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Effective Date: September 30, 2023

Performance Review Ratings

Teamwork	Achieved Expectations
Innovation	Achieved Expectations
Results	Exceeded Expectations

Compensation

Salary Increase	10,498 USD 3.15%
New Annual Salary	343,756 USD
Bonus Amount	80,000 USD
Total Bonus Awarded for FY23*	80,000 USD

Apple Inc. Stock[◇]

Your Current Unvested RSU Value	1,144,385 USD
Recommended RSU Grant	432,500 USD

Learn More About Your RSUs

Discretionary Restricted Stock Units (RSUs) provide an opportunity to share in Apple's success. Information regarding your unvested RSUs and shares you hold from vested RSUs can be found in your E*TRADE from Morgan Stanley account. Learn more at people.apple.com/subtopic/384. For more general information about RSUs and accessing your shares, visit people.apple.com/page/65.

Comprehensive Benefits

Apple's benefits are here to help you feel healthy, supported, and secure. Explore Apple Benefits at people.apple.com/benefits.

* Your "Total Bonus Awarded for FY23" is a discretionary bonus and does not include any discretionary bonuses for FY23 that are calculated and awarded after September 15, 2023.

◇ Your "Current Unvested RSU Value" is calculated using the closing price of Apple Inc. stock as of September 13, 2023, and does not include RSUs granted after September 13, 2023. The unvested RSU value is hypothetical, and the actual value of your RSUs will be unknown until the actual vest date. Apple's stock price can go up or down, is unknown, indeterminable, and cannot be predicted with certainty. Apple's stock programs are discretionary programs offered by Apple Inc. and are not part of compensation or the employment arrangement between you and your employer. RSU grant recommendations are subject to approval by the Compensation Committee of the Board of Directors of Apple Inc. and the terms of the 2022 Employee Stock Plan and the award agreement.