2024

France Gender Equality Index



GENDER EQUALITY INDEX 2

FTI Consulting continues to place strong importance on achieving gender pay equity, reaffirming this focus as we finalise our Gender Equality Index in alignment with the requirements of the 5 September 2018 Freedom to Choose a Professional Future Law.

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 Consulting given we have less than 250 employees)
- Salary increases post maternity leave
- Top 10 highest paid employees

Index	Max. Number of Points	FTI Consulting Score	Additional Notes
Gender Pay Gap: women vs men earnings (by category and age)	40	37	Gap = 2.3% (4.7% — 2023, 7.3% — 2022 in favor of men)
Salary increases: number of women vs men	35	35	Gap between the % of women and men that have received an increase = 4% (4.2% — 2023, 5.2% — 2022 in favor of men)
Salary increases post maternity: number of women 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	87 points	

FTI Consulting France scored **87 points** for the period between January and December 2024, maintaining strong results for the past two years.

Lars Faeste

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Global Chief Human Resources Officer

Chairman, Europe, the Middle East and Africa

