



# Apple UK Gender Pay Gap Report

2021 – 2022

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Each year, Apple releases a report on our Gender Pay Gap in the UK. For this reporting period, we had a mean pay gap of 16 per cent, and a median pay gap of 13 per cent. In Apple Retail, which employs the majority of our UK workforce, we had a mean pay gap of 1 per cent, and a median pay gap of 5 per cent.

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### Apple is deeply committed to pay equity.

Apple has achieved and maintained gender pay equity for all employees since 2017.

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.

### Highly competitive pay and benefits, everywhere.

We value all of our team members and recognize the meaningful difference they make for our customers and for Apple. To reward them for their contributions, we aim to offer every team member at Apple highly competitive pay that's in the top tier of each local market.

Like everything we do at Apple, our benefits programmes were built thoughtfully and reflect our values. To support our team members and their families, we offer a wide range of comprehensive benefits to all full- and part-time employees, including:

- private medical, dental and vision coverage alongside other health benefits including mental health and well-being support;
- ways to help team members save for the future, including retirement plans and resources to help with financial planning;
- parental leave for family care and adoption assistance, which reimburses eligible expenses associated with the adoption of a child;
- educational assistance with courses and free online learning for team members to develop professionally and pursue their interests.

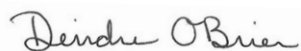
### We're building an even more inclusive Apple.

Building an inclusive culture rooted in community helps everyone, in every part of Apple, feel supported, valued, connected, and empowered to do the best work of their lives.

In recent years, we've made great progress on building a workforce that's a better reflection of our 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, 52 per cent of open positions and 54 per cent of open leadership positions were filled by women. As a result, female representation in the UK grew by 4 per cent overall and 3 per cent among leadership. We're committed to further increasing the number of women in all areas of our business, with a focus on career development efforts, to build a pipeline of diverse talent at every level of the company.

# Apple UK Gender Pay Gap Data

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



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



**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 employing 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 2022 and bonuses paid, including stock, in the 12 months ending 5 April 2022.

Since this report only factors in vested stock, some UK employees hired in this reporting period have no bonus pay because they have not yet vested in their stock grant.

		W Women	M Men	All UK Entities	Apple Europe Ltd	Apple Retail UK Ltd	Apple (UK) Ltd
<b>Hourly Pay Gap</b>	Mean			16%	14%	1%	19%
	Median			13%	13%	5%	20%
<b>Bonus Pay Gap</b>	Mean			41%	46%	12%	42%
	Median			13%	34%	17%	55%
<b>Receiving Bonus</b>	Women			86%	86%	86%	86%
	Men			93%	88%	94%	94%
<b>Pay Quartiles</b>	Upper	W		26%	36%	35%	14%
		M		74%	64%	65%	86%
	Upper Middle	W		38%	37%	30%	14%
		M		62%	63%	70%	86%
	Lower Middle	W		34%	45%	39%	25%
		M		66%	55%	61%	75%
Lower	W		43%	52%	46%	39%	
	M		57%	48%	54%	61%	

