

TRANSPARENCY ACT STATEMENT

Statement for 2024 of Mastercard Payment Services Infrastructure (Norway) AS and Mastercard Payment Services Norway AS under the Norwegian Transparency Act

30 JUNE 2025



1. Introduction

The Board of Directors of Mastercard Payment Services Infrastructure (Norway) AS and Mastercard Payment Services (Norway) AS (the **Companies**) provide this statement in respect of the Norwegian Transparency Act (*Lov om virksomheters åpenhet og arbeid med grunnleggende menneskerettigheter og anstendige arbeidsforhold - Åpenhetsloven*) (the **Norway Transparency Act**). This statement is prepared in conjunction with the annual reports of the Companies which include organisational descriptions and covering the same period, i.e. 1 January 2024 – 31 December 2024.

2. Corporate Social Responsibility at Mastercard

As an integral part of the global Mastercard's network, the Companies adhere to Mastercard's policies and procedures while contributing to the global impact strategy. Mastercard is powering economies and empowering people, building a sustainable world where everyone prospers. Mastercard leverages its employees, technology, resources, partnerships, and expertise to address social, economic and environmental challenges while at the same time creating markets for future growth and driving long-term value for stockholders. Mastercard's impact strategy is expressed through three pillars - People, Prosperity and Planet - and all the work Mastercard does is grounded in strong governance principles.

For more information, see Mastercard's annual impact report at the corporate responsibility section of Mastercard's website:

https://www.mastercard.com/global/en/vision/corp-responsibility.html

3. Human Rights and Working Environment

Mastercard believes that everyone has the right to be treated fairly, with decency, dignity and respect. Mastercard conducts business in ways that promote, protect and advance human rights, and Mastercard embeds respect for human rights within Mastercard's operations and across Mastercard's supply chain. Mastercard continues to assess and monitor Mastercard's risks and impacts in this sphere. For more information on Mastercard's approach, please refer to the following link:

Mastercard's Human Rights Statement
https://www.mastercard.com/global/en/vision/corp-responsibility/human-rights-statement.html

The Companies respect and prioritize the well-being of its employees, and we strive to foster a safe, healthy and productive work environment. At Mastercard, we believe that taking care of our employees' health and well-being is critical to their professional and personal success. We invest globally in programs and practices that support individuals with their well-being. We provide resources for mental, physical, financial and social well-being to help our employees be at their best and achieve personal growth.

We have established a hybrid working environment where employees are able to work where and when they want to or need to. This includes guidelines and tools for how to manage flexibility, as well as necessary office equipment and IT equipment. In addition to our flexible hybrid work policy, we also offer a four-week "work from elsewhere" benefit that can be taken all at one or intermittently over the calendar year. We continue to offer five company-wide meeting-free days, including a day in support of World Mental Health Day. And all employees are encouraged to engage in volunteer and community outreach activities and can use five days of paid leave at an organization of choice each year.

Our workplace safety program is designed to identify and address potential risks to our people, facilities, products and operations. Our real estate services team conducts annual workplace safety audits for the built environment at our owned and leased global offices. The working environment in the Companies is considered satisfactory. The Companies did not experience any serious occupational incidents in 2024.

As stated in Mastercard's Human Rights Statement (see link above), we expect our suppliers to share our commitment to respecting and promoting human rights and identifying and addressing human rights abuses. Our Supplier Code of Conduct, which aligns with our Human Rights Statement and our Modern Slavery and Human Trafficking Statement, sets out universal principles, guidelines and expectations for our suppliers (references to the documents can be found in the Mastercard impact report, see link above). The Supplier Code of Conduct covers topics such as human rights, environmental action, raising concerns and reporting unethical behavior, confidentiality, ethics and compliance. We continually revise the Supplier Code of Conduct to align with new regulations and changing environments.



4. Norway Transparency Act - Status and findings

In addition to the arrangements set out in the Mastercard impact report, the steps taken by the Companies in respect of the Norway Transparency Act include:

Norway Transparency Act Procedure. The Companies work with the Norway Transparency Act at local level in accordance with a written procedure setting out roles and responsibilities and applicable processes. There are clear processes for performance of due diligence (*aktsomhetsvurderinger*), including identification of key priorities, conduct of supplier surveys, participation of relevant functions such as People & Capability and review and approval by senior management and Board of Directors.

Supplier review and survey. The Companies conduct annual surveys of key suppliers. We note that responses have been provided by all major vendors and that the overall result is positive in that our suppliers are concerned about and are trying to address human rights risks generally. There is a high response rate in relation to suppliers communicating human rights and labor standards in the selection of sub-suppliers and sub-contractors, ensuring fair pay and conditions (as a minimum in line with local regulations) for labor hire and/or sub-contracted workers, having procedures to ensure good HSSE (Health, Safety, Security & Environment)/OSH (Occupational Safety and Health) conditions in the company, adapted to the company's activities and risks and openness to dialogue towards meeting and/or exceeding Mastercard's Supplier Code of Conduct.

Follow-up on last years' recommendations. The Transparency Act Statement for 2023 included recommendations to (i) conduct a risk assessment of key technology suppliers with particular focus on human rights and decent working conditions sourcing of critical processes within the Mastercard group (ii), work with Mastercard global sourcing functions to focus on commitments from external suppliers we rely on directly or indirectly in terms of our services, and (iii) review processes for supplier surveys and addressing findings as well as seeking to improve response rates. The executive management and Board of the Companies have received reporting on the status of these initiatives.

Conclusion. The due diligence steps conducted by the Companies during this reporting period have not identified actual negative consequences in terms of fundamental human rights and decent working conditions or material risk of such consequences, cf. Article 5(b) of the Norway Transparency Act.

Ongoing initiatives. The Companies will continue to prioritize working with Mastercard global sourcing functions to focus on commitments from external suppliers we rely on directly or indirectly in terms of our services, and review processes for supplier surveys and addressing findings as well as seeking to improve response rates.

