

AN FTI CONSULTING REPORT – PUBLISHED 2022

# 2021 Gender Pay Gap Report



## FTI CONSULTING 2021 GENDER PAY GAP REPORT

As with previous annual reporting, this year’s gender pay gap report includes UK and global data on employees and partners. While the reporting shows a slight widening of the gender pay gap compared to 2020, both the hourly pay gap and the 12-month bonus gap remain lower than the gaps reported in prior years. We know we are making progress, but there is more we will need to do to address the imbalance across our firm in terms of having more men than women in senior-level roles and having more women than men in junior-level roles. We remain actively involved in hiring, developing and retaining our employees with a goal to significantly reduce our gender pay gap over time.

FTI Consulting’s median gender pay gap is 26.7%. Unlike equal pay, a gender pay gap is the difference in average pay between men and women in an organisation. We know our efforts must continue in decreasing 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.

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

#### EQUAL PAY:

Men and women are paid the same amount for the same, or similar work.

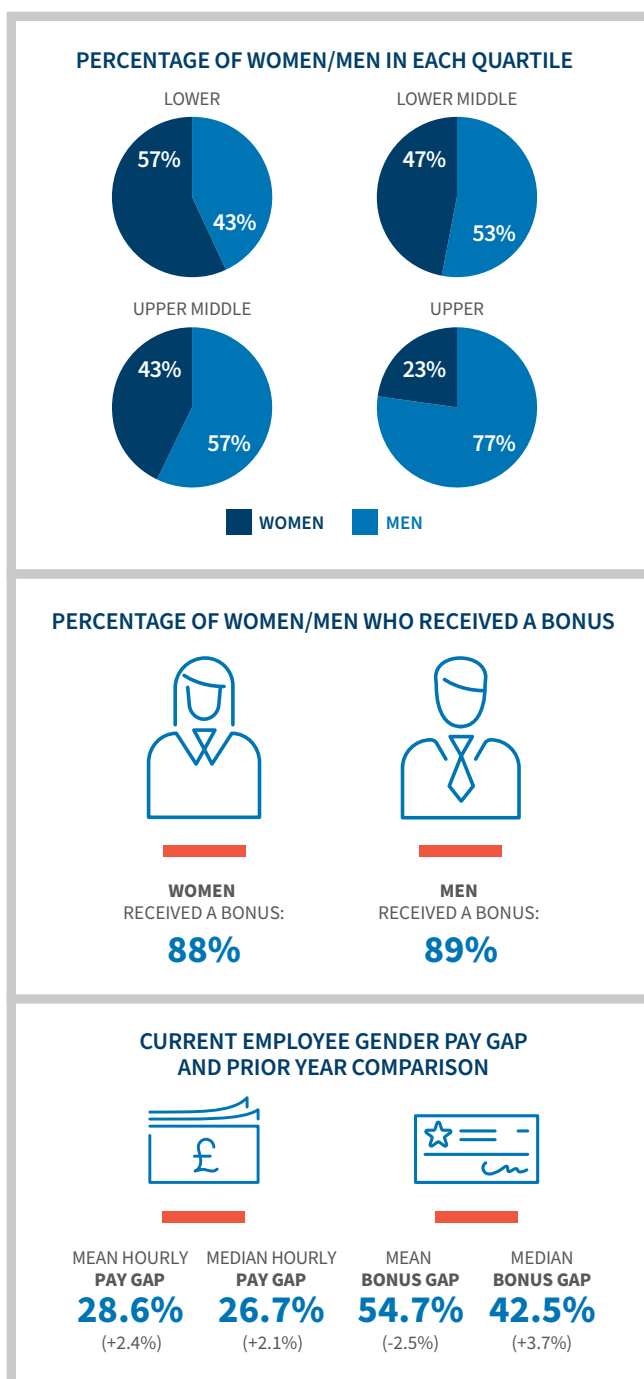
#### GENDER PAY GAP:

The difference in the average pay between men and women in the same organisation over a period of time.

### 2021 UK EMPLOYEE GENDER PAY DATA

The total FTI Consulting UK-based employee population for gender pay reporting is 1,144 professionals with a split among women/men of 492 (43%)/652 (57%).

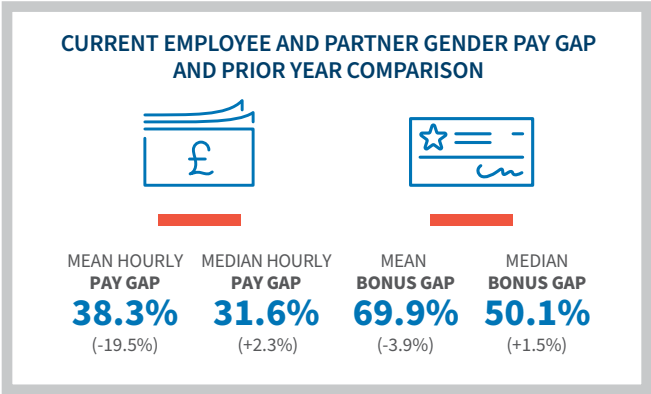
While there has been a slight reduction in the mean bonus gap this year, the mean and median hourly pay gaps, as well as the median bonus gaps, have increased slightly compared to 2020. Though the 2021 figures are still below the pay and bonus gaps that were reported in 2018, we recognise that we need to be diligent in our efforts to minimise the gaps. We will 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, to name a few.



## 2021 UK EMPLOYEE AND PARTNER GENDER PAY DATA

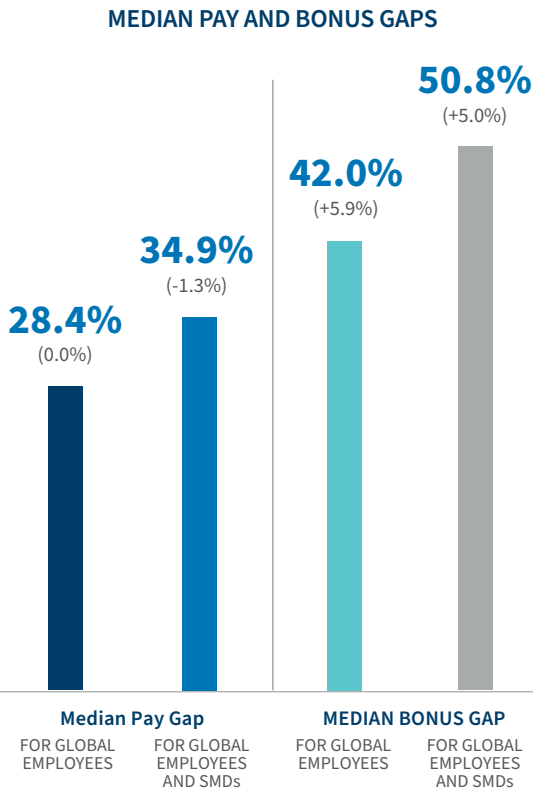
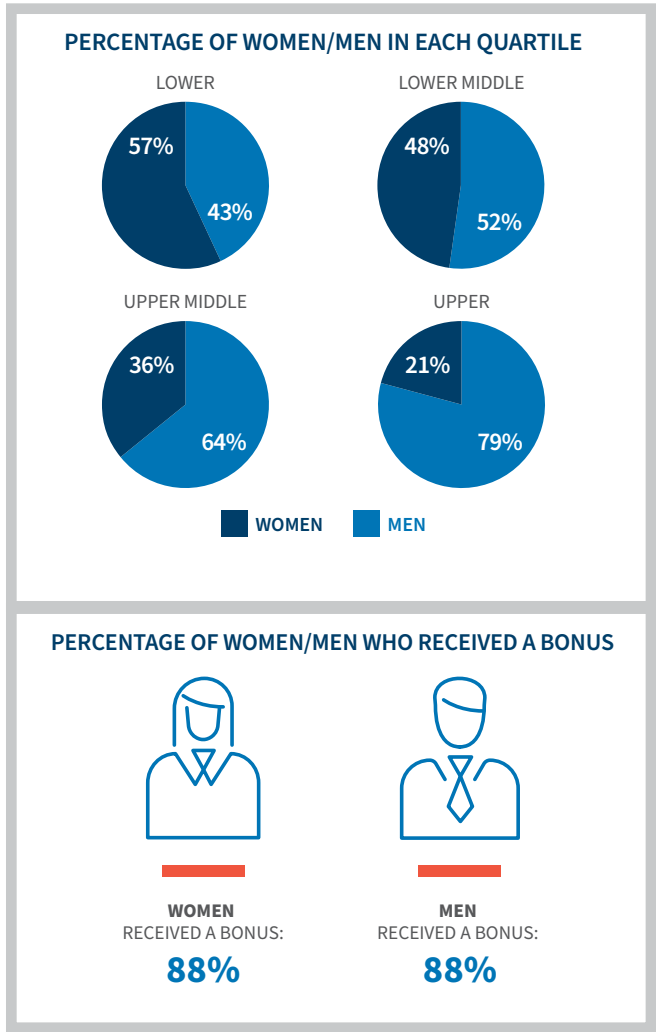
Including partners, the total UK-based population of employees and partners for gender pay reporting is 1,230 professionals with a split among women/men of 505 (41%)/725 (59%).

While there are declines in the mean hourly pay and bonus gaps for employees and Partners/Senior Managing Director (“SMDs”), there is an increase in both the median hourly pay and bonus gaps. When employee and partner data is combined, the result is a higher gender pay gap because there is a higher proportion of male partners compared to female partners, which significantly increases the overall average pay for men.



## GLOBAL GENDER PAY GAP

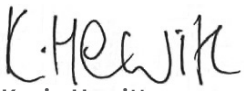
To remain transparent about our global gender pay gap for employees and Partners/SMDs, we have noted the trends below, which highlight a slight decline in the median compensation gap for global employees and Partners/SMDs but also show an increase in the median bonus gap for global employees, as well as global employees and Partners/SMDs.



## Our Commitment

FTI Consulting remains committed to reducing our gender pay gap, and we realise that meaningful change takes time. We continue to accelerate our efforts in attracting, developing and retaining talent and 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 [Human Capital Report](#) to learn more about updates on key people initiatives happening at FTI Consulting.

We confirm the data reported is accurate.



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