



UK Carbon Reduction Plan

Published October 2026

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 address climate change. The company's goals are as follows:

1. Become carbon neutral in GHG emissions by FY2021 through its business activities.
2. Become carbon neutral in GHG emissions by FY2030 across its entire value chain.

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 definitions³.

Baseline emissions footprint

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 all 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 calculating our Group-wide GHG emissions using the GHG Protocol, defining our organizational boundary to include all consolidated subsidiaries and applying the financial control approach.

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: FY2024 (April 2024- March 2025)⁵

Emissions	Recruit Holdings Group Global Total (tCO2e)	Indeed UK Total (tCO2e)
Scope 1	4,429	0
Scope 2	Market based - 1,693 Location based - 24,335	Market based - 0 Location based - 59
Scope 3 (Categories 1 - 15)	630,497	1,392 Cat 4. Upstream T&D - 0 Cat 5. Waste - 1 Cat 6. Business Travel - 649 Cat 7. Employee Commuting - 183 Cat 9. Downstream T&D - N/A
Total Emissions Scope 1, 2, 3	Market based - 636,619 Location based - 659,261	Market based - 1,392 Location based - 1,451

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 34% reduction against the 2019 baseline, and the measures will be in effect when performing the contract⁶.

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.

The following are some of the key initiatives we have implemented to reduce GHG emissions.

- Promotion of energy conservation and use of renewable energy
- Promotion of remote work
- Promotion of paperless operations
- Procurement of energy-efficient servers and peripherals
- Online customer interviews
- Optimization of magazine printing and distribution volumes
- Reduction of paper use by converting application forms and manuscripts to the web-based formats
- Recycling of information magazines left in bookstores
- Promotion of customer recycling of information magazines
- Electrification of the company fleet
- Supplier engagement

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 using the GHG protocol
- Conduct energy audits for our offices
- 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.

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 switch our office power consumption to more energy-efficient or renewable sources across all of our operations where available.
- 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.
- Use Renewable Energy Attribute Certificates in accordance with RE100 Technical Criteria Version 4.0 to address residual non-renewable electricity in our operations.

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
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Date: 9/29/2026

DocuSigned by:
McSherry Sean
F0911E7AC3A9416...

Date: 9/29/2026

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[Recruit Holdings Sustainability Databook 2026](#) Pg. 23

⁵FY2024 is the most updated verified emission data as our FY2025 runs from April 2025 to March 2026.

⁶[Recruit Holdings Sustainability Databook 2026](#) Pg. 24

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.

⁸Reference the RE100 TECHNICAL CRITERIA Version 4.1

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

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