QUALITY AND COMPLIANCE POLICY

At FTI Consulting, we recognize that each of our actions and every decision we make can influence how the company is perceived by society and by the other stakeholders with whom we interact, and can therefore affect our good image and reputation.

In this regard, FTI Consulting is aware of the importance of management efficiency, service quality and customer satisfaction, sustainability and the potential environmental impact arising from its activities and services, information security, privacy protection, legal compliance, and the prevention of any conduct that could be considered unlawful or unethical.

Based on the foregoing, FTI Consulting has developed a management system for Quality, the Environment, and Anti-Bribery Compliance, in accordance with the UNE EN-ISO 9001:2015 and UNE-ISO 37001:2025 standards.

Through this management system, the processes, internal procedures, and actions necessary to simultaneously ensure efficiency, continuous improvement, management excellence, and compliance with the requirements of the applicable standards are established, as well as legal compliance across all processes, projects, and services carried out by FTI Consulting.

Taking into account the needs and expectations of stakeholders, FTI Consulting is committed to:

- Establishing, implementing, and reviewing objectives for quality performance, environmental management, and criminal compliance.
- Establishing the processes necessary to implement the required corrective actions and promoting prevention to reduce quality and compliance risks.
- Ensuring training and awareness for all personnel to improve their performance and strengthen a culture of compliance.
- Establishing and promoting the communication channels necessary to strengthen internal communication and communication with stakeholders.
- Promoting continuous improvement of the management system by systematically identifying and implementing potential improvements and taking action on risks that may affect the system, processes, or services.
- Keeping the organization free of anti-competitive practices. We do not accept violations of antitrust legislation.
- Maintaining integrity in business dealings. We reject any form of corruption or bribery, as well as any attempt to influence the will of persons outside the organization to obtain benefits or advantages of any kind through practices that contravene the Law or our organization's ethical principles. Accordingly, no employee may offer, accept, or grant benefits, gifts, or favorable treatment to clients, suppliers, or other third parties in order to unlawfully favor FTI Consulting.
- Having a Compliance Officer in place, responsible for proactively overseeing the effective operation of the anti-bribery compliance model, with the authority and independence granted by the Head of FTI Consulting Spain to carry out their duties and responsibilities, under the functional reporting line of FTI's Global Compliance Officer.
- For the performance of these duties, the Compliance Officer for FTI (COFTI, Belén de la Fuente) is supported and assisted by the Compliance Support Unit, hereinafter referred to as the CSU (Pilar López Fuensalida).
- Ensuring a healthy and safe working environment for our employees, based on respect. We do not tolerate discrimination.
- Maintaining proper accounting records and issuing transparent financial reports: we do not tolerate falsification, misrepresentation, or deception.

- Protecting the results of our efforts and respecting the legally recognized rights of third parties: we do not tolerate violations of our rights or the rights of others.
- Keeping corporate interests separate from personal interests: we prevent conflicts of interest.
- Ensuring the proper handling of personal data: we guarantee data security, integrity, and confidentiality.
- Ensuring that anyone reporting facts or conduct suspected of involving criminal risks or security breaches will not suffer retaliation.
- For any inquiries, please contact the EMEA Compliance Hub at *ftiemeacompliance@fticonsulting.com* or through the Global Whistleblowing Channel.

The company guarantees that no person who submits a report or complaint in good faith, through the internal channel, will suffer retaliation, discrimination, sanctions, or any negative consequences as a result of such report.

Failure to comply with this policy and/or applicable legislation will result in disciplinary measures by the company, which may include dismissal depending on the severity of the breach.

This policy will be reviewed annually as part of Management Review, and whenever a significant change occurs that may affect the integrated management system.

This policy will be communicated through the formal channels established by FTI Consulting whenever it is updated, and will remain available to stakeholders upon request.

Madrid, 13 October 2026

Signed: Sergio Vélez Álvarez

00826270H SERGIO RAFAEL VELEZ (R: B85218758)

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