Gender Equality Index Report for Apple in France

1 Jan 2021 – 31 Dec 2021
Apple is deeply committed to pay equity.

For many years now, we’ve recognized that pay equity not only helps to attract and retain the world’s best talent, but is also, just as importantly, the right thing to do. Apple has achieved and maintained gender pay equity for all employees worldwide since 2017.

To maintain pay equity as people change jobs and join the company, Apple conducts regular, in-depth assessments of compensation data. We partner with a third party expert to help us assess whether differences in pay emerge, and if a difference is found, we fix it. During our annual compensation planning process, we use analytics to assess promotion rates, performance ratings distribution, and pay metrics for women compared to men.

We continue to build a more representative, inclusive Apple.

Progress isn’t always swift or simple and we know there is still much left for us to do. At Apple, we’re constantly striving to improve. And we will continue working every day to build a workforce that is more representative of the communities we serve and a workplace that empowers everyone to do the best work of their lives.

• Accountability: Accountability measures across the company allow us to track progress and build a foundation for lasting and durable change. Executive compensation is tied to Apple values, and we’ve implemented action plans for every line of business.

• Inclusion: We’re delivering inclusive experiences and practices across Apple. We’re expanding the Apple mentorship program globally, and we’ve grown our employee-led Diversity Network Association community groups more than 50 percent worldwide.

• Representation: Apple continues to become a better reflection of the world around us. From hiring to development and engagement, we’re integrating inclusion and diversity into the talent lifecycle to advance representation and equity.

The Gender Equality Index looks at a number of metrics, including:

• Difference between individual salary increases for women and men

• Difference between promotion rates for women and men

• Pay increases following maternity leave

• Number of women in the top 10 highest paid employees

• Salary differences across various disparate categories between women and men
### Results by Entity

#### > 250 Employees

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Gender equality in salary across various disparate categories</th>
<th>Gender equality in annual salary increases</th>
<th>Gender equality in promotions</th>
<th>Pay increases following maternity leave</th>
<th>Gender equality in the top ten highest paid employees</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apple Retail</td>
<td>39/40</td>
<td>20/20</td>
<td>15/15</td>
<td>15/15</td>
<td>5/10</td>
<td>94/100</td>
</tr>
</tbody>
</table>

#### > 50 Employees

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Gender equality in salary across various disparate categories</th>
<th>Gender equality in annual salary increases and promotions</th>
<th>Pay increases following maternity leave</th>
<th>Gender equality in the top ten highest paid employees</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apple France</td>
<td>38/40</td>
<td>35/35</td>
<td>15/15</td>
<td>5/10</td>
<td>93/100</td>
</tr>
<tr>
<td>Apple Europe, Inc. - Branch Office in France</td>
<td>40/40</td>
<td>35/35</td>
<td>15/15</td>
<td>0/10</td>
<td>90/100</td>
</tr>
</tbody>
</table>