

Technology Remuneration Report

New Zealand

Participating organisations | March 2023



Participating organisations

1. 8X8
2. AA Insurance
3. AC3
4. Accenture Australia Ltd
5. ACI Worldwide
6. Acquia
7. Adherium Limited
8. Adobe Systems Inc
9. Afterpay Touch Group Limited
10. AIG New Zealand
11. Air New Zealand
12. Alfa Financial Software Limited
13. Amazon
14. Amdocs*
15. AMP Services - New Zealand
16. Ando
17. ANZ Bank New Zealand Limited
18. Aon Corporation Australia
19. APPEN LTD
20. Apple Pty Ltd
21. Arrow Electronics
22. Articulate Global*
23. ASB Ltd
24. Assurity Consulting Ltd
25. Atlassian Inc
26. Auckland Council
27. Auckland Transport
28. Autodesk Australia Pty Ltd
29. Automatic
30. Aviat Networks (NZ) Ltd
31. Banzpay Technology Limited
32. Beca Pty Ltd
33. Belkin International
34. Best Practice Software Pty Ltd
35. Blackboard*
36. Blockstream USA Corporation
37. Blue Prism*
38. BMC Software Pty Ltd
39. BNZ
40. Booster Financial Services Limited
41. Broadchains Fintech Pte Ltd.*
42. Canon New Zealand Ltd
43. Canva
44. Casa Systems
45. Catalyst.net Ltd
46. Ceridian Hcm
47. Certus Solutions Pty Limited
48. Chorus Limited
49. Ciena
50. Cisco Systems
51. Citrix
52. Civilized Discourse Construction Kit, Inc*
53. Coca-Cola Amatil (Australia) Pty Ltd*
54. Cognex
55. CommVault Systems
56. Concentrix Services (New Zealand)*
57. Contact Energy Ltd
58. Convertkit*
59. CoreLogic*
60. Cornerstone Ondemand
61. Covetrus
62. Cox Enterprises*
63. Crombie Lockwood (NZ) Ltd
64. Crowdstrike
65. CSG Systems*
66. Cubic Corporation
67. CyberCX Pty Ltd
68. Databricks*
69. Datacom Group Limited
70. Datadog
71. Datastax*
72. Delinea Inc.*
73. Dell Australia Pty Ltd
74. Deloitte Limited*
75. Deltek*
76. Department of Internal Affairs
77. Dialpad, Inc*
78. Diligent
79. Dunnhumby
80. DXC Technology Australia Pty Ltd
81. Dynata
82. Dynatrace LLC

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| 83. Elasticsearch | 125. GWA Group |
| 84. Elmo Software | 126. HashiCorp* |
| 85. Enable Networks | 127. Heartland Bank Ltd |
| 86. Endace Measurement Systems Ltd | 128. Henry Schein Halas |
| 87. Enlighten Designs | 129. Here |
| 88. Enphase Energy* | 130. Hexagon SIG* |
| 89. Entrust Datacard | 131. HID Global Corporation* |
| 90. Envato | 132. Hilti |
| 91. Epicor Software | 133. Hopin* |
| 92. Equifax* | 134. HP |
| 93. Ericsson Australia Pty Ltd | 135. Human Made* |
| 94. EROAD | 136. IAG New Zealand Ltd |
| 95. Everbridge | 137. IBM Australia* |
| 96. Expedia | 138. IDEXX Laboratories |
| 97. Extreme Networks | 139. illion Australia Pty Ltd |
| 98. EYC LTD UK* | 140. Infor* |
| 99. F5 NETWORKS | 141. Informatica |
| 100. Facebook Inc. | 142. Ingram Micro Australia |
| 101. Farmers Mutual Group | 143. Inmarsat Global Ltd |
| 102. Fidelity National Information Services | 144. Instant Finance Limited |
| 103. Fineos Corporation UC | 145. Intel Corporation |
| 104. First Advantage Corporation | 146. Intersystems |
| 105. FISERV Australia Pty Ltd | 147. IQVIA |
| 106. Fivetran* | 148. Jade Software Corporation Ltd |
| 107. Fletcher Building | 149. Juniper Networks |
| 108. Fonterra Co-operative Group Ltd | 150. Kantar* |
| 109. Forgerock* | 151. Kiwibank Limited |
| 110. Fortinet* | 152. KLARNA BANK AB (PUBL)* |
| 111. Foster Moore International Limited | 153. Kordia Limited (NZ) |
| 112. Fronde Systems Group Ltd | 154. Latitude Financial Services |
| 113. Fujifilm Business Innovations Australia Pty Ltd* | 155. Lenovo |
| 114. Fujitsu Australia Ltd | 156. Les Mills International Shared Services Limited* |
| 115. Fujitsu General Aust | 157. Lockheed Martin |
| 116. GE | 158. Logitech |
| 117. Genesis Energy | 159. Loom* |
| 118. Genesys Telecom Labs | 160. Lululemon* |
| 119. GitHub | 161. Magic Leap |
| 120. Gitlab Inc | 162. Magnite* |
| 121. Go Car Finance | 163. MasterCard Asia/Pacific (Australia) Pty Ltd |
| 122. Google* | 164. Matrixx Software* |
| 123. Guardians of New Zealand Superannuation* | 165. Medallia* |
| 124. Guidewire Software | 166. Meridian Energy Limited |
| | 167. Micro Focus Software |
| | 168. Microchip Technology* |
| | 169. Microsoft Pty Ltd |

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| 170. Milford Asset Management | 215. RELX Group |
| 171. Ministry of Business, Innovation and Employment | 216. Reserve Bank of New Zealand |
| 172. Ministry of Social Development | 217. Resolution Life Australasia |
| 173. Modica Group Pty Ltd | 218. Rimini Street |
| 174. Morningstar Australasia Pty Ltd | 219. Rockwell Automation Australia* |
| 175. Motorola Australia Pty Ltd | 220. Rothbury Group |
| 176. Mozilla Corporation* | 221. Sabre Australia Pty Ltd |
| 177. MYOB Australia Pty Ltd | 222. Salesforce |
| 178. Navis* | 223. SAP Australia Pty Ltd |
| 179. NCR | 224. SAS Institute Australia Pty Ltd |
| 180. Netapp | 225. SEEK Ltd |
| 181. Netcracker Technology Corp | 226. Serato* |
| 182. Netgear | 227. Serko Limited |
| 183. Netscout Systems | 228. Servicenow |
| 184. New Relic | 229. SG Fleet Group Limited |
| 185. New Zealand Post | 230. Shopify |
| 186. Newfold Digital* | 231. Sidekicker* |
| 187. Niantic* | 232. Siemens (NZ) Ltd* |
| 188. NIB Health Funds Ltd | 233. SkillSoft Asia Pacific Pty. Ltd |
| 189. Nintex* | 234. SKYCITY |
| 190. NOKIA TECHNOLOGIES OY | 235. Snap |
| 191. NTT New Zealand Limited | 236. Snowflake Computing |
| 192. Nuance Communications | 237. Snyk* |
| 193. Nutanix | 238. Spark |
| 194. OPEN TEXT | 239. Splunk |
| 195. OpenBet Technologies Ltd* | 240. Square* |
| 196. Oracle Corporation Australia Pty Ltd | 241. StarTech.com* |
| 197. Palantir Technologies | 242. Stripe |
| 198. Palo Alto Networks | 243. SUEZ Smart Solutions Limited |
| 199. Panasonic Avionics | 244. Sumo Logic* |
| 200. Payward, Inc. dba Kraken* | 245. Suncorp New Zealand Services Limited |
| 201. Pegasystems | 246. Symbio Holdings* |
| 202. Pharos Systems New Zealand | 247. Tait International Limited |
| 203. Phocas | 248. Tally Group* |
| 204. Ping Identity | 249. TE Connectivity* |
| 205. Pitney Bowes Software Pty Ltd | 250. TechnologyOne |
| 206. Pixel Paddock DBA Float | 251. Television New Zealand Limited |
| 207. Polaris Industries | 252. Tenable |
| 208. Poly | 253. Teradata |
| 209. Pure Storage | 254. Tesla Motors |
| 210. QBE Australia | 255. The Nielsen Company |
| 211. QlikTech Inc | 256. Thomson Reuters (Professional) Australia Ltd |
| 212. Rabobank Australia Ltd | 257. Tower Ltd |
| 213. ReadyTech* | 258. Trade Me Limited |
| 214. Red Hat Asia Pacific | 259. Transaction Network Services* |

- 260. Transdev Australasia
- 261. Transpower
- 262. Tribal Group Pty Ltd*
- 263. Trimble Navigation New Zealand Ltd
- 264. Triquestra New Zealand Limited
- 265. Twitter*
- 266. Two Degrees Mobile Ltd
- 267. Tyk Technologies*
- 268. UiPath
- 269. UKG
- 270. Unispace Global Pty Ltd
- 271. Unisys Corporation
- 272. University of Auckland
- 273. Vacasa*
- 274. Vector Limited
- 275. Verifone
- 276. Verizon Business
- 277. Verra Mobility*
- 278. VF Corporation*
- 279. Visa AP (Australia) Pty Ltd
- 280. Vista Entertainment Solutions Ltd
- 281. VMware
- 282. Vodafone New Zealand Ltd
- 283. Volpara Solutions
- 284. Watchguard Technologies
- 285. WEL Networks Ltd
- 286. WEX
- 287. Wisetech Global Ltd
- 288. Workday
- 289. WPP AUNZ
- 290. Xero Limited
- 291. Xplor Technologies*
- 292. Yahoo! 7*
- 293. Zapier
- 294. Zebra Technologies
- 295. Zendesk
- 296. Zoom Video Communications*

*new participant this cycle.