



Apple Ireland 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 communities. From hiring to employee engagement and leadership development, we're making sure every part of Apple is strengthening inclusion and representation. In Ireland, between the beginning of July 2022 and end of June 2023, **half of all new hires and external hires for leadership positions were women.** 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, which would also reduce our pay gap created by a higher proportion of men in senior and technical roles. 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 Data¹

Each year, Apple releases a report on our Gender Pay Gap in Ireland. For this reporting period, we have a mean pay gap of 10 per cent, and a median pay gap of 4 per cent across all Apple Ireland entities. Within Apple Distribution International Ltd., which employs the vast majority of Apple's Ireland workforce, we have a mean pay gap of 3 per cent, and a median pay gap of 3 per cent.

Apple has two legal entities operating in Ireland with at least 250 employees.

W Women M Men		All Ireland Entities ²	Apple Distribution International Ltd.	Apple Operations International Ltd.
Hourly Remuneration Gap - All Employees	Mean	10%	3%	13%
	Median	4%	3%	12%
Bonus Gap	Mean	17%	2%	29%
	Median	3%	-1%	42%
Pay Quartiles	Upper	W 38%	45%	24%
		M 62%	55%	76%
	Upper Middle	W 44%	43%	32%
		M 56%	57%	68%
	Lower Middle	W 43%	46%	41%
		M 57%	54%	59%
	Lower	W 48%	49%	28%
		M 52%	51%	72%

Gap metrics displayed as a percentage, where a positive gap favors men and a negative gap favors women.

¹ The hourly remuneration and bonus calculations include income received from Restricted Stock Units (RSUs) that vested. RSUs are discretionary equity awards granted by Apple Inc., and not part of regular compensation or granted by an individual's Irish employer.

Since the report only factors in vested RSUs, some Irish employees hired in this reporting period have no reportable RSU income because it depends on the timing of RSU vesting. Additionally, any income realized is based on the market price of Apple Inc. shares acquired when the RSUs vest, which prior to vesting is unknown, indeterminable and cannot be predicted with certainty.

² All Ireland Entities refers to the employing entities Apple Distribution International Ltd., Apple Operations International Ltd., and Apple Operations Ltd.

³ Outlier gap is caused by a small population with varying jobs, functions and levels and is not reflective of a peer comparison.

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			All Ireland Entities ²	Apple Distribution International Ltd.	Apple Operations International Ltd.
Proportion Employees Receiving Bonuses	Women		83%	81%	96%
	Men		88%	85%	95%
Proportion Employees Receiving Benefits in Kind	Women		99%	99%	97%
	Men		99%	99%	98%
Hourly Remuneration Gap - Part Time Employees³	Mean		-33%	-92%	12%
	Median		-7%	-104%	1%
Hourly Remuneration Gap - Temporary Contract Employees	Mean		-8%	-7%	-10%
	Median		-21%	-6%	-10%

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