

TDX Group Gender Pay Gap Reports

2024



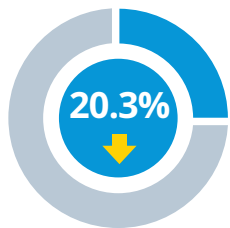
At TDX Group, an Equifax company, helping people live their financial best is at the heart of everything we do. We believe that embracing and sustaining an inclusive workplace, where all contributions and perspectives are valued, creates an employee experience where everyone belongs, helping us deliver 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 of equality within our business. It also gives us the opportunity to share our record of progress to reinforce our commitment to reducing the gaps reported.

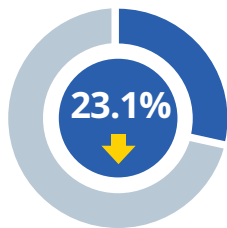
The following sets out our results for 2024.

The following shows our 2024 results, the arrows indicate the trend since 2017:

Hourly rate

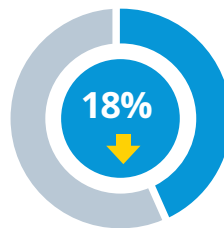


Mean

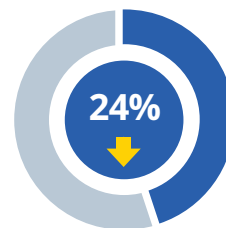


Median

Bonus



Mean



Median

The UK Median Gender Pay Gap as at April 2024 was 13.5% (Source ONS).

Who received bonus pay 2024

47.2%
of men

36.5%
of women

Who received bonus pay 2017

29.0%
of men

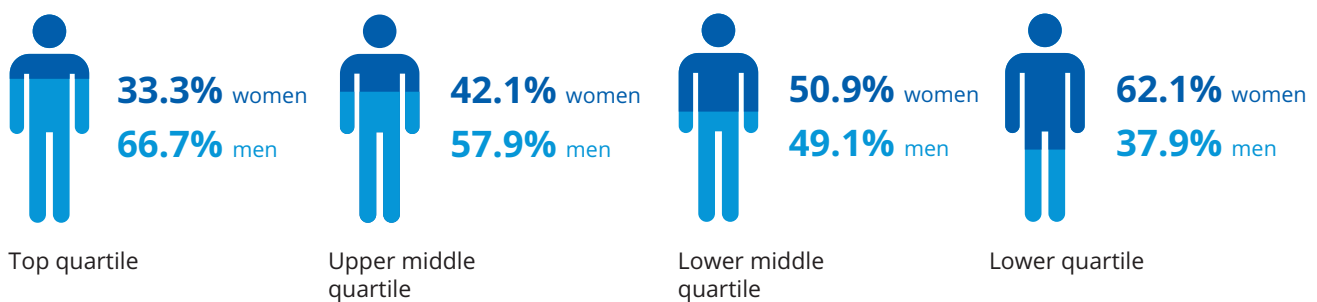
22%
of women

TDX Group - Gender Pay Gap Report 2024

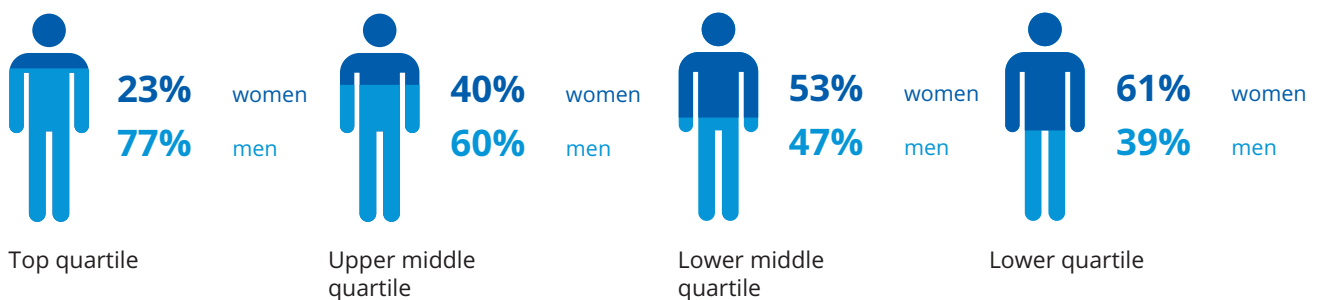
Our workforce profile continues to be the most significant driver of our gaps and due to the relatively small number of employees across TDX Group the numbers are more sensitive to any material changes in the workforce at a senior level.

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.

Our gender representation by pay quartiles at April 2024



Our gender representation by pay quartiles at April 2017



48.3% of TDX Group employees are female.

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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



