

Gender Equality Index Between Women and Men – 2025 Results

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In compliance with the French law of 5 September 2018 "pour la liberté de choisir son avenir professionnel", ARCHIMED publishes each year the results of its Gender Equality Index between women and men. This index, defined under articles L. 1142-8 and following of the French Labour Code, objectively measures pay gaps and the effectiveness of equal opportunities between women and men within our organisation.

2025 Gender Equality Index

80 / 100

Our 2025 score in detail

The Index is calculated on the basis of four indicators, each weighted with a specific score. ARCHIMED SAS' 2025 result on each of these indicators is presented below:

Indicator	Score	Maximum
Pay gap between women and men	25	40
Gap in individual pay raises	35	35
Percentage of female employees receiving a raise upon return from maternity leave	15	15
Number of women among the 10 highest paid employees	5	10
Overall score	80	100

A score of 80/100 places ARCHIMED within the satisfactory bracket as defined by the regulation. It reflects in particular the fairness of our pay raise policy (35/35) and our commitment to systematically grant pay raises to female employees upon their return from maternity leave (15/15). We have also identified two areas of progression on which we are committed to making further progress.

Our action plan to reach 85/100

ARCHIMED has set itself the objective of reaching or exceeding a score of 85/100 within a three- to five-year horizon. To achieve this, we are implementing an action plan structured around the following commitments:

Reducing pay gaps

We commit to progressively reducing the pay gaps identified during our upcoming salary reviews, by allocating a dedicated budget envelope to this objective over a three-year horizon.

Career development and parenthood support

We are strengthening our career development support for women, with targeted upskilling, coaching and exposure opportunities through cross-functional projects. Particular attention is paid to returns from maternity and parental leave to sustain career progression.

Gender balance in recruitment and promotions

We prioritise female candidates for positions of responsibility during external recruitments, while strictly adhering to rigorous evaluations of candidates' skills and potential. We also set parity objectives for promotions to high-salary positions, with the ambition to support two to three women toward the Partner Invest level over a five-year horizon.

Our commitment

At ARCHIMED, we believe that diversity, gender equality and inclusion are the keys to our success and what defines us as an international firm. With 30+ nationalities and growing, we remain fully committed to building larger and more diverse teams, for stronger sustainable and impactful partnerships.