



# Sustainable Impact Through Expertise

## Corporate Sustainability Report 2024

**EXPERTS WITH IMPACT™**



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# Introduction



# Letter to Our Stakeholders

FTI Consulting has held its position as a vibrant growth company due in large part to our commitment to attract and develop incredible people and anticipate our clients' evolving needs during major moments of crisis and transformation — doing so while making a conscious effort to support the initiatives and needs of our communities and help the world more broadly.

We are proud of the ways we have addressed environmental topics, invested in our talent, collectively engaged our communities through volunteer and pro bono service and demonstrated a focus on the responsible practices that are at the core of our business. This Corporate Sustainability Report outlines the efforts of our people in 2024, including:

- Continued progress toward our greenhouse gas (“GHG”) reduction ambitions and increased investments in offices powered by renewable energy. As a result of our efforts in 2024, the Science Based Targets initiative (“SBTi”) recently validated our 2030 near-term emissions reduction targets, representing a significant milestone on our journey.
- Received a 90% acceptance rate for experienced hires and an 81% acceptance rate for campus hires. We also promoted more than 1,500 professionals, showcasing the exceptional pipeline of talent at the company.

- Empowered professionals to make an impact in our communities through the Corporate Citizenship Program, resulting in a contribution of approximately \$12.7 million in pro bono services.

These efforts are ever more important as we help our clients and communities navigate complex challenges and opportunities.

We look forward to sharing our progress with you and continuing that journey ahead.



A stylized, handwritten signature in black ink, appearing to read 'S. H. Gunby'.

**Steven H. Gunby**  
CEO and Chairman, FTI Consulting



# About This Report

We are pleased to share FTI Consulting’s annual Corporate Sustainability Report, where we discuss our approach to addressing our company’s unique Environmental, Social & Governance (“ESG”) characteristics through our related programs, policies and commitments. This report demonstrates the progress made in reporting year 2024 toward reaching our ESG aspirations and the continued efforts in our ambitions to support stakeholders in the communities in which we do business.

Properly identifying and addressing ESG risks and opportunities remains critical to driving the long-term growth and vibrancy of our company. We are committed to transparency by communicating our ongoing progress in this report and other disclosures. To align our reporting with market and stakeholder expectations, we review our reporting framework against the evolving ESG landscape and engage stakeholders in formal and informal ESG-related discussions. This allows us to share our progress with stakeholders in a way that addresses their expectations and priorities.

The disclosures within our 2024 Corporate Sustainability Report address company-specific sustainability initiatives and general

alignment with the Sustainability Accounting Standards Board (“SASB”) and are informed by recommendations from the Task Force on Climate-Related Financial Disclosures (“TCFD”),<sup>1</sup> which have been incorporated into the International Sustainability Standards Board inaugural standards — International Financial Reporting Standards (“IFRS”) S1 and IFRS S2. FTI Consulting’s SASB, TCFD and historical performance data, where applicable, are included in the Appendix of this report. Furthermore, FTI Consulting annually responds to EcoVadis and the CDP (formerly Carbon Disclosure Project) questionnaire.

Since 2020, FTI Consulting has been a participant of the United Nations (“UN”) Global Compact and a supporter of the UN’s Ten Principles on human rights, labor, environment and anti-corruption (“the Principles”). Our ongoing commitment to the Principles and the UN Sustainable Development Goals (“SDGs”) are promoted and reinforced through our client and pro bono engagements, company culture and day-to-day operations, volunteering and community-building initiatives, as well as our policies. We are proud to showcase examples of how we advance the SDGs every day at FTI Consulting throughout this report.

<sup>1</sup> As of October 12, 2023, the TCFD has fulfilled its remit and disbanded. The IFRS Foundation will take over the monitoring of the progress on companies’ climate-related disclosures from the TCFD.



# About FTI Consulting

FTI Consulting is the leading global expert firm for organizations facing crisis and transformation.

Each practice is a leader in its own right, staffed with experts recognized for the depth of their knowledge and a track record of making an impact. Collectively, FTI Consulting offers a comprehensive suite of services designed to assist clients across the business cycle — from proactive risk management to the ability to respond rapidly to unexpected crises and dynamic environments.

1982

Year founded

8,300+

Employees worldwide

800+

Senior Managing Directors

34

Offices in 34 countries and territories around the globe

817

Ranked 817 on the Fortune 1000

100

Advisor to all 100 of the world’s top 100 law firms as ranked by *The American Lawyer* Global 100 list

90

Advisor to 90 of the Fortune 100 corporations

71

Advisor to 71 of the top 100 private equity firms as ranked by the Private Equity International 300 list

Client group statistics are based on data from January 1, 2024, through December 31, 2024. All other statistics above are as of December 31, 2024.

# Our Values

At FTI Consulting, we have 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.”

Our values at FTI Consulting:

- **Integrity**  
Reflects a broad agreement that the people we work with are trustworthy, ethical and value long-term success over short-term gain.
- **Creativity**  
Reflects the ideas of innovation and measured risk-taking for the firm, as well as anticipating future client needs and doing the right thing for clients every day.
- **Achievement**  
Reflects authenticity that our values include not just who we are and how we act, but what we achieve for our clients and our teams.
- **Respect**  
Reflects the basics of professionalism, such as disagreeing with ideas and not people, and taking continued steps to make our workplace more inclusive.
- **Empathy**  
Reflects a shared recognition that all FTI Consulting employees are human beings with feelings and lives outside of work, and human connectivity motivates all of us and makes FTI Consulting a special place to work.

As a responsible corporate citizen, FTI Consulting is committed to supporting our stakeholders in the following ways:

- Investing in our employees and their goals
- Serving our clients with integrity and excellent service
- Maximizing long-term value for our shareholders
- Making a positive impact in our communities
- Leveraging our unique skill sets to support a more diverse and inclusive society
- Minimizing our negative impact on the environment



# 2024 Awards & Recognition

<p>Top Consulting Firm of 2024</p> <p>Management Consulted</p>	<p>Consulting Firm of the Year</p> <p>Lexology Index <sup>1</sup></p>	<p>2024 Campus Forward Award</p> <p>RippleMatch</p>	<p>Great Place To Work® Certified Company in Australia, Brazil, Canada, France, Germany, Hong Kong, Singapore, Spain, the UAE, U.S. and UK</p> <p>Great Places to Work®</p>
<p>Most Professionals Named to the Lexology Index Arbitration: Expert Witnesses List</p> <p>Lexology Index <sup>1</sup></p>	<p>Among the Top Three Expert Witness Firms on GAR 100 Expert Witness Firms' Power Index</p> <p>Global Arbitration Review</p>	<p>2024 Early Talent Award</p> <p>Handshake</p>	<p>Most Prestigious Consulting Firms in North America</p> <p>Vault</p>
<p>Global PR Firm of the Year</p> <p>Global M&amp;A Network</p>	<p>Named a Leader in the Litigation Support, Crisis &amp; Risk Management, NewLaw and Fintech Guides</p> <p>Chambers and Partners</p>	<p>#1 U.S. Restructuring Advisor</p> <p>The Deal</p>	<p>Top Consulting Firms in the UK and Middle East</p> <p>Consultancy UK and Consultancy Middle East</p>
<p>Ranked in the Top 15% of America's Most JUST Companies</p> <p>JUST Capital and CNBC</p>	<p>A Top 100 Internship Program in the U.S.</p> <p>Yello</p>	<p>Top Change Management Consulting Firms in the USA</p> <p>Consulting U.S.</p>	<p>Competition Economics Firm of the Year</p> <p>Lexology Index <sup>1</sup></p>

<sup>1</sup> Lexology Index was formerly known as Who's Who Legal until changing its name in 2024.

# Supporting the UN Sustainable Development Goals

FTI Consulting has been a participant of the UN Global Compact and has supported the Ten Principles on Human Rights, Labor, Environment and Anti-Corruption since 2020.

As a company, we support the 17 UN SDGs and strategically align to eight UN SDGs where we believe our expertise is best positioned to make a positive impact with our people, our clients and our communities. On an annual basis, we disclose our contributions through completion of the UN Global Compact enhanced questionnaire.

FTI Consulting aims to further the UN SDGs through three types of engagements:

- **Company-Sponsored Pro Bono Engagements:** By proactively engaging in pro bono work, our professionals leverage diverse expertise to support organizations in our communities. Employees’ time spent on pro bono engagements counts toward their segment’s utilization and productivity metrics.
- **Client Engagements:** Through our comprehensive cross-segment capabilities, including ESG & Sustainability, we have a seat at the table for high-impact client engagements during moments of crisis and transformation. We help our clients navigate their unique challenges and meet their business goals while supporting several of the UN SDGs.
- **Corporate Citizenship Initiatives:** To empower our people to support causes that are important to them, FTI Consulting provides regular employees with eight hours of paid time off per year for volunteering, as well as our Employee Matching Gift Program.

Throughout the report, we have published a collection of case studies primarily aligned with the eight goals for which we believe FTI Consulting is best positioned to make an impact.



# Our ESG Approach

FTI Consulting develops the goal setting, execution and success of its global ESG-related initiatives through targeted focus areas across our business. Our initiatives include input from teams across real estate; information technology; corporate citizenship; diversity, inclusion and belonging (“DI&B”); human resources; benefits; talent development; procurement; risk and compliance; communications; investor relations; legal and more.



## Environment

FTI Consulting and its professionals are committed to doing our part in addressing climate change and reducing our emissions intensity per employee.



## Social

FTI Consulting seeks to be the company of choice for the best professionals to build and advance their careers, to foster an inclusive culture and to empower our people to do good in the communities in which we live and work.



## Governance

Our approach to corporate governance is informed by principled actions, effective decision-making and appropriate monitoring of compliance, risks and performance.

The status of FTI Consulting’s Corporate Sustainability Program and its long-term strategic outlook undergo regular review and assessment by our leaders. FTI Consulting’s strategy is formalized with measurable goals we view to be appropriate, which are highlighted throughout the report and inform specific aspirations to work toward over time.



## Sustainable Value Creation

FTI Consulting drives sustainable growth by investing in our people, managing our carbon footprint and delivering for our clients.

As a leading global expert firm, we believe we play a central role in supporting a sustainable economy through our internal initiatives and the work we do on behalf of our clients.

- **We are a Great Place to Work®.** Our business, including our corporate sustainability efforts, is driven by our people. We invest in attracting, developing, promoting and retaining talented professionals who can build and strengthen leading positions in areas of critical client needs. We engage in regular communication with our people to understand how to better support their well-being and professional growth.
- **We are making progress in environmental stewardship and responsibility.** A key milestone in this journey is the SBTi validation of our 2030 near-term emissions reduction targets. In 2024, we continued to implement initiatives to advance FTI Consulting’s goal to achieve net-zero GHG emissions by 2030 and are actively working toward reducing emissions in the categories outlined in our SBTi validation. FTI Consulting has also deployed strategic initiatives and policies intended to reduce the carbon footprint of each employee over time by providing them with education on efficient travel practices and technology to participate in virtual engagements when possible. Our office spaces have been reconfigured to reduce square footage per employee while reducing our GHG emissions.
- **Our commitment to our values and our role as responsible corporate citizens extends to our ability to deepen client relationships.** Our work has a tangible, positive impact on how our clients confront major moments of crisis and transformation. By providing strategic counsel to our clients when it's all at stake, we are able to create long-term sustainable value.



# Our 2024 ESG Highlights

## Environment



**Reduced emissions intensity per FTE<sup>1</sup>** by 34% from 9.59 MT CO<sub>2</sub>e in 2019 to 6.36 MT CO<sub>2</sub>e

**-44%**

**Reduced energy consumption per FTE<sup>1</sup>** by 44% compared with 2019

**56%**

Increased percentage of real estate portfolio, as measured by square footage, **powered or offset by 100% renewable energy** from 44% in 2023 to 56%

**76%**

Increased the percentage of our **employees<sup>2</sup> based in LEED-certified (or equivalent) buildings** from 58% in 2023 to 76%

## Social



Approximately **\$12.7 million contributed in pro bono services, a record number**

**90%**

**acceptance rate for experienced hires** and **81% acceptance rate for campus hires**

**1,500+**

professionals were **promoted**

**91%**

of employees<sup>2</sup> participated in **talent development training programs**

## Governance<sup>3</sup>



**100% independent** Board Committee membership

**89%**

of Board members are **independent directors**

**22%**

of directors are **based outside of the United States**

**33%**

of directors are **female**

<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 reports.

<sup>2</sup> "Employees" refers to FTI Consulting's total headcount, as reported in our Annual Report on Form 10-K filed with the SEC for each calendar year ended December 31.

<sup>3</sup> The information presented regarding the Board of Directors includes all nominees elected to the Board as of our 2025 Annual Meeting of Shareholders on June 4, 2025.

# Stakeholder Engagement

**Our commitment to make consistent progress against the firm’s ESG goals directly relates to our intentional and ongoing stakeholder engagement efforts.**

By engaging in formal and informal discussions with employees, clients, shareholders and the communities in which we do business, we make it a priority to frequently and effectively solicit feedback on the firm’s corporate sustainability efforts. This dialogue is crucial in understanding our stakeholders’ evolving priorities while aligning their needs with our broader business strategy. Stakeholder engagement also allows us to properly hold ourselves accountable to our ESG aspirations by regularly communicating progress in support of corporate sustainability initiatives.



## Employees

- Corporate Citizenship Portal
- Employee engagement and pulse surveys
- Employee resource groups (“ERGs”)
- FTI *Atlas* intranet and internal communications
- FTI Consulting Integrity Hotline
- Global all-staff meetings
- Quarterly office meetings
- Training and talent development programs



## Shareholders

- ESG outreach
- Investor and analyst conferences
- Investor inquiry response
- Non-deal road shows
- One-on-one meetings
- Quarterly earnings calls



## Clients

- Client questionnaires
- Conferences and events
- Conflict check process
- Key account management program
- Newsletters
- Request for proposal responses
- Satisfaction surveys
- Social media
- Thought leadership



## Communities

- Employee charitable matching gifts
- Employee volunteering
- Local, employee-driven nonprofit partnerships
- Long-term, strategic nonprofit partnerships
- Pro bono engagements

CASE STUDY

# Supporting Health and Hope Through Service

OVERVIEW

Throughout 2024, FTI Consulting professionals across the globe brought awareness and raised funds for research into health conditions including cerebral palsy, cancer, Down syndrome and autism through company-sponsored volunteer and fundraising initiatives and by leveraging the firm’s Employee Matching Gift Program.

OUR CONTRIBUTION

Across **all regions**, FTI Consulting raised more than \$29,000 for the [Cerebral Palsy Alliance Research Foundation](#) through our eighth-consecutive participation in [STEPtember](#), a month-long initiative focused on physical, mental and emotional wellbeing. More than 400 professionals participated, totaling 85.5 million steps worldwide.

Colleagues **across EMEA** observed Breast Cancer Awareness Month by participating in various initiatives to increase awareness and funding for a range of organizations:

- Our professionals in **Belgium** collaborated with [Think Pink](#), the country’s national breast cancer campaign, to call attention to breast cancer and raise funds for the campaign.
- In **France**, our FTI Women’s Initiative (“WIN”) ERG hosted a month-long internal campaign focused on breast cancer awareness and raised funds for the [League Against Cancer](#), an intake and treatment facility providing individuals with cancer treatment at no cost.

- In the **United Kingdom**, our Cybersecurity practice hosted a fundraiser for [Breast Cancer Now](#), a charity working to change the lives of people affected by breast cancer with research and support.
- Professionals in **Hong Kong** volunteered with the [Love 21 Foundation](#), a nonprofit empowering individuals with Down syndrome and autism through daily fitness, nutrition and holistic support programs, by providing support during some of the organization’s more than 250 monthly classes.
- **New York** and **New Jersey** colleagues spent a day volunteering with [Special Olympics New York](#) to help put on a multi-sport athletic competition and awards ceremony for more than 270 student-athletes with intellectual disabilities.
- Our colleagues in **Sydney** participated in the [Run2Cure Neuroblastoma Fun Run](#), raising close to AUD1,000 in support of [Neuroblastoma Australia](#) and its mission to fund research into this aggressive childhood cancer.

OUR IMPACT

Collectively, FTI Consulting professionals **raised more than \$30,000 through a wide range of company-sponsored initiatives**, supporting seven charitable organizations focused on advancing research efforts and awareness of critical health conditions commonly affecting individuals across the globe.

SUSTAINABLE DEVELOPMENT GOALS



*“At our company, corporate citizenship initiatives empower our people to make a meaningful difference in the world. Witnessing colleagues lend their time, talent and expertise to uplift others is a constant source of inspiration. I’m proud to be at an organization that recognizes the importance of blending business objectives with social good and provides an opportunity for everyone to create a positive impact and contribute back to society.”*



Michelle Ng, Director, Hong Kong



CASE STUDY

# Screening Genetic Condition Could Save Northern Ireland Health Service up to £95 Million

OVERVIEW

Nearly one in 10 of the population in Northern Ireland are estimated to be at risk of haemochromatosis, a genetic condition that causes increased levels of iron absorption and can lead to long-term ill health if not caught and sufficiently treated early. FTI Consulting was engaged by [Haemochromatosis UK](#) to evaluate the economic costs and benefits associated with implementing a population-based screening program.

OUR CONTRIBUTION

We prepared a dynamic model to assess the costs and benefits of screening for genetic haemochromatosis in Northern Ireland.

Estimating the number of people who would benefit from earlier diagnosis of their condition through screening, we modeled the costs and benefits over time in comparison to a scenario without screening.

A range of scenarios and sensitivities were considered to understand the key drivers of cost and value over a 40-year period, the prevalence of the condition and the age at which screening was offered. This showed that screening would be most cost-effective for people in their 40s.

OUR IMPACT

Our research found that screening adults in Northern Ireland would result in a net economic benefit under a range of prevalence scenarios, with a net benefit of up to £95 million over 40 years.

With earlier diagnosis and simple treatment similar to blood donation, ill health and treatment costs can be reduced and quality of life can be improved through screening. Additionally, blood donated by haemochromatosis patients could benefit even more individuals across the wider health system in Northern Ireland, especially given the shortages in blood donations.

FTI Consulting’s research will support Haemochromatosis UK in its continued engagement with bodies such as the UK National Screening Committee, which is due to reconsider implementing screening for genetic haemochromatosis in the coming years.

SUSTAINABLE DEVELOPMENT GOALS



*“It’s been really exciting to work together with Haemochromatosis UK on this project. Our work involved extensive analysis and working around data gaps, but the key message is simple: Screening has the potential to improve health outcomes for patients, reduce pressure on local health services and benefit communities. I hope that the analysis we have produced can contribute to the ongoing conversation about screening for this condition.”*



Katarina Punovuori, Senior Director II, London

SPOTLIGHT ON OUR ESG & SUSTAINABILITY OFFERING:

## Helping Our Clients Achieve Their ESG Ambitions

Alongside our commitment to deliver on our own ESG and sustainability commitments, we are also helping clients deliver on theirs.

An effective ESG program is authentic, grounded in data and aligned with the organization’s overarching strategy and stakeholder priorities. FTI Consulting’s end-to-end ESG & Sustainability offering provides extensive support to help corporate leaders navigate constantly evolving ESG and sustainability issues. Our multidisciplinary team combines an expansive range of capabilities with diverse service offerings to steer clients through all phases and facets of an ESG program, delivering authentic, impactful solutions that drive value and address stakeholder requirements.

*“In managing a successful ESG program, it is critical for global leaders to demonstrate prudent oversight and engage their stakeholders around business risks and opportunities. The industry teams at FTI Consulting bring an expansive range of capabilities together to build and strengthen clients’ ESG and sustainability programs, resulting in powerful insights, measurable results and future-ready solutions.”*



Miriam Wrobel, Senior Managing Director, Global Leader of ESG & Sustainability, San Francisco



# ESG & Sustainability: How We Help



Activism Defense Strategy



Business Transformation & Change Management



Climate Scenario Planning & Risk Analysis



Corporate Reputation & Stakeholder Engagement



Crisis Communications



Cybersecurity & Data Protection



Data Integrity, Statements & Reporting



Data Privacy



Decarbonization Strategies



Diversity, Civil Rights & Workplace Fairness



Due Diligence



Emissions Measurement & Management



Environmental Solutions



ESG Program Development



ESG Risk & Compliance



Ethical & Sustainable Supply Chain



FTI Capital Advisors



Investor Relations



Litigation & Disputes



Merger Integration



Modern Slavery & Human Trafficking Prevention



Public & Government Affairs



Tax

Learn more about FTI Consulting's ESG & Sustainability client services here. [↗](#)

CASE STUDY

# Supporting a West African Government Ministry To Negotiate Cost Reductions in the Electricity Sector

OVERVIEW

With negotiations with the local privately owned electricity operator on the horizon, the Energy Ministry of a West African country engaged FTI Consulting to provide advice to challenge the electricity operator’s business plan. Our client was looking for incisive economic advice to secure significant cost reductions and improve efficiency in the electricity sector over the next three years. These cost reductions were critically needed to redirect savings toward impactful investments in the country’s power grid and electrification efforts.

OUR CONTRIBUTION

With an in-depth analysis of the electricity operator’s historical costs and operational performance in order, our client was able to appropriately challenge the business plan proposed.

Using our extensive benchmarking in electricity regulation in African countries, our client was able to define future efficiency gains and potential cost reductions for the electricity operator.

Provided with a structured methodology, our client was able to draw up the electricity operator’s future business plans and facilitate the three-year budget discussions.

OUR IMPACT

Providing strong economic analysis and robust quantitative argumentation, the government was able to strengthen its negotiating position.

The negotiations resulted in a **substantial reduction in the electricity sector’s costs of around \$90 million** over a three-year period.

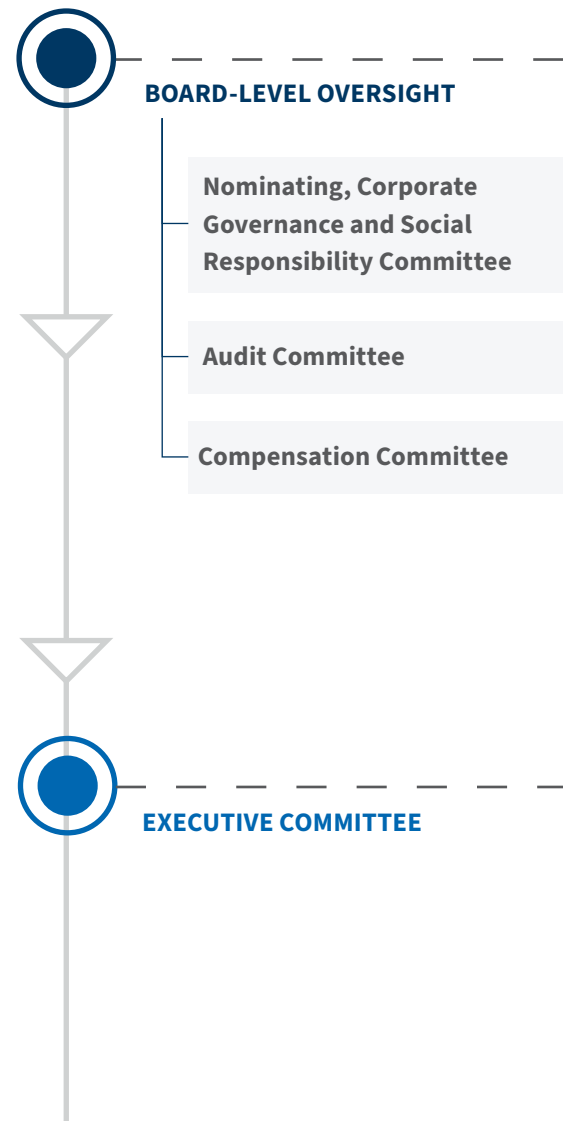
Our in-depth analysis allowed for an increase in cost efficiency of the electricity operator while guaranteeing the quality, price and accessibility of electricity for the country’s population.

SUSTAINABLE DEVELOPMENT GOALS



# Governance of Corporate Sustainability

Through ongoing collaboration and engagement across our Board of Directors, leadership and dedicated teams, we identify and manage ESG risks and opportunities for the company.



## BOARD-LEVEL OVERSIGHT

The **Nominating, Corporate Governance and Social Responsibility Committee** is one of the three Board Committees of FTI Consulting and is responsible for overseeing the company’s ESG strategy and performance. The Committee is made up of four independent directors with diverse backgrounds and skill sets. Primary responsibilities of the Committee include oversight of the nomination of directors, corporate governance, corporate initiatives, reporting on corporate social responsibility, environmental sustainability, including climate change, and human capital factors. Additionally, the Committee discusses and reviews external ESG reports and policies regarding ESG-related topics with management, including the review of any related U.S. Securities and Exchange Commission (“SEC”) reporting, future requirements for the Corporate Sustainability Reporting Directive (“CSRD”), other regulations or proposals, and this report. Management provides updates to the Board on relevant ESG matters, including, but not limited to, matters related to human capital, sustainability and external ESG ratings, on an annual basis or more frequently if needed.

FTI Consulting’s Audit Committee and Compensation Committee also incorporate certain ESG risks and opportunities into their Board responsibilities:

- **The Audit Committee** is responsible for (i) reviewing regulatory and other matters that may have a material effect on financial statements or are related to company policies; (ii) discussing significant risks and exposures and the company’s guidelines and policies with respect to risk assessment and risk management; and (iii) assessing management’s actions to minimize such risks to the company, including climate change and other ESG-related risks.
- **The Compensation Committee** determines annual financial performance metrics and targets for Named Executive Officer (“NEO”) compensation aligned with FTI Consulting’s business and operational goals. FTI Consulting’s executive compensation program is strongly linked to the financial and operational performance of the company, and the Committee can consider ESG or sustainability-related accomplishments in connection with individual performance.

## EXECUTIVE COMMITTEE

FTI Consulting’s leadership and representatives from the company’s business segments and regions are tasked with providing strategic management of enterprise-related risks and opportunities, including ESG, and periodically discuss related topics during quarterly strategy reviews.

Members of the Executive Committee have responsibility for areas of the company’s ESG strategy. For example, the **Chief Strategy and Transformation Officer** is responsible for identifying and evaluating the firm’s environmental-related risks and exposures, including climate change and sustainability, and implementing strategies to advance the company’s GHG and various emissions reduction goals, in addition to mitigating other climate-related risks. Our **Chief Human Resources Officer** is responsible for oversight of the human capital management programs and initiatives. Both of these executives provide updates to the company’s Chief Executive Officer and Chairman, the Nominating, Corporate Governance and Social Responsibility Committee and other directors on these matters at least annually.

The **Global Head of Marketing, Communications & Investor Relations** manages stakeholder engagement, communications and reporting. The **General Counsel** provides an update on potential regulatory requirements to the Board of Directors as necessary. The **Vice President – Chief Risk and Compliance Officer** reports to the General Counsel and provides quarterly updates to the Audit Committee on risk-related topics, including ESG and climate-related risks. Other corporate and business leaders may also assist with such briefings.

We also have specific subject-matter teams who are requested to regularly communicate with the company’s Executive Committee. For example, the Sustainability and Real Estate teams report directly to the Chief Strategy and Transformation Officer. These teams communicate key messages and themes from corporate sustainability efforts that support the company’s net-zero ambitions, science-based emissions reduction targets and human capital programs, as well as other initiatives, to the Executive Committee, allowing for feedback to be incorporated into business strategy discussions to inform ongoing sustainability efforts.

An ESG Working Group has been established, comprising representatives from subject-matter teams. This committee has been set up to provide input on various ESG-related initiatives. The committee’s key responsibilities include:

- Assessing and mitigating climate-related risks and opportunities
- Collaborating with the Executive Committee to prepare for future climate-related regulations, including those at the jurisdiction level.

#### EXECUTIVE COMPENSATION AND ESG CONSIDERATIONS

The Compensation Committee continues to refine our executive compensation program to align with evolving competitive and governance practices, respond to feedback from our shareholders and strengthen the link to performance and the rigor of our program. Within our annual Proxy Statement, we detail the material elements of our executive compensation program philosophy and practices and the principles and objectives of our compensation decisions. A portion of each NEO’s annual pay incentive (25% for the Chief Executive Officer and 33.4% for the other NEOs in 2024) is based on individual performance objectives, which can consider ESG or sustainability-related accomplishments.

Individual annual performance goals and accomplishments for each of our NEOs for 2024 can be found on pages 63-69 of FTI Consulting’s annual [Proxy Statement](#).

#### CROSS-FUNCTIONAL MANAGEMENT COMMITTEES

To provide further oversight on critical issues, cross-functional management committees at FTI Consulting are comprised of subject-matter experts and include one or more Executive Committee members. These committees, such as the Global Reputation Management Committee and the Pro Bono Advisory Committee, report on related subject matters to FTI Consulting management or the full Executive Committee and, as appropriate, the Chief Executive Officer and Chairman. Moreover, FTI Consulting has global teams dedicated to corporate citizenship, talent development, human capital, real estate, travel, information technology, procurement, risk and compliance, legal and investor relations. These teams support ESG-related initiatives and reporting.



#### CROSS-FUNCTIONAL MANAGEMENT COMMITTEES

# Environment

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# Environmental Management Overview

As a company with widespread, global operations, FTI Consulting and our professionals are focused on setting forward-facing emissions goals and collectively working toward addressing climate change as we continue to grow.

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.

Our environmental sustainability strategy has been a multiyear journey, which has included an ambition to achieve net-zero emissions by 2030 and announcing our intention to seek validation of our near-term reduction targets. **We are proud to announce that we have received validation from SBTi for our 2030 near-term emissions reduction targets for Scope 1, 2 and 3 against a 1.5-degree scenario.** SBTi validation reflects a milestone in our continued effort to review our emissions strategy, inventory and calculation methodology to provide our stakeholders with accurate and transparent information, as well as our commitment to true emissions reductions.

The journey, including seeking validation from SBTi, has allowed us to take a more comprehensive stock of our inventory, which will inform our emissions pathways and will allow us to re-evaluate our timeline for reducing emissions. We look forward to continuing our progress and aligning our SBTi-validated targets with our broader net-zero emissions ambitions.

Beyond the initiatives described above, our environmental sustainability strategy guides our objectives and outlines expectations across climate change disclosures, ESG oversight and policies, real estate standards, energy consumption, waste and water management, business travel and goal setting. More information on the strategy can be found in our [Environmental Responsibility & Climate Change Disclosure Policy](#).

Our approach to environmental sustainability management includes data-backed initiatives that are led by comprehensive oversight with the goal of transparency for our stakeholders. In 2025, FTI Consulting received third-party verification of its 2024 GHG emissions inventory, confirming the firm’s methodology is compliant with the GHG Protocol.

Our TCFD-aligned assessment of climate-related risks and opportunities has expanded our understanding of the impact and dependencies our business has on the environment, further informing our sustainability-related practices and initiatives. In addition, we are conducting a double materiality assessment following the EU sustainability requirements of the CSRD in which we will assess the impact of various risks on our business, including those related to climate.



# Areas of Impact



## Real Estate

**Scope of Impact:** Our real estate environmental impact encompasses the use of commercial real estate and the consumption of energy.

**Impact Mitigation:** FTI Consulting is focused on pursuing third-party environmental certification of our offices, such as Fitwel, LEED or BREEAM, whenever feasible. As of December 2024, 76% of our employees<sup>1</sup> were based in LEED-certified (or equivalent) offices and 24% of employees<sup>1</sup> were based in an ISO 14001-certified office. In the United States, our New York and Atlanta offices are also Fitwel-certified.

In new office buildouts, we aim to prioritize proximity to public transportation in the location selection process, use materials that meet stringent guidelines for reduced GHG emissions, minimize the creation of waste and implement waste diversion practices in office operations.

We also aim to optimize office layouts to minimize the company’s physical office space footprint while investing in shared workspaces and remote working capabilities to improve real estate use efficiency.

FTI Consulting seeks opportunities to reduce energy consumption per employee, particularly from nonrenewable sources, and is increasingly exploring opportunities for renewable sources of energy. For new offices, we expect to incorporate energy-efficient design standards, along with submetering, where feasible, to closely monitor consumption and implement conservation measures where opportunities are identified.



## Business Travel

**Scope of Impact:** Business travel is a large component of FTI Consulting’s operations, whether it involves traveling to client sites or networking opportunities.

**Impact Mitigation:** Recognizing that travel is an essential part of conducting business, FTI Consulting monitors average GHG emissions related to air, car and rail travel on a per-employee basis. We also maintain travel policies that encourage lower emission options, such as raising the threshold for flying business class for professionals below the Managing Director level; limiting the use of black cars and encouraging the use of ride-sharing companies that operate eco-friendly vehicle fleets. In addition, we continue to invest in videoconferencing capabilities to facilitate remote client service.

Efforts also include educating employees on ways to reduce their environmental impact while traveling for business, such as highlighting the environmental benefits of rail travel compared to air travel on key routes.



## Nonhazardous Waste

**Scope of Impact:** Though relatively minor due to the nature of our industry, the nonhazardous waste generated through our operations contributes to pollution and emissions, especially if improperly managed. FTI Consulting does not generate hazardous waste through its operations.

**Impact Mitigation:** FTI Consulting is focused on reducing our environmental impact per employee by minimizing the creation of nonhazardous waste, implementing nonhazardous waste diversion practices and participating in recycling programs.



## Supply Chain

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

**Impact Mitigation:** 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.

<sup>1</sup> Headcount as reported in our Annual Report on Form 10-K filed with the SEC for each calendar year ended December 31.

## Our Environmental Intentions

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

- Achieve our SBTi near-term targets and net-zero ambition, both by 2030
- Promote sound environmental management policies and practices in the work of all our professionals
- Increase awareness of environmental responsibilities among professionals and contractors
- Minimize waste and pollution and operate effective waste management procedures
- Promote purchasing, as far as practicable, 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 help reduce environmental impact
- 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



# Environmental Oversight

As previously noted, the **Nominating, Corporate Governance and Social Responsibility Committee** maintains oversight of our environmental management strategy and governs the firm’s ESG-related considerations. FTI Consulting’s Audit and Compensation Committees also incorporate certain ESG risks and opportunities into their Board responsibilities.

The responsibility for implementing environmental strategies, monitoring progress, risks and opportunities and reporting periodically to the Board and its committees falls at the executive level. Our NEOs, in particular, our **Chief Strategy and Transformation Officer**, hold accountability for our climate management approach. The Vice President – Chief Risk and Compliance Officer reporting to the General Counsel is responsible for preparing and maintaining the company’s risk register, reviewing and updating company policies, practices and strategies, and providing information to our Chief Executive Officer and Chairman, the Board and its committees at least annually and more frequently as necessary.

To further drive the company’s sustainability focus, FTI Consulting’s **Real Estate, Strategy and Transformation, Travel, IT, Legal, Procurement, Risk and Compliance 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, Chief Human Resources Officer and **Global Head of Marketing, Communications & Investor Relations**, who report to FTI Consulting’s Chief Executive Officer and Chairman.

To address our environmental challenges across our business functions and help us remain aware of existing and new practices within our company and industry, leadership representing several teams contributes to our environmental strategy and approach. The members of the executive committee and these teams work together to deliver annual updates to the Board of Directors on the company’s environmental initiatives, footprint and progress toward goals at least annually and more frequently if necessary.

As we highly value our shareholders’ opinions, FTI Consulting’s Investor Relations team engages our shareholders twice per year to understand their ESG priorities and respond to questions, which are later shared for consideration with our Board of Directors.



# Environmental Footprint



FTI Consulting strives to use a data-backed approach and collaboration across our operations to inform our sustainability strategy, programs and practices. Through these actions, we aspire to reduce our operational footprint and achieve SBTi near-term targets, as well as our net-zero by 2030 ambition.

## 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:

- 53.8% absolute reduction in combined Scope 1 and Scope 2 emissions
- 55% reduction per FTE<sup>2</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. Throughout the remainder of the report, 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.

<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 by 2030
- 50% reduction in Scope 2 emissions (market-based) per FTE<sup>2</sup> by 2030
- 50% reduction in Scope 3 emissions from business travel per FTE<sup>2</sup> by 2030

<sup>2</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 report.

*“FTI Consulting’s emissions reduction targets represent a multiyear journey and a commitment from our leaders and professionals to minimize our operational footprint. Receiving validation of our near-term targets from SBTi represents an important milestone in our decarbonization journey and provides us a roadmap to make meaningful progress in our ambitions. It reflects a collaborative effort across our firm, and we are excited to measure our efforts and work closely with our stakeholders as we continue our net-zero journey.”*



**Chuck Cerria**, Vice President, Global Real Estate and Sustainability, Washington, D.C.

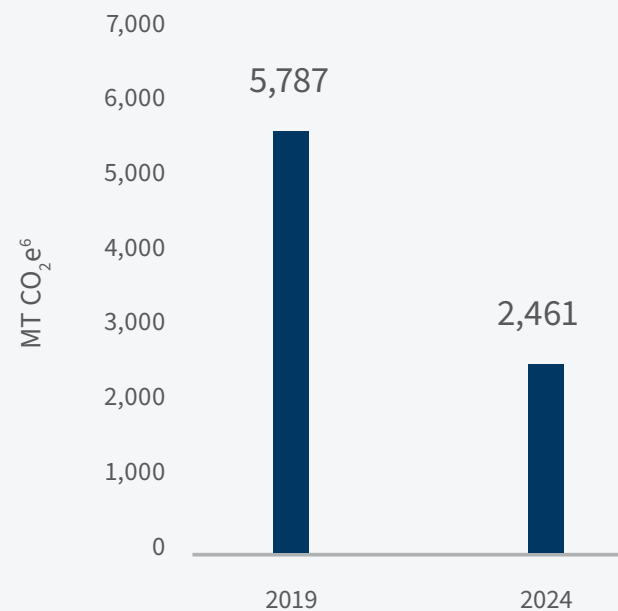
# Emissions Footprint

FTI Consulting’s emissions are primarily driven by Scope 3 emissions, which result from business travel, capital goods and purchased goods and services. 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.

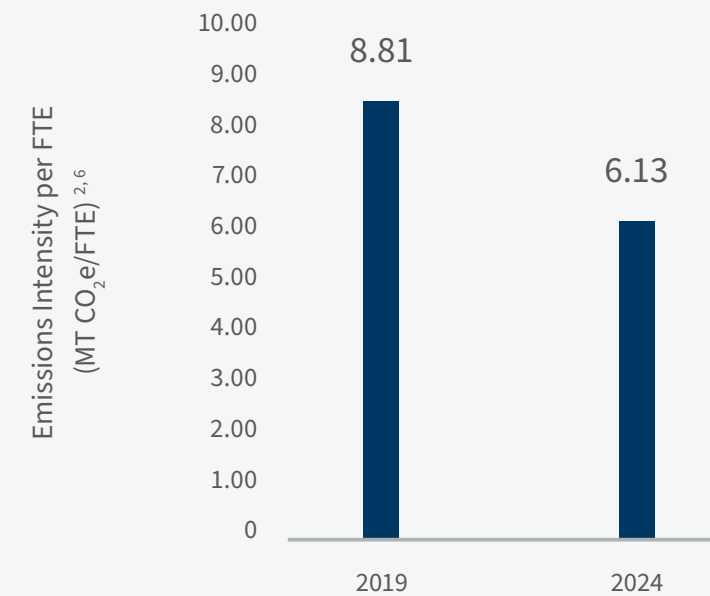
Demonstrating our commitment to enhanced emissions data reporting, we received limited assurance in 2025 on our full 2024 emissions inventory reported herein. As part of our ongoing efforts to improve our activity data and calculations, we regularly stress test our methodologies with the goal of enhancing the quality of our inventory and reporting to increase transparency for our stakeholders. As part of this assessment, in 2024 we expanded our Scope 1 emissions inventory for reporting years 2019 to 2023 to account for vehicles primarily leased by businesses the company acquired during that period, as well as to account for geographies we have expanded into where it is market-competitive to provide such benefits. We continue to evaluate ways to decrease our Scope 1 emissions, such as transitioning toward a greater number of electric or hybrid vehicles. Through the SBTi validation process, we gained greater understanding of our reporting boundary and are now including HFCs in our Scope 1 inventory. We have adjusted our Scope 1 emissions data to account for HFCs for 2019 and onward. Reflecting updates to our Scope 1 inventory for more comprehensive disclosure, **we have reduced emissions by 6% compared to our 2019 baseline.**

As part of our real estate strategy, FTI Consulting focuses on optimizing our office footprint through layout considerations, shared workspaces and remote working capabilities while also emphasizing energy efficiency measures. Through these efforts, including a decrease in total energy consumed across our real estate portfolio, an increase in renewable energy offsets and an increase in purchases of Renewable Energy Credits (“RECs”), **we reduced our Scope 2 emissions by 62%, or 74% per FTE<sup>2</sup>, compared with 2019.**

**GHG Emissions (Absolute Scope 1 and 2)<sup>2,3,4</sup>**



**GHG Emissions (Scope 3 Intensity per FTE)<sup>1,2,5</sup>**



■ GHG Emissions

<sup>1</sup> GHG emissions reported in this graph represent data for entities under operational control of FTI Consulting and its subsidiaries, which is consistent with the GHG Protocol.

<sup>2</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 reports.

<sup>3</sup> HFCs, or refrigerant gas losses associated with office operations, are now included in FTI Consulting’s publicly reported emissions Scope 1 inventory. Reporting years 2019–2023 have also been revised.

<sup>4</sup> The breakdown of Scope 1 and 2 emissions intensities is as follows: Scope 1: 0.00 (2019), 0.02 (2024) and Scope 2: 0.75 (2019), 0.19 (2024).

<sup>5</sup> Scope 3 emissions are indirect emissions from sources that are not owned, leased or operated by FTI Consulting but are related to business activities. As of reporting year 2024 and in accordance with SBTi reporting requirements, FTI Consulting’s Scope 3 emissions calculation covers the following categories:

- Category 1 purchased goods and services
- Category 2 capital goods
- Category 6 business travel emissions (air, car, rail) based on data from expense reporting and the company’s travel agencies. Business travel emissions from hotels is not required in business travel by SBTi and the GHG Protocol and is excluded from the calculation.

Scope 3 emissions for category 6 emissions from business travel booked through travel agencies are calculated using the VDR standard methodology developed by the German Business Travel Association and consistent with the GHG Protocol. Scope 3 emissions from category 1, 2 and 6 (business travel from expense data) is calculated in accordance with the World Business Council for Sustainable Development and World Resources Institute’s (“WBCSD/WRI”) Greenhouse Gas Protocol, which is a Corporate Accounting and Reporting Standard, in accordance with the GHG Protocol. Total Scope 3 emissions for our baseline year (2019) and prior reporting years (2020-2023) have also been revised and are included, along with additional detail, in the Appendix.

<sup>6</sup> MT CO<sub>2</sub>e stands for metric tons of carbon dioxide (“CO<sub>2</sub>”) equivalent.

In line with SBTi validation requirements, we enhanced our Scope 3 business travel inventory by capturing not only agency-booked trips but also travel recorded in our expense 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. Although we had a slight year-over-year increase in Scope 3 emissions from business travel in 2024, as in-person engagement with clients and our own teams returned to pre-COVID-19 levels, we **reduced our Scope 3 emissions from all business travel<sup>1</sup> by 29% per FTE, compared with 2019.**

We continue to focus our efforts to reduce Scope 3 emissions from business travel through employee education initiatives. For example, in 2024, we introduced a global campaign, “Be a Net-Zero Hero,” which aims to educate our professionals on sustainable practices in our day-to-day operations and enhancement to our business travel policies. We are also creating greater awareness of emissions generated by business travel through our travel portal, which informs employees of their estimated emissions at the time of booking.

Compared with our 2019 baseline, we have also achieved a **32% reduction per FTE on Scope 3 emissions from purchased goods and services, as well as capital goods.** These results demonstrate progress toward our near-term SBTi targets.

<sup>1</sup> Excludes hotel stays. Per guidance from the GHG Protocol and the SBTi, hotel stay emissions are not a required inclusion in FTI Consulting’s public inventory and reporting. These will be excluded moving forward, and previous data for reporting years 2019-2023 have been revised.



# Climate Strategy & Resilience

FTI Consulting understands that identifying climate-related risks and opportunities is a key aspect of reducing our environmental footprint and increasing the resiliency of our business.

Utilizing TCFD recommendations as guidance, we continue to make progress in advancing our environmental strategy, monitoring our progress in mitigating our environmental footprint and further integrating climate considerations into our risk management and oversight and business operations. Through these initiatives, we seek to promote environmental sustainability, conserve natural resources and prevent pollution of our environment.

**FTI Consulting reports our climate-related initiatives that are in alignment with the TCFD, which can be found in our [Appendix](#).**



# Real Estate Strategy

At FTI Consulting, we prioritize the the creation of more efficient and sustainable office spaces. This focus not only enables us to reduce our environmental footprint, but it also creates healthier workplaces for our professionals.

Our sustainability initiatives at our office locations encompass:

- **Energy efficiency:** As of 2024, we have conducted third-party energy audits for nine of our largest offices, including London Aldersgate, our largest office by headcount, and our headquarters in Washington, D.C. We leverage energy efficiency measures, such as LED lighting and efficient HVAC design, in new office buildouts and existing office operations. In our Bethesda office, we completed an LED lighting retrofit focused on energy efficiency as part of the utility’s energy savings for business program.
- **Emissions reduction:** In addition to the energy conservation measures mentioned above, we are working to increase the purchase of RECs where possible, increasing our offices powered or offset by 100% renewable energy to 56% in 2024 (based on total square footage).
- **Waste management:** In many of our offices, we have diversion and waste programs. In our Avenue of the Americas office in New York City, we launched a composting program that resulted in approximately 35 tons of compost throughout 2024. The office is also aiming to reduce single-use plastics and, with the installation of sparkling water machines, prevented the use of more than 140,000 cans and bottles, or almost 22 tons of CO<sub>2</sub>.



## Environmental Strategy for Our Offices

To continue driving progress toward integrating sustainable environmental practices, the core components of our environmental strategy for our offices include:

- Optimizing office portfolio to reduce per capita environmental impact
- Evaluating existing offices through energy audits to identify opportunities for energy-saving retrofit projects
- Deploying design and operational strategies that target occupant wellbeing and leverage eco-friendly materials
- Minimizing waste creation and adopting practices aimed at diverting waste for office operations and the buildout of new offices
- Adopting renewable energy sources and integrating renewable energy criteria into new site selection
- Collaborating with landlords to submeter our individual spaces, where feasible, to allow for energy consumption optimization

FTI Consulting also strives to achieve third-party environmental certifications for our offices when possible. Our Avenue of the Americas office in New York and our Atlanta office both received the Fitwel certification, which demonstrates our commitment to occupant health and well-being. As specified by Fitwel, FTI Consulting is integrating well-being into the design of our offices in various ways. For example, we are incorporating a dedicated quiet room and sound masking, increasing access to the outdoors where possible and being mindful of access to public transit, all of which can contribute to reduced stress and noise in our spaces.

Several of our offices are certified to ISO 14001, the internationally recognized standard for environmental management systems (“EMS”), including our two London offices as well as our offices in Amsterdam, Berlin, Brussels, Dubai, Dublin, Madrid and Paris. As of December 31, 2024, 24% of our employees<sup>1</sup> were based out of our nine ISO 14001-certified buildings. We also prefer office space that is LEED-certified (or equivalent), especially when transitioning to new office spaces, and have consequently increased the relative percentage of energy-efficient office spaces over the past five years. **As of December 31, 2024, 76% of FTI Consulting employees<sup>1</sup> globally sit in LEED-certified (or equivalent) offices.**

FTI Consulting opens new offices or renovates existing office spaces from time to time. As such, we have put guidelines in place for materials purchased for new office spaces, which prioritize the reduction of GHG emissions, air quality and pollutant source controls. These materials undergo testing for compliance with volatile organic compounds regulations. In addition, we consider the manufacturing lifecycle of materials in the context of the waste and carbon emissions generated in delivering the final product.

<sup>1</sup> Headcount as reported in our Annual Report on Form 10-K filed with the SEC for each calendar year ended December 31.



## Becoming Heroes Toward the Elimination of Single-Use Plastics and Cups

Within the first phase of the company’s “Be a Net-Zero Hero” internal campaign launched in 2024, we sought to make employees’ daily workplace habits more sustainable through improved recycling efforts, the reduction of single-use plastics and other sustainable practices. In a short time, the campaign has demonstrated how small changes can have an impact. For example, we installed sparkling water machines in nine of our offices across the Americas. This action has prevented the use of more than 140,000 cans and bottles, which equates to almost 22 tons of CO<sub>2</sub>e, in 2024. By transitioning from single-use cups to glassware in 10 of our offices, we eliminated more than 27,040 cups and lids and over 98 pounds of single-use plastics.

# 2024 Real Estate Highlights

We continue to focus on real-estate-related efforts to create more sustainable workplaces. Company-wide initiatives, such as making a net-zero commitment, launching a sustainability awareness campaign and moving to more renewable energy across our real estate portfolio, have helped make notable progress in our journey of reducing emissions.

56%

of real estate portfolio, as measured by square footage, is powered or offset by 100% renewable energy

44%

reduction in energy consumption per FTE<sup>1</sup> compared with 2019<sup>2</sup>

76%

of employees<sup>3</sup> sit in LEED-certified (or equivalent) buildings

90%

average waste diversion rate when decommissioning materials for vacating 14 offices in North America

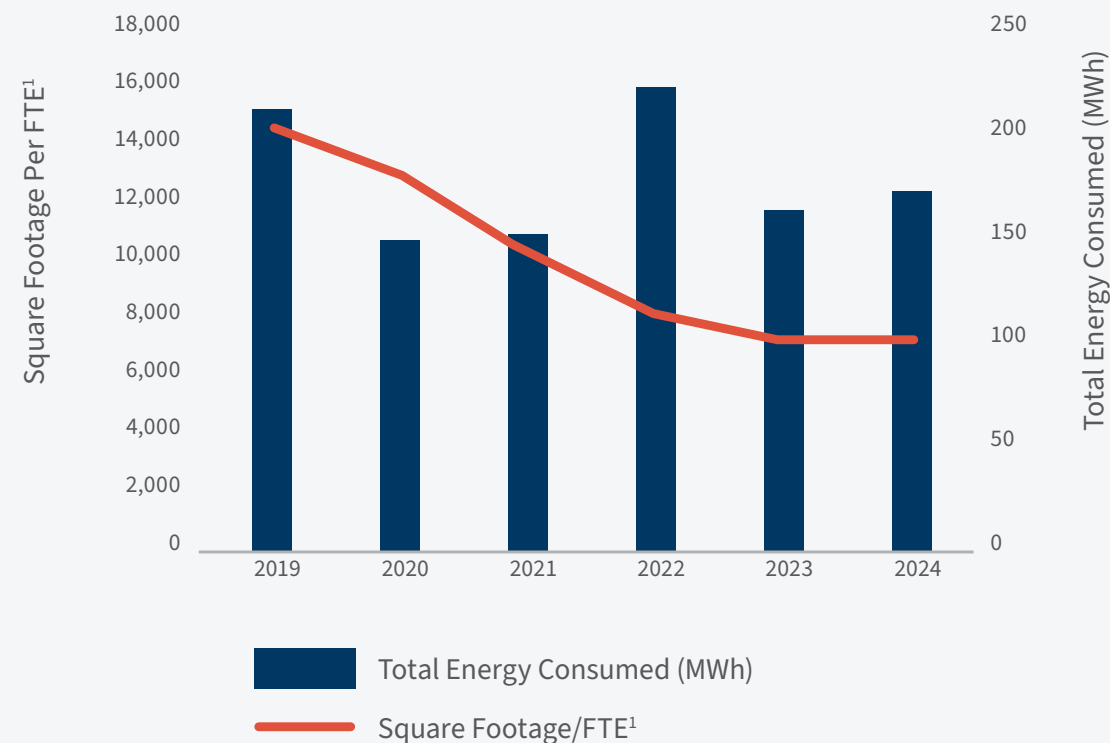
45%

reduction in square footage per FTE<sup>1</sup> compared with 2019<sup>2</sup>

24%

of employees<sup>3</sup> sit in ISO 14001-certified offices

Energy Consumption and Square Footage



<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 reports.

<sup>2</sup> 2019 is representative of pre-COVID-19 in-office attendance, business travel and printer usage, as these emissions were repressed in both 2020 and 2021 due to COVID-19-related restrictions on business travel and office occupancy.

<sup>3</sup> “Employees” refers to FTI Consulting’s total headcount, as reported in our Annual Report on Form 10-K filed with the SEC for each calendar year ended December 31.

# Optimizing Our Real Estate Footprint & Energy Consumption

In 2024, we continued to incorporate renewable energy as part of our strategy to meet our emissions reduction targets. In 2021, we began measuring renewable energy and discovered select offices were already being powered or offset by renewable energy by the building owners. In 2022, we began purchasing U.S.-based RECs and have increased those offsets year over year. We currently have 19 offices throughout our North America and EMEA regions that are powered or offset by renewable energy.

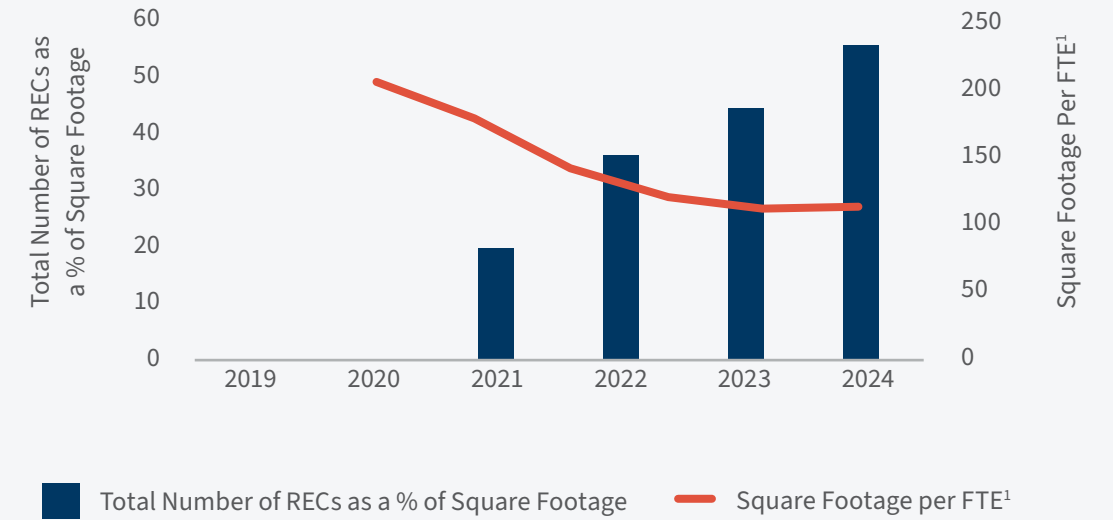
20%

increase in REC offsets

19

offices that are powered or offset by renewable energy

## Optimizing Our Real Estate Footprint and Energy Consumption



<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 reports.



# Resource Management

As part of our environmental strategy, we are focused on responsible resource management and consumption. This includes implementing water, waste and biodiversity management strategies that help minimize both FTI Consulting’s and our suppliers’ impact on the environment.

## Water Management

Due to the nature of our business, water consumption primarily comes from our office through regular use areas, such as restrooms and kitchens. However, we aim to reduce water consumption through the installation of low-flow and motion-sensor sinks and toilets in spaces such as our restrooms, kitchens and breakout areas. In addition, many of our offices have third-party environmental certifications and have new technology that assists in water conservation efforts.

FTI Consulting seeks to comply with water quality regulatory requirements as governed by the jurisdiction of each office and does not engage in wastewater treatment operations. We also continuously assess methods to improve water conservation and reduce water consumption.

## Biodiversity and Land Use

FTI Consulting recognizes the importance of protecting biodiversity and the responsible use of land. While the nature of our business and our physical concentration in urban areas implies minimal impact, we strive to reduce our impact in these areas. We also look for opportunities to grow biophilia where possible with the aim of creating green spaces in urban environments. For example, in our Paris office, biophilia is grown on five terraces and is managed with recycled rainwater. Furthermore, we consistently work toward minimizing our land use and physical footprint by reducing the square footage needed per employee.

## Nonhazardous Waste Management

FTI Consulting does not generate hazardous waste of any kind. Therefore, our waste management practices focus solely on reducing nonhazardous waste, implementing waste diversion practices and participating in recycling programs. Several of our offices have composting programs, and others are launching and piloting programs with their buildings. This includes our New York City office, which composted approximately 35 tons of food in 2024. Filtered drinking water stations are available to help reduce the use of single-use plastic bottles. These stations have eliminated all single-use water bottle usage in all offices in our EMEA region. Clearly marked recycling bins are conveniently placed throughout our offices to promote recycling.

FTI Consulting’s policy on the disposal of electronic waste covers end-of-life servers, network switches, cords, printers, copiers, monitors, personal computers (“PCs”) and other PC peripherals. At their end of use, we evaluate these items for reuse or disposal. As it relates to hardware, only approved MBE/DBE and SBE-certified recycle vendors are used for equipment recycling. Our asset disposal vendor agreement provides for a full report on serial numbers and model numbers of equipment to be disposed, erased or remarketed. For example, colleagues in Australia partnered with [The Salvation Army](#) to donate “pre-loved” laptops and other technology to schools throughout the region.

Furthermore, FTI Consulting uses NAID-certified data destruction vendors for the purposes of corporate media destruction, as well as hard drives and backup tapes, to ensure zero loss of company data and adhere to corporate security policies. All vendors supply a certificate of destruction and a serialized inventory spreadsheet upon completion of services per visit.

Since 2019, FTI Consulting has committed to a minimum of 90% landfill diversion for office decommissioning projects in North America and has successfully done so for 14 offices.

## Supplier Standards

FTI Consulting is a participant of the UN Global Compact. As part of our [Vendor Code of Conduct](#), our vendors are expected to uphold the same, or similar, standards. Vendors are also expected to commit to mitigating environmental risks, conserving and protecting natural resources and managing energy use and other resources responsibly. Our [Sustainable Procurement Policy](#) sets supplier expectations in compliance with key regulations, including those related to ensure environmental responsibility.



SPOTLIGHT ON SPAIN

# FTI Consulting's Sustainable Workplaces

When moving into new office spaces, we strive to do so in an environmentally conscious way by reducing our waste and prioritizing more sustainable, modern and energy-efficient buildings.

In October 2024, our professionals in Spain relocated to a modern office that is accredited with a Gold LEED certification. The office has also implemented measures that reduce water consumption by 20% through low-flow enhancements in our toilets and sinks and is fully equipped with energy-saving LED lighting. FTI Consulting purchased chairs from our supplier, Steelcase — which has been carbon neutral since 2020 — that are upholstered with a new Renewed Loop fabric, which is based on textile-to-textile recycling and supports a circular system where textile waste is continuously eliminated.

In another effort to reduce waste in the relocation while also giving back to our communities, our Corporate Citizenship Champions — a team of volunteers who serve as leaders for corporate citizenship in their local office — organized a charitable auction of office items to fundraise for [Fundación Amoverse](#), a Spain-based organization that supports vulnerable children and their families. The office auctioned more than 400 items, 80% of which were sold and reused by our professionals. Through this effort, the office raised more than €9,500 for the organization.



CASE STUDY

# Giving Back, Growing Forward: Contributing to Environmental Sustainability

OVERVIEW

Environmental challenges such as deforestation, pollution and biodiversity loss are threatening the health of our planet. Addressing these issues is critical for the future of our ecosystems and the well-being of generations to come.

OUR CONTRIBUTION

Across the globe, our colleagues came together to support local communities and environmental sustainability through a variety of volunteer initiatives:

- In **Bogotá**, professionals participated in a reforestation initiative with [Fundación Natura](#) to plant trees in a biological reserve called El Encenillo that was destroyed by illegal farming and mining.
- Our professionals in **Chicago** organized a beach clean-up with the [Alliance for the Great Lakes](#). In one hour, colleagues collected more than 10 pounds of trash.
- In **India**, we participated in a workshop with the [SankalpTaru Foundation](#) to create seed balls of neem, lime, tamarind and guava to be used in urban reforestation programs.
- In **London**, volunteers participated in the annual meadow cutting, an important process to help biodiversity thrive, with [The Friends of Tower Hamlets Cemetery Park](#), a nature reserve and historic cemetery.
- **Johannesburg** colleagues volunteered at the [Cancer Association of South Africa](#) to complete gardening and landscaping tasks in an effort to revitalize the facility grounds.
- Instead of discarding items when transitioning to new offices, our colleagues creatively used the opportunity to give back. More than 400 items were included in an auction, and the final bidding amount of €9,500 was donated to [Fundación Amoverse](#) in **Spain** to support vulnerable children and their families. Unused laptops and phones were donated to the Noordgesig Secondary School in Soweto, South Africa.



OUR IMPACT

In 2024, our global volunteers **planted trees, restored green spaces, donated technology and took action** to protect both communities and the environment.

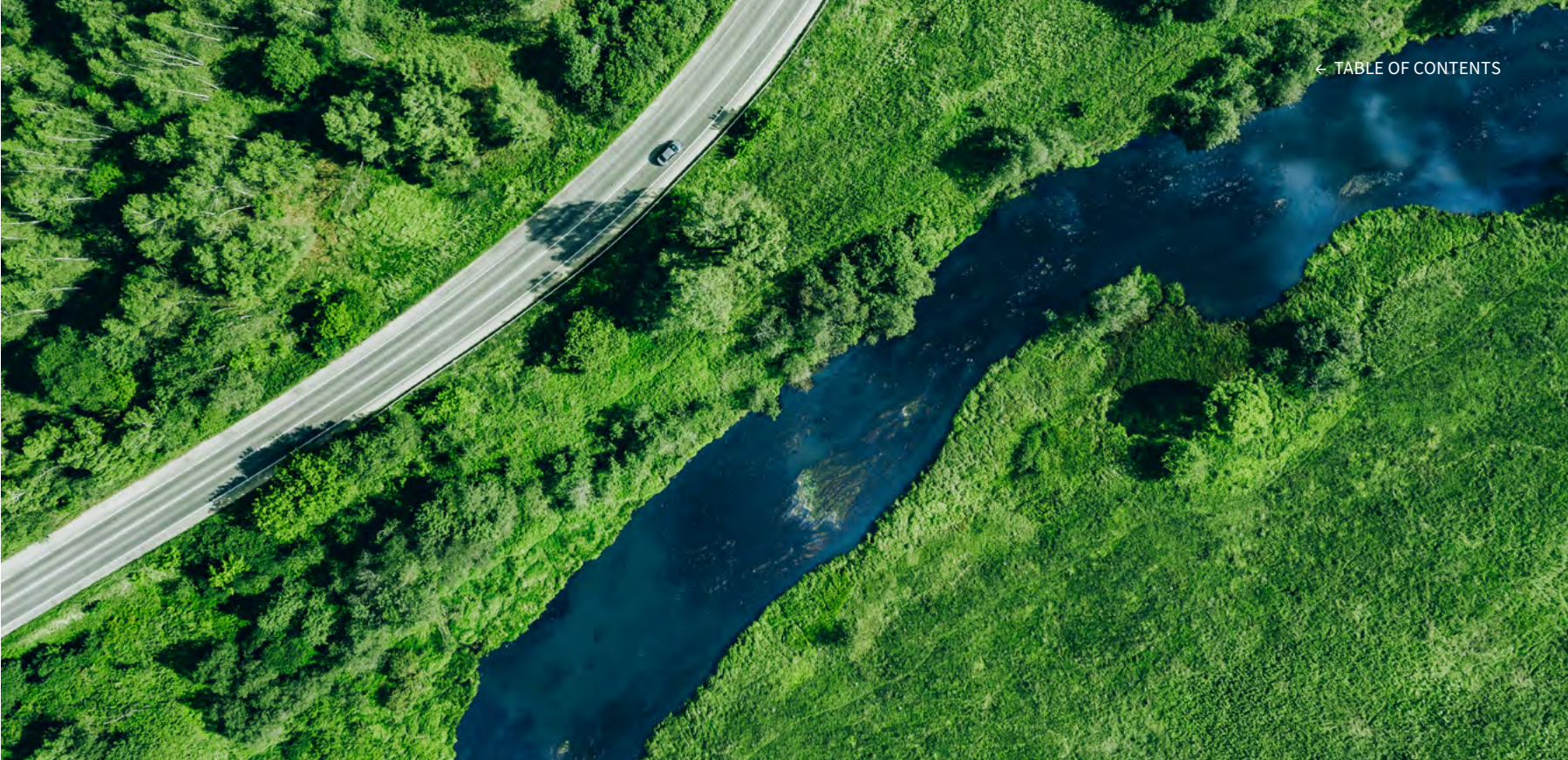
SUSTAINABLE DEVELOPMENT GOALS



*“Planting trees in El Encenillo was a powerful reminder of why understanding Colombia’s biodiversity is essential to the work we do. With 314 distinct ecosystems, the country is one of the most biodiverse on Earth — but it’s under threat from deforestation by armed groups, illegal mining, logging and other pressures. It was an honor to contribute, however modestly, to the reforestation efforts led by incredible local initiatives.”*



Lucas Marsden-Smedley Rodríguez, Associate Director, Bogotá



CASE STUDY

# Developing a Whole-Systems Approach to Explore Pathways to Net Zero

OVERVIEW

Achieving net-zero GHG emissions by 2050 presents a significant delivery challenge for the UK. To further explore pathways to achieve net zero, British multinational energy services company Centrica engaged FTI Consulting to develop a whole-systems approach to modeling the UK’s future energy system, with the aim of fostering discussions with industry stakeholders and key policymakers on the potential impacts of incorporating hydrogen into the UK’s energy system.

OUR CONTRIBUTION

FTI Consulting and Centrica built an analytical tool to support evidence-based discussions on potential costs and benefits of developing the future UK energy system to utilize hydrogen across a range of use cases.

Our experts combined support to the UK’s largest gas storage asset with a cutting-edge analysis of the long-term evolution of a hydrogen economy.

The team engaged with industry stakeholders, including the National Energy System Operator (“NESO”) and National Gas, to build detailed discussions and conduct assumption testing.

Initial findings were presented to key industry stakeholders, including the Department for Energy Security and Net Zero, NESO and other stakeholders with potential investment in the hydrogen value chain.

OUR IMPACT

The [report](#) published by FTI Consulting and Centrica detailing background and context to the work, outlining our analytical approach and summarizing key insights of the model has been shared and discussed with politicians, policymakers and industry experts.

The analysis provided stakeholders with confidence on our recommendations for exploring future pathways to achieve net zero, with particular focus on the role of hydrogen transportation and hydrogen storage in the future energy system.

FTI Consulting and Centrica delivered an industry-leading “whole-systems” model of the UK’s future energy system that integrates electricity, gas and hydrogen markets.

SUSTAINABLE DEVELOPMENT GOALS



# Social



# Human Capital Management Strategy

As an expert-based organization, we deeply value our people. We consistently strive to equip our professionals with the tools, guidance and growth opportunities necessary to excel in their roles and deliver meaningful outcomes for our clients and communities.

## Overview and Approach

FTI Consulting's human capital management strategy centers on key areas such as **stakeholder engagement, talent development, belonging** and **corporate citizenship**, which are guided by our core values, shaped by our key stakeholders and integrated into our culture and how we operate as a company.

The **Nominating, Corporate Governance and Social Responsibility Committee of the Board** is responsible for overseeing human capital management, corporate social responsibility and ESG risks and opportunities. The Committee receives an update on the social risks and opportunities listed in its charter from our Chief Human Resources Officer at least once annually and more frequently if requested. Policies, programs, metrics and targets related to human capital are also regularly discussed among FTI Consulting's Executive Committee.

Our Executive Committee engages with and receives updates from teams dedicated to advancing our human capital objectives.

We regularly monitor and assess our progress against internal and external sustainability goals and initiatives. We review and update our policies and procedures to confirm alignment with our [Anti-Corruption Policy](#), [Code of Ethics and Business Conduct](#), [Global Health and Safety Policy](#), [Human Rights Policy](#), Modern Slavery and Human Trafficking Statement ([UK](#) and [Australia](#)) and [Vendor Code of Conduct](#).

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*“Hiring exceptional talent is only the first step. Our true focus lies in empowering our professionals throughout their careers, because our people are integral to our company. We are committed to cultivating a culture that promotes leadership, encourages community engagement and supports continuous learning.”*



Holly Paul, Chief Human Resources Officer, Washington, D.C.

# Turnover, Recruitment & Onboarding

In 2024, we continued to invest in our talent through professional development and career opportunities, and we increased our total global headcount by 5% over the prior year.

## Turnover

The voluntary turnover rate at FTI Consulting decreased to 9% in 2024, down from 11% in 2023 and below our historical average of 12.5%. We are pleased that a strong focus on supporting our professionals' career journeys contributed to the lowest voluntary turnover rate since 2020. Many of our professionals seek to grow their career over the long term at FTI Consulting: 68% of Senior Managing Directors have been with the firm for more than five years, with 47% exceeding 10 years.

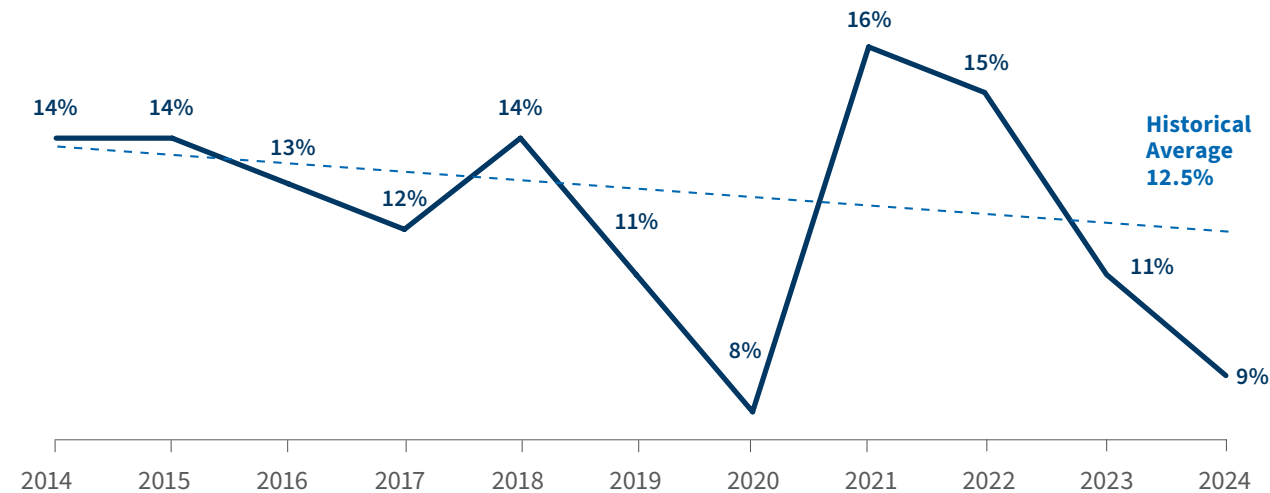
## Recruitment

In addition to retention, we identified opportunities to add a range of talent across every segment of FTI Consulting. This helped us consistently achieve high acceptance rates in 2024 for experienced hires (90%) and campus hires (81%). In 2024, experienced hires increased from 88%, and global job applications increased by 54%, a record number, compared with 2023. Additionally, in 2024, we launched a new self-paced interviewer certification training to provide standard guidance during discussions with candidates.

## Onboarding

The onboarding process at FTI Consulting is critical to integrating new hires into our organization. Webinars with our Talent Development team provide information on the firm's history, an overview of our services and guidance on navigating core business systems, among other topics. These sessions are supplemented by self-paced learning on key areas, including the FTI Consulting brand, goal setting and company culture. There is also a focus on networking opportunities to foster impactful connections, starting on a professional's first day and continuing throughout their first six months and beyond. We actively seek feedback on the onboarding experience to identify ways to strengthen connection and foster belonging for our new hires. In 2024, satisfaction with the programming rose to 88%.

### Voluntary Turnover



*“I’m passionate about nurturing talent, having benefited from being at the receiving end as I started my career. I now reap the rewards of having an impressive team of junior consultants around me. High retention levels are key to performance, and everyone is a winner if managers can capitalize on a strong appetite to learn and motivate colleagues by creating an environment that prioritizes talent growth and development.”*



Ellie Sweeney, Managing Director, London

# Employee Engagement

We prioritize employee feedback to ensure improvement of our employees' experience.

At FTI Consulting, we listen to our employees' needs and perspectives through various internal and external surveys that measure employee engagement and satisfaction throughout the year.

In addition, we provide external benchmarking data to ranking and recognition organizations such as **Great Place To Work**®. These recognitions reflect the tangible impact of our human capital management strategy over the past several years.

## Recent Workplace Awards

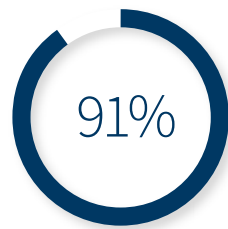


# Employee Engagement Survey

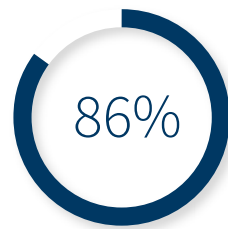
We utilized the anonymous 2024 Great Place To Work® Trust Index survey to gather candid employee feedback on their experience and shared the results with our professionals. We value the honest insights this survey provides. In 2024, **79% of FTI Consulting employees who responded indicated they are satisfied with their job and feel engaged in their role**, compared with 80% in 2023. The survey response rate increased by 46% compared with 2022, providing a more accurate reflection of employee sentiment in 2024 due to the larger sample size. In partnership with department leaders and coaches, we are using the results to celebrate strengths, recognize improvement opportunities and implement targeted action plans.

We have found a strong correlation between employee engagement and the most favorable employee sentiments on life at FTI Consulting. For example, our professionals feel like they can be themselves at FTI Consulting, have the opportunity to work on challenging assignments that contribute to their development and trust our leadership’s ability to take the business in the right direction.

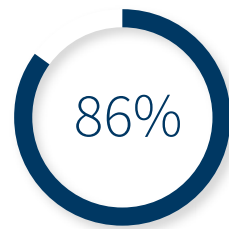
**The results revealed positive employee sentiments throughout their tenure with FTI Consulting:**



When you join the company, **you are made to feel welcome.**



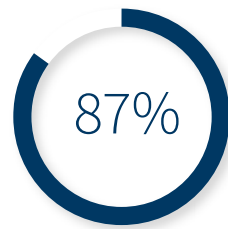
**People care about each other here**, and I am treated as a **full member, regardless of my position.**



I work in an **inclusive culture** where **diverse points of view are valued and respected.**

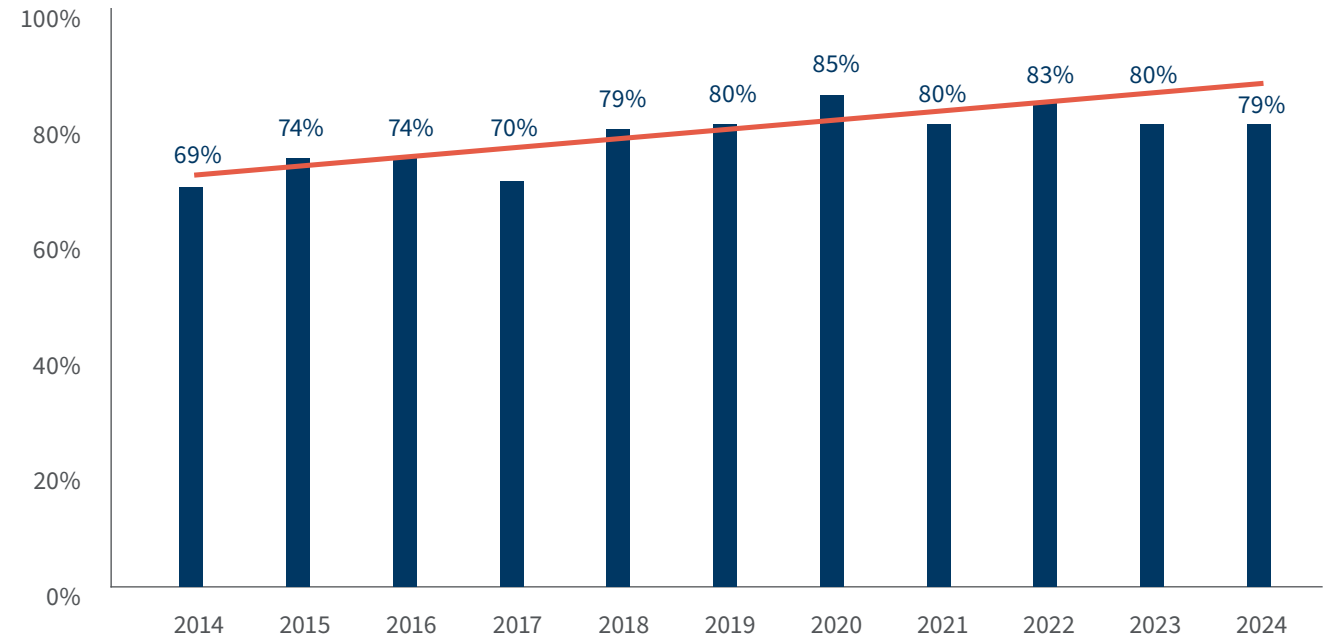


Our customers would rate the **service we deliver as excellent.**



I’m **proud to tell others** I work here.

## Employee Engagement Survey Score<sup>1</sup>



The primarily positive sentiment and strong professional endorsement of the culture from our employees through the survey reflects FTI Consulting’s ongoing commitment to our people. Our employees value the collaborative work environment and professional opportunities available to them. Colleagues take pride in leading impactful projects that emphasize teamwork and deliver a differentiated experience for our clients. Most importantly, we strive to maintain the dialogue throughout the year to track progress and address areas for continued growth.

*“FTI Consulting fosters a culture that values strong, supportive and effective teams, which has made all the difference in my development and success. The collaborative environment here has empowered me to grow while helping others do the same.”*



Deedra Smith, Managing Director, Washington, D.C.

<sup>1</sup> Employee engagement statistics are based on employee responses to the company’s 2024 Great Place To Work® survey.

# Recognizing Employee Accomplishments

In addition, we strive to create a culture where our employees feel recognized. We offer two employee recognition programs, **FTI Awards** and **STARwards**, which are aimed at celebrating FTI Consulting employees, inclusive of all seniority levels and teams, from core operations to client-facing professionals.

Introduced in 2014, the annual FTI Awards honor exemplary employees who have risen to streamline processes or respond to complex engagements beyond their traditional expertise. Nominations are open to all and can be made by leadership, direct reports or peers. **In 2024, FTI Consulting professionals submitted 563 nominations for the FTI Awards.**

Additionally, our popular global **STARwards Program** provides employees with a way to recognize their colleagues year-round with an “on-the-spot” award. STARward recipients exemplify FTI Consulting values across five categories, and each award offers a meaningful way to thank and recognize those who go above and beyond. Individuals who receive five STARwards join a list of STARward Circle Winners and receive a gift card award. **In 2024, we distributed a record of more than 9,000 STARwards.**

## FTI Awards Categories:



### Culture Champion

Celebrates professionals who strengthen our culture and make FTI Consulting a better place to work



### Cross-Segment

For extraordinary teamwork and collaboration across the business, demonstrating our value of “Empathy” by offering support that spans our segments



### Going Places

Recognizes a non-Senior Managing Director who has extraordinary achievements in building our firm



### Got It Done

For “getting it done” despite the odds and supporting our value of “Achievement”



### Relentless Innovation

For exemplifying our quest to continually innovate, supporting our value of “Creativity”



### Servant Leader

For our coaches who facilitate the success of colleagues by sponsoring the development of others, welcoming diversity and supporting our values of “Respect” and “Empathy”



### Outstanding Client Service Team

Showcases a team that delivered work of extraordinary quality with tenacious service, supporting our value of “Achievement”

## Supporting Our People

Across the globe, we value the total well-being of our employees, helping them prioritize their physical, mental and financial health. The way we care for our professionals mirrors the way we look after our clients — with close attention, respect and a commitment to doing what is right.

FTI Consulting aims to provide employees with competitive, equitable pay and benefits informed by regular market analysis. Our 24/7 Employee Assistance Program (“EAP”) supports a wide range of needs, such as navigating personal or family matters, child or elder care, well-being and emotional support, legal advice, estate planning, financial planning and more, through unlimited access to phone, online and in-person channels.

To make benefits information more accessible, we launched country-specific resources focused on the total well-being resources available for our employees to live well, work well and be well. We remain committed throughout our employees’ journeys to help keep work and life in balance so they have the time and resources to connect with and care for their families.

New parents are provided paid parental leave and transitional support following the baby’s arrival. In the United States, for example, FTI Consulting’s parental leave policy offers 10 weeks of fully paid leave for all caregivers. To support our professionals on parental leave, as well as managers with direct reports who are, we launched a global digital toolkit with access to one-on-one virtual counseling from specialists, key date prompts, external parenting resources and resources to support a seamless return to the office with alternative working schedules for new parents.

Furthermore, to provide our professionals with time away from work, eligible employees receive annual leave and paid time off. For example, full-time employees in the United States are eligible to accrue between 15 and 25 days of paid time off based on role and tenure.

**In the countries in which we operate, we offer comprehensive, location-specific benefit arrangements, which may include, but are not limited to, the benefits below.**

 Annual Leave Benefits	 Backup Child/Elder Care Retirement Plans	 Breast Milk Shipping and/or Transport Service
 Business Travel Accident Insurance	 Charitable Gift Matching	 Disability Insurance
 Employee Assistance Program	 Employee-Driven Recognition Programs	 Employee Wellness Platform
 Life Insurance	 Medical, Dental and Vision Coverage	 Paid Time Off for Volunteering
 Parental Leave Benefits and Flex Return Support	 Professional Development and Certification Programs	 Retirement Plans

## Working With Flexibility

FTI Consulting strives to provide a flexible work environment to meet the professional and personal needs of our employees and support our sustainability goals. Given the diversity of our business segments, functions and global locations, we understand there is not a one-size-fits-all approach to hybrid work environments across our teams. We tailor our hybrid work strategies to each market, thoughtfully balancing the needs of our professionals with those of our clients. Our goal is to offer flexibility for our professionals and clients while preserving the collaboration, relationship-building and complex problem-solving that define our culture and client impact.

*“FTI Consulting offers a variety of leave options, including bereavement and special leave, which I have found invaluable for supporting my mental health. Also, the firm’s hybrid work structure allows us to prioritize mental well-being while still excelling in our roles. Like many others, I face mental health challenges, so having this flexibility is crucial to staying balanced and thriving both personally and professionally.”*



Ola Ayoade-Alabi, Senior Consultant, Melbourne

*“In 2013, I transitioned to an ‘as-needed’ Senior Director role, which allowed me to focus on being a caregiver for my two daughters while still staying connected to my colleagues. In September 2021, I resumed my full-time Senior Director role. I feel so grateful that FTI Consulting afforded me the opportunity to spend extra time with my children while they were very young. As a mom of two, it’s always a challenge to balance work and family life, but because of FTI Consulting’s team-based approach, we all support each other and fill in when there is a conflict between work and our personal lives.”*



Jaime Robinson, Senior Director, New York



# Talent Development

At FTI Consulting, our sustained growth is rooted in our commitment to invest in our people and support their professional aspirations. Hiring great talent is just the beginning — our focus is on developing future leaders through continuous learning, coaching and personalized growth opportunities.

### A Culture of Learning and Development

We seek to create a culture where learning is embedded into every stage of our employees’ journeys. From on-the-job learning experiences to structured talent development programs, we offer a variety of opportunities tailored to support individuals as they reach key career milestones. Our professionals experience:

- **Global talent development programs** aligned with career progression
- **Curated learning paths** with self-paced e-learning, videos and skill-building tools
- **High-impact coaching and mentorship** to unlock potential and drive growth

We believe the most impactful learning happens through experience. Personalized guidance and mentorship equips our employees with the confidence, flexibility and freedom to own their career journey.

### Coaching and Performance Development

Each employee is paired with a dedicated coach who serves as a trusted advisor to help strengthen their capabilities, navigate projects and advocate for their career progression. Our coaching model is grounded in:

- A focus on amplifying individual strengths
- Ongoing, actionable feedback and self-reflection
- Proactive career planning and goal setting

In 2024, 92% of professionals completed performance reviews, including a self-assessment to reflect on progress made against goals and to reference feedback received throughout the year.<sup>1</sup>

Talent development programs are anchored in our **core capabilities framework**, which includes key skill areas such as business development, project management, communications, coaching and leadership. These capabilities are supported by both in-person learning experiences and on-demand e-learning resources.

### 2024 Talent Development Highlights



### Average Hours of Training by Job Level<sup>2</sup>

Job Level	Hours per Person
Consultant	31.9 hours
Senior Consultant	22.9 hours
Director	24.5 hours
Senior Director	21.5 hours
Managing Director	22.6 hours
Senior Managing Director and Executive Committee	12.0 hours

<sup>1</sup> Excluding employees in FTI Consulting’s Compass Lexecon subsidiary.

<sup>2</sup> Encompasses all in-person and virtual training hours delivered by FTI Consulting and our e-learning vendor partners.

## Feedback-Driven, Impact-Focused Programming

We continuously improve our programs based on participant feedback. Surveys are conducted immediately after each course and, for larger, in-person programs, again at 90 days to assess long-term impact. This ensures our offerings remain relevant, effective and aligned with real business needs.

## Career Milestone and Signature Programs

Our talent development strategy includes a robust framework of career milestone programs, helping professionals step confidently into new roles. Clear career pathways are defined at each level, with transparent role competencies, grading frameworks and review sessions. **Approximately 1,300 professionals completed leadership trainings in 2024.** The talent development programs detailed below are supplemented by learning paths tailored to employees' roles.

- **New Consultant Orientation Program:** Multiday, on-site onboarding designed to help early career professionals transition successfully, build networks and hear from leaders. In 2024, we welcomed 312 new consultants in the Americas and EMEA at our orientation programs.
- **Milestone Programs:** Role-specific, immersive training for newly promoted or hired Senior Consultants, Directors, Senior Directors and Managing Directors to equip employees with the tools necessary as they assume expanded responsibilities. In 2024, we provided milestone program training to 838 professionals.
- **EMEA Apprenticeship Program:** In London, our 15- to 24-month Apprenticeship Program fosters social mobility by providing alternate routes, other than university, into consulting careers. In 2024, we welcomed eight apprentices across cybersecurity, public relations, finance, accounting and more.

*“Since starting my apprenticeship at FTI Consulting just over a year ago, I’ve been privileged to gain hands-on experience and abundant learning opportunities. This apprenticeship has been an excellent starting point for my career, providing me with valuable knowledge and experiences that will guide my professional growth. I’m grateful to have joined a team of driven and like-minded professionals who have supported me throughout this exciting journey.”*



Sally McMurray, Apprentice, London



# Supporting Social Mobility Through Work Experience

To support social mobility, our London office hosted its annual Work Experience Program, which aims to provide young people with exposure and access to careers in consulting. FTI Consulting welcomed 15 students from [Urban Synergy](#) and [The Talent Tap](#), two organizations supporting youth to reach their full potential and excel in their careers.

Students were placed with FTI Consulting teams that aligned with their interests for two weeks. Our colleagues developed workshops, information sessions and networking events to support the students' exposure to careers in consulting. Students also connected with a mentor at FTI Consulting and worked with them on a case study project that was presented on the final day of the program.

One student reflected, "I have significantly improved my confidence and career aspirations. I have FTI Consulting to thank for giving me the great opportunity to work with the Technology segment, which helped me expand my network and gauge an idea of workplace culture."

*"Growing up in a low-income household in a geographically isolated area can significantly impact your future. FTI Consulting's partnership with The Talent Tap ensures talented young people can access meaningful, in-person work experience without the financial burden of accommodation, travel and living expenses. By creating a fully supported residential work experience program and reaching out to young people in underserved regions across the UK, our partnership empowers every young person to reach their full potential, no matter where they grow up."*

Laura Kernaghan, Chief Executive Officer, The Talent Tap

## Learning by Doing: Our Expert-Led Model

FTI Consulting's expert-driven, small client team model is a unique differentiator. It enables our employees to work closely with decision-makers and collaborate with industry-leading experts who established the theory, wrote the book and taught the class. This model promotes diverse perspectives, accelerates learning and empowers our people to provide well-rounded, high-impact solutions to our clients.

*"The training topics of the new hire onboarding experience were interesting and very well explained. It provided all the basic information that a new hire needs to succeed, such as administrative tasks, networking opportunities to meet others across the firm and an interesting excursus on the history of FTI Consulting and the factors that have contributed to the company's success over the years."*



Alfredo Scarfo, Senior Consultant, New York

## Building Capabilities To Deliver Innovative, Client-Centered Solutions

Our business development learning programs are designed to strengthen client-facing skills such as active listening, effective presenting and leveraging the full capabilities of the firm to deliver tailored, innovative solutions. Through a mix of in-person and virtual programming, employees gain practical tools to support complex client engagements. These varied trainings highlight client development, emphasize engagement management and share FTI Consulting success stories that showcase how we help clients overcome challenges.

- **Senior Managing Director Readiness Program:** Two nomination-based programs for high-potential Managing Directors — one focused on early-tenure development and one focused on preparing for advancement to Senior Managing Director. These programs emphasize strategic thinking, leadership readiness, networking and client engagement.
- **Business Development Learning Programs:** In addition to role-specific and leadership training, FTI Consulting equips employees with business development and account management skills to better support both prospective and existing clients. FTI Consulting offers tailored learning programs to align with each employee’s role and interests, focused on the core competencies needed at each level. These programs build both strategic and practical capabilities to strengthen client relationships and deliver exceptional service. **In 2024, more than 2,300 client-facing professionals completed business development learning programs.**

## Empowering Career Growth Through On-Demand E-Learning

Employees are empowered to explore and develop their skill sets or interests by utilizing Knowledge Now, FTI Consulting’s learning management system, which includes e-content from LinkedIn Learning, Coursera and Thomson Reuters. **In 2024, we grew employee e-learning engagement, with a total of 3,287 unique learners utilizing these educational offerings.**

At FTI Consulting, we are deeply invested in building future leaders. From day one, employees are empowered to learn, grow and lead. Through coaching, hands-on learning, curated programming and a supportive culture, we provide the resources and environment for our people to thrive and, in doing so, deliver lasting impact for our clients.

*“The leaders at FTI Consulting take an active role in the growth and development of their team members. I was looking for mentorship and guidance and an opportunity to take ownership of my own skills development by focusing on work that I find compelling. The culture at FTI Consulting and the individuals I’ve interacted with have definitely afforded me that opportunity.”*



Christopher Fogler, Director, Denver

*“We encourage our early career consultants to try lots of different things. It’s about challenging them to go outside their comfort zone and throw themselves into new situations to ensure they become well-rounded experts, such as working in different industry sectors, supporting different types of clients or solving new, unusual problems. FTI Consulting’s model means consultants get direct exposure to learn from senior business experts.”*



Matthew Johnston, Senior Managing Director, London

# Diversity, Inclusion & Belonging

An inclusive culture is fundamental to our core values and success. FTI Consulting is, and will continue to be, a better firm because of our ability to leverage the unique talents, backgrounds and perspectives of our people to understand and meet our clients’ needs. Experts at every level come to FTI Consulting with unique perspectives, experiences and skill sets. As we deliver innovative solutions for our clients and the world more broadly, we strive to build engagement and a sense of belonging for all through company values, guiding principles and a focus on mentorship and development.

FTI Consulting’s Executive Committee, Board of Directors and business leaders are committed to fostering long-standing support and investment to champion initiatives that advance and connect our **more than 8,000 professionals across the business**. At FTI Consulting, our commitment to diversity and inclusion is demonstrated through initiatives like our inaugural Global “We are FTI” Conference, our ERGs, community involvement and signature development programs that are open to all colleagues.

*“Representation is crucial — not only for underrepresented people, but for everyone, and especially junior talent. Seeing someone achieve great things is inspiring, yes, but seeing someone in whom you can see yourself achieve those things is transformative. It signals to our subconscious what is possible, and for those who go on to pursue these things, it provides an example and guiding light.”*



Ronelle Green, Director, New York



# Our Diversity, Inclusion & Belonging Pillars

FTI Consulting’s Diversity, Inclusion & Belonging strategy is grounded in four key pillars encompassing the actions we intend to continue taking to contribute to a safe and inclusive environment both within the firm and in the communities where we operate. Each pillar is supported by intentional actions, clear accountability and meaningful resources designed to drive lasting and measurable progress.



Through the four pillars, we continued to see engagement in company-sponsored programs, groups and events throughout 2024 across our offices and at all levels.

- We continue to support our talent by providing access to senior leaders and opportunities for formal mentorship through our Trusted Advisor Mentorship Program. By expanding the internal network of talent at the firm, we aim to build a culture where our people feel encouraged to take ownership of their careers, hold honest conversations with leaders and grow within the firm.
- We collectively offer 11 ERGs across FTI Consulting, encouraging open participation from all employees. Our ERGs play a vital role in fostering inclusion, understanding and a sense of community within the firm. Open to all employees, we continue to encourage the power of collaboration, discussion and inclusion. In 2024, we introduced our newest ERG, the Military Veterans Network.

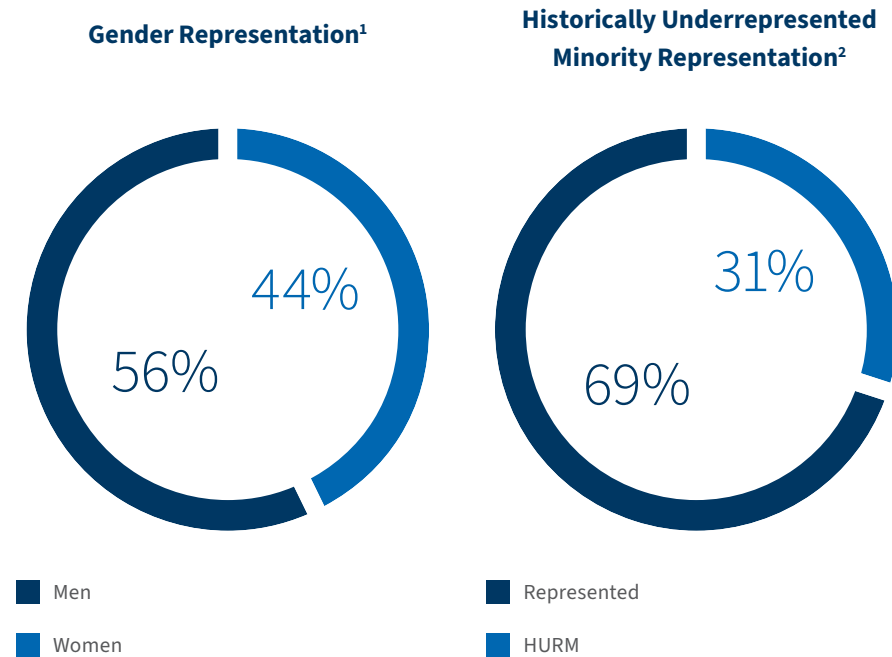


- Throughout the year, we continued to leverage our external DI&B partnerships to expand our candidate pipelines and provide our talent with professional development opportunities.
- Working with our ERGs and engaged teams across FTI Consulting, we continued to support various charities and organizations in our local communities through fundraising, volunteering and pro bono engagement. Read more details about the impact of our Corporate Citizenship Program beginning on page 55.
- We hosted the inaugural “We Are FTI” Conference, bringing together employees, industry experts and thought leaders from around the firm to engage in two days of meaningful discussions and workshops to keep the dialogue alive around our commitment to fostering an inclusive workplace. The conference featured a range of sessions addressing critical topics such as authenticity in the workplace, inclusive leadership and strategies for promoting equity within the organization.

# Gender and Historically Underrepresented Minority Representation

At FTI Consulting, we continuously seek to provide equal employment opportunities and improve our talent pipelines. Through hiring, development and retention initiatives, we seek to attract and retain top talent across the firm.

Annually, FTI Consulting publishes workforce gender demographics data globally and historically underrepresented minority (“HURM”) demographics data for employees based in the United States, the United Kingdom, Canada, South Africa and Australia, which represents 75% of our total global headcount.



<sup>1</sup> Gender representation is based on FTI Consulting’s total headcount as reported in our Annual Report on our Form 10-K as of December 31, 2024.

<sup>2</sup> We survey our employees based on the legal framework of local countries and benchmark our data to local demographics. Many local jurisdictions do not allow employers to collect information about ethnicity; thus, FTI Consulting’s racial and ethnicity information is based on FTI Consulting’s total headcount in the United States, the United Kingdom, Canada, South Africa and Australia. Employees who self-identify in traditionally underrepresented groups in these countries are considered historically underrepresented minorities. These five countries represented 75% of the company’s total headcount as of December 31, 2024.

# Pay Equity and Pay Gap

FTI Consulting analyzes global gender and ethnicity pay gaps each year. Our goal is to attract, retain and develop the best talent and cultivate an environment that empowers and supports everyone in our organization as they continue to deliver value to our clients and thrive in their careers. Through robust policies focused on fair pay and rewards for all employees, we remain focused on our efforts to drive accountability and transparency.

Unlike equal pay, a pay gap is the difference in average pay between gender or ethnicity in an organization over a period of time. FTI Consulting calculates our global pay gap based on our employees’ total compensation (base salary plus bonuses) and then compares the average compensation of male and female employees, as well as that of represented and historically underrepresented employees.

The data reflects the results of FTI Consulting’s annual global analysis on gender and ethnicity pay equity in 2024, along with the variance when compared with data from the prior year.

Gender <sup>3</sup> Global Employees				Ethnicity <sup>4</sup> Global Employees			
PAY GAP		BONUS GAP		PAY GAP		BONUS GAP	
MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN
44%	32%	62%	44%	35%	22%	55%	35%
(0%)	(0%)	(+3%)	(+3%)	(0%)	(-1%)	(+1%)	(+2%)

The 2024 pay gap results demonstrate that, as we continue our focus on recruiting and retaining talent across FTI Consulting, more work remains to further narrow the gap and achieve declines in our mean and median percentages, which are driven by differences in representation in senior-level roles across the organization.

As we continue to strive to reduce our pay and bonus gap, we support policies, programs and resources available to all our talent that center around mentorship and representation, such as the Trusted Advisor Mentorship Program, the FTI Consulting Milestone Programs and more. Details on these programs can be found throughout this report.

We comply with country-specific gender pay gap requirements, as applicable to our company, including in Australia, France and the United Kingdom. These reports can be found on our corporate website and within the Appendix of this report.

<sup>3</sup> Pay gap calculations are based on FTI Consulting’s total headcount, as reported in our Annual Report on Form 10-K as of December 31, 2024, excluding employees in the Compass Lexecon subsidiary and employees on leave.

<sup>4</sup> Ethnicity pay calculation is based on FTI Consulting’s total headcount in the United States, the United Kingdom, Canada, South Africa and Australia, as reported in our Annual Report on Form 10-K as of December 31, 2024, excluding employees in the Compass Lexecon subsidiary and employees on leave. This represented 75% of total headcount as of December 31, 2024.

## FTI Consulting’s Employee Resource Groups

FTI Consulting supports 11 distinct ERGs open to all professionals regardless of background, identity or lived experience. Our ERGs are dedicated to cultivating a safe and inclusive environment where every individual feels seen, heard and valued. At FTI Consulting, ERGs serve as vital communities that foster connection, provide support and elevate voices across our global workforce. These groups offer space for open dialogue, learning and celebration of diverse perspectives, while also acting as strategic partners in shaping an inclusive workplace culture.



## Mentorship and Representation at FTI Consulting

As a part of our commitment to develop and retain our talent, leadership has invested in mentorship and developmental programs to provide resources and keys to success at FTI Consulting. Our Trusted Advisor Mentorship Program is designed to provide support for junior and senior talent by increasing access to senior leaders, helping participants foster meaningful networks and relationships, and providing opportunities for personal and professional growth. The program is split into two paths, dependent on employee level.

- **Trusted Advisors:** Designed to support our Level 3/Directors to Level 5/Managing Directors in owning and maintaining key relationships for career development and identifying the resources needed to grow within the firm.
- **Trusted Advisors—Ignite:** Designed to bring our Level 1/Consultants and Level 2/Senior Consultants together in small group settings led by a Level 3/Director or above with the aim of acting on their individual development goals by means of peer-to-peer mentorship and group accountability.

## Fostering an Inclusive Culture Through Learning

Training in fostering an inclusive culture is part of FTI Consulting’s talent development programs, providing professionals across the globe with access to important curricula through global sessions and segment-specific workshops. We also continue to host internal events and training opportunities to further enhance an inclusive culture among our global professionals.

In 2024, we introduced an e-learning course for interviewer certification training to FTI Consulting professionals. The course provided interviewers with the knowledge needed to conduct consistent, fair and competency-based interviews, fostering an inclusive and efficient hiring process and supporting FTI Consulting’s internal growth.

We also continued our “Managing Inclusive Teams” training for professionals at the Director level and above. Facilitated by a third party, the interactive course is designed to help professionals develop high-level skills and best practices for managing employees through potentially challenging situations while also helping managers understand their responsibilities under the latest employment laws. In 2024, more than 600 professionals at the Manager level and above completed the training. We also continued to offer adjacent LinkedIn Learning sessions, including “Having Career Conversations with your Team” and “Cultivating Cultural Competence and Inclusion.”



# Not God’s Work, But Good Work



The following is an excerpt from an [article](#) by Michael Eisenband, Global Segment Leader of Corporate Finance & Restructuring.

Nobody in the finance or advisory professions should believe or claim to be doing God’s work, even in an off-the-cuff comment or abstract sense.

However, some people are doing God’s work, so to speak, every day, and the opportunity for the restructuring community to support these efforts financially might be as close as we get to it. Last month, I was thrilled to be honored by [Tina’s Wish](#) at their 2024 Annual Gala, along with another restructuring veteran, Kelley Cornish, and the Honorable Cecelia G. Morris. Tina’s Wish is a foundation that has been dedicated to funding research for the prevention and early detection of ovarian cancer since 2008, shortly after the untimely death of our renowned industry colleague, the Honorable Tina Brozman, from the disease in 2007.

**FTI Consulting has sponsored Tina’s Wish from its inception, and, to date, the foundation has raised \$25 million, with huge support from our colleagues in the restructuring community.** The foundation is helping to make a real difference in the fight against this stealthy and often fatal disease.

Ovarian cancer is a pernicious killer. It accounts for 1% of all cancer diagnoses each year, but 2% of all cancer-related deaths. The disease will claim the lives of about 13,000 women in the United States this year.

The research and awareness efforts funded by Tina’s Wish undoubtedly have contributed to improved outcomes, which have become more prominent since, well, 2008. That merits a big shoutout of recognition to the researchers and administrators on the frontlines of this heroic effort, and to the restructuring community and other benefactors, who recognized a most worthy cause to commemorate Tina’s memory, and whose involvement and generosity at the firm level and individually have contributed to this progress and literally are saving lives every year.

For FTI Consulting, our support of charitable causes certainly doesn’t stop there. Our Corporate Finance & Restructuring segment proudly sponsors many other nonprofits and charities regionally and nationally, including [Catholic Charities](#), [The UJA Federation](#), [The Boys Scouts of America](#), [the American Jewish Committee](#), [A Precious Child](#) and [Kids in Crisis](#), among others.

Many of our restructuring peers also support these organizations and others that align with their giving initiatives. Collectively, the restructuring community supports giving on the order of \$20 million annually across a wide range of outstanding causes dedicated to improving health outcomes and helping disadvantaged communities and vulnerable Americans. Speaking as an industry veteran approaching the last chapter of a long working career, the many good works supported by our community and my colleagues over these years is a huge source of pride for me. When we compete with our peers in the marketplace, inevitably there will be winners and losers, but in those instances when we all collaborate around a worthy cause, there are only winners.



Michael Eisenband, Global Segment Leader of Corporate Finance & Restructuring, New York



# Corporate Citizenship

## Our Commitments

FTI Consulting is committed to making a meaningful and long-lasting impact in the communities in which we live and work. Through our Corporate Citizenship Program, we empower our professionals and teams to use their unique expertise to support local and global causes.

Each day, FTI Consulting professionals apply their definitive expertise and practice experience to help clients navigate their greatest challenges and opportunities. Our professionals apply this same strategy to our Corporate Citizenship Program and embody our core values through charitable and civic activities globally.

The Corporate Citizenship Program provides our professionals with the opportunity to broadly leverage their unique expertise to solve problems and build resilience in our global and local communities. In 2024, FTI Consulting professionals supported more than 1,100 charitable organizations through the Corporate Citizenship Program.

## Corporate Citizenship at FTI Consulting

### Pro Bono

Pro bono engagements at FTI Consulting leverage our professionals' deep knowledge and unique expertise to make a difference.

### Donation Matching

FTI Consulting's Employee Matching Gift Program amplifies the impact of our professionals' personal charitable contributions.

### Volunteering

All professionals receive eight hours of paid leave each year to volunteer for causes they are passionate about.

**In 2024, more than one-third of all FTI Consulting professionals engaged in one or more components of our Corporate Citizenship Program.**



## Pro Bono Engagements

At FTI Consulting, our professionals are actively engaged in our Pro Bono Program, which is supported by our Executive Committee and our Pro Bono Advisory Committee, a global team of senior leaders chaired by our General Counsel. FTI Consulting’s Pro Bono Program leverages our professionals’ deep knowledge and unique skill sets to make an impact for individuals, organizations and our communities.

In order to continue to support our colleagues to make significant contributions to pro bono engagements, our firm introduced a major pro bono policy change in 2024. Previously, our professionals received up to 35 hours to work on pro bono engagements that counted toward their individual and segment’s utilization and productivity metrics. As of March 2024, all time spent on approved pro bono matters is now eligible to be counted toward professionals’ individual and segment utilization and productivity metrics.

This policy change, supported by investment from the firm’s leadership and continued advancement of programmatic infrastructure, has facilitated continued growth in our Pro Bono Program. In 2024, FTI Consulting professionals contributed pro bono services internally valued at **approximately \$12.7 million, a 20% increase** compared with 2023.

*“At FTI Consulting, we believe it is our responsibility to leverage our expertise to help address the world’s most pressing issues. As we have grown our Pro Bono Program, we have been able to improve internal systems and governance structures that enable our colleagues to meet the needs of our pro bono beneficiaries. Whether it’s by supporting the causes important to our people, creating enterprise-wide change within organizations of all sizes or partnering with law firms to seek justice under the rule of law, we are continuously inspired by the impact FTI Consulting professionals have made through pro bono contributions.”*



Hillary McDonald-Taubman, Senior Manager, London

## Volunteering

In 2024, FTI Consulting professionals continued to utilize their eight hours of company-sponsored volunteer time to support a range of causes to benefit their communities. Many of our global offices have Corporate Citizenship Champions who drive engagement in our corporate citizenship initiatives in their local offices. The efforts and energy of our Champions are key contributors to sustained engagement in our program. In 2024, we had nearly **200 Corporate Citizenship Champions** who regularly organized in-person events with charitable organizations. As a result, our professionals **volunteered more than 6,500 hours** in 2024.

## Giving

FTI Consulting’s Employee Matching Gift Program amplifies the impact of our employees’ personal charitable contributions. Each year, the company matches employee donations of up to \$500, or local currency equivalent, to eligible nonprofit organizations, which are assessed and selected in part by their alignment with our values and corporate sustainability strategy. This flexible approach allows employees to participate in the program while enabling them to support the causes that mean the most to them. In 2024, many professionals also leveraged the program to fundraise for charitable organizations through physical challenges. Other professionals donated technology, clothing and other material items to organizations serving communities in need globally.



# Supporting Children’s Cancer Care and Research in London

Colleagues in FTI Consulting’s London office choose a charity to form a strategic partnership with on a two-year cycle. In 2024, the office voted for [The Dear Toby Trust](#), in partnership with [Great Ormond Street Hospital \(“GOSH”\) Charity](#), to be the office’s partner until the end of 2025. In addition to an equally split £20,000 donation, the partnership involves a commitment to fundraising a minimum of £20,000 to be split evenly between both organizations.

In 2024, our London office raised more than £45,000 for both organizations, and all funds went toward GOSH’s new Childrens Cancer Centre, set to open in 2027. Colleagues took part in a range of fundraisers, including the month-long “Fundraising for 750 Challenge,” an internal fundraising competition focused on the number 750, which represents the number of seriously ill children seen at GOSH each day. During this campaign, the office rallied together to host step challenges, bake sales and other activities. Collectively, our professionals raised more than £20,000 in a single month.

During the year, our colleagues were also a consistent base of support for GOSH Charity through volunteerism, contributing nearly 100 hours to support the charity at fundraising events. Additionally, we supported The Dear Toby Trust’s accounting function on a pro bono basis and audited their digital platforms, providing crucial infrastructure and recommendations for the charity to continue growth in the future.

*“On behalf of GOSH Charity, we’d like to extend a huge thank you to everyone at FTI Consulting for your incredible fundraising efforts. The funds raised in 2024 bring us one step closer toward a world-leading new Children’s Cancer Centre, which will help drive transformation in children’s cancer care.”*

*Gabriela Potworowska-Rymer, Head of Partnership Management, GOSH Charity*



**Great Ormond Street Hospital** cares for seriously ill children while also bringing together the brightest minds in medicine to achieve pioneering medical breakthroughs.



**The Dear Toby Trust** was founded by Nathan Hambrook-Skinner after his son passed away at seven months old following a battle with acute myeloid Leukemia. The charity strives to find a kinder way to treat childhood cancer by helping specialist centers discover groundbreaking treatment through targeted funding.

The partnership with FTI Consulting was The Dear Toby Trust’s first-ever corporate partnership. As a small charity with no permanent members of staff, the partnership has been significant in raising the charity’s profile and strengthening their ability to pursue their mission. Hear more about the impact of partnership from Nathan Hambrook-Skinner, Co-Founder of The Dear Toby Trust.



CASE STUDY

# Nourishing Lives, One Meal at a Time

OVERVIEW

Global hunger remains one of the most urgent challenges of our time, affecting millions of lives by undermining health, hindering education and more. At FTI Consulting, our professionals took action to help alleviate food insecurity and make a difference in our communities.

OUR CONTRIBUTION

In **Atlanta**, more than 15 colleagues volunteered at the [Atlanta Community Food Bank](#) to sort more than 12,500 pounds of food, which equates to approximately 10,000 meals.

Teams in **Atlanta** also volunteered with [Urban Recipe](#) to support their mobile pantry programs and co-op distributions by assembling and filling 220 mobile pantry boxes.

Colleagues in **Germany** volunteered with [Tafel](#), a food rescue organization, to sort and package 350 bags of food donations.

Our **New York City** and **Roseland** offices volunteered with [Rise Against Hunger](#) to package 13,000 meals for individuals with limited access to diverse and nutritious meals.

In **Washington, D.C.**, more than 250 new Consultants also supported [Rise Against Hunger](#) by packaging more than 20,000 meals as part of their orientation.

FTI Consulting's **Seattle** office volunteered with [Food Lifeline](#) to sort and package more than 18,000 pounds of bulk food donations from local farmers and food suppliers to be provided to local food banks, shelters and meal programs.

Teams in **Melbourne** volunteered with [FareShare](#) to package approximately 1,000 free and fresh meals for various charities and community groups that help those in need.



OUR IMPACT

FTI Consulting colleagues sorted and packaged **approximately 55,000 meals with six organizations fighting global hunger and providing meals to those in need**. Volunteers also organized in-office drives to collect and donate nutritious food items.

SUSTAINABLE DEVELOPMENT GOALS



*“Together with my colleagues, we volunteered for a day at FareShare and packaged meals for various charities and community groups that help those in need. Packing the meals wasn’t just about the meals themselves; it was about fostering connections and making a tangible difference. This initiative exemplifies the essence of giving back at FTI Consulting, and I’m proud to be part of a team dedicated to creating a positive impact.”*



Ariel Shavit, Senior Consultant, Melbourne



CASE STUDY

# Accelerating Impact with Automation for Girls on the Run International

## OVERVIEW

FTI Consulting partnered with the corporate office for [Girls on the Run International](#), a nonprofit organization empowering girls to strengthen their physical and mental health through experience-based curricula integrated with running, to design a robust and user-friendly dashboard to improve data-driven decision-making across the organization.

## OUR CONTRIBUTION

FTI Consulting conducted a needs assessment with Girls on the Run International’s leadership and reviewed current visualization methods to identify key areas for dashboard development.

Our experts collaborated closely with the organization’s data team to ensure the dashboard accurately reflected tracked metrics and enhanced existing visualization tools.

We developed an interactive Power BI dashboard linked to live SharePoint data, providing insights on KPIs such as participation, retention, financials, diversity and website metrics.

FTI Consulting delivered live demonstrations and comprehensive training modules to ensure the organization’s leadership and council leaders could confidently use, maintain and share dashboard insights.

## OUR IMPACT

FTI Consulting delivered the organization’s first comprehensive dashboarding suite, providing clear and effective visualizations that showcase Girls on the Run International’s impact and give key insights into performance across councils.

Our experts streamlined data reporting through a live, automatically updated tool that evolves with each new Excel data entry, ensuring the organization benefits for many seasons to come.

The team eliminated tedious data input and visualization tasks, allowing leadership to focus on advancing and communicating their mission.

## SUSTAINABLE DEVELOPMENT GOALS



*“FTI Consulting has transformed our ability to leverage data across our council network. Through their pro bono project, they optimized our data systems, enabling our team to manage and visualize our data with ease. The time saved is invaluable, and we can now operate more efficiently in service of our mission. FTI Consulting’s team worked with us in a collaborative and responsive manner, showing a clear understanding of our needs and commitment to our success. Completing this complex project quickly and on time, FTI Consulting has proven to be an exceptional partner, and we highly recommend their services to any organization seeking impactful, data-driven solutions.”*

**Kathryn Thompson**, Chief Operating Officer, Girls on the Run



CASE STUDY

# Leveraging Data Analysis To Assess Equitable Program Implementation



OVERVIEW

[Bet Tzedek Legal Services](#), a nonprofit providing free legal services, education and policy advocacy to low-income individuals and families in Los Angeles County, engaged FTI Consulting to conduct a racial equity analysis of its programs and assess its existing data collection approach to identify changes for more effective impact measurement in the future.

OUR CONTRIBUTION

FTI Consulting examined the nonprofit’s six programs to assess the extent to which each program was equitably implemented in communities of color and analyzed the long-term impact on participants’ lives.

Our experts conducted an in-depth data analysis of each program, identifying the demographics of individuals reached and comparing the findings to demographic data in Los Angeles County during the same period.

The team analyzed Bet Tzedek’s existing data collection processes and identified changes to improve its capacity to internally measure its impact and ensure equitable implementation of community programs.

OUR IMPACT



FTI Consulting developed two reports analyzing the impact of Bet Tzedek’s legal community programs and determined that the nonprofit’s legal interventions provided equitable access to justice for individuals in need.

Our experts identified three specific communities as new areas of need for Bet Tzedek’s services based on high concentrations of low-income households.

The team provided recommendations for data collection and analysis improvement to better track and measure program equity and impact.

Bet Tzedek’s Board of Directors will utilize findings from the reports to further inform the nonprofit’s strategy.

SUSTAINABLE DEVELOPMENT GOALS



# Taking Action Against Human Trafficking



In Colombia, FTI Consulting is providing pro bono support to Shielding Innocence, a nonprofit initiative that protects women and girls from human trafficking. Working alongside professionals from Baker McKenzie, our colleagues are using their expertise to work toward eradicating this pervasive issue.

Michael Cullen, Leader of our Forensic & Litigation Consulting segment in Asia and Latin America, shares more in the video on the work our colleagues are doing to educate and train major hotel chains on warning signs to reduce the prevalence of human trafficking in Colombia and the wider region.

Our colleagues began supporting this initiative in 2024. The project is ongoing.





CASE STUDY

# Leveraging Data Visualization To Enhance Fundraising Reporting



## OVERVIEW

[Barnardos Ireland](#) (“Barnardos”) supports vulnerable children in accessing the support they need to overcome childhood adversity and achieve their full potential. Barnardos implemented a new system to collect fundraising data and required assistance to summarize data collected by the new system for reporting purposes.

## OUR CONTRIBUTION

Our experts designed a Power BI dashboard to map where Barnardos was receiving donations from across different regions of Ireland, as well as what programs these funds were going toward.

The team delivered training sessions on Power BI and SQL tools to enable Barnardos’ staff to use the dashboard to create reports and retrieve specific fundraising metrics.

FTI Consulting continues to support the team with regular check-ins, training and upskilling.

## OUR IMPACT

The dashboard designed by FTI Consulting automated Barnardos’ previously manual data retrieval process, reducing the time it takes to retrieve fundraising data from its new data collection system from a full day to less than 10 seconds.

As a result of the new dashboard and training delivered by FTI Consulting, Barnardos is able to produce daily fundraising reports that outline donor information and provide clarity on how donations are allocated to different programs, in compliance with national reporting requirements.

Having access to this level of reporting has significantly improved Barnardos’ fundraising team’s decision-making processes and helped identify both emerging trends and underperforming campaigns.

## SUSTAINABLE DEVELOPMENT GOALS



*“Our team did not have the budget or technical expertise to implement this solution on their own. From the very beginning, FTI Consulting took the time to understand our needs. The live integration between the CRM system and Power BI enabled real-time reports, empowering our fundraising team to make faster, data-driven decisions, something that was not possible with manual reporting methods. The result is a team that operates with greater efficiency, transparency and insight-driven decision-making.”*

Liga Selavina, Systems Manager, Barnardos Ireland

## Our Corporate Citizens Make an Impact Across the Globe

*“It was fantastic to organize a charitable auction and raise more than €9,500 for [Fundación Amove](#). Colleagues loved the initiative, and through the initiative, we were able to contribute to FTI Consulting’s sustainability goals by giving old office items a new home while also helping a great organization.”*



Daniela Miranda, Associate, Madrid

*“We’re so pleased to be able to support [Onward House](#), an organization that effects real and immediate change in our community. Through repeat volunteer events, we’ve been able to develop strong ties to the organization and look forward to continuing to build these relationships in the future.”*



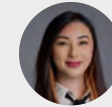
Victoria Zaharoff, Senior Director, Chicago

*“Our afternoon at [Nourish Now](#) was a nice reminder of how impactful even a few hours of service can be. It is a privilege to work at a firm that encourages community outreach and provides dedicated service hours each year.”*



Vincent Rubino, Director, Bethesda

*“During my volunteering at the [Special Children’s Christmas Party](#), I was assigned to the toy room, where I led groups of children and their carers to pick up their Christmas gift bags. Being personally thanked by them and seeing their happiness was a humbling experience that highlighted the spirit of giving and the impact we can have on others.”*



Julianne Valderrama, Assistant, Sydney

*“Volunteering with [Global Generation](#) was a great day, giving us the opportunity to help the local community who regularly visit [The Paper Garden](#). It was also great to connect with other FTI Consulting colleagues while giving back.”*



Sandra Bastianelli, Senior Manager, London

*“Thank you to everyone at FTI Consulting for your words of encouragement for the London Marathon and, more importantly, helping me achieve my fundraising goal of raising almost \$4,000 for [Teams for Kids](#).”*



Josh Kite, Director, New York

# Governance



# Governance

Our approach to corporate governance is informed by principled actions, effective decision-making and appropriate monitoring of compliance, risks and performance.

## Managing Risks and Opportunities

Our Board of Directors provide oversight and support our company’s continued efforts to operate sustainably and generate long-term value for our stakeholders. Composed of nine members with diverse backgrounds and skill sets, the Board consists of three fully independent committees:

- **Audit Committee:** Responsible for providing oversight of the quality and integrity of the company’s financial reports; the company’s compliance with legal and regulatory requirements; the independent auditors’ qualifications and independence; the oversight of the company’s risk assessment and risk management activities, including operational and cyber risk; and the performance of the company’s internal audit function and independent auditors.
- **Compensation Committee:** Responsible for approving and administering executive compensation programs to further the interests of shareholders; producing a report on executive compensation for inclusion in the company’s annual proxy statement; and reviewing the company’s overall programs for employee benefits.

- **Nominating, Corporate Governance and Social Responsibility Committee:** Responsible for reviewing and overseeing the nomination of directors, as well as factors related to ESG and human capital, including diversity, inclusion and equal opportunity, corporate citizenship, environmental matters and sustainability.

All Board members are elected on an annual basis by our shareholders and are also FTI Consulting shareholders, underscoring the alignment of interests between the two groups. The Board and each committee engage in an annual self-evaluation process, which is overseen by the Nominating, Corporate Governance and Social Responsibility Committee.

## Board of Directors<sup>1</sup>

89%

of Board members are independent directors

33%

of directors are female

100%

independent Board committee membership

22%

of directors are based outside the United States



Annual election of directors by majority vote in uncontested elections, with director resignation policy

<sup>1</sup> The information presented regarding the Board of Directors includes all nominees elected to the Board as of our 2025 Annual Meeting of Shareholders on June 4, 2025.

## Risk Assessments

FTI Consulting conducts enterprise-wide risk assessments and shares the findings with the Audit Committee annually. In addition to the annual oral reports to the Audit Committee, significant additions or changes to the risk profile are discussed more frequently. Information related to enterprise risk is delivered to the Audit Committee at least quarterly for its information, and such materials will be discussed at a meeting if necessary.

Our enterprise risk assessments consider several topics, including cybersecurity, anti-corruption, anti-money laundering, fraud, geopolitics and ESG and sustainability-related topics. We also periodically conduct in-depth risk assessments into specific risk topics (e.g., anti-corruption). These risk assessment activities are used to develop and implement appropriate mitigation and business continuity plans.

- As needed, we have undertaken tabletop exercises to anticipate risk events and help identify gaps in our controls and processes (e.g., a cyber event, geopolitical events). These exercises may involve people from all levels of the company.
- From an IT perspective, FTI Consulting maintains an IT Risk Management (“ITRM”) Program, which is designed to be responsive to the company’s enterprise-wide Risk Management Program. The ITRM Program is overseen by the IT team’s Cybersecurity & Privacy group and conducts various activities related to the analysis, assessment, mitigation and monitoring of corporate risks in accordance with the National Institute of Standards and Technology (“NIST”) 800-30 Guidelines for Risk Assessment. The ITRM Program is focused on assessing risks related to business and IT, operational, security, legal, regulatory and compliance. As part of the company’s Cyber Risk Management Program certification, FTI Consulting also maintains a vulnerability risk management program through which we analyze risks across the enterprise and track compliance internally on an ongoing basis. Finally, FTI Consulting has an internally managed program against which we assess, track and record vulnerabilities to help maintain the appropriate security posture.

## Artificial Intelligence

As a global company, FTI Consulting is subject to the artificial intelligence (“AI”) laws, regulations, frameworks and standards emerging across our global markets. FTI Consulting recognizes the need to manage risk effectively in connection with the development and use of AI systems and AI technology. Our AI Governance and Ethics Policy sets out the company’s overarching strategy, values and approach to governing AI, including how the company protects ecosystems, including employees, clients and related stakeholders, against AI risks. This policy is designed to encourage compliance with applicable laws set to govern the design, development, operation and deployment of AI across the global markets in which we operate. The policy serves as a reminder to employees of the need for responsible, trustworthy, human-centered and ethical AI systems and business practices. The policy is designed to promote a baseline standard aligned with those common principles and themes and to provide a robust foundation for compliance with each applicable law.

We continue to review the evolving AI landscape and work to recognize, manage and mitigate the risks associated with these technologies, as well as ways to incorporate AI into our business models.



# Board Composition and Qualifications of Our Directors<sup>1</sup>

Director	Director Since	Age	Independent Directors	Audit	Compensation	Nominating, Corporate Governance and Social Responsibility	Leadership	Financially Literate	Services or Industry	Government	Other Public Company Board Experience	Global	Cybersecurity	Gender Diversity	Racial Diversity
<b>Steven H. Gunby</b> Chief Executive Officer and Chairman of FTI Consulting, Inc.	2014	67					●	●	●		●	●			
<b>Mark S. Bartlett</b> Retired Partner at Ernst & Young LLP	2015	74	✓	●			●	●	●		●	●			
<b>Elsy Boglioli</b> Chief Executive Officer of Bio-Up	2023	43	✓		●	●	●	●	●		●	●		●	
<b>Claudio Costamagna<sup>2</sup></b> Chairman of CC e Soci S.r.l.	2012	68	☆		●		●	●	●		●	●			
<b>Nicholas C. Fanandakis</b> Retired Chief Financial Officer of DuPont de Nemours, Inc.	2014	68	✓	C			●	●	●		●	●			
<b>Stephen C. Robinson</b> Retired Partner at Skadden, Arps, Slate, Meagher & Flom LLP	2022	68	✓	●		C	●	●	●	●	●	●			●
<b>Laureen E. Seeger</b> Chief Legal Officer of the American Express Company	2016	63	✓		C	●	●	●	●		●	●		●	
<b>Eric T. Steigerwalt</b> President and Chief Executive Officer of Brighthouse Financial, Inc.	2025	63	✓	●	●		●	●	●		●	●			
<b>Janet H. Zelenka</b> Retired Executive Vice President, Chief Financial Officer and Chief Information Officer of Stericycle, Inc.	2025	66	✓	●		●	●	●	●		●	●	●	●	

 Lead Independent Director
  Committee Chair
  Committee Membership
  Skill Sets<sup>3</sup>

<sup>1</sup> Board of Director skill sets and other information are current as of the 2025 Annual Meeting of Shareholders of FTI Consulting, Inc. on June 4, 2025.

<sup>2</sup> As Lead Independent Director, Claudio Costamagna serves in ex-officio capacity on all Board Committees.

<sup>3</sup> This table highlights the skills possessed by each director upon which the Board particularly relies, and the absence of a specific skill or quality for a director does not indicate the director does not necessarily possess that skill or quality.

# Upholding Compliance, Business Ethics and Professional Conduct

FTI Consulting has policies and procedures that underpin our operations and communicate our expectations for compliance, business ethics and professional conduct across the organization. Our Code of Ethics and Business Conduct is reinforced through annual global training for all employees. A list of key FTI Consulting policies and guiding principles can be found in the Appendix of this report.

FTI Consulting regularly revisits these policies and procedures as appropriate to comply with relevant laws, regulatory requirements and best practices and to refine our governance practices accordingly against the global landscape we serve our clients in.

FTI Consulting expects our agents, vendors, contractors, consultants, business partners and third-party representatives to uphold similar standards to those in our Code of Ethics and Business Conduct. Third-party contractors must undergo background screenings and acknowledge both our Anti-Corruption Policy and Vendor Code of Conduct, which outline our ethics and compliance expectations. Furthermore, our Sustainable Procurement Policy sets supplier expectations in compliance with key regulations, including the Australian Modern Slavery Act 2018, the UK Modern Slavery Act 2015 and the EU Corporate Sustainability Due Diligence Directive. By fostering transparency and accountability, FTI Consulting minimizes environmental impact, promotes fair labor standards and supports economic resilience.

## **Ethics and Compliance Program**

In addition to the Code of Ethics and Business Conduct, the company maintains a suite of policies, including the [Anti-Corruption Policy](#), the [Policy on Inside Information and Insider Trading](#), the [Policy on Disclosure Controls](#) and policies governing conduct in the workplace, relationships with clients, data privacy, cybersecurity and other risk areas.

Our Ethics and Compliance Program is directed by our Vice President – Chief Risk and Compliance Officer and is informed by best-practice guidance, including, but not limited to, the U.S. Sentencing Guidelines. The Vice President – Chief Risk and Compliance Officer reports directly to FTI Consulting’s General Counsel, provides updates at least quarterly to the Audit Committee, regularly meets with the Board of Directors and the Chief Executive Officer and Chairman, and chairs the Enterprise Risk Management Committee.

## **Supporting a Culture of Compliance**

FTI Consulting is committed to maintaining a culture of compliance and ethical behavior where individuals can raise concerns without fear of retaliation. The FTI Consulting Integrity Helpline is accessible 24/7 for all employees and other internal and external stakeholders for reporting an actual or potential violation of company policy, applicable law, regulation or any other concerns. Reports to the Helpline can be placed on a confidential or anonymous basis where local law allows.

When a communication is received, it is appropriately reviewed and investigated. The complainant is advised when the investigation has concluded unless they are anonymous and have not used a contact method that allows for such communication. Employees are also encouraged to report concerns through other channels, including their manager, Human Resources, Compliance or Legal. Communications can also be directed to the Chairman of the Board, Chair of the Audit Committee or the independent directors of FTI Consulting’s Board of Directors.

The Compliance department tracks all questions, concerns and other issues it receives, and the Vice President – Chief Risk and Compliance Officer provides quarterly updates and additional reports when needed to the Audit Committee on Helpline activity. Communication directed to the Board of Directors, the Chairman of the Board, an individual director

or the independent directors as a group — depending upon the subject matter — will be directed to the Chairman of the Board, the Chair of the Audit Committee, the Chair of the Nominating, Corporate Governance and Social Responsibility Committee or another appropriate professional who is responsible for ensuring that the concerns expressed are investigated and appropriately addressed. The company will not filter any such communications directed to the Board or any director.

FTI Consulting has implemented monitoring controls. The company’s expense reimbursement system is designed to identify any expenditures pertaining to government officials so that the Compliance team can confirm that any such expenditures are consistent with FTI Consulting policies and procedures.

## **Ongoing Compliance Training**

Through comprehensive internal training, FTI Consulting professionals are informed on expectations for interactions in the workplace and with our stakeholders.

All employees must complete our Code of Ethics and Business Conduct course, which achieved a 98% participation in 2024, as well as annual Information Security Awareness training. Professionals must also complete Preventing Harassment in the Workplace training every two years — or annually for professionals based in Illinois and New York — and newly hired and promoted employees at the Director level and above are required to complete Managing and Leading Inclusive Teams training within 18 months.

For professionals and teams that operate in areas involving specific risk types, in-person supplemental training is offered on handling high-risk situations and client needs that may arise in their daily work.

CASE STUDY

# Driving Upward Mobility: Supporting Access to Educational and Professional Opportunities

## OVERVIEW

Skills development can improve access to educational and professional opportunities, reduce unemployment, increase productivity and promote greater standards of living.<sup>1</sup> Our employees are dedicated to supporting the next generation and exposing young talent with diverse perspectives to careers, including consulting.

## OUR CONTRIBUTION

In 2024, from mentoring to delivering career workshops, our employees helped advance professional skills and access to greater opportunities for individuals and community groups:

- Our **Australia** colleagues continued to support [Yalari](#), a nonprofit providing Indigenous children with the opportunity to receive full boarding school scholarship for their secondary education, as a charity partner. Colleagues volunteered at Yalari’s annual gala dinners, and our offices in **Brisbane** and **Perth** exhibited artwork from Yalari alumnae to celebrate the launch of Australia’s Innovate Reconciliation Action Plan.
- In **London**, we volunteered with [Refugee Action](#), a nonprofit that support refugees and asylum seekers in the UK, to host five career webinars with their Pathways to Work program. Our professionals helped participants learn more about career options in the UK and developed their job-searching skills.
- In **New York**, our teams conducted mock interviews with middle school students at [DREAM Academy](#) in East Harlem. Each student received written feedback following the interview and had the opportunity to learn more about careers in consulting from our colleagues.
- In **Toronto**, colleagues partnered with [WoodGreen Community Services](#), a nonprofit that provides social services across mental health, financial counseling, employment opportunities and more, to host three virtual mentoring and networking sessions. Colleagues shared experiences, offered professional advice and provided insights to help guide participants on their own professional journeys.

## OUR IMPACT

FTI Consulting professionals supported **more than 400 individuals** through skills workshops, mentoring and educational opportunities. Colleagues also fundraised for organizations that advance social mobility and provide resources for professional, financial and educational success.

## SUSTAINABLE DEVELOPMENT GOALS



*“It was such a privilege to collaborate with Refugee Action to host a webinar on brand building. As a social media professional, this unique opportunity allowed me to use my expertise to help participants take meaningful steps toward their career goals. Hearing their thoughtful questions and insights throughout the webinar was incredibly rewarding.”*



Emily Collins, Manager, New York

<sup>1</sup> <https://www.worldbank.org/en/topic/skillsdevelopment>.



CASE STUDY

# Empowering The Global Fund Through Data Retention



OVERVIEW

The Global Fund, a large international nongovernmental organization focused on ending diseases and epidemics, engaged FTI Consulting to help kickstart its data retention program by designing, implementing and piloting key retention policies in a variety of Microsoft 365 systems to enhance its data security and privacy controls.

OUR CONTRIBUTION

FTI Consulting implemented a novel data retention pilot, working closely with The Global Fund’s leadership to design and test retention technology and processes in Microsoft 365, minimizing data volume and remediating risks of non-valuable sensitive information.

Our experts boosted The Global Fund’s data retention maturity by piloting data retention policies across various Microsoft 365 systems, including Teams, Exchange and SharePoint.

Utilizing insights from the successful pilots, our experts supported a presentation to The Global Fund’s IT leaders, who will seek executive approvals for a global rollout.

In addition to the technical aspects of the program, FTI Consulting provided expert advice and recommendations on The Global Fund’s policy and change management processes to ensure a transformational and lasting change.

OUR IMPACT



The Global Fund successfully implemented a novel data retention program pilot, enabling effective management and automating the disposal of redundant, obsolete and trivial data.

FTI Consulting enhanced The Global Fund’s operational efficiency, eliminating approximately 250,000 items of outdated data in the pilot, with millions more to follow in the global rollout.

Staying under budget, covering their requirements and meeting expectations, The Global Fund’s IT team recognized this project as one of its most successful in 2024.

SUSTAINABLE DEVELOPMENT GOALS



*“Working with The Global Fund was incredibly rewarding — we supported them in deploying impactful Microsoft and information governance technologies, helping them become more efficient in delivering on their inspiring mission. I was genuinely excited to support their team and help contribute to their meaningful work.”*



Pablo Quero, Senior Director, London



CASE STUDY

# Economic Impact Model Reveals Significant Impact of STEMM Careers on U.S. GDP

OVERVIEW

Science is US, an initiative of the [American Association for the Advancement of Science \(“AAAS”\)](#), a nonprofit focused on elevating science, engineering and innovation globally for the benefit of all people, engaged FTI Consulting to analyze the economic impact of science, technology, engineering, mathematics and medical (“STEMM”) careers on U.S. economies — both nationally and at the state level — in support of its 2025 report, [“Science at Work: The People and Industries Powering America’s Prosperity.”](#)

OUR CONTRIBUTION

FTI Consulting collected data on national and state employment, job type by economic sector, GDP and labor income statistics, among other data and demographic information, from various sources, including the U.S. Bureau of Labor Statistics (“BLS”).

Our experts combined these insights into an economic modeling system to analyze results and generate the effect of STEMM jobs on the U.S. national and state economies.

The study marked the third analysis FTI Consulting conducted on behalf of AAAS on careers in STEMM since 2020 and builds upon the findings of the previous two studies.

OUR IMPACT

FTI Consulting provided Science is US with data on the percentage of STEMM-related jobs within each state’s workforce, information on the educational attainment of the identified STEMM professionals and the impact these jobs have on each state’s employment, sales output, GDP, labor income and tax revenues.

Our analysis showed the broader impact of STEMM employment, finding that for every one STEMM job, two jobs are created, and that Americans working in STEMM fields now number more than 73.6 million — a 9.7% increase in a two-year time span — reinforcing the need for increased commitment to nurturing and prioritizing this essential workforce for sustained economic growth and global competitiveness.

FTI Consulting’s analysis of STEMM jobs in relation to educational attainment revealed that more than half of STEMM professionals (53%) do not hold a bachelor’s degree, addressing misconceptions around barriers to entry for STEMM-related jobs.

FTI Consulting’s findings fueled AAAS’s digital dissemination campaign and were featured prominently on social media channels and shared in briefings with key stakeholders.

SUSTAINABLE DEVELOPMENT GOALS



*“The expert analysis provided by FTI Consulting has been instrumental in shaping our STEMM and American Economy report series. Their contributions have elevated our ability to demonstrate the vital economic impact of the STEMM workforce, reinforcing our mission to advocate for science-driven policy and robust workforce development.”*

Tatiana Nin, MPA, Interim Executive Director, Science is US

# Client Selection

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As part of the company’s commitment to operate with integrity and in alignment with our core values, FTI Consulting maintains robust client engagement protocols with a process that includes pursuit, selection and onboarding. Managed by our General Counsel, our client acceptance function reviews new clients and matters, as warranted, to identify potential conflicts and other issues that could affect our decision on whether to accept a client matter or perform an engagement. Such factors that could impact client acceptance include compliance with relevant laws, independence, potential reputational risks to our firm and conflicts with our firm’s values. Input from dedicated risk management experts, segment, practice or regional leaders, and/or relevant committees at the firm, as well as from the company’s executives and other senior business leaders, guides our final judgment on whether to accept a client or perform a proposed engagement. Client matters are also reviewed on an ongoing basis to ensure that they do not evolve in a way that may create risk to the firm.

In addition, employees must disclose conflicts of interest and are expected to put the firm’s interests ahead of personal interests when engaging on FTI Consulting’s behalf. Our employees are also expected to safeguard and protect confidential information that belongs to our clients or the company and undergo routine training to support compliance with these policies and procedures. As needed, FTI Consulting may establish ethical walls to maintain client confidentiality and protect against unauthorized access by, or disclosure to, persons who are not part of a client engagement team.



# Data Privacy and Information Security

FTI Consulting has data privacy and information security programs in place designed to align with best practices, safeguard data and comply with data privacy laws. Through the implementation of systems and applied network resources, we are able to proactively protect client data confidentiality and support the security priorities of our company and stakeholders. These programs are directed and managed by our Global Head of Cybersecurity, who reports to our Chief Information Officer (“CIO”). The Global Head of Cybersecurity provides quarterly cybersecurity status reports to the Audit Committee and an annual update on the cybersecurity program to the board, along with more frequent updates as necessary.

Many of these programs, including those related to cybersecurity strategy and assurance, are managed by our Global Cybersecurity & Privacy group. Composed of a team of professionals with extensive privacy and data security backgrounds, the group’s expertise includes, but is not limited to, operational security, cryptography, application security, incident response, security engineering and forensic analysis capabilities. A majority of the team holds the Certified Information Systems Security Professional certification, as well as the most highly rated security professional industry certifications. Additionally, these professionals are highly active in industry associations, such as the Information Systems Security Association and the Information Systems Audit and Control Association.

Our **Privacy Policies** outline our practices related to collecting, analyzing and retaining client data, website visitor data and other individual or company data. In compliance with the Privacy Policy, the company cannot disclose personal information to third parties other than as described in the policy unless FTI Consulting has permission from such person or is legally required to do so. Finally, FTI Consulting maintains a suite of policies and procedures designed to address the event of a data breach. This includes procedures to contact regulatory agencies and the subjects of a data breach in a timely manner.

FTI Consulting’s Code of Ethics and Business Conduct also outlines requirements for employees as it relates to protecting confidential information and company assets and property.

In addition to our Privacy Policies, FTI Consulting maintains policies and standards on these issues, including, among others, our Policy on Acceptable Use of Technology Resources; Data Privacy Policy; Incident Response and Reporting Policy; HIPAA Privacy Compliance Policy; Policy on EU-US Data Privacy Framework (“DPF”), UK Extension to the EU-US DPF and Swiss-US DPF; HITRUST Implementation Policy; Enterprise Standard Data Deletion and Secure Data Handling; and Enterprise Standard Data Classification.

Our **Cybersecurity and Data Protection/Privacy Program**, along with our associated policies, helps us safeguard FTI Consulting’s corporate and client data, maintain client trust and confidentiality, and monitor, respond to and mitigate cybersecurity events.

The Cybersecurity and Data Protection/Privacy Program is informed by internationally accepted management frameworks, including: The Control Objectives for Information Technologies; ISO 27001/27002 Code of Practice Standards; HITRUST Common Security Framework (“CSF”); US-NIST Cybersecurity Risk Framework (“CRF”); and Generally Accepted Privacy Principles (“GAAP”).

FTI Consulting’s cybersecurity and privacy policies have been established in accordance with applicable laws, rules and regulations governing data privacy in the regions in which we do business. The company is certified compliant with ISO 27001, HITRUST CSF and UK Cyber Essentials requirements. The company also maintains a cyber insurance policy.

- Our Cybersecurity and Data Protection/Privacy Program and practices are also periodically assessed by a third-party provider in accordance with the US-NIST CRF. The company participates in an ongoing Verizon Cybersecurity Risk Program (“CRP”) enterprise assessment activity, which includes scans of the environment, as well as reviews of essential practices, policies and procedures on a quarterly basis. This allows FTI Consulting to meet the ISO 27002 objective of identifying, quantifying and prioritizing security risks, and the recommendations from the assessments help us to systematically improve the organization’s risk posture over time.

- Cybertrust CRP has aligned the risk-based metrics from one or more essential practice controls to meet ISO 27002 control objectives. By complying with the essential practice controls, FTI Consulting satisfies the obligations of ISO 27002 clauses.
- FTI Consulting’s Cybersecurity and Data Protection/Privacy Program also annually conducts penetration testing through a third party to measure the cyber resilience of the technical controls of the enterprise against the current environment. As needed, the company also engages with other third-party assessors to measure and certify the environment against the HITRUST CSF, ISO 27001 and UK Cyber Essentials certifications. Typically, the certification process with the third parties is undertaken by conducting pre-assessments with authorized assessment agencies, then finalizing the assessment after scoping and remediating issues found in the pre-assessment phase.

To consistently improve our employees’ effectiveness in safeguarding employee and client data, FTI Consulting supports consistent and comprehensive information security efforts across the company:

- Require employees to complete the proper cybersecurity training annually to help inform our experts on cybersecurity risks, proactively prepare them to address these concerns and, if necessary, react accordingly. The training provides an overview of policies, standards and procedures for incident avoidance and response, with a specific focus on information security and privacy awareness.
- Implement specific security testing and training programs aimed at helping employees identify threats such as phishing, social engineering and others. The training is conducted primarily through quarterly scenario-based tests of employees by distributing simulated phishing campaigns, as well as monthly newsletters and reminders regarding the detection of phishing emails.
- Distribute training scenarios to assess users’ ability to spot phishing emails. To react to these tests, which are updated quarterly, remedial spot training is conducted to reinforce the lessons of spotting phishing emails. Contractors are provided with our Vendor Code of Conduct as part of the onboarding process with Human Resources, requiring a similar approach toward these issues.

## Political Activities

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Company policies permit FTI Consulting employees to participate in the political process on their own time and in compliance with our internal policies and local laws. These activities are subject to applicable rules around the world.

As detailed in the Code of Ethics and Business Conduct and the Anti-Corruption Policy, no FTI Consulting funds, assets, services, time, equipment or facilities may be contributed, whether directly or indirectly, to any politician, candidate for political office, political party, political action committee or political cause without the prior written approval of FTI Consulting's Chief Executive Officer and Chairman. The policy applies to resources that may appear to be an endorsement, contribution or advocacy of a candidate or political party and must be observed regardless of whether the laws of a particular country allow the activities in question.

International political contributions require the approval of the Chief Executive Officer and Chairman, confirmation of compliance with local laws from the General Counsel and record retention by the Accounting department and Vice President – Chief Risk and Compliance Officer.

Our policies also take into consideration lobbying activities, which may require disclosure and be subject to specific rules. Therefore, any lobbying work engaged in on behalf of FTI Consulting or its subsidiaries must be discussed with FTI Consulting's Compliance department.



# Appendix



## Disclaimer, Forward-Looking Statements and Website References

*The information and opinions contained in this report are provided as of the date of this report unless otherwise indicated and are subject to change without notice. This report relates to data and activities for the year ending December 31, 2024, and any dollar figures are provided in U.S. dollars, unless otherwise indicated. We do not undertake to update or revise any statements as a result of future events, new information, or otherwise, and regardless of any historical practice of doing so unless required by law. This report represents our current practices or policy and intent and is not intended to create legal rights or obligations. This report may contain or incorporate by reference public information not separately reviewed, approved or endorsed by us and no representation, warranty or undertaking is made by us as to the accuracy, reasonableness or completeness of such information. Inclusion of information in this report is not an indication that the subject or information is material to our business, results of operations or financial position of FTI Consulting taken as a whole, as “material” is defined for purposes of reporting with the Securities and Exchange Commission (“SEC”) or other regulatory reporting frameworks. Website references and hyperlinks are provided in this report for convenience only, and the contents of such websites are not being incorporated into this report.*

*This report includes “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995, which involve uncertainties and risks. Forward-looking statements include statements concerning our plans, objectives, goals, strategies, initiatives, commitments, prospects, future events and other information that is not historical, including discussions of the company’s targets, aspirations, initiatives and other actions or data related to matters of corporate social responsibility, including the environment and climate change, human capital management, cybersecurity and data privacy, political, philanthropic, business, client engagements, procurement, and diversity and inclusion initiatives. When used in this report, words such as “aims,” “seeks,” “strives,” “estimates,” “expects,” “anticipates,” “projects,” “plans,” “intends,” “believes,” “commits” and variations of such words or similar expressions are intended to identify forward-looking statements.*

*Our expectations, beliefs, plans, intentions, commitments and estimates are expressed in good faith, and we believe there is a reasonable basis for them. However, there can be no assurance that management’s expectations, beliefs, plans, intentions, commitments and estimates will be achieved or will not change, as we may adjust our commitments, targets or goals or adopt new ones to reflect changes in our plans, business or operations. Forward-looking statements do not reflect guarantees or promises that these goals and other aspirations or statements will be met or realized. Actual results or outcomes may differ materially from our expectations, beliefs, plans, intentions, commitments and estimates due to a variety of factors, including assumptions not being realized or changing, scientific or technological developments, evolving sustainability strategies, evolving standards and disclosure controls and procedures, changes in carbon markets, evolving government regulations and investor expectations, our expansion into new services, technologies and geographic regions or other changes in circumstances, as well as the factors described under the heading “Item 1A, Risk Factors” in the company’s Annual Report on Form 10-K for the year ended December 31, 2024, filed with the SEC, and in the company’s other filings with the SEC. We are under no duty to update any of the forward-looking statements to conform such statements to actual results or events and do not intend to do so. The standards of measurement and performance contained in this report are developing and based on current and historical assumptions, plans and expectations and third-party representations or information, and no assurance can be given that any assumption, intention, plan, objective, goal, strategy, initiative, commitment, prospect or event set forth in this report can or will be achieved.*

# Our Policies and Guiding Principles

## Board Operations

- [Categorical Standards of Director Independence](#)
- [Charter of Audit Committee of the Board of Directors](#)
- [Charter of The Compensation Committee of the Board of Directors](#)
- [Charter of The Nominating, Corporate Governance and Social Responsibility Committee of the Board of Directors](#)
- [Corporate Governance Guidelines](#)

## Environmental and Social Policies

- [Environmental Responsibility & Climate Change Disclosure Policy](#)
- [Global Health & Safety Policy](#)
- [Human Rights Policy](#)
- [Sustainable Procurement Policy](#)
- [UK Modern Slavery Statement](#)
- [Australia Modern Slavery Statement](#)

## Code of Conduct and Compliance Policies

- [Anti-Corruption Policy](#)
- [Code of Ethics and Business Conduct](#)
- [Privacy Policy](#)
- [Policy on Disclosure Controls](#)
- [Policy on Inside Information and Insider Trading](#)
- [Whistleblower Policy](#)
- [Vendor Code of Conduct](#)

## Gender Pay Gap Reports

- [2024 UK Gender Pay Gap Report](#)
- [2024 Australia Gender Pay Gap Report](#)
- [2024 France Gender Equality Index](#)



# Equal Employment Opportunity

FTI Consulting’s Equal Employment Opportunity (“EEO”) data statements are prepared in accordance with U.S. government requirements.

Below is our December 31, 2024 EEO data.

## Regular U.S.-Based Employees as of December 31, 2024<sup>1</sup>

Male	Hispanic or Latino	White	Black	Asian	Native Hawaiian/ Pacific Islander	Native American/ Alaska Native	Two or more races
Executive/senior managers	4%	86%	1%	7%	0%	0%	2%
First/mid-level managers	7%	73%	4%	15%	0%	0%	2%
Professionals	8%	64%	6%	18%	0%	0%	4%
Sales workers	13%	75%	13%	0%	0%	0%	0%
Administrative support	17%	50%	22%	11%	0%	0%	0%
<b>Male total</b>	7%	72%	4%	15%	0%	0%	2%

Female	Hispanic or Latino	White	Black	Asian	Native Hawaiian/ Pacific Islander	Native American/ Alaska Native	Two or more races
Executive/senior managers	7%	84%	2%	7%	0%	0%	0%
First/mid-level managers	5%	69%	5%	18%	0%	0%	3%
Professionals	8%	56%	10%	23%	0%	0%	3%
Sales workers	20%	80%	0%	0%	0%	0%	0%
Administrative support	10%	57%	25%	7%	0%	0%	1%
<b>Female total</b>	7%	63%	9%	19%	0%	0%	3%

Total	Female	Male
Executive/senior managers	22%	78%
First/mid-level managers	40%	60%
Professionals	53%	47%
Sales workers	38%	62%
Administrative support	89%	11%
<b>Total</b>	45%	55%

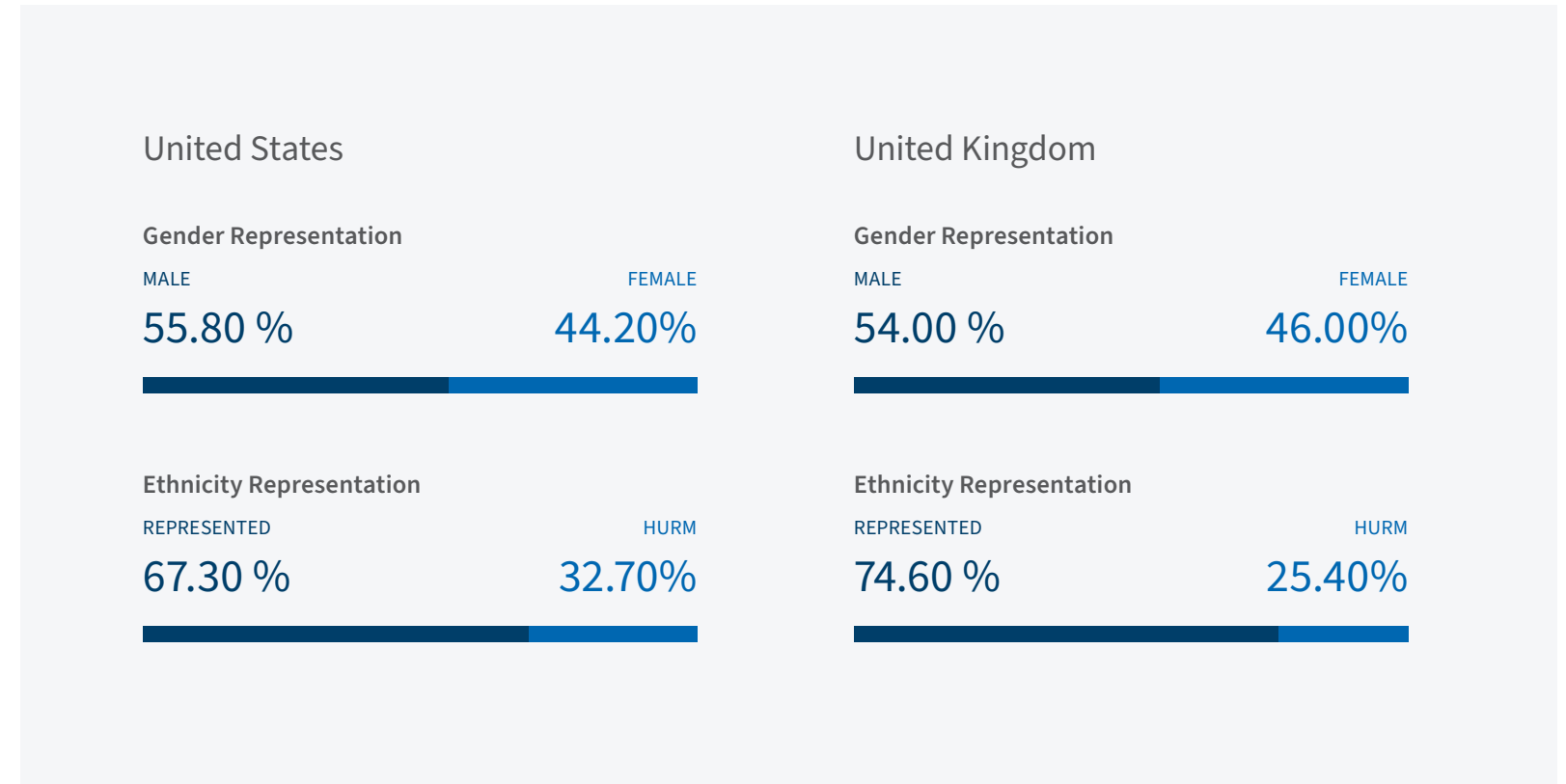
<sup>1</sup> Percentages may not add to 100% due to rounding.

# Diversity Data

FTI Consulting surveys our professionals based on the legal framework of the countries in which they reside. Furthermore, we benchmark our workforce demographics with ethnic groups that are defined at the country level.

Employees who self-identify in a traditionally underrepresented group in their country are considered part of FTI Consulting’s underrepresented ethnic groups.

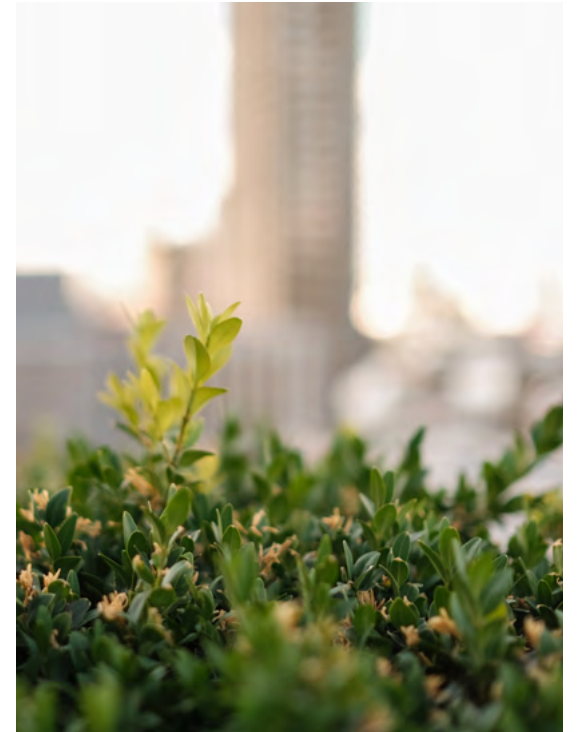
FTI Consulting has provided additional diversity-related disclosures from our two largest countries by headcount, the United States and the United Kingdom, which represented 68% of the company’s regular employees as of December 31, 2024. The United States and the United Kingdom are two of the handful of countries where we have offices that allow the surveying of race and ethnicity. Each country has different definitions of marginalized groups and HURM.



# Performance Data Table

## Environmental Metrics

Metric	Units	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
<b>Greenhouse Gas Emissions<sup>1</sup></b>							
Scope 1 - direct emissions, including HFCs <sup>4</sup>	MT CO <sub>2</sub> e <sup>2</sup>	465	385	392	479	483	437
Scope 2 - purchased energy indirect emissions, market-based <sup>4</sup>	MT CO <sub>2</sub> e <sup>2</sup>	5,322	4,146	3,972	3,781	3,216	2,024
Scope 3.01 & Scope 3.02 - purchased goods and services (46%) & capital goods	MT CO <sub>2</sub> e <sup>2</sup>	25,306	--	--	--	27,683	25,036
Scope 3.06 - business travel <sup>4</sup>	MT CO <sub>2</sub> e <sup>2</sup>	40,101	5,341	4,886	26,356	33,996	41,048
Total SBTi-related GHG emissions: Scope 1, 2, 3.01, 3.02 and 3.06 <sup>4</sup>	MT CO <sub>2</sub> e <sup>2</sup>	71,195	9,871	9,249	30,616	65,378	68,545
Total SBTi-related GHG emissions per FTE <sup>5</sup>	MT CO <sub>2</sub> e <sup>2</sup> /FTE	9.59	1.25	1.06	3.01	6.12	6.36
<b>Global Real Estate</b>							
Square footage per FTE <sup>5</sup>	Square feet	202	177	139	118	109	110
Total energy consumed	MWh <sup>3</sup>	15,155	10,821	10,789	15,926	11,808	12,340
Reduction in energy consumption per FTE <sup>5</sup>	%	--	33.1	39.5	23	46	44
Global office portfolio powered or offset by 100% renewable energy	%	--	--	9.0	35.6	44.0	56.0
Employees working from LEED-certified (or equivalent) offices	%	70	65	62	60	58	76
<b>Waste</b>							
Total decommissioned office material waste diverted from landfills (North America)	%	--	--	90	90	90	90



<sup>1</sup> GHG emissions reported in this table represent data for entities under operational control of FTI Consulting and its subsidiaries, which is consistent with the GHG Protocol.

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

<sup>3</sup> MWh stands for megawatt hours.

<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 this 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>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 reports.

Social Metrics

Metric	Units	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
<b>Diversity, Inclusion &amp; Belonging</b>							
Global workforce – female <sup>1</sup>	%	40	40	42	43	44	44
Global workforce – ethnic diversity <sup>2</sup>	%	26	28	28	30	31	31
Executive level – female	%	21	23	25	25	33	27
Executive level – ethnic diversity	%	21	23	25	25	25	27
New hires – female	%	--	--	48	49	48	45
New hires – ethnic diversity	%	--	--	33	40	36	38
Female global promotion rate	%	16	16	19	18	18	23
Ethnically diverse global promotion rate	%	15	15	15	15	16	23
<b>Recruitment and Turnover</b>							
New hire acceptance rate – experienced	%	88	88	86	85	88	90
New hire acceptance rate – early talent	%	76	78	75	74	81	81
Turnover rate	%	11	8	16	15	11	9
<b>Global Pay and Bonus Gap</b>							
Gender pay gap <sup>3</sup>	% (mean)	--	--	47	45	44	44
Gender pay gap <sup>3</sup>	% (median)	--	--	38	35	32	32
Gender bonus gap <sup>3</sup>	% (mean)	--	--	63	59	59	62
Gender bonus gap <sup>3</sup>	% (median)	--	--	48	43	41	44
Ethnicity pay gap <sup>4</sup>	% (mean)	--	--	34	35	35	35
Ethnicity pay gap <sup>4</sup>	% (median)	--	--	25	26	23	22
Ethnicity bonus gap <sup>4</sup>	% (mean)	--	--	48	52	54	55
Ethnicity bonus gap <sup>4</sup>	% (median)	--	--	36	36	33	35



<sup>1</sup> Gender representation is based on FTI Consulting's total headcount as reported in our Form 10-K as of December 31, 2024.

<sup>2</sup> We survey our employees based on the legal framework of local countries and benchmark our data to local demographics. Many local jurisdictions do not allow employers to collect information about ethnicity; thus, FTI Consulting's racial and ethnicity information is based on FTI Consulting's total headcount in the United States, the United Kingdom, Canada, South Africa and Australia. Employees who self-identify in traditionally underrepresented groups in these countries are considered historically underrepresented minorities. These five countries represented 75% of the company's total headcount as of December 31, 2024.

<sup>3</sup> Gender pay calculation is based on FTI Consulting's total headcount as reported in our Form 10-K as of December 31, 2024, excluding employees in the Compass Lexecon subsidiary and employees on leave.

<sup>4</sup> Ethnicity pay calculation is based on FTI Consulting's total headcount in the United States, the United Kingdom, Canada, South Africa and Australia as reported in our Form 10-K as of December 31, 2024, excluding employees in the Compass Lexecon subsidiary and employees on leave. This represented 75% of total headcount as of December 31, 2024.

Metric	Units	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
<b>Talent Development</b>							
Total hours of employee training <sup>1</sup>	Hours	31,268	74,678	88,500	79,000	81,000	153,000
Average hours of training per employee <sup>1</sup>	Hours	7	13	13	11	12	24
Employees enrolled in training programs	%	83	96	88	78	83	91
Employees enrolled in leadership training programs	Number	600	895	927	1,025	1,512	1,347
Employees promoted	Number	876	1,024	1,252	1,492	1,574	1,529
<b>Employee Engagement</b>							
Percent of employees satisfied with their job <sup>2</sup>	%	80	85	80	83	80	79
<b>Corporate Citizenship</b>							
Total hours of volunteer service	Hours	6,314	4,187	5,472	6,746	7,424	6,550
Employees participating in Corporate Citizenship Program	%	30	36	28	32	29	37
Total charitable organizations supported by volunteer service	Number	840	1,541	1,217	1,270	1,200	1,164
Employee donation matching program	\$ Max/employee (USD)	300	500	500	500	500	500
Total contribution in pro bono services	\$ million	1.8	2.1	4.3	6.1	10.5	12.7

Governance Metrics

Metric	Units	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
<b>Board Composition<sup>3</sup></b>							
Independent directors on the Board	%	88	88	88	90	89	89
Independent directors at the Committee level	%	100	100	100	100	100	100
Directors' average age	Number	65	66	67	66	66	64
Directors' average tenure	Number	7	8	9	8	10	7
<b>Board Diversity<sup>3</sup></b>							
Female directors on the Board	%	25	25	25	30	33	33
Male directors on the Board	%	75	75	75	70	67	67
Racially diverse directors on the Board	%	13	13	13	30	22	11
Directors on the Board based outside of the United States	%	25	25	25	20	22	22

<sup>1</sup> Fiscal year 2024 talent development hours encompasses all in-person and virtual training hours delivered by FTI Consulting and our e-learning vendor partners. Previous years reported only include trainings hosted or sponsored by FTI Consulting and do not include professional training external to the firm.

<sup>2</sup> Employee engagement statistics are based on employee responses to the company's 2024 Great Place to Work® survey.






<sup>3</sup> Reference is made to the Definitive Proxy Statement filed with the SEC for the annual meeting of shareholders for the applicable year. For further details on the current composition of the FTI Consulting Board of Directors as of April 2025, reference the Definitive Proxy Statement filed with the SEC for the annual meeting of shareholders held on June 4, 2025.



# United Nations Sustainable Development Goals

In September of 2020, FTI Consulting became a participant of the UN Global Compact. FTI Consulting supports the Ten Principles on Human Rights, Labor, Environment and Anti-Corruption. We have sought to ingrain the UN Global Compact and its Ten Principles into our culture, policies and day-to-day operations. As a participant of the UN Global Compact, FTI Consulting strives to make progress against the UN SDGs through client work, pro bono engagements and philanthropic efforts.

## United Nations Sustainable Development Goals

UN SDG	FTI Consulting's Supporting Initiatives
 <b>Goal 1 — No Poverty</b> End poverty in all its forms everywhere	Leveraging Data Visualization To Enhance Fundraising Reporting (p. 62)
 <b>Goal 2 — Zero Hunger</b> End hunger, achieve food security and improved nutrition, and promote sustainable agriculture	Nourishing Lives, One Meal at a Time (p. 58)
 <b>Goal 3 — Good Health and Well-being</b> Ensure healthy lives and promote well-being for all ages	Screening Genetic Condition Could Save Northern Ireland Health Service Up to £95 Million (p. 15)
	Giving Back, Growing Forward: Contributing to Environmental Sustainability (p. 36)
	Accelerating Impact with Automation for Girls on the Run (p. 59)
 <b>Goal 4 — Quality Education</b> Ensure inclusive and equitable quality education and promote lifelong learning opportunities	Empowering The Global Fund Through Data Retention (p. 70)
	Driving Upward Mobility: Supporting Access to Educational and Professional Opportunities (p. 69)
 <b>Goal 5 — Gender Equality</b> Achieve gender equality and empower all women and girls	Economic Impact Model Reveals Significant Impact of STEMM Careers on U.S. GDP (p. 71)
	Accelerating Impact with Automation for Girls on the Run (p. 59)
 <b>Goal 7 — Affordable and Clean Energy</b> Ensure access to affordable, reliable, sustainable and modern energy for all	Developing a Whole-Systems Approach to Explore Pathways to Net Zero (p. 37)

UN SDG	FTI Consulting's Supporting Initiatives
 <b>Goal 8 — Decent Work and Economic Growth</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all	Giving Back, Growing Forward: Contributing to Environmental Sustainability (p. 36)
	Driving Upward Mobility: Supporting Access to Educational and Professional Opportunities (p. 69)
	Economic Impact Model Reveals Significant Impact of STEMM Careers on U.S. GDP (p. 71)
 <b>Goal 10 — Reduced Inequalities</b> Reduce inequality within and among countries	Giving Back, Growing Forward: Contributing to Environmental Sustainability (p. 36)
	Nourishing Lives, One Meal at a Time (p. 58)
	Leveraging Data Analysis To Assess Equitable Program Implementation (p. 60)
	Leveraging Data Visualization To Enhance Fundraising Reporting (p. 62)
 <b>Goal 13 — Climate Action</b> Take urgent action to combat climate change and its impacts	Driving Upward Mobility: Supporting Access to Educational and Professional Opportunities (p. 69)
	Supporting a West African Government Ministry To Negotiate Cost Reductions in the Electricity Sector (p. 18)
 <b>Goal 16 — Peace, Justice and Strong Institutions</b> Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Giving Back, Growing Forward: Contributing to Environmental Sustainability (p. 36)
	Developing a Whole-Systems Approach to Explore Pathways to Net Zero (p. 37)
 <b>Goal 16 — Peace, Justice and Strong Institutions</b> Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Leveraging Data Analysis To Assess Equitable Program Implementation (p. 60)
	Leveraging Data Visualization To Enhance Fundraising Reporting (p. 62)
 <b>Goal 16 — Peace, Justice and Strong Institutions</b> Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Empowering The Global Fund Through Data Retention (p. 70)

# GHG Emissions Methodology Document

FTI Consulting tracks its GHG emissions annually. The company has disclosed our GHG emissions data for the years 2019–2024. GHG emissions disclosed in this report represent data for entities under the operational control of FTI Consulting and its subsidiaries, which is consistent with the GHG protocol. For more details on the methodology utilized for our environmental impact calculations, see our [FTI Consulting GHG Emissions Methodology Document](#).

## 2019–2024 Reconciliations of Employees to Full-Time Equivalent Employees

Given FTI Consulting’s contractors work both from our 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 FTE employees 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.

The following reconciliation table provides both employees, excluding independent contractors, to employees, including independent contractors, or FTE, for 2019, 2020, 2021, 2022, 2023 and 2024.

### Reconciliations of employees, excluding independent contractors, to full-time equivalent employees

<b>Year Ended December 31</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</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
FTE employees	7,425	7,927	8,745	10,169	10,675	10,774

# Sustainability Accounting Standards Board Reference Table

Below is a table referencing FTI Consulting’s public disclosures to the SASB’s Professional & Commercial Services industry standards. The right column represents where you can find more information on each of these topics.

Table 1. Sustainability Disclosure Topics & Metric

Topic	Activity Metric	Category	Unit of Measure	Code	Response
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	SV-PS-230a.1	Data Privacy and Information Security, p. 73
	Description of policies and practices relating to collection, usage and retention of customer information	Discussion and Analysis	N/A	SV-PS-230a.2	Data Privacy and Information Security, p. 73
	(1) Number of data breaches (2) Percentage involving customers’ confidential business information or personally identifiable information (3) Number of customers affected	Quantitative	Number, %	SV-PS-230a.3	Data Privacy and Information Security, p. 73
Workforce Diversity & Engagement	Percentage of gender and racial/ethnic group representation for (1) Executive management (2) All other employees	Quantitative	%	SV-PS-330a.1	Diversity, Inclusion & Belonging, p. 52 Equal Employment Opportunity Data, p. 78 Performance Data Table, p. 80
	Turnover rate for employees: (1) Voluntary (2) Involuntary	Quantitative	Number, %	SV-PS-330a.2	Turnover, Recruitment & Onboarding, p. 4
	Employee engagement as a percentage	Quantitative	%	SV-PS-330a.3	Employee Engagement Survey, p. 42 Performance Data Table, p. 81
Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	N/A	SV-PS-510a.1	Upholding Compliance, Business Ethics and Professional Conduct, p. 68
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	\$	SV-PS-510a.2	Material legal proceedings are disclosed in our 2024 Form 10-K. See Part I, Item 3, p. 30

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Response
<b>Number of employees by:</b> <b>(1) Full time and part time</b> <b>(2) Temporary</b> <b>(3) Contract</b>	Quantitative	Number	SV-PS-000.A	2019–2024 Reconciliations of Employees to Full-Time Equivalent Employees, p.83
<b>Employee hours worked, percentage billable</b>	Quantitative	Hours, %	SV-PS-000.B	Utilization rates of billable professionals are disclosed in our 2024 Form 10-K. <sup>1</sup> See Part II, Item 7, p. 41

<sup>1</sup> We calculate the utilization rate for our billable professionals by dividing the number of hours that all of our billable professionals worked on client assignments during a period by the total available working hours for all of our billable professionals during the same period. Available hours are determined by the standard hours worked by each employee, adjusted for part-time hours, U.S. standard work weeks and local country holidays. Available working hours include vacation and professional training days but exclude holidays. Utilization rates are presented for our segments that primarily bill clients on an hourly basis. We have not presented utilization rates for our Technology and Strategic Communications segments as most of the revenues of these segments are not generated on an hourly basis.

For engagements where revenues are based on number of hours worked by our billable professionals, average billable rate per hour is calculated by dividing revenues (excluding revenues from success fees, pass-through revenues and outside consultants) for a period by the number of hours worked on client assignments during the same period. We have not presented average billable rates per hour for our Technology and Strategic Communications segments as most of the revenues of these segments are not based on billable hours.

# Task Force on Climate-Related Financial Disclosures Reference Table

FTI Consulting reports our climate-related initiatives that are in alignment with the TCFD. The below table details our disclosures against the TCFD recommended disclosures.

TCFD Core Elements	Recommended Disclosures	Disclosures
<p><b>Governance</b></p>	<p>Board’s oversight of climate-related risks and opportunities</p>	<p>The Board of Directors at FTI Consulting maintains a global governance structure over FTI Consulting’s climate-related matters. The governance structure for ESG and climate-related risks and opportunities is defined below:</p> <ul style="list-style-type: none"> <li>— The Nominating, Corporate Governance and Social Responsibility Committee is one of the three Board Committees of FTI Consulting and is responsible for overseeing FTI Consulting’s Environmental, Social and Governance (“ESG”) strategy and performance. The Committee is made up of four independent directors with diverse backgrounds and skill sets. Primary responsibilities of the Committee include oversight of the nomination of directors, corporate governance, corporate initiatives, reporting on corporate social responsibility, environmental sustainability, including climate change, and human capital factors. Additionally, the Committee discusses and reviews external ESG reports and policies regarding climate-related topics with management as needed.</li> <li>— FTI Consulting’s Audit and Compensation Committees also incorporate certain ESG risks and opportunities into their Board responsibilities:                             <ul style="list-style-type: none"> <li>• The Audit Committee is responsible for (i) reviewing regulatory and other matters that may have a material effect on the financial statements or are related to company policies; (ii) discussing significant risks and exposures and FTI Consulting’s guidelines and policies with respect to risk assessment and risk management; and (iii) assessing management’s actions to minimize such risks to FTI Consulting, including climate change and other ESG-related risks.</li> <li>• The Compensation Committee determines annual financial performance metrics and targets for Named Executive Officer (“NEO”) compensation aligned with FTI Consulting’s business and operational goals. The executive compensation program is strongly linked to FTI Consulting’s financial and operational performance and is periodically reviewed to reflect evolving competitive and governance practices. A portion of each NEO’s annual pay incentive (25% for the Chief Executive Officer and 33.4% for the other NEOs in 2024) is based on individual performance objectives, which can consider ESG or climate-related accomplishments.</li> </ul> </li> <li>— FTI Consulting’s Executive Committee provides updates to the Board of Directors on relevant ESG matters, including, but not limited to, matters related to sustainability, climate-related risks and opportunities and external ESG ratings, on an annual basis or more frequently if needed. For example, in reporting year 2024, members of the Executive Committee informed the Board of FTI Consulting’s progress in reducing greenhouse gas (“GHG”) emissions and its efforts to obtain validation of near-term targets from the Science Based Targets Initiative (“SBTi”).</li> </ul>
	<p>Management’s role in assessing and managing climate-related risks and opportunities</p>	<p>FTI Consulting’s Executive Committee and representatives from its business segments and regions are tasked with providing strategic management of enterprise-related risks and opportunities, including those related to climate, and periodically discuss related topics during quarterly strategy reviews.</p> <p>The Chief Strategy &amp; Transformation Officer is a member of the Executive Committee and is the primary member responsible for identifying, evaluating and mitigating the firm’s environmental and climate-related risks. Updates on these matters are provided to FTI Consulting’s Chief Executive Officer and Chairman, the Nominating, Corporate Governance and Social Responsibility Committee and other directors at least annually. Where appropriate, the Vice President – Chief Risk and Compliance Officer will provide support.</p> <p>The Global Head of Marketing, Communications &amp; Investor Relations manages stakeholder engagement, communications and reporting. The General Counsel provides an update on potential regulatory requirements, which can include climate-related regulations, to the Board of Directors as necessary. The Vice President – Chief Risk and Compliance Officer reports to the General Counsel and provides quarterly updates to the Audit Committee on risk-related topics, which could include ESG and climate-related risks, where appropriate. Other corporate and business leaders may assist.</p> <p>We also have specific subject-matter teams who are requested to regularly communicate with members of the Executive Committee. The Sustainability and Real Estate team report directly to the Chief Strategy &amp; Transformation Officer. These teams communicate key messages and themes from global corporate sustainability efforts that support FTI Consulting’s net-zero ambitions,<sup>1</sup> and our science-based emissions reduction targets, as well as other initiatives, to the Executive Committee, allowing for feedback to be incorporated into business strategy discussions to inform ongoing sustainability efforts.</p> <p>An ESG Working Group has been established, comprising representatives from subject-matter teams. This committee has been set up to provide input on various ESG-related initiatives, including climate-related risks and opportunities. The committee’s key responsibilities include:</p> <ul style="list-style-type: none"> <li>— Assessing and mitigating climate-related risks and opportunities</li> <li>— Collaborating with the Executive Committee to prepare for future climate-related regulations, including those at the jurisdiction level</li> </ul>

<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 FTE
- 50% reduction in Scope 3 emissions from business travel per FTE

# Task Force on Climate-Related Financial Disclosures Reference Table

FTI Consulting reports our climate-related initiatives that are in alignment with the TCFD. The below details our disclosures against the TCFD core elements.

TCFD Core Elements	Recommended Disclosures	Disclosures
<p><b>Risk Management</b></p>	<p>Process for identification, assessment and management of climate-related risks and opportunities</p>	<p>Climate-related risks and opportunities are identified, assessed and managed at the global firm level. The risk management process for FTI Consulting's climate-related risks and opportunities is defined below:</p> <p><b>Identification:</b> As a global company, FTI Consulting is subject to climate-related risks and opportunities across multiple jurisdictions. Through a review of its value chain, the company identified all risks and opportunities with the potential to have a financial impact. Subject-matter teams advised on the completeness of identified potential climate-related risks and opportunities.</p> <p><b>Assessment:</b> After the listing of potential risks and opportunities was finalized, we assessed the timing and relevance of climate risks and opportunities across short-, medium- and long-term horizons and evaluated their plausible impacts on our business. The subject-matter teams assessed the potential risks and opportunities, considering magnitude of impact and likelihood to evaluate their materiality to FTI Consulting. Specifically, each risk and opportunity was scored based on the likelihood that the risk or opportunity event takes place and the magnitude of the potential financial consequence. Mitigating actions were considered during the assessment of the likelihood score. All risks and opportunities that scored above a certain defined threshold, which was defined using industry-specific data, national statistics and benchmarking data, were deemed material. The results of this assessment were reviewed and signed-off by the respective subject-matter teams. We have identified how climate change may affect both our operations and those of our clients, and we continue to assess the most appropriate response for each. At this point, FTI Consulting assesses risks and opportunities at the global firm level, and no individual sector or geography is considered to have material risks or opportunities that differ from those at the global firm level.</p>
	<p>Processes for managing climate-related risks</p>	<p><b>Management:</b> Our response to climate-related risks is dependent on risk type and degree of materiality. Identifying and assessing climate-related risks on an ongoing basis is essential to ensuring an effective response. We recognize that materiality can change over time, so we monitor risks periodically to adapt our approach as needed. The Chief Strategy and Transformation Officer is responsible for identifying and evaluating the firm's climate-related risks. This work is supported by the ESG Working Group and subject-matter teams. Our response is supported and reviewed by our Vice President – Chief Risk and Compliance Officer.</p> <p>Physical risks, such as extreme weather events, are not currently considered material to our operations given a heavy reliance on leased office spaces; however, we continue to track them to ensure operational resilience and adaptability.</p> <p>Transition risks, such as changing market expectations, are more likely to impact our business and are monitored to inform decision-making through the process discussed above.</p>
	<p>How these processes are integrated into the organization's overall risk management</p>	<p>Furthermore, we understand that climate-related regulation is an emerging space, and many jurisdictions are in different stages. We endeavor to stay abreast of regulatory developments across the world to support compliance and to monitor regulations in the jurisdictions where we do business. In addition to directly tracking legal developments across the globe, we receive frequent updates from our outside law firm partners and insurance companies, among others.</p> <p>As we continue to manage climate-related risks and opportunities over time, we seek to explore opportunities to integrate this analysis into our broader company Enterprise Risk Management framework to support operational, business and financial planning. We will review the assessment annually to maintain alignment with changing external risks and internal priorities.</p>

# Task Force on Climate-Related Financial Disclosures Reference Table

FTI Consulting reports our climate-related initiatives that are in alignment with the TCFD. The below details our disclosures against the TCFD core elements.

TCFD Core Elements	Recommended Disclosures	Disclosures			
<p><b>Strategy</b></p>	<p>Identified climate-related risks and opportunities</p>	<p>While the nature of climate-related risks and opportunities is complex, we generally categorize risk and opportunities in the short (0-2 years), medium (1-5 years) and long-term (&gt;5). A detailed description of our climate-related risks and associated risk management strategies is conducted at a Group level. As a global professional services firm, FTI Consulting operates in a wide range of geographies that may be exposed to physical climate risks, including both acute hazards such as natural disasters and extreme weather events, and chronic risks such as rising temperatures, severe storms, energy disruptions and rising sea levels.</p>			
		Risk/Opportunity & Time Horizon	Description	Potential Financial Impact	Business Strategy
		<p>Reputational damage due to slow or inadequate transition to net-zero (Transition Risk)</p> <p>Medium-term</p>	<p>As the impacts of climate change become more frequent and visible, FTI Consulting may face increasing scrutiny from stakeholders' perception of the company's role in transitioning to a low-carbon economy, ongoing services to clients in high emissions industries, and/or partnering with suppliers that do not conduct their operations sustainably.</p>	<p>This could result in potential reputational damage and revenue loss if FTI Consulting does not meet shareholder expectations.</p>	<p>FTI Consulting monitors evolving market expectations through biannual ESG shareholder engagements led by our Investor Relations team, which may include discussions on climate-related risks and opportunities. We evaluate the potential implications of these market dynamics on our business and use the insights to strengthen our preparedness and strategic response. Feedback from these engagements is shared with and considered by management and the Nominating, Corporate Governance and Social Responsibility Committee of the Board of Directors and informs our climate-related risk management and strategic planning, as appropriate.</p>
		<p>Enhanced reputation through net-zero and emissions reduction commitments (Opportunity)</p> <p>Medium-term</p>	<p>By setting a net-zero GHG emissions by 2030 ambition, as well as emissions reduction targets in line with SBTi guidance, FTI Consulting may enhance its reputation within the professional services industry due to its commitment to sustainability, resulting in potential increased shareholder value.</p>	<p>This could result in increased positive reputation and revenue gains.</p>	<p>FTI Consulting is actively advancing its climate commitments through the implementation of its SBTi-validated near-term emissions reduction targets<sup>2</sup> and progress toward its net-zero by 2030 ambition for the specified scopes. These commitments are supported by cross-functional efforts to reduce emissions, drive employee engagement campaigns and introduce enhancements to our emissions data collection process/tracking. We communicate progress transparently through our annual Corporate Sustainability Report and CDP questionnaire disclosure.</p>
		<p>Cost of transitioning to net-zero (Transition Risk)</p> <p>Medium-term</p>	<p>In order for FTI Consulting to reach its net-zero GHG emissions ambition by 2030, increased capital investment and operational costs may be required. If FTI Consulting is not able to achieve net-zero within this time horizon, irrespective of these investments, FTI Consulting may be exposed to reputational damage and a decrease in client and stakeholder trust, resulting in potential loss of revenue.</p>	<p>This could result in an increase in future costs.</p>	<p>FTI Consulting will continue to implement initiatives aligned with its climate-related targets, including its goal to achieve net-zero GHG emissions across the specified scopes by 2030. Management incorporates the expected increase in future costs — such as renewable energy credits (“RECs”), carbon offsets and sustainable travel options — into its financial planning processes. While future pricing for these instruments remains uncertain, FTI Consulting makes best efforts to integrate market trends and uncertainty into long-term planning. Furthermore, our progress toward emissions reduction targets is partially dependent on the decarbonization efforts of third parties, including suppliers and travel providers.</p>
<p>Growing global focus on sustainability presents FTI Consulting with opportunities to expand and grow its Sustainability services (Opportunity)</p> <p>Medium-term</p>	<p>Due to increased public focus on environmental sustainability globally, FTI Consulting may increase its sustainability-related service offerings to clients, which may result in increased revenue and shareholder value.</p>	<p>This could result in revenue gains.</p>	<p>FTI Consulting's ESG &amp; Sustainability advisory experts will continue to provide support to companies and advisors navigating today's evolving and rapidly shifting ESG-driven demands, including those associated with regulatory requirements.</p>		

# Task Force on Climate-Related Financial Disclosures Reference Table

FTI Consulting reports our climate-related initiatives that are in alignment with the TCFD. The below details our disclosures against the TCFD core elements.

TCFD Core Elements	Recommended Disclosures	Disclosures
<p><b>Strategy</b> (Continued)</p>	<p>Impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning</p>	<p>FTI Consulting considers climate-related risks and opportunities as part of its ongoing business, strategic and financial planning. In line with the TCFD framework, we have taken initial steps to assess the relevance of climate-related factors to our business.</p> <p><b>Risks:</b> This work informs our understanding of both transition risks, such as evolving regulations, market shifts and technological changes, as well as physical risks, including the potential impact of extreme weather events and long-term climate change.</p> <p>While we have identified certain material climate-related risks, we believe our existing controls, business model and risk monitoring practices help limit their potential financial or strategic impact. Our professional services model has a limited emissions profile, defined by our corporate office footprint, minimal exposure to emissions-intensive sectors and lack of reliance on long-lived physical assets, reducing our vulnerability to both transition and physical climate-related risks.</p> <p><b>Opportunities:</b> We recognize that there may be longer-term opportunities to support clients in navigating climate-related challenges, particularly through sustainability focused advisory services. While we expect to see increased demand in this area, we anticipate that the opportunity is likely to vary by geography, sector and service line.</p> <p>We continue to monitor market developments and stakeholder feedback, which will inform our ongoing approach.</p> <p><b>Strategy &amp; Financial Planning:</b> While climate-related risks and opportunities have not yet resulted in significant strategic or financial adjustments, we are beginning to integrate climate considerations more systematically into our long-term planning. This includes evaluating the potential implications for resource allocation, service development and geographic focus.</p> <p>As detailed in the Risks &amp; Targets section, our work in 2023 and 2024 led to the validation of our near-term emissions reduction targets by SBTi in 2025. We are currently implementing a range of initiatives to meet these targets and advance our net-zero ambition. Several examples of this include:</p> <ul style="list-style-type: none"> <li>— Launching internal education and awareness campaigns,</li> <li>— Refining our business travel policies,</li> <li>— Retrofitting select offices for improved energy efficiency, and</li> <li>— Procuring RECs to offset a portion of our real estate energy usage.</li> </ul> <p>We intend to formalize these efforts into a comprehensive transition plan in the coming years. In parallel, we aim to deepen the integration of climate-related risk and opportunity assessment into our financial planning processes.</p>
	<p>Resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p>	<p>FTI Consulting conducted a qualitative climate scenario analysis to evaluate potential impacts on operations, strategy, and financial planning. The analysis considered two scenarios detailed by the Intergovernmental Panel on Climate Change (“IPCC”):</p> <ul style="list-style-type: none"> <li>— SSP1-2.6, referred to as the ‘Orderly Transition’ scenario, representing a low-emissions future with coordinated global mitigation efforts therefore keeping temperatures below 2°C</li> <li>— SSP5-8.5, referred to as the ‘Limited Mitigation’ scenario, representing a high-emissions future with minimal climate policy intervention, with temperatures likely to increase above 2°C</li> </ul> <p>The assessment focused on potential risks and opportunities at the 2030 and 2050 time horizons and evaluated our resilience under these scenarios.</p> <p>Under the ‘Orderly Transition’ scenario, we expect increased costs from decarbonization efforts by upstream suppliers in the travel, software and energy industries, which may increase operating expenses. However, these pressures are expected to be industry-wide, and any profitability impacts are expected to be manageable. While the transition may introduce short-term challenges, it also presents opportunities for firms that can adapt quickly and provide valuable expertise. We anticipate potential increased demand for our consulting services driven by regulatory complexity and sustainability transitions, particularly in restructuring, economic consulting and climate and energy lobbying. Our internal controls and expertise position us well to comply with evolving regulations and leverage emerging opportunities.</p> <p>Under the ‘Limited Mitigation’ scenario, physical risks from climate change, including extreme weather events, may cause some operational disruptions, with such disruptions expected to become more frequent and severe by 2050 compared to 2030. Our flexible working policies and leased real estate model reduce dependency on physical office spaces, enabling us to continue to deliver trusted results for our clients remotely. While we anticipate costs associated with more frequent or severe events, these are not expected to materially impact our ability to operate.</p> <p>Overall, this scenario analysis demonstrated that while we will potentially face increasing climate-related risks and opportunities in the long term (2030 and 2050), we are well-positioned to adapt to evolving market conditions and climate risks. We have demonstrated resilience through past disruptions and believe we can support clients as they navigate future market changes. We are evaluating how to integrate this analysis into our Enterprise Risk Management framework to support operational, business and financial planning and will review the assessment at least biennially to maintain alignment with changing external risks and internal priorities.</p>

# Task Force on Climate-Related Financial Disclosures Reference Table

FTI Consulting reports our climate-related initiatives that are in alignment with the TCFD. The below details our disclosures against the TCFD core elements.

TCFD Core Elements	Recommended Disclosures	Disclosures															
<p><b>Metrics and Targets</b></p>	<p>Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p>	<p>FTI Consulting began implementing concerted environmental impact reduction efforts in 2017. The company assembled baseline data covering 2019 GHG and other metrics with the intention of publicly disclosing this information to measure progress and set future reduction goals in the following areas:</p> <ul style="list-style-type: none"> <li>— Total energy consumed (MWh)</li> <li>— Total GHG emissions:                             <ul style="list-style-type: none"> <li>— Scope 1 (MT CO<sub>2</sub>e) – direct emissions</li> <li>— Scope 2 (MT CO<sub>2</sub>e) – electricity indirect emissions, market-based</li> <li>— Scope 3 (MT CO<sub>2</sub>e) –business travel, capital goods, and purchased goods and services (representative of 67% of our Scope 3 inventory)</li> </ul> </li> <li>— Emissions intensity (MT CO<sub>2</sub>e/FTE)<sup>2</sup></li> <li>— Percentage of employees working from LEED-certified (or equivalent) offices</li> </ul> <p>We continue to improve our calculation methodologies to align with the guidance from the GHG Protocol and in accordance with SBTi. Please refer to the latest version of our Corporate Sustainability Report for these metrics.</p>															
	<p>Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks</p>	<p>FTI Consulting’s Scope 1, Scope 2 and relevant Scope 3 emissions for fiscal years 2019 through 2024 have been published in the company’s Corporate Sustainability Report. We have independent verification at a limited assurance level for our full inventory of emissions for 2019 and 2024. The company has also received limited assurance on Scope 1, 2 and business travel from agencies for 2022 and 2023.</p> <table border="1" data-bbox="770 769 2941 899"> <thead> <tr> <th data-bbox="770 769 1330 817">Greenhouse Gas Emissions</th> <th data-bbox="1330 769 1894 817">Units</th> <th data-bbox="1894 769 2488 817">FY 2023</th> <th data-bbox="2488 769 2941 817">FY 2024</th> </tr> </thead> <tbody> <tr> <td data-bbox="770 817 1330 855">Total Scope 1 — direct emissions</td> <td data-bbox="1330 817 1894 855">MT CO<sub>2</sub>e</td> <td data-bbox="1894 817 2488 855">483</td> <td data-bbox="2488 817 2941 855">437</td> </tr> <tr> <td data-bbox="770 855 1330 899">Scope 2 — indirect emissions (market-based electricity)</td> <td data-bbox="1330 855 1894 899">MT CO<sub>2</sub>e</td> <td data-bbox="1894 855 2488 899">3,216</td> <td data-bbox="2488 855 2941 899">2,024</td> </tr> </tbody> </table>				Greenhouse Gas Emissions	Units	FY 2023	FY 2024	Total Scope 1 — direct emissions	MT CO <sub>2</sub> e	483	437	Scope 2 — indirect emissions (market-based electricity)	MT CO <sub>2</sub> e	3,216	2,024
	Greenhouse Gas Emissions	Units	FY 2023	FY 2024													
Total Scope 1 — direct emissions	MT CO <sub>2</sub> e	483	437														
Scope 2 — indirect emissions (market-based electricity)	MT CO <sub>2</sub> e	3,216	2,024														
<p>Targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>	<p>FTI Consulting formalizes its corporate sustainability strategy with quantifiable goals as appropriate, providing tangible aspirations to work toward over time. We regularly reassess the status of the corporate sustainability program and its long-term strategic outlook.</p> <p>The company’s net-zero by 2030 ambition covers scopes 1, 2 and business travel and is guided by our GHG emissions data and broader sustainability strategy. As part of this commitment, we have set forward-looking emission reduction targets and pursued validation through SBTi. The journey, including seeking SBTi validation, has allowed us to take a more comprehensive stock of our inventory, which will inform our emissions pathways and will allow us to reevaluate our timeline for reducing our emissions.</p> <p>As of 2025, our 2030 near-term emissions reduction targets have been validated by SBTi following work completed in 2023 and 2024, aligning our reduction pathway with the 1.5°C goal. These targets are set against a 2019 baseline and represent a key milestone in our path to decarbonization.</p> <ul style="list-style-type: none"> <li>— 53.8% absolute reduction in combined Scope 1 &amp; 2 emissions</li> <li>— 55% reduction in Scope 3 emissions from business travel, capital goods, and purchased goods and services per FTE<sup>1,2</sup></li> </ul> <p>We are currently implementing a range of initiatives to meet these targets and advance our net-zero ambition, and we plan to formalize our transition plan in the coming years. We look forward to continuing our progress and aligning our SBTi-validated targets with our broader net-zero emissions ambitions. We will monitor performance against these targets annually and disclose relevant emissions in our annual Corporate Sustainability Report and CDP questionnaire submission.</p>																

<sup>1</sup> FTI Consulting’s SBTi near-term target covers emissions from the following Scope 3 categories: purchased goods and services (46%), capital goods and business travel, excluding hotel stay emissions. Any reference to progress on Scope 3 or SBTi Scope 3 targets in this report pertains specifically to the previously mentioned categories and their corresponding percentages. Per guidance from the GHG Protocol and SBTi, hotel stay emissions are not a required inclusion in FTI Consulting’s public inventory and reporting. These will now be excluded moving forward, and previous data for reporting years 2019 through 2023 have been revised.

<sup>2</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 reports.

## EXPERTS WITH IMPACT™

FTI Consulting is the leading global expert firm for organizations facing crisis and transformation, with more than 7,900 employees in 32 countries and territories as of June 30, 2025. FTI Consulting is dedicated to helping organizations manage change, mitigate risk and resolve disputes: financial, legal, operational, political and regulatory, reputational and transactional. FTI Consulting professionals, located in all major business centers throughout the world, work closely with clients to anticipate, illuminate and overcome complex business challenges and opportunities.

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