

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
Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees.	SV-PS-330a.1	Composition of the Board and Group Operating Committee is on pages 98-99 of the Annual Report, while representation of employees is on page 65.
Voluntary and involuntary turnover rate for employees	SV-PS-330a.2	We report both voluntary and involuntary turnover rates in the FY25 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 64-65) and the FY25 Sustainability Performance Data (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 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 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 FY25 Sustainability Performance Data
Employee hours worked and % billable	SV-PS-000.B	Not applicable to our business.