



UK Carbon Reduction Plan

Published October 2025

Commitment to achieving net zero

Indeed UK Operations Limited ("Indeed UK") is committed to reducing GHG emissions and offsetting any residual emissions, which is in line with the UK goal¹ of achieving net-zero emissions by 2050 as outlined in PPN 06/21².

Indeed UK is wholly owned by Indeed Ireland Operations Limited, which in turn is wholly owned by RGF OHR International Limited. Indeed UK is a wholly owned subsidiary in the Recruit Holdings Co., Ltd. group of companies.

Recruit Holdings Co., Ltd. has been focusing on reducing greenhouse gas (GHG) emissions to combat climate change. The company's carbon neutrality goals are as follows:

1. Achieve carbon neutrality in GHG emissions from its business activities by FY2021.
2. Achieve carbon neutrality in GHG emissions across its entire value chain by FY2030.

The Recruit Group's goal to achieve "carbon neutrality by 2030" can be defined as "Net Zero by 2030 for Scope 1, 2, and 3" under the UK's policy definition³.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline year: FY2019 (April 2019 - March 2020)

Additional details relating to the baseline emissions calculations:

Indeed began calculating emissions using the GHG protocol in FY2019 and reports externally through Recruit Holdings Co., Ltd. This GHG inventory includes Scope 1, 2, and relevant Scope 3 categories⁴.

Recruit Holdings began calculating GHG emissions in FY2010. We expanded the scope of calculations in 2012 upon changing our governance structure. Furthermore, we revised the method of classifying travel and commuting expenses in 2015 upon expanding our overseas businesses. After many iterations of reconciliation to ensure better accuracy, in FY2019, we started using the GHG Protocol as the basis for calculation.

Baseline year emissions

Reporting year: FY2019 (April 2019 - March 2020)

Emissions	Recruit Holdings Group Global Total (tCO2e)	Indeed UK Total (tCO2e)
Scope 1	12,268	161
Scope 2	Market based - 29,854 Location based - 34,527	Market based - 65 Location based - 65
Scope 3 (Categories 1 - 15)	926,046	2,274 Cat 4. Upstream T&D - 0 Cat 5. Waste - 0 Cat 6. Business Travel - 436 Cat 7. Employee Commuting - 182 Cat 9. Downstream T&D - 0
Total Emissions Scope 1, 2, 3	Market based - 968,168 Location based - 972,841	Market based - 2,500 Location based - 2,500

Current emissions reporting

Reporting year: FY2023 (April 2023 - March 2024)⁵

Emissions	Recruit Holdings Group Global Total (tCO2e)	Indeed UK Total (tCO2e)
Scope 1	5,034	0
Scope 2	Market based - 2,163 Location based - 26,734	Market based - 0 Location based - 30
Scope 3 (Categories 1 - 15)	663,325	955 Cat 4. Upstream T&D - 0 Cat 5. Waste - 16 Cat 6. Business Travel - 214 Cat 7. Employee Commuting - 150 Cat 9. Downstream T&D - 0
Total Emissions Scope 1, 2, 3	Market based - 670,522 Location based - 695,093	Market based - 955 Location based - 985

Emissions reduction targets

In order to continue our progress, Indeed UK will work to support the following reduction targets as set out by Recruit Holdings:

- Reduce absolute Scope 1 and 2 GHG emissions 46.2% by FY2030 from a FY2019 base year.
- Reduce absolute Scope 3 GHG emissions 30% by FY2030 from a FY2019 base year.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline for the Recruit Holdings Group. The carbon emission reduction achieved by these schemes equates to a 31% reduction against the 2019 baseline, and the measures will be in effect when performing the contract⁶.

In 2023, Recruit Holding's near-term greenhouse gas (GHG) reduction target has been validated by the Science Based Targets initiative (SBTi), confirming that it is in line with the goal of limiting global warming to 1.5°C.

Recruit Group has implemented various measures such as switching to renewable electricity in our offices, providing ongoing support to full-time and temporary staff working from home, and using sustainable data centers to reduce GHG emissions. For offices that cannot transition to more energy-saving menus or renewable energy power plans, we use Renewable Energy Attribute Certificates⁷, which satisfy the strict criteria of RE100⁸.

Here are some of the initiatives the Recruit Group has implemented in an effort to reduce GHG emissions with its operations and value chain.

- Promotion of energy saving and the use of renewable energy
- Promotion of remote work
- Promoting paperless work
- Procurement of energy-efficient servers/peripherals
- Optimizing the number of prints and deliveries of magazines
- Reduction of paper use by converting application forms and manuscripts to the Web
- Recycling information magazines left in racks/bookstores
- Online customer interviews
- Promote customer recycling of information magazines

In the Indeed UK operation, we take the following actions to measure and manage our energy consumption:

- Conduct annual GHG inventory across Scope 1, 2, & 3 since 2019 using the GHG protocol
- Conduct energy audits for our offices
- Monitor our site-specific energy consumption using a building analytics platform
- 100% of our electricity supply is backed by renewable energy

Future carbon reduction initiatives

To address emissions throughout our entire value chain, we continue to engage in a wide range of emission reduction and prevention activities in collaboration with our employees and business partners, including suppliers.

In the future, we aim to implement further measures such as:

- Continue to measure GHG emissions across 100% of our global operations & value chain annually. These values are calculated according to the GHG protocol and are 3rd-party verified to form part of our external reporting through Recruit Holdings Co., Ltd.
- Continue to be carbon neutral across Scope 1 & 2 as we have been since 2021.
- Continue to switch our office power consumption to more energy-efficient or renewable sources across all of our operations.
- Expect compliance with our Vendor Code of Conduct by 100% of our suppliers. As part of our sustainable procurement strategy, our Vendor Code of Conduct sets forth our expectations of our suppliers on reducing environmental impact.
- Work to lower indirect emissions (Scope 3) by engaging with our suppliers, and encourage low-carbon commuting and travel options for our employees that are better for the environment.
- Intensify our partnership with suppliers to improve the environmental impact of the products and services we purchase.
- Use Renewable Energy Attribute Certificates in accordance with RE100 Technical Criteria Version 4.0 to address residual non-renewable electricity in our operations.
- Seek to use removal credits for residual emissions in our operations and value chain. When choosing carbon credits, our goal is to utilize credits acknowledged by international certification organizations.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Indeed UK Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard⁹ and uses appropriate emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard¹⁰.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the supplier:

DocuSigned by:
Simon Fowler
.....8CCB438F01414C8.....

10/9/2025

Date:

DocuSigned by:
McSherry Sean
.....F0911E7AC3A9416.....

10/9/2025

Date:

References

¹https://assets.publishing.service.gov.uk/media/67b318487c070e71525f5800/PPN_016_Carbon_reduction_contract_schedule.pdf - pp 16

²https://assets.publishing.service.gov.uk/media/62066d5ae90e077f7dec749e/PPN-0621-Taking-account-of-Carbon-Reduction-Plans-Jan22_1.pdf

³Carbon neutrality requires both reducing greenhouse gas (GHG) emissions and offsetting any remaining emissions. GHG emissions from a business include direct emissions from sources it owns or controls (Scope 1) and indirect emissions from purchased electricity, heat, or steam (Scope 2). GHG emissions from the value chain, such as those from suppliers or waste disposal (Scope 3), are also considered. The entire value chain includes the sum of emissions from Scope 1, Scope 2, and Scope 3.

⁴<https://recruit-holdings.com/ja/sustainability/data/sustainabilitydatabook/20250730.pdf>
pg 23

⁵FY2023 is the most updated verified emission data as our FY24 runs from April 2024 to March 2025.

⁶<https://recruit-holdings.com/en/sustainability/data/sustainabilitydatabook/20250730.pdf>

⁷Renewable Energy Attribute Certificates represent electricity generated and delivered to the grid from a renewable source. They comply with the Greenhouse Gas Protocol which establishes global standards to measure and manage emissions.

⁸Referenced the RE100 TECHNICAL CRITERIA Version 4.1

⁹<https://ghgprotocol.org/corporate-standard>

¹⁰<https://ghgprotocol.org/standards/scope-3-standard>

INDEED UK OPERATIONS LIMITED

(the “**Company**”)

Written resolution of the board of directors of the Company passed pursuant to the articles of association of the Company

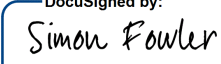
WHEREAS:

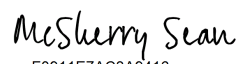
- 1) To allow the Company’s Public Sector team in the UK to sell to UK Public Sector clients in compliance with the legal requirements for Public Sector Vendors, it is required to prepare a UK Carbon Reduction Plan (the “**Plan**”) and to publish same on its website.
- 2) The Board has received a copy of the Plan attached hereto as Annex A.

RESOLVED:

- a) It was in the best commercial interests and to the benefit and advantage of the Company to adopt the Plan as presented to the Board.
- b) The Plan be approved in all respects and adopted by the Company.
- c) The directors be authorised to sign the Plan and arrange for its publication on the Company’s website.

Confirmed:

DocuSigned by:

8CCE436F04444C3...
Simon Fowler
Dated: 10/9/2025

DocuSigned by:

F0911E7AC3A9416...
Sean McSherry
Dated: 10/9/2025

ANNEX A