

2022

Diversity Report





Table of Contents

Leading through Change	4
Welcome letter from Teedra Bernard, Chief Talent and Diversity Officer	
Leading with Accountability	5
How we're advancing our enterprise diversity plan	
Leading our People	12
How we hire, develop and reward our people	
Leading Together	23
How we show up and support our associate community	
Leading for Tomorrow	34
Closing letter from Chris Cartwright, President and CEO	

Leading through Change



Welcome letter from Teedra Bernard, Chief Talent and Diversity Officer

Without a doubt, 2022 was a year of evolution and growth for TransUnion associates. We grew considerably last year following recent acquisitions, and we're now approximately 12,200 strong across the world. Along with growth comes change, and we leaned into it.

In 2022, we adapted and integrated our new businesses to deliver value for consumers, customers, shareholders and the communities in which we work. Just as important, we remained steadfast on embracing progress for our burgeoning associate population. Many of us welcomed new members to our teams, collaborated on shared priorities, and integrated our cultures in order to develop a TransUnion that better reflects the evolving needs of the market and our associates. Watching our people come together, embrace differences and encourage inclusivity across regions brought me joy.

It's a testament to the TransUnion I know and love, exemplifying our supportive community in action.

The work doesn't end here — nor should it. Leading through change brings opportunity, and we have the chance to recommit to our Diversity, Equity & Inclusion (DEI) goals. We're working through an equity lens to more holistically advance inclusion, which is why we fine-tuned actions in support of our enterprise diversity plans last year, including policies, trainings and structures to progress our racial and gender equity commitments. In our hybrid environment, our Networking Resource Groups (NRGs) also led the way — building connections and advocating for people of all races and ethnicities, gender identities, the LGBTQ+ community, veterans, people with disabilities and other underrepresented groups.

We also expanded support of our communities by embracing education, strategic partnerships and investments to promote financial inclusion and other topics we're uniquely positioned to advance. From associate volunteers providing credit education to charitable giving and new partnerships with community-driven nonprofits focused on economic empowerment, our associates are leading through change and leveraging their knowledge for good.

This Diversity Report is a snapshot of our evolution toward a more authentic and inclusive organization providing meaningful experiences for our people. Through storytelling, program updates and year-over-year numbers, we shed light not only on the wins we experienced on our journey this year, but also some misses, surprises and lessons learned as we focused on achieving our commitments and leading our people through change.

For us, practicing inclusion is about accountability and doing the needed work to afford long-term, meaningful and positive change in our community. We're fully committed to transparency and sharing TransUnion's story — and I invite you to learn more.

Teedra
Teedra Bernard

Chief Talent and Diversity Officer

Leading with Accountability

How we're advancing our enterprise diversity plan

At TransUnion, our diversity makes us stronger. Each of our associates possesses a unique combination of experiences, identities and knowledge that contributes to our success, and we believe everyone in our community should feel empowered to bring their authentic selves to work. It's our responsibility to make this vision a reality. That's why we're taking action to build an environment that's welcoming, equitable and inclusive for our people – and holding ourselves accountable to achieving this vision through measurable commitments.

In 2019, we announced our commitments to put us on the path forward. Specifically, we committed to:

- 1. Reaching global gender parity in our senior leadership by 2030**
- 2. Achieving a year-over-year increase at all levels of management for underrepresented groups**

We're determined to meet these goals to ensure our workforce is equitable. As our community evolved through acquisitions and organic growth, we recognize year-over-year progress on this step of the journey won't always be linear; it'll come with wins, opportunities for evaluation and a continued focus on long-term impact.

In 2022, we saw significant changes to the composition of our workforce as our company expanded through acquisitions and organic growth. We anticipated this shift in our associate community, and we remain committed to mobilizing the necessary resources to ensure we're on track for long-term, sustainable change – because that's what is important.

We define 'underrepresented groups' (U.S.) as those who identify as Black or Hispanic.

TransUnion has adjusted our 2021 associate metrics to include the acquisitions of Neustar and Sontiq, which is an update to the data contained in our 2021 Diversity Report. Unless expressly stated otherwise, all data calculations reliant on associate population include all recent acquisitions and exclude all divestitures.

	GLOBAL GENDER PARITY IN OUR SENIOR LEADERSHIP BY 2030	YEAR-OVER-YEAR INCREASE AT ALL LEVELS OF MANAGEMENT FOR UNDERREPRESENTED GROUPS			
		Managers	Directors	Senior leaders	Total
2020	30%	10%	10%	9%	10.12%
2021	28%	11%	8%	9%	10.01%
2022	29%	11%	9%	8%	10.16%
2021–2022 Year-over-year progress	1% ▲	0.15% ▲			

SPOTLIGHT

Elevating inclusion at the executive level



Susan Muigai
Chief Human Resources Officer

“In my first year as Chief Human Resources Officer, TransUnion’s leadership team repeatedly impressed me with their prioritization of DEI. It’s not an afterthought – our leaders are carefully weaving these topics into their everyday work. Many have sponsored NRGs, developed business diversity councils and moderated flagship programs. It’s because inclusion is something we as leaders are committed to nurturing for the long term.”

Prioritizing our DEI goals is essential to ensuring we’re successful, and we’ve proudly taken actions to practice accountability. This includes the work of our Racial Equity Task Force and Gender Equity Steering Committee to oversee internal change efforts, as well as formalized inclusion practices and outreach to drive diverse candidate slates for all director-level and above positions. We’ve also tied executive compensation to two representation goals – a crucial step toward ingraining inclusion in enterprise objectives and decision-making. A portion of 2022 executive compensation for our CEO and his direct reports was based on achieving (1) a year-over-year increase in women at the VP level and above globally, and (2) a year-over-year increase in representation of underrepresented minorities at the director level and above in the U.S.

TransUnion has a role to play in supporting both our associates and the communities in which we live and work, and we acknowledge developing a truly equitable organization can’t happen overnight. It requires persistence, collaboration, listening and a willingness to change for the better. With the support of our executive leadership and DEI Office, we’re taking the necessary steps to drive positive momentum in this space.

In alignment with our two enterprise DEI goals, we’re committed to bringing together diverse voices in our community to learn, connect and act in support of racial and gender equity causes. We do this because racial and gender equity aren’t just guideposts for us in recruiting and hiring – they’re also pivotal frameworks for us to follow in our internal and external policies, practices and business operations. From internal development programs focused on engaging underrepresented populations to our newly launched supplier diversity program, TransUnion strives to become a place where equity is a fundamental and intrinsic part of our business.

TransUnion’s supplier diversity program seeks to build sustainable relationships between key procurement decision makers at TransUnion and diverse-owned businesses that share our core values.

Representation at TransUnion

GENDER PARITY COMMITMENT	2020	2021	2022
Global senior leaders who are women	30%	28%	29%
Global directors who are women	33%	30%	29%
Global managers who are women	36%	32%	34%
Global admin. and professionals who are women	43%	43%	43%
Global associates who are women	40%	39%	40%

Percentages are rounded to the closest whole number and may not always add up to a perfect cumulative percentage. Gender data is based on the global workforce, which is consistent with our Equal Employment Opportunity (“EEO”) reporting. In 2021, TransUnion introduced the option for associates to identify as non-binary for US associates. The number of associates who chose to identify as non-binary is not reflected in the gender representation numbers reported herein. This metric excludes associates who do not have a binary gender on record (0.5%).

Due to occasional internal data adjustments, the demographic metrics provided for 2020 may slightly differ from what was presented in our 2021 Diversity Report.

We define ‘Senior Leaders’ as VP and above roles; ‘Directors’ encompass Director, Sr. Director, Principal, Sr. Principal and Sales VP level roles; ‘Managers’ are defined as Manager, Sr. Manager, Sales Manager, Advisor and Sr. Advisor level roles, and ‘Admin. and Professionals’ make up the rest of our associate population.



SPOTLIGHT

Promoting gender parity across regions



42% of our 2022 promotions and job changes globally were women.

Across Africa, TransUnion creates financial opportunity for millions of people in Botswana, Eswatini, Kenya, Malawi, Namibia, Rwanda, South Africa and Zambia. As CEO for TransUnion Africa, Lee Naik has embedded DEI into his regional business strategy, specifically accelerating toward our goal of gender equity through key recruiting, hiring, development and retention efforts. In 2022, Lee and TransUnion Africa both received recognition from the Gender Mainstream Awards for this campaign and its many successes – including top women empowerment company in Southern Africa, as well as recognition for Lee as one of the Top 5 Inclusive Leaders in the region. Similarly in 2022, TransUnion Africa achieved B-BBEE Level 1 status in recognition of our efforts to support South Africa's continuing transformation by incorporating DEI values into our business, driving a strong sustainability agenda and enabling a better quality of life through our products and services.

Lee Naik

CEO, TransUnion Africa

“We know businesses that prioritize diversity and inclusion are more aptly prepared to solve the problems of the future, which is why we've made gender parity a priority for Africa. In addition to Africa's regional leadership team reaching gender parity, 72% of TransUnion Africa's hires over the past year have been women. We're eager to keep the momentum going so diversity in all forms is the norm for our team.”

We also continued demonstrating our commitment to advancing DEI and racial equity in alignment with the CEO Action for Diversity & Inclusion™ pledge which TransUnion President and CEO Chris Cartwright signed in 2020. It's the largest CEO-driven business commitment to advancing DEI in the workplace; nearly 2,400 CEOs pledged to have difficult conversations about race in the workplace, share best practices and commit to a strategic inclusion and diversity plan. As CEO, Chris Cartwright continued to use his voice to elevate these topics in 2022, including his participation in a special "day of understanding," encouraging conversation about the inherent intersectionality our associates bring to the workplace every day.

15% of our U.S. promotions and job changes in 2022 were associates from underrepresented groups.

We define "intersectionality" as the unique combination of experiences, identities and knowledge we each carry with us daily. It informs not only who we are as individuals, but also how we see and interact with the world around us.

RACIAL EQUITY COMMITMENT*	2020	2021	2022
U.S. senior leaders belonging to an underrepresented group	9%	9%	8%
U.S. directors belonging to an underrepresented group	10%	8%	9%
U.S. managers belonging to an underrepresented group	10%	11%	11%
U.S. admin. and professionals belonging to an underrepresented group	22%	22%	22%
U.S. associates belonging to an underrepresented group	17%	16%	16%

We define 'underrepresented groups' (U.S.) as those who identify as Black or Hispanic.

REPRESENTATION	WHITE	ASIAN	OTHER	BLACK	HISPANIC	UNDERREPRESENTED
Board of Directors	82%	9%	0%	9%	0%	9%
Senior leaders	77%	13%	2%	4%	4%	8%
Directors	68%	21%	3%	4%	5%	9%
Managers	64%	23%	2%	6%	6%	11%
Admin. and professionals	51%	24%	3%	12%	11%	23%
All associates	58%	23%	2%	8%	8%	16%

Calculations are based on Board member composition as of March 9, 2023. The calculation shown does not include Andy Prozes, who is currently serving on our Board as of March 9, 2023, as Mr. Prozes will not stand for reelection at the 2023 Annual Meeting and will retire from the Board, effective March 31, 2023.

We define 'Senior Leaders' as VP and above roles; 'Directors' encompass Director, Sr. Director, Principal, Sr. Principal and Sales VP level roles; 'Managers' are defined as Manager, Sr. Manager, Sales Manager, Advisor and Sr. Advisor level roles; and 'Admin. and Professionals' make up the rest of our associate population.

'Other' encompasses the following associate demographics: American Indian or Alaska Native, Native Hawaiian or Other Pacific Islanders, and Two or More Races.

Category percentages may not sum to 100% due to rounding.

SPOTLIGHT

Accelerating racial equity in the U.K. workforce

In 2022, TransUnion's offices in the U.K. renewed our commitment to the Race at Work Charter – comprising five calls to action for organizations committed to improving equity in the workplace. We made progress this year by putting forth new data collection campaigns to better understand the racial and ethnic composition of our U.K. associates, and providing additional resources toward recruiting diverse candidates and our supplier diversity charter in the region. We look forward to making more enhancements in the future.



Ben Wade

Sector Lead, Gaming (U.K.)

“As both an ally and the Regional Chair for our Justice, Equity, Diversity & Inclusion Committee in the U.K., I feel a great sense of responsibility toward making sure associates from underrepresented populations feel comfortable bringing their authentic selves to the table at work. Achieving this goal starts with better understanding our associate community through data collection, and being intentional with our diversity recruiting strategy – both of which made strides in 2022.”

SPOTLIGHT

Helping U.S. veterans transition into the private sector



Veterans play a vital role in our global organization, bringing qualities and skills like camaraderie, loyalty and problem solving to their respective roles. We actively seek to support this important community, and as part of our annual self-identification campaign this year, we asked U.S. associates to voluntarily self-disclose their veteran status in order for TransUnion to continue providing them supportive programming, including during the transition from military service to the private sector. One such program, Hiring Our Heroes, is an 11-week engagement in which active military and military spouses partner with host companies to gain meaningful experience and expand their networks. Terry Maxwell was one of our Hiring Our Heroes fellows who joined TransUnion full time this year, bringing skills learned during his military service to our organization.

VETERAN REPRESENTATION	2020	2021	2022
U.S. associates who self-disclosed as veterans	3%	2%	3%
DISABILITY REPRESENTATION	2020	2021	2022
U.S. associates who self-disclosed a disability	0.4%	0.4%	0.4%

Terry Maxwell

Advisor, Information Security Governance (U.S.)

“Transitioning from the military can be a scary feeling. There are many unknowns, especially for someone like me who spent their entire adult life serving our country. However, programs like Hiring Our Heroes help ease the anxiety and prepare veterans for their next phase of life. I received an offer for full-time employment within the first six weeks of my fellowship – and since joining, I’ve had the opportunity to give back to fellow veterans and their families in a variety of ways. I love playing a role in TransUnion’s continued support for veterans throughout the enterprise.”

We recognize self-disclosure is a voluntary and personal decision for our associates, and we understand not all our associates feel comfortable sharing personal information about their identities. As part of our annual self-identification campaign, we do our best to educate about why sharing this information is beneficial for our DEI journey, and how it can positively impact the supportive programming we provide for our communities.

This year, the campaign helped us increase the number of our associates who self-disclosed relevant information. Over the month-long campaign, we saw an increase of over 200 associates self-disclosing information pertaining to veteran status, disability status and more.

Leading our People

How we hire, develop and reward our people

Progress on our enterprise diversity plan starts with our people, including our commitment to fostering a diverse and well-rounded workforce. However, diversity at TransUnion isn't just about the numbers – it's also about ensuring our associates feel included and empowered to grow. We're developing a supportive environment where everyone can find community, follow their passions and receive recognition for their skills and talents.

To support this goal, we pay special attention to how we hire, develop and support our associates. We incorporate DEI values throughout the associate journey from recruiting and the interview process to hiring and development to the comprehensive benefits and rewards we provide our people.

Recruiting and hiring

From their first interaction with TransUnion onward, we want every associate to feel welcome and inspired to bring their whole self to work each day. We believe the more diverse and authentic voices we have in our community, the better we can fulfill our mission of Information for Good®.

Our Talent Acquisition team strives to put this vision into action, integrating inclusion into their team structure, policies, strategy and recruiting practices. In alignment with our racial and gender equity commitments, we include processes that promote equity within our recruiting strategy to ensure inclusivity throughout the candidate experience. With a focus on expanding inclusion in candidate slates, we're also casting a wide net to reach those from varying backgrounds and experiences. In order to practice accountability and minimize implicit bias during the interview process, our DEI Office also provides coaching on best practices related to hiring diverse talent.

When it comes to engaging talent, the communities from which we recruit matter. Over the past year, our team continued to expand outreach and deepen relationships with vital groups of diverse talent all while also leveraging our standard tools and approaches. We engaged organizations and professional groups with predominantly Black and Hispanic talent, and expanded our outreach to the LGBTQ+ community, veterans,

people with disabilities and women in technology through conferences, career fairs and other networking opportunities. Our campus recruitment and internship programs also continued to feed our hiring efforts, having engaged over 100 interns globally in business areas like accounting, human resources and operations over the course of the year.



“Our DEI Office is committed to working in tandem with the Talent Acquisition team to ensure we're reaching a wider audience with our recruiting efforts. This collaborative effort will only continue to drive impact toward our enterprise commitments.”

Denise Fields, Global Director, Diversity, Equity & Inclusion

Here are a few more highlights of our engagements this year:

Black Virtual Career Fair; providing career advancement and leadership opportunities for Black professionals

National Black MBA Association's career expo for connecting Black professionals

Disability:IN partnership to advance inclusion of people with disabilities

Grace Hopper Celebration; connecting thousands of women and non-binary technologists globally

The **Hispanic Alliance for Career Enhancement's** Virtual Career Fair which connects employers with top Hispanic professionals from all industries and across the country

Reaching Out MBA, the world's largest gathering of LGBTQ+ business students and alumni

Hiring Our Heroes partnership engaging current active military and military spouses

SPOTLIGHT

Growing our recruiting strategy in India



In India, TransUnion grew considerably in 2022 – now numbering more than 3,000 associates across Chennai, Gurgaon, Mumbai, New Delhi, Pune and other cities. Our Global Capability Center (GCC) in India, a hub for much of this growth, leveraged the expansion to make progress on the organization's gender parity commitment. Through initiatives like a referral drive for women candidates; career reboot drive for women returning to the workplace; and hiring campaigns focused on candidates with disabilities, the GCC India incorporated strategic measures to hire and welcome associates from different backgrounds, identities and cultures. Kavita Singh, President of our Women @ TU chapter at the GCC, played an integral role in these initiatives coming to fruition.

Kavita Singh

Senior Manager, Application Development and Quality Assurance (India)

“At GCC India, we're committed to continually evolving so equity and inclusion are at the forefront of our talent acquisition processes. As President of our Women @ TU chapter, I'm especially proud of the work we've done to welcome women candidates back to the workforce following parenthood and other career breaks. It's incredibly meaningful work to support.”

SPOTLIGHT

Expanding the talent pool in Canada

TransUnion Canada is committed to hiring a diverse and well-rounded workforce, and this year, we collaborated with several government and government-funded nonprofit organizations like Halton Region, Skills for Change and ACCES Employment to welcome a broader, more inclusive talent pool of immigrants and refugees. Through these partnerships, we're optimistic we can continue inviting top-notch job seekers into our organization – while also being more inclusive with our outreach and recruiting efforts. Sasha Zito leads Human Resources for our Canada business and Cielo Lampert, Talent Acquisition Consultant, is driving this important development.



Sasha Zito



Cielo Lampert

Sasha Zito

Senior Director, HR Business Partners (Canada)

“Last year, Canada welcomed over 405,000 newcomers to the country – the most ever in a single year. The Canadian government is targeting 465,000 permanent residents in 2023. As a company, we have a responsibility to proactively expand our outreach, and welcome diverse and well-rounded applicants into our recruiting and hiring processes.”

Cielo Lampert

Talent Acquisition Consultant (Canada)

“At TransUnion Canada, we’re taking this to heart by exploring new government and nonprofit partnerships that connect us with qualified candidates from different backgrounds, cultures and experiences. It’s not only good for our business and our country – it’s also the right thing to do.”

Training and development

We're most successful when our people flourish. We want all our associates to learn from each other, hone their skillsets and lean into their aspirations, which is why we place special emphasis on training, mentorship and other professional development opportunities. It's our way of adding extra value to the TransUnion career journey — from onboarding on day one all the way to managerial and leadership training.

TransUnion's Managing for Success program is a great example of this training in action. It consists of an annual, six-module series that equips new frontline managers across the globe with the essentials they need to flourish in their new roles while guiding their teams to success. In addition to modules focused on self-awareness, coaching, goalsetting and retaining talent, the program emphasizes how managers can promote an inclusive environment that fosters trust, collaboration and creativity for all.

We're also utilizing training and development as a channel to educate and empower associates on topics relating to inclusion. For example, this year we hosted an informative workshop on microaggressions for our global audience — leading to a 72% increase in participants' confidence in their abilities to address microaggressions. By amplifying workshops like this to our global audience, we'll continue to encourage education and action on salient topics in our workplace.

Each of our business units also plays a role in advancing DEI, having made progress by partnering with our DEI Office, HR partners and business unit-specific diversity councils on actionable steps to make an impact. Our Legal, Risk and Compliance Department's Diversity, Inclusion and Belonging Committee partnered with the DEI Office for enterprise workshops, while our U.S. Markets and Consumer Interactive team's Diversity Talent Council incorporated trainings on diversity and inclusion with our sales teams.



SPOTLIGHT

Advancing careers with TransUnion's career doctor

Deb Kuhn

Senior Manager, Career Development and Associate Programs (U.S.)

"As the global career coach for TransUnion, I often hear 'I just do finance, IT or sales,' instead of thinking about your unique perspective and how you contribute. Transferable skills are a great way to think about that – and I love having the opportunity to help our associates identify these 'super powers.'"



Deb Kuhn



Sandy Peneda-Sibley

A diverse workforce requires tailored support and opportunities to grow. Instead of a "one-size-fits-all" approach to development, we provide opportunities for our associates to plan for future personal and professional goals. Since joining TransUnion in 2016, Deb Kuhn has served as TransUnion's very own "career doctor," helping associates reflect on their aspirations, articulate skills and accomplishments, and manage their career trajectories. Having taught workshops and provided one-on-one support to numerous TransUnion associates, Deb is an invaluable coach. One such associate is Sandy Peneda-Sibley who leveraged Deb's support to progress her career at TransUnion.

Aligned with these efforts, we've continued to implement training and development opportunities for associates from underrepresented groups, including our participation in McKinsey's Connected Leaders Academy. TransUnion has sent three management cohorts to the Black, Latino and Asian leaders programs, respectively, with each six-month opportunity dedicated to improving strategic leadership in areas like business operations, talent management, marketing and finance.

Sandy Peneda-Sibley

Advisor, Global Operations Processes (U.S.)

"I joined TransUnion several years ago, seeking what many, especially working parents, are familiar with – making a lateral career move to achieve a better work-life balance. However, when applying internally to recalibrate my career path to attain the level of organizational impact I was accustomed to, I struggled to communicate my previous career accomplishments and transferable skills effectively. Deb was instrumental in coaching me, offering constructive criticism on my verbal communications skills and resume I not only used throughout the interview process but continue to apply daily. With her help, I secured a role on a new team that fits my qualifications to a tee, and satisfied my desire to have a greater impact within our organization."

SPOTLIGHT

Learning from TransUnion's Latino and Hispanic leaders



This year, TransUnion enrolled 14 leaders across multiple business units to the inaugural cohort for McKinsey's Latino and Hispanic Leaders Academy. Each participant increased their mastery of key business functions and learned from experts on topics like career branding, emotional intelligence and resilience. For Cristina Banahan, the management cohort was also an opportunity to expand her network and learn about new leadership styles from like-minded peers.

Our Gender Equity Steering Committee also guides us toward our gender parity goal by developing and promoting opportunities for our women associates to achieve their ambitions. Women in Leadership, a vigorous 14-month leadership program for high-potential women associates, has become a major pipeline for connecting associates to future leadership roles. Similarly, our new Building Your Brand opportunity brought together hundreds of women associates throughout the world for branding and career advancement resources.

In the U.K., associates in our WE Lead (Women Emerging) program also completed their leadership trainings this year, resulting in 28% of participants receiving a promotion or broadening their roles. We're proud of the results from these growth opportunities, and we look forward to continually evaluating their effectiveness and adjusting curriculum as needed.

Cristina Banahan

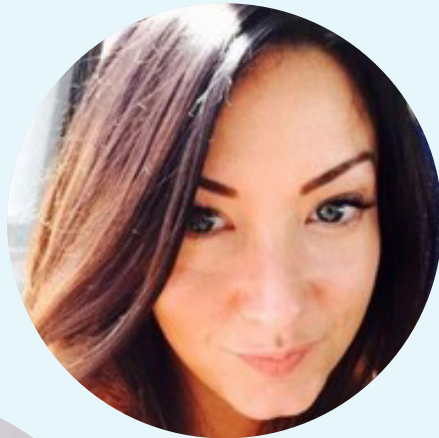
Global Head of Citizenship and Sustainability (U.S.)

"I treasure the McKinsey & Co. experience because I was able to meet other emerging Latino leaders inside and outside of TransUnion. I learned about different leadership styles and received feedback from colleagues, a critical step in any leader's development. I also valued McKinsey's structured approach to problem solving and strategy development, and I have already implemented these lessons into my work. I'm confident that I'm a stronger leader today because of my participation in this program."

SPOTLIGHT

Helping women associates build their personal brands

To advance our commitment to reaching global gender parity in our senior leadership by 2030, TransUnion kicked off a new development opportunity for women associates this year. Building Your Brand is a six-month career readiness program designed to support participants in soliciting feedback, collaborating with colleagues and building out development plans for career growth. Launched with the support of our Gender Equity Steering Committee, the program welcomed over 350 women associates this year in cohorts across the world.



Hannah Fetherston

Hannah Fetherston

Director, Global Incident Response Operations (Ireland)

“Fresh into my role with TransUnion, I was excited to have the opportunity to participate in a development opportunity alongside women from across our global enterprise. We’ve touched on everything from 360-degree feedback to tips for developing a stronger, more engaging virtual presence. I look forward to putting these lessons into action in my role and beyond!”

Cristina Pereira

Sales Director, Sales Management (Colombia)

“Building Your Brand was an insightful program that allowed me to join forces with other women in Latin America to support our career and personal development. I greatly appreciated the opportunity to empower each other in our growth journeys; discussing our strengths and aspirations in order to continually develop an authentic and cohesive brand.”



Cristina Pereira

SPOTLIGHT

Forging a path forward for women in leadership

Our Women in Leadership program, created as a pilot program last year, invites women directors and managers to participate in a year-long career development opportunity to prepare them to take on VP roles, improve their abilities to lead our business and build a competitive advantage. Participants selected for the program work closely with an executive team sponsor, and engage in a combination of training and case study-style learning workshops – covering everything from our enterprise strategy to the customer journey. Keenya Watson, a participant in our first cohort, found the experience enriching – for both her personal and professional life.

Keenya Watson

Director, Mergers and Acquisitions (U.S.)

“Unlike other leadership programs I’ve participated in, Women in Leadership’s focus hinged on understanding our business objectives and how decisions are made from a strategic vantage point. There are unique challenges women leaders face in a corporate setting, so participating in a program that allowed me to learn from people who have faced similar challenges was invaluable. All in all, it was an amazing opportunity – and one I hope my peers can participate in for years to come.”



For many of our women associates, finding a welcoming group of colleagues with similar interests is essential to feeling a sense of belonging. We're proud of the communities our associates have forged, including several business groups specifically dedicated to key sectors. Women of Global Technology, a community within our Global Technology organization, empowers

women by giving them opportunities to lead, learn and network. Since launching in 2021, the group has connected hundreds of TransUnion women technologists to cloud literacy trainings and other certifications to enhance their career skills. Similarly, our Women of Sales connection serves as a valuable resource for women to network and learn from colleagues within sales positions.

TECH ASSOCIATES



U.S. Race and Ethnicity

People who identify as: ■ White ■ Asian ■ Other categories ■ Black ■ Hispanic

— People who identify as belonging to underrepresented groups



SPOTLIGHT

Networking with saleswomen and their advocates



In 2022, TransUnion launched Women of Sales – a group for saleswomen and their allies to learn, share knowledge and network with each other. With chapters across Africa, Canada, India, Latin America, the U.K. and U.S., the group provides sales team members around the globe with personal development courses and training, coffee chats with senior executives, and other opportunities focused on promoting female empowerment. Women of Sales has welcomed more than 175 associates to virtual and in-person activities since its launch, with active membership ranging from sales support positions to the senior leadership level.

Lisette Gonzalez, one of the group’s founding members, shares her hopes for the group.

Lisette Gonzalez

Chief Revenue Officer, Europe and General Manager, TransUnion Spain (Spain)

“In our first year, Women of Sales has already shown the value of bringing empowered, resilient and intelligent people together. Through shared experiences, open conversations and a strong network, we’re enabling our talent to achieve their next levels of potential. It has been a true pleasure getting to know so many of my female sales colleagues in the process – and it’s incredible seeing the global senior sales team’s support.”

Pay and benefits

We're committed to supporting the well-being of our associates and their families, and one tangible way we accomplish this is through TransUnion's market-competitive Total Rewards package. From flexible time off, personalized mental health resources and remote work arrangements to infertility coverage, adoption assistance and paid parental leave, we strive to create a package that caters to each and every member of our community.

As our associates navigate life's challenges, we also understand the importance of evolving our benefit offerings. This year, we launched TU Forward, an ongoing initiative reflecting our commitment to working collaboratively and safely in a hybrid environment. We also routinely evaluate our compensation and overall Total Rewards package to ensure we're competitive in the marketplace and inclusive of our associates' diverse needs.

We recognize having time off to recharge, relax and be with loved ones is key to overall well-being. In recognition of our associates' extraordinary efforts every day, TransUnion observed two global days off in 2022, and encouraged our associates to unplug from work and practice self-care.

As an organization committed to the well-being of our associates, we continually invest in our people through support for mental health. We provide eligible TransUnion associates and their covered family members with access to a global mental wellness and employee assistance benefit offering services and tools for managing stress, increasing focus and navigating life's challenges.

For the fourth consecutive year, we received a perfect score of 100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index, a leading national benchmarking tool on corporate policies, practices and benefits pertinent to LGBTQ+ employees.

U.S. BENEFITS OVERVIEW

401(k) plan with generous company contributions

Above-market medical plan design

Adoption assistance

Care@work provides backup childcare and eldercare

Charitable gift matching

Employee Stock Purchase Plan (ESPP)

Flexible and remote work arrangements

Flexible Time Off allows exempt associates to take time off as needed instead of accruing a set number of days each year

Coverage for gender confirmation treatments and procedures

Infertility coverage

Paid parental leave

Pet insurance

Confidential and personalized mental wellness resources

Tuition reimbursement

To improve healthcare accessibility for associates, in 2022, we reduced the waiting period for new hires to immediate healthcare eligibility access, and extended the benefits to the end of the month for terminations.

Awards and Recognition

We believe in providing a best-in-class work experience for our associates, and we're proud our efforts to create an enriching workplace at TransUnion received recognition. Our people make TransUnion a special place — and we're excited to continue sharing our associate stories and elevating our employer brand.

Best Places to Work for LGBTQ+ Equality	Human Rights Campaign
Best National Companies to Work For	Built In

Leading Together

How we show up and support our associate community

Our associates make TransUnion an incredible place to work, and a big reason for this is how our people show up and support one another. Our various associate communities and groups are an excellent resource for associates to connect, learn from one another, and share their common identities and interests. Meanwhile, we're also fostering equity and inclusion outside our organization through philanthropy and volunteerism, advancing our DEI values through action, advocacy and in-kind support for our communities.

Across each of these efforts, we're making TransUnion a place where you're valued for who you are. No matter your faith, tradition or whom you love, we're here to create an enriching and inclusive workplace for you.



Networking Resource Groups

TransUnion's NRGs provide a voice to our associates, including those who are part of underrepresented communities. Our 10 NRGs work with our DEI Office to support inclusion, recruitment, retention, culture, engagement, development and so much more.

NRGs create space for those who share a common interest or identity; allies hoping to increase awareness; and upcoming leaders on topics of equity and inclusion. No matter who joins our NRGs, we're thrilled to work alongside them to transform TransUnion as part of our DEI journey.

Here are some highlights from our NRGs this year:

African-Diaspora Alliance	For Black History Month, African-Diaspora Alliance welcomed an ancestry expert to share how associates of African descent can trace their lineages, as well as the importance of connecting with ancestral backgrounds.
Diversity & Inclusion Forum	The Diversity & Inclusion Forum hosted a Day of Understanding with a panel of associates from around the world discussing intersectionality – and how their unique identities and experiences inform their relationships, allyship and more.
FUTURO	In recognition of Hispanic Heritage Month, FUTURO hosted a lunch and learn with Hispanic Alliance for Career Enhancement for our associates to learn how to enhance their negotiation and influencing skills.
Green @ TU	Green @ TU welcomed a climate scientist for a special educational chat with our associates in recognition of Earth Day.
Pan-Asian Connect	Pan-Asian Connect celebrated Asian Pacific American Heritage Month by welcoming an author who shared about her diverse and extraordinary career path, leadership, and Asian heritage and representation.
Peace of Mind	Peace of Mind observed International Day of Peace with an event focused on teaching associates how to practice mindfulness and self-care.
Pride @ TU	During Pride Month, Pride @ TU brought together associates for a workshop on microaggressions with an external practitioner.
TuneUp	TuneUp, our NRG for upcoming professionals, hosted a panel of associates representing different generations to break down stereotypes.
Veterans Alliance	Veterans Alliance recognized Veterans Day by presenting a panel discussion on the benefits of hiring veterans for our business.
Women @ TU	During Women's History Month, Women @ TU invited a speaker to share how associates can embrace change inside and outside the workplace.

In 2023, TransUnion launched a new NRG dedicated to caregivers, and we will disclose more information about this group in next year's report.

SPOTLIGHT

Revisiting how we build community together

Leveraging our community's continued growth over the past year, we took the opportunity to sharpen the overall strategy and operations behind our NRGs. Through planning sessions and an informative workshop about best practices for associate engagement, our DEI Office made positive strides toward enhancing the purpose and business value of our NRGs and other associate communities. Faith McFall-Smith helped lead these conversations, connecting the dots between our DEI strategy and the future state of our NRG programming.



Faith McFall-Smith

Senior Consultant, Diversity, Equity & Inclusion (U.S.)

“We spend so much of our lives at work that it may be easy to forget how important community-building and camaraderie are to our well-being. At TransUnion, our NRGs are here for this purpose. The DEI Office is committed to continually developing these groups and their leaders in order to meet the evolving needs of our overall community. We're only just getting started, but I'm proud of the progress we achieved this year.”

SPOTLIGHT

Joining forces to promote mental health awareness



Mental health is an important component of your overall well-being — like physical exercise or an annual checkup with your doctor — and we encourage our associates to practice self-care throughout the year. In recognition of World Mental Health Day in October, TransUnion NRGs came together for a special Walk for Wellness, asking associates to spend 30 minutes walking or participating in another activity while reflecting on how they practice good mental health hygiene. Associates in Africa, Asia Pacific, Brazil, Canada, India, Latin America, Europe and the U.S. all participated, sharing the hashtag #WhyIWalk to promote mental health awareness. Erica Campbell, President of our African-Diaspora Alliance NRG, led the planning committee for the initiative and shared about collaborating with her colleagues.

Erica Campbell

**Director, Financial Planning and Analysis and
Global President, African-Diaspora Alliance (U.S.)**

“Planning the Walk for Wellness was such a great collaborative experience for me. I loved leading a committee filled with such involved members of the TransUnion community. It was also inspiring to see how many of our associates participated! Hearing personal stories from colleagues around the world about the importance of prioritizing self-care and mental health really resonated with me.”

Our DEI Office and NRGs also play pivotal roles in supporting our racial and gender equity commitments, developing programs that spark conversations on topics like race, gender, sexuality and equity all year long.

For example, we celebrated Black History Month and this year’s theme — “Black Health and Wellness” — by spotlighting the legacy and contributions of Black Americans in medical and public health fields. We welcomed external speakers and hosted a Global African-Diaspora Town Hall where 400 associates came together to discuss their experiences as Black associates at TransUnion, career development opportunities and overall work culture. For Juneteenth, our African-Diaspora Alliance group in the U.S. also launched a special art contest asking associates to submit original artwork reflecting what Juneteenth means to them.

Similarly, our Hispanic Heritage Month festivities this year provided a chance for us to come together and learn about the rich cultural diversity of our Hispanic and Latino associates. Led by FUTURO (“FUTURE” in Spanish), our NRG empowering the Hispanic and Latino community, associates attended an informative panel about the role of Hispanic and Latino leaders in the organization, and engaged in dialogue about strengthening negotiation skills. We also shared ways to support associates and their family members in Puerto Rico and the Dominican Republic who were impacted by Hurricane Fiona.

In support of our gender equity goals, we recognized Women’s History Month, International Women’s Day and International Transgender Day of Visibility in March, and Pride Month in June. In addition to a year-long campaign spotlighting the accomplishments of our women associates, we welcomed external speakers to discuss topics of women’s empowerment and career progression, including Procafecol CEO Camila Escobar who spoke about her experiences as a female executive. For International Transgender Day of Visibility, our Pride @ TU NRG hosted a reverse book club to educate associates about inclusive language, and the transgender and gender nonconforming communities. Meanwhile, during Pride Month, we hosted a special Policy with Purpose panel featuring Congressman Mike Quigley, and the Human Rights Campaign’s State Legislative Director and Senior Legal Counsel, Cathryn Oakley. Moderated by Heather Russell, Chief Legal Officer, the event delved into LGBTQ+ policy issues in the U.S. at both the state and federal levels.

As a global organization, we also understand diversity has a different meaning depending on where you are in the world. TransUnion’s regional offices each follow their own respective commitments to DEI aligned to our enterprise goals. In the U.K. and Asia Pacific, our offices have signed charters to implement racial equity and diversity policies, and establish fair recruiting and hiring practices. Meanwhile, Brazil’s Diversity & Inclusion Forum hosted presentations about racism and systemic inequality, and our Justice, Equity, Diversity & Inclusion group in Latin America provided space for associates to talk about topics like race and mental health. These are significant educational and community-building opportunities for our associates, and we’re eager to continue providing space to connect, learn and share about personal experiences.



Juneteenth, or Freedom Day, commemorates the ending of slavery in the United States. In 2022, we gave all U.S. associates the day off and encouraged reflection on the meaning of freedom, progress and racial equity in the communities where we live and work.

Strength by Rennie Stennett,
Advisor, Solutions
Consulting (U.S.)

SPOTLIGHT

Celebrating Pride Month with a virtual dance party

Following a series of educational and awareness-building programs for Pride Month, TransUnion's very own DJs — Joe Williams, James Harris and Jaleel Khan — joined forces for a special Feel Good "Pride" Day. Over 100 associates joined the virtual event which kicked off with a celebration of house music — a genre created by DJs and music producers in Chicago's LGBTQ+ club culture in the late 1970s. For Joezen Punongbayan, President of Pride @ TU, the event was also an occasion to celebrate the successful integration of associate groups following the acquisitions TransUnion completed last year.



Joezen Punongbayan

Strategic Account Director and President, Pride @ TU (U.S.)

“I became Pride @ TU's leader not long after joining TransUnion from an acquisition, and I was eager to see how our organization would celebrate Pride Month. I was pleased to see it was a great opportunity for integrating our communities and meeting new LGBTQ+ associates and allies. We created spaces for networking, provided resources and education, and ended the month on a high note with a virtual DJ party which was even attended by some of our senior leaders!”

GoodWorks@TU and volunteerism

The Good Works program offers U.S. associates one Volunteer Time Off day per year and a charitable matching gift benefit of \$2,000 per year.

In March, we were saddened to witness the devastating humanitarian crisis unfold in Ukraine, and while we don't have operations based in Ukraine or Russia, a number of our associates had family and friends impacted. TransUnion donated \$100,000 in financial relief to Ukraine via the International Committee of the Red Cross, and an additional \$100,000 to the global Red Cross Red Crescent Network through a special associate match program in Canada, Lithuania, the U.K. and U.S. Our associates contributed \$87,000 through this program for a companywide total of \$287,000.

Good Works is our philanthropy and associate volunteerism program in which we seek to progress and enhance three important causes: economic inclusion, knowledge and online safety. Through our matching gift portal, we're advancing our racial equity commitment by providing resources for associates to support underrepresented communities.

We also believe service and education are crucial ways for associates to support each other and build stronger communities. We volunteered for causes and community-driven nonprofit organizations throughout the year, as well as in recognition of Giving Tuesday and International Volunteer Day. Here are a few prominent opportunities our associates volunteered for in order to support young people from underrepresented groups in 2022.

Credit Abuse Resistance Education (CARE)

Our associates volunteered with CARE by presenting to students on a variety of topics from credit cards and credit scores to student loans, savings, identity theft and budgeting. Together, we promoted financial literacy and encouraged young people to make sound decisions about saving and paying for education to help them meet their personal and professional goals.

Junior Achievement

We're a credit partner of JA Finance Park in Atlanta, an immersive experience focused on building financial health and well-being for students — a majority of whom are members of underrepresented groups. In November, we convened a group of associate volunteers to support this engagement.

TutorMate

With the help of our volunteer tutors, TutorMate provides intensive 1:1 tutoring on grade-level reading proficiency. Through weekly, 30-minute, online tutoring sessions with first grade students from low-income schools, TransUnion associates in the U.S. and Canada made a tangible impact on the comprehension skills of students in their communities.

SPOTLIGHT

Leveraging Information for Good® in Hong Kong



Our associates are uniquely positioned to use their financial education expertise for good in our communities. In Hong Kong, Pheona Liu took this to heart by volunteering with a charitable organization called Caritas Hong Kong, and presented to social workers with clients experiencing financial hardship. She leveraged TransUnion’s financial inclusion framework to share best practices for how those clients can build credit and practice good overall financial hygiene. The impactful experience was a testament to the power of volunteerism and education.

Pheona Liu

Senior Consultant, Consumer Services and Operations (Hong Kong)

“At TransUnion, we believe financial education is a useful tool for empowering consumers to take control of their futures and achieve their aspirations. I loved having the chance to share some of my knowledge with a group of social workers who support a caseload of clients with little or no credit. The presentation wasn’t just empowering for the attendees – it was also a positive and affirming experience for me as a volunteer.”

SPOTLIGHT

Coming together to support people with disabilities

In 2022, our Diversity & Inclusion Forum in Brazil hosted its first Diversity & Inclusion Summer Festival – a sequence of five weekly events in January and February – and continued associate education through the year around topics like racism, people with disabilities, positive masculinity, inclusive communication, harassment and more. In addition, multiple associates formed a study group for Brazilian Sign Language which seeks to promote awareness and networking opportunities within the deaf community. The region also encouraged advocacy by sponsoring and participating in a race in support of people with disabilities. Over 50 associates from our São Paulo office came together in person with their family members to walk, fundraise and build awareness of how to support this community.



Camilla Pauferro
Senior Analyst (Brazil)

“Returning from maternity leave and participating in the TransUnion-sponsored Olga Kos Institute’s inclusion race was energizing. Having the opportunity to attend with my 8-month-old baby, husband and pet, seeing co-workers and meeting new people was extremely welcoming. The combination of physical activity and having a moment to recognize an important cause was the best welcome back I could have!”

Action in support of racial justice within the communities we live and work is also a priority for TransUnion, and we proudly partner with civic and nonprofit organizations doing hands-on work on the ground. As a global information and insights company, we're uniquely positioned to promote financial inclusion for

underrepresented groups through our commercial and community investments. In collaboration with our Racial Equity Task Force, we made strategic investments in organizations that align with our mission of Information for Good®.

Here are three key highlights from our nonprofit partnerships to advance racial equity this year:

Credit Builders Alliance

Through donations to CBA Fund, Credit Builders Alliance's lending intermediary, TransUnion provided capital for small dollar loans, 97% of which supported Black consumers. The loans provided an opportunity for the involved consumers to gain access to financial opportunities, while building credit through loan repayment.

HomeFree-USA

In addition to providing financial education for students and faculty at Historically Black Colleges and Universities (HBCUs), TransUnion is supporting HomeFree-USA's efforts by providing our consumer credit dashboard as a free credit education tool.

NAACP

We worked with the NAACP to launch a credit education website called Connecting to Our Financial Future, designed to promote financial inclusion among traditionally underserved and underrepresented communities.



SPOTLIGHT

Moving the needle on racial equity through partnerships

As a key component of our racial equity commitment, we created positions specifically designed for advancing economic inclusion within underrepresented communities in the U.S., and these roles now constitute important leaders in our efforts to help customers reach more underserved consumers. Tracie Anderson, who leads our financial inclusion efforts within the U.S. business, is an integral leader in this space – helping advance inclusion through partnerships with our customers, engagement with our associates, and support for underserved communities through our Good Works initiatives. One particularly impactful initiative for Tracie is with HomeFree-USA, a premier nonprofit organization committed to closing the racial homeownership gap and promoting financial empowerment to support Black American homebuyers.



Tracie Anderson

Economic Inclusion Strategy Leader (U.S.)

“TransUnion’s contributions to HomeFree-USA are part of a series of actions supporting our commitment to expand financial access for all – in the United States and across the globe. Racial disparities remain widespread in key parts of the mainstream financial services ecosystem. Therefore, I’m proud to work for a company that’s a positive force in expanding access to equitable financial products and services.”

Leading for Tomorrow

Closing letter from Chris Cartwright, President and CEO

At TransUnion, Information for Good® is more than our mission — it's also our purpose, guiding how we show up for our people and the communities where we live and work. Last year was a great example of this purpose in action as our organization continued to learn, connect and grow together.

In 2022, the TransUnion community embraced change by integrating our new businesses, launching our hybrid work environment and growing our associate population globally. Amidst an uncertain economy, geopolitical issues and other factors, I was — and continue to be — incredibly impressed by the resilience of our associates. Not only did we persist in delivering value for consumers, customers, shareholders and communities, we also converted challenges into opportunities for ideation and evolution.

This was especially true for our DEI journey. Through our recent acquisitions, we welcomed new associates and committed to smoothly integrating our teams, processes and, just as important, our company culture. I'm a firm believer that individual actions can amount to real change, and I'm proud of our Networking Resource Groups and other associate communities for fostering inclusion and supporting these transitions. Through educational events with speakers, opportunities for networking and other programming, we adjusted to our next normal and accommodated the changing needs of our community.

Last year was also an opportunity to continue elevating our commitments. Racial equity and gender parity remain important priorities for TransUnion, and we continue to focus on associate education and development



opportunities engaging women associates and members of underrepresented groups. We embed equity and inclusion into all aspects of our associate journey — from recruiting and hiring to ongoing engagement opportunities and benefits — and we frequently assess our practices because we understand the importance of remaining nimble and open-minded toward growth.

Similarly, we made strides in advancing financial inclusion (a core business strategy) through consumer education, associate volunteerism and innovative partnerships with nonprofit organizations. We also contributed to important causes last year through our Good Works program, including donations providing emergency assistance in Ukraine. We were proud to contribute to these causes and continue to reflect on how we can deepen our advocacy efforts.

These examples only scratch the surface of our accomplishments. There is still much for us to do, but I believe it's important to pause and recognize the progress we've made. In such an eventful year, I'm proud to have led our caring and adaptable community through such a transformation — and I'm excited about our continued commitment to building a more vibrant and inclusive future in 2023 and beyond.

A handwritten signature in black ink that reads "Chris Cartwright".

Chris Cartwright
President and CEO

About the Data

1. All headcount demographic data, such as Gender and Ethnicity, is based on our employee headcount as of Dec. 31, 2022.
2. Hiring and promotion data is for full year 2022.
3. Some definitions and methodologies have been updated in 2022 and may not apply to 2021 data.
4. Our percentages are rounded to the closest whole number and may not always add up to a perfect cumulative percentage.
5. Board members are excluded, unless otherwise noted.
6. 'Senior leaders' includes anyone who is at a VP level or above.
7. Tech associates globally include technology as well as analytics groups.
8. Ethnicity (U.S.):
 - Ethnicity data is currently only available in the U.S.; an effort is underway to classify and collect this data in all international regions.
 - The 'Other categories' ethnicity group comprises American Indian or Alaska Native, Native Hawaiian or Other Pacific Islanders, Two or More Races.
 - 6% of associates in the U.S. did not disclose race/ethnicity at the data-pull and have been excluded from the calculations and percentages shown.
 - We define 'underrepresented group' (U.S.) as those who identify as Black or Hispanic.
9. Information on associate benefits apply to U.S. associates only, unless otherwise noted.

