2023 Climate Report

Propelling our way to Net Zero with the Equifax Cloud™

March 2024

Contents

Introduction

This report on Equifax's climate-related risks and opportunities is presented in accordance with the framework set forth by the Task Force on Climate-Related Financial Disclosures ("TCFD"), which was created by the Financial Stability Board in 2015 to improve and increase reporting of climate-related financial information. The TCFD disbanded in October 2023; the International Financial Reporting Standards Foundation has taken over the monitoring of the progress of companies' climate-related disclosures for future reporting periods.

Equifax Inc. ("Equifax" or the "Company") is a global data, analytics and technology company. We provide information solutions for businesses, government organizations and consumers, and we provide human resources business process automation and outsourcing services for employers. As a technology company that does not manufacture physical products, we have identified carbon emissions from the operation of our offices and data centers, the purchase of goods and services (including capital goods), waste, employee commuting and business travel, as the most significant areas of environmental impact generated by our company. These findings have informed our current environmental priorities and our recent actions.

In 2021, we announced our commitment to reach net-zero greenhouse gas ("GHG") emissions by 2040. In support of our long-term net-zero goal, we recently set near-term science-based emission reduction targets, which were validated by the Science-Based Targets initiative ("SBTi") in 2023.

Our environmental commitments are enabled by our investments in renewable energy as well as our **Equifax Cloud™ transformation,** which is expected to propel our journey to net-zero by significantly **reducing the footprint of our on-site technology and data centers** and leveraging the enhanced energy efficiency of our cloud service providers.

In this report, covering calendar year 2023, we have enhanced our disclosures with the addition of our near-term GHG emission reduction targets and our progress against these targets. In addition, we have expanded our disclosures about our environmental risks and opportunities.

We continue to value and incorporate feedback from our investors, business partners and other stakeholders into our climate initiatives and disclosures. Looking ahead, we plan to continue to transparently share our progress on our environmental initiatives through our website and our annual climate report.

Risk Management

Board Oversight of Enterprise Risk

The Equifax Board of Directors monitors our “tone at the top” and risk culture and oversees principal risks facing the Company. On an annual basis, the Board reviews an enterprise risk assessment prepared by management that describes the principal risks and monitors the steps management is taking to map and mitigate these risks. The Board then sets the general level of risk appropriate for the Company through business strategy reviews. Risks are assessed throughout the business, focusing on nine primary risk categories.

The Audit Committee of the Board reviews our policies related to enterprise risk assessment and risk management, including the adequacy of our risk-related internal controls.

Climate-Related Risks Incorporated into Enterprise Risk Management Program

We have implemented an enterprise risk management (“ERM”) program that operates under the leadership of our Chief Privacy and Compliance Officer. Each business unit and corporate support unit has primary responsibility for assessing and mitigating risks within its respective areas of responsibility, and the enterprise risk team is responsible for oversight and reporting to management at least quarterly and to the Board annually.

Our enterprise risk team is responsible for developing our ERM framework, policies and standards, performing risk-based monitoring, and identifying and assessing material risks. This team leverages the risk and control self-assessment process under our ERM framework in order to analyze our climate-related risks. As a part of this process, our enterprise risk team meets with internal stakeholders, including members of our Environmental Management Committee and members of management, to discuss climate-related risks and opportunities. Climate-related risks and opportunities are captured on a risk register to drive accountability and mitigation efforts across the business. See “Climate Strategy” on page 8 for a description of our climate-related risks and opportunities as well as the mitigating actions we have taken to enhance our climate risk resiliency.

Additional information regarding our ERM program is available in our 2024 Proxy Statement. For additional information regarding our enterprise risk team and our Environmental Management Committee, see “Governance” on page 4.

Governance

Board of Directors Oversight

The Governance Committee of the Equifax Board of Directors provides oversight related to our responsible business priorities, including climate. As part of its oversight, the Governance Committee receives regular updates from management regarding the Company's substantive initiatives in support of these priorities, including climate-related initiatives, and reports to the Board of Directors, as appropriate. More information on the Governance Committee's responsibilities and duties can be found in the Committee charter.

The Audit Committee of the Board reviews the reports prepared by our Internal Audit department in connection with its annual review of our GHG emissions calculations and associated controls.

Role of Management

- **Environmental Management Committee.** Equifax's environmental management strategy, including our climate-related strategy, is led by a cross-functional team, with direction and prioritization provided by senior leadership, including our Chief Executive Officer, Chief Financial Officer and Chief Legal Officer. To execute on our environmental strategy, we formed an Environmental Management Committee composed of representatives from our real estate, finance, procurement, technology, enterprise risk and shareholder engagement teams. The Environmental Management Committee meets regularly to develop recommendations, track progress, support the collection and analysis of data, and create communications materials. The Committee also facilitates collaboration among team members across the global organization to promote environmental initiatives.

- **Shareholder Engagement Team.** Our shareholder engagement team, led by our Chief Legal Officer, is responsible for monitoring climate-related trends and overseeing the alignment of our climate disclosures with key reporting frameworks and stakeholder expectations. Our shareholder engagement team reports regularly to the Governance Committee on climate-related matters, including the direction and progress of our environmental initiatives in the context of our business strategy and stakeholder priorities.

- **Enterprise Risk Management Program.** As described under "Risk Management," we have an ERM program that operates under the leadership of our Chief Privacy and Compliance Officer. Our enterprise risk team meets periodically with members of the Environmental Management Committee to collaborate on climate-related risk identification and management. Our enterprise risk team prepares an enterprise risk scorecard, which is reviewed with management and the Board of Directors on an annual basis.

- **Internal Audit.** Our Internal Audit team performs an annual review of the governance processes and control environment related to our responsible business priorities, including recalculation of our GHG emissions on a sample basis. Results of the audit are provided to management and the Audit Committee of the Equifax Board of Directors in accordance with the Internal Audit Charter and Manual.

Risks and Opportunities

Overview

As part of our commitment to reach net-zero GHG emissions by 2040, our enterprise risk team conducts an annual assessment of our climate-related risks and opportunities over the short, medium and long-term. As part of this process, the enterprise risk team meets with a broad group of internal stakeholders to identify our current climate-related risks and opportunities. Climate-related risks and opportunities are captured on a risk register to drive accountability and mitigation efforts across the business.

2023 Climate Risk Assessment

As part of our 2023 climate risk assessment, we refined our list of climate-related risks and opportunities. Among other things, we took into consideration our new SBTi-approved near-term emission reduction targets and the evolving regulatory landscape.

The charts below provide an overview of: (i) our reputational, financial and operational climate-related risks and opportunities; (ii) the time horizon associated with each risk; and (iii) mitigating actions we have taken to enhance our climate risk resiliency in each area.

Reputational

● **Short term** (1-5 yrs) ● **Medium term** (5-15 yrs) ● **Long term** (15+ yrs)

		Time horizon
Risk	Failure to meet shareholder expectations regarding content and breadth of climate-related disclosures	Short term
	Failure to meet SBTi-validated scope 3 supplier engagement target	Short term
	Failure to meet SBTi-validated scope 1 and 2 near-term GHG emissions reduction targets	Medium term
	Failure to meet publicly disclosed commitment to be net-zero by 2040	Long term
Opportunity	Demonstrate commitment to continued decarbonization efforts through the decommissioning of legacy data centers and investment in renewable energy to improve our reputation amongst shareholders and customers	Short term
Mitigating Actions	Equifax set science-based GHG reduction targets that were validated by SBTi in 2023, further demonstrating our commitment to stakeholders on climate-related matters	
	Our GHG emissions forecasting process informs our decarbonization efforts and strategy to help us meet our climate-related targets	
	We are committed to transparency and engage regularly with our stakeholders on climate-related risks to mitigate any potential reputational impacts	

Financial

		Time horizon
Risk	Increasing cost to move spend to vendors that have SBTi commitments and targets	Short term
	Increasing cost of moving into energy efficient offices or making existing office spaces more energy efficient	Short term
	Rising insurance expenses resulting from the impacts of climate change/prevalence of natural disasters	Short term
	Increasing cost of repairing property damage caused by extreme weather events	Medium term
	Increasing cost of energy and renewable electricity procurement	Medium term
Opportunity	Conduct climate scenario analysis to manage climate-related financial risks	Short term
	Reductions in energy use from more energy efficient sites could reduce energy costs	Short term
Mitigating Actions	We have robust forecasting and budgeting processes that take into account the costs associated with meeting ESG-related commitments and targets	
	Equifax is actively monitoring for new global and regional compliance requirements and associated costs	

Operational

		Time horizon
Risk	Challenges in identifying and capturing vendor's GHG emissions and reduction targets	Short term
	Miscalculation of carbon emissions or reductions	Short term
	Compliance with future global and regional mandatory regulatory reporting	Short term
	Disruption to business operations from impact of climate change	Medium term
	Dependency on vendors that may not have climate related goals	Medium term
Opportunity	Incorporate climate commitments as part of the vendor selection process to facilitate meeting scope 3 supplier engagement target	Short term
	Purchase subscription-based service(s) that captures the climate commitments of global companies to more easily identify the GHG reduction targets of our vendors	Short term
	Explore new functionality in existing sustainability software that facilitates compliance with new and pending climate regulations	Short term
Mitigating Actions	Our investment in software to manage and calculate our GHG emissions has streamlined the calculation of our carbon emissions, significantly reducing the risk of miscalculation and improving the auditability of our emissions data	
	Our global resilience planning team takes into consideration multiple factors to minimize disruption and ensure business continuity	

Climate Commitments

As an organization, Equifax has made significant progress on our climate-related journey since 2019. We dedicate considerable time and resources to measuring and reducing the environmental impact of our GHG emissions. To assist in this process, we have allocated internal resources, acquired new technology services and leveraged expert advisors, as needed.

Net-Zero 2040 Commitment and Decarbonization Baseline

We are committed to reaching net-zero GHG emissions by 2040 along a science-based pathway, and have set near-term emission reduction targets to facilitate these efforts. In 2021, we worked with a leading environmental advisory firm to perform an internal analysis, which allowed us to establish a baseline for our decarbonization efforts and strengthen transparency around our environmental strategy. As a result of this analysis, we determined that our scope 1 and 2 emissions primarily result from the operation of our office facilities and data centers.

We have also performed an analysis of our value chain in line with guidance from the GHG Protocol and determined that the five significant categories of scope 3 emissions for Equifax are: (1) purchased goods and services, (2) capital goods, (3) waste generated in operations, (4) employee commuting, and (5) business travel. We used this data to develop an initial GHG inventory and inform our decarbonization strategy.

Over the years, we have refined our processes and procedures to utilize internal forecasting as a means to inform our reduction strategy and measure progress. A more detailed discussion of our decarbonization strategy can be found under "Climate Strategy" on page 8.

SBTi-Approved Near-Term GHG Targets

As part of our strategy to be net zero by 2040, we developed near-term GHG emission reduction targets that were submitted to SBTi for validation in 2022. These targets, which were approved by SBTi in 2023, cover our scope 1 and 2 emissions, as well as our most material scope 3 emissions. Under our target ambitions, we have committed to reduce absolute scope 1 and 2 greenhouse gas emissions 54.6% by 2032, from a 2019 base year. We have also committed that 73% of our suppliers by spend, covering purchased goods and services and capital goods (scope 3), will have science-based targets by 2027. SBTi has determined that our global operational footprint (scope 1 and 2) target ambitions are in line with the Paris Agreement's 1.5°C goal, currently the most ambitious designation available through the SBTi process.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SBTi has determined that our global operational footprint (scope 1 and 2) target ambitions are in line with the Paris Agreement's 1.5°C goal.

Decarbonization Strategy: Scope 1 and 2

To meet our scope 1 and 2 emissions reduction targets, Equifax has invested in a number of energy-saving initiatives, including our extensive Equifax Cloud™ transformation, ongoing workplace enhancements, space utilization initiatives and purchase of renewable energy.

Equifax Cloud Transformation and Data Center Decommissioning

Our move to the Equifax Cloud continues to have a positive environmental impact by significantly reducing our on-site technology and data centers and leveraging the enhanced energy efficiency of our cloud service providers.[1] Since 2022, by using the cloud, we have avoided approximately 13,000 metric tons of GHG emissions annually that would have been produced by the same work from an on-site data center. As we continue to decommission data centers and on-site servers, we expect to reduce overall gross emissions and transition the corresponding GHG emissions from our scope 1 and 2 inventory to scope 3.

Between 2019 and 2023, we decommissioned 26 data centers, with the remaining data centers making up about 39% of our total scope 1 and 2 emissions, net of renewable energy. As we continue to decommission data centers, we expect this number to continue to decline.

Investment in Energy Efficient Worksites

In recent years, Equifax has enhanced the energy efficiency of a number of our workplaces with high efficiency HVAC systems and daylight and occupancy office sensors, both of which we plan to continue to incorporate at other sites. We have also targeted environmentally efficient buildings for our office space. As of year end 2023, the Equifax real estate portfolio included fourteen Leadership in Energy and Environmental Design (LEED) certified buildings in North and South America and India, three Building Research Establishment Environmental Assessment Method (BREEAM) Excellent rated buildings in the United Kingdom and Spain, four National Australian Built Environment Rating System (NABERS), one Energy Performance Contract certified building in the United Kingdom, and one Neutral Carbon Certification in Costa Rica. While these Equifax buildings do not represent the majority of our worksites, our global real estate team includes energy efficiency as a factor in determining new office locations. As we progress through our cloud transformation journey, we are also taking steps to more efficiently manage our remaining onsite data centers, such as optimizing our HVAC systems and implementing cold aisle containment processes.

As we review our physical office space requirements around the world, we have established space utilization standards and metrics and invested in technology and workspaces that help reduce our space needs, while encouraging employee collaboration and productivity. Maximizing the efficiency of our office spaces and reducing our overall footprint are anticipated to help us deliver on our decarbonization commitments.

Purchase of Renewable Energy

In 2022, Equifax began procuring renewable energy in the form of certified renewable energy credits to reduce the emissions associated with our offices and data centers. In 2023, we further increased our investment in renewable energy and plan to continue to pursue opportunities to purchase high-quality renewable energy.

[1] Google, Equifax's primary cloud-service provider, is carbon neutral today, with a goal to run on carbon-free energy, 24/7, at all of its data centers by 2030.

Decarbonization Strategy: Scope 3

Set forth below is a description of our scope 3 decarbonization strategy across our value chain.

Purchased Goods and Services and Capital Goods

The Equifax decarbonization strategy related to purchased goods and services and capital goods will be driven by an engagement method. We are working to engage our key suppliers and partners to encourage their adoption of science-aligned targets and/or net-zero ambitions through education on decarbonization, advocating for their participation and leveraging our purchasing power.

Waste

We have undertaken a number of initiatives to reduce the waste and corresponding waste-related emissions produced at our offices. We have reduced, and in many cases eliminated, personal waste bins at desks in favor of more efficient central trash and recycling bins. We shred and recycle paper documents within our offices and program all printers to print double-sided as the default setting to reduce paper usage and waste. We also responsibly dispose of electronic waste, such as laptops and monitors, through a third-party recycling organization.

Our employee Sustainability Network provides an opportunity for employees interested in coordinating, communicating, and celebrating sustainability at Equifax. In our Atlanta offices, our Sustainability Network has partnered with the real estate team to develop education materials and guidance for fellow employees regarding waste management and recycling efforts at the Company.

Additionally, at our Costa Rica office (approximately 10% of our employee base), we developed an environmental management strategy and are engaged in a number of initiatives, including waste management. Our team reinforces recycling campaigns and updates products and processes to reduce garbage going to the landfill and increase recycling, organic composting and garbage used for energy generation.

Employee Commuting

In 2022, we implemented a 3/2 + 2 return to office framework — open to any employee who can perform work outside of the office and whose role does not require routine weekly travel. As part of this framework, Tuesday, Wednesday and Thursday are standard “in office days,” and employees have the option to work from home on Mondays and Fridays. Our “+2” policy enables employees to work remotely for two full weeks of their choosing each year.

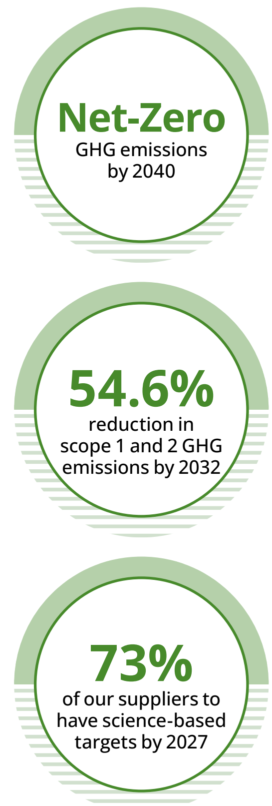
In addition to other benefits, this policy reduces the number of employees commuting to our offices and the corresponding GHG emissions associated with that travel. We support our employees’ use of electric vehicles by purchasing and installing electric car charging stations at our company-owned buildings and offering similar options at our leased facilities. Additionally, access to public transportation is a factor in our building selection process.

Business Travel

To reduce our business-travel related emissions, Equifax policy discourages business travel for internal, non-customer meetings and encourages the use of technology alternatives.

Overview of Climate-Related Targets

Equifax is committed to reaching net-zero GHG emissions by 2040 along a science-based pathway. In support of that goal, we have set near-term emission reduction targets, which were validated by SBTi in 2023. Under our target ambitions, we have committed to reduce absolute scope 1 and 2 greenhouse gas emissions 54.6% by 2032, from a 2019 base year. We have also committed that 73% of our suppliers by spend, covering purchased goods and services and capital goods (scope 3), will have science-based targets by 2027. SBTi has determined that our global operational footprint (scope 1 and 2) target ambitions are in line with the Paris Agreement's 1.5°C goal, currently the most ambitious designation available through the SBTi process.



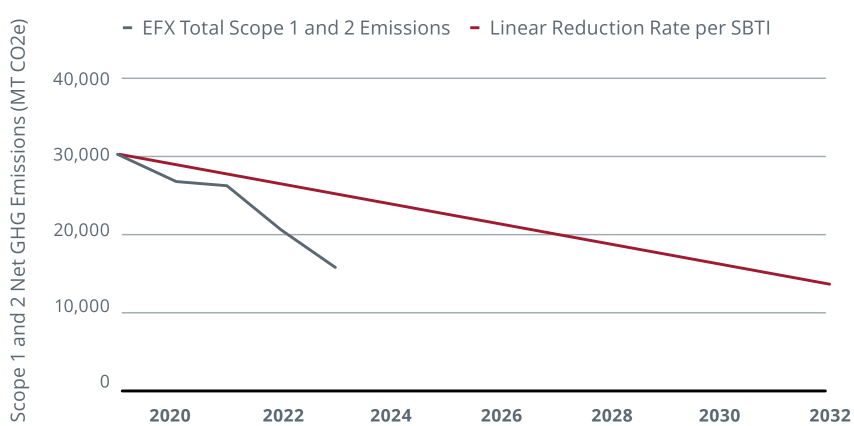
2023 Progress vs. Near-Term GHG Targets

Progress vs. Scope 1 and 2 Targets

As a data, analytics and technology company, our scope 1 and 2 emissions result primarily from the operation of our office facilities and data centers. We are working to reduce our scope 1 and 2 emissions by: (i) converting our scope 1 and 2 inventory to scope 3 by decommissioning our data centers and migrating to cloud-based service providers as part of our Equifax Cloud transformation; (ii) enhancing the energy efficiency of our workplaces; and (iii) investing in renewable energy.

We have set an SBTi-approved target to reduce absolute scope 1 and 2 greenhouse gas emissions 54.6% by 2032, from a 2019 base year. As shown in the chart below, we have decreased our scope 1 and 2 emissions by 51% as a result of our decarbonization efforts, representing significant progress toward our near-term reduction target of 54.6% by 2032.

Progress Toward Near-Term Scope 1 and 2 GHG Emissions Reduction Target



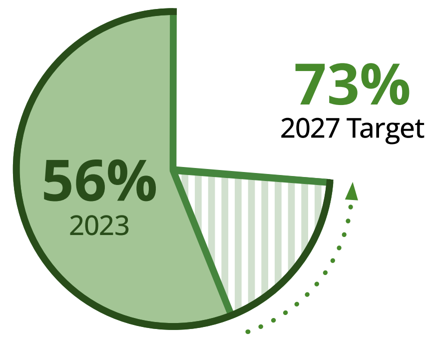
A more in-depth description of our scope 1 and 2 decarbonization efforts can be found under "Decarbonization Strategy: Scope 1 and 2" on page 8.

Progress vs. Scope 3 Target

We have set an SBTi-approved supplier engagement target that 73% of our suppliers by spend, covering purchased goods and services and capital goods (scope 3), will have science-based targets by 2027. As of year-end 2023, 56% of our suppliers have set science-based emission reduction targets, reflecting meaningful progress from our 2021 baseline of 20%.

For Equifax, our most significant scope 3 emissions come from the purchase of goods and services and capital goods. Our 2023 progress toward meeting our 2027 supplier engagement target was driven by two primary factors. First, during 2023, we continued to migrate data from on-site data centers to third party cloud service providers, such as Google, many of which have already set science-based emission reduction targets. (As we continue to migrate additional data centers to the Equifax cloud, we expect to increase the percentage of spend with suppliers that have set science-based commitments.) Second, many of our other (non-cloud service provider) suppliers set science-based targets in 2023 as part of a broader movement among large U.S. public companies to support global decarbonization efforts.

Progress Toward Scope 3 Supplier Engagement Target



Emissions Data and Metrics

GHG Emissions 2019-2023

The table below summarizes our GHG emissions for 2019-2023.

Emissions Summary

2019 – 2023 (MT CO2e)	2019	2020	2021	2022	2023
Scope 1 Emissions	847	800	1,388	1,089	1,172
Scope 2 Emissions (Gross)	30,385	27,140	27,691	27,336	24,203
Scope 2 Emissions (Net)	29,564	26,320	24,951	19,641	13,742
Total Scope 1 and 2 Emissions (Net)	**30,411**	**27,120**	**26,339**	**20,730**	**14,914**
Scope 3 Emissions					
Purchased Goods and Services [1] and Capital Goods [2]	—	—	—	217,066	212,903
Waste [3]	—	—	—	—	267
Employee Commuting [4]	—	—	—	8,027	7,059
Business Travel [5]	9,227	1,769	1,490	5,773	3,749

1. Purchased Goods and Services: To calculate the GHG emissions associated with our purchased goods and services, we use an environmentally-extended input-output (EEIO) expense-based approach, supplemented by actual data, where available and provided to us. EEIO models estimate energy use and/or GHG emissions resulting from the production and upstream supply chain activities of different sectors and products.
2. Capital Goods: Included within our purchased goods and services emissions and calculated using the EEIO model described above.
3. Waste Generated in Operations: Using the average-data method, we calculate waste-related emissions for 1/3 of our sites that we then extrapolate to the remaining 2/3 of our offices and data centers.
4. Employee Commuting: We developed a model that factors in our return to office framework (Tuesday — Thursday standard in office days + 2 weeks per year remote), geographic location, typical modes of transport, and number of employees to estimate employee commuting GHG emissions for our global office footprint.
5. Business Travel: We work with information provided by our travel partners to calculate the GHG emissions associated with our business travel.

In 2023, we reduced our combined scope 1 and 2 net GHG emissions by 28% compared to 2022, primarily by increasing investments in renewable energy and decommissioning 7 data centers as part of our ongoing Equifax Cloud technology transformation. Our efforts to move into more energy-efficient office spaces also had a positive impact on our scope 1 and 2 emissions, although most of these gains were offset by the increased footprint from our acquisitions during 2023.

In 2023, we decreased our scope 3 emissions by 3% compared to 2022, most notably in the areas of purchased goods and services, capital goods and business travel. As a result of our Equifax Cloud technology transformation, we shifted spend from on-premise data center providers to more energy efficient cloud-based providers. During 2023, we also converted a number of contractors into full-time employees, thereby reducing consulting spend and the associated purchased goods and services emissions compared to 2022. As for business travel, our corporate policy of discouraging non-essential travel was widely followed across the company, resulting in a decrease in our accompanying emissions in 2023 compared to 2022.

Other Emissions Metrics

The table below summarizes other key environmental metrics for 2019-2023, highlighting our gradual reduction in energy use, irrespective of the purchase of renewable energy, as a result of data center decommissions and more energy efficient worksites. This table also reflects the decrease in the intensity of our net emissions relative to revenue. Despite 19 acquisitions during 2019-2023, we decreased our scope 1 and 2 net emissions per million dollars of revenue by more than 67% during that period.

Environmental Metrics

2019 – 2023 (MT CO2e)	2019	2020	2021	2022	2023
Total Scope 1 and 2 Energy (kwh)	75,822,247	66,986,844	74,176,517	75,522,387	62,045,323
Total Scope 1 and 2 Emissions (Net) Emissions Intensity per $ million of revenue	**8.67**	**6.57**	**5.35**	**4.05**	**3.79**

Looking Ahead

Equifax understands the power of data, analytics and technology in addressing the most pressing issues facing the world around us, and the important role we play in the communities where we live and work. We continue to prioritize the reduction of our environmental impact by integrating our oversight and management of climate-related risks and opportunities into our overall business strategy. We are committed to communicating with our employees, communities, customers and investors transparently throughout our environmental journey.

Looking ahead, we plan to continue to transparently share our progress on our environmental initiatives through our annual climate report and the **Environment** section of **Equifax.com**.

March 21, 2024

Forward-Looking Statements

This report contains information that may constitute "forward-looking statements." Generally, the words "believe," "expect," "intend," "plan," "estimate," "anticipate," "project," "will," "may," and similar expressions identify forward-looking statements, which generally are not historical in nature. All statements that address operating or environmental performance and events or developments that we expect or anticipate will occur in the future, including statements relating to future operating results, plans for reducing our environmental footprint, reducing greenhouse gas emissions, improvements in our IT, and data security infrastructure, our strategy, changes in U.S. and worldwide economic conditions, and similar statements about our outlook and our plans are forward-looking statements. We believe these forward-looking statements are reasonable as and when made. However, forward-looking statements are subject to risks and uncertainties that could cause actual results to differ materially from our historical experience and our present expectations or projections. These risks and uncertainties include, but are not limited to, those described in our most recent Annual Report on Form 10-K and subsequent filings with the U.S. Securities and Exchange Commission. As a result of such risks and uncertainties, we urge you not to place undue reliance on any forward-looking statements. Forward-looking statements speak only as of the date when made. We undertake no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.