



Gender Pay Gap Report

2024





Welcome Message

Welcome to the 2024 Experian UK Gender Pay Gap report. In the coming pages you can read about the ways in which we are building a workforce as diverse and varied as the customers we serve, as well as our continued efforts to achieve a better, more inclusive Experian for all our employees.

Our UK Gender Pay Gap statistics continue to show signs of progress in this space, aligning with the positive outcomes our wider Diversity, Equity & Inclusion (DE&I) initiatives are producing.

We are proud of the progress that we have made and look forward to building on the momentum to actively realise the potential of all our employees. This report outlines the steps we've taken, and the steps we plan to take, to achieve our strategic goals.

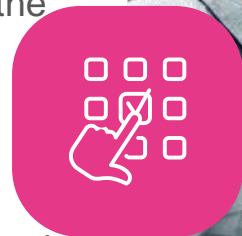




The journey so far

Since the introduction of our Gender Pay reporting in 2017, we've worked hard to address the challenges of gender pay equality and women's representation in the UK. We have taken some significant steps on our journey and we are encouraged by the impact of our progress.

We see a positive trend forming in the year-on-year results, as well as progress against our broader representation goals. We are delighted by the appointment of Malin Holmberg as the CEO of our UK & Ireland business; under Malin's leadership we will continue to strengthen our approach and progress towards our representation goals.



As an organisation, we are committed to seeing significant change in this space. We are clear on our Diversity, Equity & Inclusion objectives and are committed to addressing the opportunities highlighted by the Gender Pay analysis.

We are confident that we can continue to improve and believe in building a better tomorrow for women, and all our people, throughout the organisation.



Gender Pay at Experian 2024

PART I - PAY



These figures show how Gender Pay looked across our UK organisation in 2024.

Gender Pay statistics compare the mean and median rates of pay between men and women in an organisation. Different jobs are paid at different levels, for example higher graded roles tend to be paid more than lower graded roles, and different job families with skills which are in high demand may command higher salaries as a result of market influence.



A gender pay gap can exist where the proportion of men and women at each level does not match. It's important to distinguish between gender pay and equal pay, which is the difference in pay between men and women who carry out the same or equivalent jobs. We are confident the pay gap is not caused by unequal pay for jobs of similar nature. The statistics reflect the gender imbalance at the higher levels of our organisation, something that we will continue to address.

	FY19	FY20	FY21	FY22	FY23	FY24	Year on Year (YoY) Movement
Difference in Mean hourly rate of pay	27.60 %	24.77 %	19.29 %	18.66 %	17.83 %	17.36 %	-0.47%
Difference in Median hourly rate of pay	20.05 %	18.56 %	14.97 %	15.43 %	14.89 %	15.79 %	+0.90%

We are encouraged by the decrease in the mean hourly pay gap rate and believe this clearly illustrates the positive impact of the steps we have taken in recent years. Importantly, we are encouraged to see a c.10% reduction in mean hourly pay gap rate and a c.4% reduction in the median hourly pay gap rate since 2019.

We will continue to monitor gender representation at all levels, setting clear internal targets aimed at improving gender balance, particularly in senior positions.



Gender Pay at Experian 2024

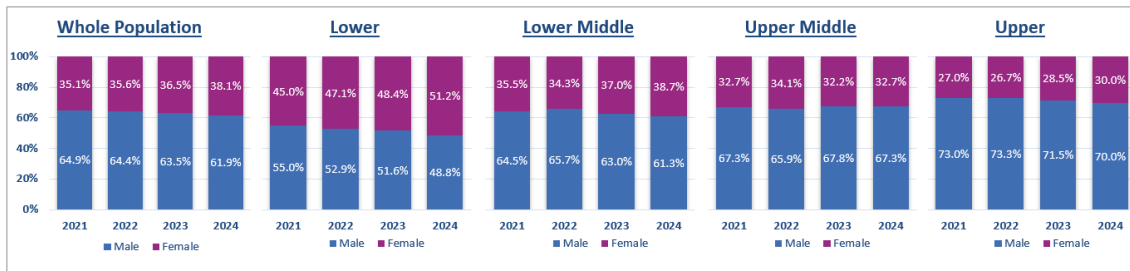
PART II - BONUS & QUARTILE SPLITS

	FY19	FY20	FY21	FY22	FY23	FY24	YoY MOVEMENT
Difference in Mean bonus payments	65.30 %	67.27 %	66.04 %	57.47 %	49.88 %	49.54 %	-0.34%
Difference in Median bonus payment	40.83 %	27.11 %	22.29 %	23.17 %	35.84 %	29.46 %	-6.38%



Experian operates a strong pay for performance philosophy. Particularly at senior levels, we highly incentivise our workforce, through the use of short and long-term variable pay. As a result, we expect to see movement in the bonus statistics linked to financial performance against the relevant annual bonus metrics. We are encouraged by the significant decrease in the median bonus payment gap and the continued decrease in the mean bonus payment. The gender imbalance at senior levels is a key driver of the bonus gap and so the focus continues to be the proportion of females and males being more evenly distributed throughout the organisation.

The proportion of men and women in each quartile has positively improved by 1.5% compared to last year. We are pleased to see the continued increase in female representation overall and in the upper quartile. We also recognise the need to continue to do more here and are closely monitoring trends in this area.





Actions we have taken

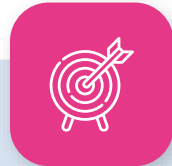
Our DE&I Strategy enables our colleagues to bring their whole selves to work. We have clear objectives which aim to reduce female gender disparities and have set specific targets, which we believe will further reduce the UK Gender Pay Gap in the coming years.





Actions we have taken

WE HAVE A CLEAR AND MEASURABLE GENDER ACTION PLAN, WHICH IS OWNED AND LED BY THE CEO FOR THE UK & IRELAND REGION.



Regional Targets

We have set targets intended to increase female representation at all grades of our organisation, with a particular focus on our senior management grades.

We are very encouraged by the fact that we currently have the highest level of female representation that we have ever had in the region at 42.6%. This is an increase from 41% in the region at this same point last year.



Women's Talent Movement

We continue to monitor the progression (including lateral moves and promotions) of female talent as a core lens in our quarterly talent reviews.

These sessions are designed to **promote and match talent with opportunities across the business** and are therefore a key tool enabling us to take decisive action and drive positive progress. In preparation for these sessions, we invest time ensuring that we have a strong understanding of the career aspirations of our high potential women.



Women in Experian ERG

Our Women in Experian Employee Resource Group (ERG) continues to thrive, championing the career development of women and allies.

With over **760 members**, and a monthly cadence of events focused on career development - this forum is acting as a powerful platform to give women and allies the tools to grow their networks and broader stakeholder relationships.



Actions we have taken

CONTINUED



Executive Sponsorship

David Bates, UK & Ireland Managing Director Credit & Verification Services, is our new Executive Sponsor. Since stepping into this role David has hosted several roundtable discussions with the Women in Experian ERG – These sessions act as a catalyst in identifying a number of key trends and opportunities related to women's experiences of working at Experian which continue to shape our short- and medium-term DE&I strategy.



Growing our talent base, Targeted Early Careers Investment

Our early careers team recruited a gender ratio of **80% women** for this year's cohort. A significant improvement boosting our women to men ratio at our most junior grades to **54%**.

We continue to carry out several early careers focused activities for students at school, college and university, using female employees as role models to continue to attract more women into careers with Experian.



Global DEI Strategy

The Global DE&I strategy **underpins** our regional strategy to close the gender pay gap in all the countries in which we operate.

We believe DEI is essential to our purpose of creating a better tomorrow by making positive change in the world and actively supporting all efforts to close the gender pay gap.



Listening Approach

Listening Approach

We use our annual Great Place to Work survey to listen to our employees and understand their experiences of working at Experian. We're pleased that our FY25 survey results continue to bench in the upper quartile across the Diversity, Equity and Inclusion questions.

FAIRNESS QUESTIONS	FY24 SCORE	FY25 SCORE	CHANGE
People here are treated fairly regardless of their sexual orientation	96	96	-
People here are treated fairly regardless of their race	94	94	-
People here are treated fairly regardless of their age	89	88	-1
People here are treated fairly regardless of their gender	91	90	-1





Celebrating Success

EXTERNAL ACCOLADES

At the **2024 Women in Credit awards**, we had eight employees shortlisted as nominees and were delighted to announce two winners for the '*Outstanding Returner – Non-Creditor*' Award and '*Rising Star of the Year*' Award.

At the **2024 Women in Tech awards**, we won the *Best Tech Employer for benefits*, *Best Inhouse Recruiter* and *Best Graduate Employer*.

At the **2024 National Target Jobs Early Careers Awards**, we won *Best Diversity and Inclusion Strategy* for our Early Careers programme and one of our Female apprentices won *Apprentice of the Year* at the Derbyshire and Nottinghamshire Apprenticeship Awards.

We remain one of the UK best places to work for Women, ranking 36 on the Great Place to Work survey.

Finally, in 2024 we were delighted to be accredited as a Menopause Friendly Employer, following a rigorous review process. This achievement highlights our commitment to supporting women of all ages.

