

# Carbon Reduction Plan Template

Supplier name: Korn Ferry (UK) Limited

Publication date: 9 June 2026

## Commitment to Achieving Net Zero

Korn Ferry (UK) Limited is committed to achieving Net Zero emissions by Fiscal Year 2050.

## 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.

<b>Baseline Year:</b> 01/05/2019 - 30/04/2020 (Fiscal Year 2020)	
<b>Additional Details Relating to the Baseline Emissions Calculations</b>	
The Fiscal Year 2020 period is the selected Korn Ferry (UK) Limited Baseline (Fiscal Year 2020 UK Baseline).	
<b>Fiscal Year 2020 UK Baseline Emissions<sup>1</sup>:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	18
<b>Scope 2 (Location-based emissions)</b>	128
<b>Scope 2 (Market-based emissions)</b>	174
<b>Scope 3 (Included Sources)</b>	1,323 (Category 3 Fuel and Energy Related Activity, Category 5 Waste, Category 6 Business Travel, Category 7 Commuting, Category 8

<sup>1</sup> For transparency purposes, we provide two alternative methodologies for calculating Scope 2 emissions in the tables presented.

	Upstream Transportation and Distribution, Category 9 Downstream Transportation and Distribution) <sup>2</sup>
<b>Total Emissions</b> <i>(Location-based)</i>	<b>1,469</b>
<b>Total Emissions</b> <i>(Market-based)</i>	<b>1,515</b>

## Current Emissions Reporting

<b>Reporting Year:</b> 01/05/2024 - 30/04/2025 (Fiscal Year 2025)	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	0
<b>Scope 2</b> <i>(Location-based emissions)</i>	144
<b>Scope 2</b> <i>(Market-based emissions)</i>	62
<b>Scope 3</b> <i>(Included Sources)</i>	1,088 (Category 3 Fuel and Energy Related Activity, Category 5 Waste, Category 6 Business Travel, Category 7 Commuting, Category 8 Upstream Transportation and Distribution, Category 9 Downstream Transportation and Distribution) <sup>3</sup>
<b>Total Emissions</b> <i>(Location-based)</i>	<b>1,232</b>
<b>Total Emissions</b> <i>(Market-based)</i>	<b>1,149</b>

<sup>2</sup> Note that Korn Ferry (UK) Limited does not have any downstream transportation and distribution emissions as we do not sell or transport physical products to an end customer.

<sup>3</sup> Note that Korn Ferry (UK) Limited does not have any downstream transportation and distribution emissions as we do not sell or transport physical products to an end customer.

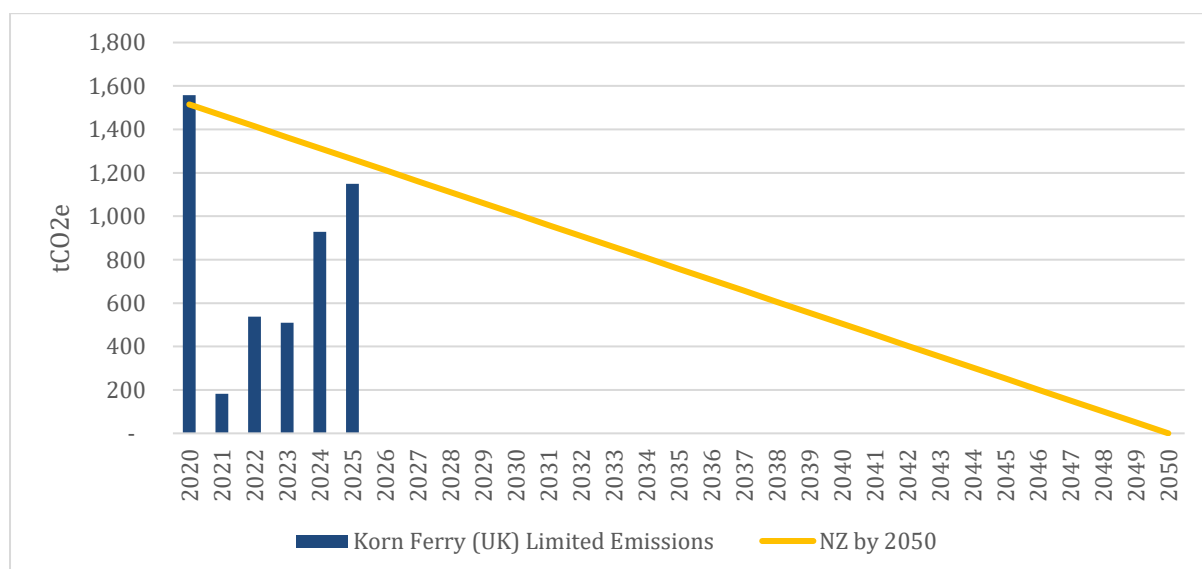
## Emissions Reduction Targets

Korn Ferry (UK) Limited is part of the Korn Ferry group of companies, with its ultimate parent, Korn Ferry, listed on the New York Stock Exchange. Korn Ferry has set a [target](#) to reduce Scope 1 and Scope 2 (market-based) emissions from its global operations by 30% by calendar year 2025, compared to a calendar year 2019 baseline. Korn Ferry (UK) Limited’s target is separate from this global target and does not apply to the group.

In the UK, to make progress towards our Net Zero commitment, we targeted a reduction of 17% in Scope 1, Scope 2 (market-based) and included Scope 3 sources to 1,262 tCO<sub>2</sub>e by Fiscal Year 2025 (01/05/2024 - 30/04/2025), compared to the Fiscal Year 2020 UK Baseline.

This target was reached as the total Scope 1, Scope 2 (market-based) and included Scope 3 sources for Fiscal Year 2025 was 1,149 tCO<sub>2</sub>e, seeing a 24% reduction compared to the Fiscal Year 2020 UK Baseline.

Progress against our UK 2050 Net Zero commitment will be tracked annually, and the graph below will be updated. The graph below shows the Korn Ferry (UK) Limited emissions since the baseline year against the emissions reduction trajectory that would need to be followed to reach Net Zero by Fiscal Year 2050 on a linear basis.



In line with Korn Ferry’s corporate inventory, since Fiscal Year 2024, emissions from natural gas are classified as Scope 2 emissions (rather than Scope 1 emissions) because all of Korn Ferry’s office facilities are leased. In addition, Fiscal Year 2024 Scope 2 emissions increased from previous years due to the availability of gas consumption data from the London office (Ryder Court). For these reasons, Scope 1 and Scope 2 emissions, as well as energy use, are comparable between Fiscal Years 2024 and 2025 but not directly comparable with reporting years prior to Fiscal Year 2024.

Emissions related to business travel increased by 227 tCO<sub>2</sub>e from Fiscal Year 2024 to Fiscal Year 2025 which was the main driver of increased emissions from the previous year. Despite the increase, overall emissions remain below the projected target trajectory on a linear basis.

## **Carbon Reduction Projects**

### **Completed Carbon Reduction Initiatives**

The following environmental management measures and projects were completed or implemented before the 2020 Fiscal Year UK Baseline was set. Therefore, their impact has not been quantified, but they are expected to be in effect when performing the contract:

- Certification of ISO 14001 is maintained for the London office (Ryder Court), which helps to improve resource efficiency, reduce waste, and improve our overall environmental impact.
- A rollout of automatic lighting controls coupled with a full rollout of LEDs has helped reduce the amount of electricity required to run the offices.
- In all offices, printing is monitored, enabling tracking of paper usage to inform targeted future paper reduction measures.
- Provision of the Cycle to Work scheme within staff company benefits to promote active travel.

Between the 2020 Fiscal Year Baseline (01/05/2019 – 30/04/2020) and the Fiscal Year 2025 (01/05/2024 - 30/04/2025) reporting period, Korn Ferry (UK) Limited has maintained its ISO 14001 certification at the London office (Ryder Court) and the Cycle to Work scheme has remained in place to promote low-carbon active travel amongst employees. Additionally, Korn Ferry (UK) Limited has purchased sufficient REGOs to reduce UK market-based electricity emissions for Fiscal Year 2025 to zero.

In Fiscal Year 2025, printing was monitored in all offices, enabling tracking of paper usage to inform targeted future paper reduction measures, and DocuSign is used to limit paper usage and energy consumption for printing. Additionally, the 4th floor lighting system at the London office (Ryder Court) was upgraded from fluorescent tube lights to energy-efficient LED panels.

### **Future Carbon Reduction Initiatives**

Korn Ferry (UK) Limited plans to enhance the manner in which it tracks and reports recycling totals and to reduce its printer fleet over the next several years. Our previous initiative also remains in effect as follows:

- As opportunities arise, we expect to work with our office landlords to incorporate energy efficiency measures at their sites through initiatives such as lighting upgrades, air conditioning upgrades, and refurbishment of existing chillers.

## **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 Carbon Reduction Plans and GHG reporting protocol cooperate standard,<sup>4</sup> utilising the appropriate government emission conversion factors for greenhouse gas company reporting.<sup>5</sup>

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.<sup>6</sup>

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

## **Forward-Looking Statements**

This Carbon Reduction Plan contains statements that are aspirational or reflective of Korn Ferry (UK) Limited Company's views about its future performance that constitute forward-looking statements. Forward-looking statements are generally identified through the inclusion of words such as "aim," "anticipate," "aspire," "believe," "commit," "endeavour," "estimate," "expect," "goal," "intend," "may," "plan," "seek," "strive," "target," "will," and "work" or similar statements or variations of such terms and other similar expressions that predict or indicate future events or trends or that are not statements of historical matters. These forward-looking statements concern information and opinions regarding corporate responsibility matters, including goals, targets (including the Net Zero target), aspirations, commitments, strategies, or expectations with respect to sustainability, environmental matters, policy, and business risks and opportunities, and are not intended to create legal obligations or rights. Forward-looking statements are based on current expectations and inherently involve known and unknown risks, uncertainties, and assumptions that are difficult to predict and often beyond our control, which could cause actual results to differ materially from those predicted in such statements. Factors that may impact actual results include change in demand for our services, political or economic developments in the countries where our group of companies operate, legislative and regulatory developments, stakeholder expectations and engagement, climate conditions or events, energy prices, and technological innovations and advances, among others, including the risk factors outlined in our periodic filings in the United Kingdom (and those of our ultimate parent company in the United States). Forward-looking statements are not guarantees or promises that any such goals, targets, aspirations, commitments, strategies, or expectations will be met. The opinions and information contained in this plan speak only for Korn Ferry (UK) Limited and as of the date of submission and are subject to change without notice. Korn Ferry (UK) Limited undertakes no obligation to update or revise any forward-looking or other statements, whether as a result of new information, future events, or otherwise, and notwithstanding any historical practice of doing so. In addition, historical, current, and forward-looking sustainability-related statements have been and may in the future be based on current or historical goals, targets, aspirations, commitments, or estimates; standards for measuring and reporting progress that are still developing; diligence, internal controls, and processes that continue to evolve; data, certifications, or representations provided or reviewed by third parties, including information from acquired entities that is

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<sup>4</sup> <https://ghgprotocol.org/corporate-standard>

<sup>5</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>6</sup> <https://ghgprotocol.org/standards/scope-3-standard>

incomplete, subject to ongoing review or has not yet been integrated into Korn Ferry (UK) Limited's reporting processes, or, once integrated, is not reconcilable with such processes; and assumptions that are subject to change in the future.

**Signed on behalf of the Supplier:**

A handwritten signature in black ink, appearing to read 'Caroline', written in a cursive style.

**Caroline McAloney, Director and CFO EMEA**

**9 June 2026**