3P LEARNING – GENDER PAY GAP STATEMENT

WGEA REPORT 2023_24 (Australia)

3P Learning (3PL) is a global market leader in EdTech programs for reading, writing and mathematics. Our celebrated educational resources, including Mathletics, Reading Eggs, Mathseeds, Brightpath Progress and Writing Legends, combine solid educational underpinnings with cutting-edge technology and engaging content to make learning enjoyable and effective.

3PL is a global organisation that works across APAC, Americas and EMEA, with a global permanent employee headcount of just under 400 individuals. 56% of our global headcount, and 52% of our Senior Leadership are women as reported in the 2024 3PL Annual Report. 3PL is committed to promoting a balanced gender representation across the organisation, and in senior roles at 3PL. Our leaders and employees are located across the globe with approximately 67% of employees located in Australia and included in the WGEA 2023_24 Report.

3PL is an inclusive and diverse workplace that respects the contributions and equal opportunity for our employees, as well as the students, parents and teachers that use our products. In our most recent employee survey, the aggregated positive result for questions that cover inclusion was 86%, with a 90% favourable response to people of all backgrounds having equal opportunity to succeed at 3PL.

The 3PL average total remuneration Australian gender pay gap for the 2023_2024 reporting period was 16.6%. Whilst within the pay gap range for the Industry Comparison Group of the 2023_2024 WGEA report, the 3PL gender pay gap in Australia did increase in this reporting period, 3PL has maintained gender equity in the volume of male and female appointments (promotions and new joiners) during the reporting period. A higher male representation in appointments to specialised technical and project roles in Technology, Sales and Marketing functions contributed to the fluctuation in the reported gender pay gap in Australia this year. It is important to note that 3PL has frameworks in place to minimise gender bias in pay and appointment decisions, including the inclusion of performance metrics and use of external industry salary benchmarking.

One of the continuing drivers of the gender pay gap relates to the gender composition of the Lower and Lower Middle pay quartiles at 3PL, where we see a higher representation of women. Conversely, there is a higher representation of men in the Upper and Upper Middle pay quartiles at 3PL. The core driver of gender representation in the Upper pay quartiles is connected to the 3PL Technology function which is the largest department representing 47% Australian employees and of which 75% are male. The Technology industry has been challenged more broadly in the representation of women in the industry, seeing higher volumes of male representation amongst technical, development and software engineer roles in the Australian market. Facilitating and promoting

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increased representation of women in technical roles is an area that 3PL is committed to pursuing further in addressing gender balance in the Upper pay quartiles.

In addition, 3PL supports equitable gender representation in Senior and Management roles, as demonstrated by the 60% weighting of women at the Key Management Personnel role level. A review of 3PL roles and classifications in the WGEA 2023_24 employment data submission also demonstrates a 60% weighting of women in Manager roles at 3PL.

3PL has also completed a global analysis of our gender representation and gender pay gap based on average base salaries. This has included all regions of operation in 2025. For the 3PL regions outside of APAC, which includes the Americas and EMEA regions, the aggregated gender representation analysis sees a 64% weighting of women employed across all roles. The average base salary gender pay gap range for our Americas and EMEA regions, and across all roles, ranges from -4% to 7%.

Globally at 3PL we have made good progress towards closing the gender pay gap and supporting a balanced gender representation across all regions and roles at 3PL. However, we acknowledge that there is still work to be done, particularly in Australia, around supporting further balance of women employed in our Technology function and in further working towards closing the pay gap in this region.

Key activity that 3PL will continue in support of improving gender representation and reducing the gender pay gap:

- Completion of structured annual salary reviews, and industry benchmarking reviews, to ensure that gender pay discrepancies are highlighted and addressed.

- Active focus on appointing female talent into the Technology function.

- Commitment to, and ongoing enhancement of, the Pea-flex Flexible Work policy, ensuring that 3PL employees have the flexibility to choose when and where they work and are supported in enabling a healthy balance of personal and professional commitments.

- Ensuring that all employees have access to Paid Parental Leave globally, supporting women and working parents.

- Leadership capability build will also continue to be a focus of the People and Culture strategy at 3PL. A targeted talent strategy has been commenced focusing on the identification and development of an emerging pool of future leaders at all levels. This initiative will be committed to promoting a balanced gender representation in senior roles, that have strategic and operational responsibility across 3PL and will also ensure we continue to support the career progression of women into leadership and senior roles.

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