



EQUIFAX



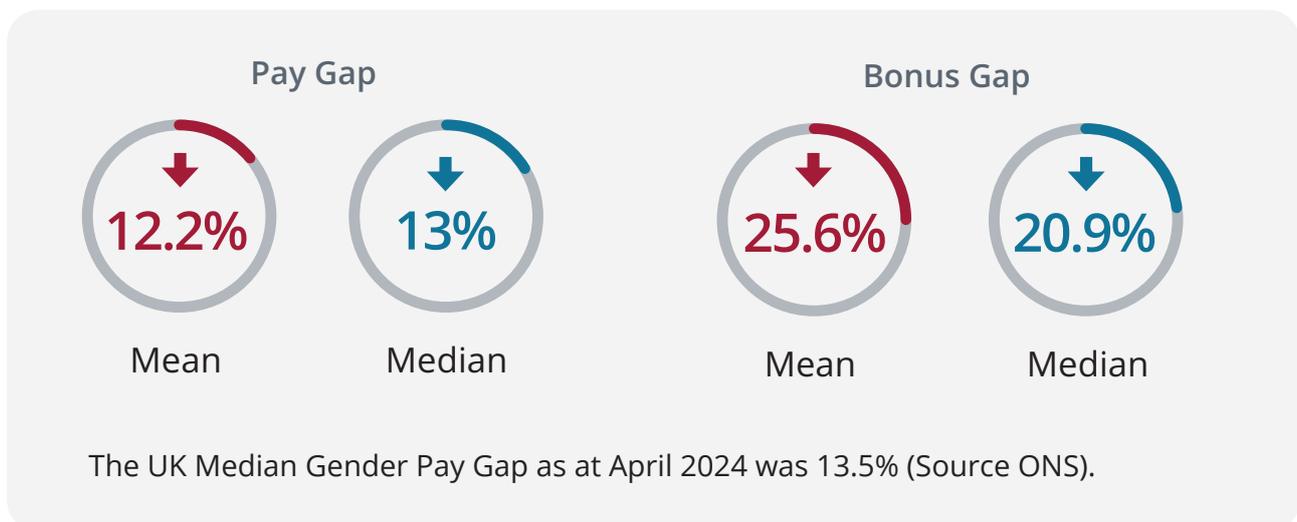
Equifax Gender Pay Gap Report

2024

At Equifax UK, helping people live their financial best is at the heart of everything we do. We believe that embracing and sustaining an inclusive workplace, where all contributions and perspectives are valued, creates an employee experience where everyone belongs, helping us deliver the best products and services to our customers.

We continue to promote an open, transparent, respectful and accountable environment. Gender pay reporting regulations continue to keep us on track to achieving our goals within our business. It also gives us the opportunity to share our record of progress to reinforce our commitment to reducing the gender pay gaps reported. The following sets out our results for 2024.

The following compares 2024 data to inception in 2017:



The proportion of males and females receiving bonus payment



77.9% of male



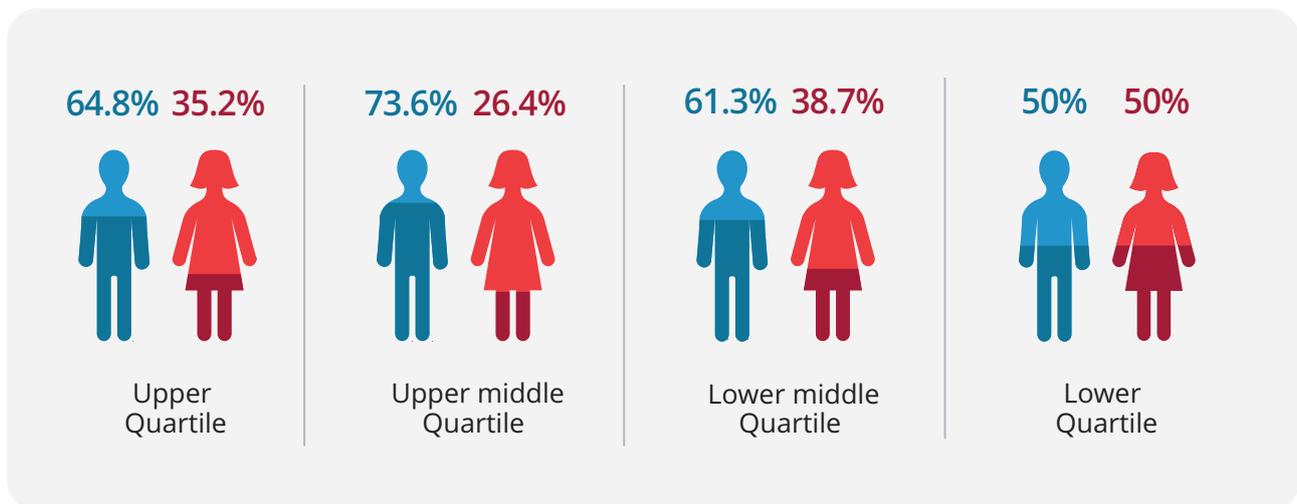
70.2% of female

Equifax - Gender Pay Gap Report 2024

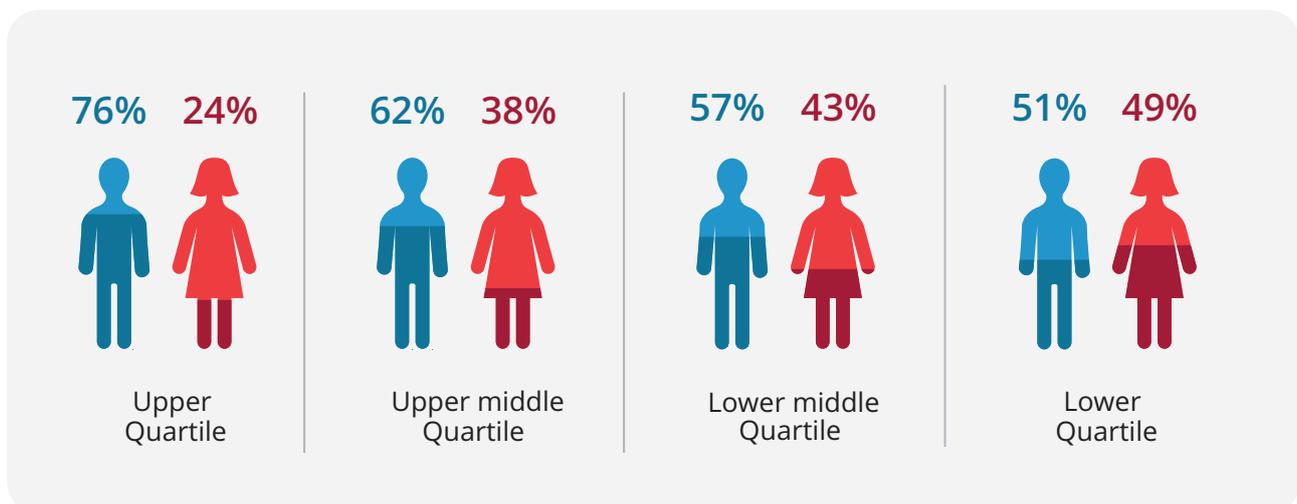
Although we are making progress closing the gender pay gap it is our workforce profile that is the most significant driver of our gaps.

The following illustrates that upper quartile roles that typically pay higher than other roles across Equifax and also attract higher bonus payments are still occupied by a majority of men; this in turn creates the gender pay gap highlighted.

2024



2017



38.7% of Equifax employees are female.

In April 2024 we launched our five Power Your Possible principles that will make a commitment to improve our female (and all other) employees' experience at Equifax.

These principles will be underpinned by our commitment to remove the Gender Pay Gap by:

1. Conducting regular Pay Equity reviews and identify and remove any unexplained gaps
2. Examining bonus and incentive payments to understand any gender gaps
3. Continuing to strive for a 50/50 split of women and men in leadership roles
4. Never compromising on a recruitment process that strives to ensure females are interviewed for every role we have
5. Ensuring that our policies create a respectful and inclusion culture and remove barriers for females to reach their full potential
6. Remaining committed to becoming more transparent about our pay philosophy
7. Continuing to give females the opportunities to learn and develop so they can have rewarding and meaningful careers with us



