



AN FTI CONSULTING REPORT

France Gender Equality Index 2025

EXPERTS WITH IMPACT™



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FTI France continues to place strong importance on achieving gender pay equity, reaffirming this commitment as we finalise our Gender Equality Index in alignment with the requirements of the Law of 5 September 2018 on the Freedom to Choose a Professional Future, which promotes equal career opportunities for women and men.

The index is calculated on a total of 100 points across five key indicators that are used to measure pay gaps between women and men for companies in France with 50 or more employees. The five indicators include:

- Gaps in compensation
- Differences in salary increases
- Gaps in promotion rates (not applicable to FTI France given we have less than 250 employees in France)
- Salary increases post maternity leave
- Top 10 highest paid employees



Index	Max. number of points	FTI France Score	Additional Notes
Gender Pay Gap: female vs male earnings (by category and age)	40	38	Gap = 2.0% (2.3% - 2024, 4.7% - 2023, 7.3% - 2022 in favour of men)
Salary increases: number of female vs male	35	35	Gap between the % of women and men that have received an increase = 2.9% (4% - 2024, 4.2% - 2023, 5.2% - 2022 in favor of male)
Salary increases post maternity: number of female employees receiving raises upon return from maternity leave	15	15	Consistent treatment of base salary increases for women returning from maternity leave
Highest Paid: number of women vs. men in the top 10 highest paid	10	0	Top 10 highest salaries include 1 woman and 9 men
Total	100 points	88 points	

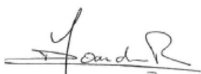
FTI France scored **88 points** for the period between January and December 2025, marking a continued improvement on our 2024 index. This result builds on a sustained upward trend, with year-on-year progress achieved over the past five years.

We reaffirm our ongoing support for our Diversity, Inclusion & Belonging strategy and remain focused on strengthening and further enhancing these outcomes.



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