

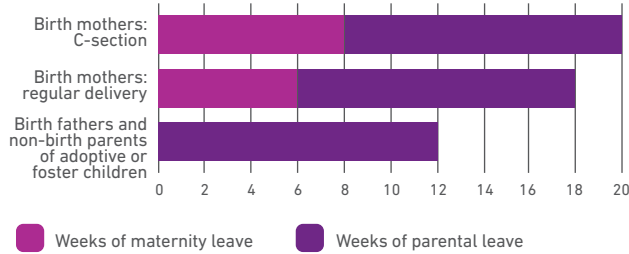
Experian U.S. benefits for our diverse workforce



Paid Parental Leave

- For the placement and/or birth of a child
- Runs concurrently with Short-Term Disability (STD) and the Family and Medical Leave Act (FMLA)
- Paid at 100% base salary
- Must be employed with Experian for 12 months on date of birth or placement of child

- Provides 18-20 weeks of leave for birth parent and 12 weeks for non-birth parent



From 2018 to 2021 at Experian

- The average number of women that returned to work after PPL is 90.5%; the national average is 50%
- 60% of the PPLs in all years were taken by men



Paid Family Leave

- To care for a family member with a serious health condition
- Paid at 100% of salary, based on a tiered structure (see offerings below)
- Must be employed with Experian for 12 months at leave start date
- Runs concurrently with FMLA

1-2 yrs. of service
2 weeks paid time off

2-3 yrs. of service
4 weeks paid time off

3+ yrs. of service
6 weeks paid time off

LGBTQ+ resources and support

- Sex reassignment surgery coverage under Anthem Blue Cross medical plans
- Anthem's "Inclusive Care" program provides physical and mental health coverage, support and resources designed specifically for LGBTQ+ members
- HIV/AIDS prevention and treatment coverage under our medical plans



Mental health and well-being support

- **Employee Assistance Program:** Ten free counseling visits (in-person or video)
- **MDLIVE:** Zero-cost telehealth visits (video or phone) with a mental health professional for employees and dependents enrolled in one of our medical plans
- **Medical plans:** Coverage for in-person visits to a mental health professional

Family-building services

- Infertility services covered under each medical plan
- Expanded family-building options like infertility, adoption and surrogacy benefits, as well as family-building resources from [Kindbody](#)
- A diagnosis of infertility is not needed to use these benefits



Bereavement policy

- Up to 10 days off for bereavement, with expanded qualification criteria to chosen family enabling employees to take time off for people who are important to them



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The benefits listed here are for U.S. employees only.

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