

September 2025

# Experian's Net Zero Transition Plan

On Target for Climate



**ON TARGET**  
FOR CLIMATE

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# Foreword

**Climate change is one of the most significant challenges of our time,** but it also presents an opportunity for businesses to support the transition to a more sustainable future.

The 2015 Paris Agreement set an ambitious goal to limit global warming to 1.5°C by the end of the century, establishing a clear greenhouse gas (GHG) emissions budget. According to the Intergovernmental Panel on Climate Change (IPCC), achieving this goal requires halving emissions every decade to keep warming within 1.5°C.

Collaboration between companies, policymakers, and other stakeholders is essential to accelerate the transition to a low-carbon economy. Recent research shows that with urgent and collective action, it is still possible to limit warming to 1.5°C. Businesses that embrace this challenge can drive positive change, enhance their competitiveness, and help secure a resilient future.



**2015 Paris Agreement** aims to limit global warming to a maximum of 1.5°C by the end of the century.

At Experian we are committed to creating a better tomorrow – when it comes to climate, this translates to us combining near-term action and long-term planning with accountability in the form of this Transition Plan. We recognise that this may require us to evolve the way we work, but these efforts will strengthen Experian for long-term success. Importantly, we are not alone in this – our clients and peers are setting similar ambitions, creating a shared momentum for change.

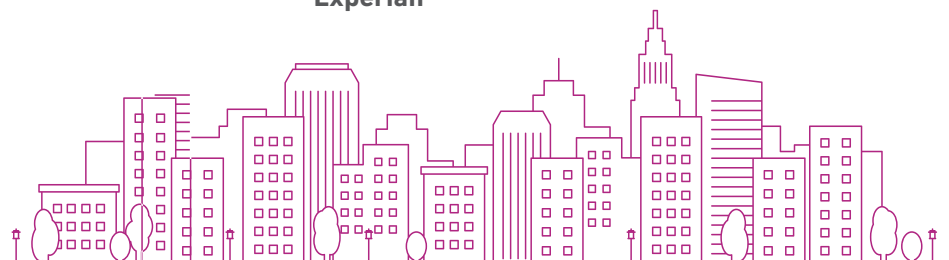


As the Chief Sustainability Officer at Experian, I am proud to introduce our first Net Zero Transition Plan. At Experian, our purpose is to create a better tomorrow, and a key part of that is our commitment to climate action on our journey towards Net Zero.

This Plan sets out the actions we will take to drive progress towards Net Zero from 2025 to 2030. Our transition plan also shows how we will manage climate-related risks and opportunities, building greater climate resilience into our business.

**We have set ambitious targets to ensure we play our part in limiting global warming to 1.5°C.** By 2030, we aim to reduce our scopes 1 and 2 emissions by 50.1% compared to our 2019 baseline. Additionally, we are working closely with our suppliers, with a goal of having 78% of suppliers by spend covered by science-based targets by 2029. These targets, validated by the Science Based Targets initiative (SBTi), reflect our dedication to sustainability and our responsibility to future generations. Together, we can achieve a sustainable and resilient future."

**Abigail Lovell**  
Global Chief Sustainability Officer  
Experian



# 1. Introduction

## About this document

This Transition Plan outlines Experian's climate-related ambitions and the strategic approach we are taking to achieve them. It is intended to provide stakeholders with confidence that our targets are underpinned by robust plans and tangible actions.

Covering the period through to 2030, this plan aligns with the timeframe of our near-term climate targets. It sets out our roadmap for achieving our scopes 1 and 2 emissions reduction goals, as well as our scope 3 supplier engagement objectives. It articulates our overarching ambition to mitigate, manage, and adapt to the evolving climate landscape, while also leveraging opportunities presented by the transition to a low greenhouse gas (GHG) and climate-resilient economy. We detail the short-, medium-, and where possible long-term actions we intend to undertake in pursuit of our strategic climate goals, acknowledging that our medium- and long-term initiatives will continue to evolve over time.

The plan also identifies the most material climate-related risks and opportunities facing our business—both from the physical impacts of climate change and from the broader systemic changes associated with the transition to a lower-carbon future.

Furthermore, we outline the steps we are taking to build the organisational capacity and capabilities necessary to support sustained emissions reductions over the long term. These efforts are aligned with our ambition of achieving a 90% reduction in emissions by mid-century at the latest.

This Transition Plan has been prepared in accordance with the overarching principles and recommendations set out in the UK Transition Plan Taskforce (TPT) Disclosure Framework. The TPT Framework represents the most up-to-date and authoritative benchmark for climate transition planning currently available.

## Updating our Transition Plan

We will publish an updated version of this Transition Plan at least every three years in line with the TPT recommendations, and provide updates on an annual basis through our existing climate-related disclosures. Our greenhouse gas data is subject to review by external auditors who provide an annual limited assurance.

## Preparing for future disclosures

As a business operating across multiple countries, Experian will be impacted by the wave of new sustainability regulations being introduced including

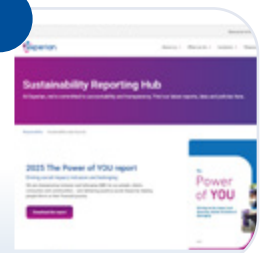
the European Sustainability Reporting Standards (ESRS) which form the Corporate Sustainability Reporting Directive (CSRD), the International Financial Reporting Standards (IFRS) developed by the International Sustainability Standards Board (ISSB), and California's Climate Corporate Data Accountability Act (CCDAA). In developing our Transition Plan we will continue to monitor the reporting requirements across the markets in which we operate.

## Experian's other climate-related disclosures

### Sustainability Reporting

Visit our Sustainability Reporting Hub for our latest reports, data and policies.

[Find out more](#)



### Annual Report

Find out more in the Annual Report and Accounts Sustainability section.

[Find out more](#)



### TCFD

We report on climate-related risks and opportunities in line with the recommendations of the Task Force on Climate-Related Financial Disclosures.

[Find out more](#)



### CDP

Read our 2024 climate change disclosure to CDP (formerly known as the Carbon Disclosure Project).

[Find out more](#)



## 2. Our Transition Plan at a Glance

The foundations of our Transition Plan outline our objectives, strategy and governance, developed in line with the UK Transition Plan Taskforce (TPT) Disclosure Framework and are grounded in its guiding principles of Ambition, Action and Accountability.

### OUR PURPOSE

Creating a better tomorrow

#### FOUNDATIONS OF OUR CLIMATE STRATEGY



**Decarbonise our own operations**



**Decarbonise our supply chain**



**Climate adaptation and resilience**



**Just Transition**

#### JOURNEY TOWARDS NET ZERO: OUR AMBITIONS

To reduce our scopes 1 and 2 absolute emissions by 50.1% by 2030 (from 2019)

Suppliers covering 78% of Experian's spend to have science-based targets by 2029\*

Continue to review and enhance our business' resilience to climate change

Continue to develop products and services that support a just transition\*\* to Net Zero

#### ADVANCING OUR AMBITIONS

##### SOLID FOUNDATIONS

Science-based targets  
Governance  
Risk management  
Robust data & reporting

##### ENGAGEMENT STRATEGY

Stakeholder mapping  
On Target for Climate supplier engagement programme  
Training and competencies  
Clear and transparent communication

##### IMPLEMENTATION ROADMAP

Decarbonisation levers for scopes 1, 2 and 3  
Evolution and innovation around products & services  
Financial planning

Our near-term targets support our journey towards Net Zero and form the first phase of our Net Zero Transition Plan. Our immediate priority is the delivery of our near-term targets, focusing on supplier engagement and decarbonisation in our operations and our supply chain. We are also working to improve coverage and accuracy of supplier emissions data and enhance our capabilities to model our suppliers' decarbonisation journeys. These improvements will enable us to refine our Net Zero Transition Plan and confidently select a timeline and level of ambition to establish and publish a long-term commitment to develop progress towards Net Zero.

\*Suppliers by spend covering purchased goods and services, capital goods and upstream leased assets.

\*\*A just transition to Net Zero entails transitioning to a low-carbon economy in a way that is fair and inclusive. We aim to build climate aspects into our existing social and financial inclusion framework to better align the evolution of our products and services with our climate strategy.

# 3. Foundations of our climate strategy

**Our Transition Plan** is guided by our foundations, which are fully aligned to Experian's purpose and strategy.

1

**Decarbonising our own operations** – transition our buildings and vehicles towards Net Zero emissions, across all areas where we have operational control.

2

**Decarbonising our value chain** – transition our supply chain, travel, upstream leased assets, employee commuting and investments towards Net Zero emissions and bring our suppliers on the journey with us. Our initial priority is to ensure our suppliers develop their own science-based targets.

3

**Climate adaptation and resilience** – continue to review and enhance our resilience to climate change.

4

**Just transition** – support the transition to a fair and inclusive economy wide transition towards Net Zero, by exploring the links between financial inclusion and climate relevance, and how the evolution of climate products and services can help society and the financial ecosystem.



Experian is committed to decarbonising its operations and value chain, enhancing climate resilience, and supporting a fair and inclusive transition through financial inclusion and climate-relevant products and services.”

– **Abigail Lovell, Global Chief Sustainability Officer, Experian**





### 3.1 Dependencies

Our climate goals and our implementation strategy to meet them are forward-looking, meaning we must make assumptions, and are dependent on external factors outside of our control. In the development of our transition plan, we have identified macro factors, industry trends, and areas within our extensive value chain on which we have a dependency. These dependencies inform our implementation strategy.

#### Key dependencies in delivering our climate goals:

|   | EXTERNAL FACTOR AND DEPENDENCY  | RISKS TO TRANSITION  | MITIGATION ACTIONS  |
|---|---|--|---|
| <b>Renewable energy transition</b><br>                      | <br>Our transition relies on supply of grid electricity generated from renewable sources, and making renewable electricity accessible for companies in the markets where we operate. | <br>Limited or disrupted access to renewable energy across our operating markets may hinder progress towards our Net Zero transition. | <br>Reduce direct energy consumption and secure long-term renewable electricity supply through strategic procurement in priority markets.  |
| <b>Supplier commitments/ Third-party collaboration</b><br> | Commitments from suppliers to align with our emissions reduction targets by establishing their own targets and climate transition plans.  | Lack of ambition or action by third-parties inhibits scope 3 emissions reduction.  | Engage our suppliers and partners to align with our emission reduction targets. Including signing contractual language which supports this process.   |
| <b>Mergers, acquisitions and divestments</b><br>           | Significant changes to the Group's buildings and operational assets, including through mergers, acquisitions, joint ventures, investments, and divestments, are incorporated into our greenhouse gas inventory in line with our reporting standards.                  | Changes to the Group's buildings and operational assets result in increases in emissions, and changes to our transition pathway and our operational capacity to implement transition initiatives.                      | Assess the GHG emissions impact of all mergers, acquisitions, and divestments, and revise our transition pathway accordingly, with the GHG Protocol Corporate Standard. All material changes to our emissions profile and reduction trajectory will be disclosed.<br><br>Consolidation of operational sites where feasible reduces scopes 1 and 2 emissions. Efficiency improvement plans designed for those assets we retained will also help reduce our environmental impact.<br><br>Suppliers introduced through acquisitions will be evaluated for consolidation and will be integrated into our existing supplier governance framework under the 'On Target for Climate' programme to ensure alignment with our climate commitments. |

|  | EXTERNAL FACTOR AND DEPENDENCY   | RISKS TO TRANSITION   | MITIGATION ACTIONS  |
|--|--|---|---|
| <p><b>Impact from AI use</b></p>                    | <p>The use of artificial intelligence (AI) in our operations and to generate products and services will inevitably lead to an increase in energy consumption, particularly with our third-party cloud providers.</p> | <p>Uncertainty regarding increases in our electricity consumption, along with the unclear use of renewable electricity by cloud providers, can result in poor planning, hinder our transition, and negatively impact our emissions.</p> | <p>We will continue to procure renewable electricity for our data centres and office locations, reinforcing our commitment to low-carbon operations. We will actively engage suppliers and partners to align with our emissions reduction targets, including via the incorporation of climate-related clauses to contractual agreements. We are also working to embed sustainable AI practices across Experian, with a focus on energy efficiency, data sustainability, and operational transparency. We recognise the transformative potential of AI and machine learning, and are committed to ensuring their responsible and sustainable application in ways that benefit society.</p> |
| <p><b>Spend profile</b></p>                       | <p>As the business evolves, and grows organically, we should expect variances in our supply chain.</p>   | <p>Unexpected changes in our spend profile could limit our ability to meet our scope 3 target.</p>  | <p>Where feasible, integrate climate-related criteria into supplier tendering and performance evaluation processes.</p> <p>Engage with suppliers that align with our emissions reduction targets.</p>   |
| <p><b>Data availability and data quality</b></p>  | <p>We rely on robust carbon data and insights to make well-informed, data-driven decisions. Data availability remains a challenge in our supply chain, particularly at service and product level.</p>                | <p>Poor or insufficient data limits our ability to prioritise actions that achieve effective emission reductions.</p>   | <p>We collaborate closely with suppliers to understand their challenges and support them in setting and achieving emissions reduction targets.</p>  |
| <p><b>Government policy</b></p>                   | <p>Government policies in our operating regions influence new reporting requirements, potential target setting for our value chain, and the pace of adopting lower carbon technologies in certain markets.</p>       | <p>Government policies can significantly impact our scope 3 supplier emission reductions, as market conditions can influence target setting and GHG reporting.</p>  | <p>We collaborate closely with suppliers to understand their challenges and support them in setting and achieving emission reduction targets.</p>   |

|   | EXTERNAL FACTOR AND DEPENDENCY   | RISKS TO TRANSITION   | MITIGATION ACTIONS  |
|---|--|---|---|
| <p><b>Facilities' operational control</b></p>    | <p>For instances where we do not have the operational control of a facility (i.e. where we lease office space) we rely on landlords to upgrade/renovate facilities and implement energy efficiency initiatives that will lead to emissions reduction. In some cases, we also rely on them to make greener choices when it comes to energy procurement.</p> | <p>Landlords fails to implement energy efficiency activities in our facilities, preventing us from reducing our scopes 1 and 2 emissions in the facility.</p> | <p>When relocating or expanding, our Facilities and Real Estate teams prioritise office spaces within buildings certified to recognised green standards and demonstrating high operational efficiency. We actively engage with landlords to advocate for sustainability improvements and the procurement of renewable energy.</p> |
| <p><b>Availability of electric vehicles and infrastructure in certain markets</b></p>  | <p>The availability of hybrid and electric vehicles, along with the necessary supporting infrastructure, varies across different markets. Some regions have more options and better infrastructure to replace diesel and petrol cars in our car fleet than others.</p>   | <p>The limited availability of greener alternatives in the market to replace our car fleet will affect our ability to reduce our scope 1 emissions.</p>       | <p>We engage with local partners in each market to secure competitive deals and a wider range of options.</p>   |

### 3.2 Assessing our climate resilience and understanding opportunities

As a data and technology business, our most material environmental impact is the carbon footprint of our operations and value chain. We report on climate-related risks and opportunities in line with the recommendations of the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#).

We are committed to identifying, assessing and managing risks and opportunities presented by climate change, both now and in the future. We report both transition and physical impact risk and opportunities and update our analysis of these risks on an annual basis.

We have modelled our analysis on two wide-ranging warming scenarios that represent two different pathways, a high-carbon scenario (Representative Concentration Pathway (RCP) 8.5) and a low-carbon scenario 'aggressive mitigation' scenario. We used these scenarios as they represent two opposing pathways: one of rapid policy and technological change that helps to limit the extent of the physical impacts of climate change; and one representing 'worst case' from a policy perspective; such that rising greenhouse gas emissions result in significant physical climate impacts. We also selected these scenarios because of their wide-ranging scope, which aligns with the broad range of geographies we serve.

[Read our TCFD disclosure](#) in our Annual Report 2025



# 4. Metrics and targets

Our science-based targets provide direction for the level of reduction and pace required to achieve meaningful emissions reductions across our operations and value chain, as we continue our journey towards Net Zero.

We believe our strategy and business model are compatible with the transition to a sustainable economy by reducing our carbon emissions in line with our science-based targets, which align to the Paris Agreement and the EU's climate goals.

## Our science-based GHG emissions reduction targets

### By 2030,

Experian aims to reduce scopes 1 and 2 emissions by 50.1% compared to the baseline year of 2019.



### By 2029,





78% of Experian's suppliers by spend to have science-based targets (categories of spend covered are Purchased Goods and Services, Capital Goods and Upstream Leased Assets).



Our near-term targets are validated by the [Science Based Targets initiative \(SBTi\)](#).



### Beyond carbon

- Annually increase the total spend covered by suppliers who have signed our Sustainability Commitment. 
- Annually increase the proportion of supplier emissions reported using verifiable, supplier-specific data, enhancing the accuracy and reliability of our scope 3 emissions disclosures. 
- Annually increase supplier product and service level emissions data where possible. 
- Annually increase the percentage of renewably sourced electricity across our operations. This involves a mix of switching to renewable tariffs, purchasing renewable energy certificates (RECs) to match our electricity consumption and on-site generation where feasible. 

Experian is committed to reviewing its targets at a minimum every five years, in line with the SBTi expectations, and to account for any changes that reflect advances in scientific modelling, climate science and our own business context.

Performance against Experian's targets is monitored by the Sustainability Steering Committee which is detailed on page 20.

▶ See our [Sustainability performance data](#) for further details

#### 4.1 Current target performance

In this section we provide an overview of Experian's performance against targets as per our latest reporting period, FY25 (April 2024 - March 2025). This section is to be updated annually based on the latest available data, in line with reported data in our annual report and other climate-related disclosures.

#### Scopes 1 and 2 emissions

This year we reduced our scopes 1 and 2 market-based emissions by a further 30%. Since 2019 we have reduced our total scopes 1 and 2 emissions by 82%, which means we are currently outperforming and well on track to meet our science-based target.

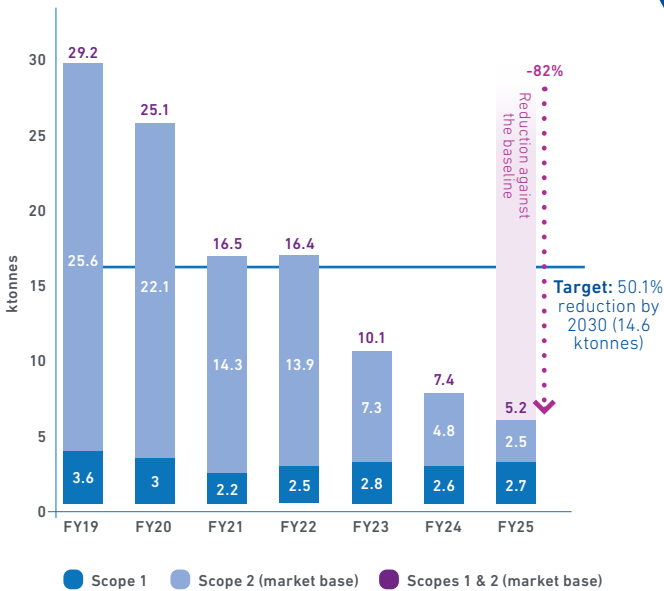


Chart 1: Our decarbonisation journey

- In FY25, we reduced our scopes 1 and 2 market-based emissions by a further 30% to 5.2 thousand tonnes of CO<sub>2</sub> equivalent (CO<sub>2</sub>e), cutting the carbon intensity of our direct emissions by 30% to 0.7 tonnes of CO<sub>2</sub>e per US\$1m of revenue.
- We decreased our energy use by a further 14% in FY25, even as our business continued to grow.
- We are continuing to implement decarbonisation roadmaps across our regions to drive further reductions as our business evolves – through energy efficiency measures and building consolidation, as well as by sourcing renewable electricity to power the buildings we own or control.

- We continue to embrace flexible ways of working that have enabled us to consolidate and reduce office space and related energy use. Our new energy-efficient office in Chile is certified to the LEED (Leadership in Energy and Environmental Design) Gold standard.
- In FY25, 87% of our total electricity was backed by renewable energy certificates (RECs) or came from renewable sources, up from 75% in FY24, with key sites in Argentina, Colombia, Panama, Peru, South Africa, and the USA purchasing RECs for the first time.
- We also have solar arrays that generate renewable power at Experian sites in Brazil and India and we are continuing to explore opportunities to invest in further on-site installations where feasible.
- We are also continuing to support the transition to low-carbon transport, with new contracts in place for hybrid and electric vehicles for our US sales teams and a ban on new diesel vehicles in our UK and Ireland fleet. Worldwide, around 56% of our owned and controlled fleet vehicles are hybrid or electric – including 93% of our vehicles in the UK and Ireland, which account for more than a third of our global fleet.

87%

of our total electricity in FY25 was backed by renewable energy certificates or came from renewable sources, up from 75% in FY24.



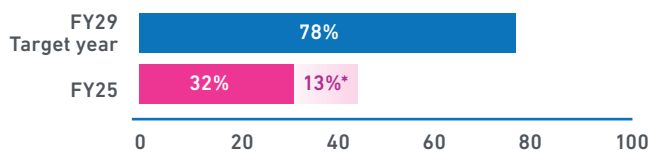
56%

of our owned and controlled fleet vehicles are hybrid or electric (including 93% of our vehicles in the UK and Ireland).



### Scope 3 emissions

Scope 3 greenhouse gas emissions account for the majority (98%) of our total carbon footprint making our supply chain an integral part of our climate strategy. As part of our ambition to reduce emissions across our value chain, we want to work with suppliers that share our commitment to sustainability and will collaborate with us to drive climate action.



\*4% of the 17% of suppliers who signed the commitments have set targets during the year, leaving 13% to set targets within the next 2 years

Chart 2: Supplier engagement progress

We've made a commitment that 78% of Experian's suppliers by spend are to have their own science-based target by 2029.

In FY25, suppliers representing 17% of spend agreed to sign a commitment to set targets in the next two years (with an additional 8% under discussion). 4% of those suppliers who signed the commitment, already set a science-based target during FY25, contributing to the increase of total spend with suppliers that have already set targets to 32% in FY25.

78%

of Experian's suppliers by spend are to have their own science-based target by 2029.



Suppliers by spend covering Purchased Goods and Services, Capital Goods, and Upstream Leased Assets.



**In FY25 we launched the Experian Sustainability Commitment, which requires vendors to:**

**1. Report annually the following information:**

- Scopes 1, 2, and 3 GHG emissions for the previous year
- Plans to reduce GHG emissions in the coming year
- Progress in achieving its GHG goals

**2. Commit to setting a science-based target (SBT),** aligned with the Science Based Targets initiative (SBTi) criteria and guidelines, within the next within 24 months.

We can't engage with all of our suppliers at once, so we must prioritise in each region to ladder up to achieving our target by 2029. We are prioritising suppliers with large contracts.

In each region we have created a priority list of suppliers, by reviewing our global supplier list and then overlaying commercial-specific information such as the strategic importance of the supplier, point in contract lifecycle, spend with supplier, size of supplier, level of Experian's influence and any upcoming contracts, when deciding the final prioritised list.

As part of our **On Target for Climate** programme we have provided training for our buyers through the business, including a toolkit with a diagnostic tool and templates to help them understand how to engage with suppliers at different stages of their climate journey. To learn more refer to the Training & Competencies section of this Transition Plan (on page 22).

We continue to integrate climate considerations into supplier review meetings. We meet regularly with our top suppliers to understand where they are in their sustainability journey and discuss shared goals.

In FY25 we saw a 2% reduction in absolute scope 3 emissions, as a result of improvements to data accuracy and some suppliers reducing their emissions.

Experian was included in the 2024 CDP Supplier Engagement Assessment (formerly known as CDP's Supplier Engagement Rating (SER) with an 'A' rating for recognising our supplier engagement efforts.



- ▶ For more information about our progress to date and GHG emissions data tables please visit our [Sustainability Reporting Hub](#).

**4.2 Robust data**

Access to reliable data is critical for the delivery of our transition plan. It allows us to understand our emissions at a more granular level to inform our decarbonisation plans.

We are taking continuous action to hold ourselves to the highest standards and to increase our confidence in our data over time, more detail about our emissions data methodology can be found here.

For the first year, in FY25 we have started to integrate service level data into our supplier emissions categories.

**Progress against our targets**

Scopes 1 & 2 Emissions Reduction



**82%**

as of FY25, we are outperforming 2030 target of 50.1%.

Supplier Engagement



**32%**

of our suppliers by spend have a science-based target in place.

# 5. Our implementation roadmap: delivering our ambition

To achieve the 2029 and 2030 science-based targets we have identified key areas of decarbonisation action – within our own operations and our value chain.

## 5.1 Sources of GHG emissions in our baseline year

Scopes 1 and 2 greenhouse gas emissions from operations accounted for about 6% of our total carbon footprint, totalling 29,270 tonnes of CO<sub>2</sub>e in FY19.

These are broken down across the following sources:

### Scope 1 (000's tonnes CO<sub>2</sub>e)



Natural gas  
**1.32**



Diesel in generators  
**0.18**



Fuel in company cars  
**2.12**

### Scope 2 (marked base 000's tonnes CO<sub>2</sub>e)



Purchased electricity  
**25.64**



District heating  
**0.01**

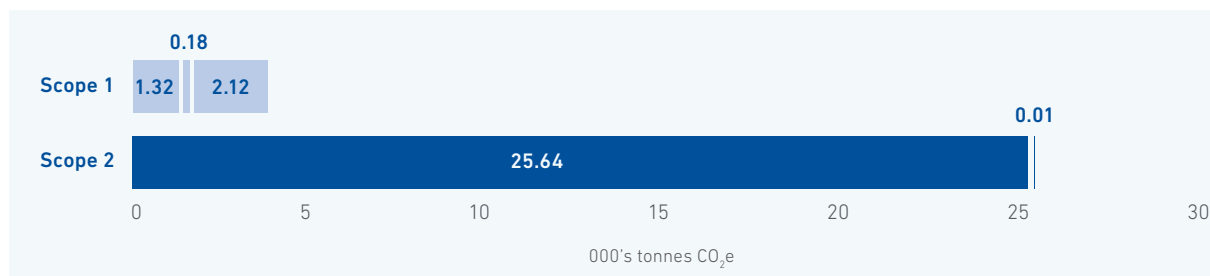









Chart 3: 2019 scopes 1 and 2 baseline emissions breakdown



## 5.2 Decarbonising our own operations: Scopes 1 and 2 decarbonisation levers

We have put in place a roadmap until 2030 that targets our carbon emissions and includes the following levers.

| Scope   | Lever   | Activities  | Investment type  | Estimated savings    |
|---------|---|---|--|----------------------|
| S1      | Transitioning our fleet<br>                                  | We are supporting the transition to low-carbon transport by switching our owned and controlled fleet to hybrid and electric vehicles, and installing charging infrastructure at our sites where possible.   | Investment captured as part of wider strategic business project cost | <b>Low impact</b>    |
|         | Switching to low-carbon alternatives for emergency power<br> | Where feasible we are replacing diesel in our back-up fuel generators with hydrotreated vegetable oil (HVO). HVO is a low-carbon biofuel made from plant waste, oils and fats making it a more sustainable and lower-carbon alternative to diesel.                                      | OPEX   | <b>Low impact</b>    |
| S2      | Switching to renewable energy<br>                           | Our aim is to annually increase the percentage of renewable electricity sourced across our operations. This involves a mix of on-site generation (where feasible), switching to renewable tariffs and purchasing RECs/REGOs to match our electricity consumption.                       | OPEX (CAPEX for any self generation projects)                        | <b>High impact</b>   |
| S1 & S2 | Optimising operations<br>                                  | We continue to embrace flexible ways of working that have enabled us to consolidate and reduce office space, and reduce our energy consumption as a result.   | Investment captured as part of wider strategic business project cost | <b>Medium impact</b> |
|         | Migrating to cloud<br>                                     | We are outsourcing data centres to cloud alternatives and partnering with cloud providers that share our climate goals.   | Investment captured as part of wider strategic business project cost | <b>Medium impact</b> |
|         | Building upgrades & energy efficiency<br>                  | We are committed to improving the energy efficiency of our buildings by upgrading infrastructure such as lighting, HVAC (heating, ventilation and air conditioning) systems and building sustainability criteria into refurbishment projects.   | CAPEX  | <b>Medium impact</b> |
|         | Real estate sustainability standards<br>                   | We aim to build sustainability criteria into our real estate strategy, for instance when relocating. Similarly, sustainability criteria is integrated into our mergers & acquisitions process so that newly acquired buildings operate at the same standards as our existing portfolio. | Investment captured as part of wider strategic business project cost | <b>Low impact</b>    |




**Estimated savings key**

|  |  |  |
|--|--|--|
| <b>Low impact:</b><br>0-5% of total S1&2 emissions | <b>Medium impact:</b><br>6-25% of total S1&2 emissions | <b>High impact:</b><br>26-100% of total S1&2 emissions |
|--|--|--|






### 5.3 Decarbonising our value chain: scope 3 emissions

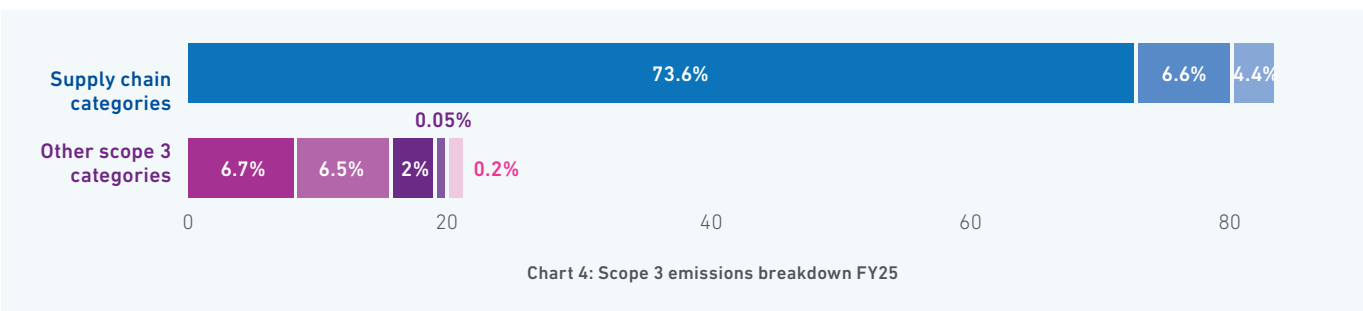
Scope 3 greenhouse gas emissions account for the majority (98%) of our footprint in FY25.

#### Supply chain categories

-  Purchased goods & services (73.6%)
-  Upstream leased assets (6.6%)
-  Capital goods (4.4%)

#### Other scope 3 categories

-  Employee commuting & homeworking (6.7%)
-  Business travel (6.5%)
-  Fuel and energy related activities (2%)
-  Waste from operations (0.05%)
-  Investments (0.2%)



### 5.4 Scope 3 decarbonisation levers

One of our climate objectives is to transition our value chain to net-zero emissions, by bringing suppliers on the journey and embedding sustainability within our procurement processes. We are improving our data quality and taking action to address our scope 3 emissions. The actions we are focusing on are outlined below:

| Category                       | Lever  | Activities   | Status          |
|--------------------------------|--|--|-----------------|
| <b>Categories 1, 2 &amp; 8</b> | Enhance supplier emission data & emissions profiling | We continue to capture supplier emissions data and information through the CDP Supplier Membership initiative. Our aim is to boost the coverage of actual supplier emissions data, work with suppliers to improve the accuracy of their data, and improve our capabilities to forecast emissions in our supplier portfolio.  | <b>Underway</b> |
|                                | Contractual agreements                               | We now include a set of climate related contract provisions into our supplier agreement(s) to encourage suppliers to set science-based targets and disclose GHG emissions. These terms are known as our Sustainability Commitment and we have internal ambitions linked to this to help us accelerate the roll out across our regions.   | <b>Underway</b> |
|                                | Supplier engagement programme                        | We engage with suppliers to enhance collaboration, knowledge sharing and build capacity around reporting and emissions forecasting. Targeted engagement with our key supplier groups has focused attention on the actions we are looking for suppliers to take to address our climate ambition. We continue to integrate climate considerations into supplier review meetings as part of our strategic supplier relationship management programme. We share knowledge and learnings with suppliers that are seeking to improve their environmental maturity, helping to bring them on our journey. | <b>Underway</b> |

### 5.4 Scope 3 decarbonisation levers (cont...)

| Category          | Lever   | Activities   | Status          |
|-------------------|---|--|-----------------|
| <b>Category 8</b> | Building capabilities for product & service level reporting<br>                    | We are actively working to develop product and service level emissions reporting for certain key suppliers. We are currently focusing efforts on change to co-locations (COLO) and cloud partners but aim to expand the type of product and service categories we target.  | <b>Underway</b> |
| <b>Category 7</b> | Improving data accuracy for employee commuting and homeworking<br>                 | Our primary short term focus is to improve data accuracy and reliability in this category of emissions, so we can then look into decarbonisation opportunities.  | <b>Underway</b> |
| <b>Category 6</b> | Increasing insights into impacts of business travel<br>                           | We are always seeking to improve the reporting of our emissions from business travel. For example, improving the emission factors to take into account the type and weight of aircrafts used rather than applying a generic emissions factor. As we improve our data insights we will be able to take steps to change behaviours to reduce emissions in this category. | <b>Underway</b> |
| <b>Category 3</b> | Energy efficiency leading to reductions in fuel and energy related emissions<br> | As this category of scope 3 has a direct relationship to the use of fuel and electricity, the energy and fuel efficiencies actions described in the scope 1 and 2 levers will deliver emission reductions in this category.  | <b>Underway</b> |
| <b>Category 5</b> | Educating and innovating to reduce waste<br>                                     | We are using education and innovation to reduce waste and increase recycling rates across our locations. We are phasing out single-use plastics from our operations, thus also reducing our waste.   | <b>Underway</b> |

We will continue to build on our original roadmap and updating this as required. As our roadmap matures, we anticipate additional work to fully model the levers above and embed them into our business and financial planning.



Our supplier engagement programme is not only a top sustainability priority, but also a significant commercial one. Our ability to operate as a business in the future will, in part, depend on how effectively we can demonstrate our commitment to climate action.

We recognise that this may require us to evolve the way we work, but these efforts will strengthen

Experian for long-term success. Importantly, we are not alone - our clients and peers are setting similar targets, creating a shared momentum for change."

**Mark Langrish**  
Global Chief Procurement Officer  
Experian

### 5.5 Just transition

A just transition to Net Zero entails transitioning to a low-carbon economy in a way that is fair and inclusive. Working towards achieving this aligns to our ambition to help people thrive on their financial journey and our commitment to financial inclusion. Experian is uniquely positioned to support this shift by harnessing our data and analytics capabilities to help financial institutions assess climate-related risks, develop inclusive green finance products, and identify underserved populations who may be disproportionately affected by the transition. By enabling more informed lending decisions, we help build a resilient financial ecosystem that supports long-term value creation while aligning with Net Zero goals. Our approach ensures that the path to Net Zero is not only environmentally sound but also socially responsible - unlocking inclusive growth and mitigating systemic risk.

### Evolution and innovation around our products and services

We offer a growing range of solutions that will help us better support our clients in managing their own climate-related risks and opportunities.

Our decisioning tools bring data and analytics into operational processes and organisations, and our data analytics services help organisations understand emissions in their supply chains. For financial services clients, we can help them analyse physical and transitional climate-related risks in their portfolios, and assess applications based on sustainability risk assessments and climate credentials of the assets or organisations to be funded.

For example, we are: enabling UK lenders to source energy meter data across their mortgage and business lending portfolios so they can more accurately calculate scope 3 financed emissions; supporting sustainability risk assessments of SMEs in the UK and several other European countries; and helping landowners and farmers in Brazil access finance and insurance based on compliance with Sustainability regulations. In Australia, consumers can track their carbon emissions through banking apps using Experian insights.

Developed specifically for agribusiness, our Smart ESG platform enables clients in Brazil to assess and monitor their portfolio based on compliance with ESG regulations, including those related to topics such as deforestation, and environmental and social violations, to support climate and ESG risk mitigation. The ESG Agri Score predicts and quantifies the ESG risks associated with rural producers and their properties,

as well as the risks related to the partners of those rural producers, based on over 100 data sources that analyse socio-environmental compliance.

### 5.6 Carbon removal, carbon credits and pricing

Carbon removals and carbon credits do not form a critical part of our decarbonisation strategy and transition plan at this time. Experian does not use carbon removal and carbon credits when accounting for our GHG and the associated performance towards our emission reduction targets.

**Despite this, we invest in two projects as part of a separate secondary commitment to offset our direct emissions. These projects are:**



1

The Verified Carbon Standard Rainforest Conservation project in Malaysia **'The Kuamut Rainforest Conservation Project'**

2

Gold Standard Certified reforestation and sequestration project in Colombia, **'The Vichada Climate Reforestation Project'**

We have purchased carbon offsets at these two projects to cover 100% of our scopes 1 and 2 emissions.

Ultimately, we approach carbon removals and carbon credits as a compensation mechanism only, with the primary focus remaining on value-chain decarbonisation to the highest degree possible.

### 5.7 Internal carbon pricing

Internal carbon pricing is a tool that organisations can use to guide decision-making on climate-related risks and opportunities. It works by assigning a hypothetical cost onto carbon emissions, and in doing so can be used to drive low-carbon investments, increase energy efficiency and change internal behaviour. Experian does not currently use an internal carbon price but we will continue to review and assess whether implementing such a scheme would be a beneficial tool to help reduce our emissions.

### 5.8 Financial planning

We recognise that successful implementation of our transition plan requires adequate financing. This plan is integrated into our broader financial planning and decision-making processes, as outlined in this section. Consequently, we have not fully separated and quantified the financial impact of implementing our plan on, but we don't expect the financial impact to be material to the Group.

### 5.9 Resourcing our plan

We acknowledge that delivering our plan will require investment in decarbonisation activities. Our decarbonisation activities are integrated into existing regional financial planning and budgeting. For example, building upgrades and efficiency enhancements as well as renewable energy agreements are resourced through regional teams as part of budgeting cycles. Experian is currently using a variety of mechanisms to resource our transition plan and will continue integrating the investment required into regional and local business financing plans, as required.

### 5.10 Cutting carbon can reduce cost

Experian has a long history of decarbonisation within our operations which have resulted in significant carbon reductions and cost savings. By increasing energy efficiency, consolidating sites, and incorporating sustainability into office renovations and relocations in recent years, we have further improved our carbon footprint while achieving cost savings.

Many of the decarbonisation measures outlined in this plan will require investment, but others will save costs.

### 5.11 Mitigating climate-related risks

Experian has identified climate-related risks and opportunities that could have a financial or strategic impact on our business. Many of these risks and their associated financial implications arise from not effectively implementing our transition plan. Therefore, the implementation of this plan is expected to mitigate any financial risk.



## 6. Governance & engagement

To enable effective implementation, we have built a robust governance structure. We have cascaded down our science-based targets onto the regions, with oversight from a regional executive sponsor, who owns and plays a key role in developing local decarbonisation plans.

To successfully evaluate and respond to the risks and opportunities posed by climate change and the Net Zero transition, we aim to further embed an understanding and awareness of climate change issues across the business, supported by effective governance.

**Our climate governance structure, and roles and responsibilities, are summarised in the section below.**

### Sustainability governance at Experian

Sustainability governance at Experian includes clear oversight from the Board, Audit Committee and Group Operating Committee, as detailed in the organisation chart below.

#### Experian Board

Reviews Sustainability targets, strategy, performance and policy updates as part of regular Board reporting, risk management and budget-setting processes. Approves financial and non-financial disclosures included in the Annual Report.

#### Audit Committee

Oversees management of risks (including any sustainability risks), reviews and approves our register of principal risks and opportunities, and oversees financial and non-financial disclosures, to ensure the Board has full oversight.

#### Group Operating Committee (OpCo)

Reviews and oversees sustainability strategy, targets and performance.

#### Risk Management Committees (executive and regional)

Oversee management of risks, including sustainability risks, at global and regional level, with oversight from the Executive Risk Management Committee.

#### Sustainability Steering Committee

Supports development of sustainability strategy, metrics and targets, guides prioritisation of investment to support implementation of our sustainability programme, reviews sustainability performance data quarterly, and discusses responses to relevant market and regulatory developments.

**The Board** oversees our climate strategy and the ongoing management and delivery of our transition plan, including climate-related risks and opportunities and progress towards our targets (including our science-based targets).

**The Group Operating Committee** receives regular updates on our climate action plan, including progress on strategic drivers to address climate-related issues, such as our science-based targets.

**The Sustainability Steering Committee**, chaired by the Chief Financial Officer, has overall responsibility for assessing and monitoring the management and performance of all areas of Sustainability, including climate-related risks and opportunities and delivery

of our transition plan. Climate items addressed by the Sustainability Steering Committee this year included progress on our scope 3 target and supplier engagement, as well as updates on relevant legislation and reporting frameworks.

**The Chief Sustainability Officer** is responsible at management level for ensuring successful implementation of our climate plans and our wider environmental sustainability strategy, with support from relevant teams.

**The Executive Risk Management Committee and the Audit Committee** review any significant climate-related risks, before they are presented to the Audit Committee and Board.

## 6.1 Engagement strategy

Our engagement strategy on the topic of climate action and our Net Zero transition journey is rooted in our desire to bring our stakeholders on this journey with us. By fostering dialogue on sustainability, enhancing transparency and building capacity both internally and externally, we are looking to drive collective action towards our sustainability goals. We work with our internal communication teams, investor relations and procurement to deliver our strategy and we expect our approach to evolve and expand as we progress on this journey.

## 6.2 Stakeholder mapping

We used stakeholder mapping as an approach to develop our engagement strategy. We identified both internal and external stakeholders we need to engage with as part of our transition journey and assessed the needs and expectations of each stakeholder group, as well as a tailored plan for engaging with each of these audiences. Some of our key stakeholder groups include:



### Our employees

We engage with our employees on sustainability topics (climate change, plastics, biodiversity) with the aim of bringing them along on our sustainability journey. We are keen that our colleagues understand our commitments and contribute by shaping and/or supporting some of the work we do in this space. We empower them with information so that they are confident to have sustainability themed conversations with external stakeholders relevant to their roles, e.g. clients, partners, suppliers.



### Our clients

To understand our clients' environmental requirements, we are both responsive and reactive in our dialogue with our customers. We respond and collaborate when it comes to the requests for the provision of environmental data (via CDP or direct requests from clients) and we share best practice from our experiences. We also engage with customers strategically based on their sustainability status to discuss appropriate products and services.



### Our investors

Our focus on climate and other sustainability related subjects has been centred around long-term value creation for our company and shareholders. Investors play a key role in this approach, outlining their expectations, and raising the profile and value of sustainability in the investment market. We see our investors as strategic partners in sustainability, especially on climate. Their expectations push us toward best practice. This not only strengthens our position in the investment market but also enhances the commercial value of our products and drives shared value across the chain, reflected in consumer loyalty, employee engagement, and talent attraction.



### Our suppliers

Our suppliers are crucial to Experian meeting its supplier engagement target and driving emissions reductions across our value chain. Our ambition is to bring suppliers on the journey with us. Our supplier engagement approach started with obtaining reliable data and ensuring suppliers are aligned with our climate ambitions. FY25 was a key year for us in terms of understanding where our biggest impact areas are and where to focus our supplier engagement efforts.

## Alignment with the Paris Agreement



Experian is aligned with the Paris Agreement and our sustainability ambition and strategy with the principles of widely accepted scientific interpretation of global environmental treaties such as the Paris Agreement. We do not engage in any external policy or direct lobbying activities that oppose the Paris Agreement, and are currently assessing whether any of our indirect policy engagement—such as through trade associations – could be linked to any environmental impact and how these activities align with the goals of the Paris Agreement.

We have no exposure to companies active in the fossil fuel sector, as we do not operate in that industry.

### 6.3 Training & competencies

Through training, events and engagement campaigns we aim to equip our colleagues to bring climate awareness into their roles.

Our leadership teams and those closely related to the delivery of our transition plan are equipped with the relevant knowledge and skills.



#### Board & Executive Leadership

A central sustainability team as well as regional specialists and steering groups across the business keep the Board members and executive leadership abreast of the latest climate issues. The Board is annually briefed by the Global Chief Sustainability Officer (CSO), that keeps them up to date on the evolving global sustainability context and provides a detailed update on our climate strategy and performance. Their competence on climate-related issues has been developing as a result of these regular interactions on topics such as climate-related disclosures, regulatory obligations, risks & opportunities in this space.

Several members of our Board, including our CFO who serves as Executive Sponsor of our sustainability programme, hold or have held positions on external Boards. These roles provide valuable exposure to climate-related issues across a range of sectors. In particular, our CFO's experience as a Non-Executive Director and former Audit Committee Chair at a listed distribution company, combined with a background in the energy industry, has broadened his understanding of environmental risks and transition challenges. This cross-sector perspective enhances the Board's ability to oversee Experian's climate strategy and respond to evolving stakeholder expectations.



#### Our Procurement, Legal Functions & Corporate Responsibility leads

Procurement, legal and sustainability/corporate responsibility teams across the business have a critical role to play in meeting our scope 3 supplier engagement target. Dedicated climate competency and awareness sessions were launched this

year as part of Experian's new On Target for Climate engagement programme – an internal awareness and training campaign. These were developed to support with the launch and roll out of our new supplier engagement programme and targeted key functions involved in the delivery of this target. The accompanying On Target for Climate online hub provides a toolkit and other resources to support key stakeholders in engaging with suppliers on climate.



Training was delivered both live in the form of webinars as well as recorded on our Elevate learning platform.



#### Our colleagues

As part of the launch of our On Target for Climate Programme, we launched a training module on Experian's commitment to taking climate action. This is offered to all staff, voluntarily, and it covers the basics around what climate change is, Experian's climate goals as well as our new supplier engagement target.

**Our global sustainability team also offer tailored briefings on climate change and Experian's climate goals to key functions and teams, for instance by presenting at function specific townhalls.**

In FY25 we also partnered with Sustainability Unlocked, a tailored learning solution to empower our colleagues with the skills to tackle the challenges and opportunities of sustainability. The platform offers bite-sized, accessible video-based modules developed by world-leading experts and covering a range of sustainability topics. As a first step as part of a wider pilot we have given access to 100 colleagues to test and engage with the platform.

# Glossary

## 1.5 degrees Celsius (1.5°C)

Agreement in 2015 at a UN summit in Paris to try to keep the increase in global temperature to 1.5 degrees Celsius by reducing carbon emissions.

## Carbon

In the context of climate change, 'carbon' is shorthand for carbon dioxide (CO<sub>2</sub>), the most important greenhouse gas (GHG) released into the atmosphere by human activity. The gas traps heat and excess volumes of carbon dioxide in the atmosphere, which are a significant contributor to global warming.

## Climate change

Long-term shifts in temperatures and weather patterns, with the main driver being the burning of fossil fuels. Since the industrial revolution, human activity has grown quickly, and we are producing carbon and other greenhouse gases (GHG) at a rate that can no longer be absorbed by natural ecosystems. As a result, more and more carbon dioxide is being pumped into our atmosphere. This excess gas in the atmosphere acts like a greenhouse, trapping the sun's rays and warming the planet. Global warming impacts the capacity of natural ecosystems to absorb carbon, starting a spiral of negative impacts (see '1.5 degrees Celsius').

## Emissions

Emissions refers to all carbon and other greenhouse gases (GHG) emitted directly or indirectly by a company. A distinction is made between direct and indirect emissions and, more precisely, three different 'scopes' of emissions:

**Scope 1:** these are emissions that arise directly from sources that are owned or controlled by a business, for example from fuels used to heat premises or power vehicles.

**Scope 2:** these are the emissions generated by purchased electricity consumed by the business.

**Scope 3:** these emissions are a consequence of the activities of the business but occur from sources not owned or controlled by these organisations. This includes emissions associated with:

- A portion of emissions from our vendors
- Emissions associated with processing waste
- Business travel, commuting and homeworking

## Environmental impact

Any change to the environment, either positive or negative, resulting from human activity. Examples of negative environmental impacts include climate change, deforestation and water and air pollution. Positive environmental impacts include removing carbon from the atmosphere or restoring biodiversity.

## Net Zero

Net Zero is defined by the UN as "cutting carbon emissions to a small amount of residual emissions that can be absorbed and durably stored by nature and other carbon dioxide removal measures, leaving zero in the atmosphere."

To achieve Net Zero this means first reducing emissions to as close to zero as possible. Any remaining emissions should then be balanced with an equivalent amount of carbon removal – this balancing of emissions is sometimes called offsetting.

## Paris Climate Agreement

Agreed by 195 nations at the UN Climate Change Conference in 2015. Its goal is to limit global warming to well below 2°C, preferably below 1.5°C, compared to pre-industrial levels.

## Renewable electricity

Electricity generated by means of a renewable energy source, such as wind, solar or water.

## Renewable energy

A source of energy that is not depleted by use. Wind, water, or solar power are all sources of renewable energy. Fossil fuels, on the other hand, are finite and depleted when extracted and burned.



# ON TARGET FOR CLIMATE

## Visit Experian resources

### Responsibility

For more information from the Sustainability Reporting pages.

▶ [Find out more](#)



### Supplier portal

For more information about Supplier requirements and Supplier Code of Conduct.

▶ [Find out more](#)



### Reporting methodology

Find out more in the Annual Report and Accounts Sustainability section.

▶ [Find out more](#)



### CDP

Read our 2024 climate change disclosure to CDP.

▶ [Find out more](#)

