Apple Ireland Gender Pay Gap Report

2025 - 2026

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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. 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 programs are designed thoughtfully and reflect our values.

Our people play an essential role at Apple. That's why we design our total rewards programs 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. In addition, we provide employees an opportunity to share in Apple's success. Every employee is eligible for discretionary Restricted Stock Units recommendations from Apple Inc. We also offer a full range of exceptional benefits to 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 rooted 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 diverse 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. We'll continue to work together to create a culture of belonging where everyone can do their best work, and we'll remain committed to the values that have always made us who we are.

Our Data[1]

Each year, Apple releases a report on our Gender Pay Gap in Ireland. For this reporting period, we have a mean pay gap of 10.9 per cent, and a median pay gap of 8.3 per cent across all Apple Ireland entities.

			All Ireland Entities[2]	Apple Distribution International Ltd.	Apple Operations International Ltd.
Hourly Remuneration Gap - All Employees	Mean		10.9%	4.1%	18.5%
	Median		8.3%	5.5%	20.1%
Bonus Gap	Mean		16.2%	-0.6%	32.1%
	Median		5.6%	-3.8%	41.7%
Pay Quartiles	Upper	W	36.4%	41.9%	24.6%
		M	63.6%	58.1%	75.4%
	Upper Middle	W	45.1%	42.6%	30.7%
		M	54.9%	57.4%	69.3%
	Lower Middle	W	41.1%	45.6%	43.6%
		M	58.9%	54.4%	56.4%
	Lower	W	48.6%	49.3%	35%
		M	51.4%	50.7%	65%

W Women
M Men

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

[1] The hourly remuneration and bonus calculations include income received from vested Apple Inc. Restricted Stock Units (RSUs) that is included in employee payslips for tax purposes only. RSUs are discretionary equity awards granted by Apple Inc., and not benefits, compensation, or indirect pay from any of the Ireland Entities. 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.

[2] All Ireland Entities refers to the employing entities Apple Distribution International Ltd., Apple Operations International Ltd., and Apple Operations Ltd.

[3] 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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Proportion Employees Receiving Bonuses	Women	88.9%	87.6%	95.3%
	Men	91.2%	89.7%	96.9%
Proportion Employees Receiving Benefits in Kind	Women	99.2%	99.4%	97.6%
	Men	99%	99.1%	98.7%
Hourly Remuneration Gap - Part Time Employees[3]	Mean	-342%	-763.5%	-14.6%
	Median	0.5%	-58.6%	-0.4%
Hourly Remuneration Gap - Temporary Contract Employees	Mean	10.1%	8.0%	14.4%
	Median	3.7%	4.7%	-3.6%

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