Sustainability performance data 2026

Welcome to Experian's Sustainability performance data

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

Our ambition is to help people thrive on their financial journey, and our sustainability strategy sets out how we do this.

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.

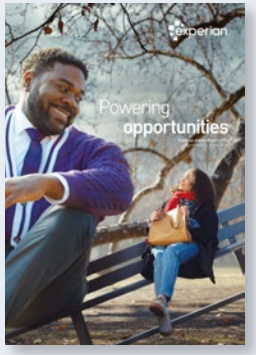
The data tables support different elements of our sustainable business strategy (see diagram on the right). The subsequent pages are therefore split into the following sections:

1. Improving financial health	3-4
2. Inspiring and supporting our people	5-6
3. Protecting the environment	7-11
4. Sustainability reporting frameworks	12-15

Unless otherwise noted, the data in this document reflects performance for the period of 1 April 2025 to 31 March 2026, which is referenced as '2026' in tables.

You can find out more about our sustainable business strategy in our Power of YOU Report: Driving Social Impact, Inclusion and Belonging and on pages 48-60 of our Annual Report.

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



Annual Report and Accounts 2026

Our sustainable business strategy

Our sustainability strategy is underpinned by our robust sustainability governance.

Experian Consumer Services free members

	Unit	2026	2025	2024	2023	2022	2021	2020	2019	2018	2017
USA	Millions of people	**86**	79	70	62	52	41	29.5	19	14	9
Brazil	Millions of people	**102**	96	88	81	71	59	45	32	22	11
Spanish Latin America - Colombia and Peru	Millions of people	**14**	12	11	13	11	-	-	-	-	-
UK	Millions of people	**15**	14	13	12	11	9.5	7.5	5.6	4	2
Total number of Experian Consumer Services free members	Millions of people	**217**	201	182	168	145	110	82	57	40	22

Limpa Nome

	Unit	2026	2025	2024	2023	2022	2021	2020	2019
Value of debts on Limpa Nome for which consumers took up renegotiated offer	US$bn	**19.4**	14.5	14.5	8.9	5.9	7.8	2.7	0.5
Value of payments made to pay off renegotiated debts	US$bn	**3.3**	2.6	2.6	1.8	1.2	1.1	0.4	0.1
Value of debt written off for consumers	US$bn	**16.1**	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	2026	2025	2024	2023	2022	2021	2020	2019	2018	2017[1]
Total revenue generated through social innovation products	US$m	**161**	122	116	79	59	63	23	7	3	7
Total people or small-and-medium-sized enterprises reached through social innovation products	Millions	**10**	14	8	24	22	25	14	8	9	4

1 2017 includes data for 2013 to 2017 inclusive.

United for Financial Health

	Unit	2026	2025	2024	2023	2022	2021
Connections reached through the United for Financial Health programme	Millions	**72**	54	33	26	52	35

Charitable and Voluntary Contributions

Total contributions

	Unit	2026	2025	2024	2023	2022	2021	2020	2019	2018
Charitable contributions	US$ '000s	**20,799**	16,910	16,865	14,622	14,072	10,319	8,424	8,536	7,746
Voluntary contributions	US$ '000s	**3,175**	3,663	2,863	3,017	1,807	1,726	2,724	2,160	1,625
Total from Experian	US$ '000s	**23,974**	20,573	19,728	17,639	15,879	12,045	11,147	10,696	9,371
% Benchmark Profit Before Tax[1]	%	**1.08**	1.07	1.10	1.06	1.03	0.95	0.89	0.89	0.81[1]

1 The 2018 metrics based on Benchmark PBT have been restated following the adoption of IFRS 15. See note 3 of the Group financial statements (on page 118 of the Annual Report 2019) for further detail.

Total contributions (full breakdown)

	Unit	2026	2025	2024	2023	2022	2021	2020	2019	2018
Funds from Experian plc	US$ '000s	**4,348**	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	**11,780**	9,786	9,358	7,486	5,632	3,754	3,077	3,651	2,781
Employee time volunteered	US$ '000s	**2,961**	2,646	2,450	1,874	849	725	1,943	1,528	1,524
Gifts in kind	US$ '000s	**1,083**	634	728	1,119	1,070	1,947	737	712	711
Management costs	US$ '000s	**3,802**	3,109	2,892	2,705	2,645	1,677	1,700	1,414	1,401
Total from Experian	US$ '000s	**23,974**	20,573	19,728	17,639	15,879	12,045	11,147	10,696	9,371

Employees – Composition

Average monthly number of employees (including executive directors)

	Unit	2026	2025	2024	2023	2022	2021	2020	2019	2018	2017
North America	Number	**9,399**	9,207	9,110	8,848	8,725	7,041	6,669	6,688	6,602	6,265
Latin America	Number	**7,563**	6,071	5,874	5,366	4,675	3,366	3,313	3,146	3,237	3,243
UK and Ireland	Number	**3,761**	3,790	3,853	3,722	3,350	3,434	3,624	3,730	3,880	3,764
EMEA and Asia Pacific	Number	**4,225**	3,964	3,712	3,715	3,958	4,024	3,743	3,184	2,841	2,647
Central	Number	**273**	265	264	248	212	197	211	203	191	169
Total	Number	**25,221**	23,297	22,813	21,899	20,920	18,062	17,560	16,951	16,751	16,088

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

	Unit	2026	2025	2024	2023	2022	2021	2020	2019	2018
Permanent full-time employees	%	**95.5**	94.7	94.4	93	92	93	94	93	93
Permanent part-time employees	%	**2.5**	3.3	3.5	4	5	3	2	3	3
Temporary employees	%	**1.7**	2.0	2.0	3	3	4	4	4	3
Contractors	%	**0.3**	0.0	0.1	0	0	0	0	0	0

Employee – engagement

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

	Unit	2026	2025	2024	2023	2022	2021	2020	2019	2018
Employee engagement	%	**83**	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 a more regular pulse survey 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	2026	2025	2024	2023	2022	2021	2020	2019	2018	2017
Voluntary employee turnover rate	%	**8.1**	8.0	7.9	11.9	16.1	10.1	11.6	12.3	11.0	11.5
Involuntary employee turnover rate	%	**7.8**	10.7	7.4	6.4	5.5	6.3	7.2	8.5	10.6	10.2
Total employee turnover[1]	%	**16.0**	18.9	15.4	18.4	21.7	16.5	18.8	20.8	21.6	21.7

1 Total employee turnover includes deceased employees, as well as voluntary and involuntary turnover.

Employee – health & safety

Accidents with and without absence and number of lost days in 2026

	Unit	Accidents with absence	Accidents with no absence	Total no of accidents	Lost days
North America	Number	0	1	1	0
Latin America	Number	14	2	16	220
UK and Ireland	Number	0	2	2	0
EMEA and Asia Pacific	Number	0	0	0	0
Total workforce	Number	14	5	19	220

Lost time injury frequency rate

	Unit	2026	2025	2024	2023	2022	2021	2020	2019	2018	2017
Lost time injury frequency rate[1]	Per 1m hrs worked	**0.30**	0.17	0.24	0.27	0.27	0.20	0.49	0.34	0.52	0.52

1 Total number of accidents with absence per one million hours worked.

Carbon emissions – market-based

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_2e emissions

	Unit	2026	2025 (restated)[1]	2025	2024[2]	2023	2022[3]	2021	2020	2019
Scope 1	000s tonnes CO_2e	**1.7**	2.7	2.7	2.6	2.8	2.5	2.2	3.0	3.6
Scope 2 (market-based)	000s tonnes CO_2e	**1.2**	2.5	2.5	4.8	7.3	13.9	14.3	22.1	25.6
Scope 1 and 2 (market-based) total	000s tonnes CO_2e	**2.9**	5.2	5.2	7.4	10.1	16.4	16.5	25.1	29.2
Scope 3	000s tonnes CO_2e	**192.3**	207.3	219.1	224.1	180.6	179.8	453.9	493.4	495.3
Total emissions - Scope 1, 2 and 3 (market-based)	000s tonnes CO_2e	**195.2**	212.5	224.3	231.5	190.7	196.2	470.4	518.5	524.5

Annual changes in absolute CO_2e emissions

	Unit	2026	2025 (restated)[1]	2025	2024[2]	2023	2022[3]	2021	2020	2019
Scope 1 and 2 (market-based) total	%	**–44**	–30	–30	–27	–38	–1	–34	–14	–8
Scope 1 and 2 (market-based) total (cumulative since 2019 baseline year)	%	**–90**	–82	–82	–75	–65	–44	–43	–14	-
Scope 1, 2 and 3 (market-based) CO_2e emissions	%	**–8**	–8	–3	21	–3	n/a	–9	–1	-

Normalised CO_2e emissions

	Unit	2026	2025 (restated)[1]	2025	2024[2]	2023	2022[3]	2021	2020	2019
Scope 1 and 2 (market-based) normalised by revenue – per US$1m revenue	Tonnes CO_2e	**0.3**	0.7	0.7	1.0	1.5	2.6	3.1	4.8	6.0
Scope 1, 2 and 3 emissions (market-based) normalised by revenue – per US$1m revenue	Tonnes CO_2e	**23.1**	28.2	29.8	32.6	28.8	31.2	87.6	100.1	107.9
Scope 1, 2 and 3 emissions (market-based) normalised by headcount – per FTE[4]	Tonnes CO_2e	**8.2**	9.2	9.8	10.3	8.7	11.1	26.4	29.7	30.8

Annual changes in normalised CO_2e emissions

	Unit	2026	2025 (restated)[1]	2025	2024[2]	2023	2022[3]	2021	2020
Scope 1 and 2 (market-based) normalised by revenue – per US$1m revenue	%	**–57**	–30	–30	–33	–42	–16	–35	–20
Scope 1, 2 and 3 emissions (market-based) normalised by revenue – per US$1m revenue	%	**–18**	–13	–9	13	–8	n/a	–12	–7
Scope 1, 2 and 3 emissions (market-based) normalised by headcount – per FTE[4]	%	**–11**	–10	–5	19	–21	n/a	–11	–4

1 For 2025, emissions related to Purchased Goods and Services, Capital Goods, and Upstream Leased Assets (forming part of total Scope 3) have been restated. In 2025, spend was included in the calculation of these Scope 3 emissions categories which related to emission generating activities within our own operations and are already being accounted for within our Scope 1 and Scope 2 emissions. We have also restated total emissions and total emissions normalised by revenue and FTE. We have not restated any years prior to 2025.

2 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.

3 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, Capital Goods, Upstream Leased Assets, and Investments. We did not restate these categories for 2021, 2020, and 2019, due to data limitations. Please refer to our 2023 Carbon Reporting Principles and Methodologies for further detail.

4 The number of full-time equivalent employees (FTE) as at 31 March for each reporting year.

Carbon emissions – location-based

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

Absolute CO_2e emissions

	Unit	2026	2025 (restated)[1]	2025	2024[2]	2023	2022[3]	2021	2020	2019
Scope 1	000s tonnes CO_2e	**1.7**	2.7	2.7	2.6	2.8	2.5	2.2	3.0	3.6
Scope 2 (location-based)	000s tonnes CO_2e	**11.4**	13.4	13.4	15.7	18.4	21.1	22.2	25.5	29.8
Scope 1 and 2 (location-based) total	000s tonnes CO_2e	**13.1**	16.1	16.1	18.3	21.2	23.6	24.4	28.5	33.4
Scope 3	000s tonnes CO_2e	**192.3**	207.3	219.1	224.1	180.6	179.8	453.9	493.4	495.3
Total emissions - Scope 1, 2 and 3 (location-based)	000s tonnes CO_2e	**205.4**	223.4	235.2	242.4	201.8	203.4	478.3	521.9	528.7

Normalised CO_2e emissions

	Unit	2026	2025 (restated)[1]	2025	2024[2]	2023	2022[3]	2021	2020	2019
Scope 1 and 2 (location-based) normalised by revenue – per US$1m revenue	Tonnes CO_2e	**1.6**	2.1	2.1	2.6	3.2	3.8	4.5	5.5	6.9
Scope 1, 2 and 3 emissions (location-based) normalised by revenue – per US$1m revenue	Tonnes CO_2e	**24.3**	29.7	31.3	34.2	30.5	32.4	89.0	100.8	108.8
Scope 1, 2 and 3 emissions (location-based) normalised by headcount – per FTE[4]	Tonnes CO_2e	**8.6**	9.7	10.2	10.8	9.2	11.5	26.9	29.9	31.0

1 For 2025, emissions related to Purchased Goods and Services, Capital Goods, and Upstream Leased Assets (forming part of total Scope 3) have been restated. In 2025, spend was included in the calculation of these Scope 3 emissions categories which related to emission generating activities within our own operations and are already being accounted for within our Scope 1 and Scope 2 emissions. We have also restated total emissions and total emissions normalised by revenue and FTE. We have not restated any years prior to 2025.

2 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.

3 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, Capital Goods, Upstream Leased Assets, and Investments. We did not restate these categories for 2021, 2020, and 2019, due to data limitations. Please refer to our 2023 Carbon Reporting Principles and Methodologies for further detail.

4 The number of full-time equivalent employees (FTE) as at 31 March for each reporting year.

Carbon emissions – buildings

Offices CO_2e emissions (market-based)

	Unit	2026	2025	2024	2023	2022	2021
Total direct CO_2e emissions from offices	000s tonnes CO_2e	**1.5**	3.3	5.6	7.8	10.7	10.7
CO_2e emissions normalised by revenue – per US$1m revenue	Tonnes CO_2e	**0.2**	0.4	0.8	1.2	1.7	2.0
CO_2e emissions normalised by headcount - per FTE[4]	Tonnes CO_2e	**0.1**	0.1	0.2	0.4	0.6	0.6

Data centres CO_2e emissions (market-based)

	Unit	2026	2025	2024	2023	2022	2021
Total direct CO_2e emissions from data centres	000s tonnes CO_2e	**0.1**	0.4	0.1	0.5	4.2	4.6
CO_2e emissions normalised by revenue – per US$1m revenue	Tonnes CO_2e	**0.01**	0.05	0.02	0.1	0.7	0.9
CO_2e emissions normalised by headcount - per FTE[4]	Tonnes CO_2e	**0.00**	0.02	0.01	0.02	0.2	0.3

Emissions for offices and data centres are included in 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	2026	2025 (restated)[1]	2025	2024[2]	2023	2022[3]	2021	2020	2019	Unit	2026 contribution to Scope 3
Purchased Goods and Services	000s tonnes CO_2e	**134.1**	149.5	161.3	164.3	130.9	125.7	350.9	378.9	357.4	%	**69.7**
Capital Goods	000s tonnes CO_2e	**9.1**	10.0	9.6	8.0	7.2	19.1	40.4	31.4	31.2	%	**4.7**
Fuel- and Energy-Related activities	000s tonnes CO_2e	**3.8**	4.4	4.4	5.3	6.1	6.3	3.9	4.2	6.2	%	**2.0**
Waste Generated in Operations	000s tonnes CO_2e	**0.1**	0.1	0.1	0.1	0.1	0.3	0.4	0.2	5.1	%	**0.1**
Business Travel	000s tonnes CO_2e	**18.8**	14.2	14.2	14.4	10.0	1.8	0.3[4]	15.2	49.1	%	**9.8**
Employee Commuting	000s tonnes CO_2e	**13.3**	14.6	14.6	17.2	19.7	17.8	13.7	24.8	24.6	%	**6.9**
Upstream Leased Assets	000s tonnes CO_2e	**12.6**	14.0	14.4	14.3	6.3	8.3	35.4	31.0	17.5	%	**6.6**
Investments	000s tonnes CO_2e	**0.5**	0.5	0.5	0.5	0.3	0.5	8.9	7.7	4.2	%	**0.2**
Total Scope 3	000s tonnes CO_2e	**192.3**	207.3	219.1	224.1	180.6	179.8	453.9	493.4	495.3		

Scope 3 supply chain emissions[5]

	Unit	2026	2025	2024
Scope 3 supply chain emissions normalised by revenue - per US$1m revenue	Tonnes CO_2e	**18.4**	23.1	26.3

Supplier engagement target[6]

	Unit	2026	2025[7]	2024[7]
Percentage of suppliers by spend with science-based targets	%	**41**	36	29

1 For 2025, emissions related to Purchased Goods and Services, Capital Goods, and Upstream Leased Assets (forming part of total Scope 3) have been restated. In 2025, spend was included in the calculation of these Scope 3 emissions categories which related to emission generating activities within our own operations and are already being accounted for within our Scope 1 and Scope 2 emissions.

2 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.

3 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, Capital Goods, Upstream Leased Assets, and Investments. We did not restate these categories for 2021, 2020, and 2019, due to data limitations. Please refer to our 2023 Carbon Reporting Principles and Methodologies for further detail.

4 Only covers emissions from air travel.

5 Scope 3 supply chain emissions includes emissions from Purchased Goods and Services, Capital Goods, and Upstream Leased Assets.

6 78% of Experian's suppliers by spend covering Purchased Goods and Services, Upstream Leased Assets and Capital Goods to have a science-based target by 2029.

7 The percentage of suppliers by spend with science-based targets has been restated for 2025 and 2024 to reflect the removal of spend for suppliers which are now considered out of scope. This changes the 2024 metric from 27% to 29%, and the 2025 metric from 32% to 36%.

Energy

Total energy consumption

	Unit	2026	2025	2024	2023	2022	2021	2020	2019
Energy consumption	GWh	**43**	48	56	69	75	76	80	95
Energy consumption normalised by revenue – per US$1m revenue	MWh	**5.1**	6.4	7.9	10.5	12.0	14.1	15.4	19.5
Energy consumption normalised by headcount – per FTE[1]	MWh	**1.8**	2.1	2.5	3.2	4.2	4.3	4.5	5.5
Energy consumption normalised by floor area – per square foot	kWh	**22.3**	24.8	23.4	25.9	27.0	24.6	29.1	32.7

Office building energy consumption

	Unit	2026	2025	2024	2023	2022	2021	2020	2019
Energy consumption	GWh	**19**	21	25	30	35	40	44	55
Energy consumption normalised by revenue – per US$1m revenue	MWh	**2.2**	2.9	3.5	4.5	5.5	7	9	11
Energy consumption normalised by headcount – per FTE[1]	MWh	**0.8**	0.9	1.1	1.4	2.0	2.2	2.5	3.2

Office building energy used is 88% electricity (2025: 84%).

Data centre energy consumption

	Unit	2026	2025	2024	2023	2022	2021	2020	2019
Energy consumption	GWh	**24**	27	31	40	40	36	36	40
Energy consumption normalised by revenue – per US$1m revenue	MWh	**2.8**	3.6	4.4	6.0	6.5	6.7	7.0	8.2
Energy consumption normalised by headcount – per FTE[1]	MWh	**1.0**	1.2	1.4	1.8	2.3	2.0	2.0	2.3

Data centre energy used is 99% electricity (2025: 98%).

Renewable Electricity

	Unit	2026	2025	2024	2023	2022	2021	2020	2019
Proportion of electricity that is renewable[2]	%	**93**	87	75	62	32	34	29	26

94% of energy consumption was electricity (2025: 92%).

1 The number of full-time equivalent employees (FTE) as at 31 March for each reporting year.

2 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	2026	2025	2024	2023	2022	2021
Scope 1: Global (excluding UK)	000s tonnes CO_2e	**1.5**	2.3	2.1	2.3	2.0	1.9
Scope 1: UK	000s tonnes CO_2e	**0.2**	0.4	0.5	0.5	0.5	0.3
Scope 2 (location based): Global (excluding UK)	000s tonnes CO_2e	**9.9**	11.7	13.4	14.7	16.7	16.8
Scope 2 (location based): UK	000s tonnes CO_2e	**1.4**	1.7	2.3	3.7	4.4	5.4
Total Scope 1 & 2 (location based): Global (excluding UK)	000s tonnes CO_2e	**11.4**	14.0	15.5	17.0	18.7	18.7
Total Scope 1 & 2 (location based): UK	000s tonnes CO_2e	**1.6**	2.1	2.8	4.2	4.9	5.7
Energy consumption used to calculate above emissions: Global (excluding UK)	kWh	**33,448,667**	37,586,509	42,414,261	48,675,621	50,859,896	51,154,107
Energy consumption used to calculate above emissions: UK	kWh	**9,295,999**	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_2e / US$1m revenue	**1.5**	2.1	2.5	2.9	3.4	4.0
Total emissions normalised by revenue – per US$1m revenue: UK	Tonnes CO_2e / US$1m revenue	**1.8**	2.4	3.3	5.4	5.9	7.7

Specific to Streamlined Energy and Carbon Reporting (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

	Unit	2026	2025	2024	2023
Water usage in data centres	Cubic metres	**26,337**	30,023	35,290	40,119

The data above represents water usage from the two Experian-owned data centres using 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.

Sustainability Accounting Standards Board (SASB) – FY26

The Index below shows our reporting against the SASB metrics for the professional and commercial services sector for FY26.

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 50).
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 49-52), which includes our Global Data Principles. This section details the processes we follow to ensure integrity 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 FY26.

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 FY26 Sustainability Performance Data (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 52-53) and the FY26 Sustainability Performance Data (page 6). Our employee engagement score in our FY26 Great Place To Work® survey was 83%, up 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 50) and the "Working with integrity" section of our Annual Report on (page 54). This latter section outlines the importance of our Global Code of Conduct, 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 140 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 FY26 Sustainability Performance Data
Employee hours worked and % billable	SV-PS-000.B	Not applicable to our business.

SFDR Principal Adverse Impact (PAI) indicators – FY26

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 2025 to 31 March 2026, which is referred to as 'FY26' 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 1.7 thousand tonnes CO_2e in FY26. See page 7 of FY26 Sustainability Performance Data
			Scope 2 GHG emissions	Experian's Scope 2 (market-based) GHG emissions were 1.2 thousand tonnes CO_2e in FY26. See page 7 of FY26 Sustainability Performance Data
			Scope 3 GHG emissions	Experian's Scope 3 GHG emissions were 192.3 thousand tonnes CO_2e in FY26. See page 7 of FY26 Sustainability Performance Data
			Total GHG emissions	Experian's Total GHG emissions for Scope 1, 2 and 3 (market-based) were 195.2 thousand tonnes CO_2e in FY26. See page 7 of FY26 Sustainability Performance Data
	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 and 3 (market-based) is 23.1 tonnes CO_2e per US$1m revenue for FY26. See page 7 of FY26 Sustainability Performance Data
	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	93% of Experian's electricity consumed in FY26 was renewable, 7% was not renewable. Electricity was 94% of FY26 total energy consumption. See page 10 of FY26 Sustainability Performance Data
	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 does not operate in a high impact climate sector.
Biodiversity	7	Activities negatively affecting biodiversitysensitive areas	Share of investments in investee companies with sites / operations located in or near to biodiversity sensitive areas where activities of those investee companies negatively affect those areas	A small office (232 square metres) that we lease in Umhlanga, South Africa, 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 – FY26 – 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 (UNGC) 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 2025 UK Gender Pay Gap Report for FY25 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.

Task Force for Climate-related Financial Disclosure (TCFD) – FY26

This TCFD index table indicates where the relevant information can be found in the FY26 Annual Report.

Governance

Disclose the organisation's governance around climate-related issues and opportunities	
a) Describe the board's oversight of climate-related risks and opportunities	Pages 55 and 60
b) Describe the management's role in assessing and managing climate-related risks and opportunities	Pages 55 and 60

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's business, strategy and financial planning where such information is material	
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	Pages 56-57
b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	Pages 56-57 and 159
c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Pages 56-57

Risk management

Disclose how the organisation identifies, assesses and manages climate-related risks	
a) Describe the organisation's processes for identifying and assessing climate-related risks	Pages 48, 56-57, 70-72
b) Describe the organisation's processes for managing climate-related risks	Pages 48, 56-57, 70-72
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management	Pages 48, 56-57, 70-72

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 organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Pages 58-59
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks	Page 59
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Pages 58-59