



TRANSPERFECT

GENDER PAY GAP REPORT

Promoting Equality at TransPerfect

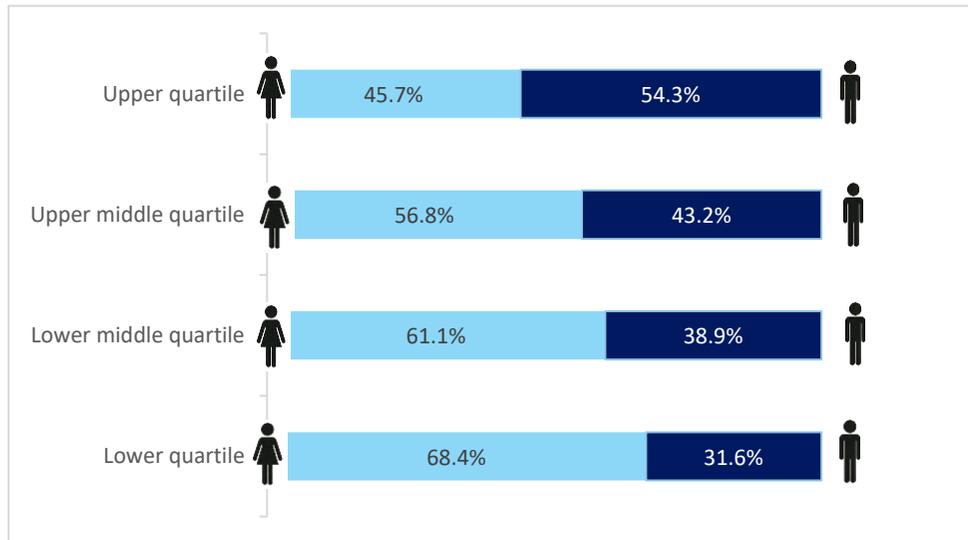
The Figures

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.

The figures set out below were calculated using the standard methodologies of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pay Quartiles by Gender



Headlines

| | | |
|-------------------------|--|-----------------------|
| -25.5% | 87.4% | 7.3% |
| Median gender bonus gap | Proportion of female employees receiving a bonus | Mean gender pay gap |
| 15.6% | 75.8% | 10.2% |
| Median gender pay gap | Proportion of male employees receiving a bonus | Mean gender bonus gap |

Understanding the Figures

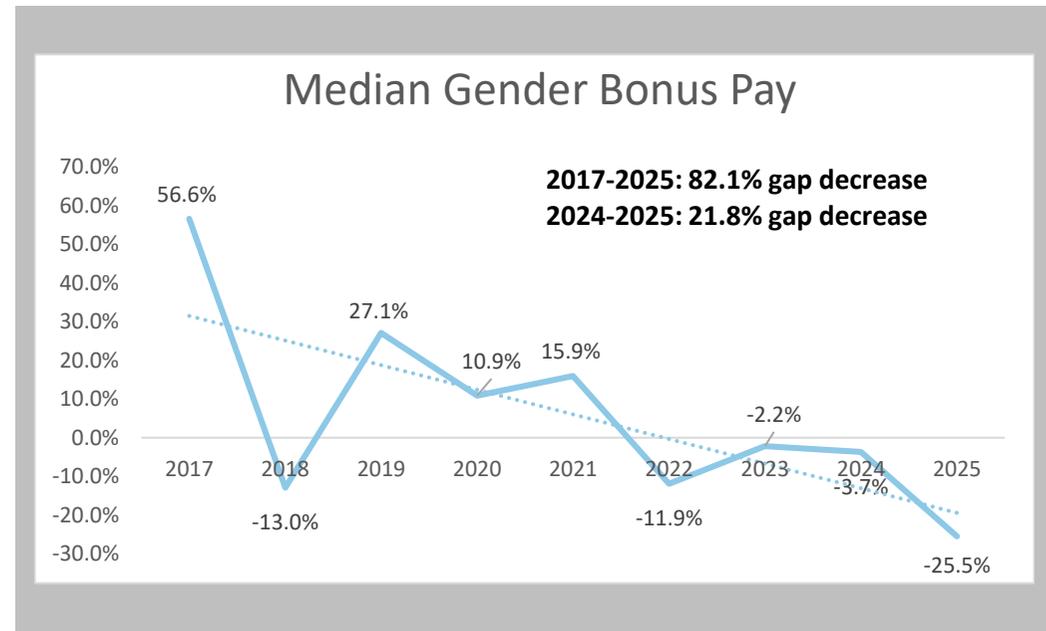
Key Highlights

TransPerfect embraces the fact that the majority of every pay quartile continues to be 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 to represent an average of 52% of employees in the upper two quartiles.

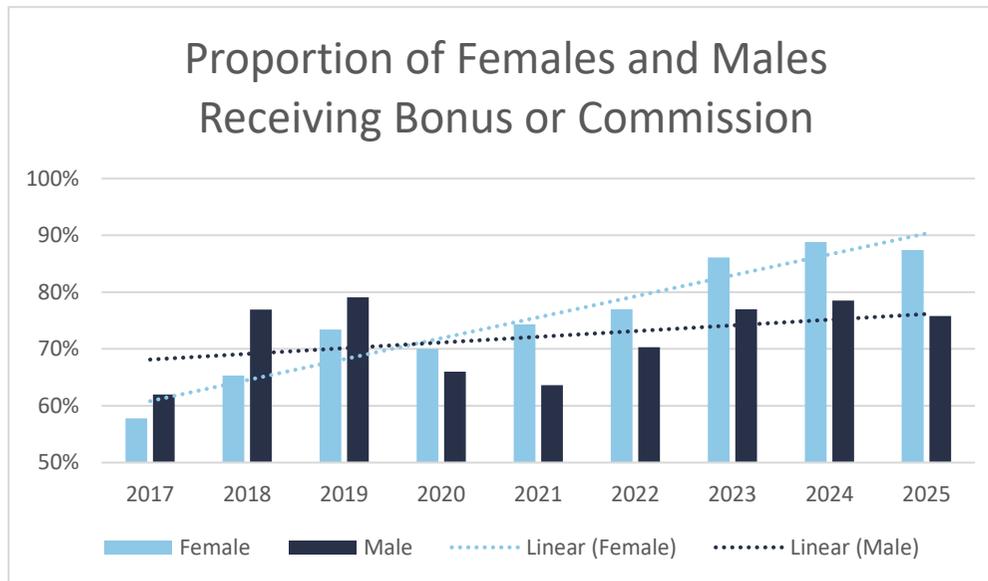
Furthermore, the median bonus gap has been reduced significantly by 82.1% compared to the first gender pay gap calculation in 2017, and by 21.8% since 2024.

Further, in 3 out of the 4 quartiles, bonus figures show a negative gap in mean bonus pay, demonstrating TransPerfect's commitment to reward all employees, regardless of gender.

TransPerfect's commitment to seeking equal bonus pay makes it an industry leader in this area.



In addition, from 2017 to date the proportion of female employees receiving a bonus has risen by 29.6% whereas for males it has only increased by 13.8%. 2025 represents the sixth consecutive year where the proportion of female staff receiving bonuses (87.4%) surpassed male staff (75.8%).



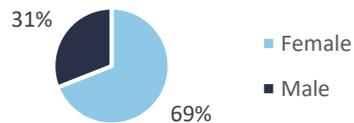
In analyzing the data, the following should be taken into account.

- TransPerfect’s sales performance continues to be record-breaking and this influences figures in favor of the top sales executives, with our highest percentage of males (54.7%) within the upper quartile.
- The majority of part-time positions in the UK (92%) were filled by women and the bonus gap analysis uses actual pay as opposed to full-time equivalent.
- 90% of those excluded from the full pay relevant calculations were females, of which 39% were on family leave.
- Gender pay gap percentages have consistently trended downwards.

In analyzing the data, it is also important to consider the way childcare and other caring responsibilities are shared between men and women, the associated part-time work arrangements which such a division of responsibilities entail, and the type of roles which more easily lend themselves to part-time working.

Ways We Are Tackling Gender Pay Issues

Promotions Within Snapshot Year



TransPerfect encourages the promotion of all employees, regardless of gender. Females consisted of 58% of all salary increases and 69% of all promotions in the UK which took place within the year preceding the snapshot date.

Initiatives to Assist Female Employees Returning to Work

TransPerfect provides a wellbeing space to facilitate female employees preparing for maternity leave or returning to work. Furthermore, 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 maternity leave between 6 April 2024 and 5 April 2025 successfully returned* after their maternity leave period. And out of this total, 25% were promoted to higher positions, reflecting TransPerfect’s commitment to fostering career growth and opportunities for its returning female employees. By recognizing and rewarding their dedication, TransPerfect not only encourages the professional development of working mothers but also sets an example for creating a more inclusive and equitable workplace.

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

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.

Staff Changes

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

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 the UK as well as globally since 2017. This training forms part of the mandatory training for new hires based in the UK and many other countries, with a company-wide refresher training rolled out annually.

Manager Training

TransPerfect successfully rolls out regular manager training initiatives for managers of teams based in the UK. This training includes topics such as maternity, paternity and parental leave in the UK 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.

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.

In line with TransPerfect's company culture and core values, TransPerfect embraces gender pay gap reporting.

I, Nadim Ali, Chief People Officer, confirm that the information in this statement is accurate.



Nadim Ali, Chief People Officer

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

11/Mar/26

Date



www.TransPerfect.com



HR-London@transperfect.com

 **TRANSPERFECT**