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 2026	24th June 2025	23rd June 2026

Employee Details

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

Table 1.1: Lionbridge Headcount, 23rd June 2026			
Headcount	**Full-time Employees**	**Part-time Employees**	**Total Employees**
Male	51	1	52
Female	43	2	45
Total	94	3	97

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	-2.17%
Part-time Employees	36.42%
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	-2.59%
Part-time Employees	36.42%
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	52%	48%
Upper Middle	50%	50%
Lower Middle	58.33%	41.67%
Lower	54.17%	45.83%

Bonus Remuneration and Benefits-in-Kind

Table 1.5: Bonus Paid proportions	
Male	23.08%
Female	24.44%
Temporary Employees	0%

Table 1.5: BIK Paid proportions	
Male	84.62%
Female	88.89%