

March 2021



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 and real estate, which is followed by 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 is committed to reducing its environmental impact from its office locations by focusing on occupying building locations that are LEED-certified (or equivalent), implementing energy efficiency measures for all office build-outs, utilizing materials that meet stringent guidelines for reduced emissions, and minimizing the creation of waste and implementing waste diversion practices regarding office operations. FTI Consulting's Environmental Oversight Committee works to continually refine real estate standards and processes.

As of December 31, 2020, approximately 65% of employees worldwide were based out of LEED-certified (or equivalent) offices. Additionally, FTI Consulting's London office, the Company's largest 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 due to Company operations 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.
- Recent office deliveries with bottle filler stations have offset the landfill waste associated with 100,000 single use plastic bottles annually.
- FTI Consulting deploys an electronic waste program to ensure all electronic hardware is disposed of in an ethical and environmentally sensitive manner by reusing component parts where possible and leveraging only certified third-party disposal companies, as practical. As an example, in our London

office, one of our strategies aimed at reusing assets is to sell the component parts to minimize our electronic waste and to donate the proceeds from the sale of the parts, to 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 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 with the intention of disclosing it publicly to measure progress and set future reduction goals in the following areas:

- Energy use and greenhouse gas ("GHG") emissions
 - Total energy consumed (MWh)³
 - Total GHG Emissions:
 - Scope 1 (MT CO₂e) – direct emissions
 - Scope 2 (MT CO₂e) – electricity indirect emissions, location-based
 - Scope 3 (MT CO₂e) – business travel

- Emissions intensity (MT CO2e/employee)

The Company disclosed the baseline data for 2018, 2019 and 2020 in March 2021 – see this data in the chart below. For more information on the methodology utilized to calculate the below statistics, click [here](#).

Environmental Metrics	2018	2019	2020 ¹
Real Estate Footprint			
Employees working from LEED-certified (or equivalent) offices	65%	70%	65%
Energy Use and GHG Emissions²			
Total energy consumed (MWh) ³	16,952	15,155	10,821
Scope 1 (MT CO2e) ^{4,5} – direct emissions	4	4	3
Scope 2 (MT CO2e) ^{4,5} – electricity indirect emissions, location-based	6,285	5,542	4,146
<i>Change from 2018 baseline, scope 1 and 2</i>	n/a	-11.8%	-25.2%
Scope 3 (MT CO2e) ^{4,5,6} – business travel	27,321	30,813	12,204
<i>Change from 2018 baseline, scope 3</i>	n/a	12.8%	-60.4%
Total GHG emissions (MT CO2e) ⁵ , scope 1, 2 and 3	33,610	36,359	16,353
Total employees ⁷	4,768	5,567	6,321
Emissions intensity (MT CO2e/employee) ^{5,7}	7.05	6.53	2.59

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

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

³ MWh stands for megawatt hours.

⁴ Scope Definitions:

Scope 1 emissions are the result of GHGs emitted at FTI Consulting office locations, either from directly burning fossil fuels or on-site vehicles;

Scope 2 emissions are the result of the energy that FTI Consulting purchases, but generated elsewhere, such as electricity; and

Scope 3 emissions are indirect emissions from sources that are not owned or operated by FTI Consulting, but are related to business activities, such as employee business travel.

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

⁶ This category includes emissions associated with business travel only (air, car, rail, hotel).

⁷ Total employees includes full-time employees only based on year-end headcount.