



# Apple UK Gender Pay Gap Report

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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, 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.

### We're building on Apple's special culture rooted in community.

At Apple, we are constantly striving to create a culture of belonging for everyone and a workforce that reflects the world around us. To that end, we remain committed to inclusive practices that support opportunities for all, including women at Apple, and women in senior and technical roles. In the UK, through this reporting period, 59.7 per cent of open leadership positions were filled by women. As a result, female representation in filled leadership positions grew by 13 per cent. Looking ahead, we will continue to build on our special culture, because we believe that inclusion helps fuel innovation.

### Our total rewards programmes are designed thoughtfully and reflect our values.

Our people play an important role in Apple's success. That's why we design our total rewards programmes 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 from Apple Inc.

- **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.

# 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 19 per cent across all Apple UK entities. In Apple Retail, which employs the vast majority of Apple’s UK workforce, we have 0 per cent mean pay gap, and a median pay gap of 6 per cent.

<div><div>W</div>Women</div> <div><div>M</div>Men</div>			All UK Entities	Apple Europe Ltd	Apple Retail UK Ltd	Apple (UK) Ltd
Hourly Pay Gap	Mean		14%	10%	0%	15%
	Median		19%	16%	6%	17%
Bonus Pay Gap	Mean		39%	36%	4%	37%
	Median		42%	36%	19%	46%
Receiving Bonus	Women		95%	98%	94%	95%
	Men		97%	98%	96%	97%
Pay Quartiles	Upper	W	25%	39%	39%	15%
		M	75%	61%	61%	85%
	Upper Middle	W	42%	33%	30%	17%
		M	58%	67%	70%	83%
	Lower Middle	W	32%	44%	42%	25%
		M	68%	56%	58%	75%
	Lower	W	44%	54%	45%	39%
		M	56%	46%	55%	61%

**Deirdre O'Brien**  
Senior Vice President, Retail + People

**Mark Rogers**  
Vice President, Western Europe

**Jamie Wong**  
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 2024, discretionary bonuses paid, and discretionary restricted stock units granted from Apple Inc. that vested in the 12 months ending 5 April 2024.

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.

