

Highlights from the Annual Report and Financial Statements

for the year ended 31 March 2020

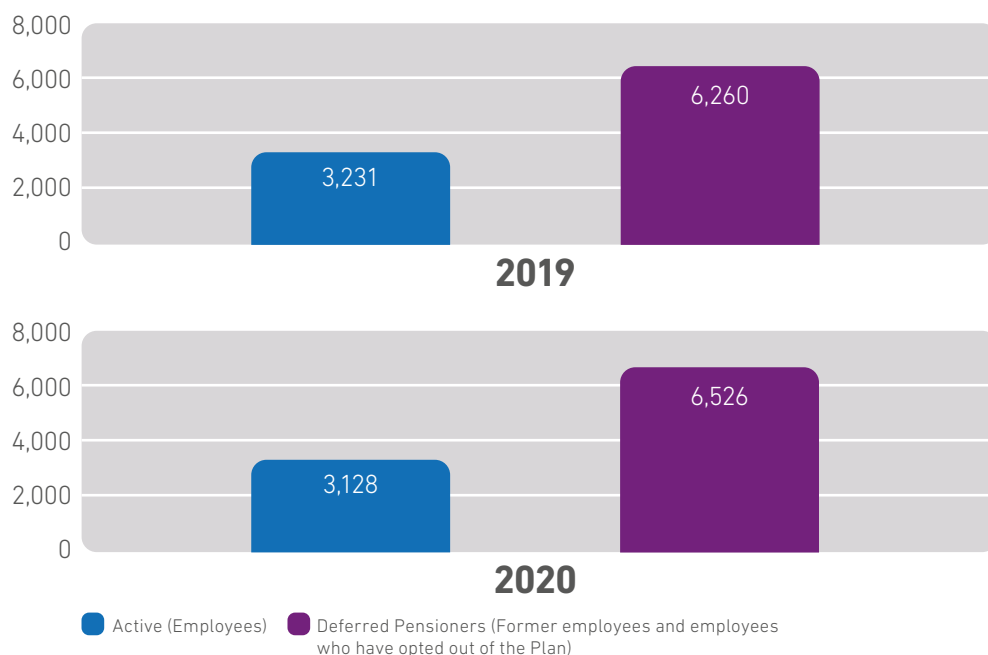
This Summary records Plan events up to 31 March 2020.

The Annual Report and Financial Statements is a key document which reports the financial development of the Plan in the last year.

The full Annual Report and Financial Statements can be found at www.experian.co.uk/retirementplan or by contacting the Experian Pensions Team at Capita Employee Solutions on **0114 229 8273** or email ExperianPensions@capita.co.uk.

Membership

The total membership at 31 March 2020 was **9,654** compared to **9,491** at 31 March 2019.



Plan finances for the year ended 31 March 2020

The financial information set out below is a summary of the figures shown in the Annual Report and Financial Statements of the Plan, which were independently audited by Grant Thornton UK LLP. The audit report is unqualified and states that the financial statements give a true and fair view of the financial transactions of the Plan for the year ended 31 March 2020.

The Auditor's statement on contributions states that contributions have been paid in accordance with the Schedule of Payments.

	£'000
Net Assets as at 1 April 2019	£312,795
Income	
Contributions from members	£229
Company contributions	£23,723
Transfers in	£1,484
Other income	£697
Total Income	£26,133
Expenditure	
Benefits Paid or Payable	(£3,577)
Payments to and on account of leavers	(£8,908)
Plan administration expenses	£179
Other payments	(£355)
Total Expenditure	(£12,661)
Income less Expenditure	£13,472
Change in market value of investments	(£38,293)
Net Assets as at 31 March 2020	£287,974

Investment Matters

The Trustee's investment policy is set out in detail in its Statement of Investment Principles, which is available to members on request or can be found at www.experian.co.uk/retirementplan.

Members are able to invest their retirement accounts in one of two Lifestyle strategies: the Lifestyle Option or the Adventurous Lifestyle Option, or any combination of the Plan's 'own choice' funds.

Members who do not make any investment choice on joining the Plan are defaulted into the Lifestyle Option.

The Plan's assets were invested as follows at 31 March 2020:

Plan Breakdown (By Fund)	%
Diversified Assets Active Fund	29.2
Global Equities Passive Fund	48.6
Global Equities Active Fund	3.4
Overseas Equities Passive Fund	2.3
UK Equities Passive Fund	1.4
UK Equities Active Fund	9.8
Index-Linked Gilts Passive Fund	1.8
Shariah Equities Passive Fund	0.2
Corporate Bonds Passive Fund	0.6
Pre-retirement Passive Fund	0.2
Cash Active Fund	2.5
Total	100.0

Details of the performance of each Fund over 1, 3 and 5 year periods are included on page 13 of the full Annual Report & Financial Statements.

The Plan's Trustee arrangements provide for nine Trustee Directors in total: six Company appointed Trustee Directors, including an independent Trustee Director, and three Member Nominated Directors (MNDs).

The Directors of Experian Retirement Savings Trustees Limited during the period under review were:

Peter Blythe (Chairman)
Nick Birch
Mark Langrish
Katharine Walden (to 3 June 2019)
Antony Barnes

BESTrustees Ltd, represented by **Peter Styles** (to November 2019) and **Catherine Redmond** (appointed November 2019)
Neil Musgrove
Catherine Jones
Alison Sharp (to January 2020)
David Bernard (appointed 20 August 2019)

The Chairman must provide members with an annual Statement which explains what steps have been taken by the Trustee Board, with help from the Plan's professional advisers, to ensure that all governance standards required by law are met.

The Statement includes reference to the Plan's default investment arrangement, charges and transaction costs paid by members, value for members and Trustee knowledge and understanding.

A copy of the Chairman's Statement for the year ending 31 March 2020 can be found at www.experian.co.uk/retirementplan or by contacting Capita on 0114 229 8273 or email ExperianPensions@capita.co.uk.

The Trustee has appointed the following advisers to help it run the Plan:

Independent Auditor:
 Grant Thornton UK LLP

Bankers:
 National Westminster Bank plc

Investment Consultant:
 Hymans Robertson LLP

Investment Platform:
 FIL Life Insurance Limited

Investment Performance Measurement:
 Hymans Robertson LLP

Scheme Administrator:
 Capita Employee Solutions

Secretary to the Trustees:
 Martin Bowles, Experian Finance plc

Annuity Adviser:
 Hargreaves Lansdown

Legal Adviser:
 Linklaters LLP

