



General Industry Remuneration Report

Australia

Participating organisations | June 2023



Participating organisations

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| 1. .au Domain Administration Limited | 42. AECOM |
| 2. [24]7.ai | 43. Aeris Resources Limited |
| 3. 10X Genomics | 44. Afterpay Touch Group Limited |
| 4. 151 Property | 45. Agena Bioscience, Inc. |
| 5. 1-Stop Connections Pty Ltd | 46. Agilent Technologies Australia Pty Ltd |
| 6. 29Metals* | 47. Agnico Eagle |
| 7. 4 Pines Brewing Company | 48. Agoda Services |
| 8. 8X8 | 49. Agriwebb |
| 9. A P Facilities Pty Ltd | 50. Agyle Time Pty Ltd |
| 10. A.F. Gason Pty Ltd | 51. AIC Mines Limited |
| 11. A2B Australia Limited | 52. AIG Australia Limited |
| 12. Aaqua Pte Ltd | 53. Aioi Nissay Dowa Insurance |
| 13. Abacus DX | 54. Airbnb |
| 14. Abacus Group Holdings Limited | 55. Airwallex |
| 15. AbCellera Biologics | 56. AJG Australia |
| 16. Abiomed | 57. Akamai Technologies |
| 17. Abra Mining Pty Limited | 58. Alation |
| 18. AC3 | 59. Alibaba Group Inc |
| 19. Academy Xi | 60. Alida* |
| 20. ACCELA | 61. Alight Solutions |
| 21. Accelo, Inc. | 62. Align Technology Inc. |
| 22. Accenture Australia Ltd | 63. Alkane Resources Limited |
| 23. ACCO AUSTRALIA PTY LTD* | 64. Allianz Australia Ltd |
| 24. AccorHotels | 65. Allkem Limited |
| 25. Achieve Australia Limited* | 66. Allscripts |
| 26. ACI Worldwide | 67. Alteryx |
| 27. Acquia | 68. Altium Ltd |
| 28. acrolinx GmbH* | 69. Altogether Group |
| 29. ActiveCampaign LLC | 70. Altus Group Limited |
| 30. Activision Blizzard* | 71. AMA Group Ltd* |
| 31. Acushnet* | 72. Amdocs |
| 32. A-dec Australia | 73. American Express Australia Ltd |
| 33. ADG Engineers | 74. Amgen Australia Pty Ltd |
| 34. Adherium Limited | 75. Amicus Therapeutics |
| 35. Adobe Systems Inc | 76. AMP Services Limited |
| 36. ADP | 77. Analog Devices |
| 37. Adva Optical Networking SE* | 78. Anaplan |
| 38. Advanced Micro Devices | 79. Ancestry.com |
| 39. Advanced Sterilization Products | 80. Anglican Community Services* |
| 40. Adyen N.V.* | 81. Anglicare SA Inc* |
| 41. AECI Australia Pty Ltd* | |

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| 82. Anglo American Metallurgical Coal Pty Ltd | 126. Aurecon Australia Pty Ltd |
| 83. Annex Foods | 127. Aurelia Metals Ltd |
| 84. Ant Financial - China | 128. Aurizon Operations Limited |
| 85. Anuvu | 129. Ausenco Services Pty Ltd |
| 86. ANZ Banking Group Ltd | 130. AusNet Services |
| 87. Aon Corporation Australia | 131. Aussie Broadband Limited |
| 88. APA Group | 132. Austagencies Pty Ltd* |
| 89. Apellis Pharmaceuticals | 133. Australia Post |
| 90. Appdirect | 134. Australian Nuclear Science and Technology Organisation (ANSTO) |
| 91. APPEN LTD | 135. Australian Payments Plus Limited* |
| 92. Appian | 136. Australian Pharmaceutical Industries Ltd |
| 93. Apple and Pear Australia Ltd | 137. Australian Reinsurance Pool Corporation |
| 94. Apple Pty Ltd | 138. Australian Retirement Trust |
| 95. Apptio | 139. Australian Terminal Operations Management |
| 96. APRA AMCOS | 140. Australian Unity* |
| 97. Apricot Consulting (Aust) Pty Ltd* | 141. AustralianSuper Pty Ltd |
| 98. Aptean | 142. Auth0 |
| 99. Aquila Resources | 143. Autism Spectrum Australia (Aspect)* |
| 100. Arcadis | 144. Auto & General Holdings Pty Ltd |
| 101. Arch Capital Services Inc. | 145. Autocab Ltd.* |
| 102. Architectus* | 146. Autodesk Australia Pty Ltd |
| 103. Archtis | 147. Automatic Data Processing (ADP) |
| 104. Ardea Resources Limited | 148. Automation Anywhere |
| 105. Are Media Pty Limited | 149. Automattic |
| 106. Aristocrat Leisure Ltd | 150. Avanade Australia Pty Ltd |
| 107. Arlo Technologies | 151. Avance Clinical Pty Ltd |
| 108. Arrow Electronics | 152. Avanos Medical |
| 109. ARTC | 153. Avant Insurance Ltd |
| 110. Arthur J. Gallagher | 154. Avast Software S.R.O. |
| 111. Arup Pty Ltd | 155. Avaya Australia Pty Ltd |
| 112. Aryaka Networks | 156. Avebury Nickel Mine* |
| 113. Asana | 157. Avepoint* |
| 114. ASC Pty Ltd* | 158. Avetta |
| 115. Ascensia Diabetes Care | 159. Aviat Networks (NZ) Ltd |
| 116. Ashland | 160. Aviatrix Systems* |
| 117. Aspen Aerogels* | 161. AVID Property Group |
| 118. Aspen Technology | 162. Avid Technology |
| 119. Assetinsure | 163. Avis Budget Group* |
| 120. ASX Group | 164. Aware Super |
| 121. ATC Williams Pty Ltd | 165. Axon Computer Systems |
| 122. Atlas Iron Pty Ltd | |
| 123. Atlassian Inc | |
| 124. Atomo Diagnostics Limited | |
| 125. Audinate Group Ltd | |

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| 166. Axway | 211. Bloomberg |
| 167. Babcock Pty Ltd | 212. Bloomfield Collieries Pty Limited |
| 168. BAE Systems Australia | 213. Blue Prism |
| 169. Bain & Company | 214. Blue Yonder |
| 170. Balmaine Gold Pty Ltd | 215. Bluebeam |
| 171. Balmoral Operations Pty Ltd | 216. Bluescope Steel |
| 172. Bank of Queensland | 217. Bluestone Mines Tasmania Joint
Venture Pty Ltd |
| 173. Banlaw Pty Ltd | 218. BMC Software Pty Ltd |
| 174. Bapcare Limited* | 219. Bonterra* |
| 175. BaptistCare NSW & ACT* | 220. Bowen & Pomeroy Pty Ltd* |
| 176. Barings* | 221. Box |
| 177. Barracuda Networks | 222. Brady Corporation |
| 178. Base Resources Limited | 223. Brennan IT Pty Ltd* |
| 179. Basecamp | 224. Brightcove* |
| 180. Batchfire Resources Pty Ltd | 225. Broadchains Fintech Pte Ltd.* |
| 181. Bayer Australia Ltd | 226. Broadcom |
| 182. Bazaarvoice | 227. Broadridge Financial Solutions |
| 183. BBC Studios Australia Pty Ltd | 228. Broadsign* |
| 184. BCI Minerals Limited* | 229. Brookfield Properties Australia Pty
Ltd |
| 185. Beca Pty Ltd | 230. Brown Family Wine Group |
| 186. Beforepay Group Limited* | 231. Bruker |
| 187. Beijing Bytedance Technology Co. | 232. Bullhorn |
| 188. Belkin International | 233. BUMA Australia |
| 189. Bellamys Organic | 234. Bundaberg Brewed Drinks Pty Ltd |
| 190. Bellevue Gold Limited* | 235. Bunnings Group Limited |
| 191. Bendigo & Adelaide Bank Limited | 236. Bupa Australia |
| 192. Best Practice Software Pty Ltd | 237. Burbank |
| 193. Betmakers Technology Group Ltd | 238. Buzz Finco |
| 194. BG&E Pty Ltd | 239. Byrnecut Australia Pty Ltd |
| 195. BGC (Australia) Pty Ltd | 240. C3.ai |
| 196. BGIS Pty Ltd | 241. CAE Australia |
| 197. BHP Group Limited | 242. Calibre Group Ltd |
| 198. Bigcommerce | 243. Calidus Resources Limited |
| 199. Bigtincan | 244. Calix |
| 200. BioCurate Pty Ltd | 245. Calypso Technology |
| 201. Biogen Australia Pty Ltd | 246. Cambridge Boxhill Language
Assessment (CBLA) |
| 202. BioMarin Pharmaceutical Inc. | 247. Canada Pension Plan Investment
Board |
| 203. Black Cat Syndicate Limited | 248. Canberra Data Centres Pty Ltd |
| 204. Blackbay | 249. Cancer Council Queensland |
| 205. Blackberry Limited | 250. Candela |
| 206. Blackboard | 251. Canon Australia Pty Limited |
| 207. Blackhawk Network | |
| 208. Blackline | |
| 209. Blackmores Ltd | |
| 210. Blackrock | |

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| 252. Canon Medical Systems ANZ Pty Limited | 292. Chanel (Australia) Pty Ltd |
| 253. Canstruct Pty Ltd | 293. Channeladvisor |
| 254. Canva | 294. Chargebee |
| 255. Cardinal Health | 295. Charter Hall |
| 256. Carestream Dental* | 296. Check Point Software Technologies (Aust) Pty Ltd |
| 257. Carey Mining | 297. Checkout.com |
| 258. Carrier Global Corporation* | 298. Children's Cancer Institute |
| 259. Carsales.com.au | 299. Chinova Resources Pty Ltd |
| 260. Carta | 300. Chubb Insurance Australia Ltd |
| 261. Casa Systems | 301. Church & Dwight - Specialty Products Division |
| 262. Cash Converters Pty Ltd | 302. ClandT* |
| 263. Catapult Sports | 303. Ciena |
| 264. Catholic Church Insurance Ltd | 304. Cimpres |
| 265. Catholic Education Office - Diocese of Parramatta | 305. Circles.Life |
| 266. CBH Resources Limited | 306. Cisco Systems |
| 267. CBHS Health Fund Ltd | 307. Citibank (India) |
| 268. CBRE Pty Ltd | 308. CITIC Pacific Mining Management Pty Ltd |
| 269. Cbus (United Super Pty Ltd) | 309. Citrix |
| 270. Cbus Property | 310. City of Brisbane Investment Corporation |
| 271. CCA Management Pty Ltd | 311. Civica Pty Ltd |
| 272. CDK Stone Pty Ltd | 312. Civilized Discourse Construction Kit, Inc* |
| 273. CDW Corporation | 313. Civmec Construction & Engineering Pty Ltd |
| 274. CEA Technologies Pty Ltd | 314. Clearview Wealth Ltd |
| 275. Cement Australia | 315. ClickCar Australia Pty Ltd |
| 276. Genet Limited | 316. Clinipace* |
| 277. Centenary Institute | 317. Cloudbees |
| 278. Centennial Coal Company Limited | 318. Cloudera |
| 279. Century Mining Limited | 319. Cloudflare |
| 280. Ceragon Networks Ltd. | 320. Coal Services Pty Ltd |
| 281. Cerebral Palsy Alliance | 321. Cobalt Blue Holdings Limited |
| 282. Cerecin | 322. Coca-Cola Amatil (Australia) Pty Ltd |
| 283. Ceridian Hcm | 323. Coffey Services Australia Pty Ltd |
| 284. Cerner | 324. Cognex |
| 285. Certara* | 325. Coherent |
| 286. Certus Solutions Pty Limited | 326. CoINVEST |
| 287. Ceva Animal Health Australia | 327. Coles Supermarkets |
| 288. CGI Technologies and Solutions Australia Pty Ltd | 328. Colfax* |
| 289. Chainalysis | 329. Collibra |
| 290. Challenger Limited | |
| 291. Chamber of Commerce and Industry of Western Australia Company Limited (CCIWA) | |

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| 330. Colliers International (NSW) Pty Limited | 372. Cubic Corporation |
| 331. Comcast Cable Communications | 373. Culture Amp Inc |
| 332. Commercetools* | 374. Cummins South Pacific Pty Ltd |
| 333. Commission Factory | 375. Cuscal Limited |
| 334. Commonwealth Bank of Australia | 376. Custom Fleet Pty Ltd |
| 335. CommScope Solutions (Australia) Pty Ltd* | 377. Cvent |
| 336. CommVault Systems | 378. Cyberark |
| 337. Compass Group Management Services Pty Ltd | 379. CyberCX Pty Ltd |
| 338. Computershare* | 380. D&M Holdings Inc |
| 339. Concentrix Services (New Zealand) | 381. D2L |
| 340. Confluent | 382. Dahua Group Melbourne Number 1 Pty Ltd |
| 341. Conga | 383. Daikin Australia |
| 342. Consolidated Minerals Pty Ltd | 384. Dairy Australia |
| 343. Contract Resources Pty Ltd | 385. Danaher Corporation |
| 344. Coopersurgical | 386. Daronmont Technologies |
| 345. CooperVision Australia | 387. Dassault Systemes |
| 346. Copperleaf Technologies | 388. Data#3 |
| 347. Cordis US Corp | 389. Databricks |
| 348. Core Lithium Ltd | 390. Datacom Group Limited |
| 349. Corel Corporation | 391. Datadog |
| 350. CoreLogic | 392. Dataiku |
| 351. Corin Group Limited | 393. Dataminr |
| 352. Cornerstone Ondemand | 394. Datarobot |
| 353. Coronado Curragh Pty Ltd | 395. Datastax |
| 354. Corps Earthmoving Pty Ltd | 396. Datto |
| 355. Corrs Support Services | 397. dbt Labs* |
| 356. Corsair Memory | 398. Decmil Group Limited |
| 357. Costa Group Holdings* | 399. Defence Health Ltd |
| 358. Couchbase | 400. Delinea Inc. |
| 359. Coupa Software | 401. Deliveroo |
| 360. Coursera | 402. Dell Australia Pty Ltd |
| 361. Covalent Lithium Pty Ltd | 403. Deloitte |
| 362. Covetrus | 404. Deltek |
| 363. Cox Enterprises | 405. Dementia Australia* |
| 364. Craveable Brands Pty Ltd | 406. Dennis Family Corporation |
| 365. Criteo | 407. Dentsply Sirona |
| 366. Cromwell Operations Pty Ltd | 408. Depop Ltd. |
| 367. Crowdstrike | 409. Deputy |
| 368. Crown Resorts | 410. Dermalogica |
| 369. CrunchyRoll, LLC* | 411. Destec Pty Ltd* |
| 370. CSG Systems | 412. Development Victoria |
| 371. CSL | 413. Devo Technology |
| | 414. Dexus Property Group |
| | 415. Dialpad, Inc |

416.	Diebold Australia Ltd	459.	EnterpriseDB
417.	Digi International	460.	Entrust Datacard
418.	Digicert	461.	Envato
419.	Digital Realty Trust*	462.	Investnet
420.	Diligent	463.	Epicor Software
421.	Docebo Inc*	464.	Epiq Systems*
422.	DocuSign	465.	Epsilon
423.	Dolby Laboratories	466.	Epson Australia Pty Ltd
424.	Doma Services	467.	Equifax
425.	Domo	468.	Equinix
426.	Donuts	469.	Equisuper
427.	Doquile Perett Meade*	470.	Ericsson Australia Pty Ltd
428.	doTERRA Australia Pty Ltd	471.	Ernst & Young Services Pty Ltd
429.	DoubleVerify	472.	Esri Australia
430.	Douglas Partners Pty Ltd*	473.	Estia Health
431.	DRA Global	474.	Ethos Urban Pty Ltd
432.	Dropbox	475.	Eventbrite
433.	Druva	476.	Eventus Systems*
434.	DS Australia Pty Ltd	477.	Everbridge
435.	DTN	478.	Evolution Mining Limited
436.	Duck Creek Technologies	479.	Exabeam
437.	DXC Technology Australia Pty Ltd	480.	Expedia
438.	Dynata	481.	Experian
439.	Dynatrace LLC	482.	Extreme Networks
440.	Easy Agile*	483.	F5 NETWORKS
441.	eBay	484.	Facebook Inc.
442.	Ecolab Pty Ltd	485.	Fandom, Inc.
443.	Edwards Lifesciences Pty Ltd*	486.	Farmers Business Network
444.	Efex Pty Ltd	487.	FEATURESPACE*
445.	Elabor8 Pty Ltd*	488.	Fidelity National Information Services
446.	Elasticsearch	489.	Financial IQ Pty Ltd
447.	Elbit Systems of Australia	490.	Financialforce.com
448.	Electronic Arts	491.	Finastra
449.	ELLUCIAN	492.	Fineos Corporation UC
450.	Elmo Software	493.	First Advantage Corporation
451.	EMM Consulting Pty Ltd*	494.	FISERV Australia Pty Ltd
452.	Empired Ltd	495.	Fitzroy Australia
453.	Employers Mutual Management Pty Ltd	496.	Five 9
454.	Endace Measurement Systems Ltd*	497.	Fivetran
455.	Enfusion Ltd. LLC*	498.	Fletcher Building
456.	Enphase Energy	499.	Flexera Software
457.	Enstar Group Ltd.	500.	Flour*
458.	Entain Group Pty Ltd	501.	Flow Power
		502.	Fluidigm

503. Fluke	545. George Institute for Global Health
504. Flywire Corporation	546. GETTY IMAGES
505. Focus Minerals Ltd	547. GHD Pty Ltd
506. Forcepoint	548. Gigamon*
507. Forescout Technologies	549. Gilead Sciences
508. Forgerock	550. GIRO
509. Formlabs	551. GitHub
510. Forrester Research	552. Gitlab Inc
511. Forter	553. Glaukos
512. Fortescue Metals Group Ltd	554. Glencore Australia Holdings
513. Fortinet	555. Glencore Coal Assets
514. FortyTwo 24 Pty Ltd*	556. GME Pty Ltd
515. Foxleigh Coal Mine	557. GMP Pharmaceuticals Pty Ltd
516. Foxtel	558. GNT RESOURCES
517. FQM Australia Nickel Pty Ltd*	559. Godaddy.com
518. Frasers Property Australia	560. GoFundMe.com
519. Fresh Hope*	561. Gold Fields Australia Pty Ltd
520. Frucor Beverages Ltd	562. Gold Road Resources Limited
521. FTI Consulting	563. Google*
522. FUJIFILM Australia Pty Ltd	564. GoPro
523. Fujifilm Business Innovations Australia Pty Ltd	565. GPC Asia Pacific
524. Fujifilm Holdings America	566. GPT Group
525. Fujifilm Sonosite	567. Grange Resources Limited
526. Fujitsu Australia Ltd	568. Grays eCommerce Group Limited
527. Fujitsu General Aust	569. Great Southern Bank
528. Fullstory	570. Greencross Limited
529. FUZE	571. Greenstone Financial Services Pty Ltd
530. Gallagher Bassett Services	572. Groupon Australia
531. Gartner*	573. Growthpoint Properties Australia
532. GB Auto Pty Ltd	574. Gruma Oceania Pty Ltd T/As Mission Foods*
533. GBST Holdings Ltd - Global Banking & Securities Transactions	575. GSF Fresh New Zealand Limited*
534. GE	576. GUD Holdings
535. Genea	577. Guidewire Software
536. General Atomics	578. Guild Group Holdings Ltd
537. General Dynamics Land Systems Australia	579. GWA Group
538. General Mills NZ Ltd*	580. H2O.ai
539. General Reinsurance Australia Ltd	581. HammondCare*
540. Genesys Telecom Labs	582. Hanesbrands*
541. Genius Sports*	583. Hannover Life Re of Australasia Ltd
542. Genpact Australia Ptd Ltd*	584. Harley Davidson
543. genU	585. Harmonic
544. George Clinical Pty Ltd	586. Harmony S.E. Asia

587. Harness	628. Hunter Valley Coal Chain Coordinator Limited
588. Harrison Manufacturing Co Pty Limited	629. Hydro Tasmania
589. HashiCorp	630. HyperScience
590. Haskoning Australia Pty Ltd*	631. IBM Australia
591. Hastings Technology Metals Pty Ltd	632. ICANN
592. HBF Health Ltd	633. icare
593. HCF	634. Icertis
594. HDI Gerling Industrial Insurance Co. (Australia Branch)	635. ICON Clinical Research
595. HDR Pty Limited	636. ICU Medical Australia
596. Healius Ltd*	637. Idemitsu Australia Pty Ltd
597. Health Insurance Fund of Australia Ltd	638. IDEX Corporation
598. Healthdirect	639. IDEXX Laboratories
599. HealthEngine Pty Ltd	640. IDP Education Pty Ltd
600. Heat and Control Pty Ltd.	641. IGO Limited*
601. Heathgate Resources Pty Ltd	642. IGT
602. Helia Group Limited*	643. li-Vi Incorporated
603. Hendrickson USA	644. Illawarra Credit Union
604. Henley Properties	645. illion Australia Pty Ltd
605. Henry Schein Halas*	646. Illumina Australia and New Zealand
606. Here	647. Illumio
607. Hexagon PPM	648. Iluka Resources Limited
608. Hexagon SIG	649. Image Resources
609. HID Global Corporation	650. ImpediMed
610. Higher Logic	651. Imperva
611. Highspot*	652. Incitec Pivot Limited
612. Hilti*	653. Indara*
613. Hilton Worldwide*	654. Indeed.com
614. HireRight	655. Indivior PLC*
615. Hitachi (Vantara / High Tech)	656. Industrial Scientific
616. Hollister Co.	657. Infineon Technologies AG
617. Hologic (Australia) Pty Ltd	658. Infinera
618. Honan Insurance Group	659. Infoblox
619. Hootsuite	660. Infor
620. Hoover House*	661. Informatica
621. Hopin	662. Ingenia Communities
622. Houzz	663. Ingram Micro Australia
623. HP	664. Inmarsat Global Ltd
624. HSE Mining	665. Insight*
625. Hubspot	666. Insight Enterprises Australia Pty Ltd
626. Human Made	667. Insignia Financial
627. Hunter Medical Research Institute	668. Instructure
	669. Insulet
	670. Insurance Australia Group Ltd

671.	Insurance Commission of WA	715.	Karora Resources
672.	Integratedliving Australia*	716.	Kaspersky Lab Zao
673.	Integria Healthcare Pty Ltd	717.	Kellogg Brown & Root Pty Ltd*
674.	Integrity Group Holdings	718.	Kerridge Commercial Systems
675.	Intel Corporation	719.	Kestrel Coal Resources
676.	Intelematics Australia Pty Ltd	720.	Keysight Technologies
677.	Intelsat	721.	KGL Resources
678.	Interactive	722.	Khoros LLC
679.	Intercom	723.	Kinetic IT Pty Limited
680.	Intercontinental Exchange	724.	King and Wood Mallesons
681.	Interflow Pty Limited	725.	Kira
682.	Interpublic Group	726.	KKday
683.	Intersystems	727.	KLARNA BANK AB (PUBL)*
684.	Intuit	728.	Klaviyo*
685.	Intuitive Surgical	729.	Klook Travel Technology Limited
686.	Investa Properties Pty Ltd	730.	Knight Frank
687.	Invetech	731.	KOBALT MUSIC GROUP*
688.	Invisionapp	732.	Kolmeo Pty Ltd
689.	InvoCare Limited	733.	Komatsu Marketing Support Australia Pty Ltd*
690.	IPC Systems	734.	Kong
691.	IPH Limited	735.	KPMG Australia
692.	IPSTAR Australia Pty Ltd	736.	Kyndryl Australia Pty Ltd*
693.	IQumulate Premium Funding	737.	Kyocera Document Solutions Pty Ltd*
694.	IQVIA	738.	Kyriba
695.	IR – Integrated Research	739.	LAB3 Pty Ltd
696.	IRESS Limited	740.	Labcorp Drug Development Inc.
697.	ISPT Operations Pty Ltd	741.	Lamb Weston*
698.	Itron	742.	Latitude Financial Services
699.	Ivanti	743.	LaunchDarkly
700.	J.R. Simplot	744.	Lawcover Insurance Pty Ltd
701.	Jade Software Corporation Ltd	745.	Leidos Australia
702.	Jamf	746.	Lemongrass Consulting*
703.	JCDecaux Australia Trading Pty Ltd	747.	Lendi Group
704.	Jellinbah Resources Pty Ltd	748.	Lendlease Management Services
705.	John Deere	749.	Lenovo
706.	John Deere Limited*	750.	Lepidico Ltd
707.	John Holland Group Pty Ltd	751.	Lexmark International (Australia) Pty Ltd
708.	Johnson & Johnson Medical	752.	LGC Limited
709.	Jones Lang LaSalle	753.	Liatam Mining
710.	Joval Wines*	754.	Liberty Specialty Markets
711.	Juniper Networks	755.	Liberty Wireless Pte. Ltd.*
712.	K & L Gates	756.	Life Without Barriers
713.	Kantar		
714.	Karara Mining Ltd		

757.	Life-Space Group	801.	Markforged
758.	Lifestyle Solutions	802.	Marsh Pty Ltd
759.	Link Group Pty Ltd*	803.	Masimo
760.	Linkedin	804.	MasterCard Asia/Pacific (Australia) Pty Ltd
761.	Liontown Resources	805.	Mathworks
762.	Liquid Instruments*	806.	Matrixx Software
763.	Little Company of Mary Health Care Ltd*	807.	Maxar Technologies
764.	LivaNova PLC	808.	Maxeon Solar Technology*
765.	Live Nation Entertainment	809.	Mayne Pharma Group Limited
766.	Liveperson	810.	Mayo Hardware Pty Ltd
767.	LiveRamp	811.	McAfee
768.	Lockheed Martin	812.	McDermott Australia Pty Ltd
769.	LogicMonitor	813.	McGrath Nicol
770.	Logitech	814.	McKinsey & Company
771.	Logmein	815.	McMillan Shakespeare Limited
772.	Logos Property	816.	McMillen Jacobs Limited Pty Ltd
773.	LOOKOUT	817.	MDA National Insurance Pty Ltd
774.	Loom	818.	Meat and Livestock Australia
775.	Lovehoney Group Limited	819.	Medallia
776.	Lucid Consulting Group*	820.	Mediakind
777.	Lucid Holdings	821.	MediaMath
778.	Lucid Software	822.	Mediaocean LLC
779.	Luerssen Australia Pty Ltd	823.	Medibank
780.	Lululemon	824.	Medical Director
781.	Lumen	825.	Medical Indemnity Protection Society
782.	Lumos Diagnostics	826.	Medline Industries
783.	Lycopodium Limited	827.	Medtronic Australasia Pty Ltd
784.	Lynas Rare Earths Limited*	828.	Meggitt PLC
785.	M Mining Pty Ltd	829.	Meltwater
786.	M3 Logistics Pty Ltd	830.	MERIDIAN BIOSCIENCE
787.	Mach Energy Pty Ltd	831.	Metcash Trading Ltd
788.	MacKellar Mining	832.	MetLife Insurance Ltd
789.	Macmahon Holdings Pty Ltd	833.	Metricon Homes Pty Ltd
790.	Macquarie Telecom	834.	Metro Mining Pty Ltd*
791.	Magnite	835.	Micro Focus Software
792.	Maitland City Council	836.	Microchip Technology
793.	Malabar Resources Limited*	837.	Microsoft Pty Ltd
794.	MALLINCKRODT	838.	Middlemount Coal Pty Ltd*
795.	Malwarebytes	839.	MIGA
796.	Mambu Tech BV	840.	Milanote Pty Ltd
797.	Mandiant	841.	Mildura District Hospital Fund Limited
798.	Manhattan Associates	842.	MILESTONE TECHNOLOGIES
799.	Maplebear Inc. DbA Instacart*		
800.	MariaDB		

843. Mimecast	885. National Australia Bank
844. Mineral Resources Limited	886. National Broadband Network Company Ltd
845. Minjar Gold Pty Ltd	887. National Instruments
846. Minter Ellison	888. National Transport Insurance Ltd
847. MIQ Digital	889. Navarre Minerals Queensland Pty Ltd
848. Mirakl	890. Navis
849. Mirvac Group	891. nCino
850. Mission Australia	892. NCR
851. Mitek Usa Inc.	893. Nearmap Ltd
852. Mitsubishi Development Pty Ltd	894. Neo4j
853. Mitsui & Co. (Australia) Ltd	895. Nestle Australia Ltd
854. MLC Life Insurance	896. Netapp
855. MMA Offshore Vessel Operations Pty Ltd*	897. Netcracker Technology Corp
856. MMG Limited	898. Netgear
857. MML USA*	899. Netscout Systems
858. Modica Group Pty Ltd*	900. Network Access Associates*
859. Modis Consulting Pty Ltd	901. Network Ten Pty Ltd
860. Molex	902. New Hope Group
861. Moly-Cop	903. New Relic
862. Momentive	904. Newcastle Anglican*
863. Monadelphous Group Limited	905. Newcrest
864. MongoDB	906. Newmont Australia
865. Monster Worldwide	907. News Corp Australia
866. Moodle*	908. NEXTDC Limited
867. Moody's Investors Service Pty Ltd	909. Nextthink SA
868. Morningstar Australasia Pty Ltd	910. NextRoll
869. Motorola Australia Pty Ltd*	911. NGH Pty Ltd
870. Mott MacDonald Australia Pty Ltd*	912. NIB Health Funds Ltd
871. Moula	913. Niche Environment and Heritage Pty Ltd
872. Mozilla Corporation*	914. Nike Australia & New Zealand
873. mParticle	915. Nine Entertainment
874. MSL Solutions Ltd	916. Nintex
875. MTC Australia*	917. Nitro Software
876. MUNICH RE AUTOMATION SOLUTIONS LTD	918. Nitto Denko (Australia) Pty Ltd
877. Munich Reinsurance Group in Australasia	919. NobleOak Limited
878. Mutual Marketplace Pty Ltd*	920. NOKIA TECHNOLOGIES OY
879. mx51 Pty Ltd	921. Nominet*
880. MYOB Australia Pty Ltd	922. Northcott Society*
881. N-Able Technologies*	923. Northern Minerals Limited
882. Nanosonics Ltd	924. Northern Star Resources Limited
883. Nanostring Technologies	925. Northparkes Mines
884. Nasdaq Pty Ltd	926. Northrop Consulting Engineers

927.	Northrop Grumman	971.	Openpay Pty Ltd
928.	Norton Gold Fields Pty Ltd*	972.	OPENTABLE
929.	NortonLifeLock	973.	OpenX
930.	Nova Entertainment	974.	Optimizely*
931.	Nova Group	975.	Ora Banda Mining Pty Ltd
932.	Nova Systems*	976.	Oracle Corporation Australia Pty Ltd
933.	Novo Resources Corp	977.	OreCorp Limited
934.	NRI Australia Limited*	978.	Orion Health Ltd
935.	NRMA Motoring & Services	979.	ORIX Australia Corporation Ltd
936.	NRW Pty Ltd	980.	Orro Group*
937.	NSW Land Registry Services	981.	Ortho Clinical Diagnostics
938.	NTT	982.	Oshkosh Corporation*
939.	NTT Australia Pty Ltd	983.	Osisoft
940.	NTT Ltd Group Services United Kingdom Limited*	984.	Ossur Australia Pty Ltd
941.	Nuance Communications	985.	Outbrain
942.	Nufarm Australia Limited	986.	OutSystems
943.	Nutanix	987.	Owens & Minor*
944.	Nutrien Ag Solution	988.	Oxford Nanopore Technologies
945.	NuVasive ANZ	989.	Oz Minerals Limited
946.	Nvidia	990.	Pacific Biosciences*
947.	NXP Semiconductors	991.	Pacific Energy*
948.	NXT Building Group	992.	Pacific National
949.	O.C. Tanner Company*	993.	Pagerduty
950.	OANDA	994.	Palantir Technologies
951.	Oath	995.	Palo Alto Networks
952.	OceanaGold Pty Ltd	996.	Panasonic Avionics
953.	Odaseva*	997.	PanAust Limited
954.	Officeworks Ltd	998.	Pantoro South Pty Ltd
955.	Okta	999.	PaperCut
956.	Olympus Australia Pty Ltd	1000.	PAR Technology Corp
957.	Omicell	1001.	Paraway Pastoral Company Ltd
958.	On Ag*	1002.	Parexel International
959.	On Semiconductor	1003.	PayPal
960.	ONE DOOR	1004.	Payward, Inc. dba Kraken*
961.	OneSpan	1005.	Peabody Energy Australia Coal Pty Ltd
962.	OneStream Software	1006.	Peet
963.	Onetrust	1007.	Pegasystems
964.	Online Education Services	1008.	Peloton Interactive*
965.	Only About Children Pty Ltd	1009.	Pembroke Resources Pty Ltd
966.	Onyx Insight	1010.	Pendo
967.	oOh!Media Pty Ltd	1011.	Penske
968.	OPEN TEXT	1012.	PepsiCo Australia & New Zealand
969.	Open Universities Australia Pty Ltd	1013.	Perenti Group
970.	OpenBet Technologies Ltd*		

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| 1014. Perilya Limited | 1057. Prospa Advance Pty Ltd |
| 1015. Perkbox | 1058. PTC - Parametric Technology |
| 1016. PerkinElmer Pty Ltd | 1059. Pubmatic |
| 1017. Perpetual Ltd | 1060. Puppet |
| 1018. Petsure Australia Pty Ltd | 1061. Pure Storage |
| 1019. Pharmaceutical Product Development LLC | 1062. QAD Australia Pty Ltd |
| 1020. Phocas | 1063. QBE Australia |
| 1021. Pickles Auctions Pty Ltd | 1064. QER Pty Ltd |
| 1022. Pilbara Minerals Limited | 1065. Qiagen GMBH* |
| 1023. Ping Identity | 1066. QIC Ltd |
| 1024. Pinterest | 1067. QlikTech Inc |
| 1025. Pitcher Partners | 1068. Qscan Services Pty Ltd |
| 1026. Pitcher Partners Brisbane | 1069. Quadient |
| 1027. Pitney Bowes Software Pty Ltd* | 1070. Qualcomm |
| 1028. Pitt & Sherry Pty Ltd | 1071. Qualtrics |
| 1029. Pixel Paddock DBA Float | 1072. Qualys |
| 1030. Planet Innovation Pty Ltd | 1073. Quantcast |
| 1031. Planview Inc. | 1074. Quantexa Ltd |
| 1032. Pluralsight | 1075. Quantum Group Pty Ltd |
| 1033. PMB Defence | 1076. Quantum |
| 1034. Podium | 1077. Qube Holdings Limited |
| 1035. Polaris Industries | 1078. Queensland Hydro Pty Ltd* |
| 1036. Police Bank Ltd | 1079. Queensland Treasury Corporation* |
| 1037. Police Health Ltd | 1080. Quest Software |
| 1038. Poly | 1081. Quickstep Technologies Pty Ltd |
| 1039. Port of Newcastle | 1082. Qumulo |
| 1040. Porter Davis | 1083. RAC Insurance Pty Ltd |
| 1041. Poseidon Nickel Limited* | 1084. Rackspace US Inc |
| 1042. Poshmark | 1085. RACQ Group |
| 1043. Postman | 1086. Radware - Israel* |
| 1044. Powercor Limited Australia* | 1087. Rakuten Inc |
| 1045. PRA Health Sciences | 1088. Rambus |
| 1046. Practice Ignition | 1089. Ramelius Resources Limited |
| 1047. Precision for Medicine | 1090. Ramsay Health Care |
| 1048. Premier Research | 1091. Rapid7 |
| 1049. Presidio Medical | 1092. Rawson Group Pty Ltd |
| 1050. Pricewaterhouse Coopers Services Pty Ltd | 1093. Raytheon Australia Pty Ltd |
| 1051. Primero Group Ltd | 1094. REA Group |
| 1052. Procure | 1095. ReadyTech* |
| 1053. Progress | 1096. REALNETWORKS |
| 1054. Proofpoint | 1097. RealtimeBoard Inc. DBA Miro |
| 1055. Pro-Pac Group Pty Ltd | 1098. Recorded Future |
| 1056. PROS | 1099. Red Energy |
| | 1100. Red Hat Asia Pacific |
| | 1101. Red5 |

1102. Redbubble	1147. Sadleirs Transport Co. (NSW) Pty Ltd
1103. Reddit	1148. Safemoon*
1104. Redgate Software	1149. Sage Group
1105. Redis Labs*	1150. Sailpoint Technologies
1106. Redpath Australia	1151. Salesforce
1107. Region Group*	1152. Saluda Medical Us
1108. Relativity	1153. Sandvine
1109. RELX Group	1154. Sanmina
1110. Renaissance Learning	1155. Santos Ltd*
1111. Renascor Resources Limited*	1156. SAP Australia Pty Ltd
1112. Rescale*	1157. SAS Institute Australia Pty Ltd
1113. Resero Ltd	1158. SBS Radio & Television
1114. Reserve Bank of Australia	1159. Scentre Limited
1115. ResMed Pty	1160. SCOR Global Life Australia Pty Ltd
1116. Resolute Mining Limited	1161. Seagate Technology
1117. Resolution Life Australasia	1162. SecureWorks
1118. Revolut Ltd	1163. SEEK Ltd
1119. Rex Minerals Limited	1164. SEIKO Australia Pty Ltd
1120. RGA Australian Holdings Pty Ltd	1165. Seismic
1121. Rhipe	1166. Sekisui House Australia Pty Limited
1122. Ribbon Communications	1167. Sensore Limited*
1123. Ricoh Australia Pty Ltd	1168. Serko Limited
1124. Rightpoint	1169. ServiceMax
1125. Rimini Street	1170. Servicenow
1126. Ringcentral	1171. ServiceRocket Inc.
1127. Rio Tinto Limited	1172. Settlement Services International*
1128. Riot Games	1173. Seven West Media
1129. Riskified	1174. SG Fleet Group Limited
1130. Ritchie Bros Auctioneers	1175. SGCH St George Community Housing*
1131. Riverbed Technology	1176. Shark Bay Salt Pty Ltd
1132. RMIT Online	1177. Shippit
1133. Robert Bird Group Pty Ltd*	1178. Shopify
1134. Robert Half International	1179. Shopper Media Group
1135. Roche Australia	1180. Showpad NV
1136. Rocket Software*	1181. Shutterstock
1137. Rockwell Automation Australia	1182. Sidekicker*
1138. Roy Hill	1183. Siemens (NZ) Ltd
1139. RSA Security LLC	1184. Silicon Laboratories
1140. RT Health Fund	1185. Silver Lake Resources Pty Ltd
1141. Rubrik	1186. Simcoa Operations
1142. Rural Workforce Agency Victoria*	1187. Similar Web
1143. Ryman Healthcare	1188. Simonds Homes
1144. S & C Electric Company	1189. Sims Group Australia Holdings
1145. Saab Systems Pty Ltd	
1146. Sabre Australia Pty Ltd	

Limited	1231. Sportsbet
1190. SingTel Optus Pty Ltd	1232. Spotify Technology SA
1191. SITA Australia	1233. Sprinklr
1192. Sitecore	1234. Sprout Social
1193. Skedulo	1235. SPS Commerce
1194. SkillSoft Asia Pacific Pty. Ltd	1236. Square
1195. SKYCITY	1237. SquareTrade*
1196. Slack Technologies	1238. St Vincents Institute of Medical Research
1197. Slalom*	1239. Stantec Australia Pty Ltd
1198. Slater & Gordon	1240. Starpharma Pty Ltd
1199. SLE Holding Pty Limited	1241. StarTech.com*
1200. SLR Consulting Australia Pty Ltd	1242. StateCover Mutual Limited
1201. Smart Internet Technology CRC	1243. Stawell Gold Mines Pty Ltd
1202. SmartBear Software	1244. Steadfast
1203. Smartly.io Solutions Inc	1245. Stefanini-NA/APAC
1204. Smartsheet	1246. STEMCELL Technologies
1205. Smiths Group PLC	1247. STMicroelectronics International NV
1206. Snap	1248. Stockland Property Group
1207. Snow Software*	1249. StockX LLC
1208. Snowflake Computing	1250. Stratus Technologies
1209. Snowplow Analytics Ltd	1251. Strike Energy Limited
1210. Snowy Mountains Engineering Corporation (SMEC)	1252. Stripe
1211. Snyk	1253. Stryker Australia Pty Ltd
1212. Social Ventures Australia Limited	1254. Subsea 7 Australia Contracting Pty Ltd
1213. Software AG Australia Pty Ltd	1255. Subway Restaurants
1214. Sojitz Blue Pty Ltd	1256. Sugar Research Australia*
1215. Solarwinds	1257. SugarCRM
1216. Sonicwall	1258. Sumo Logic
1217. Sonos	1259. Sun Metals Corporation Pty Ltd
1218. Sony Australia Ltd	1260. Suncorp
1219. Sophos	1261. Sunpork Consolidated
1220. SoPost*	1262. Sunpower
1221. South Australian Health & Medical Research (SAHMRI)	1263. SunRice
1222. South32	1264. Superloop Ltd
1223. Southern Star Research*	1265. Surgalign Spine Technologies
1224. Sparke Helmore Lawyers	1266. Survitec Group Limited*
1225. Spiceworks dba Spiceworks Ziff Davis	1267. Swiss Reinsurance Company
1226. Spirent Communications	1268. Sydney Water Corporation
1227. Spirit Technologies	1269. Sykes Australia Pty Ltd
1228. Splunk	1270. Symbio Holdings
1229. Spok	1271. Symend
1230. Sportradar AG	1272. Synamedia

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| 1273. Synaptive Medical | 1315. The Griffin Coal Mining Company
Pty Limited |
| 1274. Syneos Health | 1316. The Hollard Insurance Company
Pty Ltd |
| 1275. Synergy Group Australia Pty Ltd | 1317. THE ICONIC |
| 1276. Syniverse Technologies | 1318. The Myers-Briggs Company |
| 1277. Synopsys India | 1319. The Nielsen Company |
| 1278. Sysdig* | 1320. The Smith Family* |
| 1279. Syspro | 1321. The Star Entertainment Group |
| 1280. Tabcorp Holdings Ltd | 1322. The Trade Desk |
| 1281. Tait International Limited | 1323. Thermo Fisher Scientific |
| 1282. Take-Two Interactive Software | 1324. Thiess |
| 1283. TAL Services Limited | 1325. Thomson Reuters (Professional)
Australia Ltd |
| 1284. Talend | 1326. Thoughtspot |
| 1285. Talison Lithium Limited | 1327. ThoughtWorks |
| 1286. Talkdesk | 1328. ThoughtWorks Australia* |
| 1287. Talkwalker* | 1329. TIBCO SOFTWARE |
| 1288. Tally Group* | 1330. Tonkin & Taylor Pty Ltd |
| 1289. Tanium | 1331. Topcon Positioning Systems |
| 1290. Tata Communications America Inc | 1332. Toshiba (Australia) Pty Ltd |
| 1291. Tata Consultancy Services Limited | 1333. TOSHIBA GLOBAL COMMERCE
SOLUTIONS |
| 1292. Tcl Communication Technology
Holdings Ltd.-China | 1334. Toyota Finance Australia Ltd |
| 1293. TE Connectivity* | 1335. Toyota Motor Corporation Australia |
| 1294. Teachers Health Fund | 1336. TPG Telecom Group* |
| 1295. Technip Australia Pty Ltd | 1337. Traction On Demand |
| 1296. TechnologyOne | 1338. Tradeshift |
| 1297. Teleflex Medical Australia Pty Ltd | 1339. Transaction Network Services |
| 1298. TeleSign* | 1340. Transdev Australasia |
| 1299. Telethon Kids Institute | 1341. TRANSFERWISE |
| 1300. Telstra Health | 1342. Transmax Pty Ltd |
| 1301. Temenos Group AG | 1343. Transport Accident Commission |
| 1302. Tenable | 1344. Transport for NSW |
| 1303. Tencent Technology (Shenzhen)
Company Ltd.-China | 1345. Transunion LLC |
| 1304. Tenneco | 1346. Transurban Ltd |
| 1305. Teradata | 1347. Travelport International Limited |
| 1306. Teradyne | 1348. Tribal Group Pty Ltd |
| 1307. Tesla Motors | 1349. Trimble Navigation New Zealand
Ltd |
| 1308. Texas Instruments | 1350. TripActions |
| 1309. Thales Australia | 1351. Tripadvisor |
| 1310. The Boston Consulting Group Inc | 1352. TripleLift |
| 1311. The Citadel Group | 1353. TUH |
| 1312. The ESAB Group* | 1354. Twilio |
| 1313. The Garvan Institute of Medical
Research | |
| 1314. The Good Guys | |

1355. Twist Bioscience	1394. Vision Australia
1356. Twitter	1395. VMware
1357. Uber	1396. Vocera Communications
1358. Udemy	1397. Vocus Communications Ltd
1359. UGL Limited	1398. Volpara Solutions
1360. UiPath	1399. Volvo Group Australia
1361. UKG	1400. Vonage Holdings Corp*
1362. Unidays	1401. Wahl Clipper Corporation*
1363. Unispace Global Pty Ltd	1402. Walkme*
1364. UniSuper Management Pty Ltd*	1403. Wandisco
1365. Unisys Corporation	1404. Wargaming Group Limited
1366. Unit 4 Business Software Holding B.V.*	1405. Watchguard Technologies
1367. United Lifestyles Group Network	1406. Waters Australia Pty Ltd
1368. UnitingCare Ageing NSW.ACT	1407. Wave International Pty Ltd
1369. University of New South Wales	1408. Werfen Australia*
1370. University of Technology, Sydney	1409. Wesfarmers Chemicals, Energy & Fertilisers
1371. Unmind	1410. Wesley Community Services Limited*
1372. Urbis Pty Ltd	1411. Western Digital
1373. Usertesting	1412. Westgold Resources Limited
1374. Vanguard Investments Australia*	1413. Westpac Group
1375. Varian Medical Systems (Australasia) Pty Ltd	1414. WesTrac Pty Ltd
1376. Vector Limited	1415. WeWork*
1377. Vectra AI	1416. WEX
1378. VelocityEHS	1417. Whiddon*
1379. Venafi	1418. Whispir
1380. Venn Biosciences Corp dba Intervenn Biosciences*	1419. Whitehaven Coal Limited
1381. Verifone	1420. Whites Group Pty Ltd
1382. Veritas Technologies LLC	1421. Wildlife Studios*
1383. Verizon Business	1422. Wipro
1384. Verra Mobility*	1423. Wisdom Homes
1385. Vertex Pharmaceuticals (Australia) Pty Ltd	1424. WISE Employment
1386. VF Corporation*	1425. Wisetech Global Ltd
1387. VGW Holdings Limited	1426. Wisr Finance
1388. Viasat	1427. Wood Australia Pty Ltd
1389. Viavi Solutions	1428. Woolworths Group Limited
1390. Vicinity Centres PM Pty Ltd	1429. Workato*
1391. Victor Chang Cardiac Research Institute	1430. Workday
1392. Victorian Managed Insurance Authority (VMIA)	1431. World Vision Australia
1393. Visa AP (Australia) Pty Ltd	1432. Worldwide Clinical Trials
	1433. Worley Services Pty Limited
	1434. WP Engine
	1435. Wrike
	1436. WSP Australia Pty Ltd

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| 1437. Xactly | 1445. Youi Insurance |
| 1438. Xero Limited | 1446. Zebra Technologies |
| 1439. Xillinx | 1447. Zendesk |
| 1440. Xplor Technologies | 1448. Zimmer Biomet Pty Ltd |
| 1441. Yahoo! 7* | 1449. Zoom Video Communications |
| 1442. Yalumba Wine Company | 1450. Zuora |
| 1443. Yancoal Australia Limited | 1451. Zurich Financial Services Australia
Ltd |
| 1444. Yardi Systems | |

*new participant this cycle.