

Ireland Gender Pay Gap Report 2025

Overview

At Notion, we are committed to building a workplace where inclusion is at the core, and people of all backgrounds, identities, and experiences can belong and succeed. Ireland's gender pay gap reporting framework aligns with this commitment.

Under Irish Law, employers with 50 or more employees are required to report gender pay gap metrics annually. These disclosures measure the difference in mean and median pay between genders over a 12-month period, with Notion's snapshot date being June 30, 2025.

It's important to note that Ireland's gender pay gap reporting requirements focus on overall differences in pay between genders across the organization. It does *not*, however, adjust for factors like job level, role type, tenure, time in role, hours worked, performance, etc. In other words, the gender pay gap report reflects representation and pay distribution across all roles, rather than assessing whether employees of different genders are paid equally for similar work.

Our 2025 report includes the required disclosures — mean and median hourly pay gaps, mean and median bonus pay gaps, the proportions of women and men receiving bonuses and benefits in kind, and the distribution of women and men across pay quartiles — along with contextual insights on observed trends and the actions we are taking to reduce gaps over time. Bonuses here are defined by one-time payments, performance bonuses, and commissions.



Ireland Gender Pay Gap Report

2025 Data

Hourly
Remuneration

6.1%

Mean Pay Gap

10.7%

Median Pay Gap

Bonus
Remuneration

20.4%

Mean Pay Gap

15.3%

Median Pay Gap

Men and Women
receiving bonuses
and benefits

72.3%

of men received bonuses

66.7%

of women received bonuses

100%

men and women received
benefits-in-kind

Pay quartiles
by gender

Upper



50%
men

50%
women

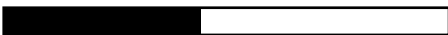
Upper Middle



63.6%
men

36.4%
women

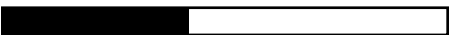
Lower Middle



44%
men

56%
women

Lower



41.7%
men

58.3%
women



Ireland Gender Pay Gap Report

2025 Data

What the Data Means

The data above reflects an overall, workforce-wide view of the gender pay gap. It does not provide a like-for-like assessment of pay equity within comparable roles; it does not account for job level, role, family, tenure, hours worked, or other factors that may objectively impact pay. With this in mind, looking at all employees as a single group, and applying the calculation approach required under the Irish Gender Pay Gap Information Regulations, there is a mean pay gap in hourly pay of 6.1% and a median pay gap of 10.7%, both in favor of men. For bonus pay, there is a mean and median pay gap of 20.4% and 15.3% respectively, both in favor of men. There is a higher concentration of men paid bonuses, a gap of 5.6%, due to more men being in the Sales Organization on Commission plans.

The primary reason for these identified pay gaps at Notion Ireland, for both hourly and bonus pay, is that Notion is currently employing more women than men in entry level sales positions. Accordingly, this places more women in the lower pay quartiles.

On that note, we are encouraged to see that our upper quartile reflects equal representation, with 50% men and 50% women employees.

Looking Forward

At Notion, we are committed to taking meaningful, ongoing steps to strengthen equity and representation across the business. We will continue to evaluate our pay practices and take steps, where appropriate, to promote equity and inclusion across all levels.