

EQUIFAX[®]

Equifax Gender Pay Gap Report 2025



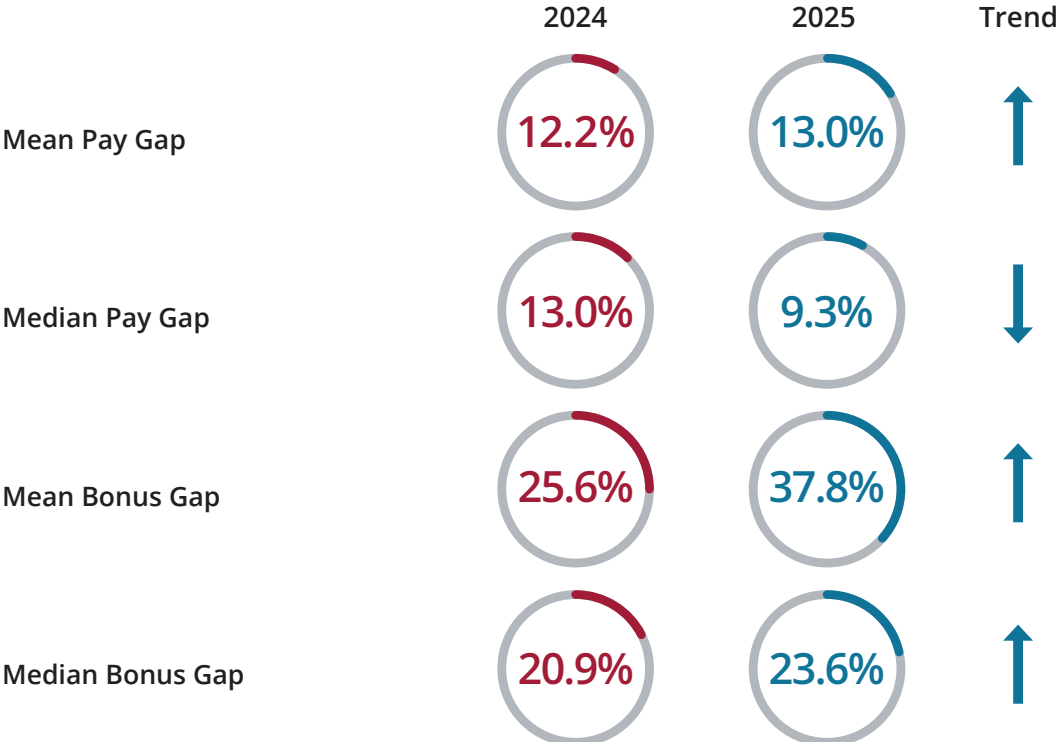
equifax.co.uk/business

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 2025.



The following compares our 2025 data to our 2024 data.



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While the UK Median Gender Pay Gap as at April 2025 was 12.8% (Source ONS), our median gap of 9.3% is below the national average.

The proportion of males and females receiving bonus payment



46% of male (Compared to 77.9% in 2024)



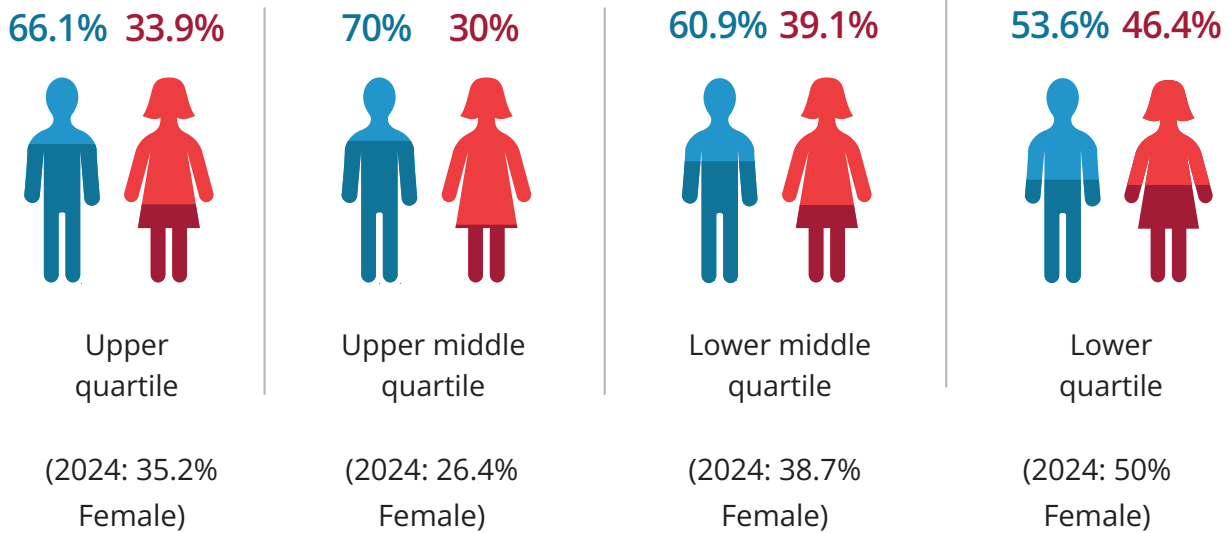
61% of female (Compared to 70.2% in 2024)

Quartile Pay Bands

Although we are making progress in certain areas, our workforce profile remains the most significant driver of our gaps.

The following illustrates that upper quartile roles, which typically pay higher and attract higher bonus payments, are still occupied by a majority of men.

2025 Quartile Representation



37.4% of Equifax employees are female (Compared to **38.7%** in 2024).

Our Commitment

Our **Power Your Possible** principles drive our mission to improve our female (and all other) employees' experience at Equifax.

These principles are 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. Ensuring that our policies create a respectful and inclusive culture and remove barriers to reach full potential.
5. Remaining committed to becoming more transparent about our pay philosophy.
6. Continuing to give females the opportunities to learn and develop for rewarding careers.



