

By way of our statutory reporting obligations, our figures are as follows:

Salary and Bonus gap figures

Gender Salary Gap	Mean	Median
	35.3%	30%

Bonus Pay Gap	Mean	Median
	62.2%	58.4%

The proportion of women and men receiving a bonus

Men	Women
83%	78%

The proportion of women and men in quartiles

Quartile	Women	Men
Upper	35%	65%
Upper middle	56%	44%
Lower middle	68%	32%
Lower	72%	28%

I confirm that the data reported above is accurate.



Anthony Goodes, Director

26 March 2025



We remain proud to be in a Firm in which a significant number, and in many cases the majority, of participants in leadership roles are women.

They are not, of course, in these roles because of their gender. They are there purely on merit.

Our gender pay gap figures are not reflective of any inequality of pay on a peer-by-peer basis - our pay parity when we compare 'apples with apples' is demonstrative of that fact - but we always want to do more to encourage all of our colleagues who have the desire to progress to do so. Their success is our collective success.

Tackling the gender gap within the UK and beyond

Fairness and equality of opportunity are fundamental to us. Korn Ferry's focus is on making sure that our female colleagues can achieve their career aspirations.

We are actively working to attract, develop, and retain an increasing number of talented women and people from underrepresented populations in our workforce at all levels.

Talent development and management

It is not just about hiring great talent but keeping those people in the business. We know our colleagues can achieve great things with our support, so we are committed to everyone's continuous improvement and career development.

Korn Ferry's annual talent cycle aims to give colleagues clarity and alignment about contributing to the firm's overall strategy and goals. We also aim to grow our colleagues' skills and knowledge and support their career development. Our annual talent cycle's core components are goal setting, feedback from managers and colleagues, performance appraisal, and promotions. Our most senior leaders develop annual succession and emerging talent for leadership and review with the Board of Directors.

Our mentorship program

Collaborating and sharing knowledge creates a learning culture. In the fiscal year 2020, we launched a firm-wide mentorship program to empower colleagues to learn, connect, and develop. We match mentors and mentees based on their vicinity, career goals, and focus. These partnerships—which numbered close to 3,000 in our inaugural year—help people define and direct their career aspirations. The mentorship program provides excellent opportunities for mentors to share insights and offer counsel to help mentees thrive on their career journeys. The program reinforces our culture of collaboration, information-sharing, and personal development, allowing colleagues to discuss personal and professional growth and become more effective professionals.



UK and Ireland Diversity and Inclusion

Mosaic

Our Mosaic Program is a global talent development program for an inclusive group of hundreds of entry and mid-level colleagues (with an initial group of approximately 200) from across Korn Ferry's business. The program includes one-on-one professional coaching, supervision, and sponsorship from the firm's Global Operating Committee members, individual development plans, visible and complex project opportunities, and facilitated leadership development sessions.

A learning organization

We strive to be a learning organization focused on the growth and development of our colleagues worldwide. We use a learning management system accessible to all employees that we call "iAcademy." iAcademy has rich and personalized content, including hundreds of learning resources covering foundational skill-building, technologies, management training, and our products and solutions.

Our goal is to provide the proper development support for colleagues at the right points in their careers with the addition of Korn Ferry experience and on-the-job learnings. Colleagues also participated in other instructor-led training on DE&I, Ethics and Compliance, and professional skills.