

AN FTI CONSULTING REPORT – PUBLISHED 2023

2022 UK Gender Pay Gap Report



2022 UK GENDER PAY GAP REPORT

FTI Consulting continues to focus on gender pay gap for the UK in combination with global data on employees and partners. This year's results continue to show reductions in the mean bonus pay gap for the fifth straight year. Our 2022 data shows a 4.5% improvement, along with a slight widening of the hourly gender pay gap compared to 2021. We have made progress but are focused on the work that remains.

FTI Consulting's median gender pay gap is 29.2%. While a gender pay gap exists, FTI Consulting has performed extensive reviews to ensure that we have pay equality for men and women performing comparable work. Unlike equal pay, a gender pay gap is the difference in 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 programmes such as diverse external talent identification, training and mentoring for leaders and women at all levels, with a goal to significantly reduce our gender pay gap over time. We announced 121 female promotions and job progressions in the UK, effective 1 April 2022, including two new Partners/Senior Managing Directors ("SMDs").

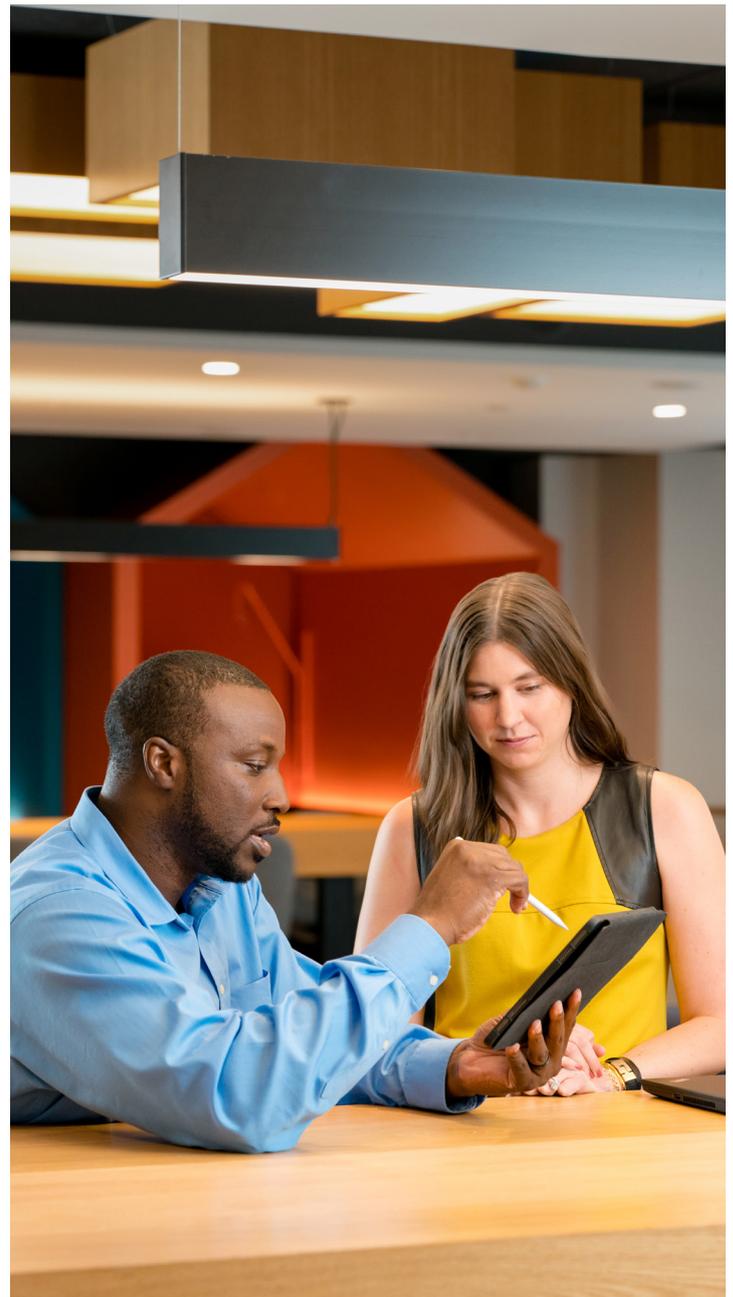
THE DIFFERENCE BETWEEN EQUAL PAY & GENDER PAY GAP

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 organization over a period of time.



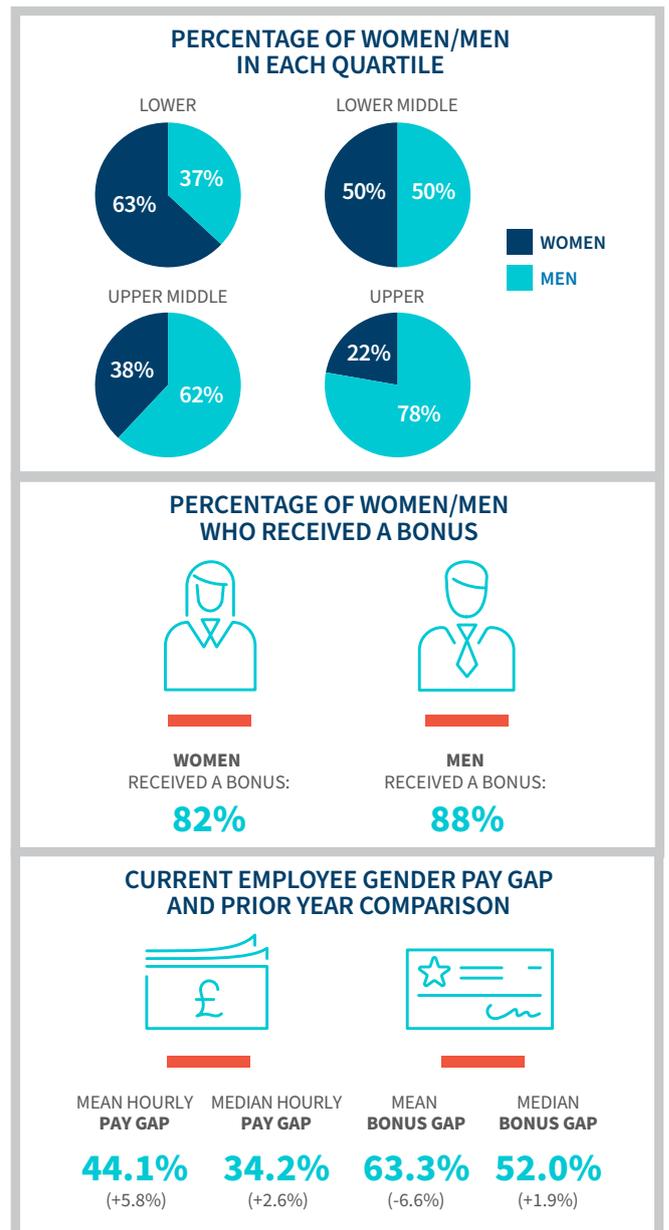
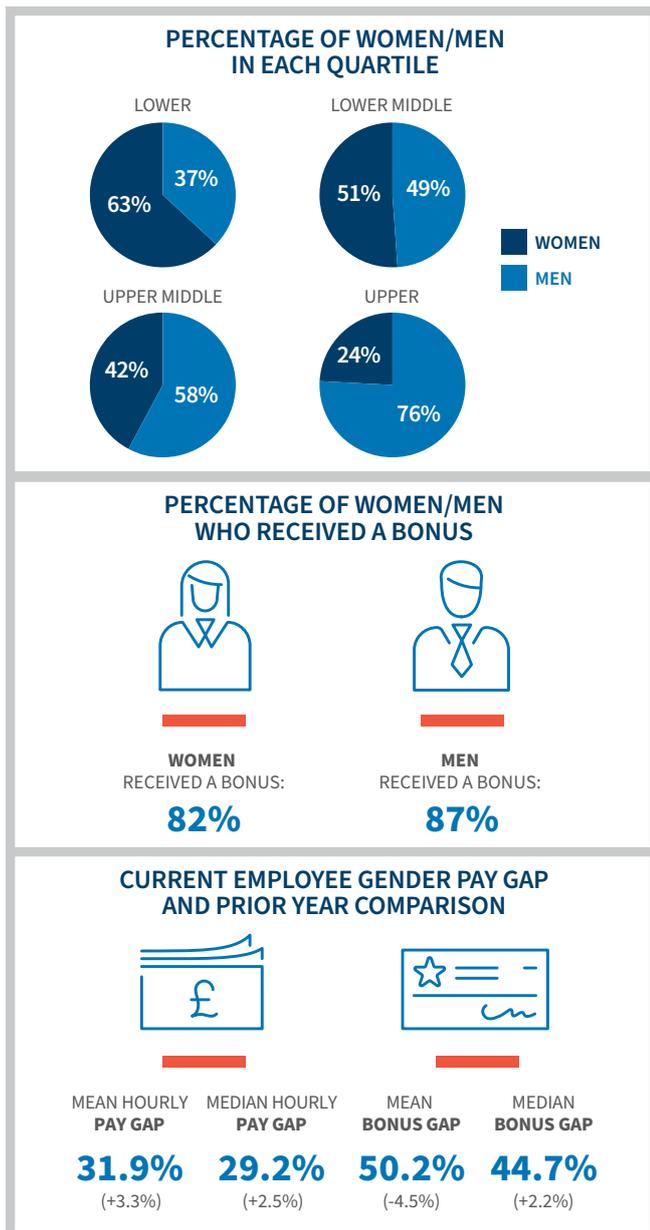
2022 UK EMPLOYEE GENDER PAY DATA

The total FTI Consulting UK-based employee population for gender pay reporting is 1,216 professionals, with a split among women/men of 554 (46%)/662 (54%). FTI Consulting remains focused on hiring more women as we work toward 50/50 gender representation, as demonstrated by the 3% increase in women employees since April 2021. For 2022, FTI Consulting has slightly increased base pay gaps compared to 2021. We continue to see steady decreases in the mean bonus pay gap since 2017. Though the 2022 figures are still below the pay and bonus gaps that were reported in 2017, we recognise that we must be even more aggressive in reducing the gaps. We will continue to focus on achieving 50/50 balanced hiring at key 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.

2022 UK EMPLOYEE AND PARTNER GENDER PAY DATA

Including Partners/SMDs, the total UK-based population of employees and partners for gender pay reporting is 1,301 professionals, with a split among women/men of 569 (44%)/732 (56%). Similar to the employee-only population data, FTI Consulting has experienced a decrease of the mean bonus pay gap by 6.6% and is seeing slight increases in the base pay gaps when combining employees and Partners/SMDs.

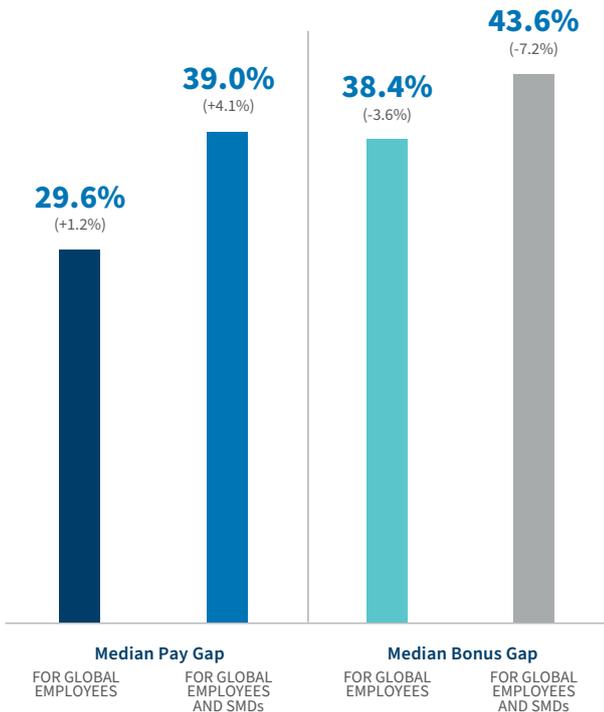
Overall, FTI Consulting is proud of the progress made and is tracking an overall downward trend since reporting began in 2017. When employee and Partner/SMD data is combined, the result is a higher gender pay gap because there is a higher proportion of male Partners/SMDs compared to female Partners/SMDs, which significantly increases the overall 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 decrease in the median bonus gap for global employees only, a decrease in median bonus gap for global employees and Partners/SMDs, along with slight increases in the median compensation gap for global employees only and global employees and Partners/SMDs combined.

MEDIAN PAY AND BONUS GAPS¹



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.

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, 2021, 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