AN FTI CONSULTING REPORT – PUBLISHED 2024

2023 Australia Gender Pay Gap Report

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2023 AUSTRALIA GENDER PAY GAP REPORT

FTI Consulting continues to focus on gender pay gap for Australia in combination with global data on employees and partners. Our 2023 data shows a 4% improvement, along with noted improvements at both the Professional and Non-Manager role levels. FTI Consulting's median total remuneration gender pay gap is 33.3% and 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 median 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 a goal to significantly reduce our gender pay gap over time. We announced 46 female promotions, representing over 51% of all promotions for Australia in 2023, effective 1 April 2023, including the promotion of three female Managing Directors ("MDs"), which represented 50% of the MD promotions.

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

2023 AUSTRALIA EMPLOYEE GENDER PAY DATA

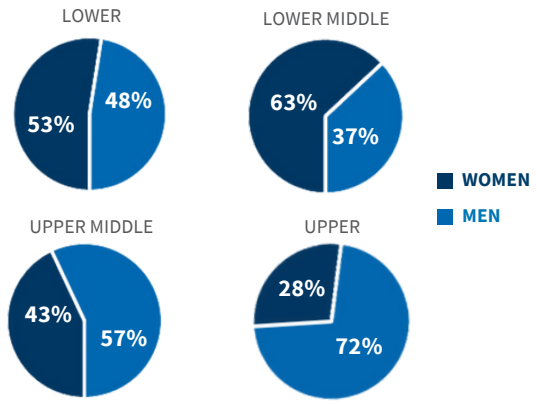
The total FTI Consulting Australian-based employee population for gender pay reporting is 286 professionals, with a split among women/men of 141 (49.3%)/145 (50.7%). FTI Consulting remains focused on hiring more women as we work toward 50/50 gender representation, as demonstrated by the 5% increase in women employees in non-management roles since the 2020/21 reporting period. This was accompanied by a 5% increase in women employees in Management roles over the same period. 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, among other efforts. In the 2022/23 reporting period, 41% of appointments to manager roles (including promotions) were female, whilst 51% 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.

2023 AUSTRALIA EMPLOYEE AND PARTNER GENDER PAY DATA

Including Partners/Senior Managing Directors ("SMDs"), the total Australian-based population of employees and partners for gender pay reporting is 323 professionals, with a split among women/men of 148 (45.8%)/175 (54.1%). In 2022/23, FTI Consulting made significant improvement in closing the gender pay gap between male and female employees at our Key Management Personnel level (SMDs and Australian Leadership Group); reducing the gap from 29% to 10.7% year on year.

Overall, FTI Consulting is proud of the progress made and is tracking an overall downward trend 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.

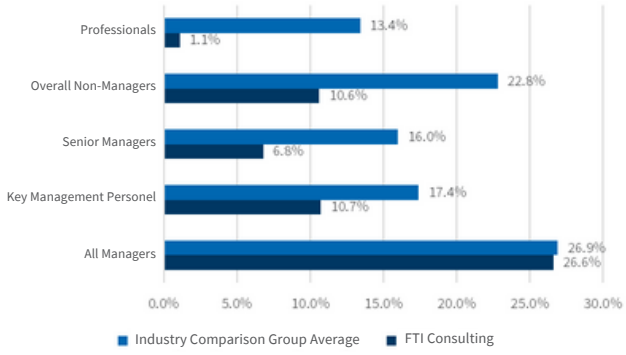
GENDER COMPOSITION BY PAY QUARTILE



Source: Workplace Gender Equality Agency's (WGEA) Reporting Industry Benchmark Report (2022 - 23 Gender Equality Reporting)

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 2022 - 23



Source: Workplace Gender Equality Agency's (WGEA) Reporting Industry Benchmark Report (2022 - 23 Gender Equality Reporting)

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.

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Australian Practice Leader

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Chief Human Resources Officer

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