



ANNUAL IMPACT REPORT

2024

ALIGNED WITH OUR VALUES



A Letter from the CEO

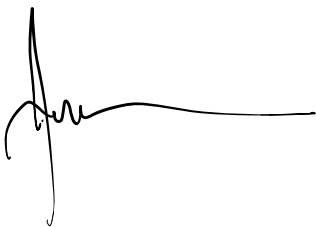
For Kroll, 2024 was a year marked by progress, possibility and a renewed sense of purpose. Across our organization, our colleagues applied their expertise and lived our values—transforming challenges into meaningful outcomes for clients and communities alike.

Our work this year—from forensic investigations with outcomes that restored justice to bold restructurings that protected essential resources to volunteering and mentorship that opened doors for the next generation—proved that **when our values guide every decision, impact follows**. Whether advising boardrooms or serving neighborhoods, the same principles of rigor, empathy and ambition powered solutions that delivered business certainty and community benefit in equal measure. In all, we championed more than 220 causes, contributed over 8,000 volunteer hours and hosted service events in 60-plus offices worldwide.

We have organized this report around the six values that define Kroll: **excellence, ambition, courage, inclusion, innovation and One Team, One Kroll**. Each of the following stories reflects the strength of our people and the clarity of our purpose.

Thank you for being part of this journey.

As we look ahead, I am energized by the dedication and collaboration of our teams—and confident in our shared ability to shape a better future.



Jake Silverman
Chief Executive Officer



Table of Contents

Excellence in Action 4

- Championing Education for Tomorrow 4
- Thames Water Restructuring: A Critical Moment in UK Corporate Restructuring 5

An Ambitious Approach 6

- Preparing Meals to Tackle Hunger 6
- Transforming Education Assessment: Kroll’s Role in ACT’s Strategic Sale 7

Leading with Courage 8

- Our Skills Advancing Equal Justice Under Law 8
- Investigating the British Post Office Shortfalls 9

Embracing Inclusive Communities 10

- Fostering Connection and Support for All 10
- Transforming Unclaimed Property: Kroll’s Impact in Illinois 11

Innovating for the Future 12

- Building Sustainable Communities with Kroll 12
- Transforming Private Asset Management: Kroll’s PCM Platform Success 13

Collaborating as One Team, One Kroll 14

- Volunteering around the World Together 14
- Navigating Crypto Crisis: Kroll’s Strategic Intervention at WazirX 15

Driving Sustainability at Kroll 16

About Kroll 20

Excellence in Action

Championing Education for Tomorrow

Kroll's clients rely on our skills and expertise to deliver value, and we believe in paying it forward to the next generation of leaders. From skills-based volunteering with organizations that support at-risk populations to community-based service with local schools, our colleagues embrace the Kroll Cares spirit by promoting education and upskilling opportunities in the areas where we live and work.

SPOTLIGHT

Kroll's commitment to education rests on a simple belief: When we share our skills, we help the next generation unlock theirs. Throughout 2024, colleagues around the world volunteered with schools and nonprofits to deliver career-readiness workshops, tutoring and other upskilling initiatives—reinforcing our promise to invest in our communities.

A highlight of the year was our deepening partnership with LTSB, a UK charity that prepares talented young people from disadvantaged backgrounds for meaningful careers. Together, we ran mock interviews, hosted insight days and welcomed LTSB's aspiring professionals into our Birmingham Restructuring team—giving students practical experience and professional support.

This successful collaboration culminated in our first “Cohort Day,” when 24 LTSB participants spent a full day at Kroll's London office. Colleagues led skills workshops, real-world case studies and networking sessions designed to build confidence and expand each student's view of what is possible.

We are proud of the momentum we built through this partnership and look forward to growing our work with LTSB—and other educational partners—so that even more emerging leaders can thrive.



“ Kroll has consistently demonstrated a genuine commitment to breaking down social-mobility barriers, offering funding, pro bono expertise and life-changing employment opportunities. Their support is helping more young people realise their potential and access brighter career paths. ”

Debs Barlow

Director of Employment and Opportunities at LTSB

Thames Water Restructuring: A Critical Moment in UK Corporate Restructuring

The largest provider of water and sewage services in the UK stood at a crossroads. In September 2024, Thames Water Utilities Holdings Ltd., which serves nearly a quarter of the nation's population, had nearly GBP 19 billion in debt, and liquidity was running dry. The company was projected to exhaust its cash reserves by March 2025.

The stakes extended far beyond an ordinary corporate restructuring. Thames Water's vast infrastructure—spanning 32,000 kilometers of water mains and 109,000 kilometers of sewers across densely populated regions—represents a critical national utility.

Kroll's Issuer Services team was approached to assist with the implementation of the debt restructuring. This involved a complex array of steps and workstreams related to amending the terms and conditions of the debt, assisting with the lock-up arrangements and culminating with the largest ever UK Restructuring Plan.

Kroll remained engaged in the execution of the plan. Our Agency and Trustee team was mandated shortly after to assist with the overall servicing of the new money financing, which Thames Water has provisionally agreed on with its creditors.

In November 2024, our Valuation team conducted rigorous analysis to determine whether the proposed restructuring plan represented a better outcome for all stakeholders than the relevant alternative, a Special Administration Regime.

The restructuring plan required approval by UK's High Court, and Kroll's valuation work played a crucial role. The court's decision effectively secured a GBP 3 bn rescue loan, providing Thames Water with critical space to pursue a more comprehensive restructuring. This outcome prevented the immediate nationalization of the company and allowed it to continue providing essential water services for millions of customers in those jurisdictions.

While the case continues to evolve, our work has already provided significant impact beyond the immediate financial restructuring. Kroll's Issuer Services and Agency and Trustee Services are still engaged on this transaction.

This project exemplifies our firm's capacity to deploy specialized expertise in service of complex problems where financial, legal, regulatory and public interest considerations intersect—and our ability to bring multiple Kroll service lines together in service of client need. By helping Thames Water navigate through this watershed moment, we have demonstrated our commitment to delivering impactful solutions to the most challenging corporate restructurings facing the UK today.



An Ambitious Approach

Preparing Meals to Tackle Hunger

Food insecurity is a global challenge, and food banks and community centers are crucial in providing support. In 2024, Kroll colleagues from nearly 20 offices volunteered at local food banks and shelters, delivering

over 61,000 meals to those in need. From Nashville to Bogota, Washington, D.C., and Sydney, our global offices united to help feed their communities.



**20 OFFICES
VOLUNTEERED**



**61,000
MEALS PREPARED**

SPOTLIGHT

Kroll's Los Angeles office continued its strong tradition of hands-on community engagement through its support of Food on Foot. The nonprofit dedicated to assisting unhoused and low-income community members provides nutritious meals, clothing and a fresh start through life-skills training, full-time employment and permanent housing.

Throughout the year, Los Angeles colleagues actively participated in Food on Foot's **"Sunday Serving"** events, where volunteers distributed food, clothing and essential supplies directly to those in need. These in-person efforts offered employees a powerful, firsthand connection to the community and the individuals they were helping.

In addition to volunteering their time, Kroll's Los Angeles team also raised funds to further support Food on Foot's mission. We are proud to continue strengthening our relationship with organizations that make a tangible impact in our communities.



"Food on Foot's motto is 'Rebuilding Lives One at a Time.' As supporters, our collective efforts help people overcome homelessness through job, housing and financial assistance. Over the past five years, we've raised over **USD 100K and consistently participate in a Sunday Service event where Kroll volunteers feed and clothe more than **350 community members**, building both support and a sense of shared purpose."**

Alyssa Heim

Managing Director, Financial Services Compliance & Regulation

Transforming Education Assessment: Kroll's Role in ACT's Strategic Sale

When the COVID-19 pandemic sent shockwaves through the education sector, ACT Inc.—a cornerstone institution in education and skills assessment for over six decades—faced an existential challenge. As testing centers shuttered and educational institutions' requirements shifted dramatically, this mission-driven organization recognized the need for bold, strategic action to safeguard its future impact on learners worldwide.

Having previously guided purpose-driven organizations like Change.org and Great Minds through similar strategic transitions, Kroll's Transaction Opinions team was uniquely positioned to serve as a trusted advisor. The team brought not only financial acumen, but also a deep understanding of the delicate balance between ACT's organizational mission and the realities of COVID-19's "new normal."

Over an intensive 18-month engagement, Kroll's team:

- Conducted an exhaustive analysis of strategic alternatives, examining multiple pathways forward
- Provided independent strategic and valuation advice to the Board of Directors throughout the transaction sale process and completion
- Delivered a nuanced fairness evaluation that weighed both financial considerations and long-term mission impact

The rigorous process culminated in a landmark transaction: ACT successfully completed the sale

of 80.1% ownership to Nexus Capital Management LP for USD 145 million. This partnership represented not merely a financial transaction but a strategic realignment that:

- Preserved ACT's foundational role in educational assessment
- Secured crucial capital for accelerating its data and analytics Software as a Service platform
- Provided resources to drive innovation in an increasingly digital learning ecosystem
- Safeguarded the organization's educational mission for future generations

This engagement showcases Kroll's distinctive ability to navigate complex strategic transitions where mission and market considerations intersect. By guiding ACT through this pivotal moment, Kroll helped ensure that an organization central to educational opportunity could continue its essential work while evolving to meet the needs of today and tomorrow.



Leading with Courage

Our Skills Advancing Equal Justice Under Law

At Kroll, our commitment to conscious business practices means offering not only our time and resources, but also our expertise on a pro bono basis to organizations that may not otherwise have access to such professional services.

One of the most meaningful ways we extend this commitment is through our work with the Innocence Project, which advocates for individuals who believe they have been wrongfully convicted and promotes a fairer, more transparent justice system for all.

For the second consecutive year, Kroll's Investigations, Diligence and Compliance (IDC) team partnered with the Griffith University Innocence Project in Australia. As part of this collaboration, several Kroll experts led training sessions for law students, equipping them with the critical skills needed to think like investigators. These sessions spanned a wide range of topics, including open-source intelligence research, relationship mapping, timeline construction and sourcing expert witnesses—all essential tools for building strong, evidence-based cases.

“Leading Kroll's involvement in the Innocence Project has been deeply rewarding. Our associates hone their mentoring skills and share their expertise, while law students gain hands-on experience testing cases linked to wrongful conviction claims. It's inspiring to see their passion for our work, and several are now interested in exploring careers as corporate investigators.”

Sergio Revilla

Senior Vice President | IDC Specialist

“This is exactly the kind of project that makes working at Kroll interesting—and rewarding. We are pleased to see our work adding to the rigour around these claims, and thank the Innocence Project for their partnership.”

Cem Ozturk

Regional Managing Director and Co-Head,
Asia Pacific | IDC



Investigating the British Post Office Shortfalls

Local post offices have been essential in British communities, handling mail and financial transactions through Post Office Limited systems.

When the British Post Office started using the Horizon IT system in 2000, sub-postmasters reported unexplained account shortfalls. Many paid these discrepancies from personal savings, and those who were unable to do so faced severe consequences. From 1999 to 2015, over 900 sub-postmasters were convicted based on Horizon system evidence. Later, it became evident that software errors, not criminal behavior, caused the shortfalls.

Following a televised drama in 2024 regarding the Horizon IT system, several sub-postmasters voiced similar concerns about the Capture software, a predecessor to Horizon. The Department for Business and Trade engaged Kroll in May 2024 to conduct an independent forensic investigation into Capture. The team faced significant challenges examining software from over 30 years ago with incomplete documentation and scattered records.

Working with the Department for Business and Trade, Post Office representatives and affected sub-postmasters, Kroll recovered multiple versions of the obsolete software. Kroll's technical analysis confirmed that Capture could indeed have created shortfalls affecting sub-postmasters' accounts, validating long-standing concerns.

Following the report's publication in October 2024, the UK government made a commitment to: engage with postmasters, the National Federation of Sub-Postmasters and the Horizon Compensation Advisory Board on the form of redress; continue to work with the Criminal Cases Review Commission, Scottish Criminal Cases Review Commission and the Post Office on ongoing investigations into Capture; and continue to work closely with the Scottish Government and Department of Justice in Northern Ireland on issues relating to Capture conviction and justice in those jurisdictions.¹

At Kroll, we believe courage is a mindset—one that demands rigor, resilience and a relentless pursuit of extraordinary results. We are proud to have applied that mindset to this challenging investigation, helping to uncover the truth and support those seeking long-overdue justice.



¹ [UK government response to the independent investigation into the Capture accounting software](#). Published December 17, 2024.

Embracing Inclusive Communities

Fostering Connection and Support for All

In 2024, our Employee Networks strengthened our workplace community by championing health, well-being and shared experiences across our global workforce. Through events, volunteer initiatives and peer-to-peer engagement, these networks provided meaningful opportunities for employees to connect, learn and contribute to causes that matter.

Nearly 50 global events were hosted—ranging from wellness activities and educational discussions to hands-on service projects—sparking connection, encouraging dialogue and turning ideas into action.

Championing Women's Health Across Life Stages

In celebration of International Women's Day, our Network of Women organized hygiene product drives and intergenerational conversations that spotlighted women's health across different life stages—bringing visibility to needs that can be overlooked and underfunded.

Creating Safe, Supportive Spaces in Tech

Women in Tech launched a dialogue series with industry leaders on fostering psychological safety and career development for women in technical roles. These conversations have helped create pathways to growth and well-being in a traditionally male-dominated field.

Supporting Youth and Mental Resilience

To honor Martin Luther King Jr. Day in January, our Black Employee Network (BEN) held an eyeglass drive that provided essential vision support to students, reinforcing our belief that youth development begins with accessible health and education. Later in the year, in celebration of Juneteenth—a national holiday marking the end of slavery in the U.S.—BEN hosted a powerful conversation on mental resilience with National Football League Hall of Famer Andre Reed. And as summer concluded, the network kicked off a back-to-school supply drive, ensuring students had the resources they need for a successful year ahead.

Celebrating Family and Community

Our Pride Employee Network led discussions about LGBTQ+ family planning, access to care and fertility options. Community-building events like the “Pride Ride” brought employees together to celebrate wellness through shared movement.

Giving Back to Military Families

Through storytelling and service, the Veterans Employee Network highlighted the health challenges faced by veterans and their families. In Washington, D.C., employees packed over 100 care kits for Children of Fallen Patriots, underscoring a culture of care that reaches far beyond our workplace.



Transforming Unclaimed Property: Kroll's Impact in Illinois

When the Illinois State Treasury set out to modernize how unclaimed property was returned to residents, they faced an immense challenge: reconnecting millions of citizens with unclaimed assets using outdated and often incomplete data. They needed more than just a technical solution—they needed a partner who understood the human side of public service.

Kroll answered that call, bringing together deep expertise in data analytics, forensic intelligence and public sector innovation. In 2024, our team partnered with the Illinois State Treasury Office to tackle the complex task of matching **approximately four million unclaimed properties** with voter registration records—revamping the process from the ground up to make it more accessible, accurate and citizen-centered.

The approach went far beyond traditional data matching. Kroll designed a comprehensive program that:

- Cleansed and corrected incomplete or inaccurate property records
- Implemented proprietary matching technologies to ensure precision
- Created a streamlined Money Match program that enabled direct check distribution to residents—without requiring an application

The results were transformative. Illinois set new state records for unclaimed property returns, simplified the claiming process for residents, and delivered checks directly to individuals' homes—turning forgotten assets into tangible opportunities. Some beneficiaries used the funds to reduce debt, invest in education or complete long-delayed home improvements.

"It did change my life, and basically helped me become debt-free," shared one beneficiary, underscoring the transformative, real-world impact of reconnecting people to their unclaimed financial resources.

The partnership between Kroll and the Illinois State Treasury continues to evolve as new accounts are identified, reflecting a commitment not just to efficiency, but to empowerment. This success story reflects Kroll's belief that inclusion means building solutions that recognize, respect and uplift the communities we serve—ensuring that opportunity is within reach for all.

[Learn more or watch a video with Kroll and members of Illinois State Treasury team.](#)



Innovating for the Future

Building Sustainable Communities with Kroll

Eighty percent of Kroll employees work in green certified buildings, which include Leadership in Energy and Environmental Design (LEED)- or Building Research Establishment Environmental Assessment Method (BREEAM)-certified buildings.

DECARBONISATION CHARTER

Kroll's London office, our largest, is a member of the Team London Bridge community. This Business Improvement District aims to make the local area sustainable and innovative.

Team London Bridge launched the Decarbonisation Charter to reduce carbon emissions in energy, waste, infrastructure and supply chains. The Charter encourages small changes to improve environmental footprints, highlighting the impact of collective efforts.

Kroll was the first corporation to sign and helped develop the Charter, demonstrating a strong commitment to sustainability and mobilizing the local community.

“ When we developed the Routemap for London Bridge, one recommendation was a charter to encourage community commitment to shared goals. Kroll provided key support and feedback to create an effective and ambitious format. Over 50 businesses, including service providers and landlords, have signed up. This collective effort has engaged more companies in sustainability initiatives and even awarded those making exceptional contributions. ”

Jack Skillen

Director of Sustainability and Place, Team London Bridge



Transforming Private Asset Management: Kroll's PCM Platform Success

During a time of unprecedented growth in private capital markets, leading firms face the challenge of maintaining high analytical standards while scaling operations. Reliance on traditional methods like manual data entry and fragmented information is no longer sufficient.

Park Square Capital, one of Europe's top private debt firms, addressed this challenge by implementing Kroll's Private Capital Markets (PCM) Platform in November 2024. This upgrade represents a shift in portfolio management and valuation strategies.

Kroll's Financial Advisory teams spearheaded the implementation, transforming Park Square's operations. The PCM Platform offers key capabilities, such as automated data extraction, streamlined valuations, enhanced portfolio monitoring and Excel integration for improved workflows. This demonstrates Kroll's ability to merge industry expertise with innovation to tackle complex management challenges and support industry growth.

“The integration of the Kroll Private Capital Markets Platform has significantly enhanced the scalability of our valuation process while also providing access to a broader and more comprehensive set of market data for benchmarking.

As we continue to grow, we are excited to build upon our successful, long-standing relationship with Kroll, leveraging their valuation expertise.”

Matthew Maguire

CFO at Park Square Capital



Collaborating as One Team, One Kroll

Volunteering around the World Together

Each September, Kroll colleagues unite for Kroll Cares Month—a dedicated month-long initiative focused on making a lasting impact across the globe in the communities where we live and work.

Spearheaded by our Corporate Social Responsibility (CSR) team, Kroll Cares Month is powered by collaboration, with offices worldwide organizing hands-on volunteering events that embody the spirit of giving back, strengthen team bonds and create meaningful change.

At the heart of this effort are our CSR Champions and City Leaders, whose dedication and creativity bring together colleagues as One Team, One Kroll to deliver opportunities that leave a real mark on the world around us. In 2024, more than 60 Kroll offices partnered with over 100 organizations globally. Together during Kroll Cares Month, we packed over 50,000 meals for communities facing hunger; beautified green spaces and beaches in over 20 cities; championed youth education through book drives, classroom painting and care package donations; and raised more than USD 70,000 to support causes fighting cancer, hunger and educational inequality.

As we look ahead, we are energized to keep building on this momentum and deepening our collective impact, one community at a time.

Raised more than
USD 70,000 
for important
causes

Engaged
 **60+**
Kroll offices

ONE TEAM,
**ONE
KROLL**

Packed
50,000 
meals

Supported over
 **100**
organizations
globally

Navigating Crypto Crisis: Kroll's Strategic Intervention at WazirX

During July 2024, hackers executed a sophisticated attack on WazirX, India's largest cryptocurrency exchange, stealing USD 230 mn in digital assets and jeopardizing USD 546 mn in total holdings. With user confidence shattered, WazirX faced an existential threat requiring immediate intervention.

Kroll's Restructuring team swiftly developed a recovery strategy to stabilize the platform, applying our proven expertise in cryptocurrency restructuring. Within four

months, Kroll initiated a court moratorium and a Scheme of Arrangement process, integrating services across their business units for a comprehensive recovery plan. Key actions included forensic tracing of stolen tokens via Kroll IDC, infrastructure support for claim adjudication through Kroll Issuer Services and a three-year roadmap for restructuring.

Our collaborative, cross-business approach aims to reactivate the WazirX platform, enabling Scheme Creditors to receive liquid assets and Recovery Tokens through profit-sharing from operations and recovered assets. Kroll's intervention underscores our ability as a firm to tackle complex financial challenges with strategic solutions, showcasing our unified efforts to restore confidence in the cryptocurrency ecosystem.



Driving Sustainability at Kroll

Commitment to Sustainability

At Kroll, we recognize our responsibility to both our people and the environment. By leveraging data to shape our sustainability strategy, we achieve impactful results that create value for our staff, clients, investors, communities and the environment.

Led by our Corporate Services team, we continue to source sustainable buildings. Approximately 80% of Kroll employees work in green certified buildings, which include LEED- or BREEAM-certified buildings designed to prioritize energy efficiency. Our collaboration with EcoVadis and the Carbon Disclosure Project (CDP) has greatly improved our transparency in environmental data reporting. Additionally, we are proud to announce our alignment with the Science Based Targets initiative (SBTi), aiming to significantly reduce our near-term emissions by 2030.

Our SBTi Commitment

Kroll is transitioning from carbon neutrality to the SBTi. This strategic shift will bolster our sustainability efforts, align us with global climate goals and strengthen our position in the marketplace. By adopting an SBTi near-term aligned commitment, we aim to fortify our environmental, social and governance (ESG) standing and mitigate ESG-related risks.

Aligning with SBTi will empower Kroll to build more robust and reliable client relationships, stand out in the marketplace and bolster our reputation as a sustainable and responsible company. Additionally, this alignment can establish us as a sustainability leader, fostering revenue growth through increased client and investor confidence, operational efficiency, effective risk management, market differentiation and regulatory resilience.

To meet our SBTi near-term target, we plan to implement and continue the following initiatives:



INITIATIVE 1: KROLL CLEAN POWER

Directly purchase clean power to abate scope 2 emissions



INITIATIVE 2: SUPPLIER CLEAN POWER

Target key tier 1 and 2 suppliers to implement clean power



INITIATIVE 3: SUSTAINABLE COMMUTE

Sustainable commute program, incentivize employees to transition to electric vehicles



INITIATIVE 4: TRAVEL POLICY

Implementation of a travel policy to reduce non-essential travel and encourage low-carbon transportation



INITIATIVE 5: SUSTAINABLE AVIATION FUEL CERTIFICATES (SAFc) PROCUREMENT

Purchase SAFc to offset business travel emissions

We are collaborating with our climate advisors, Watershed, to bring these initiatives to fruition.

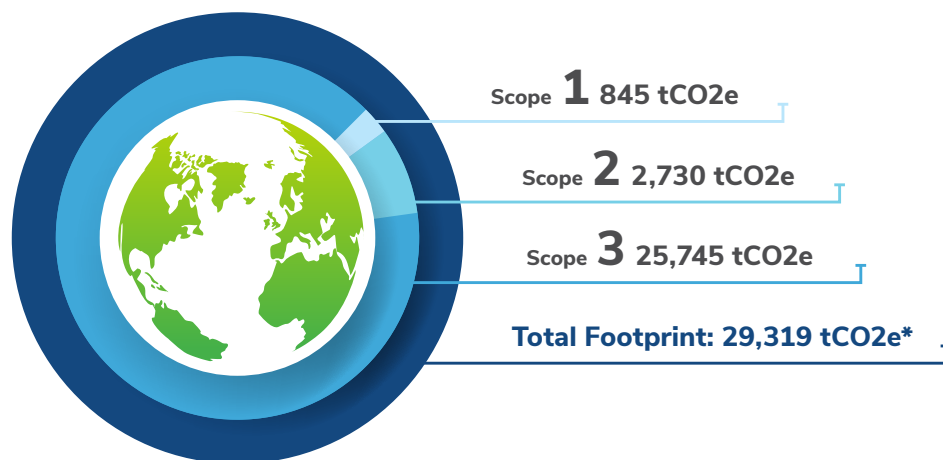


Our Emissions Footprint

For the second consecutive year, Kroll has partnered with Watershed, a software company that provides an enterprise climate platform for measuring, reducing and reporting emissions, to measure our greenhouse gas (GHG) footprint.*

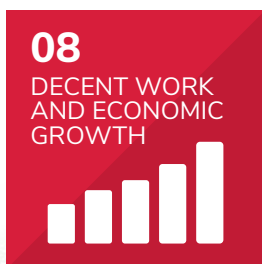
We are committed to the ongoing monitoring of our emissions footprint, recognizing it as part of our duty to be responsible corporate citizens. This measurement is crucial as it enables us to refine our sustainability strategy and launch initiatives to further address and mitigate our climate impact.

We have reduced our GHG emissions this year by 7.3% compared to last year's emissions.*



The United Nations' Sustainable Development Goals

We are committed to addressing global challenges. To ensure this, we continue to align our business strategy with the United Nations (UN) Sustainable Development Goals (SDGs). Kroll's efforts align with UN SDGs 4, 8, 10 and 13.



Our Double Materiality Assessment

As part of our ongoing commitment to the environment and responsible business practices, we will conduct a double materiality assessment. This assessment is a crucial step in ensuring compliance with the Corporate Sustainability Reporting Directive (CSRD). It will help us identify key ESG impacts, risks and opportunities that are of material importance to our business and key stakeholders.

* Tonnes of carbon dioxide equivalent (tCO₂e) data reported reflects End of Year 2023

Kroll's Energy Saving Initiative in Action

In 2024, we advanced several initiatives to enhance our sustainability strategy, building on the successes of 2023 and broadening our workplace strategies.

Kroll is proud to announce the launch of the Energy Saving Initiative in Action, developed in partnership with our Facilities team to reduce overall energy consumption across Kroll's offices. Initially rolled out in our London office, this initiative is being introduced to our other offices globally.

The initiative includes advancements in office design aimed at reducing energy consumption and boosting productivity.

Kroll Workplace Strategies

In addition to sourcing sustainable buildings, we have continued alignment with our International Organization for Standardization (ISO) certifications. ISO is an independent, nongovernmental international organization that brings together experts to share knowledge and develop voluntary, consensus-based, market-relevant standards that support innovation and provide solutions to global challenges—ensuring businesses blend quality with consciousness. By achieving the following ISO certifications in certain jurisdictions, we demonstrate our commitment to good governance.

These initiatives ensure that our workspaces are constructed to reduce energy and water usage, promote better indoor air quality and reduce the environmental impacts of construction.

“ This year, we have reinforced our commitment to sustainability through the Kroll Workplace Strategy. Leveraging a data-driven approach, we optimize the use of sustainable office spaces by analyzing energy consumption patterns, air quality, and waste reduction to create eco-friendly and efficient environments. In line with this, we have made a commitment to occupy buildings that achieve the highest sustainability and green credentials. This approach not only reduces our carbon footprint but also enhances employee well-being and supports business growth. ”

Paul Eakins

Global Head of Corporate Services, London



Looking Ahead

Looking ahead, we will continue the ongoing integration of sustainable practices into our core business operations as we have done in 2024.

We will further reduce our carbon footprint in 2025 with a focus on the SBTi in validating our near-term target. Our biggest reduction will be on our scope 3 emissions, targeting reductions in areas such as 3.6, business travel; 3.1, purchased goods and services; and 3.7, employee commuting.

We are proud of the achievements and progress we have made in 2024 and will remain keenly focused on driving sustainable growth through a data-driven approach.



About Kroll

Our advanced solutions and intelligence provide clients the foresight they need to create an enduring competitive advantage. At Kroll, our values define who we are and how we partner with clients and communities. Learn more at **Kroll.com**.

Excellence is a mindset. We do challenging work and pursue extraordinary results. We relentlessly focus on excellence—for our clients and our colleagues.

Ambition. We are energized to learn, to teach, to grow. We constantly seek to do better—comfort and excellence rarely coexist.

Courage. We make bold decisions, not just the easy ones. We find, reveal and tell the truth. Integrity is the foundation of everything we do.

Inclusion. We embrace—we respect, include and value one another. We support and care about the communities where we live and work.

Innovation. We challenge ourselves to discover new ways to create value. We harness the power of smart data with technology to enable faster decisions and always anticipate what's next for our clients.

One Team, One Kroll. We are stronger together—always focused on solutions, not silos. We collaborate across borders and disciplines in pursuit of excellence.



About Kroll

As the leading independent provider of financial and risk advisory solutions, Kroll leverages our unique insights, data and technology to help clients stay ahead of complex demands. Kroll's global team continues the firm's nearly 100-year history of trusted expertise spanning risk, governance, transactions and valuation. Our advanced solutions and intelligence provide clients the foresight they need to create an enduring competitive advantage. At Kroll, our values define who we are and how we partner with clients and communities. Learn more at [Kroll.com](https://kroll.com).

M&A advisory, capital raising and secondary market advisory services in the United States are provided by Kroll Securities, LLC (member FINRA/SIPC). M&A advisory, capital raising and secondary market advisory services in the United Kingdom are provided by Kroll Securities Ltd., which is authorized and regulated by the Financial Conduct Authority (FCA). Valuation Advisory Services in India are provided by Kroll Advisory Private Limited (formerly, Duff & Phelps India Private Limited), under a category 1 merchant banker license issued by the Securities and Exchange Board of India.