LearnUpon

LearnUpon's Gender Pay Gap Report

2026



Driving Equity Forward: LearnUpon's Gender Pay Gap Report 2026

Following our inaugural Gender Pay Gap report in 2025, our 2026 snapshot reflects on our progress and the continued evolution of our people-first culture. This analysis covers LearnUpon's 148 Ireland-based team members employed as of June 30, 2026 - 63.5% men and 36.5% women.

For the second year in a row, our mean and median pay gaps sit slightly in favour of women across all four quartiles, demonstrating our steadfast commitment to equity and inclusion.

We've improved overall pay equity, with our mean gap cut in half (from 11.1% to 5.1%) and our median gap trending in the right direction (19.8% to 17.7%). While we've made steady progress with female representation in our highest quartile from 23.5% in 2025 to 29.7% this year, the overall gap continues to be driven by lower female representation in technical and senior-level roles.

Quartile Group	Female Representation	Male Representation	Median Pay Gap *
Lower	46.0%	54.0%	-2.5%
Lower Middle	40.5%	59.5%	-1.5%
Upper Middle	29.7%	70.3%	-0.5%
Upper	29.7%	70.3%	-0.9%

***Negative pay gap percentages indicate figures in favour of women.**

Mean Gender Pay Gap	**5.1%**	**Median Gender Pay Gap**	**17.7%**

"I'm delighted to see continued progress in our pay equity practices. LearnUpon's greatest competitive advantage has always been our people, and our priority remains clear: developing all our Luppers to thrive in a supportive, equitable environment. The actions we've taken over the last year are working, such as embedding inclusive hiring practices, piloting our succession planning framework, continuing to focus on internal mobility, and creating more visibility for women through speaking opportunities. Looking ahead, we are committed to keeping that momentum going by expanding our succession planning, strengthening targeted technical and commercial talent pipelines, and advancing our alignment with the EU Pay Transparency Directive."



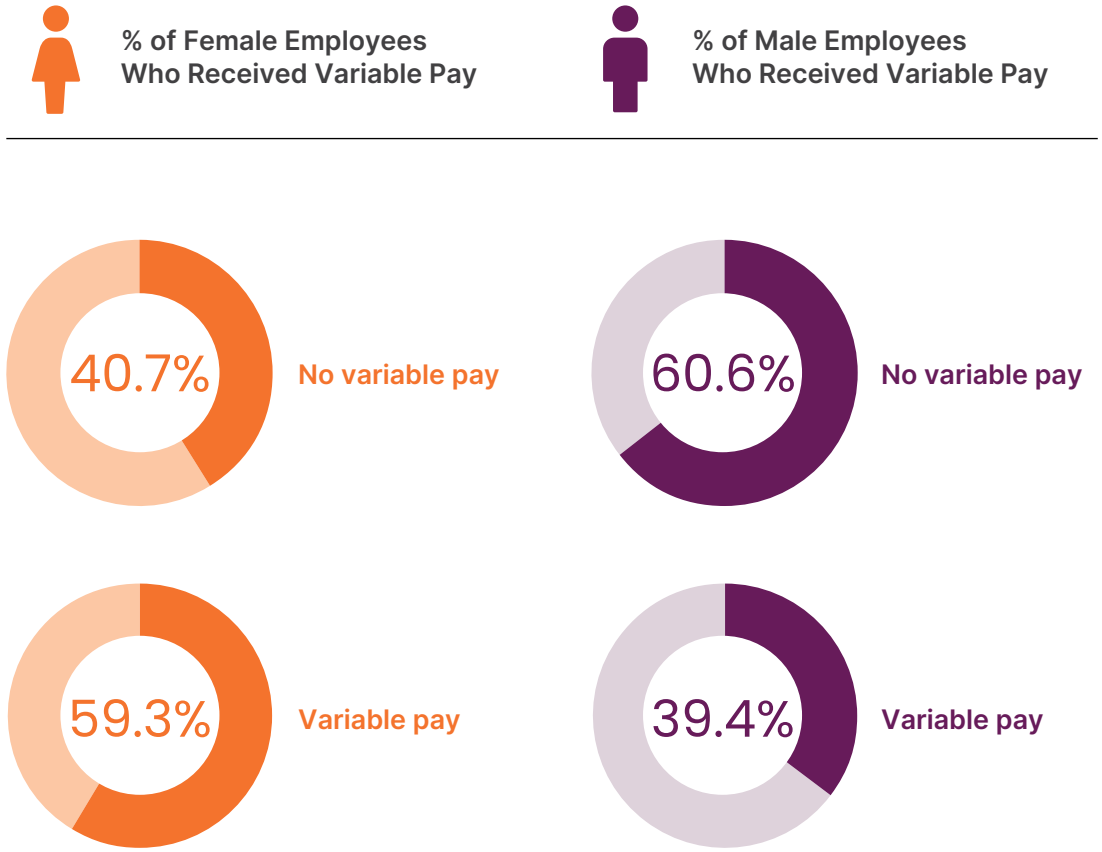
Brendan Noud,
CEO & Co-Founder,
LearnUpon

Looking at Variable Pay by Gender

Looking at variable pay — which includes performance bonuses and sales commissions — we saw strong progress over the past year. More women received variable pay this year, and our overall variable pay gaps narrowed significantly. While men still receive higher average variable pay — largely because more men hold quota carrying sales roles — these results show clear momentum toward equity.

Variable Pay Gaps	2025	2026
Mean gender pay gap	54.3%	37.4%
Median gender pay gap	67.0%	38.9%

Benefits in Kind: During the same reporting period, 70.4% of female employees and 55.3% of male employees received Benefits in Kind (such as private healthcare coverage and employee benefit schemes).





We remain committed to fostering an organization where every team member - regardless of gender - has equal opportunity to contribute, grow, and succeed.

Our year-over-year comparisons reflect steady improvement, but our work continues. We will stay focused on listening to our workforce, measuring our progress, and taking deliberate action to ensure LearnUpon remains an inclusive, equitable place to work.

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