

Sustainability  
performance data  
2025

# Welcome to Experian's Sustainability performance data

The data tables in this document aim to provide a thorough overview of key Sustainability performance indicators.

At Experian, we recognise that we can add the most value to society by improving financial health for all, and we have made this our sustainable business strategic priority.

Helping people improve their financial health enables them to get fairer access to credit and the essentials they need to transform their lives – from having a home or building their business, to paying for education and healthcare. This in turn drives social and economic development, and contributes to three of the United Nations Sustainable Development Goals (1.4, 8.10 and 9.3), including helping to lift people out of poverty.

The data tables support different elements of our sustainable business strategy (see diagram on

the right). The subsequent pages are therefore split into the following sections:

<b>1. Improving financial health</b>	<b>3-4</b>
<b>2. Inspiring and supporting our people:</b>	
Employee composition	5
Employee engagement/health & safety	6
<b>3. Protecting the environment</b>	<b>7-11</b>
<b>4. Sustainability reporting frameworks</b>	<b>12-15</b>

Unless otherwise noted, the data in this document reflects performance for the period of 1 April 2024 to 31 March 2025, which is referenced as '2025' in tables.

**You can find out more about our Sustainable Business Strategy in our Driving Social Impact, Inclusion and Belonging Report and on pages 58-70 of our Annual Report.**



Power of YOU Report: Driving Social Impact, Inclusion and Belonging



Annual Report and Accounts 2025

## Our sustainable business strategy

### OUR PURPOSE

## Creating a better tomorrow

### OUR AMBITION

### Helping people thrive on their financial journey

### DELIVERED BY

Driving financial inclusion

Enabling our clients to deliver positive outcomes

Building financial health and confidence

### CONTRIBUTING TO THE UN SUSTAINABLE DEVELOPMENT GOALS



1.4



8.10



9.3

### ENABLED BY

### Treating data with respect

Security

Accuracy

Fairness

Transparency

Inclusion

### SUPPORTED BY

### Our responsible business foundations

Inspiring and supporting our people

Working with integrity

Protecting the environment

**Our sustainability strategy is underpinned by our robust Sustainability governance.**

## Free access to credit score or report

	Unit	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
USA	Millions of people	79	70	62	52	41	29.5	19	14	9	4
Brazil	Millions of people	96	88	81	71	59	45	32	22	11	—
Spanish Latin America – Colombia and Peru	Millions of people	12	11	13	11	—	—	—	—	—	—
UK	Millions of people	14	13	12	11	9.5	7.5	5.6	4	2	—
Total number of people using Experian to access their credit scores for free	Millions of people	201	182	168	145	110	82	57	40	22	4

## Limpa Nome

	Unit	2025	2024	2023	2022	2021	2020	2019
Value of debts on Limpa Nome for which consumers took up renegotiated offer	\$bn	14.5	14.5	8.9	5.9	7.8	2.7	0.5
Value of payments made to pay off renegotiated debts	\$bn	2.6	2.6	1.8	1.2	1.1	0.4	0.1
Value of debt written off for consumers	\$bn	11.9	11.9	7.1	4.7	6.7	2.3	0.4

The Limpa Nome portal allows consumers to renegotiate their debts, they then have a choice whether or not to accept the renegotiated lower figure and repayment plan. The data above relates to those offers that have been accepted, which is a subset of the larger number of debts that have been renegotiated on the platform.

## Social innovation impact

	Unit	2025	2024	2023	2022	2021	2020	2019	2018	2017
Total revenue generated through social innovation products	\$m	122	116	79	59	63	23	7	3	7
Total people reached through social innovation products	Millions of people	14	8	24	22	25	14	8	9	4

2017 includes data for 2013 to 2017 inclusive.

## United for Financial Health

	Unit	2025	2024	2023	2022	2021
Connections reached through United for Financial Health programme (cumulative)	Millions of people	200	146	113	87	35

## Total contributions

### Total contributions

	Unit	2025	2024	2023	2022	2021	2020	2019	2018
Charitable contributions	US\$ '000s	16,910	16,865	14,622	14,072	10,319	8,424	8,536	7,746
Voluntary contributions	US\$ '000s	3,663	2,863	3,017	1,807	1,726	2,724	2,160	1,625
<b>Total from Experian</b>	US\$ '000s	<b>20,573</b>	19,728	17,639	15,879	12,045	11,147	10,696	9,371
% Benchmark Profit Before Tax*	%	1.07	1.10	1.06	1.03	0.95	0.89	0.89	0.81

### Total contributions (full breakdown)

	Unit	2025	2024	2023	2022	2021	2020	2019	2018
Funds from Experian plc	US\$ '000s	4,398	4,300	4,455	5,683	3,942	3,690	3,391	2,955
Financial donations and investments from Experian subsidiaries	US\$ '000s	9,786	9,358	7,486	5,632	3,754	3,077	3,651	2,781
Employee time volunteered	US\$ '000s	2,646	2,450	1,874	849	725	1,943	1,528	1,524
Gifts in kind	US\$ '000s	634	728	1,119	1,070	1,947	737	712	711
Management costs	US\$ '000s	3,109	2,892	2,705	2,645	1,677	1,700	1,414	1,401
<b>Total from Experian</b>	US\$ '000s	<b>20,573</b>	19,728	17,639	15,879	12,045	11,147	10,696	9,371

## Employees – Composition

### Employee population by region

	Unit	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
North America	Number	9,207	9,110	8,848	8,725	7,041	6,669	6,688	6,602	6,265	5,888
Latin America	Number	6,071	5,874	5,366	4,675	3,366	3,313	3,146	3,237	3,243	3,068
UK & Ireland	Number	3,790	3,853	3,722	3,350	3,434	3,624	3,730	3,880	3,764	3,580
EMEA and Asia Pacific	Number	3,964	3,712	3,715	3,958	4,024	3,743	3,184	2,841	2,647	2,702
Central	Number	265	264	248	212	197	211	203	191	169	166
<b>Total</b>	Number	<b>23,297</b>	22,813	21,899	20,920	18,062	17,560	16,951	16,751	16,088	15,404

The table represents headcount data.

### Workforce composition by type (SASB SV-PS-000.A)

	Unit	2025	2024	2023	2022	2021	2020	2019	2018
Permanent full-time employees	%	94.7	94.4	93	92	93	94	93	93
Permanent part-time employees	%	3.3	3.5	4	5	3	2	3	3
Temporary employees	%	2.0	2.0	3	3	4	4	4	3
Contractors	%	0.0	0.1	0	0	0	0	0	0

## Employee – engagement

### Employee engagement (SASB SV-PS-330a.3)

	Unit	2025	2024	2023	2022	2021	2020	2019	2018
Employee engagement	%	82	83	82	78	—	76	75	76

We report employee engagement as one of our key performance indicators for the business. During 2021 we switched from annual surveys to more regular pulse surveys check on our employees' health and well-being during the COVID-19 pandemic. Our annual survey was reinstated for 2022. Since 2022 we have switched our engagement survey from Korn Ferry to Great Place To Work, the questions are very similar in sentiment but not like-for-like.

### Employee turnover (SASB SV-PS-330a.2)

	Unit	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Voluntary employee turnover rate	%	8.0	7.9	11.9	16.1	10.1	11.6	12.3	11.0	11.5	13.0
Involuntary employee turnover rate	%	10.7	7.4	6.4	5.5	6.3	7.2	8.5	10.6	10.2	9.8
<b>Total employee turnover</b>	%	<b>18.9</b>	15.4	18.4	21.7	16.5	18.8	20.8	21.6	21.7	22.8

## Employee – health & safety

### Accidents with and without absence and number of lost days in 2025

	Unit	Accidents with absence	Accidents with no absence	Total number of accidents	Lost days
North America	Number	4	5	9	72
Latin America	Number	3	3	6	126
UK and Ireland	Number	1	3	4	3
EMEA and Asia Pacific	Number	—	2	2	—
<b>Total workforce</b>	Number	8	13	21	201

### Lost time injury frequency rate

	Unit	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Lost time injury frequency rate <sup>1</sup>	Per 1m hrs worked	0.17	0.24	0.27	0.27	0.20	0.49	0.34	0.52	0.52	0.8

<sup>1</sup> Total number of accidents with absence per one million hours worked.

## Carbon emissions – overview

We use scope 2 market-based emissions to set our Science Based Target and calculate our key emission metrics, to reflect our use of renewable energy sources.

### Absolute CO<sub>2</sub>e emissions

	Unit	2025	2024 (restated) <sup>1</sup>	2024	2023	2022 <sup>2</sup>	2021	2020	2019
Scope 1	000s tonnes CO <sub>2</sub> e	<b>2.7</b>	2.6	2.6	2.8	2.5	2.2	3.0	3.6
Scope 2 (market-based)	000s tonnes CO <sub>2</sub> e	<b>2.5</b>	4.8	4.8	7.3	13.9	14.3	22.1	25.6
Scope 1 and 2 (market-based) total	000s tonnes CO <sub>2</sub> e	<b>5.2</b>	7.4	7.4	10.1	16.4	16.5	25.1	29.2
Scope 3	000s tonnes CO <sub>2</sub> e	<b>219.1</b>	224.1	206.8	180.6	179.8	453.9	493.4	495.3
Total emissions – Scope 1, 2 and 3 (market-based)	000s tonnes CO <sub>2</sub> e	<b>224.3</b>	231.5	214.2	190.7	196.2	470.4	518.5	524.5

### Annual changes in absolute CO<sub>2</sub>e emissions

	Unit	2025	2024 (restated) <sup>1</sup>	2024	2023	2022 <sup>2</sup>	2021	2020	2019
Scope 1 and 2 (market-based) total	%	<b>-30</b>	-27	-27	-38	-1	-34	-14	-8
Scope 1 and 2 (market-based) total (cumulative since 2019 baseline year)	%	<b>-82</b>	-75	-75	-65	-44	-43	-14	—
Scope 1, 2 and 3 (market-based) CO <sub>2</sub> e emissions	%	<b>-3</b>	21	12	-3	n/a	-9	-1	—

### Normalised CO<sub>2</sub>e emissions

	Unit	2025	2024 (restated) <sup>1</sup>	2024	2023	2022 <sup>2</sup>	2021	2020	2019
Scope 1 and 2 (market-based) normalised by revenue – per \$1m revenue	Tonnes CO <sub>2</sub> e	<b>0.7</b>	1.0	1.0	1.5	2.6	3.1	4.8	6.0
Scope 1, 2 and 3 emissions (market-based) normalised by revenue – per \$1m revenue	Tonnes CO <sub>2</sub> e	<b>29.8</b>	32.6	30.2	28.8	31.2	87.6	100.1	107.9
Scope 1, 2 and 3 emissions (market-based) normalised by headcount – per FTE	Tonnes CO <sub>2</sub> e	<b>9.8</b>	10.3	9.5	8.7	11.1	26.4	29.7	30.8

### Annual changes in normalised CO<sub>2</sub>e emissions

	Unit	2025	2024 (restated) <sup>1</sup>	2024	2023	2022 <sup>2</sup>	2021	2020
Scope 1, 2 and 3 emissions (market-based) normalised by revenue – per \$1m revenue	%	<b>-9</b>	13	5	-8	n/a	-12	-7
Scope 1, 2 and 3 emissions (market-based) normalised by headcount – per FTE	%	<b>-5</b>	19	9	-21	n/a	-11	-4

<sup>1</sup> For 2024, emissions related to Purchased Goods and Services, Capital Goods, Upstream Leased Assets and Investments have been restated due to a change in methodology to base the calculation on all supplier payments made during the reporting year, regardless of when it had been invoiced. For 2023 and prior, emissions have been calculated using only supplier spend that had been invoiced and paid during the reporting year. As a result, we have also restated total emissions and total emissions normalised by revenue and FTE.

<sup>2</sup> In 2023 we upgraded our Scope 3 methodology, from using a purely spend-based analysis to including actual supplier emissions data. We therefore restated our 2022 Scope 3 figures using the same methodology, to provide comparable figures, resulting in restated figures for Purchased Goods and Services, Upstream Leased Assets, Capital Goods, and Investments. We did not restate these categories for 2021, 2020, and 2019, due to data limitations. Please refer to our 2024 Carbon Reporting Principles and Methodologies for further detail.

## Carbon emissions – location-based

For completeness and transparency we have also reported our location-based KPI emissions below.

### Absolute CO<sub>2</sub>e emissions

	Unit	2025	2024 (restated) <sup>1</sup>	2024	2023	2022 <sup>2</sup>	2021	2020	2019
Scope 1	000s tonnes CO <sub>2</sub> e	<b>2.7</b>	2.6	2.6	2.8	2.5	2.2	3.0	3.6
Scope 2 (location-based)	000s tonnes CO <sub>2</sub> e	<b>13.4</b>	15.7	15.7	18.4	21.1	22.2	25.5	29.8
Scope 1 and 2 (location-based) total	000s tonnes CO <sub>2</sub> e	<b>16.1</b>	18.3	18.3	21.2	23.6	24.4	28.5	33.4
Scope 3	000s tonnes CO <sub>2</sub> e	<b>219.1</b>	224.1	206.8	180.6	179.8	453.9	493.4	495.3
Total emissions – Scope 1, 2 and 3 (location-based)	000s tonnes CO <sub>2</sub> e	<b>235.2</b>	242.4	225.1	201.8	203.4	478.3	521.9	528.7

### Normalised CO<sub>2</sub>e emissions

	Unit	2025	2024 (restated) <sup>1</sup>	2024	2023	2022 <sup>2</sup>	2021	2020	2019
Scope 1 and 2 (location-based) normalised by revenue – per \$1m revenue	Tonnes CO <sub>2</sub> e	<b>2.1</b>	2.6	2.6	3.2	3.8	4.5	5.5	6.9
Scope 1, 2 and 3 emissions (location-based) normalised by revenue – per \$1m revenue	Tonnes CO <sub>2</sub> e	<b>31.3</b>	34.2	31.7	30.5	32.4	89.0	100.8	108.8
Scope 1, 2 and 3 emissions (location-based) normalised by headcount – per FTE	Tonnes CO <sub>2</sub> e	<b>10.2</b>	10.8	10.0	9.2	11.5	26.9	29.9	31.0

1 For 2024, emissions related to Purchased Goods and Services, Capital Goods, Upstream Leased Assets and Investments (forming part of total scope 3), have been restated due to a change in methodology to base the calculation on all supplier payments made during the reporting year; previously emissions were based on all supplier payments which were both invoiced and paid during the reporting year. As a result, we have also restated total emissions and total emissions normalised by revenue and FTE.

2 In 2023 we upgraded our Scope 3 methodology, from using a purely spend-based analysis to including actual supplier emissions data. We therefore restated our 2022 Scope 3 figures using the same methodology, to provide comparable figures, resulting in restated figures for Purchased Goods and Services, Upstream Leased Assets, Capital Goods, and Investments. We did not restate these categories for 2021, 2020, and 2019, due to data limitations. Please refer to our 2024 Carbon Reporting Principles and Methodologies for further detail.

## Carbon emissions – buildings

### Offices CO<sub>2</sub>e emissions (market-based)

	Unit	2025	2024	2023	2022	2021
Total CO <sub>2</sub> e emissions	000s tonnes CO <sub>2</sub> e	<b>3.3</b>	5.6	7.8	10.7	10.7
CO <sub>2</sub> e emissions normalised by revenue – per \$1m revenue	Tonnes CO <sub>2</sub> e	<b>0.4</b>	0.8	1.2	1.7	2.0
CO <sub>2</sub> e emissions normalised by headcount – per FTE	Tonnes CO <sub>2</sub> e	<b>0.1</b>	0.2	0.4	0.6	0.6

### Data centres CO<sub>2</sub>e emissions (market-based)

	Unit	2025	2024	2023	2022	2021
Total CO <sub>2</sub> e emissions	000s tonnes CO <sub>2</sub> e	<b>0.4</b>	0.1	0.5	4.2	4.6
CO <sub>2</sub> e emissions normalised by revenue – per \$1m revenue	Tonnes CO <sub>2</sub> e	<b>0.05</b>	0.02	0.1	0.7	0.9
CO <sub>2</sub> e emissions normalised by headcount – per FTE	Tonnes CO <sub>2</sub> e	<b>0.02</b>	0.01	0.02	0.2	0.3

Emissions for offices and data centres are in both Scope 1 and Scope 2. Emissions for third party cloud data centres are not included above, these are in Scope 3 emissions within 'Purchased goods and services' and 'Upstream leased assets'.



## Carbon emissions – breakdown of Scope 3 emissions

### Sources of Scope 3 Emissions

	Unit	2025	2024 (restated) <sup>1</sup>	2024	2023	2022 <sup>2</sup>	2021	2020	2019	Unit	2025 contribution to Scope 3
Purchased Goods and Services	000s tonnes CO <sub>2</sub> e	<b>161.3</b>	164.3	149.5	130.9	125.7	350.9	378.9	357.4	%	<b>73.6</b>
Capital Goods	000s tonnes CO <sub>2</sub> e	<b>9.6</b>	8.0	6.8	7.2	19.1	40.4	31.4	31.2	%	<b>4.4</b>
Fuel- and Energy-Related Activities	000s tonnes CO <sub>2</sub> e	<b>4.4</b>	5.3	5.3	6.1	6.3	3.9	4.2	6.2	%	<b>2.0</b>
Waste Generated in Operations	000s tonnes CO <sub>2</sub> e	<b>0.1</b>	0.1	0.1	0.1	0.3	0.4	0.2	5.1	%	<b>0.1</b>
Business Travel	000s tonnes CO <sub>2</sub> e	<b>14.2</b>	14.4	14.4	10.0	1.8	0.3 <sup>3</sup>	15.2	49.1	%	<b>6.4</b>
Employee Commuting	000s tonnes CO <sub>2</sub> e	<b>14.6</b>	17.2	17.2	19.7	17.8	13.7	24.8	24.6	%	<b>6.7</b>
Upstream Leased Assets	000s tonnes CO <sub>2</sub> e	<b>14.4</b>	14.3	13.4	6.3	8.3	35.4	31.0	17.5	%	<b>6.6</b>
Investments	000s tonnes CO <sub>2</sub> e	<b>0.5</b>	0.5	0.1	0.3	0.5	8.9	7.7	4.2	%	<b>0.2</b>
Total Scope 3	000s tonnes CO <sub>2</sub> e	<b>219.1</b>	224.1	206.8	180.6	179.8	453.9	493.4	495.3		

### Supplier engagement target<sup>4</sup>

	Unit	2025	2024
Percentage of suppliers by spend with science-based targets	%	<b>32</b>	27

<sup>1</sup> For 2024, emissions related to Purchased Goods and Services, Capital Goods, Upstream Leased Assets and Investments (forming part of total scope 3), have been restated due to a change in methodology to base the calculation on all supplier payments made during the reporting year; previously emissions were based on all supplier payments which were both invoiced and paid during the reporting year.

<sup>2</sup> In 2023 we upgraded our Scope 3 methodology, from using a purely spend-based analysis to including actual supplier emissions data. We therefore restated our 2022 Scope 3 figures using the same methodology, to provide comparable figures, resulting in restated figures for Purchased Goods and Services, Upstream Leased Assets, Capital Goods, and Investments. We did not restate these categories for 2021, 2020, and 2019, due to data limitations. Please refer to our 2024 Carbon Reporting Principles and Methodologies for further detail.

<sup>3</sup> Only covers emissions from air travel.

<sup>4</sup> 78% of Experian's suppliers by spend covering Purchased Goods and Services, Upstream Leased Assets and Capital Goods have a science-based target by 2029.

## Energy

### Total energy consumption

	Unit	2025	2024	2023	2022	2021	2020	2019
Energy consumption	GWh	48	56	69	75	76	80	95
Energy consumption normalised by revenue – per \$1m revenue	MWh	6.4	7.9	10.5	12.0	14.1	15.4	19.5
Energy consumption normalised by headcount – per FTE	MWh	2.1	2.5	3.2	4.2	4.3	4.5	5.5
Energy consumption normalised by floor area – per square foot	kWh	24.8	23.4	25.9	27.0	24.6	29.1	32.7

### Office building energy consumption

	Unit	2025	2024	2023	2022	2021	2020	2019
Energy consumption	GWh	21	25	30	35	40	44	55
Energy consumption normalised by revenue – per \$1m revenue	MWh	2.9	3.5	4.5	5.5	7	9	11
Energy consumption normalised by headcount – per FTE	MWh	0.9	1.1	1.4	2.0	2.2	2.5	3.2

Office building energy used is 84% electricity.

### Data centre energy consumption

	Unit	2025	2024	2023	2022	2021	2020	2019
Energy consumption	GWh	27	31	40	40	36	36	40
Energy consumption normalised by revenue – per \$1m revenue	MWh	3.6	4.4	6.0	6.5	6.7	7.0	8.2
Energy consumption normalised by headcount – per FTE	MWh	1.2	1.4	1.8	2.3	2.0	2.0	2.3

Data centre energy used is 98% electricity.

### Renewable Electricity

	Unit	2025	2024	2023	2022	2021	2020	2019
Proportion of electricity that is renewable <sup>1</sup>	%	87	75	62	32	34	29	26

In 2025, 92% (2024: 91%) of energy consumption was electricity

<sup>1</sup> This includes purchased electricity backed by renewable energy certificates, renewably sourced electricity, and on-site self-generated electricity. In 2019, this also included low carbon sources.

## Streamlined Energy and Carbon Reporting (SECR) Disclosure

	Unit	2025	2024	2023	2022	2021
Scope 1: Global (excluding UK)	000s tonnes CO <sub>2</sub> e	2.3	2.1	2.3	2.0	1.9
Scope 1: UK	000s tonnes CO <sub>2</sub> e	0.4	0.5	0.5	0.5	0.3
Scope 2 (location based): Global (excluding UK)	000s tonnes CO <sub>2</sub> e	11.7	13.4	14.7	16.7	16.8
Scope 2 (location based): UK	000s tonnes CO <sub>2</sub> e	1.7	2.3	3.7	4.4	5.4
Total Scope 1 & 2 (location based): Global (excluding UK)	000s tonnes CO <sub>2</sub> e	14.0	15.5	17.0	18.7	18.7
Total Scope 1 & 2 (location based): UK	000s tonnes CO <sub>2</sub> e	2.1	2.8	4.2	4.9	5.7
Energy consumption used to calculate above emissions: Global (excluding UK)	kWh	37,586,509	42,414,261	48,675,621	50,859,896	51,154,107
Energy consumption used to calculate above emissions: UK	kWh	10,826,835	13,626,528	20,626,911	24,358,946	25,401,992
Total emissions normalised by revenue – per US\$1m revenue: Global (excluding the UK)	Tonnes CO <sub>2</sub> e/US\$1m revenue	2.1	2.5	2.9	3.4	4.0
Total emissions normalised by revenue – per US\$1m revenue: UK	Tonnes CO <sub>2</sub> e/US\$1m revenue	2.4	3.3	5.4	5.9	7.7

Specific to SECR disclosure: Experian does not have any 'offshore' operations. Therefore, where the 'UK' is referenced in the indicators above, we have reported 'UK' only.

## Natural resources and waste

Water usage in data centres	Unit	2025	2024	2023
Water usage in data centres	Cubic metres	30,023	35,290	40,119

Data on water usage from the two Experian-owned data centres that use water in their cooling systems. These both use a closed-loop system. Other Experian-owned data centres do not use water in their cooling systems. Data prior to 2023 is not available.

Non-hazardous waste	Unit	2025	2024	2023
Non-hazardous waste recycled	Tonnes	371	471	520
Non-hazardous waste landfilled	Tonnes	184	179	254
Non-hazardous waste incinerated	Tonnes	74	69	96
<b>Total non-hazardous waste</b>	Tonnes	<b>629</b>	<b>719</b>	<b>870</b>

Data covers all offices and Experian-owned data centres. Data prior to 2023 is not available.

Non-hazardous waste	Unit	2025	2024	2023
Non-hazardous waste recycled	%	59	65	60
Non-hazardous waste landfilled	%	29	25	29
Non-hazardous waste incinerated	%	12	10	11
<b>Total non-hazardous waste</b>	%	<b>100</b>	<b>100</b>	<b>100</b>

Data covers all offices and Experian-owned data centres. Data prior to 2023 is not available.

## Sustainability Accounting Standards Board (SASB) – FY25

The Index below shows our reporting against the SASB metrics for the professional and commercial services sector for FY25.

### Data security

Activity Metric	Code	Response
Description of approach to identifying and addressing data security risks	SV-PS-230a.1	See the “Data security” section of our Annual Report (page 60).
Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	See the “Treating data with respect” section of our Annual Report (pages 60-63), which includes our Global Data Principles. This section details the processes we follow to ensure accuracy of data, the regulations we comply with and the consumer websites where we detail our approach to data privacy.
(1) Number of data breaches, (2) percentage that (a) involve customers’ confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected.	SV-PS-230a.3	In the event of a serious breach, we would disclose information about the incident and commit to contact any affected data subjects in a timely way. We do not publicly disclose vulnerabilities or lapses due to client sensitivities. To the extent that any relevant regulator should find fault with our data breach management or data security practices, they will publish their findings and any related sanctions. There were no new findings or sanctions in FY25.

### Workforce diversity and engagement

Activity Metric	Code	Response
Voluntary and involuntary turnover rate for employees	SV-PS-330a.2	We report both voluntary and involuntary turnover rates in the <a href="#">FY25 Sustainability Performance Data</a> (page 6).
Employee engagement (%)	SV-PS-330a.3	We report employee engagement as one of our key performance indicators for the business. See the “Inspiring and supporting our people” section of our Annual Report (pages 64-65) and the <a href="#">FY25 Sustainability Performance Data</a> (page 6). Our employee engagement score in our FY25 Great Place To Work survey was 82%, down one point from the previous year.

### Professional integrity

Activity Metric	Code	Response
Description of approach to ensuring professional integrity	SV-PS-510a.1	See our Data Principles (page 60) and the “Working with integrity” section of our Annual Report on (page 66). This latter section outlines the importance of our <a href="#">Global Code of Conduct</a> , designed to give everyone a clear understanding of our approach to professional and ethical standards and ensure employees all know exactly what is expected of them individually, and the role they play in helping Experian live up to those standards. This code has been approved by the Experian plc Board and compliance with the Code of Conduct is a requirement across our business.
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	Any material monetary losses associated with legal proceedings, sanctions or fines that are a matter of public record would be disclosed in our Financial Statement (page 153 onwards). In the case of pending and threatened litigation claims, management applies judgment as to the likelihood of ultimate liability and recognises the liability where the likelihood of potential loss arising is possible rather than probable and having a potentially material impact.

### Activity metrics

Activity Metric	Code	Response
Number of employees: full-time and part-time, temporary and contract	SV-PS-000.A	See page 5 of the <a href="#">FY25 Sustainability Performance Data</a>
Employee hours worked and % billable	SV-PS-000.B	Not applicable to our business.

## SFDR Principal Adverse Impact (PAI) indicators – FY25

Experian has reported on the Principal Adverse Impact (PAI) indicators to help investors with their reporting for the EU Sustainable Finance Disclosure Regulation (SFDR).

Unless otherwise noted, the data in this table reflects performance for the period of 1 April 2024 to 31 March 2025, which is referred to as 'FY25' in the table below.

### Climate and other environment-related indicators

Adverse sustainability indicator			Metric	Experian response
Greenhouse gas emissions	1	GHG emissions	Scope 1 GHG emissions	Experian's Scope 1 GHG emissions were 2.7 thousand tonnes CO <sub>2</sub> e in FY25. See page 7 of <a href="#">FY25 Sustainability Performance Data</a>
			Scope 2 GHG emissions	Experian's Scope 2 (market-based) GHG emissions were 2.5 thousand tonnes CO <sub>2</sub> e in FY25. See page 7 of <a href="#">FY25 Sustainability Performance Data</a>
			Scope 3 GHG emissions	Experian's Scope 3 GHG emissions were 219.1 thousand tonnes CO <sub>2</sub> e in FY25. See page 7 of <a href="#">FY25 Sustainability Performance Data</a>
			Total GHG emissions	Experian's Total GHG emissions for Scope 1, 2 (market-based) and 3 were 224.3 thousand tonnes CO <sub>2</sub> e in FY25. See page 7 of <a href="#">FY25 Sustainability Performance Data</a>
	2	Carbon footprint	Carbon footprint	–
	3	GHG intensity of investee companies	GHG intensity of investee companies	Experian's GHG emissions intensity for scope 1, 2 (market-based) and 3 is 29.8 tonnes CO <sub>2</sub> e per \$1m revenue for FY25. See page 7 of <a href="#">FY25 Sustainability Performance Data</a>
	4	Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	Experian does not operate in the fossil fuel sector.
	5	Share of non renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage	87% of Experian's electricity consumed in FY25 was renewable, 13% was not renewable. Electricity was 92% of FY25 total energy consumption. See page 10 of <a href="#">FY25 Sustainability Performance Data</a>
	6	Energy consumption intensity per high impact climate sector	Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector	Experian's energy intensity was 6.4 MWh per \$1m revenue in FY25. See page 10 of <a href="#">FY25 Sustainability Performance Data</a>
Biodiversity	7	Activities negatively affecting biodiversitysensitive areas	Share of investments in investee companies with sites/operations located in or near to biodiversitysensitive areas where activities of those investee companies negatively affect those areas	We established that only one of our sites is located in an area of biodiversity risk, a small office (280 square metres) that we lease in Umhlanga, South Africa, which is in a Key Biodiversity Area. Our operations do not depend on biodiversity or present any risk to biodiversity.
Water	8	Emissions to water	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	Experian does not publish data on emissions to water as it is not material to our business.
Waste	9	Hazardous waste ratio	Tonnes of hazardous waste generated by investee companies per million EUR invested, expressed as a weighted average	Experian does not publish data on hazardous waste as it is not material to our business.

## SFDR Principal Adverse Impact (PAI) indicators – FY25 – continued

## Social and employee, respect for human rights, anti-corruption and anti-bribery matters

Adverse sustainability indicator			Metric	Experian response
Social and employee matters	10	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	Experian has not violated the UNGC principles or OECD Guidelines for Multinational Enterprises.
	11	Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance/complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	We have policies in place that align with the principles of both the UNGC and OECD Guidelines, except where they conflict with local legal requirements or rights.
	12	Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies	Experian publishes gender pay gap data for the UK only. See <a href="#">2024 UK Gender Pay Gap Report</a> for FY24 data.
	13	Exposure to controversial weapons (antipersonnel mines, cluster munitions, chemical weapons and biological weapons)	Share of investments in investee companies involved in the manufacture or selling of controversial weapons	Experian is not involved in the manufacture or selling of controversial weapons, and also as a matter of policy does not provide services to these companies.

## Task Force for Climate-related Financial Disclosure (TCFD) – FY25

This TCFD index table indicates where the relevant information can be found in the FY25 Annual Report.

### Governance

#### Disclose the organization's governance around climate-related issues and opportunities

a) Describe the board's oversight of climate-related risks and opportunities	Pages 58 and 67
b) Describe the management's role in assessing and managing climate-related risks and opportunities	Pages 58 and 67

### Strategy

#### Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning where such information is material

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Pages 68-69
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Pages 68-69 and 172
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Pages 68-69

### Risk management

#### Disclose how the organization identifies, assesses and manages climate-related risks

a) Describe the organization's processes for identifying and assessing climate-related risks	Pages 58, 68-69, 81-83
b) Describe the organization's processes for managing climate-related risks	Pages 58, 68-69, 81-83
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Pages 58, 68-69, 81-83

### Metrics and targets

#### Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Pages 70-71
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks	Page 71
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Pages 70-71