

The Directors
Robert Walters Operations Limited
11 Slingsby Place
St Martin's Courtyard
London
WC2E 9AB

18 July 2023

To whom it may concern,

The purpose of this letter is to clarify matters set out in the assurance report. It is not an assurance report and is not a substitute for the assurance report.

This letter and the verifier's assurance report, including the opinion(s) therein, are addressed to you and are solely for your benefit in accordance with the terms of the contract. We consent to the release of this letter by you to the Carbon Disclosure Project in order to satisfy the terms of CDP disclosure requirements but without accepting or assuming any responsibility or liability on our part to CDP or to any other party who may have access to this letter or our assurance report.

In accordance with our engagement contract with you dated 23 February 2023 (the "contract") and for the avoidance of doubt, we confirm that our "Robert Walters Group CY2022 Verification Report Final issued 24072023" report to you dated 24th July 2022 (the "assurance report") incorporated the following matters:

1. Boundaries of the reporting company covered by the assurance report and any known exclusions.

Organizational: Financial Control

Geographic: The geographical boundary is technically global operations. Operating in 32 countries and from 80 offices during the reporting period for CY2022.

2. Emissions data verified - broken down by Scope 1, Scope 2 and Scope 3 categories with figures given as follows:

Scope 1 - Direct	Scope 2 - Indirect	Scope 3	Total CO ₂ e
567	1,062	1,305	2,934

Lucideon CICS Limited
Queens Road, Penkhull
Stoke-on-Trent
Staffordshire ST4 7LQ, UK

T +44 (0)1782 411008
support@lucideon.com
www.lucideon.com
Reg. England 1871628

3. Period covered:

01 January 2022 – 31 December 2022

4. Verification standard used

Verified pursuant to ISO14064-3

5. Assurance opinion (incl. level of assurance and any qualifications)

Limited Assurance. Based on the process and procedures conducted, there is no evidence that the GHG assertion:

- 1) is not materially correct and is not a fair representation of GHG data and information, and
- 2) has not been prepared in accordance with the related International Standard on GHG quantification, monitoring and reporting, or to relevant national standards or practices.

A positive verification opinion was issued subject to non-material limitations outlined in the full verification report.

6. Verification provider and accreditations (if relevant)

Lucideon CICS is accredited for ISO14064-3 verifications by United Kingdom Accreditation service and is a CDP accredited provider.

7. Lead verifier name and relevant accreditations/professional membership (if relevant)

Jason Monckton, BSc (Hons), PIEMA



Lead Verifier: **Jason Monckton**

18th July 2023



Peer Reviewer: **Tony Summers**

21st July 2023