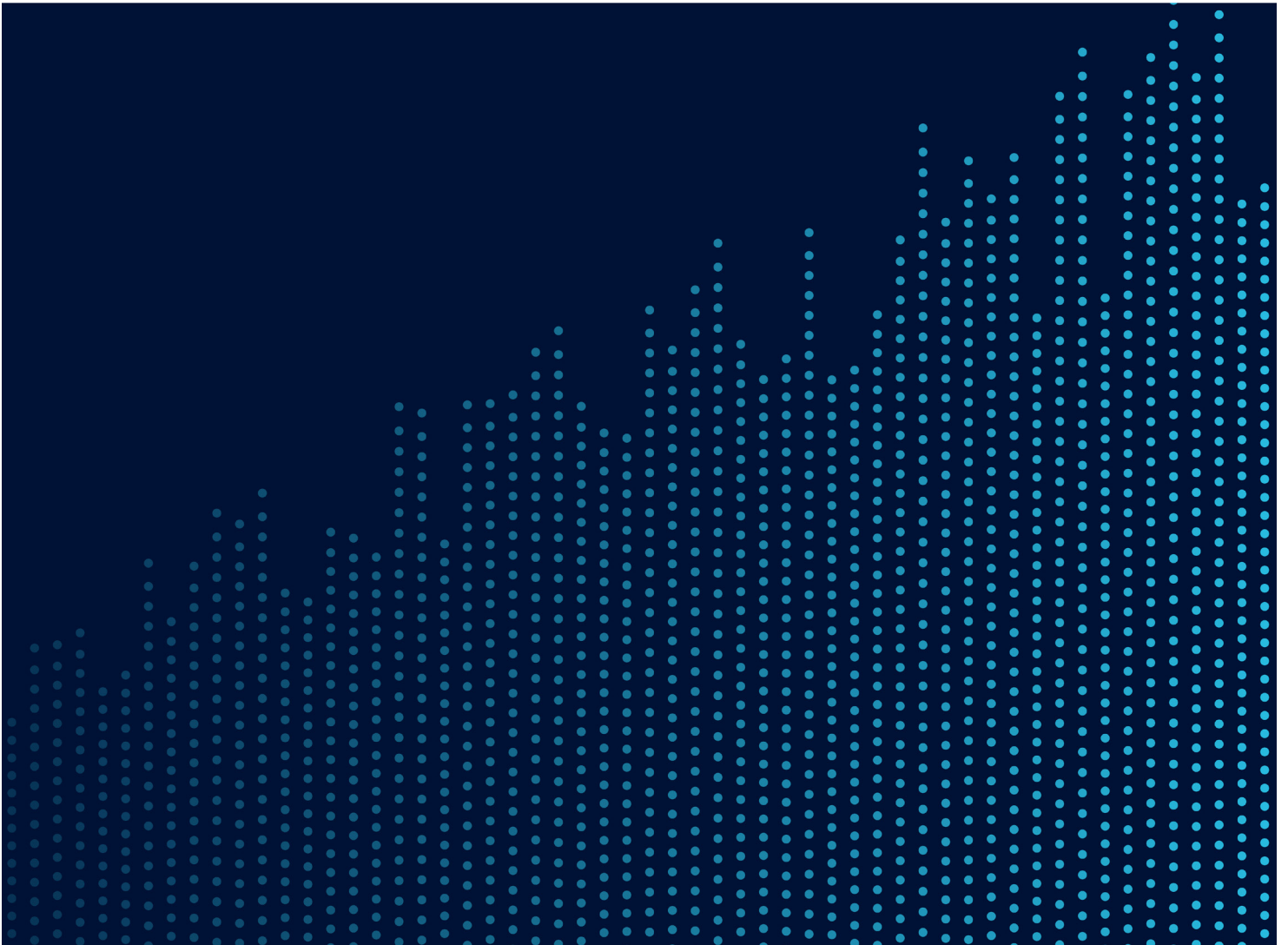


AN FTI CONSULTING REPORT – PUBLISHED 2024

# 2023 UK Gender Pay Gap Report



## 2023 UK GENDER PAY GAP REPORT

This year's gender pay gap report includes UK and global data on FTI Consulting's employees and partners. Our 2023 employee-specific data shows a reduction of 2.8% in our median hourly and 1.8% in our median bonus gender pay gaps, along with a widening of the mean bonus gender pay gap compared to 2022. We remain focused on our efforts to make progress.

FTI Consulting's gender pay gap is primarily due to the gender imbalance in senior-level roles across the organisation. We have performed extensive reviews to ensure that we have pay equality for men and women performing comparable work. Our efforts continue to decrease many of our overall pay gaps, and we remain firmly committed to fostering a workplace culture that embraces diversity, inclusion and belonging at all levels in our organisation.

We have made concerted efforts to recruit, retain, advance and support women across our firm and throughout all leadership and professional roles across the organisation. These efforts can be seen in our overall female headcount, which has increased 2% year-over-year, with 2.5% more females at the Managing Director level and above. FTI Consulting also remains focused on 50/50 gender representation in our hiring practices. We saw significant increases in female hires in 2023, where several job levels experienced record percentages of female hires compared to males. Notably, we also announced 86 female promotions in the UK, effective 1 April 2023, including four new Partners/Senior Managing Directors ("SMDs"). FTI Consulting is committed to our investment in mentoring and leadership development programmes to increase female representation at the senior-most levels of our organisation.

### THE DIFFERENCE BETWEEN EQUAL PAY & GENDER PAY GAP

#### EQUAL PAY:

Employees are paid the same amount for the same, or similar work, regardless of gender or ethnicity.

#### GENDER PAY GAP:

The difference in the average pay between gender or ethnicity in an organisation over a period of time.



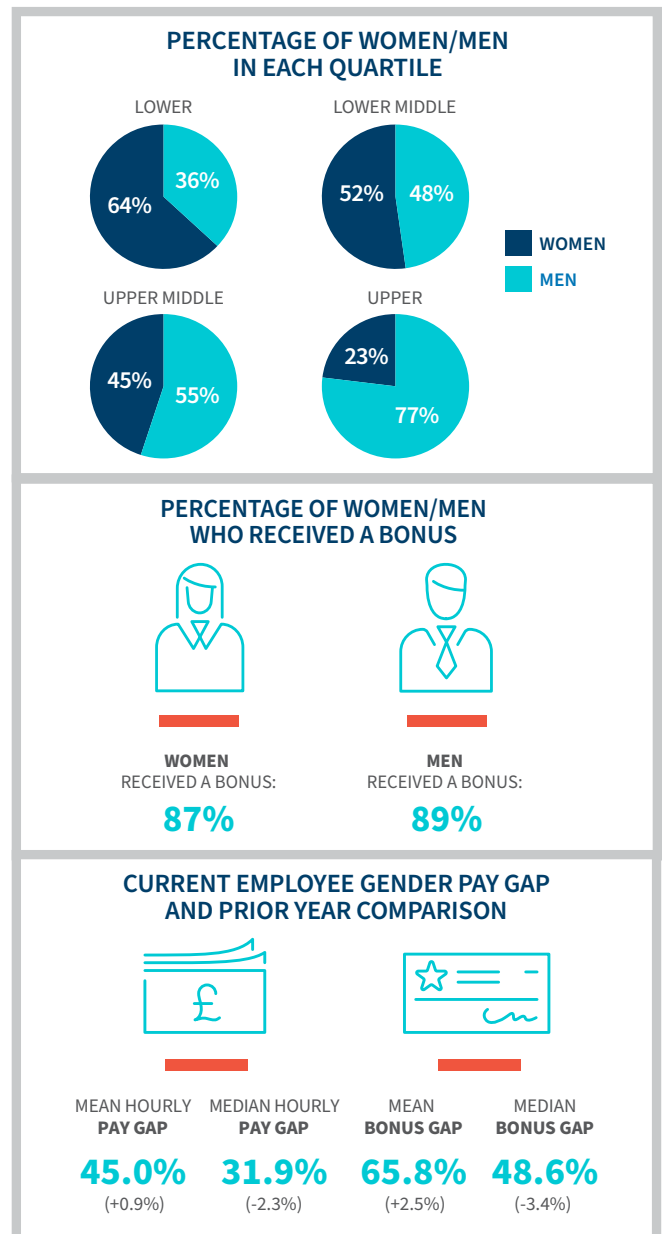
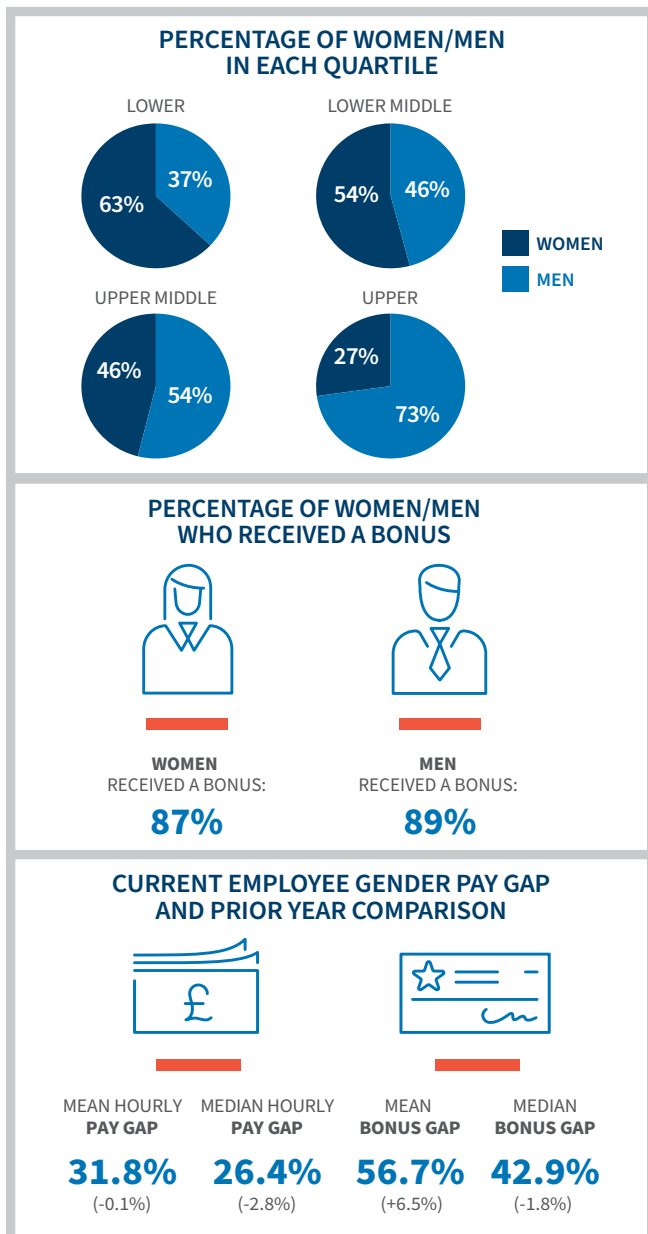
## 2023 UK EMPLOYEE GENDER PAY DATA

The total FTI Consulting UK-based employee population for gender pay reporting includes 1,312 professionals, with a split among women/men of 632 (48%)/680 (52%).

For 2023, FTI Consulting has slightly decreased three of the four pay and bonus gaps, except for the mean bonus gap, which increased by 6.5% to 56.7% compared to 2022. Whilst most of the 2023 pay and bonus gaps are still below the gaps that were reported in 2017, we recognise that we must intensify our efforts in reducing the gaps. We will continue to focus on achieving 50/50 balanced hiring at senior levels, support our flexibility programmes to retain female talent and offer training and development opportunities to help increase the number of female leaders, among other efforts.

## 2023 UK EMPLOYEE AND PARTNER GENDER PAY DATA

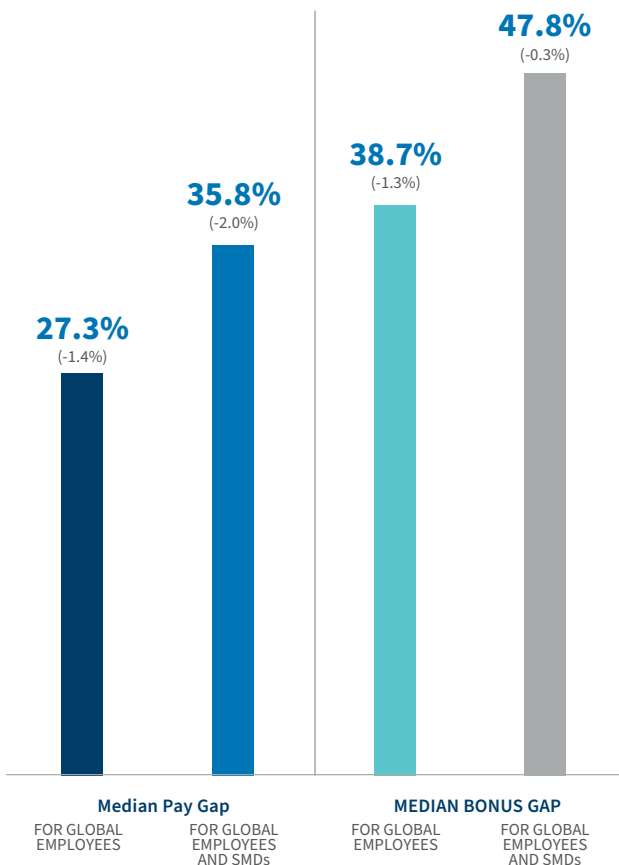
Including Partners/SMDs, the total UK-based population of employees and partners for gender pay reporting is 1,401 professionals, with a split among women/men of 648 (46%)/753 (54%). Similar to the employee-only population data, FTI Consulting has seen a solid decrease in the median pay and bonus pay gaps by an average of 3%, and lower average increases in the mean base and bonus pay gaps of 1.75% when combining employees and Partners/SMDs. FTI Consulting is tracking an overall downward trend since reporting began in 2018.



## GLOBAL GENDER PAY GAP

We also report our global gender pay gap for employees only and employees and Partners/SMDs combined, alongside our UK data. We have noted the trends below for 2023, which highlight a decrease in mean and median pay and bonus gaps for global employees only and global employees and Partners/SMDs combined.

MEDIAN PAY AND BONUS GAPS<sup>1,2</sup>



## OUR COMMITMENT

We are proud of the year-on-year progress and the overall downward trend we have seen since reporting began in 2018. However, more work remains, and we are committed to our efforts to further reduce our gender pay gap. We aim to attract, retain and develop the best talent and ensure we foster a workplace that supports all our people as they make an impact for our clients and grow in their careers.

We invite you to review our [Corporate Sustainability Report](#) to learn more about our key people initiatives at FTI Consulting.

We confirm the data reported is accurate.

**Lars Faeste**  
Chairman, Europe, the Middle East and Africa

**Holly Paul**  
Chief Human Resources Officer

<sup>1</sup> Gender pay calculation is based on FTI Consulting’s total headcount as reported in our Form 10-K as of December 31, 2022, excluding employees in the Compass Lexecon subsidiary and employees on leave.

<sup>2</sup> In 2022, FTI Consulting introduced a revised methodology to calculate global pay and bonus gaps. To provide a meaningful historical comparison, our pay and bonus gaps for 2021 were also revised using the updated methodology.

**LARS FAESTE**  
Chairman, Europe, the Middle East and Africa

**HOLLY PAUL**  
Chief Human Resources Officer

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