

Carbon Reduction Plan

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1. Commitment to achieving Net Zero

Robert Walters plc and its subsidiaries (“Robert Walters”) are committed to achieving Net Zero emissions by 2040, ten years ahead of the government target.

We are currently working to develop a full implementation plan with expectations of bringing this 2040 target forward.

All emissions reported and future plans include the entities under Robert Walters’ operational control.

2. 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: 2019 (the 12 months ended 31 December 2019)

Additional Details relating to the Baseline Emissions calculations.

Robert Walters’ greenhouse gas (GHG) report is based on all entities and offices which are either owned or under operational control globally.

The methodology used to calculate Robert Walters’ emissions is based on the ‘Environmental Reporting Guidelines, including Mandatory Greenhouse Gas Emissions Reporting Guidance’ (June 2013 as updated in March 2019) issued by the Department for Environment, Food and Rural Affairs (Defra).

Robert Walters has also utilised Defra’s 2022 conversion factors within the reporting methodology.

The greenhouse gas emissions data has been prepared with reference to the GHG Protocol and is third-party verified to ISO 14064-3.

Robert Walters reports on the Scope 3 activities which it feels have a significant impact on its greenhouse gas emissions. Robert Walters is a provider of consultancy services with limited outsourcing, upstream and downstream transportation & distribution are not currently considered sufficiently material.

The 2019 financial year is being used as the baseline due to lower-than-average emission levels in 2020 during the global pandemic.

The baseline year and the prior year have been recalculated for changes to the scope of operation and measurements, including any additions to measured Scope 3 data. The baseline year and the prior year are also recalculated if more accurate data is identified at a later date.

| Baseline year emissions: 1 January to 31 December 2019 | |
|--|--|
| Emissions | TOTAL (tCO2e) |
| Scope 1 | 716 |
| Scope 2 | 1,872 |
| Scope 3 (included Sources) | 2,063 Business travel and transmission & distribution |
| Total Emissions | 4,651 |

3. Current Emissions Reporting

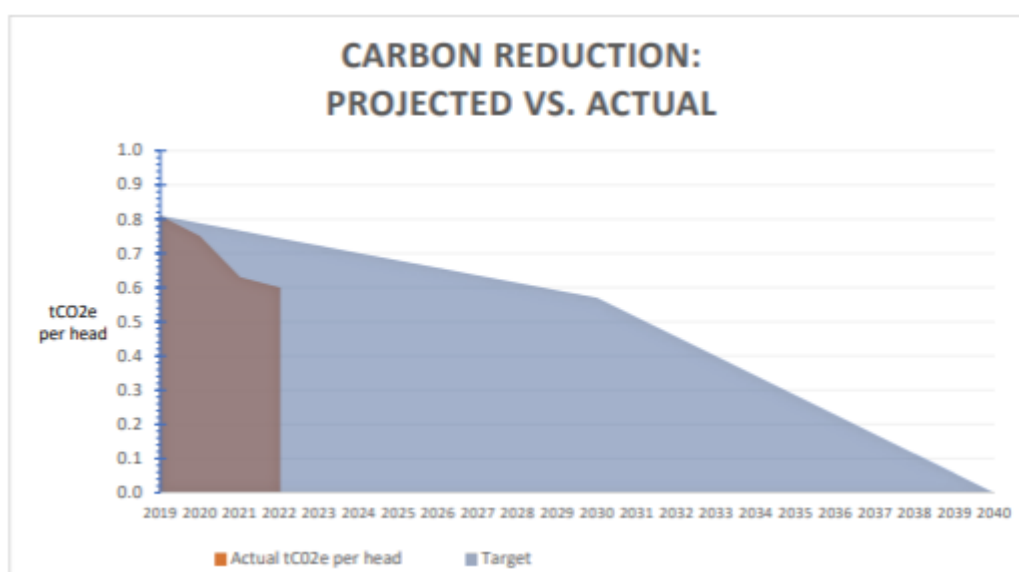
| Reporting Year: 1 January to 31 December 2022 | |
|---|--|
| Emissions | TOTAL (tCO2e) |
| Scope 1 | 563 |
| Scope 2 | 1,096 |
| Scope 3 (Included Sources) | 1,286 Business travel and transmission & distribution |
| Total Emissions | 2,945 |

4. Emissions Reduction Targets

In order to continue our progress of achieving our target of Net Zero by 2040, Robert Walters has adopted the following medium-term company-wide carbon reduction target, which applies to all our operations globally:

- Robert Walters is committed to reducing scope 1 and 2 GHG emissions from its 2019 baseline year by 30% per head by the end of 2030.

Progress against these targets can be seen in the graph below:



5. Carbon Reduction Projects

A) Completed Carbon Reduction Initiatives

All environmental management projects undertaken since the 2019 baseline include aspects of carbon reduction, which generated the necessity for increased internal awareness of our environmental impact strategy. The carbon emission reduction achieved by these projects equates to 0.57 tCO₂e per head, a 26% reduction against our 2019 baseline, and the measures will be in effect when performing the contract.

- We implemented building management system (BMS) technology in our London office which improved the energy efficiency of the building.
- We undertook a materiality assessment to identify the opportunities in relation to Sustainable Consumption and Production (SDG12).
- We were recertified to ISO 14001 across our 4 assessed offices.
- We were accepted to join the UN Global Compact (SDG13).

B) Future Carbon Reduction Initiatives

In 2019, the majority of Robert Walters' emissions derived from business travel and energy consumption in our offices. The ESG Committee has already begun implementing new policies, including:

1. Sourcing our office electricity from 100% renewable sources by the end of 2035. A number of countries including Ireland and the UK have already moved to using low-carbon electricity. We are committed to using only renewable electricity where we have control over the energy source and there is an available market.
2. Pursuing a 30% per head reduction in business travel emissions by 2030 against our 2019 baseline year.
3. Increasing the percentage of company cars that are hybrid or electric vehicles in the UK and EU to 60% by 2035.
4. Exploring technological improvements in the energy efficiency of our key buildings, following the pilot programme implemented in the London office.

6. Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government 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 have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and approved by the board of directors.

Signed on behalf of the board:



David Bower
Chief Financial Officer