

“Sustainability is an integral part of our mission to use Information for Good, and in 2020 – a challenging year for everyone – we found ourselves reminded of and recommitted to the importance of taking care of each other inside and outside of the workplace.”

Chris Cartwright, CEO



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

TransUnion has set a 100 percent reduction target for Scope 1 and 2 emissions, and a 30 percent reduction target for Scope 3 emissions by 2025. To reach its targets, TransUnion will invest in renewable energy and energy efficiency. TransUnion is purchasing renewable energy at its Leeds office, thereby reducing Scope 3 emissions by 230 metric tons.

TransUnion plans to drive reductions in greenhouse gas emissions through the procurement of renewable energy and executing on the Company’s planned environmentally sound cloud migration and real estate consolidation strategies.

### REDUCING RESOURCE CONSUMPTION & WASTE

TransUnion maintains a waste management program to re-use electronics and reduce all waste.

TransUnion’s electronic waste management program provides numerous environmental impact benefits. In its Chicago headquarters, it was able to divert 58,197 pounds of solid waste from landfills, save 499,829 kWh of energy, avert 15,510 pounds of hazardous waste, and save more than 20.4 tons of greenhouse gas emissions.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### INCREASING BOARD & MANAGEMENT DIVERSITY

In 2020, TransUnion appointed its first Chief Talent and Diversity Officer. The Company also introduced CEO listening sessions, as well as associate-led conversations on race that included members of Executive Leadership. Beginning in 2021, the Company offered diversity trainings to all associates. TransUnion's diversity programs supported a 3 percent increase in gender diversity in VP+ roles, during a time many companies struggled to retain female employees.

### SUPPORTING RACIAL EQUALITY & SOCIAL JUSTICE EFFORTS

TransUnion signed the CEO Action for Diversity & Inclusion pledge in 2020, through which it actively supports a more inclusive workplace for its employees and communities.

The Company also established a special associate gift matching program, which when combined with additional corporate giving, resulted in donations nearing \$500,000 to nonprofits focused on achieving racial justice.

TransUnion signed The Chicago Network's Equity Pledge as a founding member. The pledge commits TransUnion to strive for gender equity in leadership positions by 2030.

### Driving Financial Inclusion

Inclusion is core to TransUnion's business. The Company's alternative data credit data assets help create a more complete picture of consumers whose credit risk can be difficult to accurately assess using only traditional methods. Alternative data supplements the picture of an individual's credit risk with non-traditional information, such as utility or rental payment data.



## INVESTING IN COMMUNITIES

### ADDRESSING CRITICAL COMMUNITY NEEDS

TransUnion offers free credit reports to all U.S. consumers in an effort to increase opportunities in communities traditionally underserved by the financial system.

TransUnion's GoodWorks@TU program creates stronger communities through volunteering and fundraising. In 2020, the Company donated \$2 million, including corporate giving to its nonprofit partners and matching gift contributions.

The Company provides U.S.-based associates with a day each year to donate time outside the office to causes that matter to them. TransUnion also offers a matching gift program for associates who choose to make a financial contribution to their select causes.

### DELIVERING IN TIMES OF CRISIS

During the pandemic, associates logged approximately 6,200 volunteer hours in their local communities, and TransUnion matched \$597,170 in associate nonprofit donations, nearly a 40 percent increase over the same period year over year, including a special match program supporting racial justice.

### EXPANDING EDUCATION & CAREER OPPORTUNITIES

In September 2020, the Company continued to build on its diversity efforts with select Historically Black Colleges and Universities and Hispanic-Serving Institutions, facilitating a series of recruiting events and workshops.

### Consumer Financial Hardship Studies

TransUnion conducted and shared monthly studies on the financial impact COVID-19 had on consumers by demographic segments. These studies are used by policymakers and customers to identify segments of the population that are struggling and to better understand individuals' challenges.

### ENHANCING RESPONSIBLE GAMING

For more than a decade, TransUnion has actively supported UK gaming operators with solutions and tools to manage their responsible gaming strategies and compliance needs. TransUnion acts as a trusted stakeholder providing insight to both regulators and operators on data laws and consumer privacy as we have built solutions dedicated specifically to responsible gaming.

Now, TransUnion is bringing this global track record and expertise to the United States. TransUnion aims to be a thought leader, offering guidance to operators on best practices and contribute to the long-term health of the industry through its solutions, tools and support of responsible gaming in the US.