

FTI CONSULTING REPORT



FTI Consulting Communication on Progress

FTI Consulting's Communication on Progress to the United
Nations Global Compact covering 2021-2022

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Statement of Continued Support by the President & Chief Executive Officer

September 14, 2022

To our stakeholders,

Today, I am pleased to present FTI Consulting's annual Communication on Progress Report.

We at FTI Consulting aspire to create long-term, sustainable value for all of our stakeholders — our people, our clients, our shareholders and our communities. As the enclosed Report will show, over the last year our team made significant progress toward upholding the Ten Principles (“the Principles”) of the United Nations (“UN”) Global Compact and the Sustainable Development Goals (“SDGs”) through our actions: client work, internal initiatives, pro bono engagements and philanthropic efforts. Equally important, our more than 7,000 professionals across the globe continue to remain enthusiastically committed to making further progress toward upholding the Principles.

The last several years, of course, have presented enormous and unprecedented challenges for our global communities. The ongoing conflict in Ukraine, the continued global pandemic, heightened concerns over the long-term impacts of climate change and critical discussions around inclusion, equity and justice, only underscore the need for all companies to think critically about their role in addressing these issues and helping the world create a more sustainable future. As we all navigate these challenges and more, the Principles therefore are increasingly important for our organization and the world more broadly.

FTI Consulting supports the Principles in multiple ways, with a particular focus on the SDGs where we are best positioned to make a difference: Good Health and Well-being, Quality Education, Gender Equality, Decent Work and Economic Growth, Reduced Inequalities, Peace, Justice and Strong Institutions and Climate Action. Over the past year, FTI Consulting has continued to make meaningful progress in supporting these goals:

- We have continued to support the ambition and development of our **people**. We seek to foster an inclusive culture, build an environment for professionals to advance in their careers and empower our people to do good in our communities. We have made progress on our diversity and inclusion goals at all levels, and have invested in our talent development programs. More than 1,250 professionals were promoted this past year, a record number.
- As a firm, we have grown our cross-segment environmental, social and governance (“ESG”) and Sustainability capabilities to help our **clients** navigate their greatest challenges and opportunities. FTI Consulting combines ESG and deep industry expertise to help clients navigate their unique ESG challenges and meet their ESG goals; FTI Consulting's ESG and Sustainability advisory professionals help our clients develop a sustainability roadmap and seize opportunities for leadership.
- We are committed to being a responsible corporate citizen by enabling, inspiring and empowering our colleagues to use their skills to solve problems and build resilience in our **communities**. FTI Consulting

professionals donated more than USD\$4.3 million in pro bono services in 2021, doubling the level of services provided in 2020. In 2021, FTI Consulting professionals also supported more than 1,200 charitable organizations and provided more than 5,400 volunteer hours for the causes that matter most to them and our firm.

- In addition to helping clients navigate their own climate proposals, we took actions to enhance our focus on our **environmental** footprint through efforts such as beginning to collect our Scope 1, 2 and 3 greenhouse gas (“GHG”) emissions data in 2018. In 2021, we reduced GHG emissions by 12% and saw an 18% reduction in emissions intensity per employee compared to 2020. We also announced our commitment to achieving net-zero GHG emissions by 2030.

Detailed throughout this Report are the policies, programs and initiatives our people have put in place to make a positive impact for all of our stakeholders.

We also recognize there is more work to do, and we are committed to actively playing a role in progressing the Principles throughout 2022 and over the long-term. I am proud of the ambition, energy and commitment of the FTI Consulting team to make a difference on these important agendas, both within FTI Consulting and across the world.

Respectfully,

Steven H. Gunby

President & Chief Executive Officer, FTI Consulting

UN Global Compact Principles + FTI Consulting's Impact

The table below highlights or provides reference to the appropriate material to show actions taken by FTI Consulting to support the **UN Global Compact Principles**.

UN Global Compact Topic and Principle	FTI Consulting's Impact Policies, Procedures and Outcomes
<p><u>Human Rights</u></p> <p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Principle 2: Make sure that they are not complicit in human rights abuses.</p>	<p>The Company's Code of Ethics and Business Conduct outlines our commitment to professional responsibility and professional excellence. All FTI Consulting employees abide by and sign the Code of Ethics and Business Conduct, which serves as a guide for making sound decisions in complex situations, and provides information, support and resources to help us act ethically and comply with the laws and regulations that affect our business.</p> <p>Human rights are a key component of our Code of Ethics and Business Conduct and FTI Consulting has a zero-tolerance policy for the use of modern slavery in all forms, including child or forced labor and human trafficking practices. The Company maintains internal accountability standards and procedures for employees and contractors failing to meet company standards regarding slavery and trafficking. These commitments are further detailed in our Human Rights Policy and our Modern Slavery and Human Trafficking Statement (UK).</p> <p>As part of our commitment to our global community and the United Nations ("UN") Global Compact Principles ("the Principles"), FTI Consulting upholds individual human rights across our global operations. For example, this means that we provide reasonable working hours and fair wages for those who work on our behalf. FTI Consulting does not discriminate against others on the basis of race, color, gender, age, sexual orientation or identity, national origin, ethnicity, religion, marital status, pregnancy, physical or mental disability, or veteran status. Additionally, FTI Consulting is committed to protecting the rights of minority groups and women.</p> <p>These standards are also upheld and enforced with our vendors. Our Vendor Code of Conduct states that we will not knowingly do business with subcontractors, vendors or other partners who violate the practices outlined in our Human Rights Policy.</p> <p>Accountability is also critical, and employees are encouraged to report violations or any potential violations observed. As detailed in our Policy on Reporting Concerns and Non-Retaliation, FTI Consulting protects employees who provide reports through the FTI Consulting Integrity Helpline or to the</p>

Company’s Chief Risk and Compliance Officer and members of the Board of Directors.

In FTI Consulting’s [Corporate Sustainability Report](#), we detail our efforts in corporate citizenship, diversity, inclusion and belonging, and/or client and pro bono engagements to combat human rights violations in addition to funds raised for organizations with the goal of protecting human rights. Over the past year, the Company has provided pro bono support to organizations to further advocate for equity, justice and the protection of human rights internationally and in our local communities. One example includes our Forensic & Litigation Consulting segment’s partnership with a top-tier law firm on behalf of the [International Center for Missing and Exploited Children](#). Leveraging their financial crime and compliance expertise, a team of FTI Consulting professionals advised and assisted in developing a toolkit on how banks and financial institutions (“FIs”) might develop their compliance programs to detect and prevent suspicious financial activities and play a part in eradicating the online sexual exploitation of children. Through the creation of toolkits and providing subject matter expertise, the FTI Consulting team played an instrumental role in raising awareness amongst banks and FIs about child exploitation and typology-driven data analytics.

<p>Labour</p> <p><i>Principle 3:</i> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p><i>Principle 4:</i> The elimination of all forms of forced and compulsory labour.</p> <p><i>Principle 5:</i> The effective abolition of child labour.</p> <p><i>Principle 6:</i> The elimination of discrimination in</p>	<p>All FTI Consulting employees abide by and sign our Code of Ethics and Business Conduct, which details our commitment to adopt and adhere to the Principles. The Code underlines our dedication to professional responsibility and professional excellence. The “Respect for Our Colleagues” section of our Code of Ethics and Business Conduct covers a series of critical topics, including diversity, equal opportunity and nondiscrimination, harassment, workplace relationships and human rights.</p> <p>FTI Consulting’s corporate values are reflected throughout the Code of Ethics and Business Conduct and provide a guide for how we operate on a daily basis. At FTI Consulting, regardless of business segment, level or location, we have similar expectations and aspirations for ourselves and others, and we have been able to capture that spirit through the articulation of our common values, which spell out the words “I CARE” and emphasize two points:</p> <p>“I” implies that living the values is a personal exercise — one for which each of us has responsibility.</p> <p>“CARE” implies both concern for the well-being of the organization and also ownership — that having our organization thrive matters to each of us.</p> <p>Integrity</p> <p>I act with integrity.</p>
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respect of employment and occupation.

Creativity

I am committed to continuous improvement.

Achievement

I am committed to quality and am accountable for results.

Respect

I welcome diversity and differences of opinion.

Empathy

I support others.

Going beyond the Code of Ethics and Business Conduct, FTI Consulting has implemented targeted and more in-depth policies on specific issues such as our [Human Rights Policy](#) and our [Modern Slavery and Human Trafficking Statement \(UK\)](#). These documents address our explicit position: a zero-tolerance policy for the use of modern slavery in all forms, including child or forced labor and human trafficking. Following these policies is of the utmost importance for FTI Consulting, which is why the Company encourages employees to report any concerns and prevents retaliation through our [Policy on Reporting Concerns and Non-Retaliation](#). Additionally, employees of FTI Consulting are highly encouraged to report suspected third-party malpractice immediately and to contact FTI Consulting's Chief Risk and Compliance Officer for further guidance.

FTI Consulting also provides our clients with guidance on human rights issues. The Company was engaged by Responsible Mica Initiative ("RMI"), a global coalition for action comprised of multiple organizations committed to establishing a fair, responsible and sustainable mica supply chain and eradicating child labor and trafficking by 2030. A team of experts from our Strategic Communications segment in our Europe, Middle East and Africa region partnered with a top-tier law firm to review mica-related laws, evolve a relevant policy advocacy strategy and develop messaging and a stakeholder engagement plan that would lead to the first sustainable mica policy response.

FTI Consulting's commitment to supporting the Principles on labor extends beyond our own company to our suppliers. Our [Vendor Code of Conduct](#) details the expectation of our vendors to implement and abide by the same, or similar, standards. FTI Consulting vendors must not discriminate against employees or others, must not tolerate harassment in any form and must uphold individual human rights in all their operations.

As a professional services firm, our success depends upon our ability to provide definitive expertise to our clients, which can be achieved only if we

foster a culture of diversity, inclusion and belonging in which everyone can be themselves at work. FTI Consulting's approach to fostering a culture of inclusion is detailed in our Diversity, Inclusion & Belonging initiatives, which are highlighted in our [Corporate Sustainability Report](#). FTI Consulting's efforts to advance diversity, inclusion and belonging extend globally through a multi-faceted approach focused on attracting, developing and retaining diverse talent. This includes programs and strategies aimed at hiring, retaining and developing top female talent at all levels of the firm, as well as talent from underrepresented minority populations.

In support of equality in the workplace, in 2019 FTI Consulting committed to the following Pact for FTI Consulting:

- **Leadership & Culture:** No member of FTI Consulting's Executive Committee will appear on a panel at a public event that does not have diverse representation.
- **Equity & Retention:** The Company will conduct an annual audit of pay, promotions and performance ratings across gender and race.
- **Hiring & Recruiting:** The Company will increase by 5% the pool of qualified female and diverse candidates by 2023 and extend offers to at least the same or higher percentage of female and diverse candidates.

FTI Consulting professionals at all levels are empowered to make a difference through our Diversity, Inclusion & Belonging programs, employee resource groups and other initiatives. Our leadership teams raise awareness internally and drive value for the many employee-led programs by serving as active ambassadors, including:

- **FTI Consulting Diversity Ambassador Program:** Our Diversity Ambassador Program was formed to create a culture of inclusion and belonging at FTI Consulting and foster diverse teams that enable us to bring new ideas to solve our clients' challenges. Our local business practitioners continue to make this program a success by engaging colleagues in critical topics that are important to their offices.
- **FTI Consulting Women's Initiative ("FTI WIN"):** FTI WIN was created to empower our female employees to develop best-in-class leadership capabilities and reach their highest potential, and offers career training, professional development, mentorship, networking and community outreach opportunities. FTI WIN also offers the **Future Leaders Internship Program**, a six-week program tailored to women beginning their second year at a university. This program provides female and

underrepresented students an opportunity early in their college career to build their network and gain technical experience, personalized coaching and professional development opportunities from dedicated experts in their field of interest. In 2021, FTI Consulting launched **WIN Drive, a coaching program for female professionals at the Senior Director level and above**. The program focuses on supporting participants in achieving personal career goals and provides small group coaching on business development, business origination, cross-segment networking and more.

- **FTI Consulting Pride Network:** The FTI Consulting Pride Network brings together colleagues who are committed to equality of opportunity for the LGBTQ+ community and provides a welcoming space for support and discussion.
- **FTI Consulting Hispanic/Latinx Organization for Leadership Advancement ("HOLA"):** Launched in 2021, HOLA is designed to reach the Hispanic and Latinx communities at FTI Consulting, universities and the community-at-large while providing career development and support.
- **FTI Consulting Race, Identity, Social Justice and Equality ("RISE") Network:** Formerly known as Black, Asian and Minority Ethnic Network, RISE brings together employees dedicated to fostering a diverse working culture. RISE collaborates closely with our Human Resources team and business leads to drive diverse recruitment, retention initiatives and microaggression trainings.

Launched in 2020 and continued in 2021, FTI Consulting also organized numerous speaker events designed to engage our professionals, clients and other external stakeholders in active and important discussions around diversity, inclusion and belonging, including:

- **Speaker Series:** Through this program, FTI Consulting professionals engaged in a number of thought-provoking conversations on diversity, inclusion and belonging. Guest speakers included a conversation with Janine Webber, a Holocaust survivor, a discussion with Dame Inga Beale, the first female and openly bisexual CEO of Lloyd's of London who shared experiences on creating inclusive workplaces, and a conversation with Clive Myrie, an international BBC reporter who discussed the importance of diversity representation in tackling racism.
- **Crucial Conversations:** An internal series that builds upon the knowledge and awareness of crucial diversity, inclusion and belonging topics in order to impact FTI Consulting employees' interactions with

peers and colleagues, clients and society at large. These important discussions included: “Women in the Workforce During the Pandemic,” “Celebrating Black History & Juneteenth” and “Perceptions of the Healthcare System with the Black/African American Communities.”

Moreover, FTI Consulting is a signatory of the **CEO Action for Diversity & Inclusion™ pledge** and a member of Stonewall’s Global Diversity Champions program, one of the leading benchmarks for global LGBTQ+ workplace diversity and inclusion. Internally, we also established the Culture Champion Award within our annual FTI Awards program to recognize the fantastic professionals across the globe who are dedicated to promoting and strengthening our culture. In 2021, we also launched a new diversity, inclusion and belonging email signature to signal to our colleagues and clients how proud we are to support a more diverse and inclusive culture. These programs and many other initiatives continue to help us reach the targets and goals we have set as a company to hold ourselves accountable, including:

- Target of 165 female Senior Managing Directors by 2025 (a 76% increase compared to 2020).
- Target of 120 historically underrepresented minority Senior Managing Directors by 2025 (a 97% increase compared with 2020).
- 50/50 gender balanced hiring target at the campus, graduate, Consultant and Senior Consultant levels and 15% underrepresented minorities hiring target at the Consultant and Senior Consultant levels.

In FTI Consulting’s [Corporate Sustainability Report](#), we detail our efforts in corporate citizenship, diversity, inclusion and belonging and/or client and pro bono engagements to increase awareness of racial discrimination, in addition to raising funds for organizations fighting for social and racial justice.

In 2021, FTI Consulting continued to execute on its action plan to expand the firm’s Diversity, Inclusion & Belonging initiatives. Through leadership accountability for the firm’s Diversity, Inclusion & Belonging goals, discussions on diverse representation and equity have been integrated into the quarterly strategy reviews led by our President & Chief Executive Officer, as well as our business segment leaders. Other highlights from our Diversity, Inclusion & Belonging programs in 2021 include:

- Published our **workforce gender demographics data globally and our ethnicity demographics data** for employees based in the U.S., UK, Canada, South Africa and Australia.
- Increased **hiring of Black professionals in the U.S. by 40%** in 2021 compared with 2020.

- Increased **hiring of Asian professionals in the U.S. and UK by 7% and 16%, respectively**, in 2021 compared with 2020.
- Increased **female Senior Managing Directors by 6%** in 2021 compared with 2020.
- Increased **historically underrepresented minority (“URM”) Senior Managing Directors by 13%** in 2021 compared with 2020.
- Increased **female employees in management positions (Manager level and above) by 15%** in 2021 compared with 2020.
- Increased **female employee representation globally to 42%** in 2021 compared with 40% in 2020.
- Extended our **50/50 gender balanced hiring target for campus and graduate hires** to include Consultant and Senior Consultant levels in 2021.
- Expanded our diversity and inclusion training catalogue to include offerings on **Microaggressions** and **Unconscious Bias**.

More details on FTI Consulting’s diversity, inclusion and belonging journey, our talent development programs and other human capital initiatives can be found in our [Corporate Sustainability Report](#) and our [2021 Annual Report](#).

Professional/Talent Development: Our professionals deliver unmatched solutions for our clients, and we have developed a range of programs focused on fostering leadership, growth and development opportunities for our employees across all levels throughout their careers. We promote continuous learning and individual skills development both on the job and through intentional programming. By providing access to meaningful tools and resources, we assist our employees’ professional development no matter where they are in their career paths. Select accomplishments in 2021 demonstrate a continued investment in our people, including:

- More than **1,250 FTI Consulting professionals were promoted**, a record number for the firm.
- 927 of our employees were **selected for and completed leadership training programs**, an increase from 895 in 2020.
- Offered more than **840 talent development trainings in 2021**, a 42% increase from 2020.
- Employees reported an **88% satisfaction rating** for talent development courses taken.

Supporting our people and recognizing our people are two of the core components of our employee engagement strategy. We measure employee engagement and satisfaction via various internal and external surveys throughout the year. In our 2021 Employee Engagement Survey, **80% of employees indicated they are satisfied with their job and feel engaged in their roles.**

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

FTI Consulting employees strive to act as environmental stewards when conducting business on the Company's behalf, as detailed in our [Code of Ethics and Business Conduct](#), which all employees are required to review and sign.

This commitment is further detailed in our [Environmental Responsibility & Climate Change Disclosure Policy](#). FTI Consulting is committed to conducting business in an environmentally sound and resourceful manner. The Company complies fully with environmental legislation and officially approved codes of practice in each of the geographies in which we conduct business.

FTI Consulting continuously seeks to promote environmental sustainability, to conserve and enhance natural resources and to prevent environmental pollution. As a professional services firm with no manufacturing or product distribution activities, FTI Consulting's environmental footprint is relatively small and is primarily driven by two factors: our business travel and leased office locations, which represented **72%** and **28%** of our total greenhouse gas emissions in 2021, respectively. 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 the Company's impact on the environment. Our general intentions are:

- To achieve net-zero GHG emissions by 2030;
- 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 & Climate Change Disclosure Policy](#) in the communities in which we do business.

In addition to the above policies that apply to FTI Consulting and our employees, we expect our vendors to abide by the same, or similar, environmental standards. This expectation is detailed in our [Vendor Code of Conduct](#). FTI Consulting vendors must comply with all applicable environmental laws and regulations. They must also be committed to minimizing any environmental hazards, conserving and protecting natural resources and managing the use of energy and other resources responsibly.

Our general environmental objectives are detailed across six key areas of focus:

- **Policies, Awareness & Communication Objectives**
 - To implement policies and procedures that contribute to a reduction in FTI Consulting’s carbon footprint.
 - To increase awareness of environmental responsibilities among our stakeholders.
 - To communicate our commitment to reducing our impact on the environment.
- **Stakeholder Engagement Objectives**
 - To promote sound environmental management policies and practices in the work of all our employees.
 - 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.
- **Waste Objectives**

- To minimize waste and pollution and to operate effective waste management procedures.
- To divert waste from landfills through reduction, reuse, recycling and composting of FTI Consulting’s waste streams.

■ **Procurement Objectives**

- To promote purchasing, as far as practicable, of products and services that cause the least harm to the environment.
- To partner with vendors who are equally committed to reducing environmental impact.

■ **Real Estate Objectives**

- To implement environmentally sustainable designs and construction practices for new office buildouts.
- To reduce our energy consumption and operate our offices efficiently to minimize FTI Consulting’s carbon footprint.
- To avoid use, wherever possible, of environmentally damaging substances, materials and processes.

■ **Transportation Objectives**

- To encourage modes of transport by employees and contractors that minimize environmental impact.
- To consider access to public transportation in the selection process for all office locations.

In 2021, FTI Consulting began disclosing to the CDP Climate Change Questionnaire, and we completed our second questionnaire in July 2022. FTI Consulting formalizes our corporate sustainability strategy with quantifiable goals as appropriate, providing tangible aspirations to work toward over time. We regularly reassess the status of our corporate sustainability program and its long-term strategic outlook. Our 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. This data will be used to guide our specific emission reduction targets for Scope 1 and Scope 2 emissions, as well as business travel. Once they are set, FTI Consulting intends to have these targets validated by the Science Based Targets Initiative (“SBTi”). The process to set our 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.

FTI Consulting **reduced GHG emissions by 12%** in 2021 compared with 2020. The Company's emissions were lower partially as a result of a continued decline in employee office utilization and less business travel due to the ongoing COVID-19 pandemic and related restrictions. On a multi-year basis, FTI Consulting decreased its emissions while increasing the number of employees, which led to an **18% reduction in emissions intensity per employee** from **2.59 MT CO₂e** in 2020 to **2.13 MT CO₂e** in 2021. For complete details on our environmental footprint for years 2018 to 2021, as well as our methodology, please refer to our [Environmental Responsibility & Climate Change Disclosure Policy](#).

Sustainability is a key consideration in our strategic real estate decisions. **Sixty-two percent** of our employees sit in LEED-certified (or equivalent) buildings. FTI Consulting also achieved **100% renewable energy** in FTI Consulting's London office, one of our largest offices globally. When finalizing our office move in New York City to 1166 Avenue of the Americas, sustainability and ecological responsibility as well as employee health and wellness were among the considerations in the choices. Efforts included testing indoor air quality and HVAC systems to greatly exceed the ASHRAE benchmark for air quality; choosing green materials where feasible across the office space; purchasing ergonomic chairs and height-adjustable desks to give employees the option to sit or stand; and installing light fixtures with LED sources with a rated life of 50,000 hours. Through the opening of this office, FTI Consulting achieved its **first-ever Fitwel-certified office**.

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**. 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 we began tracking this in 2019, this goal has been achieved in the decommissioning of 10 offices.

FTI Consulting professionals across all segments and regions supported important education, conservation and climate action initiatives by making charitable donations to causes fighting for climate action. FTI Consulting participates in Earth Day celebrations in which our professionals across the globe hold a series of initiatives to give back to their local communities and promote environmental sustainability through activities such as upcycling contests and local community waste collection, among many others.

Additional details regarding our processes and outcomes to date can be found in the Environmental section of our [Corporate Sustainability Report](#).

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

All FTI Consulting employees abide by and sign our [Code of Ethics and Business Conduct](#). The Code covers employee responsibilities, confidential information, conflicts of interest, compliance with laws (including anti-corruption laws), respect for our stockholders and the public and employees' role in the community.

Our commitment to working against corruption is further explained in our [Anti-Corruption Policy](#). FTI Consulting's policy prohibits bribery in any form and outlines expected compliance with the letter and the spirit of anti-corruption laws in the United States and every other jurisdiction in which we do business. FTI Consulting's [Anti-Corruption Policy](#) demonstrates and reflects our commitment to the highest prevailing international anti-corruption standards.

As detailed within our [Policy on Inside Information and Insider Trading](#), FTI Consulting is also dedicated to upholding securities laws across all of our operating jurisdictions, both inside and outside the United States. These laws prohibit the buying or selling of securities using material, non-public information or passing such information along to others who buy or sell securities. The Policy details restrictions on trading in FTI Consulting securities, client securities, vendor securities and other non-FTI Consulting securities.

FTI Consulting strongly encourages employees to raise any questions or concerns promptly through multiple engagement channels detailed in our [Policy on Reporting Concerns and Non-Retaliation](#), including corruption concerns.

FTI Consulting takes seriously our commitment to supporting the Principle on anti-corruption, and this commitment applies to our suppliers. Our [Vendor Code of Conduct](#) details the expectation of our vendors to implement and abide by the same, or similar, standards on anti-corruption. Vendors must comply with all applicable anti-corruption laws, antitrust laws, economic sanctions, money laundering prevention and more.

To help ensure that we are identifying and addressing relevant risk areas, the Company conducts regular risk assessments that are performed jointly by the Compliance and Internal Audit departments. Deep-dive risk assessments into topics such as anti-corruption and cybersecurity are undertaken as appropriate. Furthermore, FTI Consulting requires our third-party contractors to acknowledge both our [Anti-Corruption Policy](#) and our [Vendor Code of Conduct](#), which address expectations for ethics and compliance. Third-party contractors must also undergo a background screening.