



Apple France Gender Equality Index

1 Jan 2023 - 31 Dec 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 France, through the reporting period, female hires for non-managerial R&D positions grew by 12.9 percentage points, and female hires for Retail leadership open positions grew by 16.7 percentage points. 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 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**. 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.

2023 Results by Entity > 250 Employees

Indicator	Gender equality in salary across various disparate categories	Gender equality in annual salary increases	Gender equality in promotions	Pay increases following maternity leave	Gender equality in the top ten highest paid employees	Total
Apple Retail	39/40	20/20	10/15	15/15	5/10	89/100

2023 Results by Entity > 50 Employees

Indicator	Gender equality in salary across various disparate categories	Gender equality in annual salary increases and promotions	Pay increases following maternity leave	Gender equality in the top ten highest paid employees	Total
Apple France	38/40	35/35	15/15	5/10	93/100
Apple Europe, Inc - Branch Office in France	38/40	35/35	15/15	0/10	88/100

