

AN FTI CONSULTING REPORT - PUBLISHED 2021

# 2020 Gender Pay Gap Report



## FTI CONSULTING 2020 GENDER PAY GAP REPORT

This year’s gender pay gap report includes UK and global data on employees and partners. As we remain focused on closing the pay gap, we are pleased to see that the median gender pay gap is decreasing. This is a result of efforts made to address the imbalance we have across our firm in having more men than women in senior-level roles as well as more women than men in junior-level roles.

FTI Consulting’s median gender pay gap is 24.6%. Unlike equal pay, a gender pay gap is the difference in average pay between men and women in an organisation. While our pay gap is reducing each year, we know our efforts must continue, and we remain firmly committed to fostering a workplace culture that embraces diversity, inclusion and belonging at all levels in our organisation.

The total FTI Consulting UK-based employee population for gender pay reporting is 982 professionals with a female/male split of 419 (43%)/563 (57%).

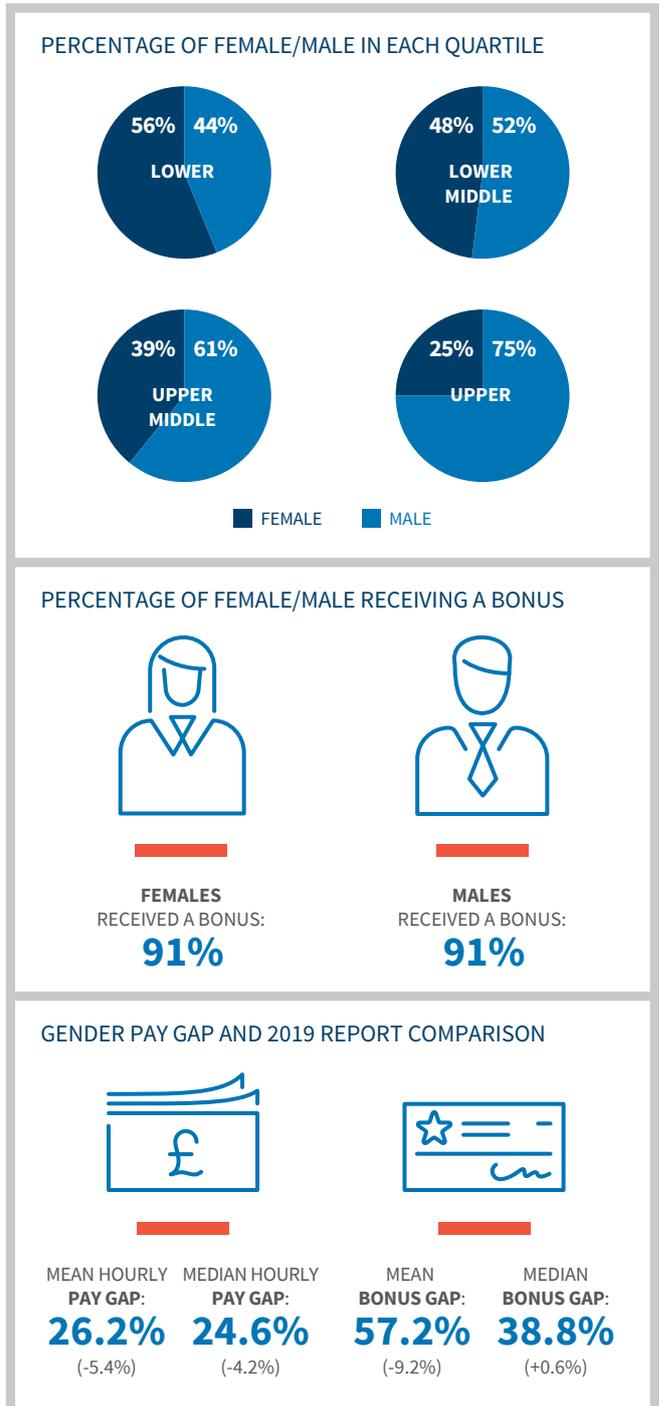
### THE DIFFERENCE BETWEEN EQUAL PAY & GENDER PAY GAP

**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.

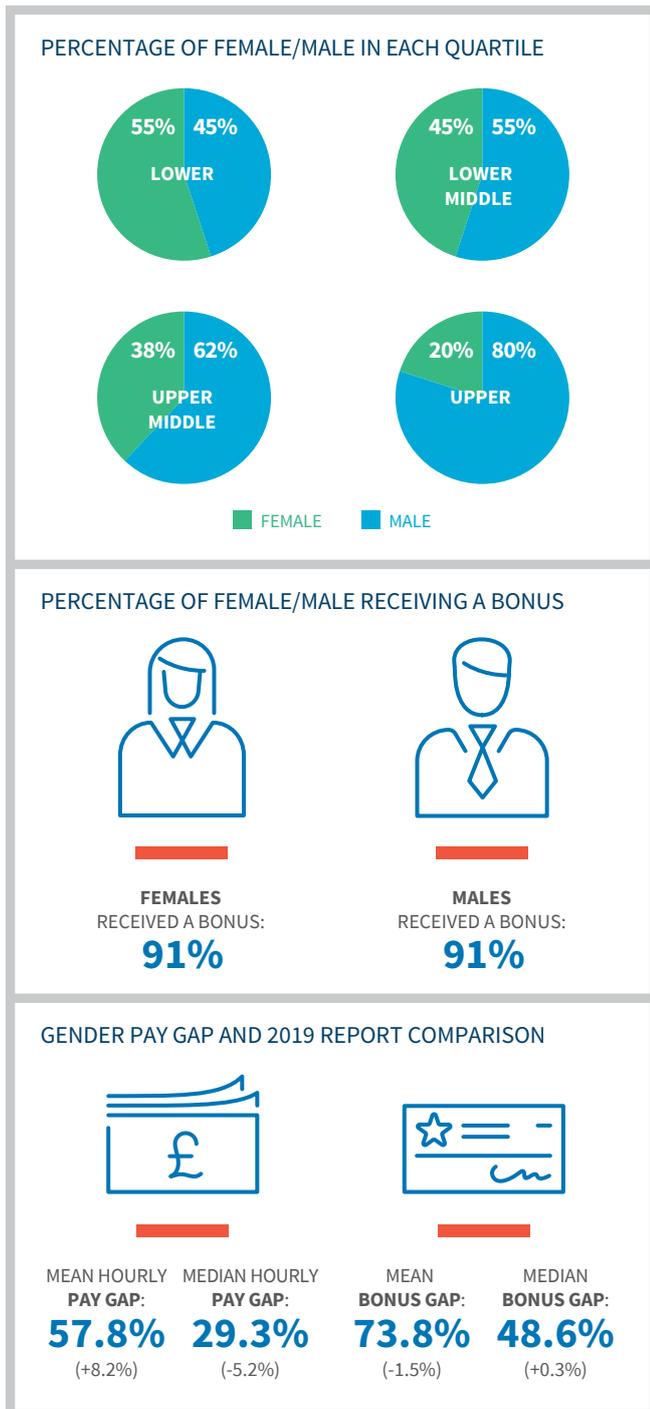
We are pleased that the mean and median hourly pay gaps have continued a downward trend, as has the mean bonus gap percentage. The median bonus gap has remained relatively consistent with last year. As highlighted in previous reports, significant decreases will take time as our workforce becomes more balanced through hiring, retention and promotions.

### 2020 UK EMPLOYEE GENDER PAY DATA AND 2019 COMPARISON



Including partners, the total UK-based population of employees and partners for gender pay reporting is 1,064 professionals with a female/male split of 429 (40%)/635 (60%).

### 2020 UK EMPLOYEE AND PARTNER GENDER PAY DATA AND 2019 COMPARISON

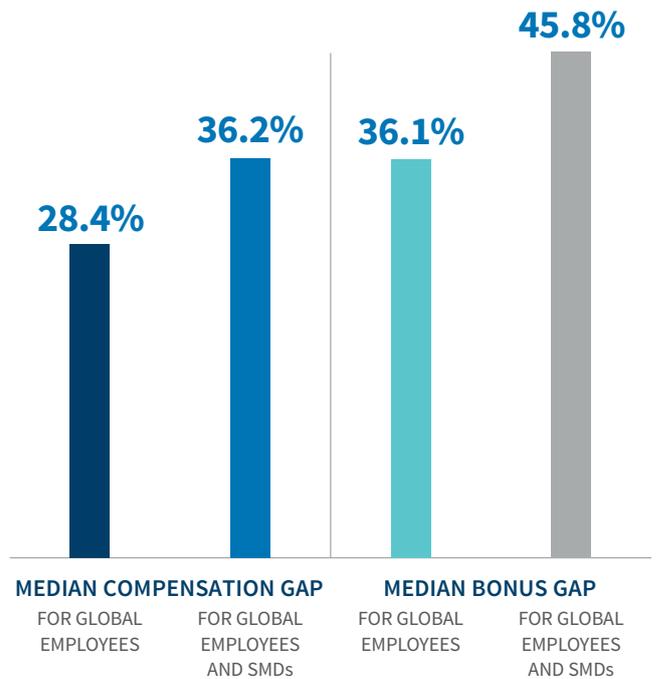


When employee and partner data is combined, the result is a higher gender pay gap because there is a higher proportion of male partners compared to female partners, which significantly increases the overall average pay for men.

### Global Gender Pay Gap

To remain transparent about our global gender pay gap for employees and Partners/Senior Managing Directors (“SMDs”), we have highlighted the latest figures below:

### MEDIAN COMPENSATION AND BONUS GAPS



### Our Commitment

As part of our overall focus to enhance our culture and demonstrate progress we are making, we are pleased to soon be publishing our first Human Capital Report. In this report, you will find updates on key initiatives, progress against goals we are tracking as well as employee testimonials and recognition. While we are proud of our efforts to date, we realise that it will take time to make significant enhancements. We remain committed to our efforts and look forward to sharing updates on the ways we are evolving our culture, improving hiring, developing and retaining talent and better balancing our global workforce at all levels.

We confirm the data reported is accurate.



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