



Apple Australia Gender Pay Gap Report

2023 - 2024

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We have a longstanding commitment to inclusion and diversity, and we're prioritising representation on our teams.

Building an inclusive culture rooted in community helps everyone, in every part of Apple, feel supported, valued, connected, and empowered to do their best work. In recent years, we've made progress on creating a workforce that's a better reflection of our communities. From hiring to employee engagement and leadership development, we're making sure every part of Apple is strengthening inclusion and representation. In Australia, during the last year, 57.3 per cent of all new hires were women – an increase of 6.2 percentage points. As a result, our overall female representation increased to 44.7 per cent. We're committed to further increasing the number of women in all areas of our business and at every level of the company, with a focus on career development and inclusive hiring efforts. And we will continue to develop a culture of inclusion and belonging, and hold ourselves accountable for progress.

Our compensation and benefits programs are designed thoughtfully and reflect our values.

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

- **We offer competitive pay and provide employees an opportunity to share in Apple's success.** Every employee is eligible for discretionary Apple Inc. Restricted Stock Units recommendations.
- **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.

We ensure pay equity for everyone, everywhere at Apple.

Apple has **achieved and maintained gender pay equity for all employees since 2017**. The pay gap and pay equity are separate measures. The pay gap is the difference in mean or median pay between women and men. 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, 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 work with an independent third party to build and run statistical models to assess and resolve any differences in total compensation on the basis of gender.

Our Data

W Women M Men		Apple Pty Limited
Gender Pay Gap*	Mean total remuneration	16.9%
	Mean base salary	11.4%
	Median total remuneration	3.8%
	Median base salary	8.0%
Gender Composition by Pay Quartile	Upper W	38%
	M	62%
	Upper Middle W	41%
	M	59%
	Lower Middle W	46%
	M	54%
	Lower W	48%
	M	52%

*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.

