

November 2021



EXPERTS WITH IMPACT™





2025, representing a more than doubling of underrepresented Senior Managing Directors compared to 2020

- Extend our 50/50 balanced hiring target from the campus and graduate level to include Consultant and Senior Consultant levels



STEVE GUNBY

President and
Chief Executive Officer



HOLLY PAUL

Chief Human
Resources Officer



disclosures are reflective of our commitment to transparent reporting of our sustainability journey to our stakeholders.

96/100

of the world's
top law firms

8/10

of the world's top
bank holding
companies

55/100

of Fortune Global
100 corporations



Identify where we have a Right to Win for our clients, invest behind those positions and leverage that success to grow organically and create opportunities for our clients, our shareholders and our people.

**NAMED CONSULTING FIRM
OF THE YEAR**
Who's Who Legal (2016-2020)

competitive positions and
preserve freedom
to operate.

FTI Consulting, Inc.



of consulting and services
for information governance,
privacy and security,
electronic discovery
("e-discovery") and insight
analytics.

CORPORATE SUSTAINABILITY REPORT

EMPATHY
I support others

“E” is for **Empathy**, recognizing that all FTI Consulting employees are human beings with feelings and lives outside of work. Human connectivity motivates all of us and makes FTI Consulting a special place to work. It’s not just that we achieve great results, it’s that we have a remarkable team of people who work together to make results happen.

corporate citizen that drives positive change in our communities.

FTI Consulting has a unique role to play in the sustainable economy – not only can we focus on our own internal initiatives – we have the

are pleased to announce our commitment to reaching net-zero GHG emissions by 2030. We will identify emission reduction targets for Scope 1 and Scope 2 emissions, as well as business travel, in 2022 and intend to work toward having these

relationships, coupled with our broad and diverse bench of experts, extend beyond traditional challenges and opportunities into emerging areas of need, including ESG-related topics.



PAUL LINTON
Chief Strategy and Transformation Officer

a more sustainable and inclusive future for their organization and the world more broadly.

visibility in the value chain offers the compliance, tracking and transparency required to build resilience against ESG risks.

grounded in its broader ESG programming, underpinned by its values, operational commitments and corporate governance structure. Our professionals work across a variety of crisis events from operational incidents to board investigations and cyber-attacks, ensuring companies respond in line with their ESG commitments as they implement the appropriate oversight structures to respond and help rebuild their reputation in a post-crisis scenario.



FTI Consulting, Inc.

— Pro bono engagements

CORPORATE SUSTAINABILITY REPORT

12

experts across the organization, including the Environmental Oversight Committee, the Pro Bono Advisory Committee and global teams dedicated to Diversity, Inclusion & Belonging, Corporate Citizenship and Talent Development.

In executive compensation is one way FTI Consulting aligns the interests of our Named Executive Officers with the interests of our key stakeholders.

Moreover, during quarterly strategy reviews, the Executive Committee discusses enterprise-related risks and opportunities,

strategy meetings. For example, the Investor Relations team communicates key messages and themes from engagement with shareholders to the Executive Committee, allowing this feedback to be incorporated into strategy discussions. FTI Consulting's President and Chief Executive Officer meets with the Board of Directors on a quarterly basis to report on the state of the firm.



**We survey our employees based on the legal framework of local countries and benchmark our data to local demographics. Employees who self-identify in traditionally underrepresented groups in their countries are considered part of this underrepresented ethnic group. See page 46 for more details.*

As a professional services firm, FTI Consulting has the opportunity to not only further the UN SDGs through our own efforts, but also guide our

we have made to date and look forward to expanding our efforts in the future.



— [FTI Consulting Expands Experts in Schools Program Across EMEA](#)

— [Hack U Junior: Cybersecurity Training for Kids](#)

— [Enhancing Financial Equity and Education for the Underserved with the Master Your Card Program](#)



— [Change in Action: Standing Together Against Racial Inequality](#)

log in 2019.

121%

increase in **charitable donations** matched by FTI Consulting compared with 2019.

*See page 22 for climate change approach

FTI Consulting, Inc.

36%

increase in hiring Asian employees
in the United States compared with 2019.

- Facilitating virtual teaming events to maintain strong morale and connectivity across our global workforce.
- Providing those who are working in our offices with personal protective equipment ("PPE").
- Establishing policies and procedures for a safe return to work, where applicable.

FTI Consulting, Inc.

- Donating funds allocated for office holiday parties to charitable organizations dedicated to addressing global hunger in the wake of COVID-19.
- In addition to the tremendous volunteering and pro bono efforts, in the month of March 2020 alone, FTI Consulting employees raised more than USD\$30,000 through donations and matching to support over 75 community-based organizations helping those most impacted by the COVID-19 pandemic.





impact and aspire to drive value and make a meaningful difference for our stakeholders.



Corporate Governance and Social Responsibility Committee of the Board. The Vice President, Chief Risk and Compliance Officer similarly is responsible for reporting quarterly on risk-related issues to the Audit Committee, which may include environmental-related risks.

Environmental Responsibility & Climate Change Disclosure Policy. As set out in the Policy, FTI Consulting seeks to promote environmental sustainability, to conserve and enhance natural resources, and to minimize environmental pollution.

working practices across the globe during the pandemic, and our systems and infrastructure have been designed and architected with that in mind. This includes failover provisions that allow for continued technological functionality and access to data. FTI Consulting also utilizes a number of remote working technologies such as Virtual Desktop environment, Virtual Private Networks and Cloud-based services.

develop the state's climate action plan.



— Market Risks: As a professional services company, understanding and considering evolving market expectations are drivers to our success and our ability to protect shareholder value. At a macro level, we do not operate in a high emissions industry. As such, our

specialized industry expertise and our strong client relationships. Reputational risk is an element of several different categories of risk, as detailed in our Annual Report. Reputational risk is critically important to our firm and brand because our ability to attract and retain leading

professionals is a result, reducing the real estate square footage per employee remains a strategic opportunity. This has already been proved feasible: Between 2018 to 2020, FTI Consulting delivered an 18% reduction in square footage per employee while increasing

electricity and has an environmental management system that is certified ISO 14001. Additionally, we are proud that 65% of our employees work in LEED-certified (or equivalent) offices as of 2020.

business travel and employee commuting, as well as improved work environment flexibility for our employees. The company realized these benefits while maintaining a high employee satisfaction score and low voluntary turnover in 2020. In light of these efficiencies and

cloud, we can decommission the physical hardware that was previously supporting our infrastructure. Decommissioning the datacenters allows FTI Consulting to reduce energy consumption, particularly from non-renewable sources. In 2022, FTI Consulting

leadership teams with ESG risk oversight, materiality assessments, peer benchmarking, metric and target selection, reporting in accordance with leading standards and frameworks, improving quantitative ESG rating scores, aligning executive compensation with

most critical to the ongoing operations of the company – these are rated based on likelihood of occurrence and potential severity. The risk ratings are indexed such that company leadership can determine which risks are most significant and can take action appropriately.

minimize environmental impact, such as bicycling, walking and using public transportation;

- Considering access to public transportation in the selection process for office locations; and
- Responding to the CDP Climate Change questionnaire in 2021.

FTI Consulting, Inc.

FTI Consulting's process for setting and achieving reduction targets for Scope 1 and Scope 2 emissions, and emissions associated with business travel in 2022 and intends to work toward having these goals validated by the SBTi. FTI Consulting's process to set our net-zero commitment and related emission reduction goals has thus far included:

Projecting FTI Consulting's future growth and setting a working environment for our employees.

CORPORATE SUSTAINABILITY REPORT

- Scope 2 emissions are the result of the energy that FTI Consulting purchases but is generated elsewhere, such as electricity; and
- Scope 3 emissions are indirect emissions from sources that are not owned or operated by FTI Consulting, but are related to business activities. This category includes emissions associated with business travel only (air, car, rail and hotel).

[6] MT CO₂e stands for metric tons of carbon dioxide ("CO₂") equivalent.

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

For more details on the methodology utilized for these environmental impact calculations, [click here](#).



Corporate Finance
& Restructuring

our company, we deploy an electronic waste program to in an effort to dispose electronic hardware in an ethical and environmentally sensitive manner.

programs offered and partner with local building ownership to support efforts to meet waste-related regulatory requirements.



Inspired our professionals to make small but meaningful changes to help the environment.



as requested.

employees to make a difference by supporting the causes that matter most to them.



update our business policies and procedures. This includes the Code of Ethics and Business Conduct, Diversity, Inclusion & Belonging Strategy, the Global Health & Safety Policy and the Human Rights Policy. Together, these policies were designed to provide a framework that serves





HOLLY PAUL
Chief Human Resources Officer



experiences of stakeholders to identify areas of interest and opportunities for improvement.

Advocacy and Public Policy. Our research-based approach can help clients develop tailored government relations and public affairs strategies to both develop effective messaging and authentic narratives and engage with all of their stakeholders.

investigations relating to social issues. While these engagements are often confidential, the efforts showcased within this report highlight how the team is able to promote social equality and further the UN SDGs.

- Mileage reimbursement analyses
- Job classification and misclassification analyses

I'm proud to tell
others I work here.

People care about
each other here.

You can count
on people to
cooperate.

People here are
willing to give extra
to get the job done.

When I look at what
we accomplish, I feel
a sense of pride.

People look
forward to **coming**
to work here.

I would **strongly**
endorse my
company to friends
and family as a great
place to work.



Recognition. We believe it is important to recognize people within FTI Consulting who realize extraordinary achievements on a daily basis that should be celebrated and recognized.



development approach also incorporates 360° feedback and coaching to capture various perspectives. Highlights of these initiatives include the following statistics:

31,268 hours per employee

total training hours logged by employees

74,678 hours per employee

total training hours logged by employees

lines each year. The program is designed to equip participants with the information, tools and resources that are essential for a successful start at FTI Consulting, as well as opportunities to build relationships with new colleagues and

virtual and on-site learning classes to promote continuous learning for all employees. It is meant to help our people achieve their developmental goals by offering a wide range of learning opportunities in technical skills,

soft skills, professional development and virtual workshops. In addition to the learning opportunities through planned programming, FTI Consulting offers a comprehensive learning ecosystem, linked to our competency model, to

restructuring, the AT&T/Time Warner antitrust clearance, the LATAM Airlines restructuring, the Virgin Galactic IPO and the Swedbank anti-money laundering investigation, among others.

- Increased hiring of Black professionals by **43%** in the United States and **70%** in the United Kingdom compared with 2019
- Increased hiring of Asian professionals by **36%** in the United States



Vice President of Global Diversity,
Inclusion & Belonging



FTI
CONSULTING

PRIDE NETWORK. The FTI Consulting
colleagues who are committed to equality of opportunity for
the LGBTQ+ community and provides a welcoming space for
support and discussion.



FTI Consulting, Inc. believes that an inclusive success depends in part on our ability to provide definitive and diverse expertise to our clients, which may be difficult to achieve if we do not attract, develop and retain professionals who represent the breadth of talent in society. Being an inclusive employer is a significant part of our growth strategy.

succession planning and hiring for Executive Committee roles must now include qualified female candidates on the interview slate.

— We ensure that there is female representation while interviewing candidates at the Director level and above.

work programs.

HR consultant level, with cross segment experiences through a variety of practices.

— We expanded campus engagement with top-tier Historically Black Colleges and Universities and Hispanic-Serving Institutions.

traditionally underrepresented groups in their countries are considered part of this underrepresented ethnic group.

seemed to foster deeper, more candid engagement.

enhanced pro bono program through increased investment and resources.

Engaging our experts across the firm and introducing a **Pro Bono Advisory Committee**.

Engaged FTI Consulting employees in open and transparent dialogues.





Consulting recommendations need to capture and reflect the geographical and cultural nuances at play.

inclusion...say it...say it...
inclusivity in practice.



FTI Consulting forecasted the financing needed to fund a successful middle school program, which could be used as a tool for future fundraising rounds.

BRIAN DAY
Chairman of the Board,
Access Academies

This includes **over 21,000 hours of volunteer service** and the equivalent of **more than USD\$7.5 million in pro bono services** to community-based organizations.





LUCY HIGHLAND
Consultant,
Strategic Communications

listening skills, 85% said it improved their communication and analytical skills and 80% said it improved their confidence.

physicians.



FRANK SUTTON
Director,
Corporate Finance
& Restructuring

other parts of the world.

— Mowing lawns, shoveling driveways, delivering food and making time for personal connections with vulnerable members in their communities.

our Matching Gift Program in 2020;

— In addition to the tremendous volunteering and pro bono efforts, throughout the month of March 2020 when COVID-19 began impacting

Additionally, the firm made donations to help those in need during the holidays. In the wake of the COVID-19 pandemic and in an effort to put the health and well-being of our people first, FTI Consulting's in-person holiday social

The Global Cooling Network and The Hunger Project. In all, FTI Consulting donated USD\$500,000 to charities around the world during the holiday season.

Miller's pro bono work. Engagements kicking off in 2020 included supporting efforts to combat human rights violations, evaluating the economic and social impact of communities in need, and helping organizations leverage



CURTIS LU
General Counsel



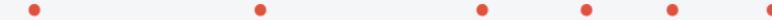
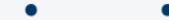
auditors' qualifications and independence, and the performance of the company's internal audit function and independent auditors.



Nominating, Corporate Governance and Social Responsibility Committee providing oversight of ESG factors

Laureen E. Seeger
Chief Legal Officer of the
American Express Company

59 2016



*This table highlights the skills possessed by each director that the Board particularly relies on, 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.



communicate a sense of personal accountability to and ownership of the company's future trajectory and success, regardless of business segment, level or location.

report anonymously or confidentially the protections provided to them and additional critical details about the process. Specifically, employees have access to both a 24/7 telephone and internet hotline to express any concerns.







of trafficking survivors. The team's work on this engagement will likely lead to significant criminal restitution for victims who otherwise might have received no compensation.



Managing Director,
Forensic and Litigation
Consulting

other than as described in the Privacy Policy unless FTI Consulting has permission to or is required or permitted by law.



Senior Managing Director,
Forensic and Litigation
Consulting

experience, including but not limited to cryptography, application development and forensic capabilities. Managed by our Global Cybersecurity and Privacy Division, our Cybersecurity and Data Protection/Privacy

properly train to address these concerns and to react accordingly if necessary. This training, specifically focused on information security and privacy awareness, provides an overview of policies, standards and procedures for incident

on delivering enterprise-wide risk and compliance solutions that promote business transformation and growth and support ethical business behavior. We offer end-to-end industry-specific and expertise-led advisory services to support risk management

well as ongoing discovery challenges such as large data volumes, multilingual reviews and the need for rapid understanding of critical documents — require a global, trusted partner that provides innovative solutions with defensible results. Top-performing organizations and law firms engage FTI Consulting

critical facts, communicating with regulators, engaging in remediation efforts, and, ultimately, meeting the requirements of a settlement agreement and repairing reputational damage.

President, Chief Risk and Compliance Officer. Any lobbying work engaged on behalf of FTI Consulting or its subsidiaries also must be discussed with FTI Consulting's Vice President, Chief Risk and Compliance Officer.

have interacted with in a while.



Corporate Finance & Restructuring



- [Global Health & Safety Policy](#)
- [Human Rights Policy](#)
- [UK Modern Slavery Statement](#)
- [UK Gender Pay Gap Report](#)

Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	N/A	SV-PS-510a.1	Compliance, Business Ethics and Professional Conduct
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Reporting Currency	SV-PS-510a.2	Material legal proceedings are disclosed in our 2020 10-K. See Part I, Item 3

Metrics and Targets

The metrics and targets used to assess and manage relevant climate-related risks and opportunities.

Climate Change Approach p.26

Black: 3%



*Percentages may not add up to 100 percent due to rounding

FTI Consulting, Inc.

First/Mid-level Managers	41%	59%
Professionals	44%	56%
Sales Workers	13%	88%
Admin Support	84%	16%
Total	40%	60%

CORPORATE SUSTAINABILITY REPORT

A handwritten signature in black ink, appearing to read "Jiri Kuban".

FTI Consulting is an independent global business advisory firm dedicated to helping organizations manage change, mitigate risk and resolve disputes: financial, legal, operational, political & 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. ©2021 FTI Consulting, Inc. All rights reserved. www.fticonsulting.com

