



# Apple Ireland Gender Pay Gap Report

2024 - 2025

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### We ensure pay equity for everyone, everywhere at Apple.

Pay equity is embedded in Apple's approach to compensation. Since 2017, Apple has achieved and maintained gender pay equity for all employees. 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 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 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 provide employees an opportunity to share in Apple's success.** Separate from pay, every employee is eligible to participate in Apple Inc.'s discretionary stock programs.
- **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're building on Apple's special culture grounded in dignity, respect, and opportunity for everyone.

At Apple, our strength has always come from hiring the very best people and providing a culture of collaboration — one where people with a broad range of backgrounds and perspectives come together to innovate and create something magical for our users time and time again. To that end, we remain committed to hiring and retention practices that support opportunities for women across Apple, including in senior and technical roles, which would reduce our pay gap. In Ireland, between the beginning of July 2024 and the end of June 2025, representation of women grew overall, and the percentage of women among external hires grew. In Apple Distribution International Ltd., which employs the vast majority of our workforce in Ireland, more than half of all external hires were women. And within Apple Operations International Ltd., representation of women overall and in leadership grew over the same period. We'll continue to work together to create a culture of belonging where everyone can do their best work, and we remain committed to the values that have always made us who we are.

# Our Data<sup>1</sup>

Each year, Apple releases a report on our Gender Pay Gap in Ireland. For this reporting period, we have a mean pay gap of 11 per cent, and a median pay gap of 5 per cent across all Apple Ireland entities.

		W Women	M Men		All Ireland Entities <sup>2</sup>	Apple Distribution International Ltd.	Apple Operations International Ltd.	Apple Operations Ltd.
<b>Hourly Remuneration Gap - All Employees</b>	Mean				11%	1%	21%	54%
	Median				5%	2%	23%	32%
<b>Bonus Gap</b>	Mean				19%	-2%	39%	76%
	Median				8%	-8%	42%	73%
<b>Pay Quartiles</b>	Upper	W			38%	44%	26%	23%
		M			62%	56%	74%	77%
	Upper Middle	W			46%	45%	33%	50%
		M			54%	55%	67%	50%
	Lower Middle	W			42%	43%	42%	58%
		M			58%	57%	58%	42%
	Lower	W			47%	48%	35%	77%
		M			53%	52%	65%	23%

Gap metrics displayed as a percentage, where a positive gap favors men and a negative gap favors women.

<sup>1</sup> The hourly remuneration and bonus calculations include income received from Apple Inc. Restricted Stock Units (RSUs) that vested. RSUs are discretionary equity awards granted by Apple Inc., and not part of pay or regular compensation. RSUs are also not granted or administered by an individual's Irish employer or part of an individual's employment contract.

Since the report only factors in vested RSUs, some Irish employees hired in this reporting period have no reportable RSU income because it depends on the timing of RSU vesting. Additionally, any income reported is based on the market price of Apple Inc. shares acquired at the time the RSUs vested, which can go up or down before and after vesting and is unknown, indeterminable and cannot be predicted with certainty.

<sup>2</sup> All Ireland Entities refers to the employing entities Apple Distribution International Ltd., Apple Operations International Ltd., and Apple Operations Ltd.

<sup>3</sup> Outlier gap is caused by a small population with varying jobs, functions and levels and is not reflective of a peer comparison.

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		<b>All Ireland Entities<sup>2</sup></b>	<b>Apple Distribution International Ltd.</b>	<b>Apple Operations International Ltd.</b>	<b>Apple Operations Ltd.</b>
<b>Proportion Employees Receiving Bonuses</b>	Women	<b>90%</b>	<b>91%</b>	<b>86%</b>	<b>92%</b>
	Men	<b>92%</b>	<b>93%</b>	<b>90%</b>	<b>88%</b>
<b>Proportion Employees Receiving Benefits in Kind</b>	Women	<b>98%</b>	<b>99%</b>	<b>94%</b>	<b>100%</b>
	Men	<b>98%</b>	<b>99%</b>	<b>96%</b>	<b>100%</b>
<b>Hourly Remuneration Gap - Part Time Employees<sup>3</sup></b>	Mean	<b>-31%</b>	<b>-57%</b>	<b>-15%</b>	<b>N/A</b>
	Median	<b>2%</b>	<b>-15%</b>	<b>0%</b>	<b>N/A</b>
<b>Hourly Remuneration Gap - Temporary Contract Employees</b>	Mean	<b>-8%</b>	<b>-1%</b>	<b>-19%</b>	<b>13%</b>
	Median	<b>0%</b>	<b>3%</b>	<b>-4%</b>	<b>11%</b>

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