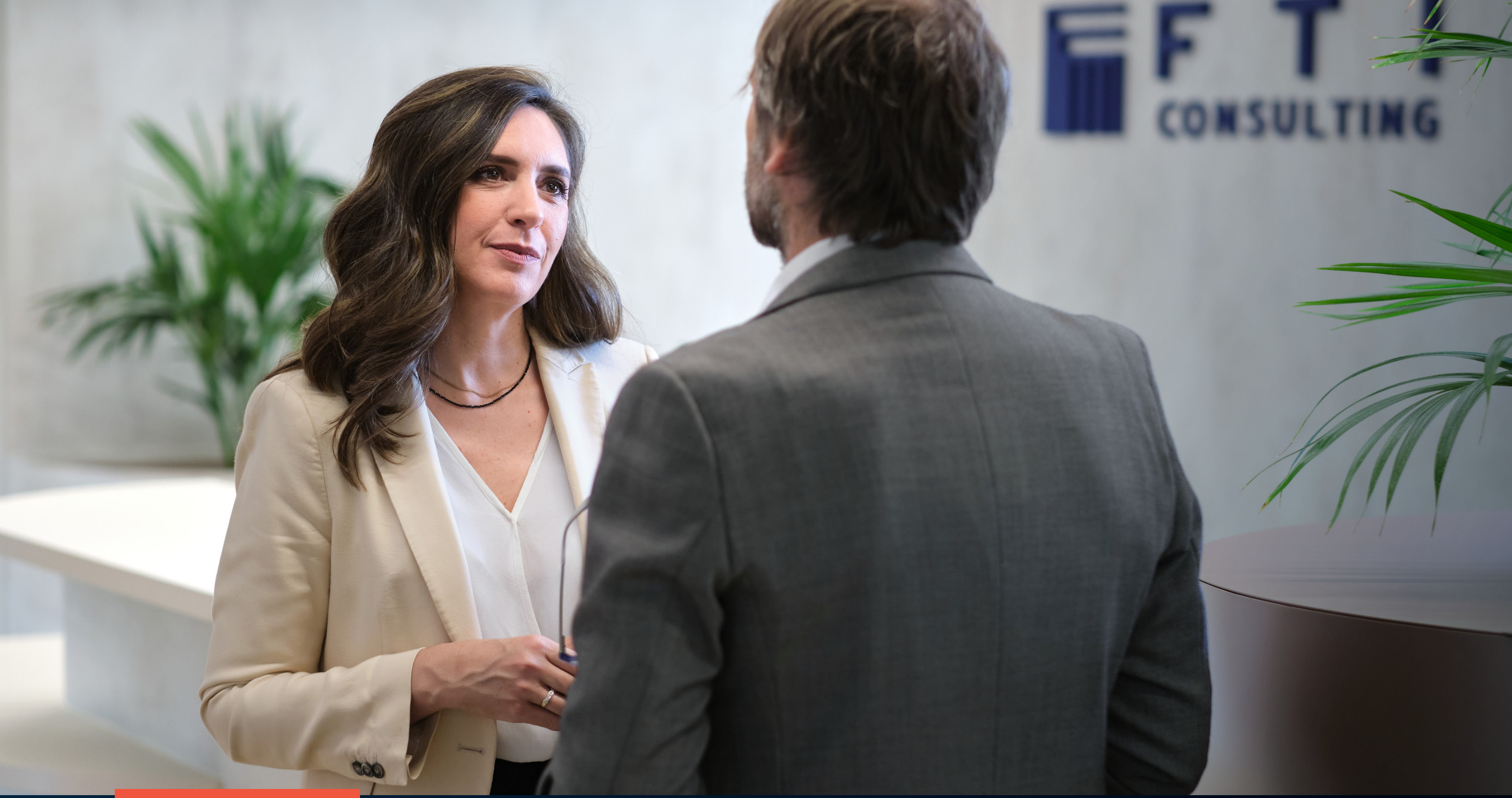

AN FTI CONSULTING REPORT – PUBLISHED 2025

2025 Ireland Gender Pay Gap Report

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2025 Ireland Gender Pay Gap Report

We view FTI Consulting's first Gender Pay Gap report for Ireland as an important opportunity to strengthen our ongoing commitment to gender equity and pay transparency. The report outlines our results against each of the metrics required under the Gender Pay Gap Information Act 2021.

As of our snapshot date of 24 June 2025, we employed 67 people in Ireland, with a gender split of 55.2% men and 44.8% women.

Our mean hourly pay gap is 31.3%, and our median hourly pay gap is 31.2%. Among part-time employees, the hourly pay gap is 79.5%, driven by a very small sample size. We are committed to continuing our efforts to reduce this gap. The gap reflects the different roles held by men and women in Ireland, rather than a difference in pay for the same or comparable work. In line with our commitment to fairness and legal obligations, we pay men and women equally for the same, or similar roles.

While a slightly higher proportion of women received bonuses than men (96.7% vs. 91.9%), our mean and median bonus pay gaps currently stand at 70.3% and 46.7%, respectively.

We recognise the importance of continued focus and action to narrow both our hourly pay and bonus pay gaps over time.

Ireland Gender Pay Gap	2025
Employees	
% of relevant employees (men)	55.2%
% of relevant employees (women)	44.8%
Hourly Pay All Employees	
% difference in mean hourly pay	31.3%
% difference in median hourly pay	31.2%
Hourly Pay Part-Time Employees	79.5%
Hourly Pay Temporary Contract Employees	N/A*
Bonus Pay All Employees	
% difference in mean bonus pay	70.3%
% difference in median bonus pay	46.7%
Bonus Recipients	
% bonus recipients (men)	91.9%
% bonus recipients (women)	96.7%
Benefits in Kind Recipients	
% Benefits recipients (men)	91.9%
% Benefits recipients (women)	96.7%
Hourly Pay Quartiles	
Upper quartile (men: women)	69%: 31%
Upper middle quartile (men: women)	59%: 41%
Lower middle quartile (men: women)	53%: 47%
Lower quartile (men: women)	41%: 59%

*With one temporary contract employee as at the snapshot date, this metric could not be reported.

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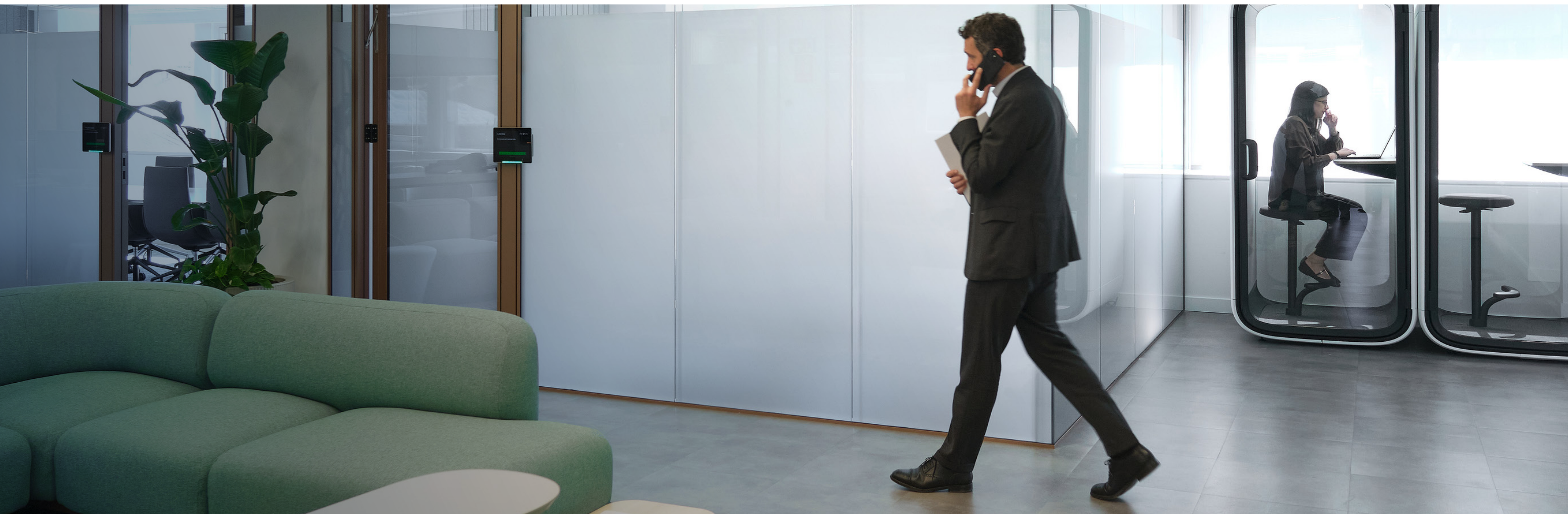


Understanding the Gender Pay Gap

It is important to distinguish the difference between equal pay and the gender pay gap.

Equal Pay

Equal pay refers to the pay difference between men and women who carry out the same job or perform work of equal value.

Gender Pay Gap

The gender pay gap represents the difference in average hourly earnings, including bonuses, between women and men.

Where a percentage difference is shown, values above zero indicate a difference in favour of men, whereas values below zero indicate a difference in favour of women.

Mean Pay Gap

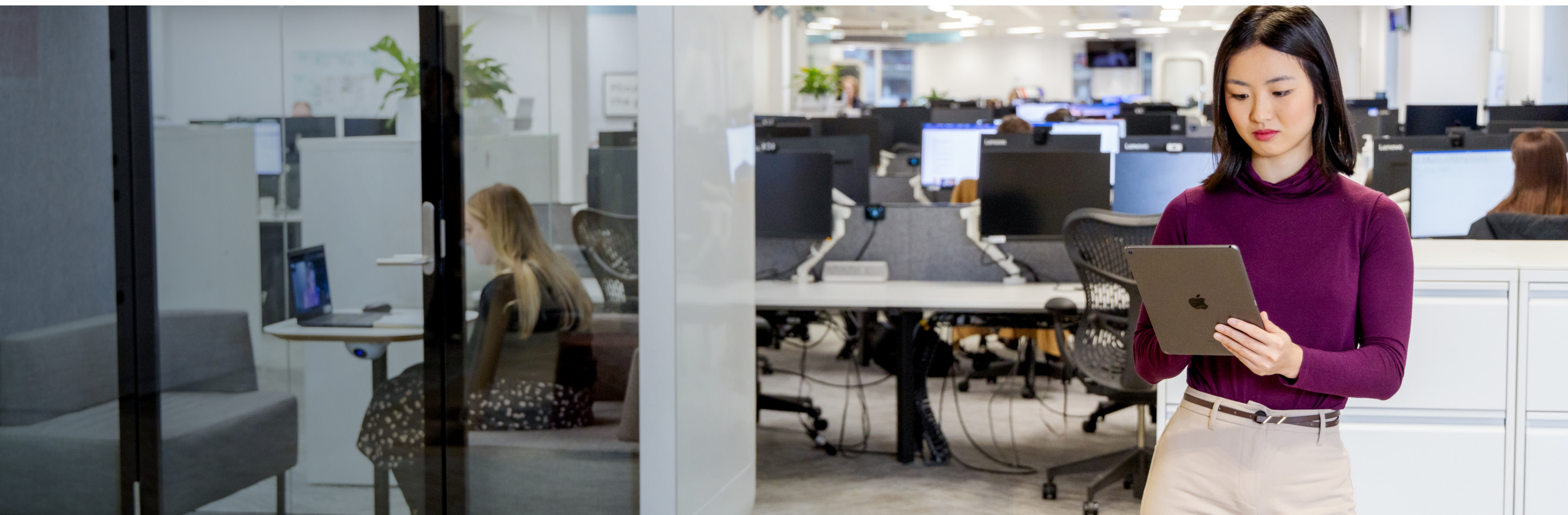
The mean gender pay gap measures the difference in average hourly earnings, including bonuses, between women and men.

Median Pay Gap

The median gender pay gap compares the hourly pay (including bonus) of the middle-paid woman and the middle-paid man by ranking all employees from highest to lowest pay and taking the middle value.

Quartiles

Pay quartiles divide all employees into four equal groups according to their pay levels, from the lowest to the highest earners. The proportion of men and women within each quartile illustrates gender representation across different levels of the organisation.



Understanding the Drivers of Our Gender Pay Gap

Our gender pay gap is largely attributed to the different roles held by men and women in the team in Ireland and a larger proportion of men in more senior-level positions. Consistent with our firmwide strategy to advance gender equity, we have implemented a range of initiatives to attract, retain and support women across our operations in Ireland, with a particular emphasis on leadership and senior level roles, within the confines of what is legally permissible.

To date, these efforts have led to an increase in female representation at the most senior levels of our organisation. Women now represent 38% of our Managing Directors (MDs), up from 28.6% in 2020. In addition, the proportion of our Senior Managing Directors (SMDs) represented by women has grown from 0% in 2020 to 33% in 2025. Our Leadership Team in Ireland is also now 33% female. We remain committed to further strengthening gender balance across all levels of the firm and are pleased to note that during this reporting period we achieved gender parity at the Director level.

What We Are Doing to Reduce Our Gender Pay Gaps

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.

Given that our gender pay gaps are primarily driven by having fewer women than men at senior levels, we have put particular focus on four key areas:

Mentoring, Sponsorship and Development

We have long recognised the importance of building a gender-balanced pipeline of talent and ensuring equitable access to senior level experts. This is why we have invested heavily in our Trusted Advisor Mentoring Program, which connects our professionals with experienced mentors, helping them navigate their working environment, advance their careers and broaden their networks. Open to all employees, this programme helps create more accessible pathways for development and promotion. Data shows us that participants who join the programme are much more likely to stay with the firm.

Our commitment to fostering greater female representation at the highest levels is supported by three programmes designed to accelerate the advancement of our high performing MDs:

Our 'MD Milestone Program' ensures all newly promoted MDs have the tools they need to succeed in their role.

The' WIN Managing Director Transformational Leadership Program' enables MDs targeting SMD level to develop and network with their peers across the globe.

In addition our Managing Director Leadership Forum connects MDs on the SMD pipeline with senior level sponsors who can help advance their career.

Inclusive Leadership & Culture

This year we have focused on training our leaders in inclusive leadership skills, including sponsorship and equitable client team resourcing. In particular, we have developed a system of accountability for our SMDs, ensuring that they report on and are recognised for their inclusion and diversity contribution.

As part of our desire to foster an inclusive culture within our firm, we conducted a pilot in Ireland with an external provider, enabling us to combine bite-size inclusion learning with extensive, anonymous people data capture. This has involved measurement, tracking and reporting on a wider range of elements on our people and culture with an inclusion focus. We are now focusing on developing and implementing the action plans derived from these results, many of which have a gender balance emphasis as well as other areas.

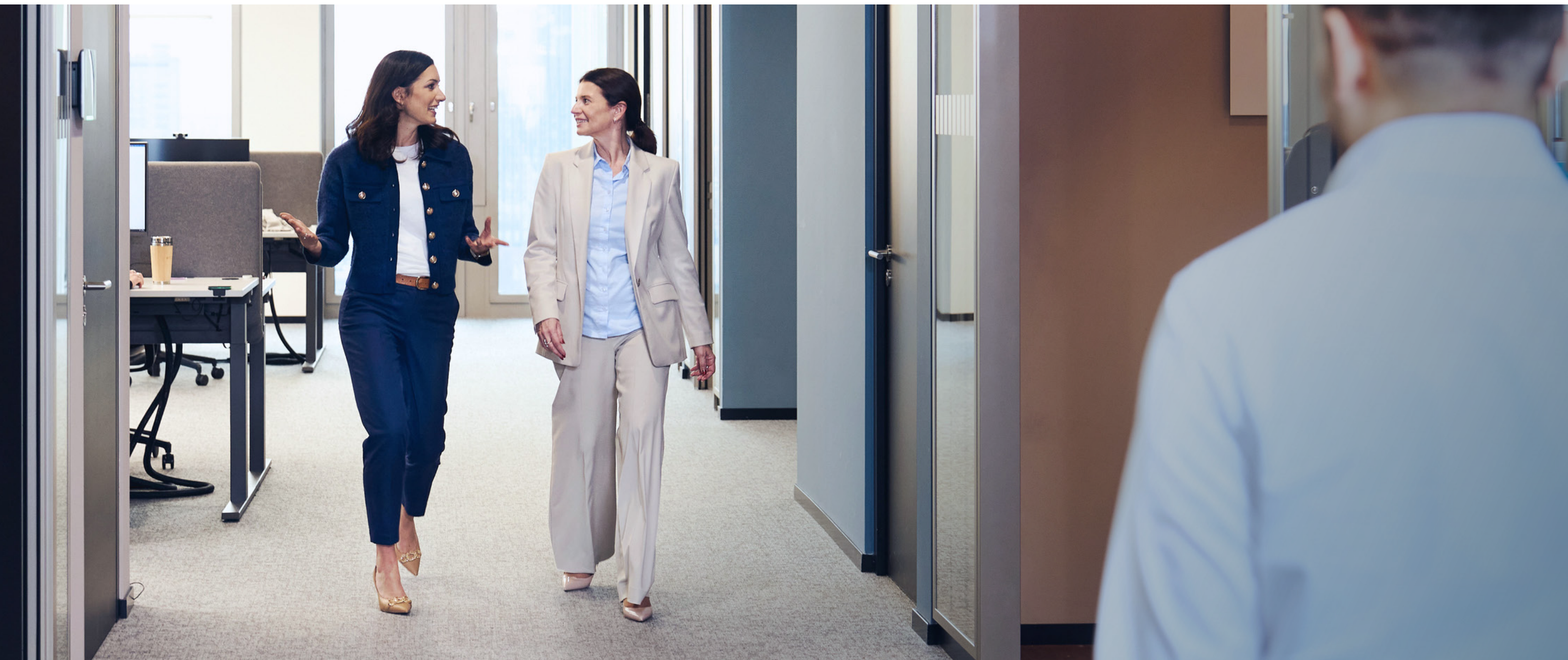
Inclusive Recruitment

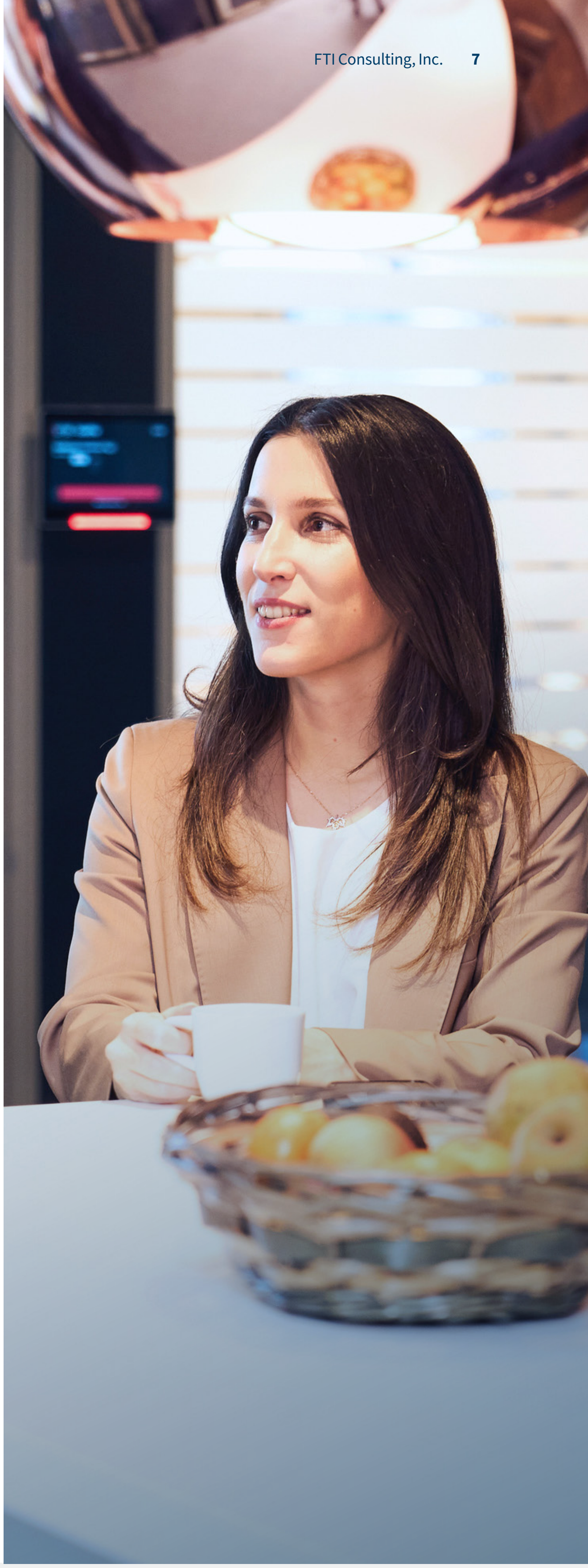
We continue to enhance our recruitment process to ensure equity at all stages, including revising job descriptions to ensure gender-neutral and inclusive language and requirements, as well as inclusive recruitment training for decision makers and recruiters. We are proud of our recruiters serving as bias interrupters.

Enabling Flexible, Sustainable Careers

Our employees receive support around physical health, mental wellness and financial security through our Total Wellbeing benefits programme.

In addition to our suite of Enhanced Family Policies which include parental leave provisions, we also offer support such as personal coaching for parental leave returners and online parental planning resources.





The Future

This gender pay gap report supports our ongoing commitment to advancing gender equity through transparent reporting, data-driven insights and targeted actions to close our gaps and achieve parity.

Our four-pillar approach outlines the key areas of focus in reducing our gender pay gaps. While some initiatives have been established for several years, others have been introduced more recently, requiring focused effort and time to deliver meaningful results and change.

As leaders at both global and local levels, we take collective responsibility for driving progress. This includes engaging decision makers across recruitment, advancement, reward and retention, and ensuring sustained impact. We have an increasing number of women stepping into senior and leadership roles, which represents encouraging progress. While we recognise there is still work to do, we remain optimistic and fully committed to achieving lasting, positive change.

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