



FY2022

Environmental, Social, and Governance Report

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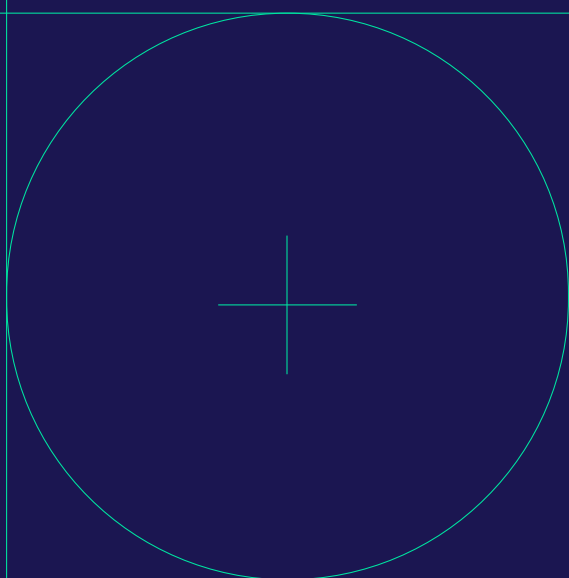
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Cautionary Note About Forward-Looking Statements

This report contains forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. Forward-looking statements generally are identified by words such as “anticipates,” “aims,” “aspires,” “believes,” “commits,” “estimates,” “expects,” “intends,” “may,” “projects,” “plans,” “could,” “should,” “will,” “continue,” and other similar expressions. All statements other than statements of historical fact could be deemed forward-looking statements, which speak only as of the date they are made, are not guarantees of future performance, and are subject to certain risks, uncertainties and other factors, many of which are beyond our control and are difficult to predict. These statements, including the numbers and percentages included in this report, are based on Marqeta’s current assumptions and expectations. We describe risks and uncertainties that could cause actual results to differ materially from those expressed in, or implied by, any of these forward-looking statements in our SEC filings, including our most recent Annual Report on Form 10-K and our subsequent reports on Forms 10-Q and 8-K. Except as required by law, we do not intend to update or revise any forward-looking statements as a result of new information, future events, or otherwise.





Simon Khalaf, CEO

Letter from Our CEO

“We’re proud of the baseline established with our first ESG report and look forward to executing on the opportunities to improve in the future.”

Marqeta was founded on the idea of modernizing card issuing and empowering builders to bring innovative payment solutions to the world. In the 13 years since our founding, we’ve seen a tidal wave of change in the industry, as digital payments adoption has accelerated rapidly and consumers have demanded more real-time, embedded experiences in the products and services they use most often. We’ve been continuously inspired to drive innovation and bring forth products focused on financial inclusivity. We are dedicated to addressing larger financial services issues in the unbanked and underbanked communities, through products developed by Marqeta customers and powered by our platform.

Our inaugural Environmental, Social, and Governance (ESG) report represents a milestone event for Marqeta. We are reflecting on the progress we’ve made, and the opportunities we have to make a bigger impact in the future. With this report, we are identifying key areas that we believe will drive results in ESG initiatives and best serve our customers, investors, employees, and communities.

One area of focus for Marqeta is broadening our ability to empower financial wellness for the unbanked and underbanked communities. I am passionate about this topic and believe we can make a lasting impact in this area. We already work with companies in a variety of industries to provide faster access to money for millions of users. We are committed to deepening our capabilities and working with our customers to bring financial services to the masses, ones that better reflect the financial realities of today’s consumer. We hope to build a diverse ecosystem of financial access for all.

We will also aim for plastic neutrality and finding ways to offset our plastic footprint. One way is through the continued growth of our virtual

card programs. Marqeta is at the heart of the digital economy and our platform has provided infrastructure for our customer base as the use of digital payments accelerated throughout the pandemic. In this time, we also saw massive growth of our virtual card programs. Our virtual cards are issued immediately to consumers and businesses, removing the need for physical card issuance. We believe more physical card programs will shift to virtual capabilities over time, which will reduce the amount of plastic we put into the environment.

We’re proud of the baseline established with our first ESG report and look forward to executing on the opportunities to improve in the future. We’re honored to have already been recognized for some of the work we’ve done as a company. In 2022, Marqeta was named to PEOPLE’s Companies that Care list, where we were recognized as a company that creates a great employee experience, invests in our communities and is dedicated to diversity, equity, and inclusion.

I look forward to building off the momentum we’ve established as we work toward future accomplishments. To Marqetans across the company, I thank you for the hard work you do every day – without you, we wouldn’t be where we are today. I’d also like to thank our valued customers, partners, and investors for your continued support.

Sincerely,

Simon Khalaf, CEO
Marqeta

Our Business

Marqeta created modern card issuing, and we believe modern card issuing is at the heart of today's digital economy.

When you receive money from your friend through an app, modern card issuing can help move the funds to your debit card, making it instantly available to you to make purchases.

When you buy a big screen TV and pay for it in installments, modern card issuing helps move money to the payment card to seamlessly pay the merchant.

When you order food or groceries using tech-driven delivery services, modern card issuing works in the background as money moves from the app to the delivery driver or shopper's payment card, allowing the driver or shopper to pay for exactly what you ordered, and nothing else.

Marqeta's modern card issuing platform empowers our customers to create customized payment cards that provide innovative payment experiences for their customers, shoppers, and end users. Before the rise of modern card issuing, creating cards was slow, complex, and subject to mistakes. Marqeta helps solve these problems. Our platform, powered by open APIs, enables businesses to develop modern, frictionless payment card experiences for consumer and commercial use cases that are either the core of, or in support of, their core business.

Our modern architecture allows for flexibility, a high degree of configurability, and accelerated product development, democratizing access to card issuing technology. Marqeta's open APIs provide instant access to our highly scalable, cloud-based, and

configurable payment infrastructure that enables our customers to launch and manage their own card programs, issue cards to their customers or end users, and authorize and settle payments transactions.

Marqeta is the first company to offer a platform for modern card issuing and transaction processing and we believe also the first to market with multiple issuing and processing innovations, including the first open APIs, just-in-time (JIT) Funding, and Tokenization as a Service. Marqeta's modern card issuing platform supports prepaid, debit, and credit products. Modern card issuing is secure card issuing and processing delivered via an open API platform that enables card issuers to create customized payment card products that leverage a JIT funding feature, authorizing their end users' transactions in real-time. Integrated with major global and local card networks, modern card issuing enables card issuers to build payment solutions to their specifications and launch them globally.

We believe we are deeply integrated with our customers in three ways: our technology underpins their core business or supports a core business process, our solutions drive their key processes, and our people become their trusted partner. In addition, our usage-based business model provides a win/win for both our customers and us: as their businesses thrive, our net revenue grows.

Our products meet the card issuing and transaction processing needs of digital banks, technology

companies, and large financial institutions alike. Marqeta has already emerged as a card issuing platform category leader in many verticals, including on-demand services, lending, expense management, disbursements, online marketplaces, and digital banking, and our platform is sought out by technology companies and large financial institutions to improve their existing offerings and stay competitive with technology-focused new market entrants.

As we expand our use cases, product offerings, and global footprint, we attract new industry innovators and help existing customers expand into new verticals, programs, markets, and geographies. Our customers consistently tell us that our ability to work at speed, simplify the complex, and envision their end users' experience helps them focus on what they do best—building innovative products and serving their customers. We believe our culture of customer-centricity, innovation, teamwork, and clarity of mission is why customers trust us with their mission critical payments needs and continue to grow and expand with us.

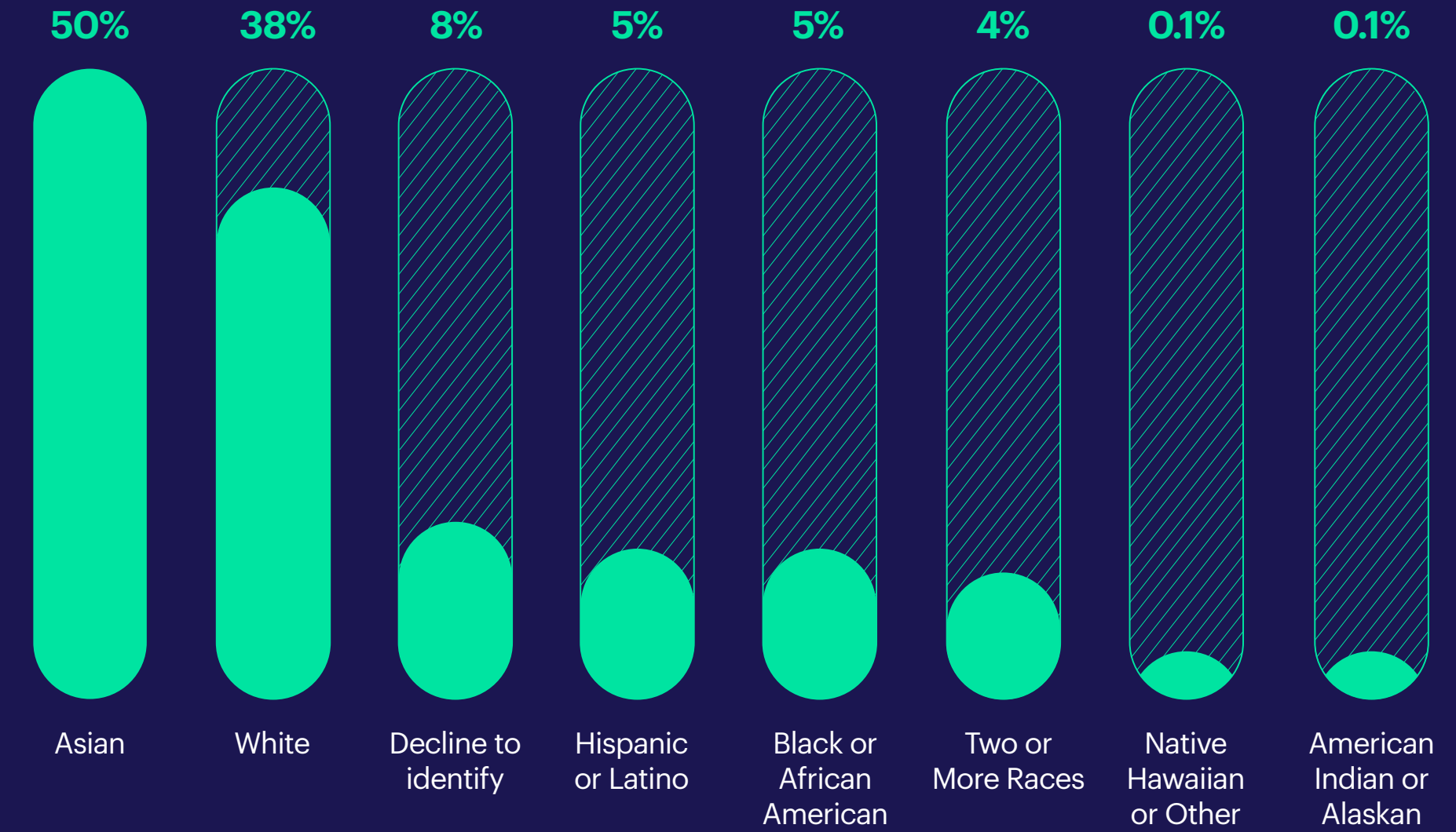


Marqeta at a Glance

Certified to Operate in 40 Countries¹



Committed to Advancing Diversity, Equity, and Inclusion²



Total Processing Volume

TPV in billions

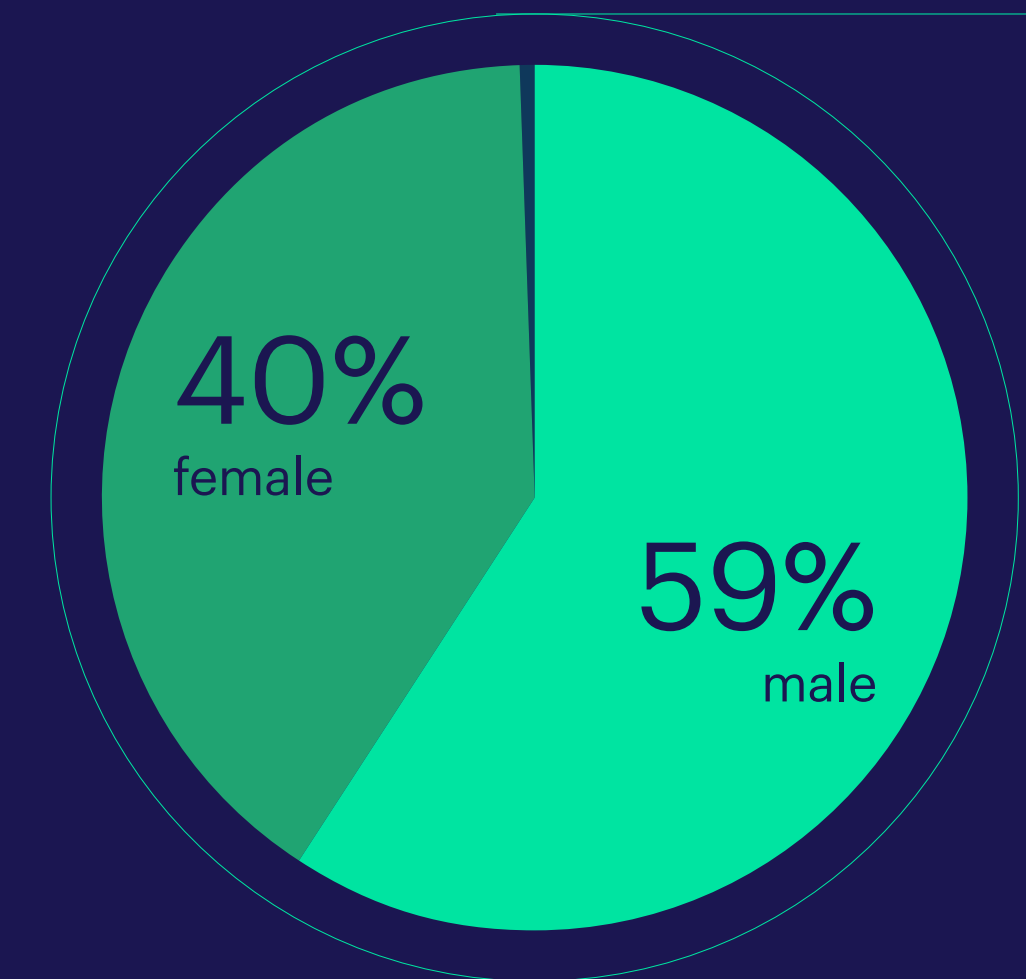
+50%
year-over-year from 2021



Net Revenue

Net Revenue in millions

+45%
year-over-year from 2021



0.4%
DECLINED TO IDENTIFY

¹ As of December 31, 2022

² Diversity percentages are greater than 100% due to differences in self-reporting of multi-ethnicities.

Our efforts in people and culture across the organization have been recognized with key industry awards. We are proud to have received these notable distinctions and awards.

2022



As we move forward, we are inspired by the incredible work that we have accomplished together so far at Marqeta.

2021

CNBC
Disruptor
50

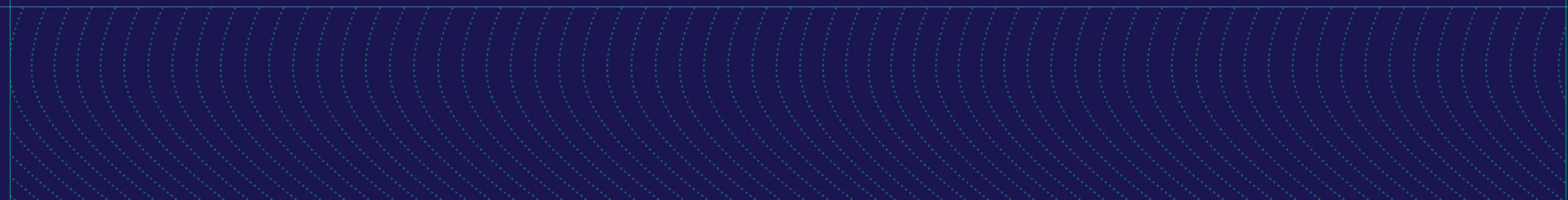
Forbes
Fintech
50

Fast Company
Most Innovative
Companies in
the World

**Fintech
Breakthrough**
Best B2B Payments
Company

**Tearsheet
Embedded**
Best Embedded
Platform

**Financial
Technology**
Top 100 Fintech
Companies



Culture & Values

Our mission is to be the **global standard** for modern card issuing, **empowering builders** to bring the most innovative products to the world. Great missions are achieved by great teams, and at Marqeta, **everything starts with our culture**. A great culture attracts and retains great people who find their purpose in serving our customers.

Our culture is built on the foundation of seven core values.



Everyone Belongs

We realized some time ago that words like “company” and “customer” are just another way to say “people.” Companies are collections of people who unite behind a common mission and then align behind values that bind them together. Each person on our team is called a Marqetan. On their first day, we share with each Marqetan our values. Key among these is “Everyone Belongs.” We respect, value, and include each other, demonstrating empathy and celebrating diversity.



Marqeta Cares

We aspire to have a positive global impact by making complex payment infrastructure accessible and leveling the playing field for innovation and financial access across communities. Our celebration of diversity and community is critically important to our culture and why we are proud to be headquartered in Oakland. Our commitment to the people in the communities we serve is embodied in our value of Marqeta Cares: We invest in corporate social responsibility. Our people, technology, and resources make a positive impact in our community, and we are responsible stewards of our environment.



Lead Innovation

Because of our value of Lead Innovation, we believe we are the first modern card issuing platform to market with multiple issuing and processing innovations, including the first open APIs, JIT Funding, and Tokenization as a Service. Our modern card issuing platform supports prepaid, debit, and credit products. We love to lean into the unknown and find the path forward.



Build One Marqeta

Nothing is more powerful than a unified team of people focused on the results of the team over their individual success. If you want to go fast, go alone. If you want to go far, go together. We do what’s right for all of us, not one of us. We succeed together.



Quality Focused

Quality is at the heart of everything we build. We are proud of the work we do and strive to improve it every day. When you provide high-quality products and do great work, people remember it and trust you.



Deliver Results

Success is measured in results. At our heart, we are developers who build for developers, and we have not forgotten our entrepreneurial roots. Customers have chosen to build and scale their businesses on our platform because we understand that our customers need to deliver for their customers. We keep it simple and find a solution. We act like owners and deliver the best outcome for our customers.



Connect the Customer

Customers are the people we seek to delight every day. Our customers tell us that our ability to work at speed, cut through complexity, and always have their end users’ experience at heart helps them focus on what they do best – building innovative products and serving their customers.

ESG Oversight and Stakeholders

Our ESG disclosures are managed by a cross-functional internal ESG committee consisting of senior leaders from Finance, Legal, Human Resources, and IT. The ongoing goal of this committee is to identify emerging sustainability topics, establish a corresponding sustainability reporting framework, and report on efforts annually.

Significant ESG Issues

The ESG committee relies on stockholders’ feedback, sustainability frameworks, and guidelines such as those published by the Sustainability Accounting Standards Board (SASB). In addition, we use peer external benchmarking and ESG rating agency scoring methodologies to identify new areas of focus and opportunities. These insights, along with our management team’s perspectives, inform our materiality framework and help us identify relevant topics for disclosure. We are committed to incorporating these issues into our business operations, focusing on the topics that matter most to our business and stakeholders, and continually evaluating our sustainability issues for the future.

Report Focus Areas

Financial Inclusion and Access

Diversity, Equity, and Inclusion

Data Security and Privacy

Stakeholder Groups

- Customers**
- Employees and Prospective Employees**
- Investors**
- Suppliers**
- Bank Partners**
- Regulatory Agencies and Governments**
- Local Communities Where We Operate**

Materiality Assessment

The ESG materiality assessment was designed to **identify the most relevant, or material, issues from an ESG perspective**, which is a broader standard than that used in our financial disclosures.

The use of “material” when referring to ESG topics throughout our reporting is **intended to flag the most important issues from our ESG assessment**. It does not speak to the materiality of those issues to Marqeta as a whole.



At the end of 2022, we conducted our first materiality assessment. We wanted to consider the impact of Marqeta’s business on global sustainability issues and the impact of those issues on Marqeta. This methodology aimed to derive sustainability focus areas for Marqeta. We conducted interviews with multiple stakeholders.

Our ESG reporting is informed by the standards of the Sustainability Accounting Standards Board (SASB).

As part of our corporate commitment to continual improvement, we plan to build on ESG content and analysis in future iterations of our ESG reporting.

As an outcome, we identified three priority topics:

1. Financial Inclusion and Access
2. Diversity, Equity, and Inclusion
3. Data Security & Privacy



Social

Our Employees and Human Capital Resources

As of December 31, 2022, we had 958 employees. We supplement our workforce with contractors and consultants. To our knowledge, none of our employees is represented by a labor union or covered by a collective bargaining agreement. We have not experienced any work stoppages, and we consider our relations with our employees to be good.

Our human capital objectives include identifying, recruiting, retaining, incentivizing, and integrating our existing and new employees. We believe our culture helps us hire and retain best-in-class talent, as we empower employees to do the best work of their lives. Marqeta was named one of Glassdoor’s Best Places to Work in 2022. This list celebrates the employees’ choice for the top companies to work for and is determined solely based on employee feedback provided on Glassdoor. We were ranked highest for our culture and values, career opportunities available, and diversity and inclusion.

People and culture are critical in all we do at Marqeta. Our vision is to create a safe and inclusive community of belonging, by proactively investing in our people and experiences so that Marqetans may do impactful work throughout their Marqeta journey.

In 2022, our areas of focus had 4 key priorities

Attract Grow
Retain Sustain



Attract

At MQ, we work to ensure we're attracting the right people to the right roles.

Inclusive Hiring

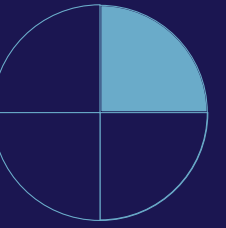
We implemented an interviewer training series and launched a data analytics dashboard for real-time hiring insights. Hiring managers across the company are engaged in completing this training.

Internships at MQ

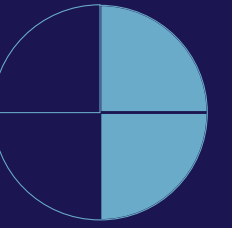
We updated and launched an internship program known as Marqetaships. Over the summer and fall, 2 groups of interns participated in 12-week professional journeys at Marqeta.

Recruiting Events

We sponsored several marquee recruitment events (virtual and in-person) that included the Society of Women Engineers Conference, AfroTech, and Tech for Social Impact by Power to Fly. These efforts reached over 47,000 participants cumulatively.



GROW



We create a culture of learning and growth for all Marqetans throughout their journeys.

Performance Management

We evolved our performance management process by:

- Including continuous development check-ins between leadership and their teams.
- Solidifying a calibration process to ensure reviews are fair and consistent across managers, departments, and job levels.
- Introducing an upward manager feedback system as part of performance reviews.

Talent Reviews

We held over 14 talent review sessions, focusing on development and career growth opportunities for our employees, while also training leadership on bias identification and mitigation.

Leadership Development

Under our Lead@MQ Impact Series, we implemented two leadership development and coaching programs for all MQ leaders. The series of workshops focus on core leadership skills, coupled with personalized one-on-one coaching.

Leadership Connection

Gathering key leadership across the organization, we organized a Leadership Team Offsite that included hosting over 80 leaders across the organization at our headquarters in Oakland to discuss strategy and impact across Marqeta.



Retain

We foster a safe and engaged workforce, inclusive of community building, recognition, and delight!

Community Building & Diversity

With the strong support for our employee groups in the organization, we participated in:

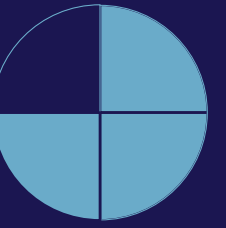
- Over 50 events that empower community building and connection.
- Efforts included the launch of the new DEI external landing page.

Employee Empowerment

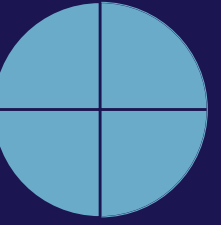
Adopted an independent, confidential platform focused on empowering employees to inform and navigate areas around culture and belonging, with goals of creating ways to mitigate bias and other topics in the workplace.

Engagement at MQ

Via the annual employee survey, we recorded a 67% engagement score company-wide; with 74% of participants agreeing they feel a sense of belonging on their team.



Sustain



We continuously build great experiences and structure for Marquetans to be their best.

Job Architecture

The diligence of our teams allowed the reassessment of our job architecture to ensure we are:

- Hiring new talent and moving current talent across the organization to the right levels.
- This will enable us to continue work in focus areas like pay transparency, development, career levels, and internal movement.

Employee Benefits

Marquetans have access to an extensive combination of benefits to support career development, growth, and recognition programs which are designed for the different locations in which we operate. In the US, this includes the following benefits to support our employees and their families:

- Emergency dependent/child care benefits.
- Financial wellness services.
- Legal support services.

Accommodations

Spearheaded efforts to expand awareness and resources around accommodations and inclusion, including policies and processes to best support employees and applicants.

Data & Dashboards

We rolled out a set of central dashboards in our human resource information system (HRIS), expanding our demographic metrics to:

- Include voluntary self-identification like gender identity and sexual orientation.
- Allow for more inclusive reporting while maintaining the privacy of our employees.



We believe in creating an inclusive workplace where everyone belongs and can thrive professionally.

We value each other and aim to foster an equitable environment where communities, safe places, and inclusion are embedded across the entire employee experience.



“I’m thrilled to see the action that Marqeta has taken to improve diversity throughout the company. We’re advocating for Community Group participation more than ever and it’s great to see. As one of the founding members of the Society of Women in Product and Technology, it’s amazing to have a safe and inclusive place for women to share common struggles, advice, and stories with each other.”

Tiffany Ho



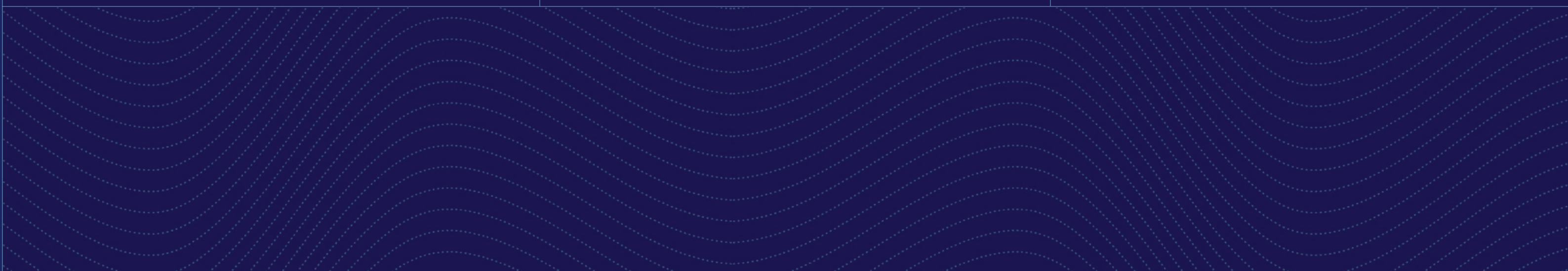
“When a company commits to DE&I, it means that the workplace should have a diverse representation of the population with equitable opportunities for potential and current employees. At Marqeta, being involved in our ERG for women in product and engineering provides us a space to join together and discuss issues that impact us and has provided me so much support during my time here.”

Jamie Guidry



“The culture at Marqeta is authentic and inviting. I can’t fully quantify the impact of having our Blackcard Community Group in place while going through the events of Summer 2020. We had weekly syncs where we could openly discuss the issues that were happening and impacting us. I’m so grateful for the continued support across all of our Community Groups.”

Niko Dennis



Spotlighting Financial Access



Branch helps working Americans grow financially by offering free, fast access to their earnings. Workers receive a digital zero-fee bank account with instant access to their earned wages and tips, as well as cash back rewards and budgeting tools.

The Branch Card is an EMV debit card powered by Marqeta, which enables workers to receive their payouts directly and can be used for spending as well. Branch Cards can also be tokenized to digital wallets for instant spending.

Branch Card users can take advantage of Cash Load locations to deposit cash at supporting retailers including CVS, Dollar General, Dollar Tree, Family Dollar, Walmart, and Walgreens. Users have instant access to the funds in their bank account, without being limited by bank locations.

Branch users also have easy, convenient access to a network of fee-free ATMs in retail locations across the country that provide them with the ability to pull funds 24/7.

“Branch is focused on providing free, flexible financial services for working Americans, when they need them. Marqeta provided us with both the technology and adaptability that could incorporate our preferred partners and better serve the needs of our users.”

– **Atif Siddiqi**
Founder and CEO



Western Union provides trusted services for moving money around the world. With a focus on “aspiring populations” – people who move to new countries in search of opportunities – Western Union recently expanded beyond its core offering of money transfer services, and into digital banking with the help of Marqeta’s technology.

Marqeta is Western Union’s issuer processor for this program, managing chargebacks, disputes, fraud, and more.

Western Union’s digital banking offering enables users not only to send money across borders, but also to create spending accounts, make purchases using a physical or virtual card, and manage multinational currencies in one place.

“Our purpose and our mission is to be able to offer accessible financial services, so that we can remove at least some parts of the hardships that our customers face as they move around the world in search for opportunity.”

– **Joaquin Alemany**
Global Head of Digital Bank, Western Union

Diversity

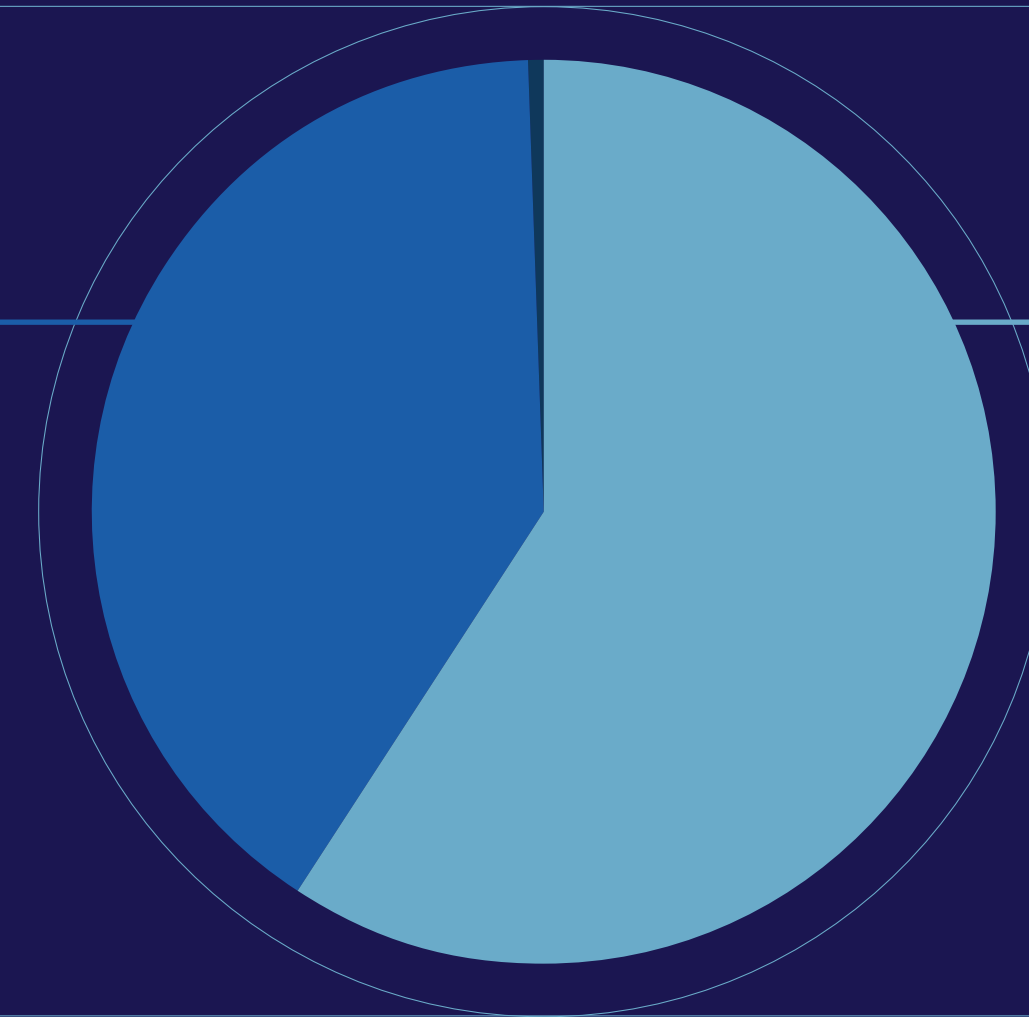
It is our diverse perspectives that help us **collaborate, innovate, and drive success** within our teams and for the customers and communities we serve.

Marqeta is proud of its Oakland roots and strives to build a global team as diverse as the markets it serves. A key focus of our human capital management approach is our commitment to advancing diversity, equity, and inclusion (DEI).

At Marqeta, we believe that creating a truly inclusive workplace means investing in company-wide programs, policies, and practices centered on equity. We strive to build a culture where everyone belongs and is empowered to bring their authentic selves to work every day, regardless of race, ethnicity, gender identity, age, religion, sexual orientation, physical ability, background or any other human qualifier. Of our employees in 2022 who voluntarily disclosed their gender and race/ethnicity information, 40.4% identified as female and 10.2% identified as Black or Latinx.

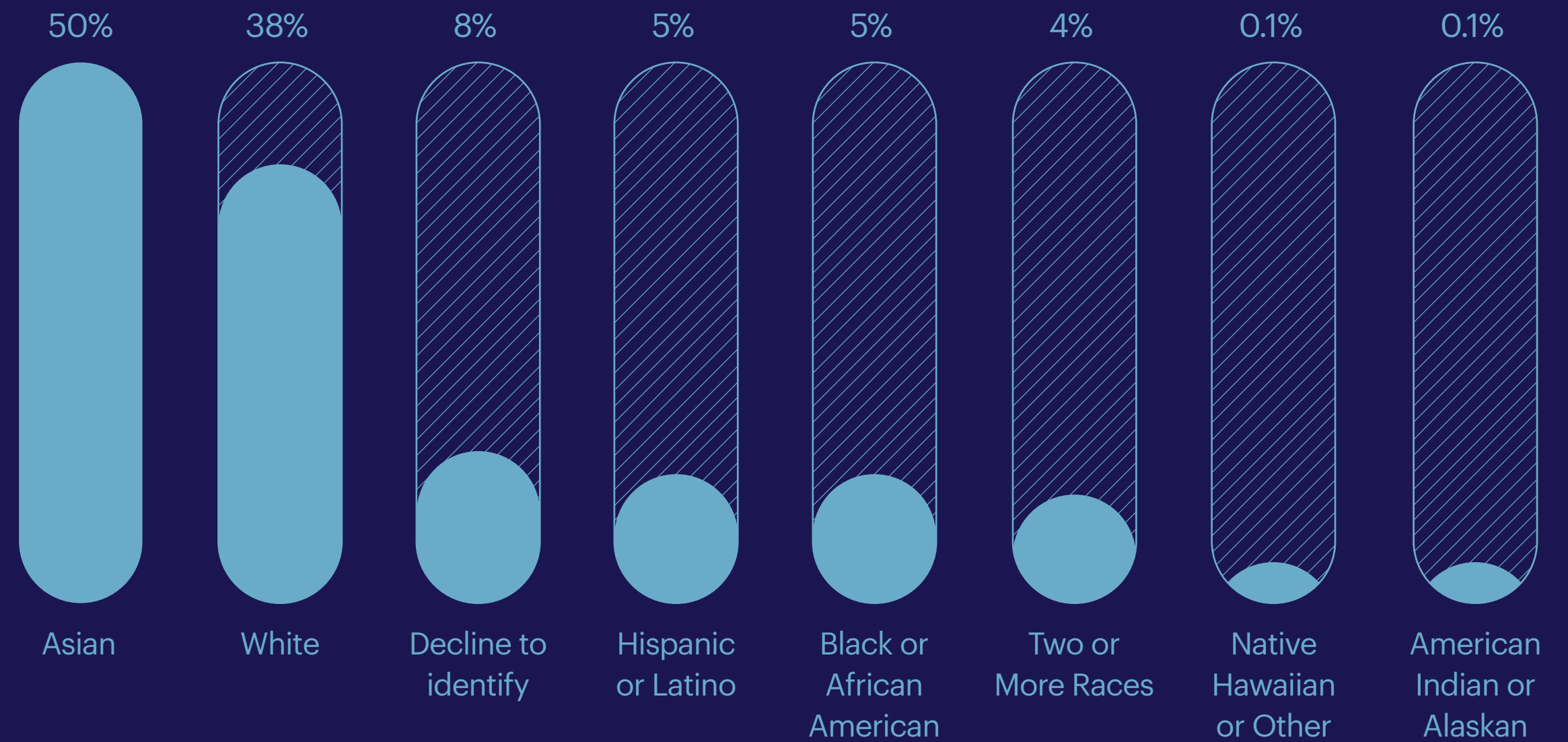


40%
FEMALE



59%
MALE

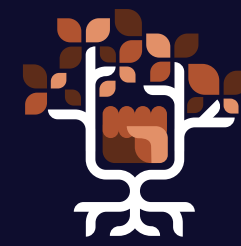
0.4%
DECLINED TO IDENTIFY



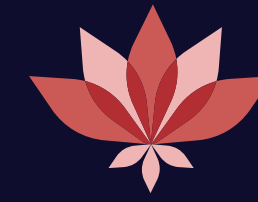
Diversity percentages are greater than 100% due to differences in self-reporting of multi-ethnicities.

Marqeta’s Community Groups, along with our Diversity Council and other culture coalitions form a network of internal groups focused on **elevating underrepresented voices in tech** and celebrating **the wide range of communities and cultures** that span our employee base.

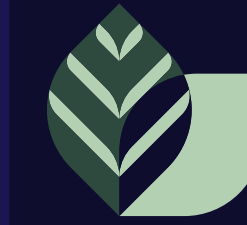
We currently have twelve community groups, with over half of our employees participating in at least one. Marqeta’s core company value that “Everyone Belongs” serves as a constant reminder of how critical this work is to our identity as a company.



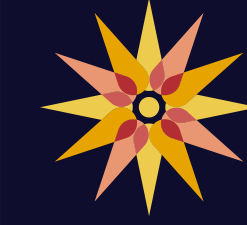
BlackCard
BlackCard is a group for those who identify as African-American or Black in the payments space.



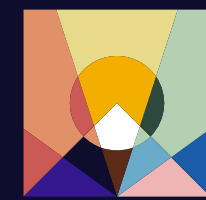
Desi
The Desi group focuses on topics relevant to Indian culture and members of their diaspora.



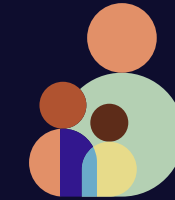
Green Team
The Green Team is a group of dedicated Marqetans who are focused on our sustainability initiatives.



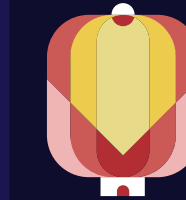
Hola!
Hola! dedicates time to topics relevant to Hispanic or Latin American culture with members of their diaspora.



MQ Proud
MQ Proud promotes an inclusive environment for LGBTQQA+ employees, supports the career advancement of our members, and builds a culture that celebrates our authentic selves.



Parents@MQ
Marqeta celebrates the parenthood journey in all its forms through this group dedicated to Marqeta’s parents and legal guardians.



RepresentAsian
Our mission is to create a safe place to discuss and share topics related to Marqeta’s Asian employees, or those interested in learning about cultural topics pertaining to the many different backgrounds of our employees.



Marqetaglots
We create space for and inspire discussion in foreign languages across Marqeta and recognize the authentic selves of those that speak languages other than English and those that are from other cultures and countries.



Vets@MQ
This group is focused on recognizing and honoring veterans of all branches of armed services, domestic and abroad.



Women’s Group
The Women’s Group is a dedicated group for all women of Marqeta and their allies.



Early Career
Marqeta’s Early Career group contributes to the growth of early career professionals through connection, inclusion, education, and community engagement.



SWipe
Society of Women in Product and Engineering’s mission is to welcome and empower womxn+ under the Product/Engineering Organizations at Marqeta.

Marqeta's Community Groups hosted over 50 events in 2022, empowering community building and connection

At Marqeta, our Community Groups are core to who we are and how we create an environment where every Marqetan belongs. It's been incredible to see our groups come together and commit to finding so many new ways to celebrate and connect in 2022.

We're proud of the fact that Marqeta groups hosted over 50 experiences for employees to join throughout the year. These experiences ranged from workshops that inspired a sense of action to music sessions and trivia events that brought our communities together, both virtually and in person.

Notable Events from 2022

Empowerment 101 Workshop with IMPACT Bay Area

In a partnership between BlackCard, MQ Proud, RepresentAsian and SWiPE, the groups hosted a virtual empowerment workshop. Participants learned to develop intuition, situational awareness, congruent body language, and verbal skills to de-escalate and deter assault and harassment.

Open Mic Symposium in Commemoration of Juneteenth and Pride Month

BlackCard and MQ Proud co-hosted an open mic symposium in June. The event was kickstarted with a history of Juneteenth and its connection to Pride Month. The audience and participants then shared stories, ideas, and topics around the theme: Our stories of equality & impact: Continuing the fight, where I come from and where I'm going.

Experiences of Fellow Marqetans, Career Pivot Panel

Our Hola! group hosted a thoughtful virtual panel discussion with current Marqetans about their professional career and pivots into fintech and key learnings along the way.

Marqeta's Diwali Celebration

Our Desi group hosted a hybrid Diwali event in October, celebrating the rich history of this special moment of the year for many communities across the world. We enjoyed music, dance, and virtual games together in a hybrid setting.

Women in History Trivia Event

In September, as part of Latin/Hispanic Heritage Month, Hola! and Women's Group collaborated on a Women in History Trivia Event. This hybrid event challenged participants' knowledge of Latin & women-identified people (past and present) who made an incredible impact around the world.

BlackCard brought Afrobeats to Marqeta

Over a span of 3 days, BlackCard led a virtual voyage to Ghana, Nigeria, and South Africa by paying homage to the dances originating in those countries. The dances included the Azonto, Shaku Shaku, and Gwara Gwara led and taught by community choreographers.

These are only a few examples of the many moments for community and connection in 2022. Our efforts were not limited to experiences within Marqeta. Members also had a hand in driving community and recruiting events, including participation and attendance at the Afrotech 2022 Conference, the Society of Women Engineers Conference, and Oakland Pride, just to name a few.



With cross-collaborative experiences, Marqeta's Community Groups embodied our core value that

"Everyone Belongs"

Virtual events enabled interconnection between remote and in-person employees, helping to embrace our collaborative workplace model



2022 Workplace Experiences

22% of experiences were cross-collaborative. *Two or more groups came together to organize and host an event.*



55% of our experiences were virtual and remote-friendly.



We're constantly in search of ways to stay inclusive and bring Marqetans together.

Compensation, Benefits, and Wellness

We believe we offer a robust, competitive compensation and benefits package that supports our employees' overall health and financial wellness. To ensure alignment with our short- and long-term objectives, our compensation programs include base pay, and cash and equity incentives. The principal purposes of our equity incentive plans are to attract, retain, and reward personnel through the granting of share-

based compensation awards which allows us to align employees' interests with our stockholders and to allow our employees to share in increases in the value of our equity. We also offer a wide array of in-demand benefits and perks to our global workforce, including comprehensive health and welfare benefits, flexible time-off, and various family and medical leave benefits.

Competitive Compensation

Market assessed compensation and equity in a publicly listed company



Time Away

Flexible time off policy and ten hours of paid time off for volunteering annually



Wellness

Insurance premiums paid 100% for each employee and eight free therapy or coaching sessions annually



Family Planning

Paid leave for birthing and non-birthing parents and fertility support benefits



Career Growth

Annual stipend for professional development and annual "Hack Week" to support and reward innovation

Impact

Marqeta Cares Mission & Priority Funding Area

Mission:

Marqeta Cares seeks to create inclusive communities and build pathways to economic prosperity.

Priority Funding Area:

Education and career advancement for people of color and women.

Nonprofit Partnership Focus Areas

Closing the education gap

Increasing access to technology

Access to internships and meaningful career opportunities

Advancing inclusion and equality within start-ups and tech

Proven impact and a scalable model

In addition the nonprofits must be in a position to leverage our contribution in a significant and meaningful way, be able to partner with MQ in addition to receiving the grant (such as volunteer opportunities, board membership, reporting, brainstorming ideas to further our work together), serve Oakland and/or the UK and have 501(C)(3) or international equivalent status.



2022 Total Donations: \$200,000

Hidden Genius Project

Hidden Genius Project seeks to reveal the true potential of black male youth and transform their communities from the inside out. They do this by offering an intensive immersion program and series of workshops throughout the year focused on technology training, entrepreneurship, problem solving, and leadership skills.

- 200 youth participated in immersion programs and 1,386 total students served in 2022
- 98% of Genius youth graduate high school and 95% go on to higher education
- Platinum Rating by GuideStar

Girls Inc, Alameda County

Girls Inc. of Alameda County’s mission is to inspire all girls to be strong, smart, and bold. Their vision is for all girls growing up in Alameda County to feel valued, safe, and prepared to achieve their dreams of college, career, and leadership.

- 1,243 hours of programming support for elementary, middle, and high school-aged girls
- Gold Rating by GuideStar

College Track Oakland

College Track Oakland has been committed to ensuring students can connect their talent, intellectual curiosity, and work ethic to the opportunities that come from completing a four-year college education. College Track offers a number of programs and services that span the 10 years of a young adult’s life from high school through college, and to their first job. Since 2002, College Track Oakland has served 500 students and 190 alumni.

- 96% have matriculated to a post secondary program with 90% first-generation college students
- Platinum Rating by GuideStar

East Oakland Collective

EOC supports residents of Oakland, prioritizing Black residents, to navigate challenges and barriers to inequities through resource distribution and advocacy. They work towards racial and economic justice and equitable access. Their work includes homeless services and solutions, economic empowerment, and community action.

Code Nation

Code Nation equips students in under-resourced high schools with the skills, experiences, and connections that together create access to careers in technology.

- Last year, Code Nation served 1,435 students across 82 programs
- 67% of alumni who completed two or more years of Code Nation programs are currently majoring or employed in a STEM field
- Bronze Rating by GuideStar

IntoUniversity

IntoUniversity’s mission is to bring higher education within reach of students from the UK’s most disadvantaged backgrounds and open up a world of new possibilities. They do this through their local learning centers that provide mentorship and tutoring, corporate internships, and scholarships.

- In 2020-2021, IntoUniversity worked with 40,000 students across 293 school partners
- 66% of students who completed high school in 2021 were accepted into college
- 95% of participating students are from low income households

Stephen Lawrence Charitable Trust

SLCT works with young people from disadvantaged backgrounds aged 13 to 30 to inspire and enable them to succeed in the career of their choice. They also work with companies, governments, and community organizations to create a fairer society in which everyone, regardless of their background, can flourish.

- Provided 1,000+ students with career guidance
- Supported 250 young people of color in their architecture education program
- Award £150,000 in scholarships to support students who would otherwise struggle to stay in education



Environmental

Marqeta doesn't have a large physical building footprint. When we do have facilities, we make **thoughtful choices about how buildings impact the environment.** Marqeta chose as its global headquarters a **LEED Platinum Certified** Building in Oakland, California.



LEED certified buildings save money, improve efficiency, lower carbon emissions, and create healthier places for people. They are a critical part of addressing climate change and meeting ESG goals, enhancing resilience, and supporting more equitable communities.

To achieve LEED certification, a project earns points by adhering to prerequisites and credits that address carbon, energy, water, waste, transportation, materials, health and indoor environmental quality. Projects go through a verification and review process by GBCI and are awarded points that correspond to a level of LEED certification: Certified (40-49 points), Silver (50-59 points), Gold (60-79 points) and Platinum (80+ points).



Marqeta HQ

Bevi machines installed in May 2020 have saved the company approximately 120,000 water bottles from entering the landfill.

Recycling and compost containers on every floor.

Motion sensing lights to reduce energy consumption.

Washable silverware and plates to reduce disposable refuse from eating.

Hosting our services in the cloud using Amazon Web Services means a pragmatic and thoughtful approach to energy usage and security of data.



Spotlighting Hardware End of Life

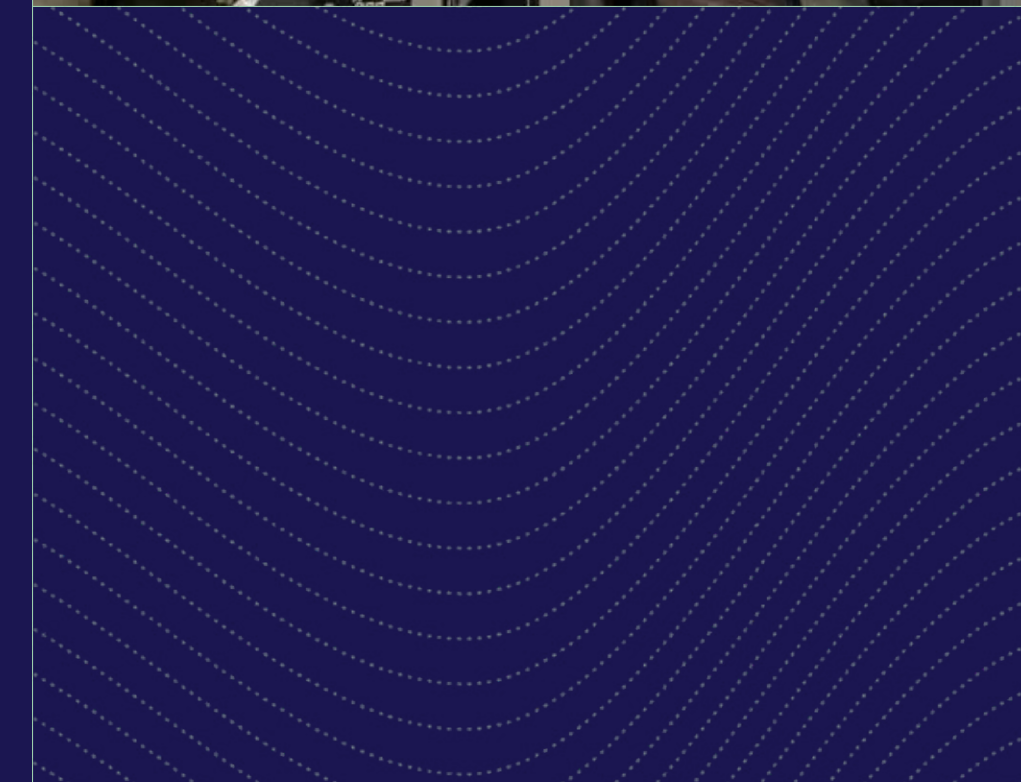
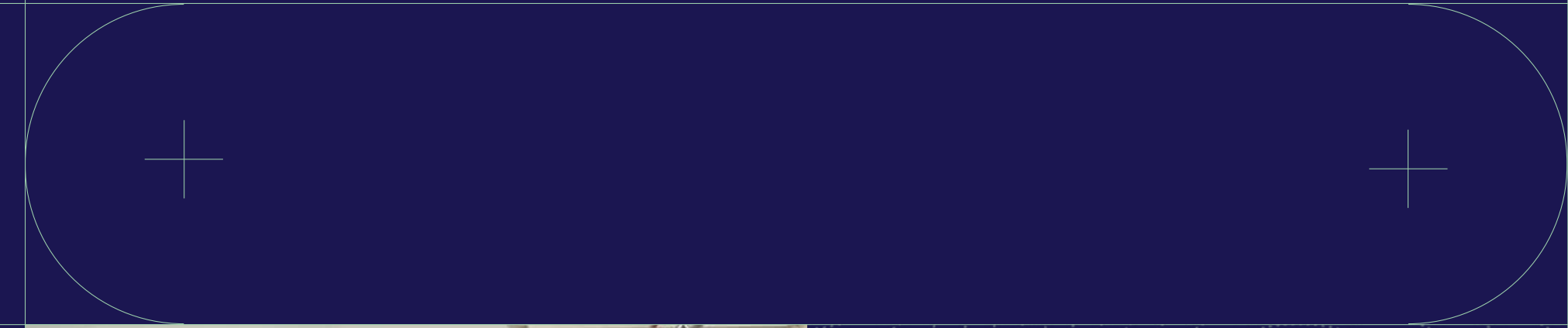
As Marqeta has grown, recycling unused hardware was becoming a problem that needed solving. We needed an efficient process for cycling through our out-of-warranty devices, and Marqeta decided to partner with Revivn to replace hardware responsibly on an annual basis. If we didn't have a partner, we would have accumulated a large amount of hardware in storage without a plan to repurpose or dispose of it. Having a reliable partner in Revivn has enabled us to schedule a rollout of new devices on a regular basis without the encumbrance of the old and unused equipment.

Revivn helps to provide visibility to where recycled and repurposed equipment ends up. While we have worked with other vendors who collected unused or old equipment, we didn't know where that equipment was going. Revivn has made the end-of-life process easier by allowing us to track our hardware post-pickup and have good visibility into where everything is sent. We now not only have peace of mind knowing exactly where used hardware is being repurposed, but can also focus time and effort on bigger projects as the end-of-life cycle management is handled by Revivn.

All of the items, specifically our laptops, can be reused in this process. We were looking for a partner that could re-use our unused equipment, and it's a win-win situation that we can make space for new equipment and still find a good home for our used, but perfectly usable equipment. Revivn repurposes thousands of pieces of enterprise hardware every year, keeping these machines out of landfills and giving them a new purpose. Revivn's

product sanitization measures all meet or exceed the standards set forth by the Department of Defense and the National Institute of Standards and Technology (NIST), Special Publication 800-88, "Guidelines for Media Sanitization," and the National Association of Information Destruction (NAID). This process may include measures such as overwriting, purging, shredding, disintegration, incineration, and pulverization. Revivn is certified in ISO 9001, 45001 & 14001.

Marqeta has visibility into the process through a provided Certificate of Data Clearing & Ethical Recycling as well as a Revivn Transparency Report. A Revivn Transparency Report includes a full inventory of items collected with serial numbers, makes, models, and conditions. It also states the names and mission statements of organizations the hardware supported and the weight of waste recycled. Electronics represent 70% of toxic waste in America. When broken and outdated hardware is sent to a landfill, it leeches dangerous chemicals into the air, water and soil. These pollutants include lead, cadmium, and PCBs. Not only does repurposing and recycling reduce toxic waste, it also saves copper, gold, tungsten, and other resources so that more do not need to be mined to make new devices.

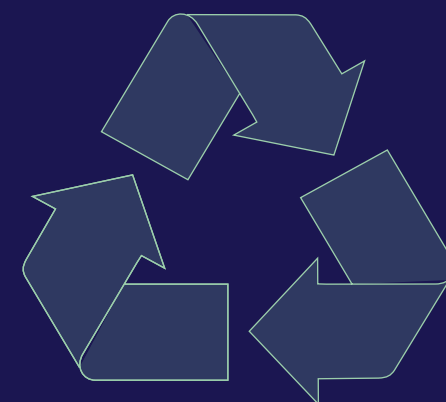




Reducing plastics in the payments cycle

According to McKinsey & Company, it is estimated that eight million metric tons of plastic are entering our oceans every year, a number expected to grow. Globally, less than 10 percent of plastic waste gets recycled. Even if the world’s governments meet the ambitious commitments they have set for themselves, annual plastic emissions could reach 53 million tons by 2030.

Marqeta tackles the challenge of plastics in the payments space by maintaining a recycled plastic card initiative through which our customers are able to order physical cards made from 43 percent recycled material and also avoiding the need for cards altogether through tokenization of virtual card programs to provide cardholders instant and safe access to funds via digital wallets.





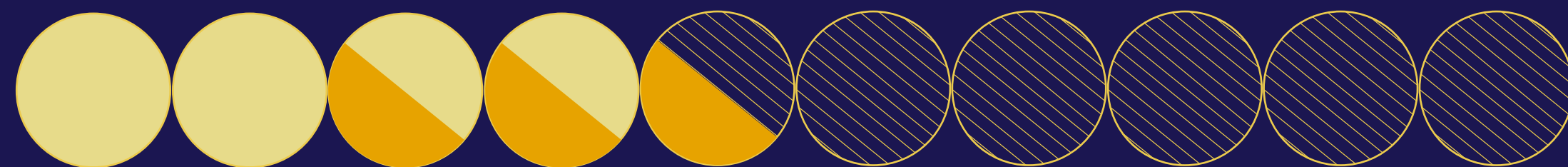
Governance

Board of Directors

Marqeta’s Board of Directors currently consists of top experts in the financial services, payments, and technology industries whose experience, reputations, and qualifications offer us and our stockholders best-in-class oversight and governance. Marqeta believes that diverse boards are stronger boards. Our Board currently includes four female directors, representing 40% of our Board membership, and three directors from underrepresented communities, representing 33% of our Board membership. We are committed to not only complying with applicable laws but also to ensuring diversity that will drive the continued growth and maturation of Marqeta.

Marqeta is committed to sound and rigorous corporate governance practices to promote and sustain long-term stockholder value. As a fiduciary for Marqeta’s stockholders the Board sets high standards for Marqeta’s employees, officers, and directors and oversees Marqeta’s corporate governance and the management of Marqeta’s business. The Board is supported in these efforts by independent committees of the Board with responsibility for certain functional areas.

10 Member Board 4 Female Directors 3 Underrepresented Minority Directors



The Board is committed to enhancing both gender diversity and diversity from underrepresented communities.



The Board has adopted Corporate Governance Guidelines to ensure that it has the necessary practices in place to review and evaluate business operations as needed and to make decisions that are independent of our management.

Marqeta’s Corporate Governance Guidelines intend to:

- Align the interests of directors and management and stockholders.
- Set forth the practices our Board follows with respect to Board and committee composition and selection, Board meetings, Chief Executive Officer performance evaluation, and succession planning.

A copy of Marqeta’s Corporate Governance Guidelines is available on our website in the Investor Relations section.



Sound and rigorous corporate governance is a continuing focus of the Board of Directors. Each of the Committees of the Board and the Board of Directors evaluates its respective performance, its respective governing documents, the Board’s policies, and the Corporate Governance Guidelines on a yearly basis. This annual review is supplemented by ongoing advice on current governance trends and education from Marqeta’s internal and external legal and governance advisors.

Marqeta’s founder serves as Executive Chairman of the Board, and the Board has also appointed a Lead Independent Director. We believe that the Executive Chairman role allows consistent communication and coordination throughout Marqeta as well as effective and efficient implementation of corporate strategy and is important in unifying our team members behind a single vision.

The Lead Independent Director provides an important balance between management and non-management directors. The Board believes this leadership structure strikes an appropriate balance between effective and efficient leadership and oversight by non-management directors.

Independent leadership remains an important pillar of our Board leadership structure



Ethics and Compliance

Global Compliance

Marqeta is committed to acting ethically in dealing with its customers, employees, stockholders, partners, suppliers, competitors, and communities, as well as complying with all applicable laws in the countries where it operates. This commitment is upheld through our Global Compliance Program (the "Compliance Program") and our Code of Business Conduct and Ethics (the "Code").



Accountability and Oversight

Marqeta's executive management team consisting of our Chief Executive Officer and other senior executives (the "Compliance Committee") oversees our Compliance Program, and the Board of Directors provides additional oversight of the Compliance Committee.

The Compliance Program encompasses:

- Governance, Risk, and Compliance
- Technical Controls
- Third-Party Risk Management
- Privacy and Security
- Anti-Financial Crime/Sanctions
- Testing and Monitoring programs, among other related programs and processes

The Chief Compliance Officer oversees an internal compliance team that manages the day-to-day operations of the Compliance Program, with the assistance of external experts.

This team periodically performs third-party assessments, auditing, and benchmarking to strengthen the program.

The Compliance Committee meets at prescribed times during the year to receive an update on the state of the Compliance Program and to take any actions necessary to strengthen and improve the program.

The Board of Directors receives quarterly updates on the Compliance Program.

Business Integrity

An effective ethics and compliance program must be built on a culture of honesty, accountability, and transparency that is modeled by all levels of management and extends globally across the company. Marqeta expects that our leaders, employees, suppliers, and agents act with integrity, commit to comply with regulation and industry guidelines, seek input for questions and concerns, and collaborate on continuously improving how we conduct our business. All of our directors, officers, employees, and agents are guided by our Code, which is published on our corporate website.

Our commitment to ethics is part of everything we do, and we take specific steps to ensure our employees understand how to achieve business objectives with transparency, honesty, and integrity. We maintain and promote our Code, which sets forth our philosophies regarding ethical business practices and contains guidance specific to bribery and corruption, ethical competition and marketing practices, and financial services compliance requirements, among many other topics. Upon hire and annually thereafter, employees are required to take a compliance training course, which provides examples and hypotheticals on how the concepts can be applied to daily business practices. In 2022, this course was taken and completed successfully by nearly 100% of our current employees. We maintain various additional policies that provide further detail on the topics covered in our Code. Several of these

are also supported by online training modules that employees take when they join Marqeta and on a regular basis thereafter.

We maintain a process by which all marketing and promotional materials are reviewed to ensure that claims are accurate and supported by reliable data. We provide a compliance hotline that is available internally and externally to employees and third-parties whereby they may report compliance concerns to us. Reporting can be done anonymously at the discretion of the employee.

Many employees also received additional guidance materials and competency training related to European General Data Protection Regulation (GDPR), California Consumer Privacy Act (CCPA), cybersecurity training and periodic response testing and localized industry guidelines.

While the Code is not intended to be a comprehensive legal guide and cannot address all situations that may arise, it provides:

A summary of the compliance and ethical standards we expect of all parties.

Directives on reporting and investigating concerns and the consequences of violations

of the Code or applicable laws, regulations, and industry guidelines.

Best practices on conflicts of interest, protecting confidential information and personal data, ethical interactions with government officials and compliance with financial reporting, insider trading and other financial market regulation.



Security, Privacy, and Data Protection

Trust is important for our relationship with our customers, and we take significant measures to protect the privacy and security of their data and the data of their cardholders.

Security

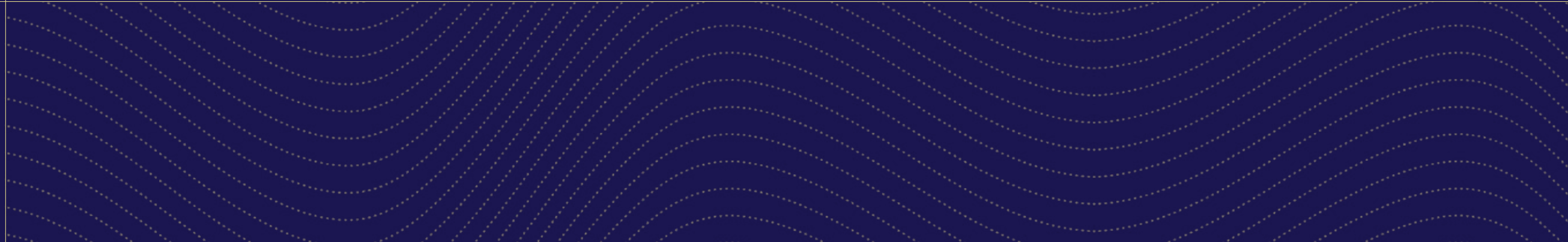
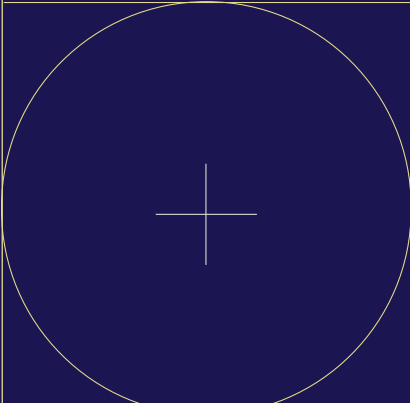
We devote considerable resources to our information security program, which is dedicated to ensuring the highest confidence in our custodianship of the data of our customers. Our security program is regularly audited and assessed by third parties. In addition, our security program has achieved several internationally-recognized certifications and industry standard audited attestations.

Our security program focuses on preserving the confidentiality, integrity, and availability of the personal data and other confidential information of our customers and our customers' cardholders. To this end, our team of security professionals, working in partnership with peers across our company, work to identify and mitigate risks, implement industry standard practices, and continue to evaluate ways to improve our information security. These steps include data encryption at rest, network security, classifying data, limiting and authorizing access controls, and multi-factor authentication for access to systems with confidential data. We also employ regular system monitoring, logging, and alerting to retain and analyze the security state of our corporate and production infrastructure. In addition, we take steps to help ensure that appropriate security measures are maintained by the third-party vendors we use, including by conducting security reviews.

Privacy and Data Protection

The privacy of our customers' data and our customers' cardholders' data is important to our continued growth and success. Privacy is a shared responsibility among all our employees. We also have a privacy team that builds and executes on our privacy program, including maintaining privacy policies and guidelines, overseeing compliance with privacy laws and regulations, and providing support for data protection and privacy-related requests. Our Privacy Champions - who volunteer to serve as additional resources across the organization - support and expand the reach of our privacy team.

We are committed to complying with applicable privacy and data protection laws. We monitor guidance from industry and regulatory bodies and update our platform and contractual commitments accordingly. We maintain a privacy notice that describes how we collect, use, and share personal information relating to our customers and we implement appropriate contractual provisions relating to our processing of cardholders' personal information.



Key Policies and Statements



[Code of Business Conduct and Ethics](#)

[Supplier Code of Conduct](#)

[Anti-Corruption Statement](#)

[Anti-Slavery Statement](#)

[Privacy Principles](#)

We are committed to doing business the right way, without exception. Marqeta does not tolerate illegal or unethical behavior in any form and emphasizes the importance of speaking up, respecting human rights and fair labor standards, avoiding conflicts of interest, managing confidential information properly, maintaining accurate books and records, along with the importance of adhering to policies and procedures. We believe that all people should be treated with dignity and respect and recognize the importance of protecting human rights. We respect workers' rights including but not

limited to, equal opportunity and freedom from discrimination. We comply with the employment and human rights laws, protection from child labor, modern slavery, or human trafficking as covered in the UK Modern Slavery Act of 2015. Building a strong company culture that promotes trust is a shared responsibility we take seriously.

Our employees have numerous channels and opportunities to learn, ask questions, and share concerns they may have throughout the year.

Asking for Help

Team Members are required to **report any known or suspected violation** to the Chief Compliance Officer (directly or via compliance@marqeta.com), supervisor or Human Resources. Any supervisor or Human Resources team member receiving such report must immediately advise the Chief Compliance Officer.

Marqeta has also arranged for a Compliance/Ethics Hotline for receiving such reports, which can be reached 24 hours/day, 7 days/week at:

marqeta.ethicspoint.com
(toll-free) (833) 581-0334

This 24/7 multilingual external reporting service is available for employees or others who want to report issues through a neutral third-party or remain anonymous. We take seriously and investigate all credible reports of any potential legal or policy violations, and such investigations are conducted confidentially.

Marqeta will not tolerate retaliation against anyone who reports or gives information they reasonably believe might involve misconduct under the code or if they help in a related investigation. That means an employee cannot

be fired, demoted, suspended, threatened, harassed or in any other way discriminated against in their job for reporting, giving information regarding, or otherwise helping with an investigation.

After intake of a report, the Compliance Team may check whether there have been any changes in an employee's work situation that may be considered retaliation under applicable law. Any retaliation should be reported right away to LRCreporting@marqeta.com.





Performance

SASB Framework

	SASB code	Accounting metric	Category	Response/ location
Governance	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Marqeta does not currently conduct energy audits.
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Marqeta does not currently conduct a global water audit and, as such, is unable to report on these metrics at this time.
Environmental	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	We do not own the data centers we utilize. As part of our process for selecting data center vendor partners, we take into account the approach our primary vendors maintain on climate risk protocols and energy efficiency optimization as well as infrastructure and facility construction. These practices help minimize both overall power consumption and associated carbon emissions.
Social	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	We do not engage in behavioral advertising. To find out more about our approach to privacy, please see our Privacy Philosophy.
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative	We only use customer data for the purposes disclosed in the privacy policies provided to our customers.
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Material legal proceedings are disclosed in our SEC filings, including in our 10-K filed on February 28, 2023.
	TC-SI-220a.4	1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative	Marqeta does not publicly disclose this information.
Overview	TC-SI-220a.5	List of countries where core products or services are subject to government- required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	Marqeta complies with all applicable laws and regulations, including, but not limited to, regulations related to embargoed countries/ regions and requirements under the Foreign Corrupt Practices Act and Export Control Regulations.

SASB Framework

	SASB code	Accounting metric	Category	Response/ location	
Governance	Data security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (pii), (3) number of users affected	Quantitative	Marqeta regularly processes large volumes of data and we may be periodically subject to unauthorized attempts to compromise or acquire data. For cybersecurity purposes, we do not disclose specifics regarding these attempts unless we are legally required to do so. We maintain an information security program that is aligned with applicable regulatory requirements and industry standards, such as the PCI data security standard for our card processing systems. We routinely review and strengthen the program as necessary to provide responsiveness to and protection against actual and emerging threats.
		TC-SI-230A.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	Marqeta leverages NIST CSF and participates in third party assessments against the NIST framework to recognize our opportunities for continuous risk reduction and security maturity.
Social	Recruiting & managing a global, diverse & skilled workforce	Tc-si-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	As of December 31, 2022, we had 958 employees worldwide with 40 employees outside the U.S., or less than 5% of employees outside the U.S. We also engage temporary employees, contractors, and consultants as needed to support our operations.
		Tc-si-330a.2	Employee engagement as a percentage	Quantitative	Via the annual employee survey, we recorded a 67% engagement score company-wide; with 74% of participants agreeing they feel a sense of belonging on their team.
		Tc-si-330a.3	Percentage of gender and racial/ ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	Via the annual employee survey, we recorded a 67% engagement score company-wide; with 74% of participants agreeing they feel a sense of belonging on their team.

SASB Framework

	SASB code	Accounting metric	Category	Response/ location
Intellectual property protection and competitive behavior	TC-SI-520A.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Material legal proceedings are disclosed in our SEC filings, which are available in our Annual Report Form 10-K filed on February 28, 2023.
Managing systemic risks from technology disruptions	TC-SI-550A.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	For information about material risks associated with technology disruption, please see Marqeta’s Annual Report on Form 10-k filed on February 28, 2023.
	Tc-si-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and analysis	For information about material risks associated with business continuity, please see Marqeta’s Annual Report on Form 10-K filed on February 28, 2023.

