

FTI CONSULTING



Carbon Reduction Plan

20 February 2026

Carbon Reduction Plan

Supplier name: FTI Consulting, Inc. and its direct and indirect subsidiary, affiliate and associate undertakings, including those in the UK (including specifically FTI Consulting LLP, together, “FTI Consulting” or “we” or “our”).

Publication date: 20 February 2026

Our approach to sustainability management includes data-backed initiatives that are led by comprehensive oversight with the goal of transparency to our stakeholders. In 2025, FTI Consulting received third-party verification of its 2024 GHG emissions inventory, confirming the firm’s methodology is compliant with Greenhouse Gas (“GHG”) Protocol.

This commitment applies to FTI Consulting, LLP, and the environmental measures set out in this document will be applied during the performance of any relevant contract (e.g., with a ‘contracting authority’ under a Crown Commercial Services framework) by FTI Consulting, LLP. The emissions data within this document reflects reporting year 2024 and further detail can be found in FTI Consulting’s [Corporate Sustainability Report](#).

FTI Consulting’s Environmental Commitments and Initiatives

Our Environmental Commitments

As a company with widespread, global operations, FTI Consulting, Inc. and our professionals are focused on setting forward-facing emissions goals and collectively working toward addressing climate change as we continue to grow. Our environmental sustainability strategy has been a multiyear journey, which has included an ambition to achieve net-zero emissions by 2030 and announcing our intention to seek validation of our near-term reduction targets. **We are proud to announce that in 2025, we received validation from the Science Based Targets initiative (“SBTi”) for our 2030 near-term emissions reduction targets for Scope 1, 2 and 3 against a 1.5-degree scenario.** SBTi validation reflects a milestone in our continued effort to review our emissions strategy, inventory and calculation methodology to provide our stakeholders with accurate and transparent information, as well as our commitment to true emissions reduction.

Details Relating to Emissions Calculations

FTI Consulting tracks its GHG emissions annually. GHG emissions disclosed in this document, as well as our other disclosures, represent data for entities under the operational control of FTI Consulting and its subsidiaries which is consistent with GHG Protocol.

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 vehicles. Through the SBTi validation process, we gained greater understanding of our reporting boundary, and are now including Hydrofluorocarbons, or HFCs, in our Scope 1 inventory.
- **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. As of reporting year 2024, FTI Consulting's Scope 3 emissions calculation covers category 6 business travel emissions (air, car and rail), category 2 capital goods, and category 1 purchased goods and services.
 - FTI Consulting enhanced our prior years Scope 3 business travel inventory by capturing not only agency-booked trips, but also travel recorded in our expense reimbursement system for 2019, 2022 and 2023. For 2024 and future years, our business travel emissions data will continue to comprehensively capture both sources, providing a more complete picture of our emissions.

For more details about how we define and measure Scope 1, 2 and 3 emissions, please refer to our [Environmental Responsibility & Climate Change Disclosure Policy](#).

Areas of Environmental Impact

- **Real Estate** encompasses the use of commercial real estate and the consumption of energy. 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 buildouts, and utilising design materials that meet stringent guidelines for reduced emissions.
- **Business Travel** is a large component of FTI Consulting's operations, whether it involves traveling to client sites or networking opportunities. The modes of transportation our employees take contribute to our emissions profile. In addition to proactively monitoring our carbon emissions related to air, rail and car travel, the firm continues to take action to reduce the environmental impact of our employees through policies.
- **Non-Hazardous Waste**, though relatively minor, is generated through our operations and contributes to pollution and emissions, especially if improperly managed. FTI Consulting does not generate hazardous waste through its operations. Nonetheless, FTI Consulting is focused on implementing waste diversion practices and participating in recycling programmes.

- **Supply Chain**, especially upstream supply chain, represents a significant portion of our environmental impact, particularly as reflected in our Scope 3 emissions from capital goods and purchased goods and services. These emissions are inherent to the products and services we procure in the normal course of business. In collaboration with our Real Estate and Procurement Teams, we are exploring opportunities to reduce our environmental footprint through more sustainable supplier selection.
- **Upstream/Downstream Transportation and Distribution** is a minor contributor of Scope 3 emissions to FTI Consulting, as we are a professional services firm, and is currently included in our Scope 3.01 and 3.02 metrics. In coming years, we will report on this category separately.
- **Employee Commuting** was calculated per employee as part of the SBTi validation process, and is publicly reported in FTI Consulting's 2025 CDP response.

For more details on the methodology utilised for our environmental impact calculations, see our [FTI Consulting GHG Emissions Methodology](#).

Emissions Reduction Targets

In 2022, FTI Consulting formalised our approach to emissions management by establishing clear objectives and emissions reduction targets for Scope 1, Scope 2 and Scope 3 emissions from business travel, with the aim to achieve net-zero GHG emissions by 2030.¹ These served as important intermediary goals for guiding the strategic direction of our environmental efforts and initiatives across the firm and have been key factors in promoting progress and accountability to reduce our carbon footprint.

Receiving SBTi validation has allowed the company to formalise our commitment to decarbonisation. As of June 2025, the company's 2030 near-term emissions targets, against a 1.5-degree scenario, are:

- 53.8% absolute reduction in combined Scope 1 and Scope 2 emissions
- 55% reduction per FTE² in Scope 3 emissions from business travel, capital goods and purchased goods and services combined

The validation of our near-term emissions targets reflects a more complete understanding of our emissions portfolio and aligns with SBTi's reporting criteria. In addition to emissions from business travel, we are including two of our other largest emissions categories in our Scope 3 emissions target: capital goods and 46% of our purchased goods and services. These categories represent 67% of our Scope 3 emissions inventory, which is in line with the threshold set by SBTi. Throughout the remainder of this disclosure, references to Scope 3 emissions will refer specifically to these categories.

Furthermore, we are still committed to our ambition to achieve net-zero GHG emissions by 2030 and are assessing how best to align with our SBTi 2030 near-term reduction targets. We look forward to continued progress and aligning our SBTi-validated targets with our broader net-zero ambitions.

Baseline and Current Emissions Footprint

Baseline emissions are a record of GHGs that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions and serve as a reference point against which emissions reduction can be measured. More information about our emissions data can be found in FTI Consulting's [Corporate Sustainability Report](#).

Baseline Year Emissions: 2019

Emissions	Total (MT CO2e)
Scope 1	465
Scope 2	5,322
Scope 3.01 & Scope 3.02 (purchased goods and services (46%) and capital goods)	25,306
Scope 3.06 (business travel)	40,101
Total SBTi-related GHG emissions: Scope 1, 2, 3.01, 3.02 and 3.06	71,195
Total SBTi-related GHG emissions per FTE ²	9.59
Total emissions intensity reduction from 2019 baseline per FTE ²	-

Current Emissions Reporting: 2024

Emissions	Total (MT CO2e)
Scope 1	437
Scope 2	2,024
Scope 3.01 & Scope 3.02 (purchased goods and services (46%) and capital goods)	25,036
Scope 3.06 (business travel)	41,048
Total SBTi-related GHG emissions: Scope 1, 2, 3.01, 3.02 and 3.06	68,545
Total SBTi-related GHG emissions per FTE ²	6.36
Total emissions intensity reduction from 2019 baseline per FTE ²	44%

FTI Consulting's Scope 3 emissions are primarily driven by Scope 3 emissions, which result from purchased goods and services and capital goods (3.01 and 3.02), and business travel (3.06), which are the categories we report on per our newly acquired SBTi validation. However, as part of the validation process, FTI Consulting fully evaluated all Scope 3 subcategories, including:

- **Category 4:** Upstream transportation and distribution emissions are small and currently included in our Scope 3.01 and 3.02 emissions data. In future years, we will calculate this category separately.
- **Category 5:** Waste generated in operations in 2025 was 0.53 MT CO₂e per FTE²
- **Category 7:** Employee Commuting in 2025 was 0.08 MT CO₂e per FTE²
- **Category 9:** Downstream transportation and distribution are not calculated since this subcategory is not material to FTI Consulting due to the nature of the consulting business.

Carbon Reduction Projects

In addition to working with external consultants to calculate and validate our emissions and receiving SBTi validation, the following environmental management measures and projects have been completed or implemented since the 2019 baseline.

Real Estate

At our physical locations, our sustainability initiatives encompass energy efficiency, emissions reduction and sustainable waste management. These efforts include achieving third-party environmental certification for our offices, implementing energy-efficiency measures for office buildouts and having waste diversion and recycling programmes.

- FTI Consulting aims to occupy office space that is LEED-certified (or equivalent). In 2024, 76% of employees³ sat in LEED-certified (or equivalent) buildings.
- 24% of our employees³ were based out of ISO 14001-certified office buildings.
 - Our Aldersgate office in London, the largest office by headcount, has an environmental management system certified to ISO 14001, awarded by the British Assessment Bureau. Additionally, the London Aldersgate office has used 100% renewable energy since 2019.
 - As of 2025, FTI Consulting has ISO 14001 certifications for 12 of its offices across our Europe, the Middle East and Africa ("EMEA") region, including our London Aldersgate and London Aldermanbury Square offices.
- As of 2024, we have conducted third-party energy audits for our nine largest offices globally, including the London Aldersgate office.
- FTI Consulting is designing and operating our offices to introduce seat sharing where possible to absorb head count and growth without adding additional space to the office portfolio. In 2024, we reduced square footage per FTE² by 45% compared with 2019.

Energy

- FTI Consulting reduced total emissions intensity per FTE² by 44% from 9.59 MT CO₂e in 2019 to 6.36 MT CO₂e in 2024.
- As of 2025, 56% of our office portfolio (as measured by square footage) is powered or offset by 100% renewable energy. This is a significant increase from 9% in 2021.
 - Across our global portfolio, 19 offices are powered or offset by renewable energy, including the London Aldersgate and London Aldermanbury offices.
- FTI Consulting is leveraging energy efficiency measures, such as LED lighting and efficient HVAC design, in new office buildouts and existing office operations. For example, we converted our London office to all LED lighting in 2023 which resulted in a 14% annual energy savings in 2025.
- In 2023, we completed the transition of 100% of data storage servers in our North America and EMEA regions to the cloud.
- As of 2024, we increased our Renewable Energy Credits (“RECs”) and energy offsets by 20%. We continue to evaluate opportunities to expand our portfolio both of RECs and carbon offsets.

Materials

- In 2024, FTI Consulting maintained an average diversion rate of at least 90% for the decommissioning of materials when vacating offices in North America.
- In 2024, FTI Consulting launched the “Be a Net Zero Hero” campaign, which sought to make employee’s daily workplace habits more sustainable through improved recycling efforts, the reduction of single-use plastics and other sustainable practices.
 - One action taken is that all rubbish bins have signage as to which items should be recycled versus discarded.
- The “Be a Net Zero Hero” sustainability campaign encourages our people to commit to sustainable, environmentally friendly behaviours in the workplace.
 - Our offices use bottle filler stations as we seek to offset the landfill waste associated with an estimated 100,000 single-use plastic bottles annually. In 2025, London eliminated single-use plastics in the office.
 - We have installed low-flow fixtures and motion sensors in our sinks and toilets in the bathrooms and low-flow sinks in the kitchens.
 - Where possible, we participate in local recycling programmes, and have launched composting programmes, including in the London office.

- We have also put guidelines in place for materials purchased for new office spaces, which recommend considering GHG emissions, air quality and pollutant source controls. These materials undergo testing for compliance with volatile organic compounds regulations. In addition, we consider the manufacturing life cycle of materials in the context of the waste and carbon emissions generated in delivering the final product.
- FTI Consulting's London Aldersgate office partners with the building to track waste on a monthly basis, including recycling and compostable waste. With this information, our operations team is working to identify ways to reduce waste, specifically recyclables, in the office.

Travel

- In 2024, FTI Consulting included a focus on travel practices to address our employees' sustainability-related behaviours, which include:
 - Promoting the use of virtual meetings over those requiring travel whenever possible.
 - Raising the threshold for flying business class for professionals below the Managing Director level.
 - Identifying the most common air travel legs, focusing on alternatives, including rail options and virtual meetings.
 - Educating employees on the environmental costs of premiere or business class vs. economy air travel.
- We have banned the use of black cars and are endorsing the use of ride sharing companies that operate eco-friendly vehicle fleets in order to reduce emissions as a standard policy.
- 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. The company also seeks to create greater awareness of emissions generated by business travel through FTI Consulting's travel portal, which informs employees of their estimated emissions at the time of booking.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard⁴ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.⁵

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.⁶

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on Behalf of the Supplier

Signature

Paul Linton

Name

February 19, 2026

Date

Appendix

1. In FTI Consulting's 2022 Corporate Sustainability Report and in line with our net-zero GHG emissions by 2030 commitment, we announced the following reduction targets against our 2019 baseline:
 - 50% reduction in Scope 1 emissions by 2030
 - 50% reduction in Scope 2 emissions (market-based) per FTE2 by 2030
 - 50% reduction in Scope 3 emissions from business travel per FTE2 by 2030
2. We calculate full-time equivalent ("FTE") by adding FTI Consulting's total employee headcount, as reported in our Annual Report on Form 10-K for each applicable calendar year ended December 31, to the number of independent contractors as of December 31 of each calendar year. For the purpose of this calculation, independent contractors are defined as temporary resources who, at times, may travel for business purposes on behalf of FTI Consulting. Previously, we referred to this metric as "employees, including contractors," in our reporting.
3. Headcount as reported in our Annual Report on Form 10-K filed with the SEC for each calendar year ended December 31.
4. <https://ghgprotocol.org/corporate-standard>
5. <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>
6. <https://ghgprotocol.org/standards/scope-3-standard>