

AN FTI CONSULTING REPORT – PUBLISHED 2025



2024 Australia Gender Pay Gap Report



2024 AUSTRALIA GENDER PAY GAP REPORT

FTI Consulting is committed to advancing gender equity, recognising both the business value and the ethical importance of fostering an inclusive and balanced workplace. We are dedicated to ensuring that all individuals are fairly represented, equally valued, and empowered to thrive within our organisation. We continue to focus on gender pay gap for Australia in combination with global data on employees and partners. FTI Consulting's 2024 median total remuneration gender pay gap is 31.4%, an almost 2% improvement on 2023 data, and the average total remuneration gender pay gap is 34.9%. Following legislative changes in 2023, FTI Consulting's 2024 gender pay gap data includes CEO remuneration for the first time. While a gender pay gap exists, FTI Consulting continues to perform reviews to ensure pay equality for men and women performing comparable work.

Unlike equal pay, a gender pay gap is the difference in median and average pay between men and women in an organisation. Our efforts will continue to decrease our pay gap, 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 address the gender imbalance across our firm and throughout all roles across the organisation, including leadership and professional roles. These efforts include programs such as diverse external talent identification, training and mentoring for leaders and women at all levels, with the goal of significantly reducing our gender pay gap over time. Of the 66 promotions effective as of 1 April 2024, 54.5% were awarded to female employees, including the promotion of two female Managing Directors ("MDs") out of the five MDs promoted.

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 median and average pay between gender in an organisation over a period of time.



2024 AUSTRALIA GENDER PAY DATA

The total employee population of FTI Consulting in Australia for gender pay reporting included 345 professionals, with a split of 159 (46%) women and 186 (54%) men. FTI Consulting remains focused on hiring and promoting more women as we are working towards a 50/50 gender representation and increasing our number of senior female leaders in the business. This commitment was demonstrated by the 4% increase in female employees in Key Management Personnel roles as part of the Australian Leadership Group and Senior Managing Directors (“SMDs”) between the 2022/2023 and 2023/2024 reporting periods. We achieved this while maintaining the 2022/2023 split for Management level employees.

When comparing FTI Consulting’s data with other organisations in the professional services industry who report to WGEA, it is worth noting that employers without partners cannot be fairly compared to employers with partners in their industry because, in partnerships, a proportion of their top earners are excluded from their gender pay gap calculation.

In the 2023/24 reporting period, 50% of appointments to manager roles (including promotions) and 51.6% of appointments (including promotions) to non-manager roles were female.

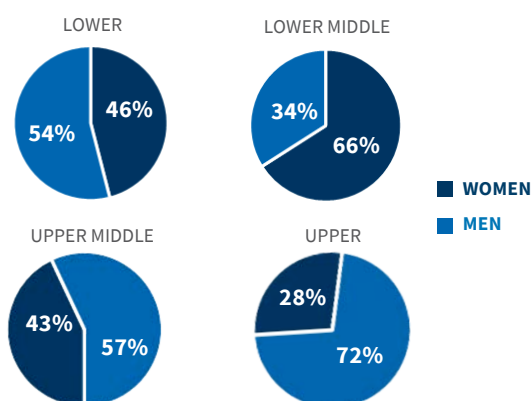
By maintaining these proportions of appointments, we believe we will further build out and strengthen our female leadership pipeline and increase the female composition of our senior leadership roles.

We will also continue to focus on achieving 50/50 balanced hiring at key levels, support our flexibility programs to retain female talent and offer training and development opportunities to help increase the number of female leaders, among other efforts.

As an example, we are pleased to note that in this reporting period, as a result of us introducing gender neutral paid parental leave, 55.5% of employees taking parental leave were male.

Overall, FTI Consulting is proud of the progress we made and we are tracking an overall downward trend in median pay gap since reporting began in 2020/21. When employee and Partner/SMD data is combined, the result is a higher gender pay gap because there is a higher proportion of male Partners/SMDs compared to female Partners/SMDs, which significantly increases the overall median pay for men.

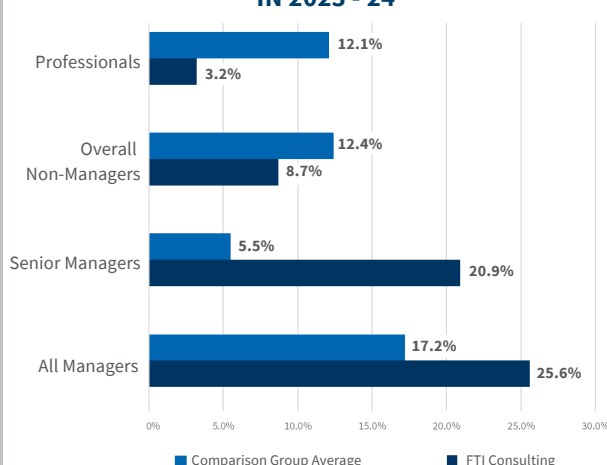
GENDER COMPOSITION BY PAY QUARTILE



Source: Workplace Gender Equality Agency’s (WGEA) Reporting Industry Benchmark Report (2023 - 24 Gender Equality Reporting) for FTI Consulting

NOTE: The chart shows FTI Consulting’s workforce divided into four equal quartiles of employees by total remuneration full-time equivalent pay and the proportion of employees of each gender in each pay quartile.

GENDER PAY GAP BY OCCUPATIONAL GROUP IN 2023 - 24



Source: Workplace Gender Equality Agency’s (WGEA) Reporting Industry Benchmark Report (2023 - 24 Gender Equality Reporting) for FTI Consulting

NOTE: The aspiration is to remove the gender pay gap in favour of men or women, so for the purposes of this table, a GPG closer to zero is considered better.



OUR COMMITMENT

We remain committed to reducing our gender pay gap and have accelerated our efforts in attracting, developing and retaining talent. We look forward to maintaining an open dialogue with our employees and stakeholders to hold ourselves accountable in achieving our goals. As we conclude our internal discussions with employees about our gender pay gap and efforts underway, we invite you to review our [Corporate Sustainability Report](#) to learn more about updates on key people initiatives happening at FTI Consulting.

We confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Mark Dewar'.

Mark Dewar
Australian Practice Leader

A handwritten signature in black ink, appearing to read 'Holly Paul'.

Holly Paul
Chief Human Resources Officer

MARK DEWAR

Australian Practice Leader

HOLLY PAUL

Chief Human Resources Officer

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