

**SASB Report**  
Prepared as of October 15, 2020

*About This Report*

Korn Ferry (or the “Company”) 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), a non-profit organization that develops industry-specific recommendations for financially material sustainability topics of interest to those companies’ investors. 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 fiscal year 2020 unless otherwise specified.

*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 “anticipate,” “believe,” “estimate,” “expect,” “goal,” “may,” “plan,” “commit,” “target,” and “will,” 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, employees, policy, procurement, and business risks and opportunities. Forward-looking statements inherently involve risks and uncertainties that could cause actual results to differ materially from those predicted in such statements. 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. Forward-looking statements are also aspirational and not guarantees or promises that goals or targets will be met. The Company undertakes no obligation to update any forward-looking statements, whether as a result of new information, future events, or otherwise. In addition, these statements may be based on standards for measuring progress that are still developing and on assumptions that are subject to change in the future.

<b>Data Security</b>	
<b>SASB Code &amp; Accounting Metric</b>	<b>Korn Ferry Response</b>
SV-PS-230a.1  Description of approach to identifying and addressing data security risks	<p>Korn Ferry takes the security of the personal data entrusted to it very seriously and is continuously evolving its security program to address data protection and privacy laws around the world.</p> <p><b>Approach to Data Security</b>            Korn Ferry recognizes that data is only as secure as the tools and technologies that manage it. Korn Ferry is committed to taking appropriate technical and organizational measures and precautions to protect and secure personal data that it processes. Information security policies and procedures are in place and designed to protect personal information from unauthorized access, alteration, disclosure, or destruction. These policies and programs are managed and enforced by Korn Ferry’s Vice President, Security and global security organization, who report to the Chief Information Officer and work in tandem with the Privacy team.</p> <p>Korn Ferry seeks to manage its security program in accordance with its Information Technology Security Policy, which is designed and administered to follow the guidelines set forth in ISO 27001 and ISO 27018. Korn Ferry’s executive management, security and privacy teams are expected regularly to review policies and conduct assessments of Korn Ferry’s security and privacy programs.</p>

	<p><b>ISO Certifications</b></p> <p>Korn Ferry has been certified by the British Standards Institute for compliance with ISO/IEC 27001:2013 and ISO/IEC 27018:2019 for key technology platforms and processes. Certification to these internationally recognized standards demonstrates Korn Ferry's efforts to possess the best practice information security methods, compliance with globally recognized standards, and mature global privacy and security programs.</p> <p><b>Identifying and Responding to Vulnerabilities and Data Security Incidents</b></p> <p>Korn Ferry seeks regularly to perform vulnerability scans of its information security infrastructure, including internal and external facing servers. Vulnerabilities are tracked and managed according to the Company's vulnerability management policy, which requires remediation according to a schedule based on the severity of the vulnerability. This effort is supported by an active patch management program. Korn Ferry's infrastructure is also monitored by its Security Incident Event Monitoring solution which correlates logs from perimeter devices (firewalls, intrusion prevention/detection systems, routers and other equipment) as well as security devices and software (antivirus, domain controllers, multi-factor authentication ("MFA") servers and others). These monitoring solutions are meant to alert the Company automatically when unexpected activity occurs. Korn Ferry maintains a formal Incident Response Plan designed to enable incidents to be promptly discovered, contained, remediated, and escalated as needed to clients or other parties. Korn Ferry also maintains a disaster preparedness plan to address a variety of technical and other threats.</p> <p><b>Third Party Risk Management</b></p> <p>Korn Ferry periodically evaluates current and new third-party service providers, including those that process personal data on the Company's behalf. To help these third parties understand and meet their obligations, Korn Ferry uses various due diligence procedures and standardized contracts, which incorporate data protection obligations. These procedures may include initial and ongoing reviews of the service provided, the necessity of the processing activity, the third party's technical and organizational measures in place, and their compliance with applicable law. For a listing of third party service providers who process personal data as part of Korn Ferry's services, see our <a href="#">Subprocessors</a> page.</p> <p>See the <a href="#">GDPR and Data Protection Measures</a>, <a href="#">Security</a>, <a href="#">Privacy</a>, and <a href="#">Privacy and Security Programs</a> pages for more information.</p>
<p>SV-PS-230a.2</p> <p>Description of policies and practices relating to collection, usage, and retention of customer information</p>	<p>Korn Ferry, with its Co-Chief Privacy Officers, strives to take its responsibility to protect personal data very seriously and periodically examines its data collection, use, transfer, disclosure, and disposal policies and procedures to promote ongoing compliance with data protection laws and ISO standards.</p> <p><b>Information Practices and Policies</b></p> <p>Korn Ferry's Global Privacy Policy provides that individuals whose personal data the Company processes are informed of what data is collected, why the data is required, how it is used, what their rights are, to whom the information is disclosed, and what safeguards are in place to protect their information. Korn Ferry's internal policies and procedures help the Company respond appropriately to data subject requests and meet our client data retention requirements. Korn Ferry's procedures and safeguarding measures are designed to secure and maintain data integrity during the transfer and/or storage of personal data. See the <a href="#">Privacy</a> page for more information regarding how Korn Ferry, its affiliates, and subsidiaries approach the collection, use, transfer, and disclosure of user information.</p> <p>Korn Ferry has an access control policy that includes least-privileged and role-based access restrictions applied to all resources and information with unique IDs for each individual to include strong passwords with complexity, length, and aging requirements. The Company uses Transport Layer Security (TLS) web session security. A bonded carrier service transports backups, archives, and other media to offsite storage locations. Remote access and access to server management functions require administrative privileges and MFA. Critical servers have</p>

	<p>special single-use password enablement. Korn Ferry has also established a clean desk policy, locked files, and other physical access controls, including electronic fob and access cards.</p> <p>Korn Ferry has procedures for the retention and destruction of internal and customer records and documents, electronic and otherwise.</p> <p>See the <a href="#">Corporate Responsibility Policy</a>, <a href="#">GDPR and Data Protection Measures</a>, <a href="#">Security</a>, <a href="#">Privacy</a>, and <a href="#">Privacy and Security Programs</a> pages for more information.</p>
--	---

<p>SV-PS-230a.3</p> <p>(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected</p>	<p>Korn Ferry experienced no material data breaches in fiscal year 2020.</p>
--	--

### Workforce Diversity & Engagement

SASB Code & Accounting Metric	Korn Ferry Response
-------------------------------	---------------------

<p>SV-PS-330a.1</p> <p>Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees</p>	<p>Inclusion is one of Korn Ferry's core values, and maintaining a respectful workplace is a critical dimension of Korn Ferry's culture. Korn Ferry is committed to providing personnel with a respectful, safe, and ethical workplace free from hostile, offensive, discriminatory, or harassing conduct. See Korn Ferry's <a href="#">Corporate Responsibility Reports</a>, <a href="#">Corporate Responsibility Policy</a>, and <a href="#">Code of Business Conduct and Ethics</a> for more information about how Korn Ferry supports and fosters diversity and inclusion in its hiring and operations.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Diversity Metric</i></th> <th style="text-align: left;">As of August 2020:</th> </tr> </thead> <tbody> <tr> <td>Global Workforce – By Gender</td> <td>Female – 62% Male – 38%</td> </tr> <tr> <td>Global Workforce – By Region</td> <td>North America – 36% EMEA – 32% APAC – 25% Latin America – 7%</td> </tr> <tr> <td>Global Workforce – By Generation</td> <td>Millennials or Gen Y – 56% Gen X – 29% Boomers – 10% Gen Z, iGen, or centennials – 4%</td> </tr> <tr> <td>U.S. Workforce</td> <td>Female or Underrepresented Group* – 71%</td> </tr> </tbody> </table>	<i>Diversity Metric</i>	As of August 2020:	Global Workforce – By Gender	Female – 62% Male – 38%	Global Workforce – By Region	North America – 36% EMEA – 32% APAC – 25% Latin America – 7%	Global Workforce – By Generation	Millennials or Gen Y – 56% Gen X – 29% Boomers – 10% Gen Z, iGen, or centennials – 4%	U.S. Workforce	Female or Underrepresented Group* – 71%
<i>Diversity Metric</i>	As of August 2020:										
Global Workforce – By Gender	Female – 62% Male – 38%										
Global Workforce – By Region	North America – 36% EMEA – 32% APAC – 25% Latin America – 7%										
Global Workforce – By Generation	Millennials or Gen Y – 56% Gen X – 29% Boomers – 10% Gen Z, iGen, or centennials – 4%										
U.S. Workforce	Female or Underrepresented Group* – 71%										

	<p>Board of Directors –</p> <p>By Gender</p> <p>By Underrepresented Group*</p>	<p>Female or Underrepresented Group* – 62.5%</p> <p>Female – 3 directors (37.5%) Male – 5 directors (62.5%)</p> <p>2 Directors (25%)</p>	
<p>SV-PS-330a.2</p> <p>(1) Voluntary and (2) involuntary turnover rate for employees</p>	<p>Korn Ferry does not disclose this information.</p>		
<p>SV-PS-330a.3</p> <p>Employee engagement</p>	<p>Korn Ferry aspires to build a world-class organization that is aligned to its strategy and is staffed by a capable, motivated, and agile workforce. To do so, the Company offers hundreds of training courses designed to help employees with continuous personal and professional development, workplace behavior training, and other firm-wide inclusion-culture efforts aimed to increase individual and team engagement and contributions by trying to foster an environment where everyone feels their contributions are valuable and they are consistently doing their best work.</p> <p><b>Colleague Advisory Council</b> In 2018, Korn Ferry’s CEO formed a Colleague Advisory Council that meets regularly and seeks to provide candid feedback directly to the CEO and other senior leaders on the colleague experience within Korn Ferry. This Council is comprised of members from across the globe. Such membership is intended to reflect the Company’s diverse geography, lines of business/client solutions, levels, tenures/seniority, and other demographics and experiences.</p> <p><b>Internal Career Development, Training, and Continuing Education</b> Under the Korn Ferry enterprise-wide career model, the Company has created an integrated career framework called Career Architecture that encompasses the varied roles at Korn Ferry, differentiated by focus, accountability and complexity. Career Architecture is supported by Success Profiles that define the key responsibilities and capabilities of roles. These profiles allow for comparisons among roles so that employees can determine what they may need to develop to move into different jobs across the organization. With this framework and its global promotions process, Korn Ferry endeavors to enable and encourage talent mobility across all areas of its business.</p> <p>To help facilitate a learning, agile organization, Korn Ferry uses a learning management system, iAcademy, as a platform focused on the growth and development of colleagues globally through rich, personalized content and more than 900 available learning resources, including instructor-led courses, eLearning, videos, podcasts, and resource documents. The extensive learning resources cover a variety of topics, including: key skills, technologies, products, and solutions.</p>		

	<p><b>Culture of Recognition</b> Korn Ferry works to build a culture of recognition, one based on acknowledging others and appreciating their contributions and achievements.</p> <ul style="list-style-type: none"> <li>• Through the Korn Ferry Founders Awards program, the Company recognizes both individuals and teams who have shown themselves to be extraordinary by going above and beyond for candidates, clients, or colleagues—people who understand and truly live Korn Ferry’s values.</li> <li>• Through Korn Ferry Accolades, the Company’s celebratory service recognition program, employee work milestones and anniversaries are celebrated on a global scale by enabling all colleagues to acknowledge milestone anniversaries through a unique social network community. This approach to service anniversaries is intended to create a more impactful, consistent, and memorable experience for the award recipient.</li> </ul> <p><b>Mentorship Program</b> In fiscal year 2020, the Company launched a firm-wide mentorship program to help empower colleagues to learn, connect and advance. Mentors and Mentees are matched based on proximity, career goals and focus.</p> <p>See Korn Ferry’s <a href="#">Corporate Responsibility Reports</a> for more information.</p>
<b>Professional Integrity</b>	
<b>SASB Code &amp; Accounting Metric</b>	<b>Korn Ferry Response</b>
<p>SV-PS-510a.1</p> <p>Description of approach to ensuring professional integrity</p>	<p>Korn Ferry is committed to having and maintaining a strong and effective global Ethics and Compliance Program.</p> <p><b>Culture of Integrity and Oversight</b> Consistent with that commitment, the Korn Ferry Board aims to promote the Company’s culture of ethics and integrity. The Board has adopted a <a href="#">Code of Business Conduct and Ethics</a> that is applicable to all directors, employees and officers (including the Company’s Chief Executive Officer, Chief Financial Officer and Principal Accounting Officer). The Code of Business Conduct and Ethics provides a set of shared values intended to guide the Company’s actions and business conduct, including: loyalty, honesty, accountability, observance of ethical standards, and adherence to the law. Among other things, the Code of Business Conduct and Ethics requires directors, employees, and officers to maintain the confidentiality of all information entrusted to them (except when disclosure is authorized or legally mandated); to deal fairly with the Company’s clients, service providers, suppliers, competitors, and employees; to protect Company assets; and for those who have a role in the preparation and/or review of information included in the Company’s public filings, to report such information accurately and honestly. It also prohibits bribery and corruption, and directors, employees, and officers from using or attempting to use their position at the Company to obtain an improper personal benefit. Korn Ferry employees are asked to agree to other relevant policies as a condition of employment and as appropriate thereafter, including the IT Security Policy and the Company’s Agreement to Protect Confidential Information, as well as any specific engagement or client confidentiality obligations.</p> <p><b>Global Training Programs</b> Employees receive ethics and compliance training both when they join Korn Ferry and as they develop. These trainings cover topics such as the Code of Business Conduct and Ethics, anti-corruption/bribery laws, conflicts of interest, maintaining a respectful workplace, confidentiality, data privacy, and information security.</p> <p><b>Culture and Reporting</b> Korn Ferry takes ethics and integrity seriously and works to address issues and concerns as they come to its attention. All personnel are urged to report incidents or practices which they believe are inappropriate or unethical. Korn Ferry provides a number of ways for its workforce,</p>

	<p>clients, vendors, and others outside of the organization to seek guidance and report any concerns, including Korn Ferry's Alertline. Actual or potential misconduct can be reported anonymously and confidentially (unless prohibited by applicable law) by calling the Company's Alertline or reporting through the Alertline website, which are both maintained by a third-party compliance service provider to document concerns with regard to unethical or questionable accounting and business matters.</p> <p>Reports made to the Alertline are directed to the General Counsel and the Senior Vice President of Internal Audit and Risk Oversight. The Company does not permit retaliation of any kind for good faith reports of violations or possible violations. If a director, officer, or employee believes they have been discharged, disciplined, or otherwise penalized for reporting a violation in good faith, the director, officer, or employee is urged to report that belief immediately to the Company's General Counsel or the Senior Vice President-Internal Audit.</p> <p><b>Supplier Responsibility</b> Korn Ferry's expectations for high standards of business conduct, integrity, and adherence to the law reach beyond employees and extend to its contractors and vendors. Because of this, contractors are asked to commit to abide by Korn Ferry's <a href="#">Code of Business Conduct and Ethics for Contractors and Vendors</a> and other policies, such as those related to security and protecting confidential information.</p> <p>For more information on Korn Ferry's policies and practices guiding professional integrity, see the Company's:</p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Business Conduct and Ethics</a></li> <li>• <a href="#">Code of Business Conduct and Ethics for Contractors and Vendors</a></li> <li>• <a href="#">Human Rights Statement</a></li> <li>• <a href="#">Modern Slavery Act 2019 Policy Statement</a></li> <li>• <a href="#">Corporate Responsibility Policy</a></li> <li>• <a href="#">Corporate Governance Guidelines</a></li> <li>• <a href="#">GDPR and Data Protection Measures</a></li> </ul> <p>For additional information about the Company's approach to ensuring professional integrity, see the discussions contained elsewhere in this Report regarding data privacy and customer information.</p>
<p>SV-PS-510a.2</p> <p>Total amount of monetary losses as a result of legal proceedings associated with professional integrity</p>	<p>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 more information regarding its material legal proceedings.</p>
<b>Activity Metrics</b>	
<b>SASB Code &amp; Activity Metric</b>	<b>Korn Ferry Response</b>
<p>SV-PS-000.A</p> <p>Number of employees</p>	<p>As of April 30, 2020, Korn Ferry had 8,198 full-time employees, including 2,979 consultants and execution staff.</p>
<p>SV-PS-000.B</p> <p>Employee hours worked, percentage billable</p>	<p>Korn Ferry does not track employee hours in this manner on a consolidated basis.</p>