



FY'25 Q3

Earnings Call Presentation

MARCH 11, 2025



Safe Harbor Statement

FORWARD-LOOKING STATEMENTS

Statements in this presentation that relate to goals, strategies, future plans and expectations are based on Korn Ferry's current expectations. You are cautioned not to place undue reliance on such statements. Actual results in future periods may differ materially from those currently expected because of a number of risks and uncertainties. For a detailed description of many of those risks and uncertainties, please refer to Korn Ferry's earnings release and its periodic filings with the Securities and Exchange Commission. These statements are also aspirational and not guarantees or promises that goals or targets will be met. The company undertakes no obligation to update any 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.

NON-GAAP FINANCIAL MEASURES

This presentation includes financial information calculated other than in accordance with U.S. Generally Accepted Accounting Principles ("GAAP"). This non-GAAP disclosure has limitations as an analytical tool, should not be viewed as a substitute for financial information determined in accordance with GAAP, and should not be considered in isolation or as a substitute for analysis of the Company's results as reported under GAAP, nor is it necessarily comparable to non-GAAP performance measures that may be presented by other companies. Please refer to slides 18 to 24 for a reconciliation of each of the non-GAAP financial measures included in this presentation to the closest GAAP measure.



Advancing our Strategy to Become the Preeminent Global Organizational Consultancy, Powering Organizational Performance Through Talent



Diversifying offerings into fully integrated, scalable and sustainable client engagements:

Intentional expansion to a comprehensive organizational consultancy is driving less cyclical and more predictable and recurring fee revenue streams with more scalable and consistent earnings.



Capitalizing on global leadership in solutions with great relevance today:

Monetizing investments in data, content, and IP. Driving greater Digital subscription engagements and integration with Consulting creates unique and differentiated insights and solutions.

Established record of thought leadership and action on burning platform issues including, but not limited to, workforce transformation, cost management or top-line growth initiatives in a challenging economic environment that provide a competitive edge to support companies as they look to solve their most pressing business issues.



Driving an integrated go-to-market strategy through our Marquee and Diamond accounts:

Enduring client relationships of scale that deliver larger, more predictable and recurring Revenue through structured, programmatic account planning and cross – Solution synergy sales.



Advancing Korn Ferry as the #1 career destination of choice:

Attracting and retaining top talent by investing in initiatives that build a world-class organization aligned to strategy and staffed by a capable, motivated and agile workforce.



Pursuing transformational opportunities at the intersection of talent and strategy:

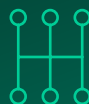
Proven track record of investing in growth and leveraging a core competency of identifying, acquiring and integrating M&A targets that have the potential to further our strategic objectives and enhance shareholder value.

A Compelling Investment Opportunity, at a Critical Moment, in a Critical Sector



STRONG, DURABLE FOUNDATION

- Recognized industry leader with ~ 9,200 experts strategically positioned in more than 50 countries
- Value-driven capital allocation priorities and strong M&A track record
- Proven management team driving a proven business model
- Proprietary IP and data driving an expanding suite of digital capabilities and unique and differentiated insights
- Continued investment in commercial colleagues including Global Account Leaders



RELEVANT SOLUTIONS ALIGNED WITH MACRO TRENDS

- Rapid emergence of remote work and other shifts in Human Capital trends are necessitating organizational realignment
- Emergence of new technologies (GenAI) resulting in different work being done and work being accomplished differently
- Investing in Professional Search & Interim Services inline with shift from career employee to career nomad
- Unprecedented changes / disruptors in today's macro economic environment are driving the need for different leaders with different skill sets



POISED FOR SUSTAINABLE GROWTH

- Focus on durable, scalable Fee Revenue through deeper key client penetration and large integrated solutions that emphasize consulting services and digital subscriptions
- Continuing to invest in “Go-to-Market” initiatives through Marquee & Diamond Accounts (large, sustainable, and valuable relationship)
- Breadth and connectivity of solutions provides platform for outsized top-line synergies - a key competitive advantage
- Strong, earnings driven cash generation facilitates investments in growth opportunities in large markets that are currently highly fragmented and underpenetrated

Q3 Fee Revenue was Up 2% CC YoY with Strong Adj. EBITDA and Adj. Diluted EPS Which Grew 13% and 11% Respectively YoY

Executive Search and RPO Inflected to Growth YoY and Professional Search and Interim were Essentially Flat YoY Driven in Part by the Acquisition of Trilogy

- Total Company New Business grew 13% CC while New Business Excluding RPO Grew 1% CC and Improved for the 3rd Consecutive Quarter
- Announced a 30% Increase to the Firm's Quarterly Dividend to \$0.48 (Sixth Dividend Increase in the Last 5 Years)

\$669M

+2% CC YoY
Fee Revenue

17.1%

+190 Basis Points YoY
Adj. EBITDA Margin % ⁽¹⁾
(Non-GAAP)

\$114M

+\$13M +13% YoY
Adj. EBITDA⁽¹⁾
(Non-GAAP)

\$1.19

+\$0.12 +11% YoY
Adj. Diluted EPS⁽²⁾
(Non-GAAP)

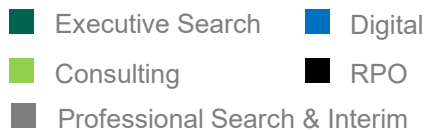
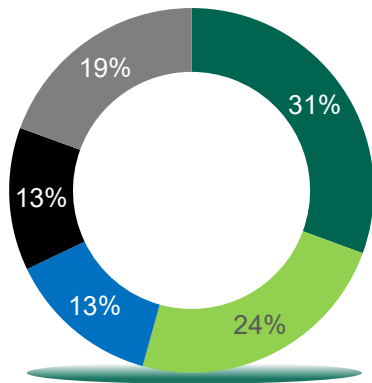
See detailed explanation of footnotes on page 16



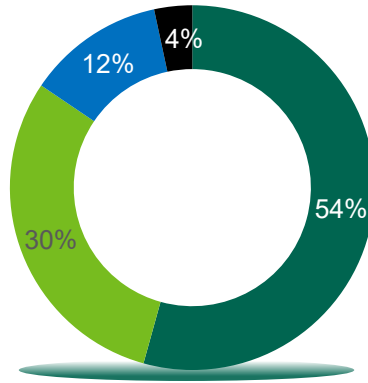
Business Continues to be Highly Diversified

For the third quarter of FY'25

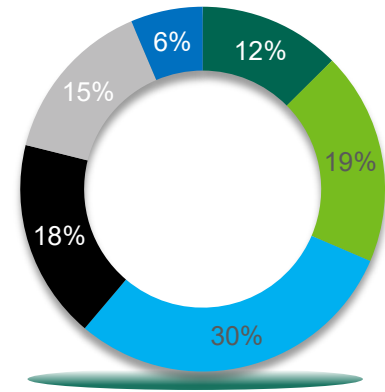
Fee Revenue by Solution



Fee Revenue by Geography



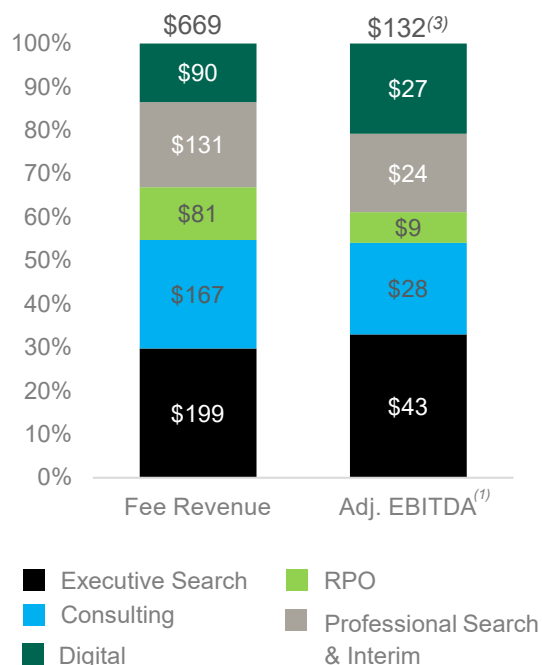
Fee Revenue by Industry



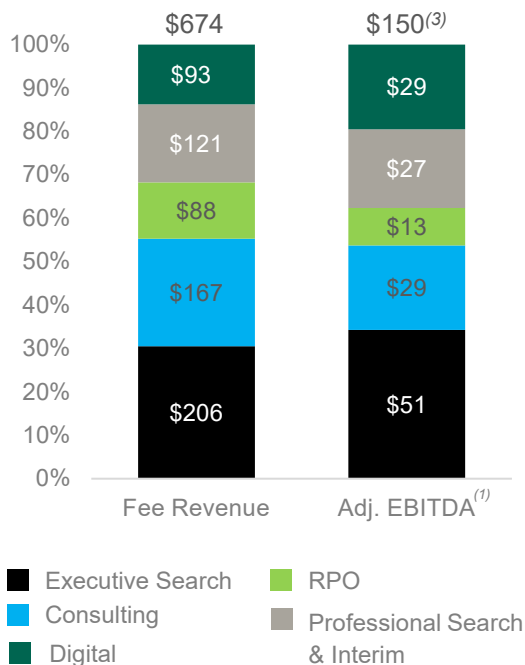
Diversified Mix of Revenue & Earnings (\$M)

Consolidated Adj. EBITDA⁽³⁾ Up YoY

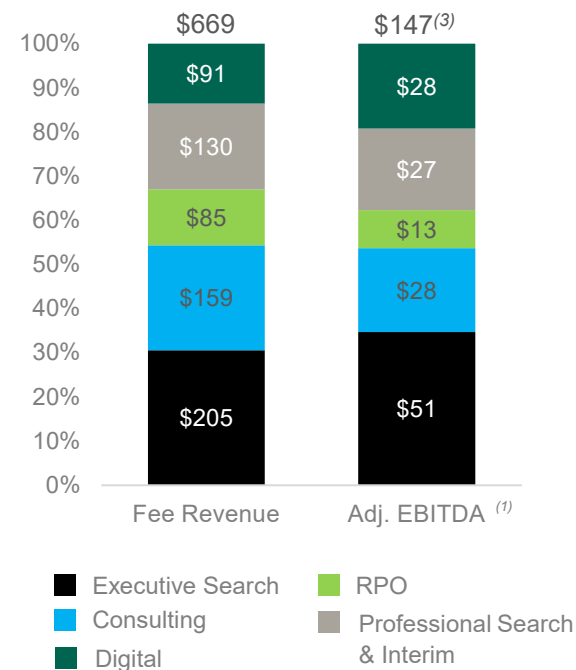
FY'24 QTR. 3



FY'25 QTR. 2



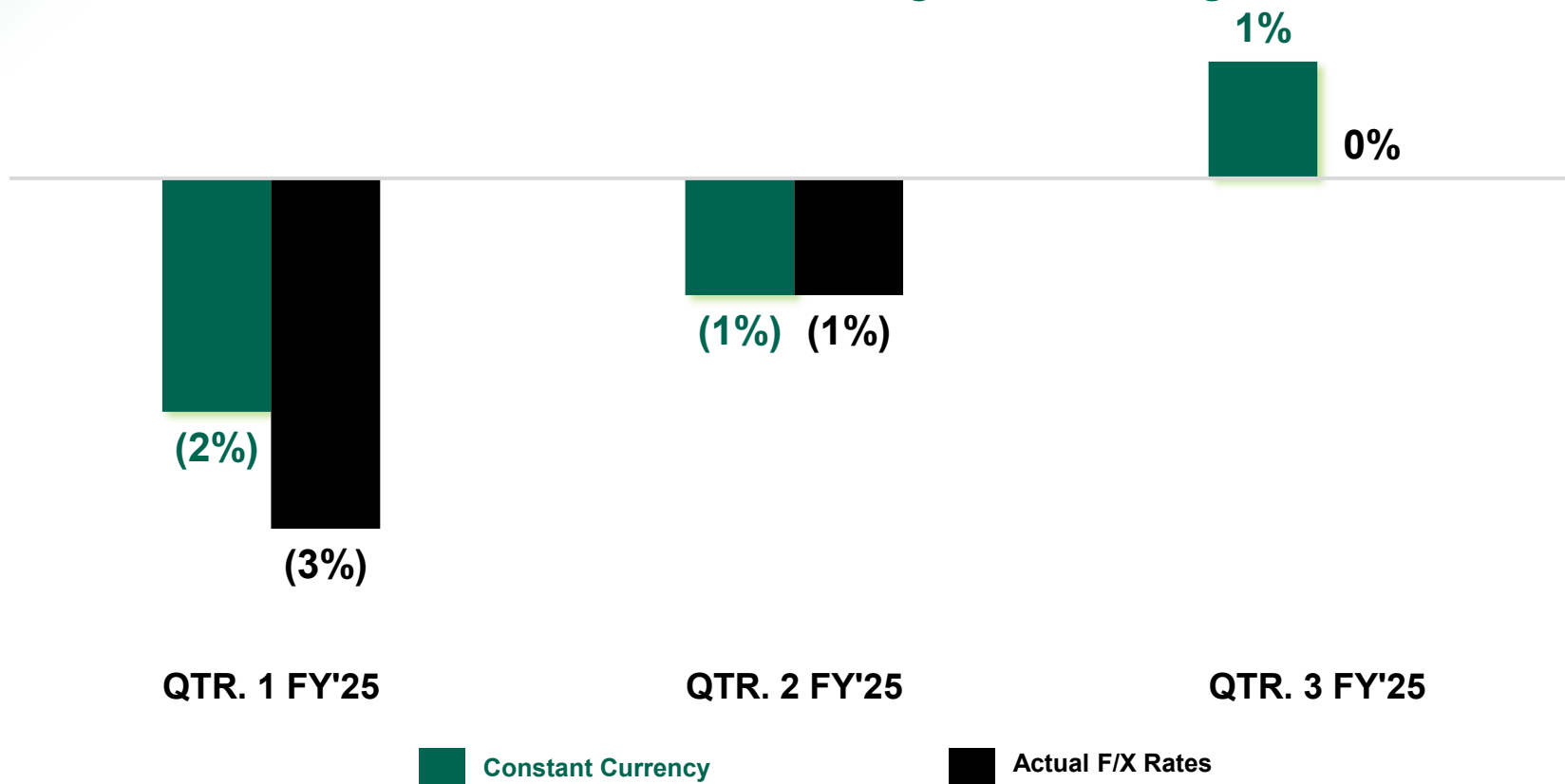
FY'25 QTR. 3



Quarterly⁽⁷⁾ New Business* Growth Trend

+13% YoY CC Including RPO and +1% YoY CC Excluding RPO

RPO Q3 New Business was \$210M, with 64% Coming From New Logos



* Confirmations plus Upticks and Additional Placements

See detailed explanation of footnotes on page 16

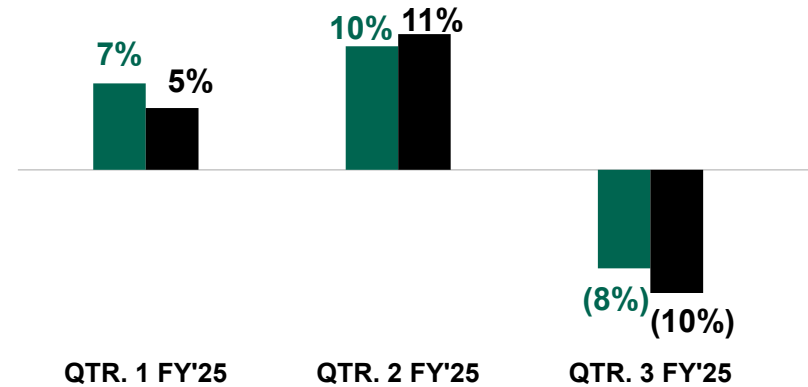
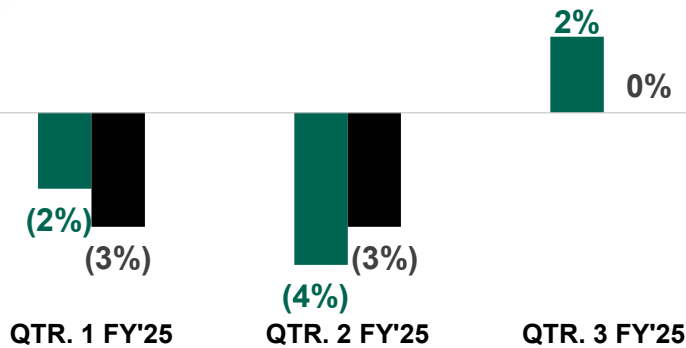
Quarterly⁽⁷⁾ New Business* - YoY Growth By Solution

Constant Currency

Actual F/X Rates

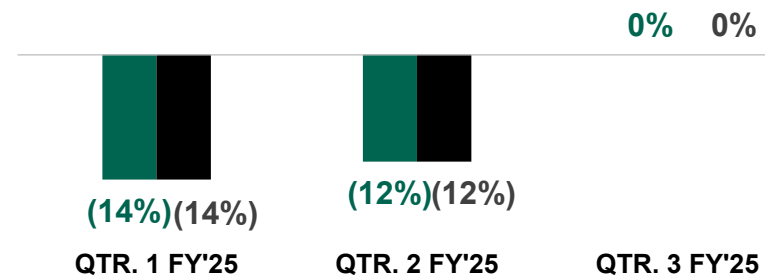
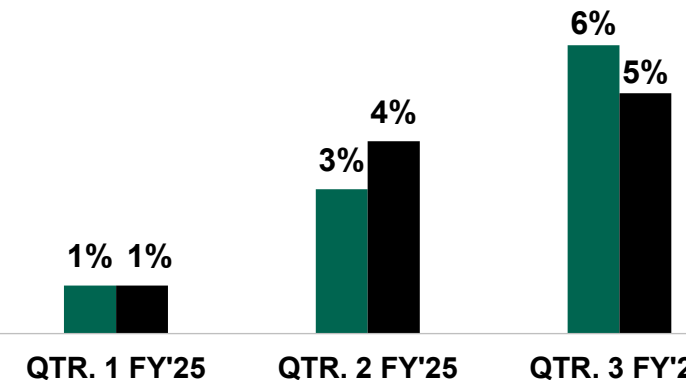
Consulting

Digital



Executive Search*

Professional Search & Interim*



Consulting

24% of Fee Revenue and 19% of Adj. EBITDA⁽¹⁾ in FY'25 QTR. 3

Q3 Fee Revenue

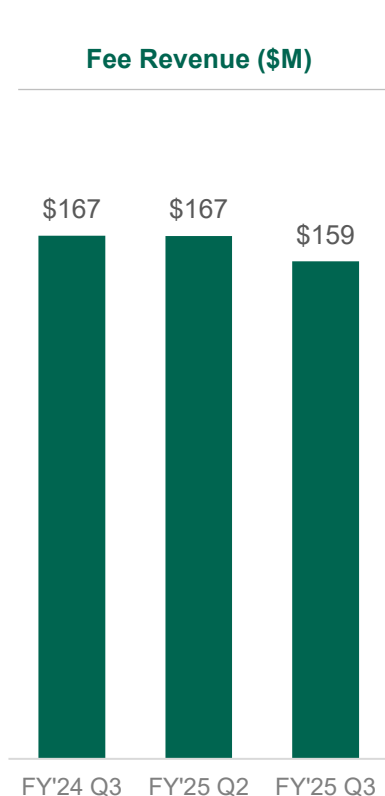
(3%) YoY CC

((5%) YoY)

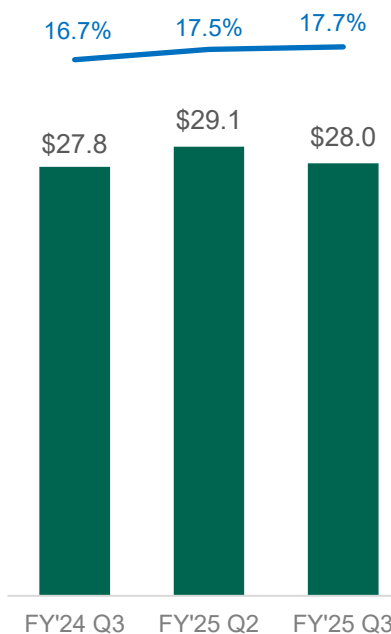
Driven by a greater mix of larger longer duration engagements and ongoing slower delivery of backlog engagements (client driven)

Bill Rates +5% YoY and +10% sequentially

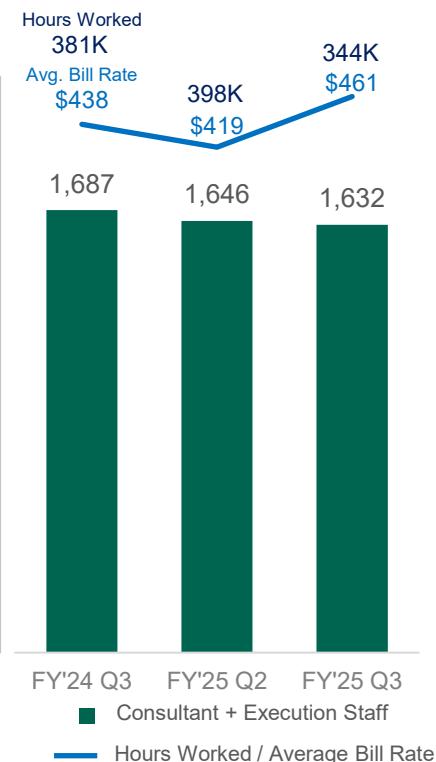
Adj. EBITDA⁽¹⁾ & Adj. EBITDA Margin⁽¹⁾ up 100 bps YoY driven by strong bill rates and greater productivity



Adj. EBITDA (\$M) & Adj. EBITDA⁽¹⁾ Margin (%) (Non-GAAP)



Consultant + Execution Staff Productivity



Digital

13% of Fee Revenue and 19% of Adj. EBITDA⁽¹⁾ in FY'25 QTR. 3

Q3 Fee Revenue

+3% YoY CC

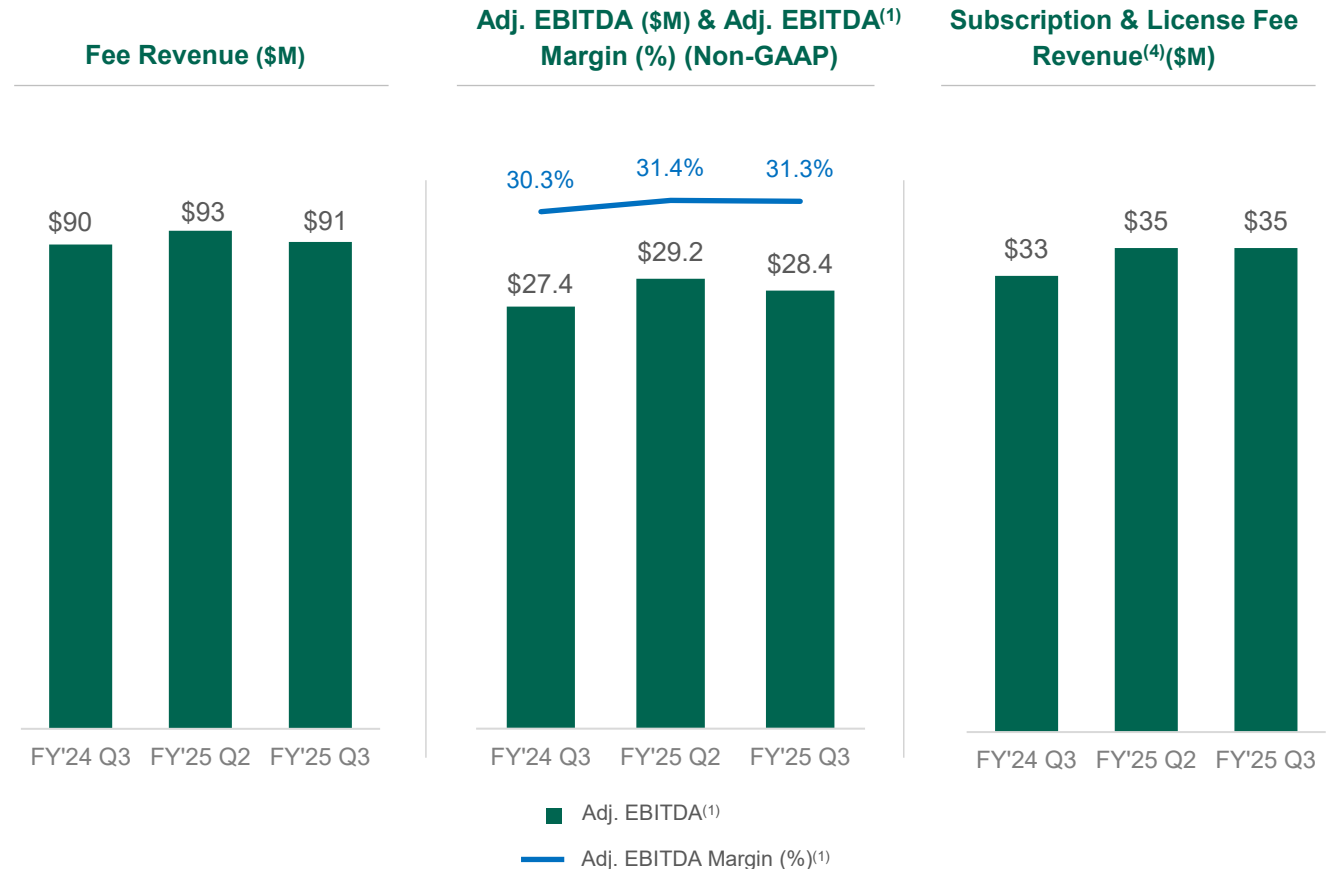
(+1% YoY)

Total Subscription & License New Business = \$39M (39% of Q3 Total)

Q3 Organizational Strategy and Rewards & Benefits Revenue

+16% YoY & +3% YoY Respectively

Adj. EBITDA⁽¹⁾ and Adj. EBITDA Margin⁽¹⁾ up 100 bps YoY on slightly higher Fee Revenue and disciplined cost management



Executive Search

31% of Fee Revenue and 35% of Adj. EBITDA⁽¹⁾ in FY'25 QTR. 3

Q3 Global Fee Revenue

+4% YoY CC
(+3% YoY)

Global New Business +6% YoY CC

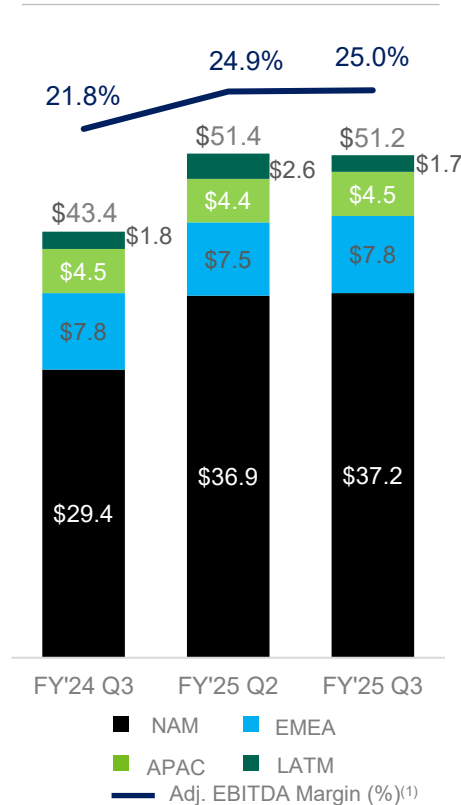
Number of New Executive Search
Assignments = 1,464, +3% YoY

Adj. EBITDA⁽¹⁾ & Adj. EBITDA
Margin⁽¹⁾ up 320 bps YoY on
higher Consultant Productivity
and disciplined cost
management

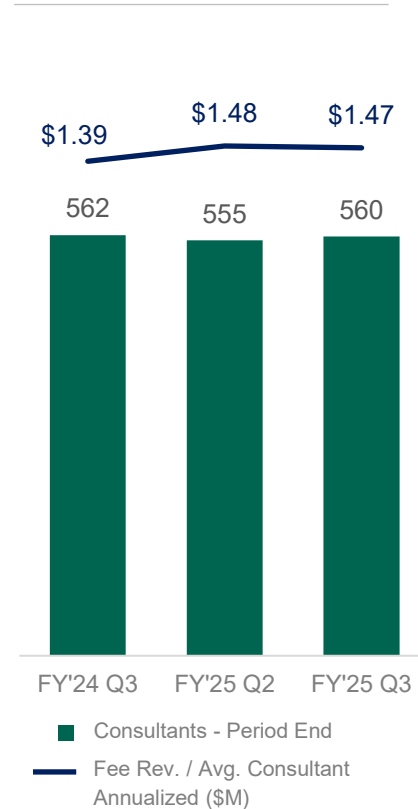
Fee Revenue (\$M)



Adj. EBITDA (\$M) & Adj. EBITDA⁽¹⁾
Margin (%) (Non-GAAP)



Consultant Productivity



Professional Search & Interim

19% of Fee Revenue and 18% of Adj. EBITDA⁽¹⁾ in FY'25 QTR. 3

Q3 Fee Revenue

Flat YoY CC

((1%) YoY)

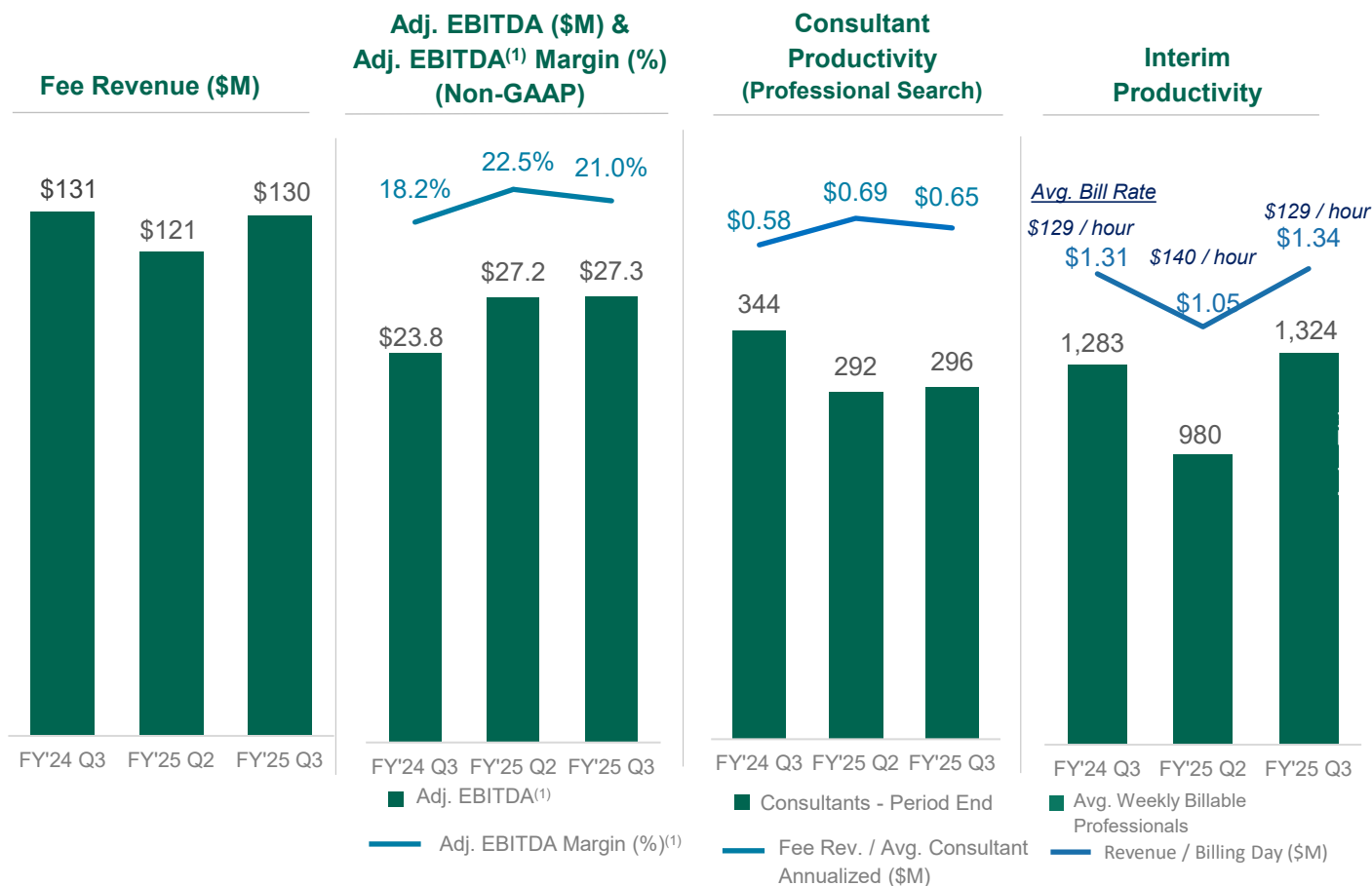
Professional Search & Interim New Business Flat YoY but +5% Sequentially (Trilogy)

Permanent Placement New Business stable at (7%) YoY & Interim New Business +20% Sequentially (Trilogy)

Interim Avg. Bill Rate = \$129 / hour

Professional Search Consultant Productivity up 12% YoY to approximately \$650K annualized

Adj. EBITDA⁽¹⁾ & Adj. EBITDA Margin⁽¹⁾ up 280 bps YoY driven primarily by disciplined cost management



Recruitment Process Outsourcing

13% of Fee Revenue and 9% of Adj. EBITDA⁽¹⁾ in FY'25 QTR. 3

Q3 Fee Revenue

+6% YoY CC

(+4% YoY)

RPO New Business⁽⁷⁾ = \$210M

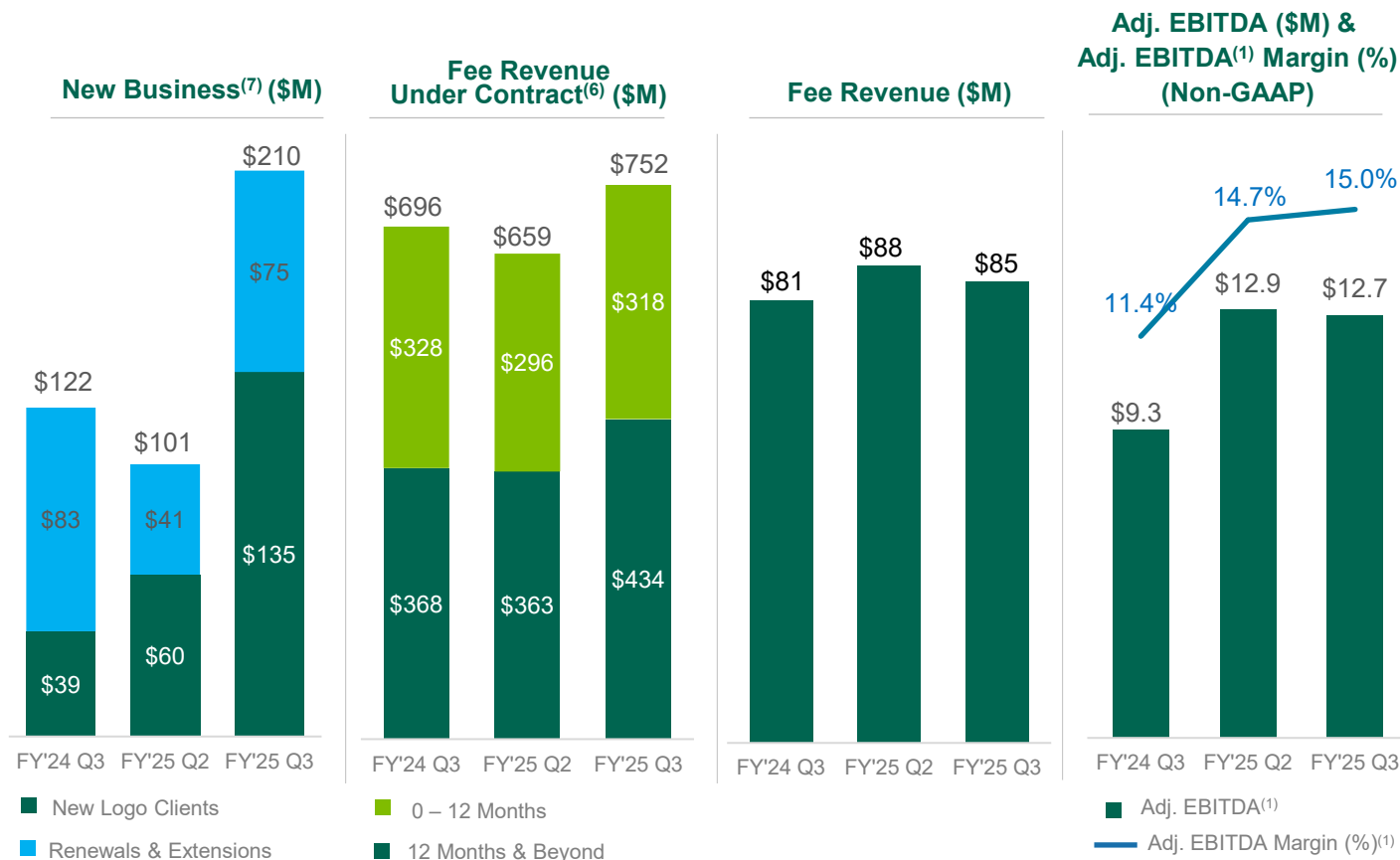
(\$135M or 64% New Logo Clients and \$75M of Renewals & Extensions)

Revenue Under Contract⁽⁶⁾

sharply higher to \$752M (+8% YoY)

Adj. EBITDA⁽¹⁾ & Adj. EBITDA

Margin⁽¹⁾ stronger both YoY (up 360 bps) and sequentially due to greater Execution Staff productivity and disciplined cost management

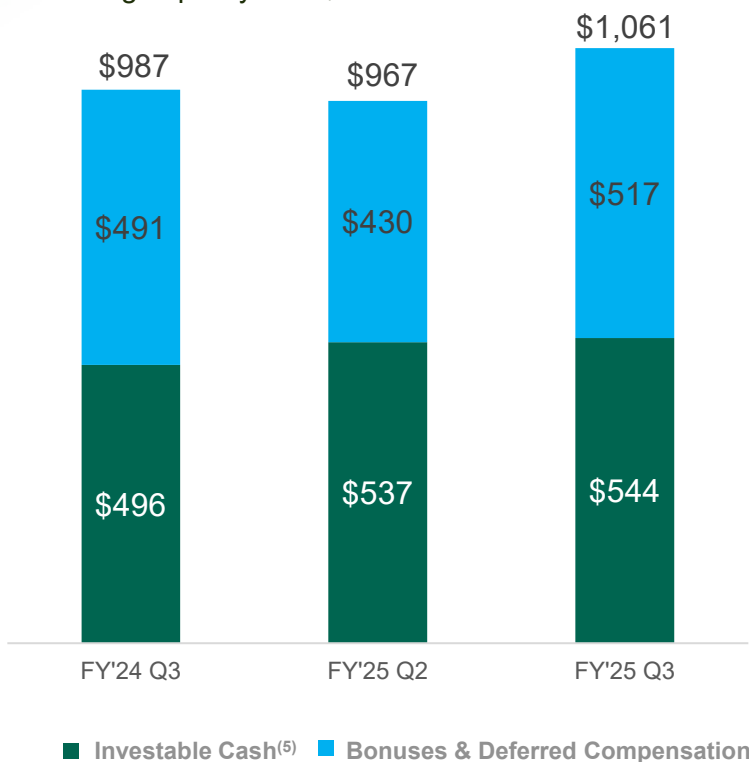


Maintaining a Balanced Approach to Capital Allocation

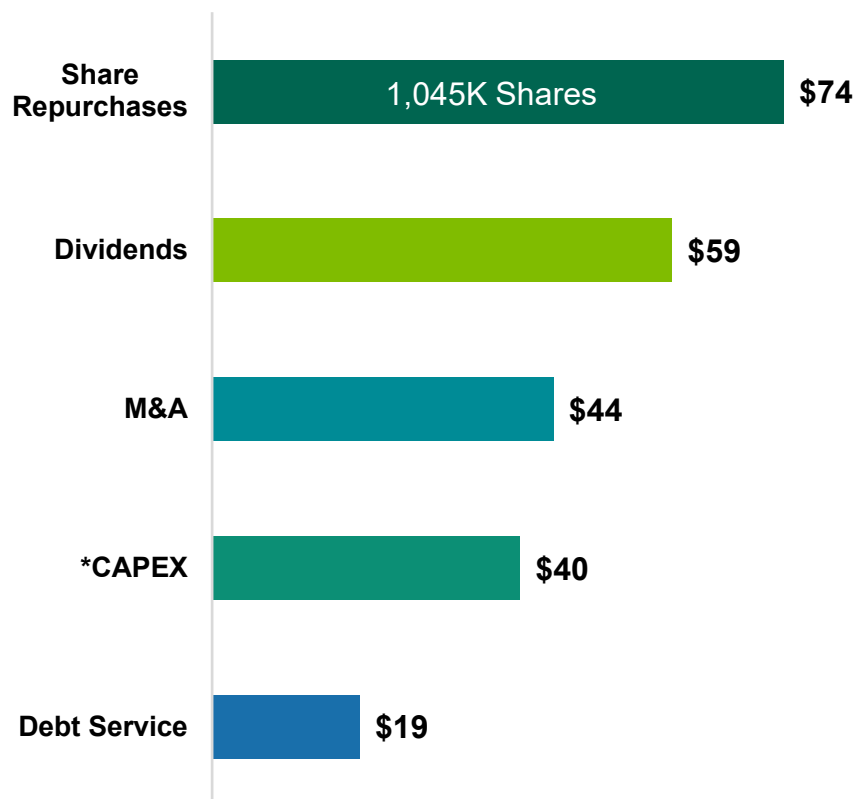
Deployed \$236M of Cash YTD FY'25 Investing \$44M in M&A, \$40M in *CAPEX, \$19M in Debt Service and Returned \$133M to Shareholders in Combined Dividends and Share Repurchases

Cash & Marketable Securities (\$M)

Strong Liquidity with \$544M of Investable Cash⁽⁵⁾



FY'25 YTD Capital Allocation (\$M)



*Excludes Leasehold Improvements & Furniture & Fixtures

Footnotes

- (1) Earnings Before Interest, Taxes, Depreciation & Amortization Adjusted to Exclude Restructuring Charges, Acquisition / Integration Costs, Impairment of Fixed Assets and the Impairment of Right-of-Use Assets, when applicable.
- (2) Adj. Diluted Earnings per Share Adjusted to Exclude Restructuring Charges, Acquisition / Integration Costs, Impairment of Fixed Assets and the Impairment of Right-of-Use Assets, Net of Tax, and Non-Recurring Tax Benefit Recorded in Connection with Worldwide Minimum Tax, when applicable.
- (3) Excludes Corporate Adj. EBITDA which was (\$30.0M) in FY'24 Q3, (\$32.7M) in FY'25 Q2 and (\$33.2M) in FY'25 Q3.
- (4) Represents Fee Revenue Derived from Annual Subscriptions and Licenses to KF's Intellectual Property and Data Solutions.
- (5) Investable Cash = Total Cash & Marketable Securities Less Cash & Marketable Securities Reserved for Bonuses & Deferred Compensation.
- (6) Represents the Estimated Quarter Ending \$ Amount of Assignments Under Contract to be Recognized as Revenue in Future Periods. There is No Guarantee that All Estimated Amounts Will be Recognized as Revenue.
- (7) New Business is Defined as Engagements Awarded in the Month Evidenced by a Signed Contract. Increases or Decreases in Scope on Existing Contracts are Recognized in the Remaining Performance Obligations Disclosures Completed Each Quarter.



APPENDIX

Reconciliations of Non-GAAP Financial Measures to U.S. GAAP Financial Measures

Earnings Conference Call

March 11, 2025



Reconciliation of Consolidated Net Income (GAAP) to Adjusted EBITDA (Non-GAAP) (\$M)

FY'24 Q3; FY'25 Q2; FY'25 Q3

	FY'24 Qtr. 3	FY'25 Qtr. 2	FY'25 Qtr. 3	YoY Incr. / (Decr.)		Sequential Incr. / (Decr.)	
				\$ / %	%	\$ / %	%
Net Income Attributable to Korn Ferry	\$59.1	\$60.8	\$58.4	(\$0.7)	(1%)	(\$2.4)	(4%)
Net Income Attributable to Non-Controlling Int.	0.6	1.5	0.9	0.3	50%	(0.6)	(40%)
Net Income	\$59.7	\$62.3	\$59.3	(\$0.4)	(1%)	(\$3.0)	(5%)
Income Tax Provision	9.0	24.9	22.8	13.8	153%	(2.1)	(8%)
Income Before Provision for Income Taxes	\$68.7	\$87.2	\$82.1	\$13.4	20%	(\$5.1)	(6%)
Interest Expense - Net	4.9	5.6	5.5	0.6	12%	(0.1)	(2%)
Depreciation & Amortization	19.5	19.7	20.5	1.0	5%	0.8	4%
(1) Restructuring Charges	4.6	0.6	1.3	(3.3)	(72%)	0.7	117%
(2) Integration / Acquisition Costs	3.9	3.9	2.1	(1.8)	(46%)	(1.8)	(46%)
(3) Impairment of Fixed Assets	-	-	0.5	0.5	-	0.5	-
(4) Impairment of Right of Use Assets	-	-	2.5	2.5	-	2.5	-
Adjusted EBITDA	\$101.7	\$117.0	\$114.5	\$12.9	13%	(\$2.5)	(2%)
Net Income Attrib. to Korn Ferry Margin	8.8%	9.0%	8.7%	(0.1%)	-	(0.3%)	-
Net Income Attrib. to Non Controlling Int.	0.1%	0.2%	0.1%	0.0%	-	(0.1%)	-
Income Tax Provision	1.4%	3.8%	3.4%	2.0%	-	(0.4%)	-
Interest Expense - Net	0.7%	0.8%	0.8%	0.1%	-	0.0%	-
Depreciation & Amortization	2.9%	2.9%	3.1%	0.2%	-	0.2%	-
(1) Restructuring Charges	0.7%	0.1%	0.2%	(0.5%)	-	0.1%	-
(2) Integration / Acquisition Costs	0.6%	0.6%	0.3%	(0.3%)	-	(0.3%)	-
(3) Impairment of Fixed Assets	-	-	0.1%	0.1%	-	0.1%	-
(4) Impairment of Right of Use Assets	-	-	0.4%	0.4%	-	0.4%	-
Adjusted EBITDA Margin	15.2%	17.4%	17.1%	1.9%	-	(0.3%)	-

(1) Restructuring changes incurred to align our workforce to eliminate excess capacity resulting from challenging macroeconomic business environment

(2) Costs associated with current and previous acquisitions, such as legal & professional fees, retention awards and other on-going integration costs to combine the companies

(3) Costs associated with the impairment of fixed asset primarily due to software impairment charges in our Digital segment

(4) Costs associated with the impairment of right-of-use assets due to terminating and subleasing some of our office space

Reconciliation of Consolidated Net Income & Diluted EPS (GAAP) to Adjusted Net Income & Adjusted Diluted EPS (Non-GAAP) (\$M)

FY'24 Q3; FY'25 Q2; FY'25 Q3

	FY'24 Qtr. 3	FY'25 Qtr. 2	FY'25 Qtr. 3	YoY Incr. / (Decr.)		Sequential Incr. / (Decr.)	
				\$	%	\$	%
Net Income Attributable to Korn Ferry	\$59.1	\$60.8	\$58.4	(\$0.7)	(1%)	(\$2.4)	(4%)
(1) Restructuring Charges	4.6	0.6	1.3	(3.3)	(72%)	0.7	117%
(2) Integration / Acquisition Costs	3.9	3.9	2.1	(1.8)	(46%)	(1.8)	(46%)
(3) Impairment of Fixed Assets	-	-	0.5	0.5	-	0.5	-
(4) Impairment of Right of Use Assets	-	-	2.5	2.5	-	2.5	-
(5) Tax Effect of Adjustment Items	(2.1)	(0.6)	(1.6)	0.5	(24%)	(1.0)	167%
(6) Tax Adjustment Relating to Tax Planning	(9.7)	-	-	9.7	(100%)	-	-
Adjusted Net Income Attributable to KF	\$55.8	\$64.7	\$63.3	\$7.5	13%	(\$1.4)	(2%)
Diluted (Loss) / Earnings per Common Sh.	\$1.13	\$1.14	\$1.10	(\$0.03)	(3%)	(\$0.04)	(4%)
(1) Restructuring Charges	0.09	0.01	0.02	(0.07)	(78%)	0.01	100%
(2) Integration / Acquisition Costs	0.07	0.07	0.04	(0.03)	(43%)	(0.03)	(43%)
(3) Impairment of Fixed Assets	-	-	0.01	0.01	-	0.01	-
(4) Impairment of Right of Use Assets	-	-	0.05	0.05	-	0.05	-
(5) Tax Effect of Adjustment Items	(0.04)	(0.01)	(0.03)	0.01	(25%)	(0.02)	-
(6) Tax Adjustment Relating to Tax Planning	(0.18)	-	-	0.18	(100%)	-	-
Adjusted Diluted Earnings per Sh.	\$1.07	\$1.21	\$1.19	\$0.12	11%	(\$0.02)	(2%)

(1) Restructuring changes incurred to align our workforce to eliminate excess capacity resulting from challenging macroeconomic business environment

(2) Costs associated with current and previous acquisitions, such as legal & professional fees, retention awards and other on-going integration costs to combine the companies

(3) Costs associated with the impairment of fixed asset primarily due to software impairment charges in our Digital segment

(4) Costs associated with the impairment of right-of-use assets due to terminating and subleasing some of our office space

(5) Tax effect on integration / acquisition costs and impairment of fixed assets and right of use assets, and restructuring charges, net

(6) Due to actions taken in connection with the worldwide minimum tax, the Company recorded a \$9.7M non-recurring tax benefit in FY'24

that resulted in the release of a valuation allowance, which is included in the Company's US GAAP results but excluded from the Adjusted results

Reconciliation of Consolidated Net Income & Consolidated Operating Income (GAAP) to Adjusted EBITDA (Non-GAAP) (\$M)

FY'24 Q3

FY'24 Q3										
	Consulting	Digital	Executive Search				RPO	Prof. Sch. & Interim	Corp.	KF
			North America	EMEA	Asia Pacific	Latin America				
Fee Revenue	\$166.9	\$90.3	\$121.4	\$49.0	\$21.3	\$7.5	\$199.3	\$81.2	\$130.9	\$668.7
Net Income Attributable to Korn Ferry										\$59.1
Margin (%)										8.8%
Net Income Attributable to Noncontrolling Interest										0.6
Interest Exps. - Net										4.9
Income Tax Expense										9.0
Deprec. & Amortiz.										19.5
(1) Restructuring Chgs.										4.6
(2) Integ. / Acq. Costs										3.9
Adjusted EBITDA	\$27.8	\$27.4	\$29.4	\$7.8	\$4.5	\$1.8	\$43.4	\$9.3	\$23.8	\$101.7
Margin (%)	16.7%	30.3%	24.2%	15.9%	21.1%	23.2%	21.8%	11.4%	18.2%	15.2%

(1) Restructuring changes incurred to align our workforce to eliminate excess capacity resulting from challenging macroeconomic business environment

(2) Costs associated with acquisitions, such as legal & professional fees, retention awards and other on-going integration costs to combine the companies

Reconciliation of Consolidated Net Income (GAAP) to Adjusted EBITDA (Non-GAAP) (\$M)

FY'25 Q2

	FY'25 Q2										
	Executive Search										KF
	Consulting	Digital	North America	EMEA	Asia Pacific	Latin America	Total Exec. Search	RPO	Prof. Sch. & Interim	Corp.	
Fee Revenue	\$166.8	\$92.9	\$129.9	\$46.8	\$21.5	\$7.9	\$206.0	\$87.6	\$121.1		\$674.4
Net Income Attributable to Korn Ferry											\$60.8
Margin (%)											9.0%
Net Income Attributable to Noncontrolling Interest											1.5
Interest Exps. - Net											5.6
Income Tax Expense											24.9
Deprec. & Amortiz.											19.7
(1) Restructuring Chgs.											0.6
(2) Integ. / Acq. Costs											3.9
Adjusted EBITDA	\$29.1	\$29.2	\$36.9	\$7.5	\$4.4	\$2.6	\$51.4	\$12.9	\$27.2	(\$32.7)	\$117.0
Margin (%)	17.5%	31.4%	28.4%	16.0%	20.6%	32.5%	24.9%	14.7%	22.5%		17.4%

(1) Restructuring changes incurred to align our workforce to eliminate excess capacity resulting from challenging macroeconomic business environment

(2) Costs associated with acquisitions, such as legal & professional fees, retention awards and other on-going integration costs to combine the companies

Reconciliation of Consolidated Net Income (GAAP) to Adjusted EBITDA (Non-GAAP) (\$M)

FY'25 Q3

	FY'25 Q3										KF
	Executive Search										
	Consulting	Digital	North America	EMEA	Asia Pacific	Latin America	Total Exec. Search	RPO	Prof. Sch. & Interim	Corp.	
Fee Revenue	\$158.7	\$90.8	\$128.3	\$47.8	\$21.7	\$6.8	\$204.6	\$84.7	\$130.0		\$668.7
Net Income Attributable to Korn Ferry											\$58.4
Margin (%)											8.7%
Net Income Attributable to Noncontrolling Interest											0.9
Interest Exps. - Net											5.5
Income Tax Expense											22.8
Deprec. & Amortiz.											20.5
(1) Restructuring Chgs.											1.3
(2) Integ. / Acq. Costs											2.1
(3) Impairment of Fixed Assets											0.5
(4) Impairment of Right to Use Asset											2.5
Adjusted EBITDA	\$28.0	\$28.4	\$37.2	\$7.8	\$4.5	\$1.7	\$51.2	\$12.7	\$27.3	(\$33.2)	\$114.5
Margin (%)	17.7%	31.3%	29.0%	16.4%	20.8%	24.9%	25.0%	15.0%	21.0%		17.1%
Adjusted EBITDA - FY'25 Q2	\$29.1	\$29.2	\$36.9	\$7.5	\$4.4	\$2.6	\$51.4	\$12.9	\$27.2	(\$32.7)	\$117.0
Sequential Incr. / (Decr.) - \$	(\$1.1)	(\$0.8)	\$0.3	\$0.3	\$0.1	(\$0.9)	(\$0.2)	(\$0.2)	\$0.1	(\$0.5)	(\$2.5)
Sequential Incr. / (Decr.) - %	(3.8%)	(2.7%)	0.8%	4.0%	2.3%	(34.6%)	(0.4%)	(1.6%)	0.4%	1.5%	(2.1%)

(1) Restructuring changes incurred to align our workforce to eliminate excess capacity resulting from challenging macroeconomic business environment

(2) Costs associated with acquisitions, such as legal & professional fees, retention awards and other on-going integration costs to combine the companies

(3) Costs associated with the impairment of fixed assets due to software impairment charges for the Digital Segment

(4) Costs associated with the impairment of right-of-use assets due to early termination of the lease agreements

Reconciliation of Cash & Marketable Securities to Investable Cash (\$M)

FY'24 Q3; FY'25 Q2; FY'25 Q3

	FY'24 Qtr. 3	FY'25 Qtr. 2	FY'25 Qtr. 3	YoY Incr. / (Decr.)		Sequential Incr. / (Decr.)	
				\$	%	\$	%
Cash	\$736.8	\$694.9	\$779.3	\$42.5	6%	\$84.4	12%
Marketable Securities	250.1	272.6	281.7	31.6	13%	9.1	3%
Cash & Marketable Securities	\$986.9	\$967.5	\$1,061.0	\$74.1	8%	\$93.5	10%
<u>Less:</u>							
ECAP & Bonus Liability	490.4	430.7	516.8	26.4	5%	86.1	20%
Investable Cash	\$496.5	\$536.8	\$544.2	\$47.7	10%	\$7.4	1%

Fee Revenue Growth by Segment and Region – Actual Reported vs. Constant Currency (\$M)

FY'25 Q3 vs. FY'24 Q3			
	Reported		Const. Curr.
	\$M	% Grth.	% Grth.
<u>Executive Search</u>			
North America	\$128.3	6%	6%
Europe	47.8	(2%)	(1%)
Asia / Pacific	21.7	2%	4%
Latin America	6.8	(9%)	5%
Total Exec. Search	\$204.6	3%	4%
<u>Consulting</u>			
North America	\$64.7	(6%)	(5%)
Europe	63.1	(7%)	(5%)
Asia / Pacific	25.9	1%	3%
Latin America	5.0	(6%)	11%
Total Consulting	\$158.7	(5%)	(3%)
<u>Digital</u>			
North America	\$33.9	(3%)	(3%)
Europe	39.1	8%	10%
Asia / Pacific	12.3	(8%)	(6%)
Latin America	5.5	(5%)	11%
Total Digital	\$90.8	1%	3%
<u>RPO</u>			
North America	\$40.8	7%	7%
Europe	24.3	(4%)	(2%)
Asia / Pacific	16.6	13%	16%
Latin America	3.0	(9%)	7%
Total RPO	\$84.7	4%	6%
<u>Prof. Search & Interim</u>			
North America	\$95.6	(13%)	(13%)
Europe	27.3	128%	128%
Asia / Pacific	4.9	(8%)	(6%)
Latin America	2.2	(29%)	(18%)
Total Prof. Search & Interim	\$130.0	(1%)	(0%)
Total KF	\$668.7	0%	2%



THANK YOU

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

Business advisors.
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