

QUALITY AND COMPLIANCE POLICY

At FTI Consulting we are aware that each one of our acts and each decision that we adopt can influence the manner in which the company is perceived by society and by the other interested parties with whom we relate and, therefore, affect our good image and reputation.

In this line, FTI Consulting is aware of the importance of efficiency in management, of the quality of service and client satisfaction, of sustainability and of the possible environmental impact derived from its activities and services, of information security, of the protection of privacy, of legal compliance and of the prevention of any conduct that could be considered criminal or unethical.

For the reasons indicated above, FTI Consulting has developed a system for the management of Quality, the Environment and Criminal Compliance, according to the standards UNE EN-ISO 9001:2015 and UNE-ISO 37001:2017.

By means of the management system, the processes, the internal procedures and the necessary actions are established to ensure simultaneously the efficiency, the continuous improvement, the excellence in management and the compliance with the requirements of the applicable standards, as well as legal compliance in all the processes, projects and services developed by FTI Consulting.

Taking into account the needs and expectations of the interested parties, FTI Consulting commits itself to:

- Establish, implement and review the objectives for the performance of quality, environmental management and criminal compliance.
- Establish the necessary processes to implement the necessary corrective actions and encourage prevention to reduce the risks in matters of quality and of compliance.
- Guarantee the training and awareness of all personnel to improve their performance and the culture of compliance.
- Establish and encourage the necessary communication channels to strengthen internal communication and with the interested parties.
- Promote the continuous improvement of the management system, identifying and implementing in a systematic manner possible improvements and taking action on those risks that may affect the system, the processes, or the services.
- Maintain the organisation free of competition. We do not accept violations of antimonopoly legislation.
- Maintain integrity in business. Reject any form of corruption or bribery and of influencing the will of persons outside the organisation to obtain benefits or advantages of any kind by means of the use of practices that contravene the Law or the ethical principles of our organisation. Thus, no employee may offer, accept or grant benefits, gifts or favourable treatment to clients, suppliers or other third parties so that these favour FTI Consulting in an illicit manner.

- Have a compliance officer or Compliance Officer, with the mission of ensuring in a proactive manner the effective functioning of the anti-bribery compliance model, with the necessary authority and independence granted by the Head of FTI Consulting Spain to fulfil his functions and responsibilities, under the functional dependence of the Compliance Officer at FTI Group level.
- For the development of his functions, the COFTI has the support and assistance of the Compliance Support Unit (hereinafter UAC)
- Ensure for our workers a healthy and safe working environment, based on respect. We do not accept discrimination.
- Account appropriately and issue transparent financial reports: we do not accept falsehood, simulation or deception.
- Protect the result of our efforts and respect the legally recognised rights of third parties: we do not accept violations of our rights or those of others.
- Keep corporate interests separate from personal ones: we prevent conflicts of interest.
- Guarantee the correct treatment of personal data: we guarantee the security of the data, its integrity and confidentiality.
- Guarantee that the informant about suspicious facts or conduct relating to criminal risks or security violations will not suffer reprisals.

The present policy shall be reviewed annually within the framework of the Management Review and each time there is a significant change that may affect the integrated management system.

The policy shall be communicated through the formal channels established by FTI Consulting, each time it is updated, being always at the disposal of the interested parties when they so request.

In Madrid, on 6 March 2025

Signed: Sergio Vélez Álvarez