



Apple Australia Workplace Gender Equality Agency Report

2024 - 2025

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We ensure pay equity for everyone, everywhere at Apple.

Pay equity is fundamental to Apple's approach to compensation. Since 2017, Apple has achieved and maintained gender pay equity worldwide. The pay gap disclosed in this report and pay equity are separate measures. The pay gap is the difference in mean or median pay between women and men and does not account for valid factors that affect pay. Pay equity, on the other hand, uses rigorous statistical modeling to assess whether differences in pay exist for men and women after including factors such as role, experience, qualifications, location, scope, job function, and performance.

To maintain pay equity, Apple conducts regular, in-depth assessments of total compensation and discretionary awards, including base pay, discretionary bonuses, and discretionary Restricted Stock Units granted by Apple Inc. During our annual compensation planning process, we use analytics to assess promotion rates, performance ratings distribution, and pay metrics for women compared to men. And every year, as part of our annual pay equity review, Apple's team of compensation experts collaborates with an independent third party to review and adjust total compensation as needed, ensuring ongoing pay equity for all.

We're building on Apple's special culture rooted in community.

At Apple, we are constantly striving to create a culture of belonging for everyone and a workforce that reflects the world around us. To that end, we remain committed to inclusive practices that support opportunities for all, including women at Apple, and women in senior and technical roles. Through this reporting period, leadership representation across Australia grew 1.9 per cent to 43.4 percent and leadership representation in Australia Retail grew 2.1 per cent to 46.1%. Looking ahead, we will continue to build on our special culture, because we believe that inclusion helps fuel innovation.

Our total rewards programmes are designed thoughtfully and reflect our values.

Our people play an important role in Apple's success. That's why we design our total rewards programmes to attract and retain the best talent.

- **We offer highly competitive pay that's in the top tier of the market.** For every role at Apple, we regularly review pay to ensure that it remains competitive.
- **We offer a full range of exceptional benefits** to help every Apple employee and their family feel healthy, supported, and secure. Our programs enable employees to care for their well-being, plan for their future, learn new skills, take time away to look after themselves or a loved one, start a family, and more.

Our Data

- W Women
- M Men

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**The pay gap is shown as a percentage, where a gap favoring men is displayed as a positive(+) percentage, while a gap favoring women is shown as a negative (-) percentage.*

Gender Pay Gap*		
Mean total remuneration		14.0%
Mean base salary		8.7%
Median total remuneration		2.9%
Median base salary		3.5%

Gender Composition by Pay Quartile		
Upper	W	38%
	M	62%
Upper Middle	W	43%
	M	57%
Lower Middle	W	43%
	M	57%
Lower	W	47%
	M	53%

