



# Apple Ireland Gender Pay Gap Report

2021–2022

# Apple Ireland Gender Pay Gap Report

## 2021–2022

Beginning this year, Apple will release a report each year on our Gender Pay Gap in Ireland. For this reporting period, we have a mean pay gap of 9 per cent, and a median pay gap of 3 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 0 per cent, and a median gap of 3 per cent.

### 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, bonuses, and RSUs. 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 continue to build a more representative, inclusive Apple.

At Apple, we're committed to increasing representation in every part and every level of the company. In Ireland, in fiscal year 2022, half of all new hires were women, and over half of open leadership positions were filled by women. We're working to increase the number of women in technical and senior roles, which would also reduce our pay gap. And we will continue to build a workforce that is representative of the communities we serve and a workplace that empowers everyone to do the best work of their lives.

- **Inclusion:** With more than 90 nationalities represented across Apple's Ireland operations, we embrace the diversity of our team members in Ireland and work hard to provide an inclusive environment

for everyone. We're continuously growing our employee-led Diversity Network Association groups, and our mentorship program gives employees around the world the opportunity to learn and grow while making new connections.

- **Representation:** We're making continuous progress in building an Apple community that represents the diverse and ever-changing world we live in. And we're committed to far more. We're working hard to increase representation through diversity recruiting and hiring efforts, with a focus on technical and leadership roles.
- **Accountability:** Accountability measures across the company allow us to track progress and build a foundation for lasting and durable change. We've implemented action plans for every line of business, and leaders are held accountable for ensuring inclusion and diversity measures are embedded into our systems and processes.

# Apple By the Numbers<sup>1</sup>

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

		W Women	M Men			
				All Ireland Entities <sup>2</sup>	Apple Distribution International Ltd	Apple Operations Europe Ltd
<b>Hourly Remuneration Gap - All Employees</b>	Mean			9%	0%	16%
	Median			3%	3%	8%
<b>Bonus Gap</b>	Mean			11%	-8%	27%
	Median			0%	0%	1%
<b>Pay Quartiles</b>	Upper	W		38%	45%	25%
		M		62%	55%	75%
	Upper Middle	W		45%	43%	35%
		M		55%	57%	65%
	Lower Middle	W		40%	44%	43%
		M		60%	56%	57%
	Lower	W		47%	49%	26%
		M		53%	51%	74%

<sup>1</sup>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.

<sup>2</sup>All Ireland Entities refers to the employing entities Apple Distribution International Ltd., Apple Operations Ltd. and Apple Operations Europe Ltd., each of which have at least 10 employees in Ireland.

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

# Apple By the Numbers<sup>1</sup>

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

		<b>All Ireland Entities<sup>2</sup></b>	<b>Apple Distribution International Ltd</b>	<b>Apple Operations Europe Ltd</b>
<b>Proportion Employees Receiving Bonuses</b>	Women	<b>84%</b>	<b>83%</b>	<b>88%</b>
	Men	<b>89%</b>	<b>88%</b>	<b>93%</b>
<b>Proportion Employees Receiving Benefits in Kind</b>	Women	<b>100%</b>	<b>100%</b>	<b>100%</b>
	Men	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Hourly Remuneration Gap - Part Time Employees<sup>3</sup></b>	Mean	<b>-45%</b>	<b>-97%</b>	<b>-3%</b>
	Median	<b>-18%</b>	<b>-94%</b>	<b>2%</b>
<b>Hourly Remuneration Gap - Temporary Contract Employees</b>	Mean	<b>-4%</b>	<b>7%</b>	<b>4%</b>
	Median	<b>-4%</b>	<b>0%</b>	<b>0%</b>

<sup>1</sup>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.

<sup>2</sup>All Ireland Entities refers to the employing entities Apple Distribution International Ltd., Apple Operations Ltd. and Apple Operations Europe Ltd., each of which have at least 10 employees in Ireland.

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

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

