



# ESG @ Equifax

## CEO Message



A handwritten signature in black ink that reads "Mark W. Begor".

**Mark W. Begor**  
Chief Executive Officer

We are a New Equifax — a global, diversified data, analytics, and technology company that has expanded well beyond a traditional consumer credit bureau. Through our unique combination of differentiated data assets, innovative analytics and industry leading technology, we play a critical role in the global economy and in the lives of individual consumers. As part of our commitment to creating a more inclusive global economy, we are making a strong investment in Environmental, Social and Governance (ESG) priorities in a way that is aligned with our company purpose — to **help people live their financial best**. This purpose drives our 13,000 global employees every day.

Our investors have encouraged us to prioritize ESG initiatives and disclosure, and we believe that our focus on ESG will better position our company for long-term sustainability and build shareholder value. In 2021, we accelerated our commitment to ESG priorities by announcing that we would make quantitative ESG disclosures available annually on Equifax.com in accordance with the Sustainability Accounting Standards Board (SASB) framework as well as public disclosure of the company's U.S. Equal Employment Opportunity (EEO-1) report.

We also announced a commitment to net-zero greenhouse gas emissions by 2040, an industry-leading sustainability commitment enabled by the Equifax Cloud™. I have also taken steps to elevate the visibility of ESG within our organization, including the incorporation of **ESG-specific goals within our compensation program** for me and my senior leadership team. Beginning in 2022, I've asked our 4,800 bonus-eligible employees to make an additional commitment to an ESG priority through their individual goal setting process.

ESG is integrated into our overall business strategy, and our ESG priorities focus on security, workforce diversity, environmental stewardship and financial inclusion.

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Equifax is making a strong investment in Environmental, Social and Governance (ESG) priorities.

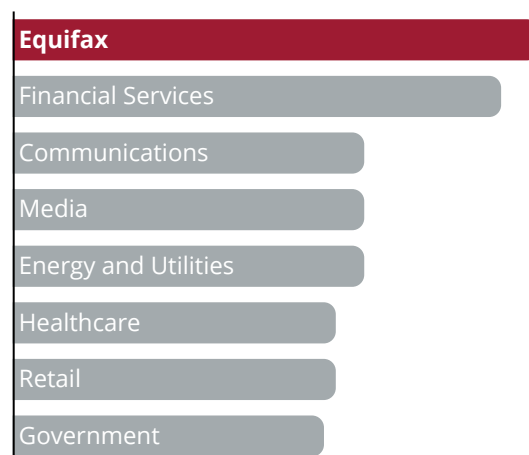
## Continue Leadership in Security

When I joined Equifax in 2018, I made a personal commitment to establish Equifax as an **industry leader in data security** and build a culture where security is a part of our company's DNA. Since then, almost every aspect of our security program has been completely overhauled and the results speak volumes. In multiple independent ratings, our security capabilities now exceed every major industry benchmark. We are extremely proud of the incredible progress that we have made toward embedding security into everything we do—from our technology infrastructure, data fabric and product development, to our merger and acquisition strategies, to our incentive compensation plans.

The tone for our security program comes from the top, with our Equifax Board actively engaged in the oversight of our security program by participating in annual security training and tabletop crisis simulation exercises. Engagement in security spans every level of our organization: every employee at Equifax receives customized training in how to spot threats, has visibility into their own security performance and where applicable, has a role-based security goal.

"We firmly believe that Security is **not** a trade secret."

## 2021 Security Maturity Score



We recognize that part of being an industry leader in data security is being transparent about our learnings and actively sharing the best practices that we are collecting as we work to implement change with our customers, partners, peers, and regulators.

We firmly believe that Security is not a trade secret and we are committed to transparency and best practice sharing. In 2021, we launched our inaugural **Security Annual Report**, which highlights the steps we've taken to protect our business, the unique data we manage, customers, and consumers, and describes our progress as measured by independent third parties. Now in its second year, this annual report shows how both Equifax's security maturity and security posture exceed that of the financial services industry. At Equifax, security has become a point of strength and a competitive advantage. **But**, we are not done. We view security as a key differentiator and will continue to invest towards our goal of being an **industry leader in security**.

## Drive Greater Workforce Diversity

**Diversity is a personal priority for me, and for our Board, and we are committed to nurturing a culture where diverse talent thrives.**

We understand that the long term success of Equifax depends on continuing to create an environment where top performers of all backgrounds contribute at their highest levels. In 2021, 77% of the Equifax senior leadership team was diverse, 38% of the Equifax global senior leadership team identified as female, and women comprised 44% of the Equifax global workforce. During that same time period, 41% of Equifax U.S. employees identified with diverse racial and ethnic groups.

We continue to focus on a number of impactful efforts to drive change including through employee networks, annual unconscious bias training for our global leadership team, and diverse slate requirements for professional and managerial roles. You can find a robust discussion of our initiatives to support inclusion and diversity at Equifax under the ESG section of our website. We are proud of what we have accomplished, know that we still have more to do, and are committed to ongoing transparency along our journey to being a more diverse company.

## Reduce Environmental Impact

Equifax is committed to reducing its environmental impact. In 2021, Equifax made the commitment to track our environmental impact in a more detailed manner by examining and disclosing the company's emissions of greenhouse gas. After a systematic review of scopes 1, 2 and 3 with the assistance of outside experts, **we disclosed our emissions data and made a market-leading sustainability commitment to reach net-zero greenhouse gas emissions by 2040.**

Since 2018, Equifax has invested over \$1.5 billion in game-changing cloud technology and industry-leading security. As a technology company, our carbon emissions are primarily driven by the electricity used to power our data centers and our offices. Our move to the Equifax Cloud is expected to propel us on our journey to net-zero by significantly reducing the footprint of onsite technology and data centers and leveraging the enhanced energy efficiency of our cloud service providers. We look forward to providing annual updates on our environmental progress through our website as we move toward our net-zero commitment in 2040.

Equifax is helping people live their financial best through credit education and a commitment to increasing financial knowledge.

## Increase Financial Inclusion

We strive to create and empower economically healthy individuals and communities everywhere we do business, and recognize that data, analytics and technology is a powerful force in addressing pressing issues facing the world around us. We play a critical role in people's lives by helping them apply for a job or mortgage, finance their education or buy a car. In the U.S. in 2021, Equifax helped 21.7 million people secure a mortgage or home equity loan and over 30 million people access government assistance programs.

**We have invested heavily in new data sets to enable access to credit for the over 60 million US consumers who are either un- or under-banked and are forced to access higher cost financial products.** Utilizing our unique data assets including income and employment data from The Work Number®, National Consumer Telco and Utilities Exchange (NCTUE) cell phone and utility payment data, rental payment data, and our 80 million alternative payment data consumer records from our DataX and Teletrack acquisitions, we can convert an unbanked or thin credit file consumer to either a scorable consumer or help them to increase their credit score to enable them to enter the lower cost formal financial services market.

In addition to using our unique data and insights to increase access to credit, Equifax is helping people live their financial best through credit education and a commitment to increasing financial knowledge. On Equifax.com, we offer a knowledge center to help consumers learn more about credit reports, credit scores, identity theft and other important topics, and in 2021, we introduced the industry's first and only U.S. credit report in Spanish available online or via mail. Along with our industry peers, we extended

access to free credit reports for consumers to allow them to navigate the post-COVID economic impacts. Equifax was the first to include buy now, pay later (BNPL) trade lines in its credit files. Most recently, in partnership with our peers we announced that paid medical debt will no longer be included in credit reports and we will no longer include medical collection debt under \$500 on credit reports.

We support the communities where we live and work with financial education workshops and other efforts that help consumers strengthen their financial capabilities. Since I joined Equifax in 2018, our Equifax Foundation has made contributions totaling over \$11.2 million focused on organizations that support financial inclusion and access to credit. In both Atlanta and St. Louis, we've launched citywide efforts to help vulnerable consumers and communities move from subprime to prime credit over the course of the next few years.

We also encourage our employees to personally engage in the communities where we operate. The Equifax Foundation matches each employee's financial support of nonprofit organizations up to \$10,000 per year. In 2021, the Equifax Foundation contributed over \$1 million in employee matching gifts. We also encourage employees to volunteer their time and energy to community organizations by paying employees for 16 hours per year of volunteerism.

These are just a few examples of Equifax's ESG commitment. We are committed to delivering for our investors while supporting our employees, customers, consumers, communities, and the environment. There is more to do, and we are committed to transparency in our journey. I hope you will explore our website and learn more about the difference we make around the world.