community is subject to this Privacy Notice and the applicable Terms of Use. Children under the age of 18 (or the age of majority, to the extent it differs under applicable law) are not eligible to receive career services information. For more information about Mastercard’s privacy practices, please visit Mastercard’s Global Privacy Notice at https://www.mastercard.us/en-us/about-mastercard/what-we-do/privacy.html.
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1. Personal Information We May Collect

“Personal Information” means any information relating to an identified or identifiable individual. We may collect the following Personal Information in connection with your participation in the Talent Community:

- Identification details (first name, last name)
- Contact information (email address, phone number, city, state, country)
- Area(s) of interest
- LinkedIn Profile URL and the publicly available sections of your LinkedIn profile URL, if you provide it to us
- Sector experience
- CV/resume
- Any other information you choose to share, such as information included in your CV/resume, if you provide it to us
- Website, device and mobile app usage, and similar information collected via automated means, such as cookies and similar technologies.

In certain jurisdictions, and to the extent we may lawfully do so under applicable law, Mastercard may process Sensitive Personal Information, such as racial or ethnic origin, health-related data, religious beliefs, and trade union membership.

We receive most Personal Information directly from You (e.g. provided through our Talent Community website). To the extent permitted by law, we also may receive Personal Information indirectly from third parties (e.g. LinkedIn, recruitment agencies, organizers of recruitment events, professional organizations, schools or universities, job boards).

[Learn more](#)

For the purpose of this Privacy Notice, unless otherwise specified, **“Personal Information”** means any information relating to an identified or identifiable individual. In connection with your participation in Mastercard’s Talent Community, we obtain Personal Information relating to you from various sources, as described below.

“Processing” means any operation or set of operations performed upon Personal Information, whether or not by automated means, such as collection, recording, organization, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction. Processing will be carried out on paper and by electronic means.

Where applicable, we indicate whether your Personal Information is required, as well as the impact if you fail to provide it. If You do not provide Personal Information when required, you may not be able to participate in the Talent Community and we may not be able to contact you in relation to events and future career opportunities.

a. Personal Information Provided by You

When you register for the Talent Community and provide your consent to receive personalized communications and alerts regarding job opportunities and recruiting events at Mastercard, we ask you to provide certain Personal Information, such as your name, email address, phone number, location, area(s) of interest, LinkedIn profile URL, sector experience, CV/resume, and any other additional information you decide to provide (such as information included in your CV/resume).

We may keep your Personal Information for as long as permitted under applicable law and in accordance with our data retention policies (as described further below in the section “How We Protect Your Personal Information”).

If you provide additional information to us at a job or career fair, recruiting or professional event, conference or other in-person or virtual occasion, we may contact you and ask your consent to join our Talent Community so that we can send you personalized communications and job opportunities.

b. Personal Information Provided by Third Parties

You may provide information to recruiters, associations, professional organizations, schools or universities, or job boards.

You may also provide information on third party job websites and/or social media websites, including posts, articles, comments, reviews, photos, which you allow to be shared with prospective employers and/or make publicly available. Mastercard does not control the collection, use, disclosure or transfer of personal information on such third-party websites or the privacy settings available to you on those third-party websites related to the sharing of your personal information with prospective employers.

c. Personal Information Obtained from Your Interactions with the Mastercard Careers Website

When you visit our Careers site, we, our service providers and partners may collect certain information about you via automated means such as Internet or other electronic network activity information, cookies, and web beacons. The Internet and/or Device Information we collect in this manner may include: IP address, browser type, operating system, mobile device identifier, geographical area, referring URLs and information on actions taken or interaction with our digital assets. A “cookie” is a text file placed on a computer’s hard drive by a web server. A “web beacon,” also known as an Internet tag, pixel tag or clear GIF, is a technology that helps us identify when content has been accessed or visited.

We, our service providers and partners use essential cookies to make the site work properly. These cookies cannot be disabled because they are needed for core functions like login, security, fraud prevention, network management, and accessibility. Essential cookies do not always involve personal data processing. When they do, the legal basis is that they are necessary for the

site to function so you can view it. You can block these cookies in your browser, but doing so may affect how the site works.

In addition, based on your choices in the cookie banner and (where required by law) with your consent, we may drop non-essential cookies for analytics, performance, or marketing purposes. Where we do, we use this information to improve our website by assessing how many users access or use our website, which content most interests our visitors, and how our sites perform from a technical point of view. For instance, we may use third-party web analytics services on our websites and mobile apps, such as those of Adobe Analytics. The analytics providers that administer these services use technologies such as cookies and web beacons to help us analyze how visitors use our websites and apps.

We, our service providers and partners may also collect information about you to provide you with content and advertising tailored to your individual interests based on inferences drawn from Personal Information. The information collected for these purposes may include Internet or other electronic network activity information, such as details about things like the particular pages or ads you view on our websites and apps and the actions you take on our websites and apps.

We, our service providers and partners may collect certain information about you via automated means such as, social media tools, widgets or plug-ins to connect you to your social media accounts. These features may allow you to sign in through your social media account, share a link or post directly to your social media account. When you visit a website that contains such tools or plugins, the social media or other service provider may learn of your visit. However, your interactions with these tools are governed by the privacy policies of the corresponding social media platforms. As we do not control these third-parties' data handling practices, we recommend that you review their privacy policies, terms of use, and license agreements (if any).

[View summary](#)

2. How We May Use Your Personal Information

We may use your Personal Information to:

- Send you personalized communications and provide you with information about upcoming professional and/or career-related events and programs via email and text message (where you provide your consent to do so).
- Personalize your interactions and experience with our recruiting and career websites.
- Determine your suitability for job opportunities with Mastercard.
- Assess your skills, experience, and interests against our current and future career opportunities.
- Send you job alerts that you signed up for.
- Notify you of job openings at Mastercard that could be a good fit based on your Talent Community profile.
- Register you for Talent Community and/or career-related events.

- Make improvements to and further develop our recruitment processes, practices and websites.
- Ensure safety and security of our systems.
- Perform data analysis and analytics related to matching relevant future employment opportunities with your background, skills and experience.
- In certain jurisdictions, enforce our Terms of Use.
- Comply with our legal obligations.

Use of AI-Assisted Tools in Recruiting

Mastercard may use AI tools to support our talent sourcing process. These tools may be used to help source potential candidates for a job role based on job location, skills, and/or applicable experience, assess Talent Community profiles for relevant qualifications and experience, and improve recruiter productivity and experience by streamlining administrative tasks. These tools may be deployed depending on the region and applicable legal requirements.

These tools are designed to make our processes more efficient and consistent. All decisions with regards to Talent Community marketing, and all recruiting-related decisions involve meaningful human review and judgment by Mastercard recruiters and hiring managers — we do not make recruiting-related decisions based solely on automated processing.

You may contact us using the details in the "How To Contact Us" section to request further information about how our recruiters make decisions about your application, or to exercise any applicable privacy rights as described in this notice.

Mastercard only Processes your Personal Information for the above purposes when it can rely on a lawful legal basis.

[Learn more](#)

Processing activity	Legal Basis for processing
Send you personalized communications and notify you about upcoming professional or career-related events and programs, some of which may be tailored based on your profile and/or designated interests.	You consented to the use of your Personal Information
Personalize your interactions and experience with our recruiting and career websites.	• You consented to the use of your Personal Information; or • We, or a third party, have a legitimate interest in carrying out the processing activity

Determine your suitability for job opportunities with Mastercard.	- You consented to the use of your Personal Information; or - We, or a third party, have a legitimate interest in carrying out the processing activity
Assess your skills, experience, and interests against our current and future career opportunities.	- You consented to the use of your Personal Information; or - We, or a third party, have a legitimate interest in carrying out the processing activity
Send you job alerts that you signed up for.	You consented to the use of your Personal Information
Notify you of job openings at Mastercard that could be a good fit based on your Talent Community profile.	You consented to the use of your Personal Information
Register you for Talent Community and/or career-related events.	- You consent to the use of your Personal Information; or - We, or a third party, have a legitimate interest in carrying out the processing activity
Make improvements to, and further develop our, recruitment process, practices and websites.	- You consented to the use of your Personal Information; or - We, or a third party, have a legitimate interest in carrying out the processing activity
Ensure the safety and security of our systems.	- The processing is necessary for compliance with a legal obligation; or - We, or a third party, have a legitimate interest in carrying out the processing activity
Perform data analyses (including anonymization of personal information) to evaluate engagement, trends, forecasts, gaps.	- You consented to the use of your Personal Information; or - The processing is necessary for entering into, or performance of a contract to which you are a party; or

	• We, or a third party, have a legitimate interest in carrying out the processing activity
In certain jurisdictions, enforce our Terms of Use.	• The processing is necessary for compliance with a legal obligation; or • The processing is necessary for entering into, or performance of a contract to which you are a party; or • We, or a third party, have a legitimate interest in carrying out the processing activity
Perform auditing, research, and analysis in order to maintain, protect, and improve the Talent Community experience.	• You consented to the use of your Personal Information; or • The processing is necessary for entering into, or performance of a contract to which you are a party; or • We, or a third party, have a legitimate interest in carrying out the processing activity
Respond to and process your inquiries, complaints, disputes.	• The processing is necessary for compliance with a legal obligation; or • We, or a third party, have a legitimate interest in carrying out the processing activity.
Comply with applicable legal requirements and internal policies.	• The processing is necessary for compliance with a legal obligation.

Where required under applicable law, we have carried out balancing tests for the data processing based on our or a third party's legitimate interests to ensure that such legitimate interest is not overridden by your interests, fundamental rights or freedoms. For more information on our balancing tests, you may contact us as described in the "How to Contact Us" section below.

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3. How We Share Your Personal Information

We may share Your Personal Information with:

- Mastercard's headquarters in the U.S., our affiliates and other entities within Mastercard's group of companies.

- Members of the Human Resources and/or Talent Acquisition team to the extent they are involved in our Talent Community and/or recruiting processes.
- Third party service providers to the extent they provide services in connection with our Talent Community, such as in connection with our Careers site.
- Third parties in the event of a sale or transfer of our business or assets, or for other lawful purposes.

We do not sell Personal Information we collect about you for monetary consideration, as defined by the California Consumer Privacy Act.

Subject to applicable law, we may also disclose Personal Information to other third parties when we have a lawful legal basis to do so, such as with your consent or authorization, as required under applicable law, and to protect the rights and properties of Mastercard.

[Learn more](#)

We do not share or otherwise disclose Personal Information we collect about you, except as described in this Privacy Notice or otherwise disclosed to you at the time the information is collected. We do not sell Personal Information we collect about you for monetary consideration, as defined by the California Consumer Privacy Act. Please see the “Data Transfers” section below to understand how we comply with applicable cross-border data transfer rules.

We may share the Personal Information we collect with:

- Mastercard’s headquarters in the U.S., subsidiaries and affiliates globally to the extent that they are involved in our Talent Community;
- Members of the Human Resources and/or Talent Acquisition departments to the extent that they are involved in our Talent Community. Mastercard staff accessing Personal Information are required to maintain its confidentiality and to Process such information in accordance with internal policies and applicable law;
- Third party service providers to the extent they provide services in connection with our Talent Community, such as in connection with our Careers site.

We also may share Personal Information with our service providers who perform services on our behalf and in relation to the purposes described in this Privacy Notice, such as companies that develop and support the operation of our CRM platform and facilitate our communications. In addition, we may share Personal Information with third-party service providers:

- With your consent or authorization;
- In the context of a sale or transfer involving all or a portion of Mastercard’s business or assets (including in the event of a reorganization, dissolution or liquidation);
- In response to requests by government agencies, such as law enforcement agencies;
- To protect the rights and properties of Mastercard;

- If required to do so by law, regulation or legal process (such as a court order or subpoena);
- When we believe disclosure is necessary or appropriate to prevent physical harm to Mastercard employees or financial loss;
- As part of an investigation of suspected illegal activity.

We enter into contracts with these service providers that require them to only process Personal Information in accordance with our instructions and as necessary to perform services on our behalf or comply with legal requirements. We also require them to safeguard the security and confidentiality of the Personal Information they process on our behalf by implementing appropriate technical and organizational security measures and confidentiality obligations binding employees who access Personal Information. For more information on service providers, please contact us as described in the “How to Contact Us” section below.

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4. Your Rights and Choices

Depending on the country in which you are located, you may have certain rights. These may include the right to:

- Opt out of some collection or uses of your Personal Information, such as the use of cookies and similar technologies.
- Access your Personal Information, obtain a copy of it, rectify it, restrict or object to its processing, or request its deletion, destruction or anonymization.
- Receive the Personal Information that you provided to us to transmit it to another company.
- Withdraw any consent you provided.
- Where applicable, lodge a complaint with your relevant supervisory authority or regulator.

Please be aware, that if You exercise your right to object or your rights of restriction or deletion, or if You decline to share certain information with us, we may not be able to assess your suitability for career opportunities.

You can contact the Data Protection Officer and exercise your rights as described in the “How to Contact Us” section below.

If you reside in the United States, you may have additional rights as described in our U.S. Privacy Addendum.

[Learn more](#)

You have certain rights regarding the Personal Information we maintain about you and certain choices about what Personal Information we collect from you, how we use it, and how we communicate with you.

Depending on the country in which you are located, you may have the following rights:

- **Opt out of the collection and use of certain information, which we collect about you by automated means, when you visit our website.** In certain jurisdictions, you can exercise your choice regarding the use of cookies and similar technologies by clicking on the 'Manage cookies' banner displayed in the bottom right corner of Mastercard Careers websites. Your browser may tell you how to be notified of and opt out of having certain types of cookies placed on your device. Note that without certain cookies you may not be able to use all of the features of our websites, apps or online services.
- **Right of access:** You have the right to access your Personal Information and request a copy of it. Mastercard may choose to limit access to Personal Information where: the disclosure would violate the rights of other Individuals; it relates to an ongoing investigation of wrongdoing and disclosure could compromise the investigation; or Mastercard is otherwise authorized to limit or deny such access under applicable law.
- **Right to rectification:** You have the right to rectify your Personal Information that is inaccurate or incomplete.
- **Right to object:** You may object to certain types of Processing of your Personal Information. We will reasonably accommodate such objections, as appropriate, and if granted, Mastercard will no longer Process your Personal Information unless we have compelling legitimate and lawful grounds to Process it. Mastercard will not subject Individuals to any disciplinary action for objecting to the Processing of Personal Information.
- **Right to deletion:** You may ask us to delete your Personal Information in specific cases such as when: we no longer need that information; You withdraw your consent to the Processing and we do not have any other legal ground for the Processing; your Personal Information has been Processed unlawfully; or when deletion is required by law.
- **Right to restriction:** You may request that we limit the way in which we Process your Personal Information where (i) You contest the accuracy of your Personal Information; (ii) the Processing is unlawful and You do not want your Personal Information deleted; (iii) we no longer need your Personal Information for the Processing, but You request we retain it in anticipation of a potential legal claim; or (iv) You objected to the Processing and we are reviewing whether we have an overriding interest to keep Processing the Personal Information.
- **Right to withdraw consent:** Where Mastercard relies on consent to Process Personal Information, You have the right to withdraw consent at any time, without affecting the lawfulness of Processing before the consent withdrawal.
- **Right to data portability:** You may also have the right to data portability, which means the ability to easily transfer your Personal Information to another company, when You provided your Personal Information directly to us, and where the Processing is based on your consent or is necessary for the performance of a contract.

- **Right to lodge a complaint:** You have the right to lodge a complaint with your relevant supervisory authority or regulator of your habitual residence, where Your place of work is located, or where the alleged infringement took place.

If you reside in the United States, you may have additional rights as described in our U.S. Privacy Addendum.

Please be aware, that if You exercise your right to object or your rights of restriction or deletion, or if You decline to share certain information with us, we may not be able to assess your suitability for future job opportunities. Also, some of these rights may be limited in certain circumstances by local law.

You can exercise your rights by contacting us, as described in the “How to Contact Us” section below.

Mastercard does not intend to or knowingly collect information from persons younger than the age of eighteen (18) or the age of majority to the extent it differs under applicable law. If we learn that we have inadvertently collected information from a person younger than the age of majority, we will take commercially reasonable efforts to delete that information.

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5. How We Protect Your Personal Information

We maintain appropriate security safeguards to protect your Personal Information and only retain it for a limited period of time.

[Learn more](#)

The security of your Personal Information is important to Mastercard. We are committed to protecting the information we collect. We maintain reasonable administrative, technical and physical safeguards designed to protect the Personal Information you provide or we collect against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure or use. We use SSL encryption on a number of our websites from which we transfer certain Personal Information.

In the event of a breach of our security safeguards, we will assess the extent of harm (if any) to individuals, and comply with reporting and notification obligations in accordance with the applicable law.

We also take measures to delete your Personal Information or keep it in a form that does not permit identifying you when this information is no longer necessary for the purposes for which we process it, unless we are required by law to keep this information for a longer period.

When determining the retention period, we take into account various criteria such as the nature and length of our relationship with You, business needs, statutory retention periods and any

retention necessary to anticipate legal actions in accordance with any applicable statute of limitations. The periods are set forth in Mastercard retention policies per country which reflect local legal requirements.

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6. Data Transfers

Mastercard is a global business. We may transfer your Personal Information to the United States and other countries which may not have in place the same data protection laws as the country in which you initially provided the information. Nonetheless, we will protect your Personal Information in accordance with this Privacy Notice, or as otherwise disclosed to you.

We comply with applicable legal requirements when transferring Personal Information to countries other than the country where you are located. If you are located in the EEA, the UK or Switzerland, we will transfer your Personal Information in accordance with adequacy decisions, Binding Corporate Rules (“BCRs”), standard contractual clauses, and other data transfer mechanisms.

See list of countries for which the European Commission has issued an adequacy decision [here](#);

See list of countries for which the UK government has issued an adequacy decision [here](#);

See list of countries for which the Swiss Federal Council has issued an adequacy decision [here](#).

Mastercard’s privacy practices, described in this Global Privacy Notice, comply with the APEC Cross Border Privacy Rules System and the Global CBPR Forum. These systems provide a framework for organizations to ensure protection of Personal Information transferred among participating APEC economies. More information is available on the APEC framework [here](#) and on the Global CBPR Forum [here](#).

[Learn more](#)

Mastercard is a global business. We may transfer the Personal Information we collect about you to recipients in countries other than your country, including the United States, where we are headquartered. These countries may not have in place the same data protection laws as the country in which you initially provided the information. When we transfer your Personal Information to other countries, we will protect that information as described in this Privacy Notice or as disclosed to you at the time of data collection.

We comply with applicable legal requirements when transferring Personal Information to countries other than the country where you are located. In particular, we have established and implemented BCRs that have been recognized by EEA data protection authorities as providing an adequate level of protection to the Personal Information we process globally. A copy of our EEA BCRs is available [here](#). We equally rely on UK BCRs to transfer Personal Information outside of the United Kingdom. A copy of our UK BCRs is available [here](#).

We may also transfer Personal Information to countries for which adequacy decisions have been issued (see list of countries for which the European Commission has issued an adequacy decision [here](#), see list of countries which the Swiss Federal Council has determined to provide for adequate data protection legislation [here](#)), use contractual protections for the transfer of Personal Information to third parties, such as the European Commission's Standard Contractual Clauses or their equivalent under applicable law, or rely on other data transfer mechanisms where applicable. Depending on your country, you may contact us as specified in the "How to Contact Us" section below to obtain a copy of the safeguards we use to transfer Personal Information outside of your jurisdiction.

Additionally, Mastercard's privacy practices, described in this Global Privacy Notice, comply with the APEC Cross Border Privacy Rules System and the Global CBPR Forum. These systems provide a framework for organizations to ensure protection of Personal Information transferred among participating APEC economies. More information is available on the APEC framework can be found [here](#) and on the Global CBPR Forum [here](#).

If you are located in mainland China, you understand that we may transfer the Personal Information we collect about you to recipients in countries or regions other than mainland China, including Mastercard International Incorporated in the United States, Mastercard Asia/Pacific Pte. Limited in Singapore and to other affiliates as listed [here](#). When we conduct international transfers of Personal Information, we will comply with requirements stipulated under applicable laws. **By participating in the Talent Community, you will be deemed as having consented to our cross-border sharing of your Personal Information to recipients in countries or regions other than mainland China in accordance with this Privacy Notice.**

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7. Features and Links to Other Websites

You may choose to use certain features available via the Talent Community, which are owned and operated independently by some of our third party partners.

[Learn more](#)

You may choose to use certain features available via the Talent Community that are owned and operated independently by some of our partners, or You may click on links to third party websites for your convenience and information. These features, which may include social networking services, geographic location tools, and other apps and websites, may operate independently from Mastercard. They may have their own privacy notices or policies, which we strongly suggest you review. To the extent any features or linked websites you visit are not owned or operated by Mastercard, we are not responsible for these websites' content, use, or privacy practices.

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8. Updates to This Privacy Notice

This Privacy Notice may be updated periodically to reflect changes in our privacy practices.

[Learn more](#)

Mastercard may from time to time make changes to this Privacy Notice to reflect changes in its legal or regulatory obligations, or to reflect changes in the manner in which we Process your Personal Information or for any other reason we deem appropriate. We will notify you of any significant or substantial changes to our Privacy Notice.

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9. How to Contact Us

You can e-mail our Global Privacy Office at privacyanddataprotection@mastercard.com. You may also submit a request to exercise your rights to your Personal Information by emailing us at: privacyanddataprotection@mastercard.com.

[Learn more](#)

If you have any questions, comments or complaints about this Privacy Notice and our privacy practices, or would like to update your privacy preferences, please email us at: privacyanddataprotection@mastercard.com or write to us at:

Global Privacy Office
Mastercard International Incorporated
2000 Purchase Street
Purchase, New York 10577
USA

If you are located in **California**, to exercise your rights under the CCPA, you may submit your request by emailing us at: privacyanddataprotection@mastercard.com, or call our toll-free number: 1-833-244-4084. For more information on exercising these rights, please see our U.S. Privacy Addendum.

If you are located in **Quebec, Canada**, you may contact our Data Protection Officer at privacyanddataprotection@mastercard.com. For inquiries about your Mastercard card and your purchase, you should contact your financial institution or merchant. More information about how to contact them can be found on their respective websites.

If you are located in the **EEA, the UK, or Switzerland**, Mastercard Europe SA is the entity responsible for the processing of your Personal Information (or data controller). You may submit your request to exercise your rights to your Personal Information by emailing us at: privacyanddataprotection@mastercard.com, or write to us at:

Europe Data Protection Officer
Mastercard Europe SA
Chaussée de Tervuren 198A

B-1410 Waterloo
Belgium

If you are located in **Brazil**, Mastercard Brasil Soluções de Pagamento Ltda. is the entity responsible for the processing of your Personal Information. You may submit your request to exercise your rights to your Personal Information by emailing us at: privacyanddataprotection@mastercard.com or write to us at:

Brazil Data Protection Officer
Mastercard Brasil Soluções de Pagamento Ltda.
Avenida das Nações Unidas, 14.171, 20º andar, Crystal Tower
São Paulo/SP
Brasil
CEP 04794-000

If you are located in **Asia Pacific (excluding mainland China and South Korea), Middle East or Africa**, Mastercard Asia Pacific Pte. Ltd. is the entity responsible for the processing of your Personal Information. You may submit your request to exercise your rights to your Personal Information by emailing us at: privacyanddataprotection@mastercard.com, calling our toll-free number listed here, or write to us at:

Asia Pacific, Middle East and Africa Data Protection Officer
Mastercard Asia/Pacific Pte Ltd
3 Fraser Street, DUO Tower, Level 17
Singapore 189352

If you are located in South Africa, you may also send your complaint to the South African Information Regulator at the following:

Email: complaints.IR@justice.gov.za

Post: PO Box 31533, Braamfontein, Johannesburg, 2017

Website: <https://www.justice.gov.za/infoereg/>

If you are located in **mainland China**, Mastercard Shanghai Business Consulting Ltd. is the entity responsible for the processing of your Personal Information. You may submit your request to exercise your rights to your Personal Information by emailing us at: privacyanddataprotection@mastercard.com or writing to us at:

China Data Protection Officer
Room 2907-14, Part of 29/F Tower 2
Shanghai IFC, 8 Century Avenue
China (Shanghai) Pilot Free Trade Zone

If you are located in **South Korea**, Mastercard International Korea Co., Ltd. is designated as our domestic representative for the processing of your Personal Information. The entity is led by the [Korea Division President](#), with the Korea business address [here](#). You may submit your

request to exercise your rights to your Personal Information by emailing us at: privacyanddataprotection@mastercard.com, or calling our toll-free number listed [here](#).

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For more information on Mastercard's privacy practices in other contexts, please refer to our Global Privacy Notice available at <https://www.mastercard.us/en-us/about-mastercard/what-we-do/privacy.html>.

For all other enquiries about your Mastercard card and your purchase, you must contact your issuing bank or the participating merchant. More information about how to contact them can be found on their respective websites.

10. U.S. Privacy Addendum

If you reside in the United States, this U.S. Privacy Addendum supplements the information above for certain states, as indicated in this Section 10.

[Learn more](#)

LAST UPDATED: [NEW DATE], 2026

Application

This U.S. Privacy Addendum supplements the information contained in the Global Mastercard Talent Community Privacy Notice for California residents, as indicated below.

Additional disclosures for California residents

If you are a **California resident** from whom we collect Personal Information **as a business** under the California Consumer Privacy Act of 2018 (as amended by the California Privacy Rights Act of 2020) ("CCPA"), you may rely on the Global Mastercard Talent Community Privacy Notice and the additional information below.

For the purpose of this section for California residents, "Personal Information" means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household, or as otherwise defined by the CCPA. Personal Information does not include information that is publicly available, deidentified, or aggregated (as those terms are defined in the CCPA) or otherwise excluded from the scope of the CCPA.

1. ***Categories of Personal Information about you that we Collect and Disclose***

The chart below provides the categories of Personal Information (as defined by the CCPA) we have collected and disclosed for a business purpose in the preceding 12 months.

A. Identifiers. *Examples: contact information (e.g., name, postal address, telephone number), unique personal identifiers or numbers, online identifier, device identifier(s), internet protocol address, email address, and similar identifiers. We may also associate information that you submit to us, such as content on our social media pages, with your identifiers.*

B. Categories of Personal Information in Cal. Civ. Code Section 1798.80(e). *Examples: Name, address, telephone number, education, employment, employment history, email address and IP address.*

F. Internet or Other Electronic Network Activity Information. *Examples: Cookie and web beacon data, IP address, and pages viewed and actions you take on our online properties and apps.*

H. Sensory Information. *Examples: Photographs (if you include them in your CV/resume or LinkedIn profile).*

I. Professional or Employment-Related Information. *Examples: Professional information such as job title, department, and business unit. Additionally, information you provide as part of your enrollment in the Talent Community, e.g., contact information and employment history.*

K. Inferences Drawn from Personal Information. *Examples: Personal characteristics and interests.*

2. Sources of Collection of Personal Information

We have collected Personal Information from the following categories of sources:

- **You/Your Devices:** You or your devices directly, such as when you enroll in the Talent Community in person (such as at a career fair) or online, or when you interact with our Careers site.
- **Social Networks,** such as LinkedIn.
- **Third Parties:** such as recruitment agencies, organizers of recruitment events, professional organizations, schools or universities, or job boards.
- **Public:** Publicly accessible sources.

3. Use of your Personal Information

We **collect, use, and disclose** your Personal Information in accordance with the specific business and commercial purposes described in Section 2 of the Global Mastercard Talent Community Privacy Notice, entitled “How We May Use Your Personal Information”.

4. Disclosure of your Personal Information to Service Providers, Contractors, and Third Parties

With respect to the categories of Personal Information identified above in Section 1, we **disclose** your Personal Information to the following categories of service providers, contractors, or third parties:

- **Advertising Providers:** Advertising technology companies, such as advertising networks. Personal Information we disclose: *Identifiers; Internet or Other Electronic Network Activity; Geolocation Data.*
- **Analytics Providers:** Companies that help us analyze and improve our online properties. Personal Information we disclose: *Identifiers; Internet or Other Electronic Network Activity; Geolocation Data.*
- **Mastercard Personnel:** members of our internal departments to the extent that they are involved in the Talent Community. *Personal Information we disclose: Identifiers; Categories of Personal Information in Cal. Civ. Code Section 1798.80(e); Internet or Other Electronic Network Activity Information; Sensory Information, Professional or other Employment-related Information, or Inferences Drawn from Personal Information.*
- **Affiliates.** *Personal Information we disclose: Identifiers; Categories of Personal Information in Cal. Civ. Code Section 1798.80(e); Internet or Other Electronic Network Activity Information; Sensory Information, Professional or other Employment-related Information, or Inferences Drawn from Personal Information.*
- **Vendors:** Vendors and service providers. *Personal Information we disclose: Identifiers; Categories of Personal Information in Cal. Civ. Code Section 1798.80(e); Internet or Other Electronic Network Activity Information; Sensory Information, Professional or other Employment-related Information, or Inferences Drawn from Personal Information.*
- **Third Parties as Legally Required:** Third parties as required by law and similar disclosures. *Personal Information we disclose: Identifiers; Categories of Personal Information in Cal. Civ. Code Section 1798.80(e); or Professional or other Employment-related Information.*
- **Third Parties in Merger/Acquisition:** Third parties in connection with a merger, sale, or asset transfer. *Personal Information we disclose: Identifiers; Categories of Personal Information in Cal. Civ. Code Section 1798.80(e); or Professional or other Employment-related Information.*

We do not use or disclose sensitive personal information for purposes which would require us to offer consumers the right to limit under the CCPA.

5. *Sale and Sharing of your Personal Information with Other Parties*

Mastercard does not sell your Personal Information for monetary consideration. However, some of the cookies and other technologies used on this website, which may include pixel tags, SDKs and web beacons (collectively “Cookies”), may disclose information in a way that is considered a “sale” or “share” (for cross-context behavioral advertising (“CCBA”)) as those terms are defined under the CCPA. These Cookies may use or share Personal Information with

third parties to provide you with a personalized marketing experience and serve targeted advertisements based on your browsing habits and activity across other sites.

We may sell or share, and have sold and shared in the preceding 12 months, the following categories of Personal Information for cross-context behavioral advertising purposes:

- **Identifiers,**
- **Internet or Other Electronic Network Activity Information,** and
- **Geolocation Data** (e.g. your city, state or country or your IP address)

(each, as those categories are described in section 1 above (Categories of Personal Information about you that we Collect and Disclose)). The categories of Personal Information above are sold and shared, and have been sold and shared in the preceding 12 months, with third parties including Advertising Providers and Analytics Providers.

We do not have actual knowledge that we sell or share Personal Information of consumers under 16 years of age.

Retention

We take measures to delete your Personal Information or keep it in a form that does not permit identifying you when this information is no longer necessary for the purposes for which we process it, unless we are required by law to keep this information for a longer period. When determining the retention period, we take into account various criteria, such as, the nature and length of our relationship with you, the impact on your application if we delete some information from or about you, mandatory retention periods provided by law and the statute of limitations.

6. ***Your Privacy Rights***

If you are a California resident, you have the rights as set out in this section and may exercise them by following this guidance.

Your rights:

Right to Know and Access. You may submit a verifiable request for (as applicable to you as a member of the Mastercard Talent Community) information regarding the:

- what categories of Personal Information we have collected about you;
- the categories of sources from which Personal Information is collected;
- the business or commercial purpose for collecting, selling, or sharing Personal Information;
- the categories of third parties to whom we disclose Personal Information; and
- the specific pieces of Personal Information we have collected about you.

Right to Delete. Subject to certain exceptions, you may submit a verifiable request that we delete Personal Information about you that we have collected from you. We maintain a record of such requests as required by the CCPA.

Right to Correct. You have the right to correct inaccurate Personal Information that we maintain about you.

Verification. Requests for access, deletion, or correction of Personal Information are subject to our ability to reasonably verify your identity in light of the information requested pursuant to relevant CCPA requirements, limitations, and regulations. Mastercard is committed to secure personal information. When consumers exercise their privacy rights via email, we verify their identity by using their contact information (email and/or name and surname).

Right to Not be Retaliated Against. You have the right not to be retaliated against for the exercise of your CCPA privacy rights, subject to certain limitations. We will not retaliate against you for exercising your CCPA privacy rights.

Right to Opt Out. You have the right to opt out of the sale and sharing of your Personal Information for purposes of CCBA. To opt out, please click the “**Your Privacy Choices**” link located [here](#) or in the footer of our website and follow the instructions provided.

California requires businesses to process Global Privacy Control (“GPC”) signals, which may also be referred to as opt-out preference signals. To use the GPC signal, you can download an internet browser or a plugin to use on your current internet browser and follow applicable instructions to enable the GPC. Find more information on how to do this at <https://globalprivacycontrol.org/>. If we receive a GPC signal, we will treat it as a request to opt out of any sale and sharing of your Personal Information for CCBA purposes for the specific device and browser you use to transmit the GPC signal. We will store a preference cookie on your browser to honor this choice; if you or your browser clear or expire cookies, you will need to opt out again for the device and browser, such as by transmitting a GPC signal on your visit.

How to Submit Data Subject Rights Requests as a Talent Community member:

To **exercise your rights** under the CCPA, please submit your request to privacyanddataprotection@mastercard.com, or call our toll-free number: 1-833-244-4084.

Authorizing an Agent. If you are acting as an authorized agent to make a request to know, delete, correct, or opt out on behalf of a California resident, you may email us at privacyanddataprotection@mastercard.com, or call our toll-free number: 1-833-244-4084. Please note that we will require you to attach a written authorization signed by the resident whose Personal Information will be subject to the request.