



ALERTLINE ONLINE NOTICE FOR LOCATIONS OTHER THAN THE EUROPEAN ECONOMIC AREA AND SWITZERLAND

The Alertline is provided by Korn Ferry. The website through which you may report an incident, is operated by NAVEX Global, Inc., established at 5500 Meadows Road, Suite 500, Lake Oswego, Oregon USA 97035 (“NAVEX”), Korn Ferry’s independent service provider of the Alertline.

The Alertline is used for reporting concerns about accounting, accounting controls, auditing, and corrupt practices. The use of the Alertline is voluntary.

Collection of Information

Korn Ferry may collect the following information through the Alertline: your name, title and contact details; the name and other data about individuals that are named in your report; a description of the conduct at issue in your report including the date and location, as well as other pertinent information; and any questions you may have. Korn Ferry may also collect information from others (such as your colleagues) during any subsequent investigation. The information provided by you will be treated confidentially.

Processing Information and Access to Information

When you call into the Alertline, a representative from NAVEX will answer your telephone call. NAVEX does not capture the telephone number of any incoming calls so that your call-in information can remain anonymous. You will speak with a Communication Specialist who will ask you for several items of information, document your input, and ask follow-up questions to clarify information. Please note that the Communication Specialist is not able to answer any questions about ethics or policy and cannot advise you on any course of action.

Please note that the information you supply may result in decisions that affect Korn Ferry personnel and other third parties involved in the relevant incident. We therefore ask you to provide only information that, to the best of your knowledge, is accurate. Knowingly providing inaccurate or misleading information may result in disciplinary actions or even civil or criminal liability. Also, where possible, any report should be limited to facts that are relevant to the report and the follow-up investigation.

Retaliation against anyone who seeks advice, raises a concern, or reports misconduct in good faith is strictly prohibited. If an individual retaliates against anyone who has truthfully and in good faith reported a violation, Korn Ferry will take appropriate action — even if it later turns out that the reporting individual was mistaken in reporting the matter originally. If you think that you, or another individual,

have been retaliated against for raising a concern, you should contact Legal or Internal Audit, or call the Alertline immediately.

Information Use, Retention, and Data Transfer

Korn Ferry has contracted with NAVEX to handle your concerns, and NAVEX is only permitted to use your personal data for the provision of the Alertline. Information we receive from NAVEX and any personal information that you provide to us will be stored in a Korn Ferry database with limited access.

Beyond NAVEX, other transfers of personal data may include other Korn Ferry affiliates (the full link of affiliates is available here: <https://cdn.kornferry.com/privacy/subsidiariesalliances.pdf>) or vendors, as required to investigate the report and administer the Alertline.

Questions & Complaints

If you would like to request to access or correct personal data, you may contact us at privacy@kornferry.com. We will respond to your request consistent with applicable law. If you have any questions or concerns, please contact us at privacy@kornferry.com.

Any other questions about the Alertline also may be directed to the above address.