KORN FERRY FOUNDATION

KORN FERRY CHARITABLE FOUNDATION

<u>COOKIES & SIMILAR TECHNOLOGIES POLICY</u>

Last Revised October 14, 2020

This Cookies & Similar Technologies Policy ("**CST Policy**") describes the different types of cookies and similar technologies that are used on www.kornferryfoundation.org where this CST Policy appears ("**Site**"). We may change this CST Policy at any time. Please see the "*LAST REVISED*" legend at the top of this page to see when this CST Policy was last revised. Any changes to this CST Policy will become effective when we make the revised CST Policy available on or through the Site.

If you have any questions, please contact us by email at privacy@kornferryfoundation.org, or write to us at the following address: Korn Ferry Charitable Foundation; 1900 Avenue of the Stars, Suite 2600; Los Angeles, CA 90067, Attn: Privacy Office.

1. WHAT ARE COOKIES AND SIMILAR TECHNOLOGIES?

Cookies are a standard feature of websites that allow us to store small amounts of data on your computer about your visit to the Site. We use "cookies" — that is, small text files placed on a visitor's computer hard drive — and other technologies to help us determine information such as the type of content to which a visitor to the Site links, and the length of time each visitor spends at any particular area of the Site. Our cookies are only read by our servers and are unable to execute any code or virus. We and our service providers use the information for security purposes, to facilitate navigation, display information more effectively, and to personalize your experience while using the Site, as well as for tracking purposes. We also gather statistical information about the usage of the Site to improve continually the design and functionality of the Site, understand how the Site is used, and to assist us with resolving questions regarding the Site.

Cookies and similar technologies enhance your experience on the Site. If you disable cookies and similar technologies, your experience on the Site may be diminished and some features may not work as intended.

2. WHAT COOKIES AND SIMILAR TECHNOLOGIES DO WE USE?

Below we list the main types of cookies and similar technologies that we use on the Site. To the extent any personal information is collected through cookies, our Privacy Policy at https://www.kornferryfoundation.org/content/dam/kf-foundation/documents/Korn-Ferry-Charitable-Foundation-Privacy-Policy.pdf applies and complements this CST Policy.

Cookies may be:

- First party cookies served directly by us to your device.

- Third party cookies served by a third party on our behalf. We use third party cookies to help us analyze our websites and their use, and to enable tailored advertising.

Essential Cookies. Essential cookies enable you to navigate the Site and to use its services and features. Without these strictly necessary cookies, the Site will not perform as smoothly for you as we would like and we may not be able to provide the Site or certain services or features.

Preference Cookies. Preference cookies collect information about your choices and preferences and allow us to remember language or other local settings and customize the Site accordingly. These cookies allow us to provide a more personalized experience.

Analytics Cookies. Analytics cookies collect information about your use of the Site and enable us to improve the way it works. For example, analytics cookies show us which are the most frequently visited pages on the Site, help us record any difficulties you have with the Site, and show us whether our advertising is effective or not. This allows us to see the overall patterns of usage on the Site, rather than the usage of a single person. We use the information in aggregate form to analyze Site traffic and perform statistical analyses of the collective characteristics and behavior of our visitors by measuring demographics and interests regarding specific areas of the Site, but we do not examine this information for individually identifying information.

Advertising Cookies. Advertising cookies are set to display targeted promotions or advertisements based upon your interests on the Site or to manage our advertising. These cookies collect information about your activities on the Site and other sites to provide you with targeted advertising.

Pixel tags. Pixel tags (also known as web beacons and clear GIFs) are used to, among other things, track the actions of users of the Site, measure the success of our marketing campaigns, and compile statistics about usage of the Site and response rates.

Browser or Device Information. Certain information is collected by most browsers or automatically through your device, such as your Media Access Control (MAC) address, computer type (Windows or Mac), screen resolution, operating system name and version, device manufacturer and model, language, and/or Internet browser type and version. We use this information to ensure that the Site functions properly.

Adobe Analytics. We use Adobe Analytics, which uses cookies and similar technologies to collect and analyze information about use of the services and report on activities and trends. This information allows us to measure Site performance and improve our services. Adobe Analytics may also collect information regarding the use of other websites, apps and online resources. You can learn about Adobe's practices by going to https://www.adobe.com/privacy/policy, and opt out of them by visiting https://www.adobe.com/privacy/opt-out.html.

Physical Location. We collect the physical location of your device by, for example, using satellite, cell phone tower, or WiFi signals. We use your device's physical location to provide you with personalized location-based services and content. We also share your device's physical location, combined with information about what advertisements you viewed and other

information we collect, with our marketing partners to enable them to provide you with more personalized content and to study the effectiveness of advertising campaigns. In some instances, you can allow or deny such uses and sharing of your device's location, but if you do, we and our marketing partners may not be able to provide you with the applicable personalized services and content.

Device Fingerprinting. To offer you content that we believe may interest you based on your activity on the Site, and for fraud prevention and authentication purposes, we may also use other technologies that are similar to cookies. For example, we may gather device attributes and combine information collected by most browsers or automatically through your device to create a unique ID that identifies your browser or device to us with reasonable certainty. In this context we may collect, use, and combine certain information about your device, including, but not limited to: Last visit, first visit and number of visits; IP address (external and internal), geolocation (latitude/longitude based on IP address); device user-agent (browser type, version), device operating system, keywords used if coming from search engine, pages visited.

3. HOW DO I MANAGE COOKIES AND SIMILAR TECHNOLOGIES?

You can refuse or accept cookies from the Site at any time by activating the settings on your browser. Information about the procedure to follow to enable or disable cookies can be found on your Internet browser provider's website via your help screen. (Each browser is different, so check the "Help" menu of your browser to learn how to change your cookie preferences.) Please refer to http://www.allaboutcookies.org/manage-cookies/index.html for information on commonly used browsers. You may also follow the instructions provided by the UK Information Commission Office at https://ico.org.uk/for-the-public/online/cookies/. Please be aware that if cookies are disabled, not all features of the Site may operate as intended and you may experience some inconvenience in your use of the Site. You also may not receive marketing materials or other offers from us that are relevant to your interests and needs.

If you want to clear all cookies left behind by the websites you have visited, there are third party tools available to do so.