

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**

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.

#### **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.\*\*



Expanded the Priceless Planet Coalition to nearly 60 companies to regrow

-100 million

trees over five years.\*\*

\*\*In 2021.



# \$500 million

### 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 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.

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## Highlights

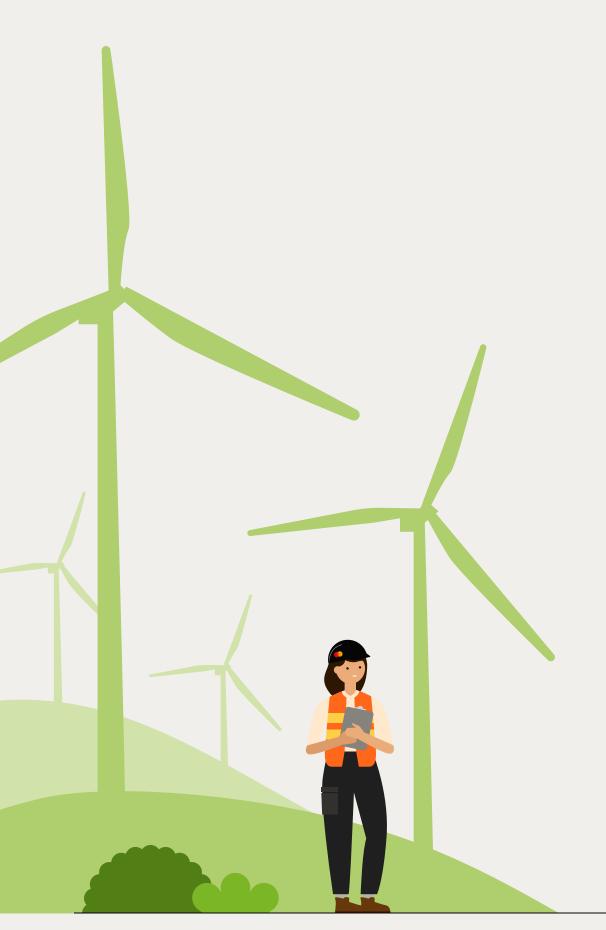
Tied executive compensation to ESG goals and priorities, including carbon neutrality, gender pay parity and financial inclusion.\*

**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.



### **ENVIRONMENTAL STEWARDSHIP**

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



 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 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.

#### **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.





