



Doing well by doing good

Corporate Sustainability Highlights 2020



OUR RESPONSE TO COVID-19

Up to

\$300 million

committed to help communities and small businesses recover and build resilience.*

*Includes grants from the Mastercard impact fund.

IN SOLIDARITY

\$500 million

pledged over five years to help close the wealth and opportunity gaps faced by Black communities in the U.S., drawing on assets from across the company — including our technology, partnerships, products and services — and furthering longstanding efforts to advance financial inclusion.

INCLUSIVE GROWTH



Reached financial inclusion target of bringing

500 million

unbanked people into the digital economy and increased commitment to bringing a total of

1 billion

people and, 50 million micro and small merchants into the digital economy worldwide — and providing solutions to 25 million women entrepreneurs by 2025.

ENVIRONMENTAL STEWARDSHIP

Committed to reaching

net-zero

green house gas (GHG) emissions by 2050 across our operations and value chain, building on our existing science-based targets.**

**In 2021.



Expanded the Priceless Planet Coalition to nearly 60 companies to regrow

100 million

trees over five years.**

**In 2021.

Over

10 million

cards produced for issuance since 2018 with approved sustainable materials using Mastercard's Sustainable Card Materials Directory

Highlights

Tied executive compensation to ESG goals and priorities, including carbon neutrality, gender pay parity and financial inclusion.*

Issued a sustainability bond to support significant progress already made towards maximizing carbon reduction, supporting environmental choices for customers, and fostering inclusive growth.*

OUR RESPONSE TO COVID-19 supported recovery efforts across our company, for our customers and for communities around the world:

- Mastercard committed up to \$300 million in the fight against COVID-19, which includes \$250 million in financial, technology, product and insight assets over the next five years to support the financial security and vitality of small businesses and their workers.

- Engaged with several hundred national and local governments globally to help digitize relief programs and support recovery planning, such as the secure delivery of social disbursements.
- Had no COVID-19 related layoffs in 2020.
- Introduced a COVID-19 global employee benefit for up to 10 business days of additional paid leave for sickness, childcare or eldercare.

IN SOLIDARITY was created in 2020 in response to the systemic racism that continues in our world, particularly in the United States, it includes a concrete set of actions across three pillars: people, market and society, such as:

- Growing our Black leadership at the VP level and above by 50% by 2025.

- Expanding our annual spending with Black suppliers by more than 70% to \$100 million annually by 2025.
- Pledged \$500 million over five years to help close the wealth and opportunity gaps faced by Black communities in the U.S., drawing on assets from across the company — including our technology, partnerships, products and services.

ENVIRONMENTAL STEWARDSHIP

Committed to reaching **net-zero** greenhouse gas (GHG) emissions by 2050 across our operations and value chain, building on our existing science-based targets.*

Expanded the Priceless Planet Coalition to nearly 60 companies to **regrow 100 million trees** over five years.*

Over 10 million cards produced for issuance since 2018 with approved sustainable materials using **Mastercard's Sustainable Card Materials Directory**.

INCLUSIVE GROWTH

Reached financial inclusion target of **bringing 500 million unbanked people** into the digital economy.

Increased commitment to **bringing a total of 1 billion people** and, 50 million micro and small merchants into the digital economy worldwide — and providing solutions to 25 million women entrepreneurs by 2025.

Mastercard and the Mastercard Impact Fund disbursed over **\$80 million in charitable donations** in 2020.

OUR PEOPLE AND CULTURE

Invested in new policies, programs and tools to **enhance employees' work-life experience** globally, including tools to support mental well-being and financial support for adoption, surrogacy or fertility treatments.

Women employees earn **\$1.00 for every \$1.00** men employees earn.**

Our STEM-based **Girls4Tech** passed **the million-girl mark** in 2020, prompting us to commit to engaging five million girls by 2025.

ETHICAL AND RESONSIBLE STANDARDS

Updated our Code of Conduct, adding language regarding our commitment to respecting and promoting human rights and our Data Responsibility Principles.

Published our Board-approved Human Rights Statement detailing our commitment to respecting and promoting human rights.

* In 2021.
** Based on our most recent annual pay equity analysis.

