

Mastercard Inc (MA)

2026 DEF 14A · filed 2026-04-27 · CIK 0001141391

Headline facts

CEO TOTAL PAY

\$35,422,518

Michael Miebach · 2025 · + 18% YoY

CEO PAY RATIO ITEM 402(U)

284 to 1

Median employee: \$35,422,518

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

4 peers auto-selected from MA's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ADBE ADOBE INC.	\$51,173,935	217 to 1	\$235,989	Executive Compensation Committee
AVGO Broadcom Inc.	\$205,278,006	543 to 1	\$378,281	Compensation Committee
MSFT MICROSOFT CORP	\$96,496,790	480 to 1	\$200,972	Compensation Committee
ORCL ORACLE CORP	\$1,113,417	11 to 1	\$1,113,417	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Michael Miebach President and Chief Executive Officer	\$1,375,000	\$20,711,456	\$7,957,950	\$428,103	\$35,422,518
Sachin Mehra Chief Financial Officer	\$820,833	\$8,369,118	\$2,421,491	\$83,951	\$13,695,455
Craig Vosburg Chief Services Officer	\$795,833	\$7,741,301	\$1,815,653	\$82,917	\$12,285,713
Timothy Murphy Vice Chair (formerly Chief Administrative Officer) ⁵	\$745,833	\$6,444,159	\$1,576,088	\$77,707	\$10,383,854
Edward McLaughlin President and CTO, Mastercard Technology	\$695,833	\$5,021,348	\$1,296,422	\$72,497	\$8,286,137
Linda Kirkpatrick President, Americas	\$695,833	\$4,770,581	\$1,531,303	\$70,582	\$8,208,354

CEO pay mix (latest year)

Base salary	4%
Cash incentive	22%
Equity	72%
Other	1%
At-risk	95%

Every fact above, traced back to filing text

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CEO pay ratio = 284 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“includes base pay, incentive compensation, long-term incentive awards and matching pension contributions made by the company, as well as the change in pension value during 2025. Mr. Miebach’s annual total compensation for 2025 as reported in the Summary Compensation Table was \$35,422,518. Accordingly, for 2025, the ratio of the compensation of our CEO to the compensation for our median employee was estimated to be 284 to 1. Consistent with last year, we used the following methodology to identify the median employee: •We collected employee data of all employees globally, whether employed on a f...”

Median employee compensation = \$35,422,518

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“awards and matching pension contributions made by the company, as well as the change in pension value during 2025. Mr. Miebach’s annual total compensation for 2025 as reported in the Summary Compensation Table was \$35,422,518. Accordingly, for 2025, the ratio of the compensation of our CEO to the compensation for our median employee was estimated to be 284 to 1. Consistent with last year, we used the following methodology to identify the median employee: •We collected employee data of all employees globally, whether employed on a full-time, part-time or temporary basis as of December 31, 2025 ...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation Committee reportThe HRCC has reviewed and discussed the CD&A with management, and, based on such review and discussions, the HRCC recommended to the Board that the CD&A be included in this proxy statement and incorporated by reference into Mastercard’s 2025 Form 10-K.Human Resources and Compensation CommitteeRichard K”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“The PSU clawback is designed to recoup the shares awarded or, in the event the shares have been sold or transferred, the proceeds from that sale or transfer”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Compensation discussion and analysis This Compensation Discussion and Analysis (CD&A) describes Mastercard’s executive compensation program for 2025, as well as certain elements of the 2026 program for our NEOs, who are listed below and appear in the Summary Compensation Table on pg 83. Named executive officersRoleMichael MiebachPresident and Chief Executive OfficerSachin MehraChief Financial OfficerCraig Vos-burgChief Services OfficerTimothy Murphy1Vice ChairEdward McLaughlinPresident and CTO, Mastercard TechnologyLinda KirkpatrickPresident, Americas 1On May 1, 2025, Mr. Murphy transitioned fr...”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

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