

Bloomsbury Publishing Plc Gender Pay Gap Report 2025

The Gender Pay Gap for 2025 is based on the statutory snapshot date of 5 April 2025.

Bloomsbury's Median Gender Pay Gap is 17.45% - a decrease from 19.30% in the previous reporting year. The Mean Gender Pay Gap has also reduced from 18.30% to 17.57%.

Summary	2025	2024
Mean Gender Pay Gap	17.57%	18.30%
Median Gender Pay Gap	17.45%	19.30%
Mean Bonus Gender Pay Gap	53.50%	49.20%
Median Bonus Gender Pay Gap	21.30%	15.30%

The proportion of employees receiving a bonus:

- Male: 82.53%
- Female: 78.87%

The proportion of males and females in each quartile pay band				
	n.		2025	2024
The lower quartile	215	<i>Female</i>	80.47%	84.00%
		<i>Male</i>	19.53%	16.00%
The lower middle quartile	215	<i>Female</i>	78.60%	75.74%
		<i>Male</i>	21.40%	24.26%
The upper middle quartile	214	<i>Female</i>	71.03%	69.80%
		<i>Male</i>	28.97%	30.20%
The upper quartile	214	<i>Female</i>	63.08%	63.68%
		<i>Male</i>	36.92%	36.32%

Commentary on the variance from last year:

- Both Mean and Median Gender Pay Gaps have decreased year on year.
- The overall male: female ratio overall has remained stable.
- Representation at the most senior level has also remained consistent.
- At the lower quartile, the proportion of male employees increased and the proportion of female employees decreased. At the lower middle and upper middle quartiles, female representation increased. This shift has contributed to the improvements seen in both the mean and median pay gaps.
- Although all Bloomsbury employees are eligible to participate in the Company bonus scheme, the Gender Pay Gap regulations require employers to report on bonuses actually paid in the

twelve months preceding the snapshot date of 5 April. Bloomsbury pays its annual bonus in June. To be eligible for that payment, an employee must have been employed up to and including the end of the preceding January.

- This means that colleagues who joined Bloomsbury between February of the previous year and the April snapshot date have not yet met the service requirement for the June bonus and therefore appear in the data as not having received a bonus during the relevant period. In the 2025 reporting cycle, this group represented approximately 20% of the workforce. These colleagues will become eligible for the following year's bonus payment once they meet the service criteria.
- Our male population is proportionally smaller and more concentrated in senior roles. As bonuses are based on a percentage of salary, this contributes to both the mean and median bonus gaps.
- The most significant factor influencing our Gender Pay Gap continues to be the distribution of men and women across the organisation — specifically, the lower representation of men in the lower pay quartiles.
- **If we had an even ratio of males to females in our lowest quartile - with no other changes in the rest of the organisation - the mean Gender Pay Gap would reduce to -0.1%, and the median Gender Pay Gap would shift to -5.9% in favour of women.**
- Bloomsbury has made notable progress over time, reducing the mean Gender Pay Gap from 23% in the first year of reporting to 17.57% in 2025

Issued: March 2026

We confirm that the data within this report is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

This statement was approved by Board on 18th March 2026 and a copy of this statement has been signed by a director