



# ENVIRONMENTAL POLICY

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As the preeminent global organizational consulting firm, Korn Ferry (together with its subsidiaries, the “Company” or “Korn Ferry”) is built on a foundation of trust and maintaining positive relationships with our clients, candidates, employees, and the communities in which we operate.

Recognizing that our business operations affect the local, regional, and global environment, we aim to use natural resources sustainably, limit our climate change impacts, and develop an ethos of environmental awareness and responsibility for all Korn Ferry employees, subsidiaries, and affiliates.

## POLICY OBJECTIVES

Our Environmental Policy (the “Policy”) objectives are to:

- Meet and, where practical, exceed compliance obligations relevant to our business, including any applicable regulatory and customer requirements.
- Optimize our use of energy and other resources and prevent pollution through a preferred waste minimization hierarchy of avoid, reduce, reuse, and recycle.
- Foster a culture of environmental responsibility throughout Korn Ferry.
- Preferentially procure goods and services that demonstrate reduced life-cycle impacts.

## KORN FERRY COMMITMENT

In order to achieve the objectives of our Policy, we will:

- Implement processes to track and comply with applicable regulatory requirements and any other minimum requirements.
- Engage our employees, raising their awareness about how they can contribute and seeking their feedback to help us enhance our programs.
- Provide and promote solutions for reducing employee commute and business travel impacts.
- Minimize the use and release of environmentally hazardous substances.
- Evaluate and pursue opportunities to limit environmental impacts when purchasing goods and services, procuring new office locations, and completing office fit outs and upgrades.
- Partner with our clients, landlords, vendors, and other business stakeholders as needed to pursue mutual environmental goals.
- Monitor our key impacts and progress with a view to continually improving our performance over time.

Korn Ferry senior management provides oversight to our environmental programs and is responsible for allocating resources as needed to deliver our Policy objectives.