

2022

 France Gender Equality
Index

We are providing our fourth Gender Equality Index in compliance with the provisions of the **Freedom to Choose a Professional Future Law** of 5 September 2018 aimed at promoting professional equality between 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 (only applies to organisations with 250+ employees)
- Salary increases post maternity leave
- Top 10 highest paid employees

Reference Period: January 2022 - December 2022	Weight	Score	Notes
Gender Pay Gap: female vs male earnings (by category and age) <i>Minimum 3 women & men per category/age; 40% employees overall</i>	40%	31 points	Gap = 7.3% in favour of men
Salary increases: number of female vs male <i>Minimum 3 women & men per category</i>	35%	15 points	Gap between the % of women and men that have been increased = 5.2% in favour of men
Promotions: number of female vs male promotions <i>Minimum: more than 250 employees, and 10 women & men per category</i>	N/A	N/A	Not applicable as less than 250 employees
Salary increases post maternity: % of women whose salary was increased to match salary increases while on maternity	N/A	0 points	Inconsistent 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%	5 points	Top 10 highest salaries include 2 women and 8 men
Total Index	100%	51 points	

This score of 51 is down from the 2021 score of 74 out of 100 points. Despite the fluctuation in our score, FTI Consulting provides pay equality in France. We remain focused on our efforts to provide our people equal pay for doing the same or similar work, regardless of gender. We are committed to our goals to promote equity across the firm, and FTI Consulting conducts annual reviews to ensure that we are comparably paying men and women for similar work.

Our Commitment

We remain committed to our Diversity, Inclusion & Belonging Strategy and strive to achieve **improved results next year**.

Lars Faeste



Chairman, Europe, the Middle East and Africa

Holly Paul



Global Chief Human Resources Officer