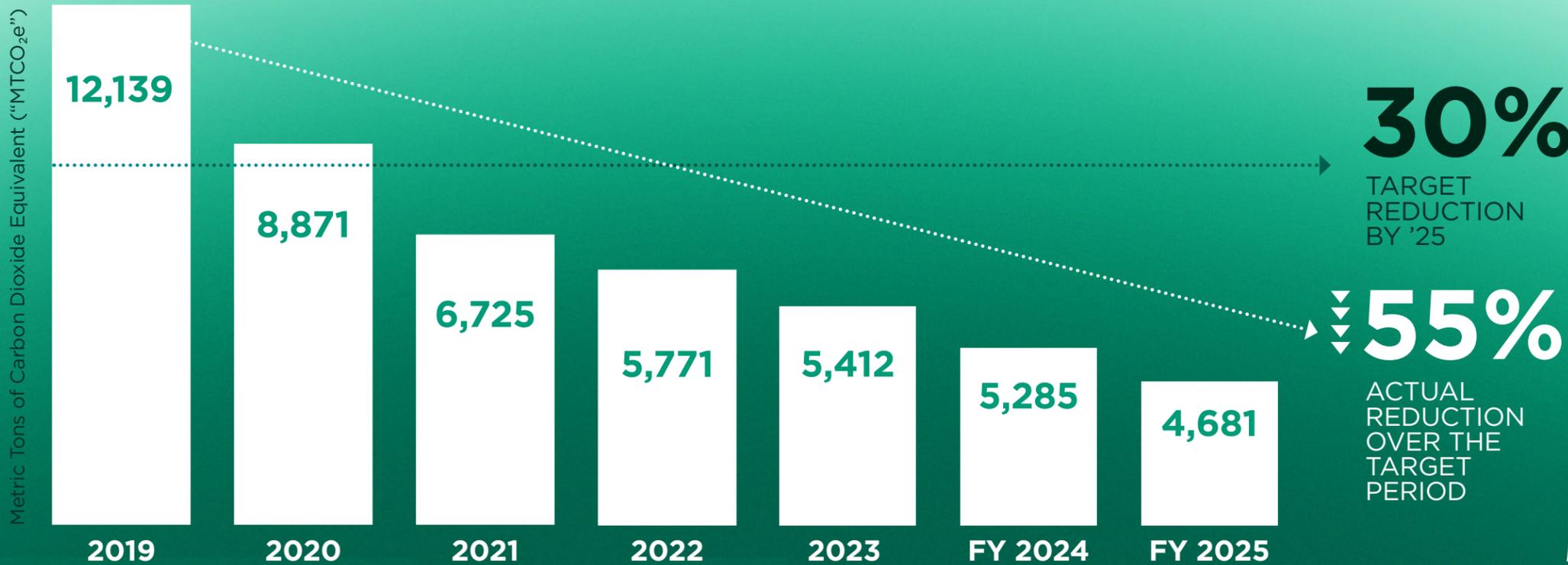




# ACHIEVING OUR 2025 TARGET

As part of Korn Ferry’s commitment to environmental sustainability, we had a target to reduce our total Scope 1 and Scope 2 (market-based) (“Scope 1 and 2”) greenhouse gas (“GHG”) emissions by 30% by 2025, compared to 2019 base-year emissions. We achieved our target reduction of 30% four years early in CY 2021. We continued to monitor and report our emissions relative to our target during the remainder of the target period to share our continued progress. Our purchases of Energy Attribute Certificates combined with ongoing site consolidation efforts primarily drove the reduction in Scope 1 and 2 GHG emissions from FY 2024 to FY 2025. Scope 3 GHG emissions are not included in our 2025 target and are provided for informational purposes only.



## FY'25 VS. FY'24 YEAR-OVER-YEAR REDUCTIONS

**SCOPE 1 AND 2**  
↓ 12%



**SCOPE 3**  
↓ 11%



The chart above shows our total Scope 1 and 2 GHG emissions each year since 2019.\*

\*In preparation for anticipated regulatory reporting, Korn Ferry changed the GHG inventory reporting period from calendar year to fiscal year (e.g., May 1 – April 30) in 2025. For this reason, Scope 1 and 2 emissions for the fiscal year 2024 and 2025 periods cannot be directly compared to calendar years 2019 through 2023.

Forward-looking Statements and Disclaimers. This disclosure contains statements that are aspirational or reflective of our views about our future performance that constitute “forward-looking statements” (“FLS”) within the meaning of the Private Securities Litigation Reform Act of 1995. FLS are generally identified through the inclusion of words such as “achieve,” “commit,” “expect,” “progress,” “will,” and “target,” or similar statements or variations and other similar expressions that predict or indicate future events or trends or that are not statements of historical matters. Such FLS concern the Company’s targets, strategies, and expectations with respect to sustainability and GHG emissions; are not intended to create legal rights or obligations; and involve risks, uncertainties, and assumptions that are difficult to predict and often beyond our control, which could cause actual results to differ materially from those predicted in such statements. Factors that may cause actual results to differ include energy prices and technological innovations and advances, among others, including the risk factors outlined in our periodic filings with the Securities and Exchange Commission. FLS are not guarantees or promises that any such targets, commitments, strategies, or expectations will be met. This document speaks only as of the date of publication and is subject to change without notice. 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 have been and may in the future be based on current or historical goals, targets, aspirations, commitments, or estimates; standards for measuring and reporting progress that are still developing; diligence, internal controls, and processes that continue to evolve; data, certifications, or representations provided or reviewed by third parties, including information from acquired entities that is incomplete, subject to ongoing review, has not yet been integrated into the Company’s reporting processes, or, once integrated, is not reconcilable with such processes; and assumptions that are subject to change in the future. For more information on how our GHG emissions are calculated, see our most recent Corporate Responsibility Report, which reflects emissions data through calendar year ended December 31, 2023.