



Apple UK Gender Pay Gap Report

2022 – 2023

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We have a longstanding commitment to inclusion and diversity, and we're prioritizing representation on our teams.

Building an inclusive culture rooted in community helps everyone, in every part of Apple, feel supported, valued, connected, and empowered to do their best work. In recent years, we've made progress on creating a workforce that's a better reflection of our global communities. From hiring to employee engagement and leadership development, we're making sure every part of Apple is strengthening inclusion and representation. In the UK, through this reporting period, 57.4 per cent of open leadership positions were filled by women. As a result, our female representation in leadership roles grew by 2.7 percentage points. Apple UK's overall female representation also increased by 1.6 percentage points during the last year. We're committed to further increasing the number of women in all areas of our business and at every level of the company, with a focus on career development and inclusive hiring efforts. And we will continue to develop a culture of inclusion and belonging and hold ourselves accountable for progress.

Our compensation and benefits programs are designed thoughtfully and reflect our values.

Our people play an important role in Apple's success. That's why we design our compensation and benefits 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 provide employees an opportunity to share in Apple's success.** Every employee is eligible for discretionary Restricted Stock Units recommendations.
- **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 ensure pay equity for everyone, everywhere at Apple.

Apple has **achieved and maintained gender pay equity for all employees since 2017**. The pay gap and pay equity are separate measures. The pay gap is the difference in mean or median pay between women and men. 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, 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 Data

Each year, Apple releases a report on our Gender Pay Gap in the UK. For this reporting period, we have a mean pay gap of 14 per cent and a median pay gap of 14 per cent across all Apple UK entities. In Apple Retail, which employs the vast majority of Apple's UK workforce, we have a mean pay gap of 1 per cent and a median pay gap of 5 per cent.

Apple has three legal entities operating in the UK with at least 250 employees.

			All UK Entities	Apple Europe Ltd	Apple Retail UK Ltd	Apple (UK) Ltd
		W Women				
		M Men				
Hourly Pay Gap	Mean		14%	12%	1%	14%
	Median		14%	14%	5%	18%
Bonus Pay Gap	Mean		41%	38%	5%	42%
	Median		27%	42%	21%	52%
Receiving Bonus	Women		87%	95%	83%	92%
	Men		93%	97%	90%	96%
Pay Quartiles	Upper	W	26%	38%	37%	17%
		M	74%	62%	63%	83%
	Upper Middle	W	41%	34%	31%	14%
		M	59%	66%	69%	86%
	Lower Middle	W	34%	43%	43%	27%
		M	66%	57%	57%	73%
	Lower	W	45%	53%	45%	40%
		M	55%	47%	55%	60%



Carol Surface
Chief People Officer



Mark Rogers
Vice President, Western Europe



Peter Denwood
Director

We confirm that the gender pay gap data is accurate for the entities reported herein.

All UK Entities refers to the employment entities Apple Europe Ltd, Apple Retail UK Ltd, Apple (UK) Ltd, each of which have at least 250 employees in UK.

The numbers in this report illustrate the pay gap for Apple employees across the UK based on hourly pay rates as of 5 April 2023, discretionary bonuses paid, and restricted stock units that vested in shares in the 12 months ending 5 April 2023.

Since this report only factors in vested shares, some UK employees hired in this reporting period will have nothing to report as they have not vested in any restricted stock units granted by Apple Inc.

