

AN FTI CONSULTING REPORT – PUBLISHED 2025

2024 UK Gender Pay Gap Report



2024 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 2024 employee-specific data shows considerable reductions of 8.8% in our median bonus pay gap, 8.1% in our mean hourly pay gap and 4.4% in our median hourly pay gap. Whilst 90% of both our male and female employee populations received bonuses, our mean bonus gender pay gap for employees widened by 3.1% compared to 2023.

FTI Consulting's gender pay gap is largely attributed to the underrepresentation of women in senior-level positions across the organisation. We have taken significant steps to recruit, retain, and support women throughout the firm, including in leadership and professional roles across all levels. These efforts have resulted in a consistent increase year-over-year in our overall female workforce. We announced 126 female promotions in the UK, effective 1 April 2024, with 10 women advancing to Managing Director and Senior Managing Director (SMD) roles. Our commitment to fostering greater female representation at the highest levels is supported by ongoing investments in mentorship, sponsorship, and leadership development programmes. We continue to carry out thorough evaluations to ensure fair and equitable pay for men and women performing comparable roles and remain deeply committed to cultivating a workplace culture that champions diversity, inclusion and belonging at every level of the organisation. The combined impact of these continued efforts is narrowing many of our overall pay gaps.

2024 UK EMPLOYEE GENDER PAY DATA

EQUAL PAY

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

GENDER PAY

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



2024 UK EMPLOYEE GENDER PAY DATA

The total FTI Consulting UK-based employee population for gender pay reporting includes 1,266 professionals, with a split among women/men of 620 (49%)/645 (51%).

For the 2024 reporting period, FTI Consulting has achieved a reduction in three of the four identified pay and bonus gaps. The exception is the mean bonus gap, which increased by 3.1% compared to 2023. All 2024 pay and bonus gaps remain below our 2017 levels, indicating that our sustained focus on pay equity reviews throughout the year, among other efforts, is accelerating reduction of these gaps. However, we acknowledge the need to intensify our efforts to further reduce these disparities. We will continue to prioritise gender-balanced hiring at senior levels, strengthen our flexible working and parental return-to-work coaching programmes to retain female talent, as well as enhance our development opportunities, among other strategic initiatives.

2024 UK EMPLOYEE AND PARTNER GENDER PAY DATA

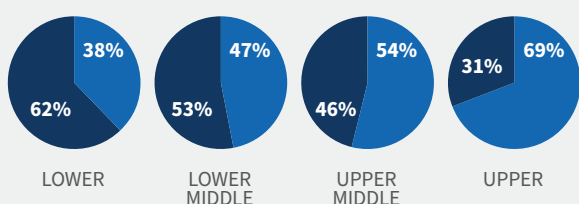
Including Partners/SMDs, the total UK-based population of employees and partners for gender pay reporting is 1,367 professionals, with a split among women/men of 635 (46.5%)/731 (53.5%).

Similar to the employee-only population data, FTI Consulting has seen a substantial decrease in the median bonus pay gap by 8.9% and solid average decreases in the mean and median base pay gaps of 5.6% and 3.9% when combining employees and Partners/SMDs. We began reporting our pay and bonus gaps for both partners and employees in 2018 and we are encouraged by the fact that all our 2024 pay and bonus gaps have reduced significantly compared to these 2018 levels. We note that our mean bonus pay gap increased by 3.8%. We remain focused on our goal of reducing this gap by increasing the representation of women at the senior levels through targeted recruitment efforts and by providing robust development for our women on track for SMD and leadership positions. This includes connecting our women SMD candidates with partner-level sponsors who assume the responsibility of acting as their advocates and opening up further business and career-advancing opportunities.

EMPLOYEES

PERCENTAGE OF WOMEN/MEN IN EACH QUARTILE

■ MEN ■ WOMEN



PERCENTAGE OF WOMEN/MEN WHO RECEIVED A BONUS



90%
WOMEN RECEIVED A BONUS



90%
MEN RECEIVED A BONUS

CURRENT EMPLOYEE GENDER PAY GAP AND PRIOR YEAR COMPARISON



MEAN HOURLY PAY GAP
23.7% (-8.1%)

MEDIAN HOURLY PAY GAP
22% (-4.4%)



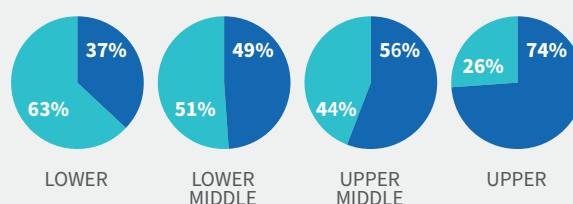
MEAN BONUS GAP
59.8% (+3.1%)

MEDIAN BONUS GAP
34.1% (-8.8%)

EMPLOYEES AND PARTNERS

PERCENTAGE OF WOMEN/MEN IN EACH QUARTILE

■ MEN ■ WOMEN



PERCENTAGE OF WOMEN/MEN WHO RECEIVED A BONUS



91%
WOMEN RECEIVED A BONUS



91%
MEN RECEIVED A BONUS

CURRENT EMPLOYEE GENDER PAY GAP AND PRIOR YEAR COMPARISON



MEAN HOURLY PAY GAP
39.4% (-5.6%)

MEDIAN HOURLY PAY GAP
28% (-3.9%)



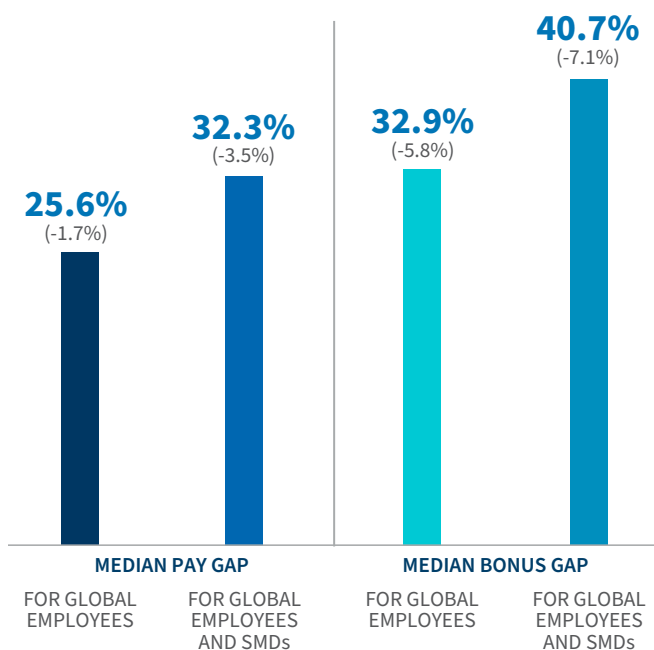
MEAN BONUS GAP
69.6% (+3.8%)

MEDIAN BONUS GAP
39.7% (-8.9%)

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 decreases in mean and median pay and bonus gaps for global employees only and global employees and Partners/SMDs combined.

MEDIAN PAY AND BONUS GAPS¹



OUR COMMITMENT

We continue to take pride in the year-on-year progress and the overall downward trend we have seen since reporting began in 2017. However, we remain dedicated to continuing our efforts to further reduce our gender pay gap. Our goal is to attract, retain and develop the best talent and cultivate an environment that empowers and supports everyone in our organisation as they continue to deliver value to our clients and thrive 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

¹ Gender pay calculation is based on FTI Consulting's total headcount as reported in our Form 10-K as of December 31, 2023, excluding employees in the Compass Lexecon subsidiary and employees on leave.

LARS FAESTE

Chairman
Europe, the Middle East and Africa

HOLLY PAUL

Chief Human Resources Officer

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