

The following tables set out a range of gender pay gap variables as required by the Gender Pay Gap Information Act 2021

Snapshot Date	Reporting period - from	Reporting period - to
23rd June 2025	24th June 2024	23rd June 2025

Employee Details

Lionbridge Headcount refers to the number of employees active on the snapshot date.

Table 1.1: Lionbridge Headcount, 23rd June 2025			
Headcount	Full-time Employees	Part-time Employees	Total Employees
Male	62	1	63
Female	44	2	46
Total	106	3	109

Mean Gender Pay Gap

The mean gender pay gap is the difference between the mean hourly pay of male employees and that of female employees expressed as a percentage of the mean hourly pay of male employees.

Table 1.2: Mean Gender Pay Gap	
All Employees	0.24%
Part-time Employees	36.80%
Temporary Employees	0%

Median Gender Pay Gap

The median gender pay gap is the difference between the median hourly pay of male employees and that of female employees expressed as a percentage of the median hourly pay of male employees.

Table 1.3:Median Gender Pay Gap	
All Employees	-2.28%
Part-time Employees	36.80%
Temporary Employees	0%

Lionbridge Workforce and Pay Remuneration Quartiles

Percentage of females and males when divided into four quartiles ordered from highest to lowest hourly pay. Each pay quartile represents 25% of the workforce ranked by pay.

Table 1.4: Workforce and Pay Remuneration Quartiles		
Quartile	Male	Female
Upper	60.71%	39.29%
Upper Middle	59.26%	40.74%
Lower Middle	48.15%	51.85%
Lower	62.96%	37.04%

Bonus Remuneration and Benefits-in-Kind

Table 1.5: Bonus Paid proportions	
Male	39.68%
Female	34.78%
Temporary Employees	0%

Table 1.5: BIK Paid proportions	
Male	84.13%
Female	84.78%