

APRIL 2025



Environmental Responsibility & Climate Change Disclosure Policy

Environmental Responsibility Policy

FTI Consulting, Inc. is committed to conducting business in an environmentally sound and resourceful manner. FTI Consulting will comply fully with environmental legislation and officially approved codes of practice in each of the geographies we conduct business.

FTI Consulting continuously seeks to promote environmental sustainability, to conserve and enhance natural resources and to prevent environmental pollution to bring about a continual improvement in its environmental performance. As a professional services firm with no manufacturing or product distribution activities, FTI Consulting's environmental footprint is relatively small. Nonetheless, FTI Consulting will make continued efforts to reduce its environmental impact by implementing actions to reduce its environmental footprint, including a range of objectives and targets related to its impact on the environment.

The general intentions are:

- To achieve net-zero greenhouse gas ("GHG") emissions by 2030; ¹
- To promote sound environmental management policies and practices in the work of all its professionals;
- To increase awareness of environmental responsibilities amongst professionals and contractors;
- To minimize waste and pollution and to operate effective waste management procedures;
- To promote purchasing, as far as practicable, of those products and services that cause the least harm to the environment;
- To avoid use, wherever possible, of environmentally damaging substances, materials and processes;
- To implement policies and procedures that contribute to a reduction in FTI Consulting's carbon footprint;
- To have regard to environmental factors, as far as practicable, with respect to the growth of FTI Consulting and the integration of new developments into the local environment;
- To encourage modes of transport by professionals and contractors that minimize environmental impact; and
- To support interested parties, including employees, clients, shareholders and suppliers, on issues relating to FTI Consulting's Environmental Responsibility & Climate Change Disclosure Policy in the communities in which we do business.

Further, FTI Consulting is committed to supporting the [Ten Principles of the United Nations Global Compact](#) on human rights, labor, environment and anti-corruption, as well as the [United Nations Sustainable Development Goals](#). In light of this commitment, FTI Consulting became a Participant of the United Nations Global Compact in 2020.

¹ Refers to GHG emissions for Scope 1 and Scope 2 emissions, as well as Scope 3 emissions from business travel.

Climate Change Disclosure

FTI Consulting recognizes that climate change is a global threat and one of the most significant environmental challenges of our time. The Company and its professionals are committed to doing its part in addressing climate change and reducing its collective environmental impact.

As a professional services firm, FTI Consulting's environmental impact primarily results from energy consumption associated with business travel and real estate operations, followed by office-related water consumption and waste. The Company has identified opportunities to make an impact in each of these areas and has established a baseline carbon footprint stemming from travel and real estate operations to monitor progress in annual reductions.

Oversight of ESG Programs, Policies, Procedures and Commitments

FTI Consulting's environmental responsibility implementation and policies are led and approved by the firm's Chief Strategy and Transformation Officer, Vice President of Global Real Estate and Sustainability and Director of Global Real Estate Finance. Sustainability initiatives related to corporate real estate design, construction and operations are managed by the Director of Global Real Estate. The team meets bi-weekly to discuss ongoing progress as it relates to environmental and sustainability efforts across the Company. FTI Consulting's Chief Strategy and Transformation Officer is a part of the Company's Executive Committee and reports to FTI Consulting's President and Chief Executive Officer.

To further drive the Company's sustainability focus, FTI Consulting's Real Estate, Travel, Information Technology, Legal, Risk and Compliance, Procurement and Investor Relations teams also serve as key contributors to environmental strategy and oversight. The teams provide annual and as-needed updates to FTI Consulting's Chief Strategy and Transformation Officer and Chief Human Resources Officer, who also reports to FTI Consulting's President and Chief Executive Officer. An annual update is prepared for FTI Consulting's Board of Directors, which provides progress on priorities, initiatives and goals for the short and long term, including the Company's objectives and responses to climate change and the reduction of the Company's environmental footprint, including greenhouse gas and other emissions and progress toward FTI Consulting's commitment to achieving net-zero emissions by 2030 (see the section titled, "Environmental Impact Reduction Goals" for more details).

Additionally, the Nominating, Corporate Governance and Social Responsibility Committee ("the Committee"), pursuant to the Committee Charter, is formally charged with oversight of corporate social responsibility and human capital matters, including those pertaining to ESG.

Real Estate Standards and Processes

FTI Consulting is committed to reducing its environmental impact from its office locations by focusing on occupying building locations that are LEED-certified (or local equivalent), implementing energy and water efficient design for all new office build-outs, utilizing design materials that meet stringent guidelines for reduced emissions, minimizing the creation of waste and implementing waste diversion practices from office operations. FTI Consulting works to continually refine real estate standards and processes.

The FTI Consulting Global Real Estate team maintains a goal of achieving a minimum average waste diversion rate of at least 90% for the decommissioning of materials when vacating office spaces in North America. Waste diverted from landfill includes furniture, fixtures and equipment that is either recycled, resold or donated. Reports from our service provider indicate the total amount of waste diverted and landfilled for each decommissioning project. Since FTI Consulting began tracking this data in 2019, this goal has been achieved in the decommissioning of 14 offices.

As of December 31, 2024, 76% of employees worldwide were based out of LEED-certified (or equivalent) offices. Additionally, 24% of employees worldwide were based out of an ISO 14001 certified office as of December 31, 2024. This includes FTI Consulting's London office, one of the Company's largest offices, which has also achieved 100% renewable energy. Furthermore, FTI Consulting achieved ISO 14001 certifications for its Aldermanbury Square office in London and our Paseo de Recoletos and Paseo de la Castellana offices in Madrid in 2022 and for its Place de la Madeleine office in Paris in 2023. The Company has incorporated best practices from this program at other FTI Consulting offices and is continuously evaluating the feasibility of expanding the ISO 14001 certification to additional office locations.

FTI Consulting has Fitwel-certified offices in New York City at 1166 Avenue of the Americas and in Atlanta, GA at 1201 W Peachtree Street, NW.

Energy Consumption

FTI Consulting is committed to reducing energy consumption, particularly from non-renewable sources, through the following initiatives, among others:

- Implementing seat sharing strategies where feasible to reduce the Company's physical office footprint;
- Leveraging energy efficiency measures, such as LED lighting and lighting controls, in new office build-outs and existing office operations;
- Actively pursuing opportunities to transition to renewable energy sources for office locations, as practical, or purchasing Renewable Energy Credits to offset energy consumption where direct sourcing is not available;
- Completing the migration of FTI Consulting's data center to the cloud, and at the end of fiscal 2023, 100% of data storage servers in its North America and Europe, the Middle East and Africa regions had transitioned to the cloud;
- Requiring materials purchased for new office space to meet stringent guidelines for reduced emissions, follow defined air quality guidelines and ensure pollutant source controls during construction;

- Deploying Energy Star certified (or equivalent) appliances and equipment in new office space; and
- Improving the Company's managed print services by reducing the overall printer fleet, upgrading to energy efficient printer equipment and implementing 'follow-me printing', resulting in a reduction in electricity consumption.

Travel

Recognizing that travel is a necessary part of conducting business at FTI Consulting, the Company works with Atmosfair, an independent nonprofit organization, to obtain annual company-wide travel emissions reports. These reports allow the Company to monitor its travel-related environmental impact and create strategies to reduce it.

In addition to proactively monitoring its carbon emissions related to air, rail, car and hotels, the Company continues to take action to reduce the environmental impact of its employees' travel by promoting previously announced policies, including:

- Increasing the business class policy from a three-hour minimum to a five-hour minimum for all employees below the Managing Director level. This is a proactive effort to reduce emissions as business and first-class travel results in higher emissions due to the larger seats.
- Banning the use of Black Cars and endorsing ridesharing companies such as Lyft and Uber in an effort to reduce emissions.
- Negotiating company-specific rates with our preferred car rental partners for hybrid/electric vehicles.
- Investing in video conferencing via Microsoft Teams for all employees globally. This is a proactive effort to reduce carbon emissions from air, rail, car and hotel travel.

FTI Consulting's Global Travel Department regularly shares environmentally friendly travel information in company-wide internal communications and hosts educational Travel Fairs in various offices annually. Travel Fairs are attended by partner hotel, airline and car rental companies and promote ways in which employees can reduce their environmental impact while traveling, such as by renting hybrid vehicles, traveling by train instead of airplane and participating in hotel-specific environmental programs.

Water Consumption

FTI Consulting ensures all office locations are equipped to provide drinking water stations for employees to reduce the consumption of single-use plastics. The Company is compliant with water quality and all regulatory requirements as governed by the jurisdiction of each office location. Moreover, for new office build-outs, low-flow fixtures are utilized where possible to minimize water consumption in restrooms, kitchens and breakroom areas.

FTI Consulting supports water conservation efforts and continually looks for opportunities to reduce water consumption at our office locations. FTI Consulting's offices do not have a high demand for water use given its business operations and therefore do not have waste water recycling programs in place.

Furthermore, the Company has not identified any risks associated with water withdrawal or scarcity due to Company operations and is not required to develop strategies to mitigate any associated risks.

Waste

Given the nature of its work, FTI Consulting does not generate any hazardous waste from its business operations. Nonetheless, FTI Consulting is focused on reducing its environmental impact by minimizing the creation of waste, implementing waste diversion practices and participating in recycling programs. The following focus areas highlight the Company's commitment:

- The FTI Consulting Global Real Estate team maintains a goal of achieving a minimum average waste diversion rate of 90% for the decommissioning of materials when vacating office spaces in North America.
- All office build-outs target diverting at least 75% of total construction and demolition waste from landfills through recovering, reusing and recycling materials.¹
- Given that the Company only leases office space, and does not own office spaces, FTI Consulting partners with local building ownership to ensure compliance with all local waste-related regulatory requirements and participates in recycling programs offered. FTI Consulting's offices are equipped with waste and recycling stations throughout each space, with the majority of offices having individual bins to collect trash, recycling and compost items separately.
- Recent office deliveries with bottle filler stations have offset the landfill waste associated with 100,000 single use plastic bottles annually.
- FTI Consulting deploys an electronic waste program to ensure all electronic hardware is disposed of in an ethical and environmentally sensitive manner by reusing component parts where possible and leveraging only certified third-party disposal companies, as practical. As an example, in our London office, one of our strategies aimed at reusing assets is to sell the component parts to minimize our electronic waste and to donate the proceeds from the sale of the parts to local charity partners.

¹ Applies only to projects seeking LEED certification.

Engaging Our Professionals

Through FTI Consulting's Corporate Citizenship Program and other internal initiatives, we aim to educate employees about sustainability efforts as a firm, while also enabling, inspiring and empowering colleagues to use their skills to solve problems and build resilience in our global and local communities.

FTI Consulting encourages employees to make a positive impact on communities by getting involved in causes that are important to them, including causes that support local environmental and revitalization efforts. Our professionals have contributed their skills and expertise to critical pro bono engagements addressing topics like sustainability and environmental awareness. We also provide our employees with eight hours of company-sponsored volunteer time, where employees can take time off during the workday to contribute their time and efforts to a local charity or cause, such as tree planting, litter and debris removal, construction of public spaces using circular economy techniques and more.

Through our network of Corporate Citizenship Champions and our Green Teams, we have annually hosted or participated in a number of related initiatives to support key awareness dates like World Earth Day. FTI Consulting's Matching Gift Program amplifies the impact of our employees' personal charitable contributions. The Company matches employee donations to eligible nonprofit organizations dollar for dollar up to \$500 per employee, or local currency equivalent, each calendar year. This flexible approach allows employees to participate in the Corporate Citizenship program while amplifying the causes personally important to them.

Environmental Impact Reduction Goals

FTI Consulting formalizes its corporate sustainability strategy with quantifiable goals as appropriate, providing tangible aspirations to work toward over time. We regularly reassess the status of the corporate sustainability program and its long-term strategic outlook. The Company's commitment to reach net-zero GHG emissions by 2030 is guided by our GHG emissions data, which has been collected in recent years and was released publicly in 2021. In the Corporate Sustainability Report released in 2022, FTI Consulting set forward-looking targets toward its ambition of reaching net-zero greenhouse gas emissions by 2030 — including the following reductions against its 2019 baseline:

- Reduce our Scope 1 emissions by 50% by 2030, excluding HFCs.¹
- Reduce our Scope 2 emissions by 50% per employee² by 2030.
- Reduce our Scope 3 emissions (from business travel only) by 50% per employee² by 2030.

Additionally, in December 2022, we signed a letter of intent with the Science Based Targets Initiative ("SBTi") which requires the development and disclosure of Scope 1, 2 and 3 GHG emissions reduction targets. We anticipate that we will seek validation of these targets from SBTi within 24 months of that time.

¹ HFCs, or refrigerant gas losses associated with office operations, are not included in FTI Consulting's publicly reported 2024 emissions Scope 1 inventory. We are currently evaluating if HFCs are relevant to our business operations and our operational boundary. If so, we expect to revisit our Scope 1 emissions inventory and targets, where feasible.

² "Per employee" refers to FTI Consulting's total employee headcount (excluding independent contractors), as reported in our Annual Report on Form 10-K for each applicable calendar year ended December 31, plus independent contractors as of December 31 of the applicable calendar year ended December 31. "Independent contractors" are defined as temporary resources who, at times, may travel on behalf of FTI Consulting for business purposes. See Appendix for reconciliations of "employees, including independent contractors," to "employees, excluding independent contractors," for the applicable calendar year ended December 31.

The process to set our internal net-zero commitment included:

- Assessing the risks and costs, as well as the feasibility and benefits, of a long list of options to reduce our emissions.
- Conducting interviews with FTI Consulting employees and partners responsible for current emissions calculations and disclosure.
- Collecting energy consumption survey data from FTI Consulting offices.
- Conducting interviews with energy providers to determine the cost of energy procurement options for our real estate operations.
- Engaging in discussions with environmental product providers, e.g., energy attribute certificate, carbon offset, green tariffs and sustainable aviation fuel program providers.

By conducting this analysis based on the above and other factors in a deliberate manner, FTI Consulting is able to evaluate a series of options to ultimately develop a tangible action plan to reach net-zero GHG emissions by 2030, while continuing to provide expert counsel to its clients.

Environmental Metrics Disclosure

FTI Consulting began implementing concerted environmental impact reduction efforts in 2017. The Company assembled baseline data in 2019 with the intention of disclosing it publicly to measure progress and set future reduction goals in the following areas:

- Energy use and GHG emissions
 - Total energy consumed (MWh) ¹
 - Total GHG emissions: ²
 - Scope 1 (MT CO₂e) – direct emissions ³
 - Scope 2 (MT CO₂e) – electricity indirect emissions, market-based ³
 - Scope 3 (MT CO₂e) – business travel only ³
- Emissions intensity (MT CO₂e/employee, including contractors) ^{3,4}

We continue to improve our calculation methodologies to align with the guidance from the GHG Protocol.

¹ MWh stands for megawatt hours.

² Scope definitions: **Scope 1** emissions are the result of GHGs emitted at FTI Consulting office locations, either from directly burning fossil fuels or on-site sources. HFCs, or refrigerant gas losses associated with office operations, are not included in FTI Consulting's publicly reported 2024 emissions Scope 1 inventory. We are currently evaluating if HFCs are relevant to our business operations and our operational boundary. If so, we expect to revisit our Scope 1 emissions inventory and targets, where feasible. **Scope 2** emissions are the result of the energy that FTI Consulting purchases, but is generated elsewhere, such as electricity. The market-based method calculates Scope 2 emissions on the basis of electricity purchased, which allows FTI Consulting to report on green energy purchases as well. **Scope 3** emissions are indirect emissions from sources that are not owned, leased or operated by FTI Consulting but are related to business activities. FTI Consulting's Scope 3 emissions calculation covers category 6 business travel emissions only (air, car, rail, hotel) as per travel agency data. Scope 3 emissions for category 6 are calculated using the VDR standard methodology, developed by the German Business Travel Association and consistent with the GHG Protocol.

³ MT CO₂e stands for metric tons of carbon dioxide (CO₂) equivalent.

⁴ "Per employee" refers to FTI Consulting's total employee headcount (excluding independent contractors), as reported in our Annual Report on Form 10-K for each applicable calendar year ended December 31, plus independent contractors as of December 31 of the applicable calendar year ended December 31. "Independent contractors" are defined as temporary resources who at times may travel on behalf of FTI Consulting for business purposes. See Appendix for reconciliations of "employees, including independent contractors," to "employees, excluding independent contractors," for the applicable calendar year ended December 31.

FTI Consulting's disclosed data for years 2019 through 2024 can be found in the chart below. In 2023, FTI Consulting received third-party verification of its 2023 GHG emissions inventory, confirming the firm's methodology is compliant with the GHG Protocol. For more information on the methodology utilized to calculate the below statistics, [click here](#).

Environmental Metrics	2019	2020 ¹	2021 ¹	2022	2023	2024
Real Estate Footprint						
Employees working from LEED-certified (or equivalent) offices	70%	65%	62%	60%	58%	76%
Energy Use and GHG Emissions ²						
Total energy consumed (MWh) ³	15,155	10,821	10,798	15,926	11,808	12,340
Scope 1 (MT CO2e) – direct emissions ^{4, 5, 6}	4.04	53	62	145	141	279
Scope 2 (MT CO2e) – electricity indirect emissions, market-based ^{4, 5}	5,542	4,146	3,972	3,781	3,216	2,024
<i>Change from 2019 baseline, Scope 1 and 2 ^{4, 6}</i>	<i>n/a</i>	<i>-24%</i>	<i>-27%</i>	<i>-29%</i>	<i>-39%</i>	<i>-58%</i>
Scope 3 (MT CO2e) – business travel ^{4, 5}	30,813	12,204	10,471	35,007	25,530	27,508
<i>Change from 2019 baseline, Scope 3 ⁴</i>	<i>n/a</i>	<i>-60.4%</i>	<i>-66.0%</i>	<i>13.6%</i>	<i>-17%</i>	<i>-11%</i>
Total GHG emissions (MT CO2e), Scope 1, 2 and 3 ^{4, 5, 6}	36,359	16,403	14,505	38,933	28,887	29,811
Total employees, including contractors ⁷	7,425	7,927	8,745	10,169	10,675	10,774
Emissions intensity (MT CO2e/employee, including contractors) ^{4, 5, 6, 7}	4.90	2.07	1.66	3.83	2.71	2.77

¹ 2020 and 2021 GHG emissions are significantly lower as a result of lower employee office utilization and lower business travel demand due to the COVID-19 pandemic and related restrictions (i.e., travel restrictions, social distancing requirements, etc.).

² GHG emissions reported in this table represents data for entities under operational control of FTI Consulting and its subsidiaries, which is consistent with the GHG Protocol.

³ MWh stands for megawatt hours.

⁴ Scope definitions: **Scope 1** emissions are the result of GHGs emitted at FTI Consulting office locations, either from directly burning fossil fuels or on-site sources. HFCs, or refrigerant gas losses associated with office operations, are not included in FTI Consulting's publicly reported 2024 emissions Scope 1 inventory. We are currently evaluating if HFCs are relevant to our business operations and our operational boundary. If so, we expect to revisit our Scope 1 emissions inventory and targets, where feasible. **Scope 2** emissions are the result of the energy that FTI Consulting purchases, but is generated elsewhere, such as electricity. The market-based method calculates Scope 2 emissions on the basis of electricity purchased, which allows FTI Consulting to report on green energy purchases as well. **Scope 3** emissions are indirect emissions from sources that are not owned, leased or operated by FTI Consulting but are related to business activities. FTI Consulting's Scope 3 emissions calculation covers category 6 business travel emissions only (air, car, rail, hotel) as per travel agency data. Scope 3 emissions for category 6 are calculated using the VDR standard methodology, developed by the German Business Travel Association and consistent with the GHG Protocol.

⁵ MT CO2e stands for metric tons of carbon dioxide (CO2) equivalent.

⁶ Ongoing emissions assessments and data collection undertaken in 2024 identified leased vehicles in our possession, primarily leased by businesses acquired between 2019 and 2022. Scope 1 emissions data for years 2019 through 2022 have been calculated to include leased vehicle emissions.

⁷ Total employees refers to FTI Consulting's total employee headcount (excluding independent contractors), as reported in our Annual Report on Form 10-K for each applicable calendar year ended December 31, plus independent contractors as of December 31 of the applicable calendar year ended December 31. "Independent contractors" are defined as temporary resources who at times may travel on behalf of FTI Consulting for business purposes. See Appendix for reconciliations of "employees, including independent contractors," to "employees, excluding independent contractors," for the applicable calendar year ended December 31.

Appendix – Reconciliations of Employees, Excluding Independent Contractors, to Employees, Including Independent Contractors

Given FTI Consulting's contractors both work from its office locations and travel for business purposes, FTI Consulting's Scope 2 and Scope 3 emissions from business travel reduction targets are based on an intensity metric of per employee, including contractors, as of December 31 of each calendar year. We believe this methodology provides a more accurate account of the emissions from individuals providing services to clients on behalf of the firm.

As historical emissions per employee was based on total employees as of December 31 of each year per FTI Consulting's Form 10-K, the following reconciliation table provides both total employees, as well as employees, including contractors for 2019, 2020, 2021, 2022, 2023 and 2024.

Year Ended December 31	2019	2020 ¹	2021 ¹	2022	2023	2024
Headcount						
Total Employees	5,567	6,321	6,780	7,635	7,990	8,374
Contractors	1,858	1,606	1,965	2,534	2,685	2,400
Total Employees, including contractors	7,425	7,927	8,745	10,169	10,675	10,774

¹ 2020 and 2021 GHG emissions are significantly lower as a result of lower employee office utilization and lower business travel demand due to the COVID-19 pandemic and related restrictions (i.e., travel restrictions, social distancing requirements, etc.).