

## **Anti-Slavery Statement**

This Statement provides information on the steps Marqeta Inc. ("Marqeta") has taken to eradicate slavery and human trafficking from within its own organization, as well as its supply chains. In addition, this Statement is intended to address any applicable disclosure requirements of the UK Modern Slavery Act of 2015, as amended, Australia's Modern Slavery Act 2018, and/or other similar laws and regulations. Marqeta is committed to good corporate citizenship and the highest ethical standards. To facilitate the fulfillment of these commitments, Marqeta established and maintains appropriate measures to safeguard against the occurrence of human rights abuses, modern slavery and related human trafficking within its organization and supply chain, as further detailed in this Statement.

### **BUSINESS AND ORGANIZATION**

Marqeta provides clients with a card-issuing platform that offers the infrastructure and tools necessary to offer digital, physical, and tokenized payment options. Marqeta's open APIs are designed to allow third parties to rapidly develop and deploy innovative card-based products and payment services without the need to develop the underlying technology.

### **VALUES, POLICIES AND TRAINING**

Marqeta is committed to acting ethically and with integrity in its business relationships, aiming to ensure that modern slavery and human trafficking are not taking place anywhere in its business. This commitment is reflected through this Statement and Marqeta's Code of Business Conduct and Ethics (the "Code"). All Marqeta employees are encouraged to raise concerns, including potential violations of the Code, company policies and applicable laws. Marqeta provides different mechanisms by which concerns can be raised, including the Marqeta Compliance/Ethics Hotline. The Hotline is operated by an independent third-party, and is available either by phone or online 24 hours a day, 7 days a week, in multiple languages,

through which concerns can be raised anonymously. Marqeta does not tolerate any form of retaliation for raising concerns in good faith, asking questions, or participating in an investigation. All Marqeta employees are trained on the Code upon hire and undergo mandatory annual refresher training thereafter. This training includes information about Marqeta's Compliance/Ethics Hotline and other tools, and familiarizes employees with the system that allows Marqeta to track and resolve modern slavery, human rights violations, or other issues that may arise. In addition, in fiscal year 2024, Marqeta provided additional human trafficking awareness training to all employees. In 2024, Marqeta implemented a risk-based due diligence process to assess, identify, and mitigate risks of modern slavery and human trafficking within its supply chains. This process considers risk factors such as the geographic location and industry sector of suppliers, applying appropriate levels of due diligence based on the identified risks. Also, Marqeta maintains a Supplier Code of Conduct which specifically calls attention to human trafficking issues and other human rights concerns in supply chains. The Supplier Code of Conduct sets out Marqeta's expectations for ethical conduct within the supply chain.

## **EFFECTIVENESS**

Marqeta monitors human trafficking and slavery risks based on the geographic locations in which it conducts business. While Marqeta has operations, suppliers and sales and distribution in numerous countries around the world, the large majority of its operations and supply chain partners are located in more economically developed countries that have been found by independent assessments (such as the U.S. Department of State's Trafficking in Persons report) to be at lower risk for human rights violations, including slavery and human trafficking. Marqeta also monitors completion of training on our Code to help it assess the effectiveness of its efforts.

## GOING FORWARD

Marqeta intends to take the following further steps to combat the occurrence of slavery and human trafficking:

- Continue to monitor the legal landscape in the countries in which we operate and implement any additional measures, as appropriate.
- Awareness efforts for Marqeta's Supplier Code of Conduct.
- Engage in additional training and awareness.
- Incorporate provisions addressing anti-slavery and human trafficking into supplier contracts, particularly in cases where heightened risks have been identified.

Signed:

A handwritten signature in black ink, appearing to read 'SK', is written over the printed name 'Simon Khalaf'.

Simon Khalaf

Chief Executive Officer and Director of Marqeta, Inc.

January 2025