

## Recruit Holdings Recognized by CDP as a Climate Change “A-Lister”

Recruit Holdings Co., Ltd (“the Company”) has been recognized with “A” score for its leadership in corporate disclosure transparency and performance on climate change by a London-based international nonprofit environmental organization CDP.

[CDP’s “A-List” companies in 2023](#)



Climate change countermeasures are a material focus of the Company's corporate activities, and the Company pursues carbon neutrality in greenhouse gas emissions (GHG) throughout its business activities and the entire value chain via Group-wide initiatives.

### About CDP

[CDP](#) is a not-for-profit charity founded in 2000 that runs a global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. In 2023, over 740 financial institutions with over US\$136 trillion in assets requested companies to disclose data on their environmental impacts, risks and opportunities through CDP's platform. A record-breaking 23,000 companies responded.

The CDP score is based on how companies respond to the organization's questionnaire, which is fully aligned with Task Force on Climate-Related Financial Disclosures (TCFD) principles. CDP uses a detailed and independent methodology to assess these companies, allocating a score of A to D- based on the comprehensiveness of disclosure, awareness and management of environmental risks and demonstration of best practices associated with environmental leadership, such as setting ambitious and meaningful targets. Companies that do not disclose or provide insufficient information are scored an F.

Through its questionnaires, CDP holds the largest environmental database in the world, and its scores are widely used to drive investment and procurement decisions towards a zero-carbon, sustainable and resilient economy.

### About Recruit Group's Climate Change Initiatives

In May 2021, the Company announced its Commitment to Sustainability under the aim of contributing to a sustainable society while at the same time achieving the Company's sustainable growth. This initiative encompasses group-wide efforts to achieve a set number of ESG (environmental, social, and governance) goals by FY2030<sup>1</sup>.

Among those commitments, the Company seeks to achieve carbon neutrality in GHG emissions throughout its business activities in the short term, and throughout its entire value chain by FY2030<sup>2</sup>.



The Company anticipates achieving its short-term goal of reaching carbon neutrality throughout its business activities (Scopes 1+2) in FY2022 - just as in FY2021. This was achieved primarily by switching to energy-saving and renewable energy-derived plans for office electricity (accredited third-party assurance certification will be completed in April 2024).

To accelerate its efforts to become carbon neutral in GHG emissions throughout the entire value chain (Scopes 1+2+3), the Company is working with partners in the value chain to reduce Scope 3 GHG emissions, which account for more than 95% of the Group's total emissions.

The Company has also set absolute reduction targets for GHG emissions. The Company's reduction targets were approved by the SBTi (Science Based Targets initiative) in June 2023 as a target aligning with the science-based 1.5°C pathway<sup>3</sup> set as a global benchmark in the Paris Agreement.

The Company will also accelerate its drive to substantially reduce the amount of GHG emissions by setting a three-year milestone target<sup>4</sup>, and linking the degree of achievement to a portion of the long-term incentive compensation for executives in charge of realizing that target.

Please find more information regarding Recruit Group's environmental initiatives as follows<sup>5</sup>.

<sup>1</sup> In this material, the term "FY" refers to the Company's fiscal year, and references to "FY" are to 12-month periods commencing in each case on April 1 of the year indicated and ending on March 31 of the following year.

<sup>2</sup> GHG emissions throughout the Company's business activities are the sum of direct emissions from the use of fuels in owned or controlled sources and are referred to as Scope 1. Indirect emissions from the use of purchased electricity, heat, or steam in owned or controlled sources are referred to as Scope 2. GHG emissions from the value chain are referred to as Scope 3, and comprise indirect emissions other than Scope 1 and 2. The entire value chain represents the sum of Scopes 1, 2 and 3 GHG emissions. The Company aims to achieve carbon neutrality upon completion of the following steps: measurement of GHG emissions, obtaining an accredited third-party assurance on the amount of GHG emissions, and offsetting those emissions.

<sup>3</sup> The GHG emission reduction target was established in line with the science-based decarbonizing level of limiting global temperature rise to 1.5°C compared to the temperature before the Industrial Revolution, which was reported by the Intergovernmental Panel on Climate Change (IPCC).

<sup>4</sup> GHG emission reduction targets for actual results from FY2022 to FY2024.

<sup>5</sup> Related materials for Recruit Group's environmental initiatives:

[The Company's Commitment to Sustainability](#)

[Recruit Group's progress on ESG goals](#)

[Approved by the SBTi \(Science Based Targets initiative\) in June 2023](#)

[Recruit Group's environmental initiatives](#)

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