

AN FTI CONSULTING REPORT

2026 Ireland Gender Pay Gap Report

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FTI CONSULTING

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At FTI Consulting, we believe fair pay is fundamental to fostering a workplace where everyone can thrive. Our Gender Pay Gap Report for Ireland is both a statutory requirement and an opportunity to reflect on where we stand, recognise the progress we have made, and hold ourselves accountable for the work still ahead. This report sets out our results against each metric required under the Gender Pay Gap Information Act 2021.

On our snapshot date of 25 June 2026, we employed 69 people in Ireland, of whom 55.1% were men and 44.9%, women.

Our 2026 results show encouraging improvements in narrowing pay gaps as follows: our mean hourly pay gap has fallen by 14.2% to **17.1%**, and our median hourly pay gap has fallen by 3.5% to **27.7%**. Our part-time hourly pay gap now stands at **-7%**, an 86.5% decrease from last year.

Our mean bonus pay gap fell significantly, from 70.3% to **22.4%**, while the median bonus pay gap rose slightly, from 46.7% to **50.7%**. This year, 94.7% of men and 83.9% of women received a bonus, compared with 91.9% and 96.7%, respectively in the previous year.

The reductions across most of our pay and bonus gaps are welcome signs of progress, but we recognise there is more to do. We remain committed to building on this momentum with continued action to close both our hourly and bonus pay gaps, so far as possible and respecting our legal obligations.



Ireland Gender Pay Gap	2026
Employees	
% of relevant employees (men)	55.1%
% of relevant employees (women)	44.9%
Hourly Pay All Employees	
% difference in mean hourly pay	17.1%
% difference in median hourly pay	27.7%
Hourly Pay Part-Time Employees	-7.0%
Hourly Pay Temporary Contract Employees	N/A*
Bonus Pay All Employees	
% difference in mean bonus pay	22.4%
% difference in median bonus pay	50.7%
Bonus Recipients	
% bonus recipients (men)	94.7%
% bonus recipients (women)	83.9%
Benefits in Kind Recipients	
% Benefits recipients (men)	92.1%
% Benefits recipients (women)	93.6%
Hourly Pay Quartiles	
Upper quartile (men: women)	65%: 35%
Upper middle quartile (men: women)	65%: 35%
Lower middle quartile (men: women)	35%: 65%
Lower quartile (men: women)	56%: 44%

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

Employed 69 people in Ireland, with a gender split of **55.1%** men and **44.9%** women.

Our mean hourly pay gap is **17.1%** and our median hourly pay gap is **27.7%**.



Understanding the Gender Pay Gap

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

Equal Pay

Equal pay is a legal right requiring men and women to receive equal pay for the same work, similar work or work of equal value and therefore focuses on whether individuals doing equivalent work are paid equally.

Gender Pay Gap

The Gender Pay Gap is a statistical measure representing the difference in average hourly earnings, including bonuses, between women and men. It does not of itself indicate discrimination.

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 and how men and women are distributed across the organisation's pay range.



Understanding the Drivers of Our Gender Pay Gap

Equal pay is both a core value and a requirement we take seriously, and we pay men and women equally for performing the same or similar roles.

The primary driver of our gender pay gap remains the distribution of men and women across roles within our Irish workforce, and in particular the higher representation of men in more senior positions.

By ensuring opportunities are open to all colleagues throughout our Irish operations, we aim to achieve a more balanced workforce at every level, including in leadership and in more senior roles. This is pivotal to narrowing our gender pay gap over time.

Our Actions to Close the Gap

We are committed to fostering an inclusive and respectful workplace where every colleague has the opportunity to contribute, develop and progress. Our efforts to close our gender pay gaps focus on four key areas, all of which are designed and delivered in accordance with applicable laws in every jurisdiction in which we operate.

Mentoring, Sponsorship and Development

We recognise the importance of building a gender-balanced talent pipeline and ensuring equitable access to development opportunities. Our Trusted Advisor Mentoring Programme connects professionals with experienced mentors to support career development, broaden networks and create more accessible pathways for progression.

Our commitment to strengthening female representation at senior levels is further supported by a range of development and sponsorship programmes.

This year we added a new programme to our development offering — the EMEA Ascend Sponsorship Programme which connects high-potential Senior Directors with Senior Managing Directors (SMDs) who provide sponsorship, business development and leadership guidance as they progress towards Managing Director (MD) level.

The MD Milestone Programme equips newly promoted MDs with the tools and guidance they need to succeed, while the Managing Director Leadership Forum connects MDs progressing towards SMD with senior sponsors to help advance their careers.

Together, these initiatives strengthen our leadership pipeline and reflect our ongoing focus on improving gender balance at senior levels.

Inclusive Leadership & Culture

In 2026, we continued to strengthen inclusive leadership across FTI Consulting by developing our leaders as effective mentors and sponsors and reinforcing accountability for progress. We also continued to invest in our Employee Resource Groups (ERGs), with a regular programme of events and activities across our locations, including Ireland. Colleagues at all levels contribute to our ERGs as members, allies and advocates, with strong engagement from our MD and SMD populations.

Inclusive Recruitment

We are further enhancing 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

Through our Total Wellbeing benefits programme, we support colleagues' physical health, mental wellbeing and financial security.

Alongside our enhanced family leave pay, we offer personal coaching for colleagues returning from parental leave, as well as online resources to assist in parental planning. To strengthen this support, in early 2026, our Parents & Carers Network, one of our ERGs, launched an online Early Parenthood Forum, connecting colleagues who are new to parenting with a supportive community and practical resources to help them balance work and family life.



The Future

Our 2026 results show meaningful reductions across most of our gender pay gaps, alongside a growing pipeline of women at mid-level and sustained representation of women in senior roles. Gaps remain, driven largely by the gender balance in our highest-paid roles, but the direction of travel is encouraging.

Our focus now is on turning these gains into driving further lasting change. Through our four-pillar approach, we are strengthening our talent pipeline, supporting career development and sponsorship for colleagues, embedding inclusive leadership practices, and regularly reviewing our recruitment, reward and retention outcomes to attract and retain talent.

We will continue to let our data guide where further action is needed and to hold ourselves accountable for results. Fair pay and equal opportunity will remain at the heart of our people strategy as we work towards a more balanced organisation at every level, including the most senior.



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