

EQUIFAX

Gender Pay Gap Report

2025

Pay Gap & Bonus Gap

The following compares our **2025 data** to our 2024 data.

| Metric | 2024 Report | 2025 Report | Trend |
|------------------|-------------|--------------|-------|
| Mean Pay Gap | 12.2% | 13.0% | ↑ |
| Median Pay Gap | 13% | 9.3% | ↓ |
| Mean Bonus Gap | 25.6% | 37.8% | ↑ |
| Median Bonus Gap | 20.9% | 23.6% | ↑ |

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.

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.

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:

- **Upper Quartile:** 66.1% Male | **33.9% Female** (2024: 35.2% Female)
- **Upper Middle Quartile:** 70% Male | **30% Female** (2024: 26.4% Female)
- **Lower Middle Quartile:** 60.9% Male | **39.1% Female** (2024: 38.7% Female)
- **Lower Quartile:** 53.6% Male | **46.4% Female** (2024: 50% Female)

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

Our Commitment

In April 2024, we launched our **Power Your Possible** principles to improve our female (and all other) employees' experience. These principles are underpinned by our commitment to remove the Gender Pay Gap by:

1. Conducting regular **Pay Equity reviews** to identify and remove unexplained gaps.
2. Examining **bonus and incentive payments** to understand gender gaps.
3. Continuing to strive for a **50/50 split** of women and men in leadership roles.
4. Ensuring 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 opportunities to **learn and develop** for rewarding careers.