

SASB Report
Prepared as of May 10, 2022

About This Report

Korn Ferry (the “Company,” “its,” and “our”) has prepared the following report in general alignment with the reporting recommendations set forth for the Professional & Commercial Services industry by the Sustainability Accounting Standards Board (SASB). The responses below are provided with respect to Korn Ferry and its consolidated subsidiaries unless otherwise noted. All information in this report is as of the end of calendar year 2021 unless otherwise specified. For prior SASB and Corporate Responsibility reports, see the Company’s [ESG and Corporate Responsibility](#) website.

Forward-Looking Statements

This report and the materials or websites cross-referenced contain statements that are aspirational or reflective of the Company’s views about its future performance that constitute “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are generally identified through the inclusion of words such as “aim,” “anticipate,” “aspire,” “believe,” “commit,” “endeavor,” “estimate,” “expect,” “goal,” “intend,” “may,” “plan,” “seek,” “strive,” “target,” “will,” and “work,” or similar statements or variations of such terms and other similar expressions. The forward-looking statements in this report and the materials or websites cross-referenced concern the Company’s goals or expectations with respect to corporate responsibility, sustainability, employees, environmental matters, policy, procurement, philanthropy, data privacy and cybersecurity, and business risks and opportunities, among others. Forward-looking statements inherently involve risks and uncertainties that could cause actual results to differ materially from those predicted in such statements. Forward-looking statements are not guarantees or promises that goals or targets will be met. The Company undertakes no obligation to update 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 may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. The information included in, and any issues identified as material for purposes of, this document may not be considered material for Securities and Exchange Commission (“SEC”) reporting purposes. In the context of this report, the term “material” is distinct from, and should not be confused with, such term as defined for SEC reporting purposes. Website references and hyperlinks throughout this report are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this report, nor does it constitute a part of this report. These and other risks are described in detail in Korn Ferry’s periodic reports filed with the SEC, including current reports on Form 8-K, quarterly reports on Form 10-Q, and annual reports on Form 10-K.

Data Security	
SASB Code & Accounting Metric	Korn Ferry Response
SV-PS-230a.1	See pages 72 to 75 of our 2021 ESG Report .
Description of approach to identifying and addressing data security risks	See Korn Ferry’s Data Protection Measures and Privacy pages for more information.
SV-PS-230a.2	See pages 72 to 75 of our 2021 ESG Report .
Description of policies and practices relating to collection,	See Korn Ferry’s Data Protection Measures and Privacy pages for more information.

usage, and retention of customer information	
SV-PS-230a.3 (1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	Korn Ferry experienced no material data breaches in fiscal year 2021.
Workforce Diversity & Engagement	
SASB Code & Accounting Metric	Korn Ferry Response
SV-PS-330a.1 Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	See pages 44 to 45 of our 2021 ESG Report ; see also pages 34-43 of our 2021 ESG Report . See Korn Ferry's Corporate Responsibility Policy and Code of Business Conduct and Ethics for more information.
SV-PS-330a.2 (1) Voluntary and (2) involuntary turnover rate for employees	Korn Ferry does not disclose this information.
SV-PS-330a.3 Employee engagement	See pages 28 to 39 of our 2021 ESG Report .
Professional Integrity	
SASB Code & Accounting Metric	Korn Ferry Response
SV-PS-510a.1 Description of approach to ensuring professional integrity	See pages 64 to 75 of our 2021 ESG Report . For more information on Korn Ferry's policies and practices guiding professional integrity, see the Company's: <ul style="list-style-type: none"> • Code of Business Conduct and Ethics • Code of Business Conduct and Ethics for Contractors and Vendors • Human Rights Statement • Modern Slavery Act 2015 - Policy Statement for the Financial Year 2021 (UK) • Modern Slavery Statement for the Fiscal Year 2021 (Australia)

	<ul style="list-style-type: none"> • Corporate Responsibility Policy • Corporate Governance Guidelines • Data Protection Measures
SV-PS-510a.2 Total amount of monetary losses as a result of legal proceedings associated with professional integrity	See Korn Ferry's most recent annual and quarterly reports on Form 10-K and Form 10-Q filed with the Securities and Exchange Commission for information regarding its material legal proceedings.
Activity Metrics	
SASB Code & Activity Metric	Korn Ferry Response
SV-PS-000.A Number of employees	As of April 30, 2021, Korn Ferry had 7,889 full-time employees, including 2,669 consultants and execution staff.
SV-PS-000.B Employee hours worked, percentage billable	Korn Ferry does not track employee hours in this manner on a consolidated basis.