



Apple British Columbia, Canada Pay Transparency 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. 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. 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

		Men	Women
Hourly Remuneration Gap - All Employees	Mean	\$1.00	\$0.76
	Median	\$1.00	\$0.85
Bonus Gap	Mean	\$1.00	\$0.42
	Median	\$1.00	\$0.03
Overtime Amounts	Mean	\$1.00	\$0.81
	Median	\$1.00	\$0.59
Overtime paid hours (Difference as compared to reference group: Men)	Mean		-2.3
	Median		-3.4
Receiving Bonus Pay		65%	50%
Receiving Overtime Pay		58%	75%
Pay Quartiles	Upper	79%	21%
	Upper Middle	59%	41%
	Lower Middle	56%	44%
	Lower	58%	42%

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

