

SEPTEMBER 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. Although we are a professional services firm and have no manufacturing or product distribution activities, FTI Consulting believes we have a responsibility to take steps to reduce our environmental footprint across our high-impact areas, including a range of objectives and targets related to its impact on the environment.

To guide our efforts to reduce our environmental footprint, especially in our aforementioned areas of high impact, FTI Consulting strives to achieve 10 environmental intentions, which are to:

- Achieve our Science Based Target initiative (“SBTi”) near-term greenhouse gas (“GHG”) targets and net-zero ambition, both by 2030;
- Promote sound environmental management policies and practices in the work of all its professionals;
- Increase awareness of environmental responsibilities amongst professionals and contractors;
- Minimize waste and pollution and to operate effective waste management procedures;
- Promote purchasing, as far as practicable, of those products and services that cause the least harm to the environment;
- Avoid use, wherever possible, of environmentally damaging substances, materials and processes;
- Implement policies and procedures that contribute to a reduction in FTI Consulting’s carbon footprint;
- 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;
- Encourage modes of transport by professionals and contractors that minimize environmental impact; and
- 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.

## 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. FTI Consulting’s emissions are primarily driven by

Scope 3 emissions, which result from purchased goods and services, capital goods and business travel. The company's emissions are also influenced, to a lesser extent, by Scope 2 market-based emissions from purchased energy. Given the scale of impact, we have identified real estate and its energy consumption, alongside business travel policies, as critical avenues for reducing emissions and have deployed impact mitigation measures for both areas. We continue to redefine how we collect, calculate and track data as we evaluate our strategic reduction pathways. While aiming to evolve how we report our emissions, we also seek to reduce our environmental footprint in areas that are most material to our business operations and of greatest significance to our stakeholders.

## Environmental Oversight

FTI Consulting's environmental responsibility implementation and related programs, policies, procedures and commitments are led and approved by the firm's Chief Strategy and Transformation Officer and the Vice President of Global Real Estate and Sustainability. 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 Chief Executive Officer and Chairman.

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 Chief Executive Officer and Chairman. 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, "Emissions Reduction Targets" 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 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, as well as offices in Amsterdam, Berlin, Brussels, Dubai, Dublin, Madrid and Paris. 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 emissions reports for travel booked with our agencies. FTI Consulting enhanced our 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. Beginning in 2024 and going forward, our business travel emissions data will comprehensively capture both sources, providing a more complete picture of our emissions. 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 and car, 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 that operate eco-friendly vehicle fleets 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 and car 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. 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.

## Supply Chain

Our upstream supply chain represents a significant portion of our environmental impact, particularly as reflected in our Scope 3 emissions from purchased goods and services and capital goods. These emissions are inherent to the products and services we procure in the normal course of business.

FTI Consulting is committed to reducing emissions across its supply chain. Our initial focus is on continuously improving the quality and consistency of our emissions data. Our [Vendor Code of Conduct](#) and [Sustainable Procurement Policy](#) outline expectations for our vendors, including compliance with environmental laws and adherence to the Principles of the UN Global Compact or similar standards. In collaboration with our Real Estate and Procurement teams, we are exploring opportunities to reduce our environmental footprint through more sustainable supplier selections.

## 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.

In 2025, FTI Consulting became a signatory of the WASH Pledge, a global commitment to take action towards universal access to water, sanitation and hygiene across operations, supply chains and in the communities in which the company operates.

## 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. <sup>1</sup>
- 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

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<sup>1</sup> Applies only to projects seeking LEED certification.

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.

## Engaging Our Professionals

In 2024, FTI Consulting introduced a global campaign, “Be a Net-Zero Hero,” which aims to educate professionals on sustainable practices in the company’s day-to-day operations and enhancement to business travel policies.

Additionally, 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.

## Emissions Reduction Targets

In 2022, FTI Consulting formalized 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.<sup>1</sup> 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 formalize our commitment to decarbonization. As of June 2025, the company’s 2030 near-term emissions targets, against a 1.5-degree scenario, are:

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<sup>1</sup> 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
- 50% reduction in Scope 2 emissions (market-based) per full-time equivalent
- 50% reduction in Scope 3 emissions from business travel per full-time equivalent

- 53.8% absolute reduction in combined Scope 1 and Scope 2 emissions
- 55% reduction per FTE<sup>1</sup> 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. 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.

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.

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<sup>1</sup> 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 policy. See Appendix for reconciliations of "employees," to "full-time equivalent employees," for the applicable calendar year ended December 31.



## 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) <sup>1</sup>
  - Total GHG emissions: <sup>2</sup>
    - Scope 1 (MT CO<sub>2</sub>e) – direct emissions <sup>3</sup>
    - Scope 2 (MT CO<sub>2</sub>e) – electricity indirect emissions, market-based <sup>3</sup>
    - Scope 3 (MT CO<sub>2</sub>e) – purchased goods and services, capital goods and business travel (representative of 67% of our Scope 3 inventory) <sup>3</sup>
- Emissions intensity (MT CO<sub>2</sub>e/FTE) <sup>3, 4</sup>

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

FTI Consulting’s disclosed data for years 2019 through 2024 can be found in the following chart. In 2024, FTI Consulting received third-party verification of its baseline year, 2019 and 2024 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](#).

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<sup>1</sup> MWh stands for megawatt hours.

<sup>2</sup> HFCs, or refrigerant gas losses associated with office operations, are now included in FTI Consulting’s publicly reported emissions Scope 1 inventory. As part of our full emissions inventory review, we have adjusted our Scope 1 emissions data to account for HFCs for emissions reporting in our baseline year (2019) and onward. Additionally, Scope 2 emissions for our baseline year (2019) have been revised and republished in the Corporate Sustainability Report.

As part of our full emissions inventory review, total Scope 3 emissions for our baseline year (2019) and prior reporting years (2020–2023) have also been revised and re-published in this report. SBTi-relevant emissions are now reported for both our baseline year (2019) and remeasurement year (2023). Scope 3 business travel emissions for 2020–2022 were updated to reflect changes in our methodology. Due to limited travel in 2020 and 2021, expense system travel emissions data was not calculated.

<sup>3</sup> MT CO<sub>2</sub>e stands for metric tons of carbon dioxide (CO<sub>2</sub>) equivalent.

<sup>4</sup> 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 policy. See Appendix for reconciliations of “employees,” to “full-time equivalent employees,” for the applicable calendar year ended December 31.

Environmental Metrics	2019	2020	2021	2022	2023	2024
<b>Real Estate Footprint</b>						
Employees working from LEED-certified (or equivalent) offices	70%	65%	62%	60%	58%	76%
<b>Energy Use and GHG Emissions <sup>1</sup></b>						
Total energy consumed (MWh) <sup>2</sup>	15,155	10,821	10,798	15,926	11,808	12,340
Scope 1 (MT CO <sub>2</sub> e) – direct emissions <sup>3, 4</sup>	465	385	392	479	483	437
Scope 2 (MT CO <sub>2</sub> e) – purchased energy indirect emissions, market-based <sup>3, 4</sup>	5,322	4,146	3,972	3,781	3,216	2,024
<i>Change from 2019 baseline, Scope 1 and 2</i>	<i>n/a</i>	<i>-24%</i>	<i>-27%</i>	<i>-29%</i>	<i>-39%</i>	<i>-58%</i>
Scope 3.01 & Scope 3.02 (MT CO <sub>2</sub> e) – purchased goods and services (46%) & capital goods <sup>3</sup>	25,306	--	--	--	27,683	25,036
Scope 3 (MT CO <sub>2</sub> e) – business travel <sup>3, 4</sup>	41,048	5,341	4,886	26,356	33,996	41,048
<i>Change from 2019 baseline, Scope 3</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 CO <sub>2</sub> e), Scope 1, 2 and 3 <sup>3, 4</sup>	71,195	9,871	9,249	30,616	65,378	68,545
Total employees, including FTE	7,425	7,927	8,745	10,169	10,675	10,774
Emissions intensity (MT CO <sub>2</sub> e/FTE) <sup>3, 4, 5</sup>	9.59	1.25	1.06	3.01	6.12	6.36

<sup>1</sup> 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.

<sup>2</sup> MWh stands for megawatt hours.

<sup>3</sup> MT CO<sub>2</sub>e stands for metric tons of carbon dioxide (CO<sub>2</sub>) equivalent.

<sup>4</sup> HFCs, or refrigerant gas losses associated with office operations, are now included in FTI Consulting's publicly reported emissions Scope 1 inventory. As part of our full emissions inventory review, we have adjusted our Scope 1 emissions data to account for HFCs for emissions reporting in our baseline year (2019) and onward. Additionally, Scope 2 emissions for our baseline year (2019) have been revised and republished in the Corporate Sustainability Report.

As part of our full emissions inventory review, total Scope 3 emissions for our baseline year (2019) and prior reporting years (2020–2023) have also been revised and republished in the Corporate Sustainability Report. SBTi-relevant emissions are now reported for both our baseline year (2019) and remeasurement year (2023). Scope 3 business travel emissions for 2020–2022 were updated to reflect changes in our methodology. Due to limited travel in 2020 and 2021, expense system travel emissions data was not calculated.

<sup>5</sup> 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 policy. See Appendix for reconciliations of "employees," to "full-time equivalent employees," for the applicable calendar year ended December 31.

## Appendix – Reconciliations of Employees to Full-Time Equivalent Employees

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	2021	2022	2023	2024
<b>Headcount</b>						
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
Full-Time Equivalent Employees	7,425	7,927	8,745	10,169	10,675	10,774