

Carbon Reduction Plan Template

Supplier name: Korn Ferry (UK) Limited

Publication date: February 2025¹

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.

Baseline Year: 01/05/2019 - 30/04/2020 (Fiscal Year 2020)	
Additional Details Relating to the Baseline Emissions Calculations	
The Fiscal Year 2020 period is the selected Korn Ferry (UK) Limited Baseline (Fiscal Year 2020 UK Baseline).	
Fiscal Year 2020 UK Baseline Emissions²:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	18
Scope 2 (Location-based emissions)	128
Scope 2 (Market-based emissions)	174
Scope 3 (Included Sources)	1,323 (Category 3 Fuel and Energy Related Activity, Category 5 Waste, Category 6 Business Travel, Category 7 Commuting, Category 8

¹ Originally published November 2024: revised February 2025

² 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) ³
Total Emissions <i>(Location-based)</i>	1,469
Total Emissions <i>(Market-based)</i>	1,515

Current Emissions Reporting

Reporting Year: 01/05/2023 - 30/04/2024 (Fiscal Year 2024)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2 <i>(Location-based emissions)</i>	135
Scope 2 <i>(Market-based emissions)</i>	77
Scope 3 <i>(Included Sources)</i>	851 (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) ⁴
Total Emissions <i>(Location-based)</i>	986
Total Emissions <i>(Market-based)</i>	928

³ 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.

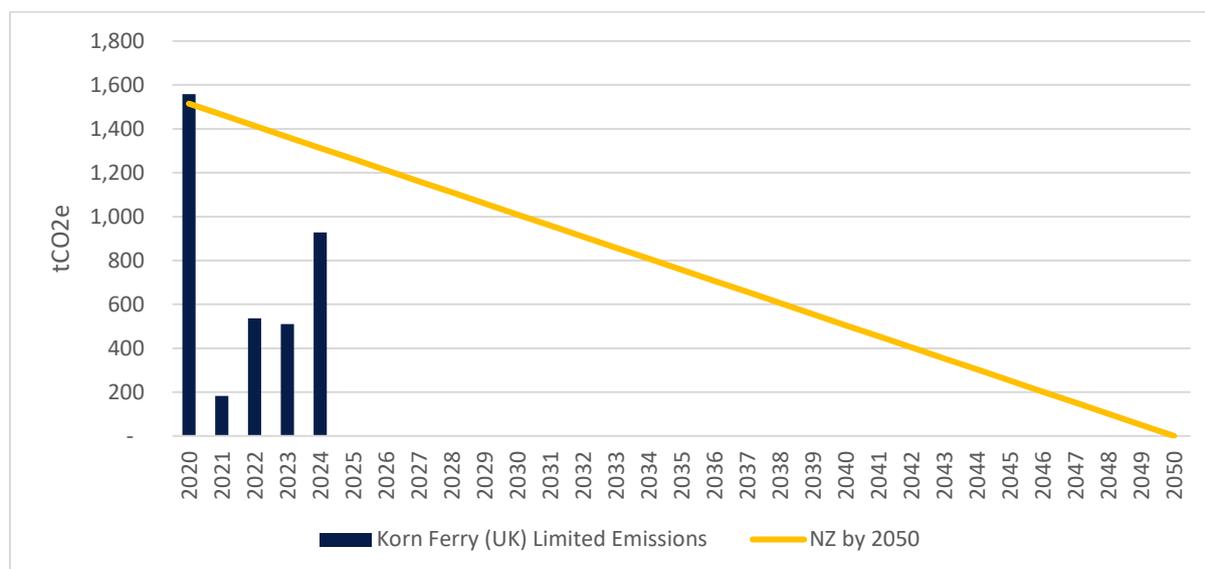
⁴ Note that Korn Ferry (UK) Limited does not have any downstream transportation and distribution emissions as we do not sell or transport physical products to an end customer.

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.

In the UK, to make progress towards our Net Zero commitment, we will target a reduction of 17% in Scope 1, Scope 2 (market-based) and included Scope 3 sources to 1,262 tCO₂e by fiscal year 2025 (01/05/2024 - 30/04/2025), 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.



In line with Korn Ferry’s corporate inventory, emissions from natural gas for Fiscal Year 2024 are now 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 due to the recent 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 not directly comparable between Fiscal Year 2024 and prior reporting years.

There was also an increase in business travel related Scope 3 emissions in Fiscal Year 2024. While overall total emissions have increased since 2023, they currently remain lower than the targeted trajectory.

Regarding the historical trends, it should be noted that the substantial emission reduction in the reporting period of Fiscal Year 2021 compared to the Fiscal Year 2020 UK Baseline is due to the impacts of the COVID-19 pandemic. Since the onset of the COVID-19 pandemic in 2020, there have been reductions in Korn Ferry (UK) Limited’s business travel compared to the Fiscal Year 2020 UK Baseline as a result of increased virtual meetings and travel policy

changes limiting travel. Beginning in Fiscal Year 2022, business travel related Scope 3 emissions have increased as pandemic related travel restrictions eased in the UK.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented before the 2020 Fiscal Year UK Baseline was set. Therefore, their impact has not been quantified, but they will 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 2024 (01/05/2023 - 30/04/2024) 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. In Fiscal Year 2024, printing was monitored in all offices, enabling tracking of paper usage to inform targeted future paper reduction measures, and DocuSign has been implemented to limit paper usage and energy consumption for printing. Additionally, Korn Ferry (UK) Limited has purchased sufficient Renewable Energy Guarantees of Origin to reduce UK market-based electricity emissions for Fiscal Year 2024 to zero.

Future Carbon Reduction Initiatives

There are no new carbon reduction initiatives planned for the coming year; however, the initiatives from last year remain in effect, and they are as follows:

- As opportunities arise, we expect to work with our office landlords to incorporate energy efficiency measures at our sites through initiatives such as lighting upgrades, air conditioning upgrades, and refurbishment of existing chillers.
- A further consolidation of UK office spaces, including through a current sublet process and potentially surrendering space to reduce our overall footprint and corresponding energy demand.
- We are reviewing how and where we can preserve business travel reductions for future years as we undergo a cultural shift toward a more flexible/virtual work environment.

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,⁵ utilising the appropriate government emission conversion factors for greenhouse gas company reporting.⁶

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.⁷

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:



Caroline McAlooney, Director and CFO EMEA

February 2025

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 legislative and regulatory developments, stakeholder engagement, climate conditions or events, energy prices, and technological innovations and advances, among others, including

⁵ <https://ghgprotocol.org/corporate-standard>

⁶ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁷ <https://ghgprotocol.org/standards/scope-3-standard>

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 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 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.