

Environmental, Social and Governance Practices, Policies, Progress and Achievements

FTI Consulting's core values guide our approach to Environmental, Social and Governance ("ESG") topics:



ENVIRONMENTAL

FTI Consulting recognizes that climate change is a global threat and one of the most significant environmental challenges of our time. The Company and our employees are committed to doing our part in addressing climate change and reducing our collective environmental impact.



SOCIAL

We seek to foster a diverse and inclusive culture, to be the Company of choice for professionals to build and advance in their career, and to empower our people to do good in our communities.

Sustainability

- **18% reduction** in global office square footage per employee from 2018 to 2020.
- **36% reduction** in total energy consumed (megawatt hours) from 2018 to 2020.
- **Reduced emissions intensity per employee** from 7.05 MT CO₂e in 2018 to 6.53 MT CO₂e in 2019 and 2.59 MT CO₂e in 2020.
- **65% of employees** sit in LEED-certified (or equivalent) buildings.
- Commitment to reducing environmental impact from the Company's office locations by focusing on:
 - Occupying building locations that are LEED-certified (or equivalent).
 - Implementing energy efficiency measures for all office build outs.
 - Utilizing materials that meet stringent guidelines for reduced emissions.
 - Minimizing the creation of waste and implementing waste diversion practices regarding office operations.
- Recent office build outs with bottle filler stations have offset the **landfill waste associated with 100,000 single-use plastic bottles** annually.
- **Server infrastructure has been 90+% virtualized.**
- For more information about FTI Consulting's environmental practices and the methodology used to calculate our environmental impact, please review the Company's [Environmental Responsibility & Climate Change Disclosure Policy](#).

Corporate Citizenship

- Participant of the **United Nations' Global Compact**.
- FTI Consulting professionals supported more than **1,500 charitable organizations** in 2020 through the Company's Corporate Citizenship Program.
- Since 2018, FTI Consulting professionals have provided more than **15,000 hours** of volunteer service.
- Since 2018, FTI Consulting professionals have donated more than **\$5.7 million in pro bono services** to community-based organizations.
- Employees are provided up to **35 hours** each year to participate in a pro bono project, which counts toward their utilization.
- Employees receive a **full day of FTI Consulting-sponsored volunteer time** and are eligible to participate in the Company's **Employee Matching Gift Program**.
- More than **85 Corporate Citizenship Champions** across the globe serve as advocates for corporate citizenship at the local office level.

Diversity, Inclusion & Belonging

- Signatory of the **CEO Action for Diversity & Inclusion™** pledge.
- Introduced **Action Plan to Turbocharge Diversity, Inclusion & Belonging Initiatives**, centered around four pillars:
 - Reinvigorate our efforts to **support, promote and retain diverse talent**.
 - Double-down on efforts to **attract diverse talent**.
 - Leverage our expertise to **help the world more broadly**.
 - **Keep the dialogue alive**.
- Created, hired and assimilated **Diversity, Inclusion & Belonging Team** to drive efforts globally.

- 80% of our **Named Executive Officers** represent diverse groups.
- 40% of our **Executive Committee** represents diverse groups.
- Published our [workforce gender and ethnicity demographics data](#) for U.S.- and UK-based employees.
- Reached goal of **100 female Senior Managing Directors** in 2020, an increase of 15% compared to 2019.
- Achieved **50/50 gender balance** in university and graduate hiring in 2020.
- Increased hiring of **Black professionals** by 43% in the U.S. and 70% in the UK in 2020 compared to 2019.
- Increased hiring of **Asian professionals** by 36% in the U.S. in 2020 compared to 2019.
- Set goal of reaching **165 female Senior Managing Directors by 2025**, an increase of 65% compared to 2020.
- Set goal of reaching **120 underrepresented minority (“URM”) Senior Managing Directors by 2025**, representing a more than doubling of URM Senior Managing Directors compared to 2020.
- **1,621 Director level and above professionals have completed inclusive culture training**, with 350 participating virtually in 2020.
- For more information, please view our [Global Diversity, Inclusion & Belonging Strategy](#).

Human Capital

- **Employee turnover rate of 8%** in 2020, marking the lowest voluntary turnover rate in Company history.
- Achieved the highest-ever annual employee engagement scores, with **85% job satisfaction** in 2020.⁽¹⁾
- **Expanded employee assistance program offerings and policies**, including introducing enhanced childcare, elder care and mental health services.
- [Global Health & Safety](#) and [Human Rights](#) policies protect the health and safety of our people and uphold individual human rights across our global platform.
- Established policies and procedures for a **safe return to work** in response to the COVID-19 pandemic, where applicable.

Professional Development

- **96%** of employees participated in talent development training programs in 2020, an increase from 83% in 2019.
- Employees logged **74,678 training hours** in 2020, more than double the 31,268 hours logged in 2019.
- Average annual training hours per employee of **13.0 hours** in 2020 compared to 7.1 hours in 2019.
- **Globalized FTI University**, resulting in a doubling of professionals attending FTI University in 2020 compared to 2019.
- **895 professionals** were selected for and completed leadership training programs in 2020.
- Employees reported an **87% satisfaction rating** for talent development courses taken in 2020.
- **Over 1,000 professionals** promoted in 2020, a record number.



GOVERNANCE

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

Board Oversight

- The Nominating, Corporate Governance and Social Responsibility Committee oversees FTI Consulting’s ESG strategy and performance.

Best Practice Board Leadership

- 87.5% of the Board represents independent directors.
- **Independent** non-employee Chairman of the Board.
- **100% independent** Committee membership.
- Annual election of directors by **majority** in uncontested elections, with **director resignation policy**.
- 25% of directors are female.
- 25% of directors are based outside of the U.S.

Shareholder Rights

- No poison pill.
- No outstanding enhanced voting rights shares.

Compliance and Business Ethics

- [Code of Ethics and Business Conduct Policy](#) supported by training offered to all employees globally.
- [Privacy Policy](#) and mandatory periodic **information technology security and privacy training for all employees**.
- **Third-party contractors must acknowledge** FTI Consulting’s [Anti-Corruption Policy](#) and [Vendor Code of Conduct](#).
- [Policy on Reporting Concerns and Non-Retaliation](#) and access to anonymous **FTI Consulting Integrity Helpline for all stakeholders**.
- [Policy on Insider Information and Insider Trading](#) supported by training offered to all employees globally.
- **Maintain policies related to specific legal and business requirements**, such as anti-corruption laws, privacy laws and international sanctions rules.

⁽¹⁾ Employee engagement statistics are based on responses to the 2020 Great Place to Work Survey.