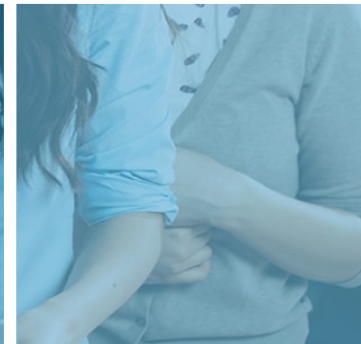




TRANSPERFECT

GENDER PAY GAP REPORT

Promoting Equality at TransPerfect

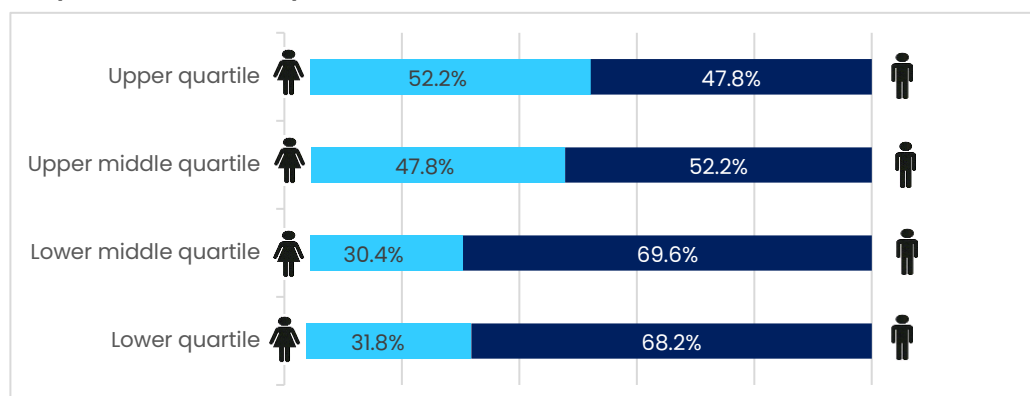


The Figures

TransPerfect strongly values diversity in its workforce. The figures in this report reflect employees' gender on our HR systems.

All employees have the option not to declare their gender identity and where individuals have chosen to exercise this option their data is not included, as per government guidelines.

Pay Quartiles by Gender



TransPerfect embraces the fact that despite having a predominately male workforce, the majority of the upper quartile is made up of female employees, emphasizing its commitment to inclusion throughout all pay quartiles. TransPerfect is particularly proud that its inclusive culture has enabled women and men to equally represent an average of 50% of employees in the upper two quartiles.

Headlines

-280%

Median gender bonus gap

-7.2%

Mean gender pay gap

29.7%

Proportion of female employees receiving a bonus

51.4%

Proportion of female employees receiving benefits in kind

-5.6%

Median gender pay gap

49%

Mean gender bonus gap

16.7%

Proportion of male employees receiving a bonus

50%

Proportion of male employees receiving benefits in kind

Further, over 50% of those employees who received a bonus were female, demonstrating TransPerfect's commitment to reward all employees, regardless of gender.

In addition, 100% of the part time positions in Ireland are filled by women and the bonus gap analysis uses actual pay as opposed to full-time equivalent.

Ways We Are Tackling Gender Pay Issues

Initiatives to Assist Female Employees Returning to Work

Employees returning from maternity leave may benefit from a phased return from maternity using accrued annual time-off, or flexible working policies.

All of TransPerfect's female employees due to return from family leave in the reporting period successfully returned after their maternity leave period.

Successful return was defined as a minimum of 6 months' continuous service after the end of the maternity leave.



100%

of women successfully returned from maternity leave

Manager Training

TransPerfect successfully rolls out regular manager training initiatives for managers of teams based in Ireland. This training includes topics such as family leave in Ireland to further promote awareness and inclusion. The training also encompasses TransPerfect's flexible working policy designed to support employees in combining family and employment responsibilities.

Support and Affinity Groups

To provide help and support to all parents, TransPerfect offers a Family Support Working Group and Mentorship program. This group helps new and existing parents navigate the complex world of parenthood and family life while working at TransPerfect.

TransPerfect encourages global and local equality and diversity committees, for example a Working Women Affinity Group. The goal of this group is to create an inclusive environment at TransPerfect and to enact organizational practices and policies that align with the empowerment of the members and guarantee the resources necessary for them to succeed. We also have a Ladies in Legal affinity group, which celebrates diversity and empowers women to succeed by mentoring and engaging with others who are on their journey to success.

TransPerfect also strives to drive change nationally through involvement in external leading groups focused on driving Gender Parity, including many employees being heavily involved in the Healthcare Businesswoman's Association.

Global Training Initiative on Professionalism

To promote and celebrate the values of integrity, respect and diversity, TransPerfect takes pride in providing regular training on professionalism in the workplace to all employees and managers in Ireland. This training forms part of the mandatory training for new hires based in Ireland and many other countries, with a company-wide refresher training rolled out annually.

Promoting Women in Technology Careers

TransPerfect is committed to encouraging women to take up technology careers. Since July 2018, TransPerfect's CEO Phil Shawe forms part of the Board of Directors of Girls Who Code. TransPerfect wholeheartedly supports the non-profit organization's mission to narrow the gender gap in technology careers.

Staff Changes

The size of our workforce in Ireland can mean that relatively small changes can drive significant changes in the data.

Promotion of Inclusive Company Culture Underpinned by Core Values

TransPerfect promotes an inclusive Company culture based on its core values which we aim to incorporate in everything we do.

- ✓ Integrity
- ✓ Quality
- ✓ Service
- ✓ Own it
- ✓ Urgency
- ✓ Transparency
- ✓ Respect
- ✓ Teamwork
- ✓ Diversity
- ✓ Financial Responsibility
- ✓ Results

In line with TransPerfect's company culture and core values, TransPerfect embraces gender pay gap reporting. I, Elisa Yoshihara, Vice President, Human Resources, confirm that the information in this statement is accurate.



Elisa Yoshihara, Vice President, Human Resources

11/25/2025

Date



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