

October 2020



Environmental Responsibility & Climate Change Disclosure Policy

GLOBAL

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 our 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 through the implementation of an Environmental Plan, which sets out a range of objectives and targets related to its impact on the environment.

Our general intentions are:

- To promote sound environmental management policies and practices in the work of all our 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 in 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 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, in 2020 FTI Consulting became a signatory of the United Nations Global Compact at the Participant Level.

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 our part in addressing climate change and reducing its collective environmental impact.

As a professional services firm, FTI Consulting's environmental impact primarily results from travel, real estate, energy consumption, 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.

To drive the Company's sustainability focus, FTI Consulting's internal Real Estate, Travel, Information Technology, Procurement and Investor Relations teams have formed an Environmental Oversight Committee. The Environmental Oversight Committee assembles an annual update for FTI Consulting's Board of Directors, which provides progress on priorities, initiatives and goals for the short- and long-term.

Real Estate Standards and Processes

FTI Consulting's Environmental Oversight Committee works to continually refine real estate standards and processes. As of December 31, 2019, approximately 70% of employees worldwide were based out of LEED certified (or equivalent) offices. Additionally, FTI Consulting's London office has an environmental management system that is certified ISO 14001. 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.

Energy Consumption

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

- Better utilizing office designs 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;
- At the end of fiscal 2019, FTI Consulting's server infrastructure was over 90% virtualized, and the Company completed the migration of its North America data center 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 and upgrading to energy efficient printer equipment, resulting in a reduction in electricity consumption.

Water Consumption

FTI Consulting ensures all office locations are equipped to provide drinking water stations and restrooms for employees. The Company is compliant with water quality and all regulatory requirements as governed by the jurisdiction of each office location.

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 our business operations and therefore do not have water recycling programs in place.

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

Waste

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

- All office build-outs target diverting at least 75% of total construction and demolition waste from landfills through recovering, reusing and recycling materials.
- 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 waste-related regulatory requirements and participates in recycling programs offered. FTI Consulting's offices are equipped with waste stations throughout the space, with the majority of offices having individual bins to collect trash, recycling and compost items separately.
- Driven by the Company's focus on reducing our overall printer fleet and encouraging duplex printing, paper usage has decreased by 15% overall and 27% per capita in 2019 compared to 2018.
- Recent office deliveries with bottle filler stations have offset the landfill waste associated with 100,00 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 our local charity partners.

Travel

Recognizing that travel is a necessary part of conducting business at FTI Consulting, the Company works with Atmosfair, an independent non-profit 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 2019, the Company's CO₂ emissions from air, rail, car and hotels per employee declined 1.5% compared to CO₂ emissions per employee in 2018.

In addition to proactively monitoring our carbon emissions related to air, rail, car and hotels, the Company has proactively taken actions to reduce the environmental impact of our employees' travel, 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.
- Investing in video conferencing via Skype for Business and Microsoft Teams for all employees globally. This is a proactive effort to reduce carbon emissions from air, rail, car and hotel travel.

FTI Consulting has approached fleet fuel economy by opting to not have fleet vehicles. Given this lack of vehicle fleets, FTI Consulting does not have any quantitative metrics about fleet fuel consumption to disclose.

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.

Environmental Impact Reduction Goals

FTI Consulting began implementing concerted environmental impact reduction efforts in 2017. Since then, the Company has been assembling baseline data. This data will be used to disclose baseline (2018) energy consumption data, to measure progress and to set goals in the following areas:

- Total energy use
- Total electrical power use
- Percentage of energy and electrical power used from renewable and non-renewable sources
- Total Direct GHG Emissions
- Total Scope 2 GHG Emissions
- Total Scope 3 GHG Emissions