

Deloitte.



APPLE INC

Briefing Book
Sunday, September 10, 2023

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Key information

Apple Inc.

Cupertino, California, United States

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Publicly Traded Company

EMPLOYEES 164000 (Total) 1310 (Here)	SALES 394.33B	ADDRESS 1 Apple Park Way Cupertino, California, 95014-0642 United States
D&B LEGAL STATUS TYPE Corporation	FISCAL YEAR END 09/24/2022	Latitude: 37.334846 Longitude: -122.01129
CORPORATE LINKAGE 806 Companies	REPORTING CURRENCY USD	
TRADED NASDAQ:AAPL	TOTAL ASSETS 352.76B	
INDUSTRY North American Industry Classification System 2022	MARKET VALUE 2.79T	
FORTUNE 1000 RANK 4	D-U-N-S NUMBER 060704780	
	CREDIT RATING Low Risk	

Company summary

Apple designs, manufactures and markets smartphones, personal computers, tablets, wearables and accessories. The company also offers and sells a variety of related services. Apple products include its famous iPhone, which is the company's line of smartphones basing on its iOS operating system. The company recently released its iPhone 14 product line last year. Other apple products also include Mac computers and iPad tablets Apple Music, the Apple Watch, and other wearable devices. Its' services include AppleCare, Cloud Services, Digital content, and Payment services (ApplePay). Apple has entered entertainment with the Apple TV+ streaming service. More than 60% of Apple's revenue comes from outside the Americas.

Operations

Further, it provides AppleCare support services; cloud services store services; and operates various platforms, including the App Store that allow customers to discover and download applications and digital content, such as books, music, video, games, and podcasts. Additionally, the company offers various services, such as Apple Arcade, a game subscription service; Apple Music, which offers users a curated listening experience with on-demand radio stations; Apple News+, a subscription news and magazine service; Apple TV+, which offers exclusive original content; Apple Card, a co-branded credit card; and Apple Pay, a cashless payment service, as well as licenses its intellectual property.

The company designs, manufactures and markets smartphones, personal computers, tablets, wearables and accessories. It also sells various related services. In addition, the company offers iPhone, a line of smartphones; Mac, a line of personal computers; iPad, a line of multi-purpose tablets; AirPods Max, an over-ear wireless headphone; and wearables, home, and accessories comprising AirPods, Apple TV, Apple Watch, Beats products, HomePod, and iPod touch.

Short company profile

Apple designs, manufactures and markets smartphones, personal computers, tablets, wearables and accessories. The company also offers and sells a variety of related services. Apple products include its famous iPhone, which is the company's line of smartphones basing on its iOS operating system. The company recently released its iPhone 14 product line last year. Other apple products also include Mac computers and iPad tablets Apple Music, the Apple Watch, and other wearable devices. Its' services include AppleCare, Cloud Services, Digital content, and Payment services (ApplePay). Apple has entered entertainment with the Apple TV+ streaming service. More than 60% of Apple's revenue comes from outside the Americas.

Company operations summary

Apple relies on the iPhone for more than 50% of sales, while other hardware products, the Mac desktop and notebook computers and iPad tablets, account for roughly 10% each. Services, which includes the App Store, iCloud, Apple Music, and Apple Pay mobile payment, is the second biggest revenue producer with nearly 20% of sales. The Wearables, Home and Accessories segment, which include the AppleWatch and HomePod, accounts for about 10% of sales.

The company's operating systems are iOS for mobile devices, MacOS for computers, Apple WatchOS for the watch, and iPadOS for the iPad.

Apple outsources substantially all production to contractors located mainly in Asia, while some Mac components are made in the US and Ireland.

Geographic reach

Apple, based in Cupertino, California, generates more than 40% of sales in the Americas, while Europe and Greater China contribute a quarter of revenue and about 20% of revenue, respectively. Japan also represents less than 10% of revenue.

The company has facilities and land for corporate functions, R&D, data centers, retail and other purposes at locations throughout the US and in various places outside the US.

Sales and marketing summary

The company sells its products and resells third-party products in most of its major markets directly to consumers, small and mid-sized businesses, and education, enterprise and government customers through its own retail stores and website, as well as through a direct sales force. The company also employs a variety of indirect distribution channels, such as third-party cellular network carriers, wholesalers, retailers and resellers. Direct and indirect channels accounted for more than 35% and about 60% of Apple's sales, respectively.

Financial performance summary

Apple's performance for the past five years have continued growth year-over-year with 2022 as the highest performing year over the period.

Total net sales increased by \$28.5 billion to \$394.3 billion in 2022 as compared to 2021's revenue of \$365.8 billion.

The company's net income also increased by \$4.9 billion to \$99.8 billion for fiscal year end 2022, as compared to the prior year's net income of \$94.7 billion.

Cash held by the company at the end of 2022 was at \$25 billion. Cash provided by operations was \$122.2 billion. Investing and financing activities used \$22.5 billion and \$110.7 billion, respectively. Main cash uses were for purchases of marketable securities and repurchased of common stock.

Strategy summary

The year-over-year growth in R&D expense in 2022 was driven primarily by increases in headcount-related expenses.

Because the industries in which the company competes are characterized by rapid technological advances, the company's ability to compete successfully depends heavily upon its ability to ensure a continual and timely flow of competitive products, services and technologies to the marketplace. The company continues to develop new technologies to enhance existing products and services, and to expand the range of its offerings through research and development ("R&D"), licensing of intellectual property and acquisition of third-party businesses and technology.

Company historical background

College dropouts Steve Jobs (1955-2011) and Steve Wozniak founded Apple in 1976 in California's Santa Clara Valley. After Jobs' first sales call brought an order for 50 units, the duo built the Apple I in his garage and sold it without a monitor, keyboard, or casing. Demand convinced Jobs there was a distinct market for small computers, and the company's name (a reference to Jobs' stint on an Oregon farm) and the computer's user-friendly look and feel set it apart from others.

The company's Macintosh made a splash in the mid-1980s, driven by its Super Bowl commercial in 1984. As the company grew, Jobs was forced from the company. Apple never matched the IBM PC in total sales, but it had a cultural cachet and ease-of-use that led to its foothold in education, publishing, and other creative industries.

In the 1990s, a succession of CEOs tried different strategies to increase sales, including licensing the company's technology to third-parties to produce Apple clones. The strategy never paid off.

Jobs returned in the late '90s as Apple was on the brink of bankruptcy. He slashed the company's bloated product portfolio and introduced a line of eye-catching Macintosh computers. Then came the iPod music player, which led to the iPhone, which became one of the world's most successful products, and the iPad tablet. More than 2 billion devices running on Apple's mobile operating system, iOS, have been sold. While iPhone sales have been surpassed by Android devices, the premium Apple charges for its products have

driven record sales and profitability.
Jobs died in 2011 from pancreatic cancer. His successor, Tim Cook, has run the company since.

Industry

NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM 2022 334111 - Electronic Computer Manufacturing	US STANDARD INDUSTRY CODE 1987 - 4 DIGIT 3651 - Mfg home audio/video equipment
D&B STANDARD INDUSTRY CODE 35750100 - Computer terminals, monitors and components	NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM 2022 334118 - Computer Terminal and Other Computer Peripheral Equipment Manufacturing
NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM 2022 334220 - Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	US STANDARD INDUSTRY CODE 1987 - 4 DIGIT 3571 - Mfg electronic computers
D&B STANDARD INDUSTRY CODE 73729905 - Operating systems computer software	D&B STANDARD INDUSTRY CODE 36510118 - Sound reproducing equipment
NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM 2022 513210 - Software Publishers	D&B STANDARD INDUSTRY CODE 35770102 - Printers, computer
D&B STANDARD INDUSTRY CODE 35719904 - Personal computers (microcomputers)	D&B HOOVERS INDUSTRY CLASSIFICATION 38 - Communications Equipment Manufacturing
US STANDARD INDUSTRY CODE 1987 - 4 DIGIT 3663 - Mfg radio/tv communication equipment	US STANDARD INDUSTRY CODE 1987 - 4 DIGIT 3577 - Mfg computer peripheral equipment
D&B STANDARD INDUSTRY CODE 36639906 - Mobile communication equipment	NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM 2022 334118 - Computer Terminal and Other Computer Peripheral Equipment Manufacturing
D&B STANDARD MAJOR INDUSTRY CODE D - Manufacturing	NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM 2022 334310 - Audio and Video Equipment Manufacturing
NACE REVISION 2 2630 - Manufacture of communication equipment	US STANDARD INDUSTRY CODE 1987 - 4 DIGIT 3575 - Mfg computer terminals
US STANDARD INDUSTRY CODE 1987 - 4 DIGIT 7372 - Prepackaged software services	

Company identifiers

D-U-N-S NUMBER 060704780
COMMERCIAL AND GOVERNMENT ENTITY CODE 58839
FEDERAL TAXPAYER IDENTIFICATION NUMBER (US) 94-2404110
BUSINESS REGISTRATION NUMBER (US) 0806592
US GENERAL SERVICES ADMINISTRATION UNIQUE ENTITY IDENTIFIER HJAKCN4NEU95

Corporate highlights

TRADESTYLE Apple
YEAR FOUNDED 1977

Contacts

Timothy D Cook Chief Executive Officer	ARTHUR D LEVINSON Chairman of the Board	JEFF WILLIAMS Chief Operating Officer
LUCCA MAESTRI Senior Vice President, Chief Financial Officer	KATE ADAMS Senior Vice President, General Counsel, Secretary	DERDRE O'BRIEN Senior Vice President, Principal
JONATHAN IVE Officer		

Top competitors

HP Inc. D-U-N-S NUMBER - 009122532	Google LLC D-U-N-S NUMBER - 060902413	Samsung Electronics Co., Ltd. D-U-N-S NUMBER - 687967554
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Source: Audit Analytics, D&B Hoovers

C-suite and board members matrix

C-suite

Name	Role	Start date	Years in role	Age	Gender	Relationship strength	Deloitte or competitor alumni
Timothy Cook	CEO (Chief Executive Officer)	08/24/2011	12.2	62	M	<div style="width: 100%;"><div style="width: 10%;">■</div></div>	—
Luca Maestri	CFO (Chief Financial Officer)	05/29/2014	9.4	59	M	<div style="width: 100%;"><div style="width: 80%;">■</div></div>	—
Timothy Campos	CIO (Chief Information Officer)	10/01/2022	1.0	50	M	<div style="width: 100%;"><div style="width: 10%;">■</div></div>	—
Jeffrey Williams	COO (Chief Operating Officer)	12/16/2015	7.8	57	M	<div style="width: 100%;"><div style="width: 10%;">■</div></div>	—

Source: BoardEx

Extended C-suite

Name	Role	Start date	Years in role	Age	Gender	Relationship strength	Deloitte or competitor alumni
Carol Surface	CHRO (Chief Human Resource Officer)	03/01/2023	0.5	57	F	<div style="width: 100%;"><div style="width: 10%;">■</div></div>	—

Source: BoardEx

Board members

● Deloitte alumni ● Competitor alumni ● Deloitte board ● Competitor board

Name	Role	Start date	Years on board	Committees	Age/Gender	Total boards
James Bell	Independent Director	10/01/2015	7.9	Audit Finance	75/M	3
Timothy Cook	CEO	08/24/2011	12.0	—	62/M	3
Albert Gore Jr	Independent Director	03/19/2003	20.5	Compensation Governance Nomination	75/M	4
Alex Gorsky	Independent Director	11/09/2021	1.8	Governance Nomination	63/M	5
Andrea Jung	Independent Director	11/15/2011	11.8	Compensation (Chair) Governance Nomination	64/F	5
Arthur Levinson	Independent Chairman	11/15/2011	11.8	Compensation	73/M	4
Monica Lozano	Independent Director	01/04/2021	2.7	Audit Finance	67/F	3
Ronald Sugar	Independent Director	11/16/2010	12.8	Audit (Chair) Finance (Chair)	75/M	17
Sue Wagner	Independent Director	07/15/2014	9.2	Audit Finance Governance (Chair) Nomination (Chair)	62/F	5

Source: BoardEx

Deloitte relationships

Top 10 Deloitte relationships

 Gayatri Deoras gdeoras@deloitte.com DC Senior Manager Consulting Chicago 🕒 < 1m	 Ashley Smith ashleysmith@deloitte.com Advisory Managing Director Risk & Financial Advisory San Jose 🕒 < 1m
 Brian Cespedes bcespedes@deloitte.com Consulting Managing Director Consulting Atlanta 🕒 < 1m	 Mike Schroer mschroer@deloitte.com Consulting Managing Director Consulting Kansas City 🕒 < 1m
 Varun Kumar varunkumar6@deloitte.com DC Specialist Master Consulting San Francisco 🕒 < 1m	 Breandan O'Donnell bodonnell@deloitte.com Senior Service Delivery Manager Risk & Financial Advisory JerseyCity 🕒 < 1m
 Niloo Bedrood nbedrood@deloitte.com Advisory Managing Director Risk & Financial Advisory Los Angeles 🕒 < 1m	 Nicolle Berrocal nberrocal@deloitte.com Sr Mgr 1, Client Relationship Executive Client & Market Growth San Jose 🕒 < 1m
 Mahesh Bevinahally Mayee Gowda maheshgowda@deloitte.com DC Specialist Leader Consulting Dallas 🕒 < 1m	 Gloria Chou gichou@deloitte.com DC Manager Consulting New York 🕒 < 1m

Top 5 PPMD relationships

 Ashley Smith ashleysmith@deloitte.com Advisory Managing Director Risk & Financial Advisory San Jose 🕒 < 1m	 Brian Cespedes bcespedes@deloitte.com Consulting Managing Director Consulting Atlanta 🕒 < 1m
 Mike Schroer mschroer@deloitte.com Consulting Managing Director Consulting Kansas City 🕒 < 1m	 Niloo Bedrood nbedrood@deloitte.com Advisory Managing Director Risk & Financial Advisory Los Angeles 🕒 < 1m
 Earma Haddadin ehaddadin@deloitte.com Consulting Managing Director Consulting Los Angeles 🕒 < 1m	

See all relationships in IQ.

Source: Introhive

Cross-board relationships

Board member	Role	Start date	Years on board	Committees	Cross-board relationships			
					Other current board positions	Committees	Current auditor	Auditor tenure
Albert (Al) Arnold Gore Jr	Independent Director	03/19/2003	20.3	Compensation, Nominating and Corporate Governance	GENERATION INVESTMENT MANAGEMENT US LLP	–	–	–
					KLEINER PERKINS CAUFIELD & BYERS (Non-board role)	–	–	–
					WORLD ECONOMIC FORUM (WEF)	–	Other	–
Alex Gorsky	Independent Director	11/09/2021	1.7	Nominating and Corporate Governance	JPMORGAN CHASE & CO	Risk	PWC	Since 1965
					INTERNATIONAL BUSINESS MACHINES CORP	Executive, Executive Compensation and Management Resources	PWC	Since 1958
					JP MORGAN CHASE BANK NA	–	–	–
					JPMORGAN CHASE HOLDINGS LLC (Non-board role)	–	–	–
Andrea Jung	Independent Director	11/15/2011	13.6	Compensation (chair), Nominating and Corporate Governance	UNILEVER PLC	Nominating and Corporate Governance, Compensation	KPMG	Since 2014
					WAYFAIR INC	Compensation, Nominating and Corporate Governance	EY	Since 2012
					GRAMEEN AMERICA	–	–	–
					ROCKEFELLER CAPITAL MANAGEMENT LP	–	–	–
Arthur (Art) D Levinson	Independent Chairman	11/15/2011	11.7	Compensation	NGM BIOPHARMACEUTICAL INC (Non-board role)	–	EY	Since 2008
					CALICO LIFE SCIENCES LLC (CALICO GROUP LLC)	–	–	–
					CHAN ZUCKERBERG INITIATIVE LLC (CZI) (Non-board role)	–	–	–
James A Bell	Independent Director	10/01/2015	7.8	Audit and Finance	CDW CORP	Nominating and Corporate Governance, Audit	EY	Since 2011
					CDW LLC (Non-board role)	–	–	–
Monica Cecilia Lozano	Independent Director	01/04/2021	2.5	Audit and Finance	BANK OF AMERICA CORP	Enterprise Risk, Human Capital and Compensation	PWC	Since 1958
					TARGET CORP	Governance and Sustainability, Compensation & Human Capital Management	EY	Since 1931

Ronald (Ron) Darwin Sugar	Independent Director	11/16/2010	12.7	Audit and Finance (chair)	UBER TECHNOLOGIES INC	Nominating and Corporate Governance (chair), Compensation	PwC	Since 2014
					AMGEN INC	Corporate Responsibility & Compliance (chair), Governance and Nominating	EY	Since 1980
					ALPHA EDISON A LP (Non-board role)	–	–	–
					ALPHA EDISON MANAGEMENT CO LLC (Non-board role)	–	–	–
					ARES MANAGEMENT LLC (Non-board role)	–	–	–
					AVENDA HEALTH INC	–	–	–
					BAIN & COMPANY INC (Non-board role)	–	–	–
					COUNCIL ADVISORS (FORMERLY KNOWN AS G100 COMPANIES) (Non-board role)	–	–	–
					G100 NETWORK LLC (Non-board role)	–	–	–
					MERRYCK & CO AMERICAS LLC (Non-board role)	–	–	–
					NEXII BUILDING SOLUTIONS INC	–	–	–
					SPARKCOGNITION INC (Non-board role)	–	–	–
					SSA & COMPANY (Non-board role)	–	–	–
					URSA MAJOR TECHNOLOGIES INC (Non-board role)	–	–	–
					VANCE STREET CAPITAL LLC (Non-board role)	–	–	–
					WORLD 50 INC (Non-board role)	–	–	–
Susan (Sue) Lynne Wagner	Independent Director	07/15/2014	9	Nominating and Corporate Governance (chair), Audit and Finance	SAMSARA INC	Nominating and Corporate Governance (chair), Audit	Deloitte	Since 2018
					BLACKROCK INC	Audit, Executive, Risk	Deloitte	Since 2002
					COLOR HEALTH INC (FORMERLY KNOWN AS COLOR GENOMICS INC)	–	–	–
					DSP BLACKROCK INVESTMENT MANAGERS LTD	–	–	–
Timothy (Tim) Donald Cook	CEO	08/24/2011	11.9	–	NIKE INC	Compensation (chair)	PwC	Since 1971
					US DEPARTMENT OF COMMERCE (Non-board role)	–	–	–

Source: BoardEx

Parent client team

10 parent client team members



Steve Fineberg
sfineberg@deloitte.com
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Risk & Financial Advisory
San Jose



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Matt Malone
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EFA
Finance & Administration
Austin

Source: Deloitte Master Data Repository



Financials

Financial snapshot

Stock report chart



Market data

Quote symbol:	AAPL	Currency:	USD	Stock price date:	07/31/2023
Exchange:	NASDAQ Global Select Market	Stock price:	\$198.23	Market value:	\$2,785,707.46M

Source: Refinitiv

Earnings estimate

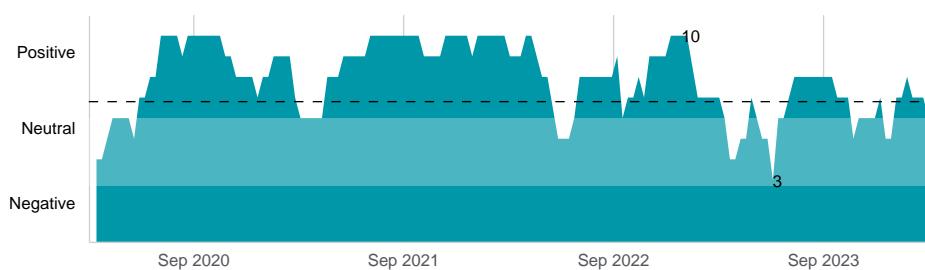
Earnings

6

Neutral outlook

Mixed earnings expectations and performance.

Earnings score trend



Earnings score average

Computers, Phones & Electr. group	5.0
Technology Equipment sector	5.5
S&P 500 index	6.4
Mega market capital	7.1

As of 09/03/2023

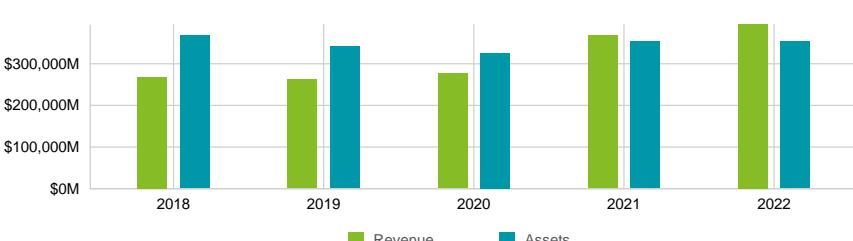
Peer comparison

Peers	-6M	-3M	-1M	-1W	Current	1 year trend
AAPL	7	6	8	7	6	
NN	NR	10	7	5	5	
SYTA	NR	3	2	4	5	
DZSI	1	1	1	2	2	
UTME	NR	NR	NR	NR	NR	

Source: Refinitiv

Financial info

Company financials



Info

Market capital:	\$2,785,707.46M
Revenue (TTM):	\$383,933.00M
Earnings:	\$19,881.00M
Assets:	\$335,038.00M
Fiscal year end:	09/30
Financials date (Latest FY):	07/01/2023

Source: Audit Analytics, Refinitiv



Corporate activity

Disclosure report

Disclosure controls over financial reporting - SOX 302 (last 5 years)

Auditor	Effective mgmt controls	Material weakness	Other deficiencies/controls	Period end date	Filing	Filing date	Reasons
EY	Yes	No	No	09/24/2022	10-K	10/28/2022	–
EY	Yes	No	No	09/25/2021	10-K	10/29/2021	–
EY	Yes	No	No	09/26/2020	10-K	10/30/2020	–
EY	Yes	No	No	09/28/2019	10-K	10/31/2019	–
EY	Yes	No	No	09/29/2018	10-K	11/05/2018	–

Internal controls over financial reporting - SOX 404 (last 5 years)

Auditor	Fiscal year	Signature date	Auditor agrees with mgmt?	Internal controls effective	Filing	Filing date	Reasons
EY	2022	10/27/2022	Yes	Yes	10-K	10/28/2022	–
EY	2021	10/28/2021	Yes	Yes	10-K	10/29/2021	–
EY	2020	10/29/2020	Yes	Yes	10-K	10/30/2020	–
EY	2019	10/30/2019	Yes	Yes	10-K	10/31/2019	–
EY	2018	11/05/2018	Yes	Yes	10-K	11/05/2018	–

Audit opinions (last 5 years, if available) i

Auditor	Fiscal Year	Going concern?	Opinion issues	Additional opinion	Integrated audit?	Critical audit matters (MR)	Filer status	Filing	Filing date	Signature date
EY	2022	No	–	No	Yes	1	Large Accelerated Filer	10-K	10/28/2022	10/27/2022
EY	2021	No	–	No	Yes	1	Large Accelerated Filer	10-K	10/29/2021	10/28/2021
EY	2020	No	–	No	Yes	1	Large Accelerated Filer	10-K	10/30/2020	10/29/2020
EY	2019	No	–	No	Yes	1	Large Accelerated Filer	10-K	10/31/2019	10/30/2019
EY	2018	No	–	No	Yes	–	Large Accelerated Filer	10-K	11/05/2018	11/05/2018

Auditor changes (most recent)

Departed auditor	Departed date	Engaged auditor	Engaged date	Auditor resigned?	Benefit plan?	Due to M&A?	Filing	Filing date
KPMG	02/26/2009	EY	02/26/2009	No	No	No	8-K	02/27/2009

Class action (last 5 years)

Start date	End date	SEC action?	Document	Filing date
11/02/2018	01/02/2019	No	Filed Complaint	04/16/2019

Form AP (last 5 years)

Engagement partner name	Audit firm	Audit report date
Asher, Kevin Frank	EY	10/27/2022
Asher, Kevin Frank	EY	10/28/2021
Asher, Kevin Frank	EY	10/29/2020
Asher, Kevin Frank	EY	10/30/2019
Hyek, Patrick Allen	EY	11/05/2018

Management changes (last 2 years)

Name	Position	Incoming/Outgoing	Filing	Filing date	Reason
Alex Gorsky	Director	Appointed	8-K	11/12/2021	None Given

Proxy fees increases greater than 30% (last 2 years)

Auditor	Proxy	Audit fee percent increase	Audit + audit related total	Audit fees (\$M)	Audit related	Filing	Filing date
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	year	(2 yr)	(\$M)	fees (\$M)		
EY	2022	4.38%	19.31	17.76	1.55	DEF 14A
EY	2021		18.84	17.68	1.16	DEF 14A
EY	2020		18.50	17.57	0.94	DEF 14A

Proxy fee increases greater than 20% (last 1 year)

Auditor	Proxy year	Audit fee percent increase (1 yr)	Audit + audit related total (\$M)	Audit fees (\$M)	Audit related fees (\$M)	Filing	Filing date
EY	2022	2.50%	19.31	17.76	1.55	DEF 14A	01/12/2023
EY	2021		18.84	17.68	1.16	DEF 14A	01/06/2022

"MR" = most recent data for selected proxy year

Source: Audit Analytics

Key developments (last 6 months)

Date	Headline	Length
09/06/2023	BRIEF-Gopro Launches \$399 Hero12 Black Sept 6 (Reuters) - Apple Inc: <ul style="list-style-type: none"> • GOPRO LAUNCHES \$399 HERO12 BLACK WITH UP TO 2X LONGER RUNTIMES, 5.3K AND 4K HDR VIDEO, WIRELESS AUDIO SUPPORT FOR APPLE AIRPODS + OTHER BLUETOOTH® DEVICES, PLUS POWERFUL NEW CAMERA FEATURES FOR BOTH PROFESSIONAL + CASUAL ENTHUSIASTS Source text for Eikon: Further company coverage: 	62 words
08/29/2023	BRIEF-Apple Says Event To Be Held On Sept 12 Aug 29 (Reuters) - Apple Inc: <ul style="list-style-type: none"> • APPLE SAYS EVENT TO BE HELD ON SEPT 12 Further company coverage: 	33 words
08/14/2023	BRIEF-Tiger Global Management Cuts Share Stake In Alphabet, NU Holdings; Dissolves In Apple And XP Inc Aug 14 (Reuters) - Tiger Global Management LLC: <ul style="list-style-type: none"> • TIGER GLOBAL MANAGEMENT LLC CUTS SHARE STAKE IN ALPHABET INC TO 3.8 MILLION CLASS A CAPITAL STOCK FROM 8.4 MILLION CLASS A CAPITAL STOCK - SEC FILING • TIGER GLOBAL MANAGEMENT LLC DISSOLVES SHARE STAKE IN APPLE INC • TIGER GLOBAL MANAGEMENT LLC DISSOLVES SHARE STAKE IN XP INC • TIGER GLOBAL MANAGEMENT LLC CUTS SHARE STAKE IN NU HOLDINGS LTD BY 19.9% TO 20.3 MILLION CLASS A ORDINARY SHARES • TIGER GLOBAL MANAGEMENT LLC - CHANGE IN HOLDINGS ARE AS OF JUNE 30, 2023, AND COMPARED WITH THE PREVIOUS QUARTER ENDED AS OF MARCH 31, 2023 Source for the quarter ended June 30, 2023: hereSource for the quarter ended March 31, 2023: https://bit.ly/451pd2M 	139 words
07/26/2023	BRIEF-Doordash Inc Launches Apple Carplay Integration For Dasher July 26 (Reuters) - Apple Inc: <ul style="list-style-type: none"> • DOORDASH INC- DOORDASH LAUNCHES APPLE CARPLAY INTEGRATION FOR DASHER • DOORDASH INC- DASHERS CAN NOW USE APPLE CARPLAY TO SYNC THEIR IPHONE'S INTERFACE WITH THEIR CAR'S BUILT-IN ENTERTAINMENT AND INFORMATION SYSTEMS Further company coverage: 	55 words
07/24/2023	BRIEF-Apple Is Asking Suppliers To Produce About 85 Mln Units Of The iPhone 15 This Year- Bloomberg News July 24 (Reuters) - <ul style="list-style-type: none"> • APPLE INC. IS ASKING SUPPLIERS TO PRODUCE ABOUT 85 MILLION UNITS OF THE IPHONE 15 THIS YEAR- BLOOMBERG NEWS • APPLE IS CONSIDERING RAISING THE PRICE FOR PRO MODELS - BLOOMBERG NEWS Source https://tinyurl.com/2x5pfz74 	63 words
06/21/2023	BRIEF-Developer Tools To Create Spatial Experiences For Apple Vision Pro Now Available Apple Inc: <ul style="list-style-type: none"> • DEVELOPER TOOLS TO CREATE SPATIAL EXPERIENCES FOR APPLE VISION PRO NOW AVAILABLE Source text for Eikon: Further company coverage: 	41 words
06/14/2023	BRIEF-Apple's Racial Equity And Justice Initiative Surpasses \$200 Million In Investments June 14 (Reuters) - Apple Inc: <ul style="list-style-type: none"> • APPLE'S RACIAL EQUITY AND JUSTICE INITIATIVE SURPASSES \$200 MILLION IN INVESTMENTS, DOUBLING INITIAL 2020 COMMITMENT • APPLE INC - INVESTING ADDITIONAL \$25 MILLION IN VENTURE CAPITAL TO EXPAND SUPPORT FOR MINORITY BUSINESSES Source text for Eikon: Further company coverage: 	62 words
06/13/2023	BRIEF-Apple Says Beginning June 13, New 15-Inch MacBook Air, Mac Studio, Mac Pro Powered By Apple Silicon Are Now Available June 13 (Reuters) - Apple Inc: <ul style="list-style-type: none"> • APPLE INC: BEGINNING JUNE 13, NEW 15-INCH MACBOOK AIR, MAC STUDIO, AND MAC PRO POWERED BY APPLE SILICON ARE NOW AVAILABLE Further company coverage: 	58 words

06/08/2023

BRIEF-Hengxin Shambala Culture Responds To Unusual Share Price Moves

77 words

June 8 (Reuters) - Hengxin Shambala Culture:

- SAYS IT IS UNCERTAIN IF IT WOULD WORK WITH APPLE INC ON APPLICATION FOR THE RECENTLY RELEASED VISION PRO HEADSET, IN RESPONSE TO UNUSUAL SHARE PRICE MOVES
- SAYS THE RELEASE OF APPLE HEADSET WILL NOT HAVE MAJOR SHORT TERM IMPACT ON CO'S PERFORMANCE
- Source text Further company coverage: (Reporting by Hong Kong Newsroom)

06/06/2023

BRIEF-SimFabric Unit Signs Cooperation Deal With Apple On Two Games

86 words

June 6 (Reuters) - Apple Inc:

- UNIT VRFABRIC SIGNS DEAL WITH APPLE INC
- UNDER DEAL PARTIES TO DEFINE COOPERATION ON PRODUCTION AND PUBLISHING OF TWO NEW GAMES
- SAID GAMES TO BE PUBLISHED FOR APPLE VISION PRO DEVICE
- UNDER DEAL NEW GAMES TO BE PUBLISHED EXCLUSIVELY ON APPSTORE
- UNIT VRFABRIC IS FINISHING PROCESS OF ENTERING NEWCONNECT MARKET WITH ESTIMATED DEBUT IN Q2, 2023

Source text for Eikon: Further company coverage: (Gdansk Newsroom)

06/05/2023

BRIEF-Apple Inc Announces Apple Vision Pro Which Will Start At \$3499

359 words

June 5 (Reuters) - Apple Inc:

- APPLE INC STARTS WWDC KEYNOTE
- APPLE INC ANNOUNCES 15-INCH MACBOOK AIR LAPTOP
- APPLE INC SAYS 15-INCH MACBOOK AIR WILL BE POWERED BY M2 PROCESSOR CHIP
- APPLE INC SAYS 15-INCH MACBOOK AIR TO START AT \$1299
- APPLE INC SAYS M2 MACBOOK AIR AT 13 INCH FOR \$1099
- APPLE ANNOUNCES M2 ULTRA CHIP
- APPLE INC- ANNOUNCES MAC STUDIO WITH M2 ULTRA CHIP
- APPLE - INTRODUCING MAC PRO WITH APPLE SILICON
- APPLE ANNOUNCES MAC PRO WITH APPLE SILICON
- APPLE - ANNOUNCING MAC PRO STARTS AT \$6999
- APPLE INC ANNOUNCES PERSONALISED CONTACT POSTERS
- APPLE INC SAYS NAME DROP SERVICE TO HELP SHARE CONTACTS
- APPLE INC- ANNOUNCES SHAREPLAY FEATURE TO HELP SHARE ACTIVITY SUCH AS WATCHING LIVESTREAMS
- APPLE INC- APPLE ANNOUNCES JOURNAL APP
- APPLE INC- ANNOUNCES STANDBY FOR IOS17
- APPLE INC- BRINGING PERSONALISING LOCK SCREEN FEATURE TO IPAD
- APPLE INC- ANNOUNCES LIVE ACTIVITY FEATURE FOR IPAD LOCK SCREEN
- APPLE INC ANNOUNCING MACOS SONOMA
- APPLE INC ANNOUNCES GAME MODE FOR MACOS
- APPLE INC- ADDING NEW UPDATES TO SHARE AND EDIT PASSKEYS
- APPLE INC- ANNOUNCES ADAPTIVE AUDIO FOR AIRPODS
- APPLE INC - ANNOUNCING FACETIME ON APPLE TV
- APPLE INC ANNOUNCES WATCHOS10
- APPLE INC SAYS APPS LIKE ZOOM AND WEBEX WILL BE COMING TO TV OS BY END OF THIS YEAR
- APPLE INC SAYS REDESIGNED APPS ACROSS WATCHOS10
- APPLE INC - INTRODUCING SCREEN DISTANCE FEATURE
- APPLE INC SHOWS VIDEO OF AUGMENTED REALITY HEADSET
- APPLE INC- ANNOUNCES "APPLE VISION PRO"
- APPLE INC SAYS APPLE VISION PRO WILL RELY SOLELY ON EYES, VOICE AND HANDS
- APPLE SAYS DISNEY+ WILL BE AVAILABLE ON VISION PRO
- APPLE INC SAYS APPLE VISION PRO WILL HAVE MICRO-OLED DISPLAY
- APPLE SAYS VISION PRO USES M2 CHIP AND NEW R1 CHIP
- APPLE SAYS VISION PRO TO UTILISE VISION OS
- APPLE SAYS MICROSOFT APPS WILL MAKE USE OF NEW HEADSET CAPABILITIES
- APPLE SAYS HUNDREDS OF APPS FROM IPHONE AND IPAD INCLUDING THOSE FROM ADOBE WILL BE AVAILABLE ON VISION PRO
- APPLE SAYS APPLE VISION PRO WILL USE OPTIC ID SECURITY FEATURE
- APPLE INC SAYS APPLE VISION PRO TO START AT \$3499

Further company coverage:

06/05/2023

BRIEF-Apple Says Vision Pro Will Be Available Early Next Year On Apple.Com & At Apple Store Locations In US

59 words

June 5 (Reuters) - Apple Inc:

- APPLE - APPLE VISION PRO WILL BE AVAILABLE EARLY NEXT YEAR ON APPLE.COM & AT APPLE STORE LOCATIONS IN US, WITH MORE COUNTRIES COMING LATER NEXT YEAR

Further company coverage:

05/23/2023	BRIEF-Apple's Worldwide Developers Conference To Kick Off June 5, 2023	53 words
	May 23 (Reuters) - Apple Inc:	
	<ul style="list-style-type: none"> • APPLE'S WORLDWIDE DEVELOPERS CONFERENCE TO KICK OFF JUNE 5, 2023 • APPLE INC - WWDC23 WILL TAKE PLACE IN AN ONLINE FORMAT FROM JUNE 5 THROUGH JUNE 9 Further company coverage: 	
05/18/2023	BRIEF-Apple Launches Apple Store Online In Vietnam	32 words
	May 17 (Reuters) - Apple Inc:	
	<ul style="list-style-type: none"> • APPLE LAUNCHES APPLE STORE ONLINE IN VIETNAM Source text for Eikon: Further company coverage: 	
05/16/2023	BRIEF-Apple Inc Says In 2022, App Store Prevented Over \$2 Billion In Potentially Fraudulent Transactions	106 words
	May 16 (Reuters) - Apple Inc:	
	<ul style="list-style-type: none"> • APPLE INC - IN 2022, APP STORE PREVENTED OVER \$2 BILLION IN POTENTIALLY FRAUDULENT TRANSACTIONS • APPLE INC - IN 2022, DISABLED OVER 282 MILLION CUSTOMER ACCOUNTS ASSOCIATED WITH FRAUDULENT AND ABUSIVE ACTIVITY • APPLE INC - IN 2022, APP STORE REJECTED NEARLY 1.7 MILLION APP SUBMISSIONS FOR FAILING TO MEET STANDARDS FOR PRIVACY, SECURITY, AND CONTENT • APPLE INC - IN LAST 30 DAYS, BLOCKED CLOSE TO 3.9 MILLION ATTEMPTS TO INSTALL OR LAUNCH APPS DISTRIBUTED ILLICITLY THROUGH DEVELOPER ENTERPRISE PROGRAM Further company coverage: 	
05/16/2023	BRIEF-Apple Introduces New Features For Cognitive Accessibility, Along With Live Speech, Personal Voice, And Point And Speak In Magnifier	124 words
	Apple Inc:	
	<ul style="list-style-type: none"> • APPLE INTRODUCES NEW FEATURES FOR COGNITIVE ACCESSIBILITY, ALONG WITH LIVE SPEECH, PERSONAL VOICE, AND POINT AND SPEAK IN MAGNIFIER • APPLE INC - NEW ACCESSIBILITY FEATURES, INCLUDING ASSISTIVE ACCESS, LIVE SPEECH, AND MORE, WILL ARRIVE LATER THIS YEAR • APPLE - COMING LATER THIS YEAR, USERS WITH COGNITIVE DISABILITIES CAN USE IPHONE AND IPAD WITH GREATER EASE WITH ASSISTIVE ACCESS • APPLE INC - NONSPEAKING INDIVIDUALS CAN TYPE TO SPEAK DURING CALLS AND CONVERSATIONS WITH LIVE SPEECH • APPLE - THOSE AT RISK OF LOSING THEIR ABILITY TO SPEAK CAN USE PERSONAL VOICE TO CREATE SYNTHESIZED VOICE Source text for Eikon: Further company coverage: 	
05/15/2023	BRIEF-Tiger Global Takes Share Stake In Apple; Dissolves Share Stake In PDD Holdings Inc	180 words
	May 15 (Reuters) - Tiger Global Management LLC:	
	<ul style="list-style-type: none"> • TIGER GLOBAL MANAGEMENT LLC TAKES SHARE STAKE OF 851,000 SHARES IN APPLE INC - SEC FILING • TIGER GLOBAL MANAGEMENT LLC UPS SHARE STAKE IN TAKE-TWO INTERACTIVE SOFTWARE FROM 714,000 TO 2.4 MILLION COMMON SHARES • TIGER GLOBAL MANAGEMENT LLC TAKES SHARE STAKE OF 7.3 MILLION CLASS A SHARES IN XP INC • TIGER GLOBAL MANAGEMENT LLC DISSOLVES SHARE STAKE IN PDD HOLDINGS INC • TIGER GLOBAL MANAGEMENT LLC CUTS SHARE STAKE IN BLOCK INC BY 12.5 PERCENT TO 1.6 MILLION CLASS A SHARES • TIGER GLOBAL MANAGEMENT LLC UPS SHARE STAKE IN DATADOG TO 2.6 MILLION CLASS A COMMON SHARES FROM 966,000 CLASS A COMMON SHARES • TIGER GLOBAL MANAGEMENT LLC - CHANGE IN HOLDINGS ARE AS OF MARCH 31, 2023 AND COMPARED WITH THE PREVIOUS QUARTER ENDED AS OF DECEMBER 31, 2022 SOURCE FOR QUARTER ENDED MARCH 31, 2023: here SOURCE FOR QUARTER ENDED DECEMBER 31, 2022: https://bit.ly/42UjWYY 	
05/09/2023	BRIEF-Apple Inc Brings Final Cut Pro And Logic Pro To iPad	62 words
	May 9 (Reuters) - Apple Inc:	
	<ul style="list-style-type: none"> • APPLE INC: BRINGS FINAL CUT PRO AND LOGIC PRO TO IPAD • APPLE INC: FINAL CUT PRO AND LOGIC PRO FOR IPAD WILL BE AVAILABLE ON APP STORE AS SUBSCRIPTIONS STARTING TUESDAY, MAY 23 Source text for Eikon: Further company coverage: 	
05/08/2023	BRIEF-Apple Files Prospectus Supplement For Five-Part Notes Offering -SEC Filing	58 words
	May 8 (Reuters) - Apple Inc:	
	<ul style="list-style-type: none"> • APPLE FILES PROSPECTUS SUPPLEMENT FOR FIVE-PART NOTES OFFERING; SIZE NOT DISCLOSED -SEC FILING • APPLE INC FILES FOR FIVE-PART NOTES OFFERING FOR NOTES DUE 2026, 2028, 2030, 2033, 2053 (Source:) Further company coverage: 	

04/26/2023	BRIEF-Apple Inc - Apple Mixc Shenzhen Opens Friday, April 28, In China	40 words
	April 25 (Reuters) - Apple Inc:	
	• APPLE INC - APPLE MIXC SHENZHEN OPENS FRIDAY, APRIL 28, IN CHINA Source text for Eikon: Further company coverage:	
04/20/2023	BRIEF-India Deputy It Minister After Meeting Apple CEO Apple-India Partnership Has Lots Of Headroom For Investments, Growth, Exports And Jobs - Doubling And Tripling Over Coming Years	37 words
	Apple Inc:	
04/18/2023	BRIEF-Apple Readies Arsenal Of Apps For New Headset, Aiming To Win Over Wary Users - Bloomberg News	50 words
	April 18 (Reuters) - Apple Inc:	
	• APPLE READIES ARSENAL OF APPS FOR NEW HEADSET, AIMING TO WIN OVER WARY USERS - BLOOMBERG NEWS Source text: [here] Further company coverage:	
04/17/2023	BRIEF-Apple Card's New High-Yield Savings Account Is Now Available, Offering A 4.15 Percent APY	53 words
	April 17 (Reuters) - Apple Inc:	
	• APPLE CARD'S NEW HIGH-YIELD SAVINGS ACCOUNT IS NOW AVAILABLE, OFFERING A 4.15 PERCENT APY, APRIL 17, 2023 Further company coverage:	
04/17/2023	BRIEF-Apple Says Apple BKC, first Store in India Opens For Customers Tuesday	41 words
	April 17 (Reuters) - Apple Inc:	
	• SAYS APPLE BKC IN MUMBAI, INDIA OPENS FOR CUSTOMERS THIS TUESDAY Source text - here Further company coverage:	
04/14/2023	BRIEF-Apple Inc. Is Ramping Up Testing Of Fresh Macs With Processors On Par With The Current m2 Chip- Bloomberg News	75 words
	April 14 (Reuters) -	
	• APPLE INC. IS RAMPING UP TESTING OF FRESH MACS WITH PROCESSORS ON PAR WITH THE CURRENT M2 CHIP- BLOOMBERG NEWS	
	• APPLE HAS BEGUN TESTING THE NEW MACHINES WITH THIRD-PARTY APPS FROM THE APP STORE TO VALIDATE THEIR COMPATIBILITY- BLOOMBERG NEWS Source here Further company coverage:	
04/13/2023	BRIEF-French TV company CANAL+ strikes partnership deal with Apple	54 words
	April 13 (Reuters) - Apple Inc/Canal Plus:	
	• CANAL PLUS/APPLE: ANNOUNCE PARTNERSHIP DEAL	
	• CANAL Plus subscribers will get access to Apple TV+ new programmes. Source text for Eikon: Further company coverage: (Reporting by Sudip Kar-Gupta)	
04/13/2023	BRIEF-Apple Will Use 100 Percent Recycled Cobalt In Batteries By 2025	223 words
	April 13 (Reuters) - Apple Inc:	
	• APPLE WILL USE 100 PERCENT RECYCLED COBALT IN BATTERIES BY 2025	
	• APPLE WILL USE 100 PERCENT RECYCLED COBALT IN BATTERIES BY 2025	
	• APPLE INC - ADDITIONALLY, BY 2025, MAGNETS IN APPLE DEVICES WILL USE ENTIRELY RECYCLED RARE EARTH ELEMENTS	
	• APPLE INC - BY 2025, ALL APPLE-DESIGNED PRINTED CIRCUIT BOARDS WILL USE 100 PERCENT RECYCLED TIN SOLDERING AND 100 PERCENT RECYCLED GOLD PLATING	
	• APPLE INC - BY 2025, ALL APPLE-DESIGNED BATTERIES WILL BE MADE WITH 100 PERCENT RECYCLED COBALT	
	• APPLE INC - BY 2025, MAGNETS IN APPLE DEVICES WILL USE 100 PERCENT RECYCLED RARE EARTH ELEMENTS	
	• APPLE INC - APPLICATION OF RECYCLED TIN ACROSS EVEN MORE COMPONENTS IS UNDERWAY, AND COMPANY IS ENGAGING MORE SUPPLIERS IN THIS EFFORT	
	• APPLE INC - ALL APPLE-DESIGNED PRINTED CIRCUIT BOARDS WILL USE 100 PERCENT CERTIFIED RECYCLED GOLD PLATING BY 2025	
	• APPLE INC - BY 2025, COMPANY WILL USE 100 PERCENT CERTIFIED RECYCLED TIN SOLDERING ON ALL APPLE-DESIGNED PRINTED RIGID AND FLEXIBLE CIRCUIT BOARDS	
	• APPLE INC - APPLE HAS ALSO BEGUN DEPLOYING OVERHEAD PROJECTOR-BASED AUGMENTED REALITY (AR) SYSTEMS TO RECYCLING PARTNERS	
	• APPLE INC - APPLICATION OF RECYCLED TIN ACROSS EVEN MORE COMPONENTS IS UNDERWAY, AND COMPANY IS ENGAGING MORE SUPPLIERS IN THIS EFFORT Source text for Eikon: Further company coverage:	
04/11/2023	BRIEF-Apple Expands Innovative Restore Fund For Carbon Removal	56 words
	April 11 (Reuters) - Apple Inc:	
	• APPLE EXPANDS INNOVATIVE RESTORE FUND FOR CARBON REMOVAL	
	• APPLE INC- WILL INVEST UP TO AN ADDITIONAL \$200 MILLION IN THE NEW FUND, WHICH CLIMATE ASSET MANAGEMENT WILL MANAGE Source text for Eikon: Further company coverage:	

04/11/2023

BRIEF-Apple To Open Two Retail Stores In India Next Week

54 words

April 11 (Reuters) - Apple Inc:

- OPEN TWO RETAIL STORES IN INDIA NEXT WEEK
- APPLE BKC TO OPEN IN MUMBAI ON APRIL 18, AND APPLE SAKET TO OPEN IN DELHI ON APRIL 20 [Source text](#):
Further company coverage:

03/28/2023

BRIEF-Apple Introduces Apple Pay Later

125 words

March 28 (Reuters) - Apple Inc:

- APPLE INTRODUCES APPLE PAY LATER TO ALLOW CONSUMERS TO PAY FOR PURCHASES OVER TIME
- APPLE PAY USERS CAN SPLIT PURCHASES INTO FOUR PAYMENTS WITH ZERO INTEREST AND NO FEES
- USERS CAN APPLY FOR APPLE PAY LATER LOANS OF \$50 TO \$1,000
- WILL BEGIN INVITING SELECT USERS TO ACCESS PRERELEASE VERSION OF APPLE PAY LATER, WITH PLANS TO OFFER IT TO ALL ELIGIBLE USERS IN COMING MONTHS
- APPLE FINANCING PLANS TO REPORT APPLE PAY LATER LOANS TO U.S. CREDIT BUREAUS STARTING THIS FALL
- APPLE PAY LATER IS ENABLED THROUGH MASTERCARD INSTALLMENTS PROGRAM, GOLDMAN SACHS IS ISSUER OF MASTERCARD PAYMENT CREDENTIAL USED [Source text](#) for Eikon: Further company coverage:

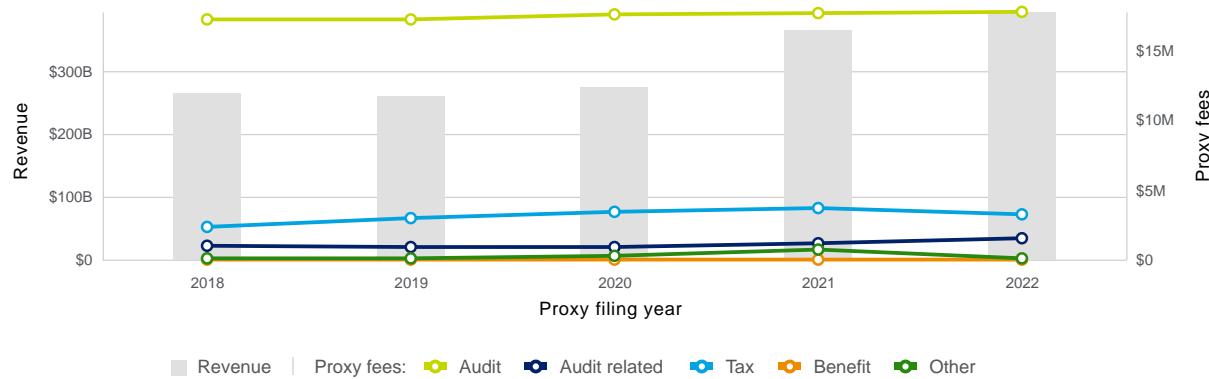


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Source: Factiva

Proxy fees

5 year trends



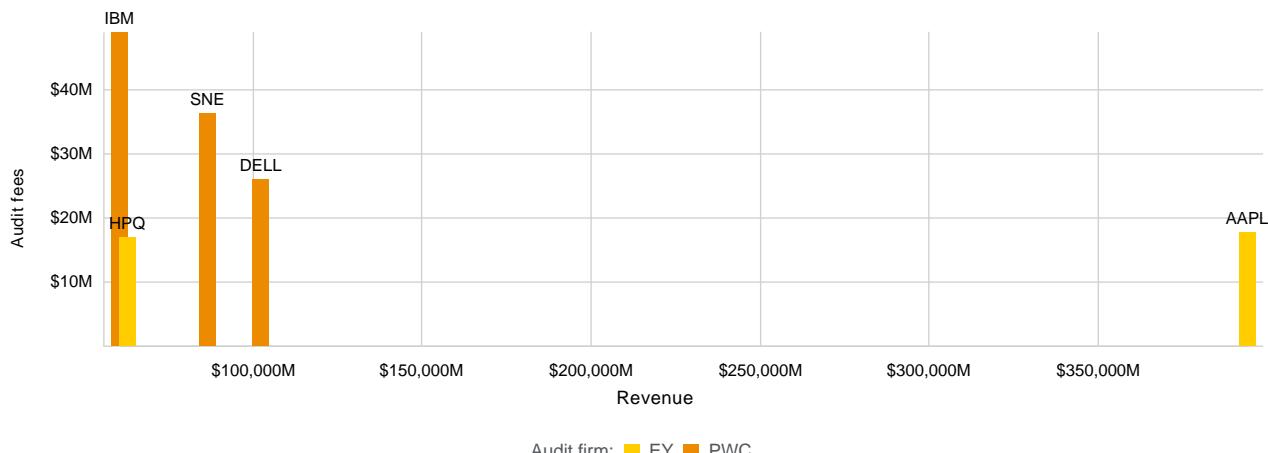
Year	Revenue (\$M)	Audit fees (\$M)	Audit related fees (\$M)	Tax (\$M)	Benefits (\$M)	Other fees (\$M)	Total fees (\$M)	Auditor
2022	394,328.00	17.76	1.55	3.29	0.00	0.13	22.74	EY
2021	365,817.00	17.68	1.16	3.66	0.00	0.72	23.22	EY
2020	274,515.00	17.57	0.94	3.40	0.00	0.30	22.20	EY
2019	260,174.00	17.21	0.94	3.02	0.00	0.12	21.29	EY
2018	265,595.00	17.27	1.01	2.31	0.00	0.11	20.69	EY

Source: Audit Analytics

Peer comparison

APPLE INC

Companies below are the closest peers to the subject company based on industry and revenue size



Source: Audit Analytics



Perspectives

GOVERNANCE METRICS REPORT

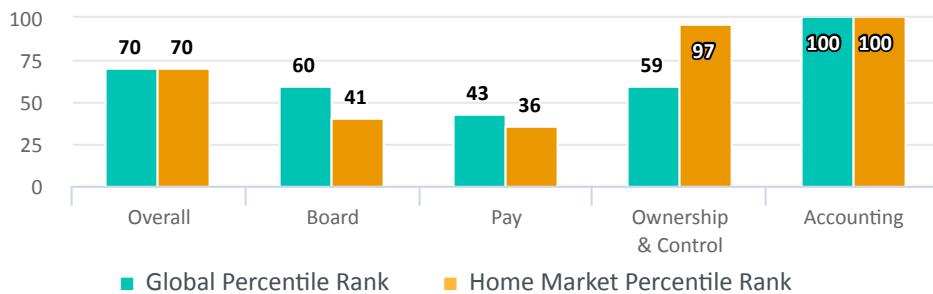
APPLE INC. (AAPL)

Governance Score **7.0** / 10

Industry: Technology Hardware, Storage & Peripherals
Market Cap: 3,076,612,754,710 USD

Incorporated: Home Market: US (CA) United States
Last Data Update: Last Score Change: Aug 03, 2023 Aug 03, 2023

GOVERNANCE THEMES AND RANKINGS



SUMMARY

APPLE falls into the average scoring range for all the companies we assess relative to global peers and reflects a relatively low level of governance risk in most areas.

KEY AREAS OF CONCERN*

Board Skills & Diversity

- 红旗 Entrenched Board
- 红旗 Risk Management Expertise

(-0.99)

Pay Figures

- 红旗 Internal Pay Equity
- 红旗 CEO Pay Total Awarded
- 红旗 CEO Pay Perks & Other Comp
- 红旗 CEO Pay Total Fixed

(-0.80)

Pay Oversight

- 红旗 Pay Committee Concerns

(-0.30)

CORPORATE GOVERNANCE SCORE HISTORY



OWNERSHIP OVERVIEW

Capital Structure	Single Equity Class
Ownership Classification	Widely Held
Top Shareholders:	
There is no principal shareholder at this firm.	

KEY DATES

Financial Year End	September 24
Annual Filing Date	Jan 12, 2023
AGM Date	Mar 10, 2023

WEBSITE

<https://www.apple.com/>

*Key areas of concern include flagged key metrics within the three sub-issues that represent the largest scoring deductions. Please review the full report to see the complete set of flagged key metrics.

CHANGES TO FLAGGED KEY METRICS (SINCE APRIL 2022)

Key Metric	Key Metric Change	Date	Score Change*	Change Notes
Overboarded Non-Exec Directors	Flag Removed	Aug 03, 2023	0.49	
Overboarded Audit Committee Members	Flag Removed	Aug 03, 2023	0.10	
Pay Committee Concerns	Flag Added	May 25, 2023	-0.30	
Significant Votes Against Directors	Flag Removed	Mar 26, 2023	0.50	AGM voting results updated
CEO Pay Total Realized	Flag Removed	Feb 02, 2023	0.20	
CEO Equity Changes	Flag Removed	Feb 02, 2023	0.20	
Nomination Committee Chair Independence	Flag Added	Jun 12, 2022	-0.10	Methodology enhancements
Expense Recognition	Flag Removed	Jun 12, 2022	0.20	Methodology enhancements

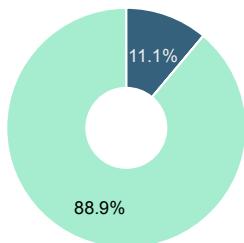
BOARD OVERVIEW

Board Type: Unitary Board

Board of Directors

CEO Timothy (Tim) Cook
Chair Arthur (Art) Levinson

Since: Aug 24, 2011
 Since: Nov 15, 2011



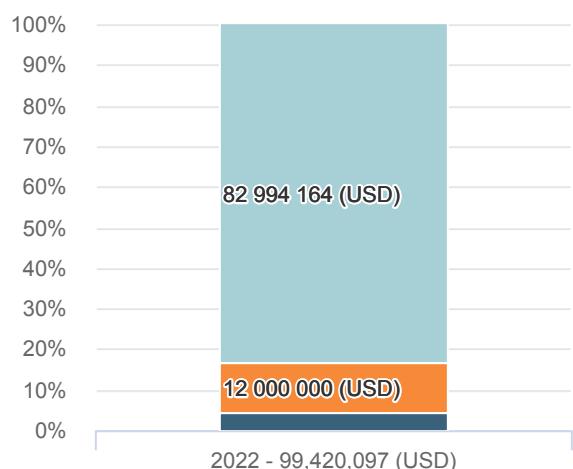
Executive Leadership

CFO Luca Maestri Since: May 29, 2014

■Executive ■Links to Management ■Independent of Management

PAY OVERVIEW

Highest Paid Executive - Timothy (Tim) Cook



BOARD

The policies and practices of the APPLE board fall within the average scoring range relative to global peers. We have flagged this board for potential concerns regarding possible board entrenchment.

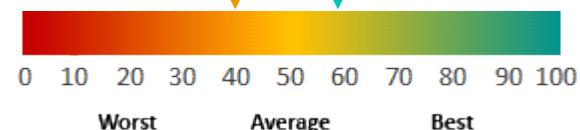
0-10 Score	Global Percentile Rank	Home Market Percentile Rank
7.4	60th (Average)	41st (Average)

KEY METRICS SCORING

Deduction

BOARD PERFORMANCE VS.

▼ Global ▼ Home Market



AUDIT OVERSIGHT

红旗 Audit Committee Industry Expert	-0.10
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BOARD INDEPENDENCE

红旗 Entrenched Board	-0.79
红旗 Risk Management Expertise	-0.20

NOMINATION PROCESS OVERSIGHT

红旗 Nomination Committee Chair Independence	-0.10
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PAY OVERSIGHT

红旗 Pay Committee Concerns	-0.30
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LEADERSHIP

CHIEF EXECUTIVE OFFICER

History	CEO Since	Until	Name	Gender	Age
Current	Aug 2011		Timothy (Tim) Cook	M	62

CHIEF FINANCIAL OFFICER

History	CFO Since	Until	Name	Gender	Age
Current	May 2014		Luca Maestri	M	59

CHAIR

History	Chair Since	Until	Name	Gender	Age
Current	Nov 2011		Arthur (Art) Levinson	M	72

BOARD OF DIRECTORS

The APPLE board currently has an independent majority, which enables it to more effectively fulfill its critical function of overseeing management on behalf of shareholders. Additionally, the company has split the roles of CEO and chair and has named a fully independent chairman. An independent chairman is characteristic of 38% of companies in MSCI ESG Research's coverage.

Number of Board Meetings: 5

Non-executives meet in absence of Executives: Yes

Name	M/F	Age	Tenure (Years)	Boards	Independent of Mgmt	Independent of Other Interests	Management Link/Designation Reason	Nationality
Albert (Al) Gore \$	M	74	20	1	Yes	Yes		Not Disclosed
Alex Gorsky	M	61	1	3	Yes	Yes		Not Disclosed
Andrea Jung	F	63	15	2	Yes	Yes		United States of America
Arthur (Art) Levinson COB	M	72	22	1	Yes	Yes		Not Disclosed
James Bell \$	M	75	7	2	Yes	Yes		United States of America
Monica Lozano	F	67	2	3	Yes	Yes		United States of America
Ronald (Ron) Sugar \$	M	74	12	3	Yes	Yes		Not Disclosed
Susan (Sue) Wagner \$	F	62	9	3	Yes	No	Special Shareholder Representative	United States of America
Timothy (Tim) Cook CEO I	M	62	11	2	No	Yes	Executive	United States of America
	F	# >= 70	# >= 15 yrs	# >= 4				
Total (of 9)	3	4	3	0	8	8		
Percentage	33.3%	44.4%	33.3%	0%	88.9%	88.9%		

Note: Board count includes the membership of this board.

\$ - Financial Expert (4) I - Industry Expert CEO - Chief Executive Officer COB - Chair of the Board

BOARD EFFECTIVENESS

Nomination Committee - Number Of Meetings: 4

Name	M/F	Age	Board Tenure (Years)	Independent of Mgmt	Independent of Other Interests	Committee Status
Albert (Al) Gore \$	M	74	20	Yes	Yes	Member
Alex Gorsky	M	61	1	Yes	Yes	Member
Andrea Jung	F	63	15	Yes	Yes	Member
Susan (Sue) Wagner \$	F	62	9	Yes	No	Chair

\$ - Financial Expert (2)

BOARD SKILLS & DIVERSITY

MSCI ESG Research has flagged the board as potentially entrenched due to a number of long-serving directors. An entrenched board may be detrimental to sustainable shareholder interests during periods of extended underperformance and we do see the potential for such entrenchment at this firm due to a significant number of long-serving directors. While we recognize the benefits of experience, long-tenured directors may form relationships that could compromise their independence and therefore hinder their ability to provide effective oversight. We note that 25% in United States have been flagged for having an entrenched board.

AUDIT OVERSIGHT**Audit Committee - Number Of Meetings: 8**

The APPLE board of directors includes a fully independent audit committee and at least one member of that committee meets our standards for financial expertise.

Name	M/F	Age	Board Tenure (Years)	Boards	Independent of Mgmt	Independent of Other Interests	Committee Status
James Bell \$	M	75	7	2	Yes	Yes	Member
Monica Lozano	F	67	2	3	Yes	Yes	Member
Ronald (Ron) Sugar \$	M	74	12	3	Yes	Yes	Chair
Susan (Sue) Wagner \$	F	62	9	3	Yes	No	Member

\$ - Financial Expert (3)

TECHNOLOGY HARDWARE, STORAGE & PERIPHERALS | US |

Risk Committee - Number Of Meetings: 8

Name	M/F	Age	Board Tenure (Years)	Independent of Mgmt	of Other Interests	Committee Status
James Bell \$	M	75	7	Yes	Yes	Member
Monica Lozano	F	67	2	Yes	Yes	Member
Ronald (Ron) Sugar \$	M	74	12	Yes	Yes	Chair
Susan (Sue) Wagner \$	F	62	9	Yes	No	Member

\$ - Financial Expert (3)**PAY OVERSIGHT****Pay Committee - Number Of Meetings: 6**

The APPLE board includes an independent pay committee, which is considered best practice for oversight of executive pay according to international corporate governance standards.

Name	M/F	Age	Board Tenure (Years)	Independent of Mgmt	of Other Interests	CEO Role?	Committee Status
Albert (Al) Gore \$	M	74	20	Yes	Yes		Member
Alex Gorsky	M	61	1	Yes	Yes	Former	Member
Andrea Jung	F	63	15	Yes	Yes		Chair
Arthur (Art) Levinson	M	72	22	Yes	Yes		Member

\$ - Financial Expert**CONTROVERSIES & EVENTS**

No major relevant controversies have been uncovered.

PAY

Executive pay practices at APPLE fall into the average scoring range relative to global peers. Areas of particular concern include significant votes against pay practices.

0-10 Score	Global Percentile Rank	Home Market Percentile Rank
5.7	43rd (Average)	36th (Average)

KEY METRICS SCORING

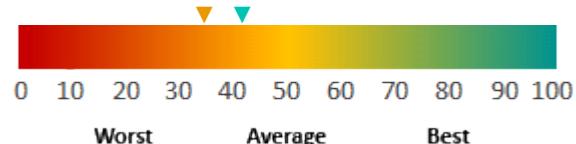
Deduction

PAY FIGURES

🚩 Internal Pay Equity	-0.20
🚩 CEO Pay Total Awarded	-0.20
🚩 CEO Pay Perks & Other Comp	-0.20
🚩 CEO Pay Total Fixed	-0.20

PAY PERFORMANCE VS.

▼ Global ▼ Home Market



PAY PERFORMANCE ALIGNMENT

🚩 Significant Vote Against Pay Practices	-0.15
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PAY FIGURES

EXECUTIVE PAY - 2022

Executive	Title	Tenure (Years)	Total Awarded Pay (USD)	Total Realized Pay (USD)
Deirdre O'Brien ⓘ	Executive		27,151,798	57,393,820
Jeffrey (Jeff) Williams ⓘ	Executive		27,150,352	92,735,856
Katherine (Kate) Adams ⓘ	Executive		27,147,223	77,629,694
Luca Maestri ⓘ \$	CFO	9	27,151,798	92,737,302
Timothy (Tim) Cook ⓘ	CEO	11	99,420,097	16,425,933

\$ - Financial Expert ⓘ - Industry Expert (5)

CEO PAY DETAILS - Timothy (Tim) Cook

Pay Awarded	2022
Fixed Pay	
Salary	3,000,000 USD
Fees	0 USD
Pension	0 USD
Perks & Other Pay	1,425,933 USD
Variable Pay	
<i>Short-term incentives</i>	
Annual Bonus	0 USD
Other Non-equity Incentive Plan	12,000,000 USD
<i>Long-term incentives</i>	
Grant date value of Stock Options	0 USD
Grant date value of Stock Awards	82,994,164 USD
Total Awarded Pay	99,420,097 USD

Pay Realized	
Fixed Pay	
Salary	3,000,000 USD
Fees	0 USD
Pension	0 USD
Perks & Other Pay	1,425,933 USD
Variable Pay	
<i>Short-term incentives</i>	
Annual Bonus	0 USD
Other Non-equity Incentive Plan	12,000,000 USD
<i>Long-term incentives</i>	
Options Exercised	0 USD
Stock Awards Vested	0 USD
Total Realized Pay	16,425,933 USD

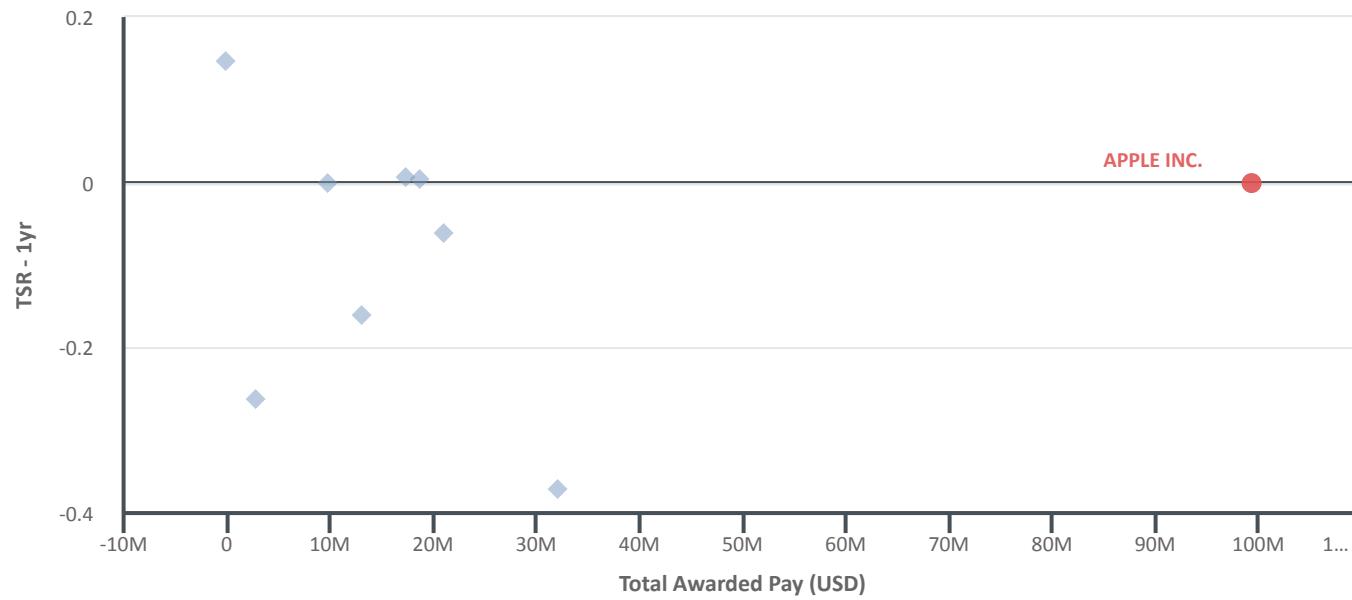
PAY PEER GROUP

LARGE CAP - DEVELOPED AMERICAS - TECHNOLOGY HARDWARE, STORAGE & PERIPHERALS (9 COMPANIES)

Company	Home Market	Market Cap (USD m)	Pay Year	1 Yr TSR	Total CEO Annual Pay (USD)	CEO Name	CEO Since
APPLE INC.	United States	3,027,146	2022	0.00%	16,425,933	Cook	Aug 2011
HEWLETT PACKARD ENTERPRISE COMPANY	United States	22,447	2022	0.01%	3,979,655	Neri	Feb 2018
WESTERN DIGITAL CORPORATION	United States	12,782	2022	-0.37%	3,276,709	Goeckeler	Mar 2020
NETAPP, INC.	United States	16,408	2022	0.00%	3,137,865	Kurian	Jun 2015
SEAGATE TECHNOLOGY HOLDINGS PUBLIC LIMITED COMPANY	United States	12,812	2022	-0.16%	3,095,012	Mosley	Oct 2017
HP INC.	United States	29,421	2022	-0.06%	2,894,510	Lores	Nov 2019
DELL TECHNOLOGIES INC.	United States	39,216	2023	-0.26%	2,797,308	Dell	Oct 2013
PURE STORAGE, INC.	United States	11,409	2021	0.00%	2,058,904	Giancarlo	Aug 2017
SUPER MICRO COMPUTER, INC.	United States	16,238	2022	0.15%	1	Liang	Sep 1993

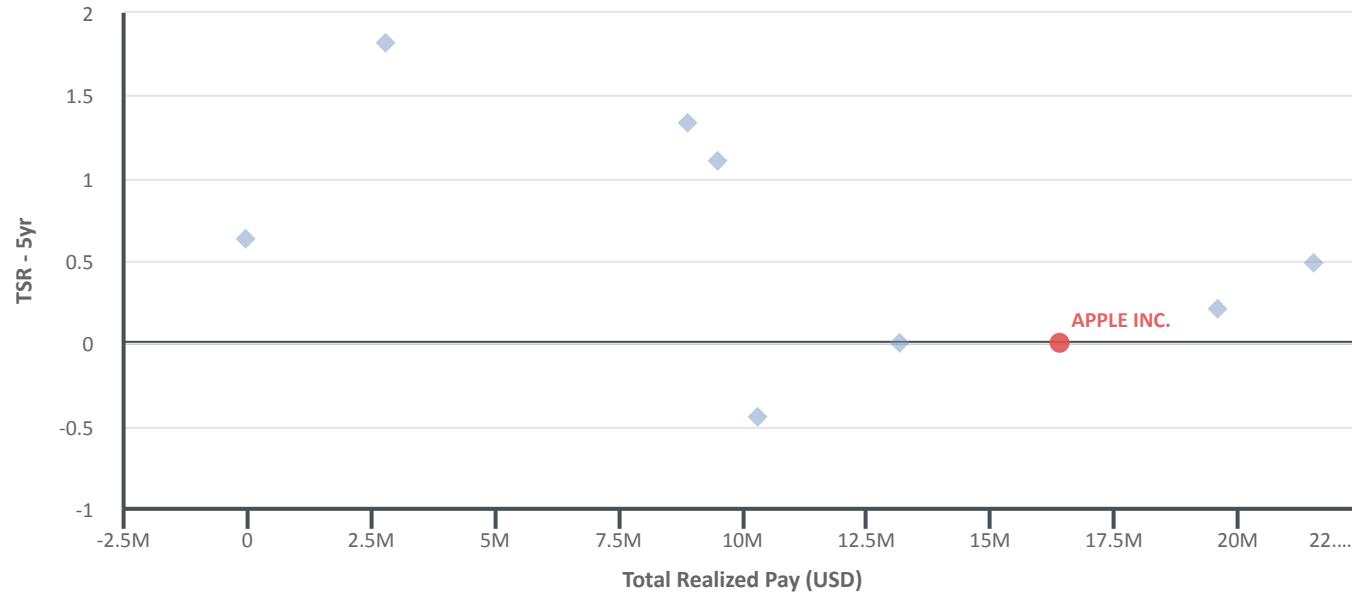
TECHNOLOGY HARDWARE, STORAGE & PERIPHERALS | US |

CEO TOTAL AWARDED PAY VERSUS PAY PEER GROUP



Pay Peers (♦) are used in the calculation of the Key Metric CEO Pay Total Summary and selected as set out in the MSCI Governance Metrics Methodology Document.

CEO TOTAL REALIZED PAY VERSUS PAY PEER GROUP



Pay Peers (♦) are used in the calculation of the Key Metric CEO Pay Total Summary and selected as set out in the MSCI Governance Metrics Methodology Document.

PAY PERFORMANCE ALIGNMENT

CEO & EXECUTIVE EQUITY

CEO equity policy as a multiple of salary: **10.0**

Stock Ownership Guidelines:

Under our stock ownership guidelines, Mr. Cook is expected to own shares of Apple stock that have a value equal to 10 times his annual base salary.

Executive	Tenure (Years)	Shares Held	YoY % Change	Shareholding As % of Salary
Deirdre O'Brien I		737,262		
Jeffrey (Jeff) Williams I		1,305,532		
Katherine (Kate) Adams I		1,053,199		
Luca Maestri I \$	9	738,110		
Timothy (Tim) Cook I	11	4,724,260	5.97%	23689.01%

\$ - Financial Expert I - Industry Expert (5)

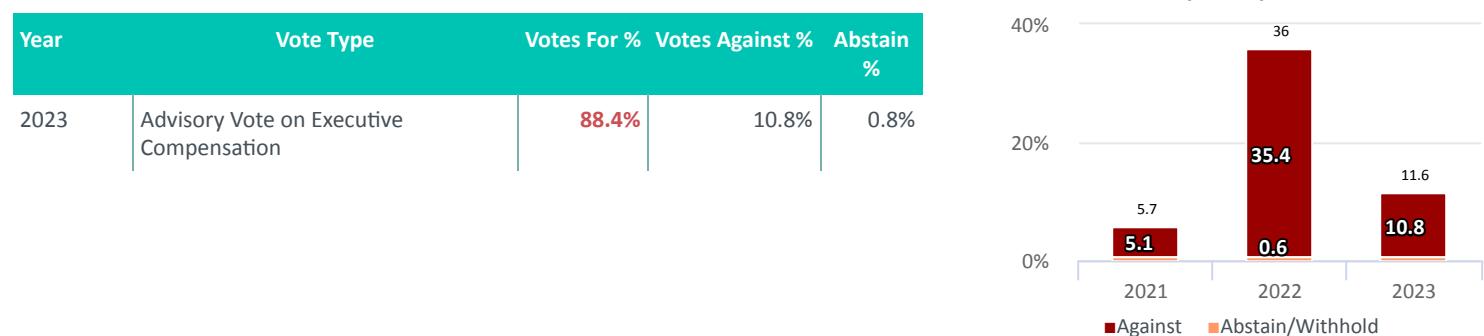
CLAWBACK & MALUS

Clawback or malus provisions are in place.

Clawback Type:

Fraudulent

LATEST PAY VOTES



EQUITY PLAN DILUTION

	2022	2021	2020
Shares Outstanding	15,908,118,000	16,406,397,000	17,001,802,000
Equity Reserved	9.7%	6.7%	7.2%
Shares granted/awarded (in year)	0.6%	0.5%	0.9%

NON-EXECUTIVE DIRECTOR PAY

NON-EXECUTIVE EQUITY

Director	Tenure (Years)	Shares Held
Albert (Al) Gore 	20	467,143
Alex Gorsky	1	2,171
Andrea Jung	15	141,279
Arthur (Art) Levinson	22	4,590,409
James Bell 	7	36,675
Monica Lozano	2	5,239
Ronald (Ron) Sugar 	12	105,943
Susan (Sue) Wagner 	9	65,523

 - Financial Expert (4)

NON-EXECUTIVE PAY TABLES

Director	Tenure (Years)	Cash Fees	Other Comp	Stock Award	Total Pay	Total Pay (USD)
Albert (Al) Gore 	20	100,000 USD	7,405 USD	274,941 USD	382,346 USD	382,346
Alex Gorsky	1	100,000 USD	4,950 USD	348,235 USD	453,185 USD	453,185
Andrea Jung	15	130,000 USD	4,568 USD	274,941 USD	409,509 USD	409,509
Arthur (Art) Levinson	22	275,000 USD	12,517 USD	274,941 USD	562,458 USD	562,458
James Bell 	7	100,000 USD	8,773 USD	274,941 USD	383,714 USD	383,714
Monica Lozano	2	100,000 USD	1,533 USD	274,941 USD	376,474 USD	376,474
Ronald (Ron) Sugar 	12	135,000 USD	14,006 USD	274,941 USD	423,947 USD	423,947
Susan (Sue) Wagner 	9	125,000 USD	5,477 USD	274,941 USD	405,418 USD	405,418

 - Financial Expert (4)

CONTROVERSIES & EVENTS

No major relevant controversies have been uncovered.

OWNERSHIP & CONTROL

The company's ownership structure and shareholder rights at APPLE fall within the average scoring relative to global peers.

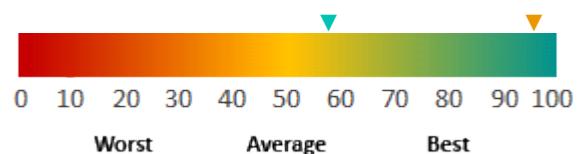
0-10 Score	Global Percentile Rank	Home Market Percentile Rank
7.9	59th (Average)	97th (Best In Class)

KEY METRICS SCORING

	Deduction
DIRECTOR ELECTIONS	
红旗 Majority Voting	-0.20
OWNERSHIP STRUCTURE	
红旗 Dispersed Ownership Concerns	-0.20
SHAREHOLDER RIGHTS	
红旗 Bylaws Amendments	-0.10
TAKEOVER PROVISIONS	
红旗 Fair Bid Treatment Provisions	-0.10

OWNERSHIP & CONTROL PERFORMANCE VS.

▼ Global ▼ Home Market



CORPORATE STRUCTURE

Public Company

CAPITAL STRUCTURE

Capital Type	Votes Per Share	Shares Outstanding
Common Stock	1.0	15,836,213,000

OWNERSHIP STRUCTURE

OWNERSHIP CATEGORIES

- Widely Held

NOTABLE SHAREHOLDERS

There is no principal shareholder at this firm.

5%+ shareholders - Aggregate Voting Power

20.1%

The company does not have a special capital structure, thus one vote right is afforded per common share. This principle of 'one share one vote' helps align economic and voting power and ensures that no class of shareholders has more voting power than economic exposure.

TAKEOVER PROVISIONS

Fair Price Provision	Mandatory Bid Provision	Mandatory Bid Ownership Threshold
		No
State of Incorporation		Business Combination Provision
California		No
% of Votes to Approve a Merger		
51%		

GOVERNING DOCUMENTS**MAJORITY REQUIREMENTS**

	Bylaws	Charter
Default percentage of votes required to amend a provision	51%	51%

These Bylaws may be adopted, amended, or repealed by the vote or written consent of holders of a majority of the outstanding shares entitled to vote. Any bylaws specifying or changing a fixed number of directors or the maximum or minimum number or changing from a fixed to a variable board or vice versa may only be adopted by the shareholders; provided, however, that a bylaw or amendment of the Articles of Incorporation reducing the number or the minimum number of directors to a number less than five (5) cannot be adopted if the votes cast against its adoption at a meeting or the shares not consenting in the case of action by written consent are equal to more than sixteen and two-thirds percent (16 2/3%) of the outstanding shares entitled to vote.

State Law Mandate of California

SHAREHOLDER RIGHTS

There may be governance risks for investors in relation to shareholder rights and management-controlled takeover defense mechanisms at APPLE including:

- The board's ability to amend the company's bylaws without shareholder approval
- fair price provisions that fail to ensure that all shareholders are treated fairly

SHAREHOLDER MEETINGS & RESOLUTIONS

	Call Special Meeting	Requisition a Resolution at AGM	Act by Written Consent
Percentage of shares required	10%		51%

RESTRICTIONS ON LEGAL ACTION BY SHAREHOLDERS

No exclusive forum provision has been identified.

SAY ON PAY

We note that shareholder votes on executive pay are mandatory in this market, affording shareholders the ability to review and approve executive pay practices at this company.

DIRECTOR ELECTIONS**BOARD RE-ELECTION PROVISIONS**

Board Re-election Provisions	
Board Re-election Frequency (Years)	1
% of Board subject to re-election	100%

DIRECTOR ELECTION STANDARD

The company has not adopted a binding majority director election standard (with immediate resignation if the director does not receive a majority of the votes cast), which may limit shareholders' ability to hold members of the board accountable in uncontested elections.

Director Election Rules	
Vote Standard	Majority & Resignation Policy
Immediate Binding Resignation	No

The Board has nominated directors James Bell, Tim Cook, Al Gore, Alex Gorsky, Andrea Jung, Art Levinson, Monica Lozano, Ron Sugar, and Sue Wagner to be elected to serve on our Board until the next annual meeting of shareholders and until their successors are duly elected and qualified.

Holders of proxies solicited by this Proxy Statement will vote the proxies received by them as directed on the proxy card or, if no direction is made, for the election of the Board's nine nominees.

The term of any incumbent director who does not receive the affirmative vote of (i) a majority of the shares present or represented by proxy and voting at the Annual Meeting and (ii) a majority of the shares required to constitute a quorum, and has not earlier resigned, will end on the date that is the earlier of (a) 90 days after the date on which the voting results for the Annual Meeting are determined by the inspector of election, or (b) the date on which the Board selects a person to fill the office held by that director in accordance with Apple's bylaws.

Each of the directors nominated by the Board has consented to serving as a nominee, being named in this Proxy Statement, and serving on the Board if elected. Each director elected at the Annual Meeting will be elected to serve a one-year term. If any nominee is unable to serve or for good cause will not serve as a director at the time of the Annual Meeting, the proxy holders may vote for any nominee designated by the present Board to fill the vacancy.

PROXY ACCESS

A proxy access provision is in place.

Proxy Access Terms	
Ownership Duration (Years)	3
Ownership Threshold (% of shares)	3%
Min/Max % of Board Seats	20%

ACCOUNTING

Based on the company's disclosures and other public information, accounting and financial reporting practices at APPLE appear to be generally appropriate and effective relative to global peers.

0-10 Score	Global Percentile Rank	Home Market Percentile Rank
10.0	100th (Best In Class)	100th (Best In Class)

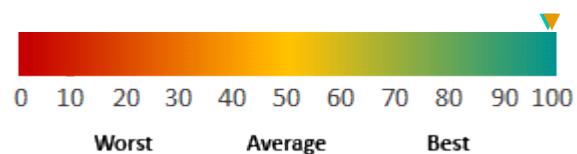
KEY METRICS SCORING

Deduction

AUDITOR INDEPENDENCE

ACCOUNTING PERFORMANCE VS.

▼ Global ▼ Home Market



EXTERNAL AUDITORS

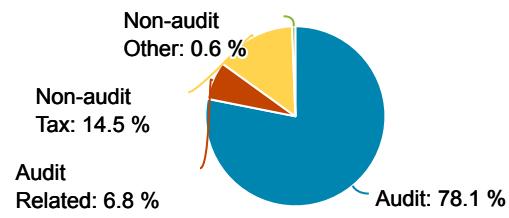
Type	Since	Firm	Most Recent Fiscal Year End Signed Off
Primary	2009	Ernst & Young LLP	2022



AUDITOR FEES

Fees paid to: Ernst & Young LLP (Primary)

Fee	Sep 24, 2022 (USD)	Sep 25, 2021 (USD)	Sep 26, 2020 (USD)
Audit	17,763,384	17,683,114	17,568,300
Audit Related	1,551,423	1,161,409	935,900
Total Audit + Audit Related	19,314,807	18,844,523	18,504,200
Tax Compliance/Advice	3,289,432	3,662,997	3,382,300
Other Non-audit Services	131,610	715,310	297,400
Total Non-audit Fees	3,421,042	4,378,307	3,679,700
Total Fees	22,735,849	23,222,830	22,183,900



AUDITOR'S REPORT

	Sep 24, 2022	Sep 25, 2021	Sep 26, 2020
Report Disclosed	Yes	Yes	Yes
Opinion	Unqualified Opinion	Unqualified Opinion	Unqualified Opinion
Emphasis of Matter	No	No	No

CONTROVERSIES & EVENTS

No major relevant controversies have been uncovered.

APPENDIX

DIRECTOR VOTES

Proxy Year	Name	Votes For %	Votes Against %	Votes Abstained / Withheld %
2023	Bell,James	99.01%	0.70%	0.29%
2023	Cook,Timothy	98.16%	1.62%	0.22%
2023	Gore,Albert	91.19%	7.89%	0.92%
2023	Gorsky,Alex	97.75%	1.94%	0.31%
2023	Jung,Andrea	92.95%	6.68%	0.37%
2023	Levinson,Arthur	93.96%	5.74%	0.30%
2023	Lozano,Monica	99.06%	0.64%	0.30%
2023	Sugar,Ronald	93.46%	6.23%	0.31%
2023	Wagner,Susan	95.95%	3.77%	0.28%
2022	Bell,James	98.87%	0.77%	0.35%
2022	Cook,Timothy	97.97%	1.85%	0.18%
2022	Gore,Albert	91.41%	8.19%	0.41%
2022	Gorsky,Alex	92.29%	7.34%	0.37%
2022	Jung,Andrea	88.93%	10.64%	0.43%
2022	Levinson,Arthur	92.47%	7.18%	0.35%
2022	Lozano,Monica	98.93%	0.72%	0.35%
2022	Sugar,Ronald	88.79%	10.82%	0.39%
2022	Wagner,Susan	96.33%	3.23%	0.44%
2021	Bell,James	98.96%	0.74%	0.30%
2021	Cook,Timothy	98.20%	1.63%	0.17%
2021	Gore,Albert	93.64%	6.13%	0.24%
2021	Jung,Andrea	92.41%	7.31%	0.28%
2021	Levinson,Arthur	94.09%	5.63%	0.28%
2021	Lozano,Monica	99.10%	0.60%	0.30%
2021	Sugar,Ronald	90.57%	9.11%	0.32%
2021	Wagner,Susan	97.75%	1.96%	0.29%
2020	Bell,James	98.48%	1.33%	0.18%
2020	Cook,Timothy	98.74%	1.14%	0.12%
2020	Gore,Albert	94.49%	5.10%	0.40%
2020	Jung,Andrea	93.69%	6.14%	0.17%
2020	Levinson,Arthur	94.88%	4.93%	0.19%
2020	Sugar,Ronald	96.12%	3.68%	0.20%
2020	Wagner,Susan	99.03%	0.79%	0.18%

Proxy Year	Name	Votes For %	Votes Against %	Votes Abstained / Withheld %
2019	Bell,James	98.32%	1.48%	0.19%
2019	Cook,Timothy	98.94%	0.94%	0.12%
2019	Gore,Albert	95.93%	3.89%	0.18%
2019	Jung,Andrea	95.54%	4.29%	0.17%
2019	Levinson,Arthur	96.97%	2.85%	0.18%
2019	Sugar,Ronald	98.47%	1.28%	0.25%
2019	Wagner,Susan	99.16%	0.66%	0.18%
2018	Bell,James	98.75%	1.07%	0.18%
2018	Cook,Timothy	99.51%	0.38%	0.11%
2018	Gore,Albert	96.25%	3.54%	0.20%
2018	Jung,Andrea	95.35%	4.50%	0.15%
2018	Levinson,Arthur	97.25%	2.59%	0.16%
2018	Sugar,Ronald	98.58%	1.24%	0.19%
2018	Wagner,Susan	99.43%	0.41%	0.15%
2017	Bell,James	99.42%	0.34%	0.25%
2017	Cook,Timothy	99.34%	0.48%	0.18%
2017	Gore,Albert	97.26%	2.52%	0.23%
2017	Jung,Andrea	95.16%	4.49%	0.35%
2017	Levinson,Arthur	98.21%	1.55%	0.24%
2017	Sugar,Ronald	99.09%	0.65%	0.26%
2017	Wagner,Susan	99.45%	0.32%	0.23%

SHAREHOLDER/MANAGEMENT PROPOSALS**MANAGEMENT PROPOSALS**

Proxy Year	Proposal	Proposal Summary	Outcome	Votes For	Votes Against	Abstain/Withheld%
2023	Auditor Ratification	2. A management proposal to ratify the appointment of Ernst & Young LLP as Apple's independent registered public accounting firm for fiscal year 2023 was approved.	Approved	98.5%	1.2%	0.3%
2023	Advisory Vote on Executive Compensation	3. An advisory resolution to approve executive compensation was approved.	Approved	88.4%	10.8%	0.8%
2023	Advisory Vote Frequency	4. A majority of shareholders voted for 1 Year on an advisory vote on the frequency of advisory votes on executive compensation.	1 year			
2022	ESOP, ESPP or Pension Fund	4 A management proposal to approve the 2022 Plan was approved.	Approved	96.7%	2.9%	0.4%
2022	Auditor Ratification	2 A management proposal to ratify the appointment of Ernst & Young LLP as Apple's independent registered public accounting firm for 2022 was approved.	Approved	98.5%	1.1%	0.3%
2022	Advisory Vote on Executive Compensation	3 An advisory resolution to approve executive compensation was approved.	Approved	64%	35.4%	0.6%
2021	Auditor Ratification	A management proposal to ratify the appointment of Ernst & Young LLP as Apple's independent registered public accounting firm for 2021 was approved.	Approved	98.5%	1.2%	0.3%
2021	Advisory Vote on Executive Compensation	An advisory resolution to approve executive compensation was approved.	Approved	94.3%	5.1%	0.6%

*For Management Proposals at AGM's held more than three years ago, please refer to the Screener tool on ESG Manager.

SHAREHOLDER PROPOSALS

Proxy Year	Proposal	Proposal Summary	Proposal Proponent	Outcome	Votes For	Votes Against	Abstain/Withheld%
2023	Employment Discrimination	5. A shareholder proposal entitled "Civil Rights and Non-Discrimination Audit Proposal" was not approved.	National Center for Public Policy Research	Defeated	1.4%	97.5%	1.1%
2023	Human Rights	6. A shareholder proposal entitled "Communist China Audit" was not approved.	National Legal and Policy Center	Defeated	4.3%	94.2%	1.5%
2023	Other	7. A shareholder proposal on Board policy for communication with shareholder proponents was not approved	Nia Impact Capital	Defeated	6.4%	92.7%	0.9%
2023	Other	8. A shareholder proposal entitled "Racial and Gender Pay Gaps" was not approved.	Arjuna Capital	Defeated	33.3%	65.1%	1.5%
2023	Other	9. A shareholder proposal entitled "Shareholder Proxy Access Amendments" was not approved.	James McRitchie	Defeated	30.7%	68.4%	0.9%
2022	Employment Discrimination	9 A shareholder proposal entitled "Civil Rights Audit" was approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Approved	52.8%	45.8%	1.4%
2022	Bylaw Amendment	5 A shareholder proposal entitled "Reincorporate with Deeper Purpose" was not approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Defeated	3.1%	95.8%	1.2%
2022	Other	6 A shareholder proposal entitled "Transparency Reports" was not approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Defeated	31.4%	67.5%	1.2%
2022	Labor Practices	7 A shareholder proposal entitled "Report on Forced Labor" was not approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Defeated	33.2%	65.4%	1.4%
2022	Executive Compensation - Equity Compensation	8 A shareholder proposal entitled "Pay Equity" was not approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Defeated	33.3%	65.7%	1%
2022	Other	10 A shareholder proposal entitled "Report on Concealment Clauses" was approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Approved	49.3%	49.2%	1.4%
2021	Executive Compensation - Link to Social Factors	A shareholder proposal entitled "Shareholder Proposal to Improve Executive Compensation Program" was not approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Defeated	5.5%	93.2%	1.3%

Proxy Year	Proposal	Proposal Summary	Proposal Proponent	Outcome	Votes For	Votes Against	Abstain/Withheld%
2021	Other	4 A shareholder proposal entitled "Shareholder Proxy Access Amendments" was not approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Defeated	26.4%	72.6%	1%

*For Shareholder Proposals at AGM's held more than three years ago, please refer to the Screener tool on ESG Manager.

CALIFORNIA



CURRENCY: UNITED STATES DOLLAR (USD)

In the United States, most governance principles are governed by state laws that are not uniform or nationally enforced. However, the majority of states have adopted the Model Business Corporation Act (MBCA) as the basis of their own laws by modifying some of the provisions of the MBCA. The MBCA is a body of laws designed to regulate corporate affairs uniformly across different states. It is the basis for business corporation statutes in 32 states and the District of Columbia and is the source of many provisions in the general corporation statutes of other states. Further, the Securities and Exchange Commission (SEC) regulates certain governance related matters on a federal level.

The majority of large U.S. businesses are listed on either the New York Stock Exchange (NYSE) or the Nasdaq Stock Market (Nasdaq), and therefore are subject to their listing rules. The U.S. has not adopted a national corporate governance code.

The California Corporations Code (CCC) is a legislative framework for corporate law in California.

Companies adopt a unitary board structure in the U.S. The NYSE and Nasdaq listing rules require the majority of directors to be independent. The SEC rules require public companies to disclose and explain their chair-CEO structure and whether one or two people hold the roles. If the roles are combined, the company must further disclose whether it has a lead independent director and specify their role within the company leadership.

Unless stated otherwise in the articles of association, directors may appoint inspectors in advance of any shareholder meeting to determine the number of shares outstanding, voting rights, shares represented at the meeting, existence of a quorum, authenticity and validity of proxies, and take all other actions with regards to the annual shareholders' meeting.

Related party transactions (RPTs) are valid if the transaction was conducted on reasonable and fair terms when it was approved, and the RPT is approved in good faith by the majority of independent directors. If the number of independent directors is less than a quorum, then it must be approved by shareholders.

The CCC requires listed companies to have at least one female director. No later than 2021, the CCC imposes that if a company has six directors, then the minimum required female directors must be three, if the number of directors is five, the company should have a minimum of two female directors, and if the company's number of directors is four or less, the company must have at least one female director.

Employees are not entitled to board representation. Directors can be held personally liable for unpaid employee wages and other wage violations (California's Fair Day's Pay Act, 2016).

The board of directors may fix director and officer pay, although most companies delegate the responsibility for defining executive pay to independent directors, usually upon the recommendation of the pay or nominating/governance committee. Officers are executive directors that are responsible for the daily management of the company.

The Dodd-Frank Act requires listed companies to hold an advisory vote every three years on "say on pay" policies, as well as disclose additional information regarding "golden parachute" arrangements linked to merger transactions.

Listed companies must annually disclose the pay of directors and officers, including stock and option awards. Disclosure must be made in a tabular format, along with a descriptive summary of the information in the table. Companies listed on Nasdaq must also disclose pay arrangements between directors or nominees and third parties.

The U.S. market is known for having widely dispersed ownership, but founder-led companies are common. There are multiple share classes with unequal voting rights and voting right limits.

Shareholders with at least 10% voting rights can request to convene a general meeting.

A notice of the meeting, specifying the date, time, place and purpose must be given no less than seven days and no more than 60 days in advance. Special meeting of shareholders may be convened by shareholders owning at least 10% of shares. Typically, each share is entitled to one vote and fractional shares are entitled to proportionate votes. Shareholders do not have preemptive rights unless specifically provided in the bylaws or articles. Dissenting shareholders are entitled to appraisal rights.

Unless otherwise stipulated in the articles, a corporation is not obligated to offer shareholders any shares, option rights or securities when issuing them.

There are no mandatory takeover bid provisions in the U.S.

There are many provisions in the Federal Sarbanes-Oxley Act that govern the audit process. A listed company's annual financial statements must be audited by a registered, independent auditing firm. Listed companies prepare two annual reports, one for SEC (Form 10-K) and one for their shareholders. The reports to shareholders, as required by SEC, must contain certified financial statements of two-year audited balance sheets, and three-year audited statement of income and cash flows.

Directors and officers of the corporation must also be identified. Interim financial statements are not audited, only reviewed by the company's auditors. If an auditor has not reviewed the interim financial report, it must be accompanied with a notice indicating the interim financial report has not been reviewed by an auditor. Audit firm rotation is not required but lead audit partners are subject to rotation every five years.

KEY METRIC & SCORE CHANGES

ALL KEY METRIC & SCORE CHANGES (SINCE APRIL 2022)

Key Metric	Key Metric Change	Date	Score Change*	Change Notes
Overboarded Non-Exec Directors	Flag Removed	Aug 03, 2023	0.49	
Overboarded Audit Committee Members	Flag Removed	Aug 03, 2023	0.10	
Pay Committee Concerns	Flag Added	May 25, 2023	-0.30	
Significant Votes Against Directors	Flag Removed	Mar 26, 2023	0.50	AGM voting results updated
Significant Vote Against Pay Practices	Score Change	Mar 26, 2023	0.05	AGM voting results updated
CEO Pay Total Realized	Flag Removed	Feb 02, 2023	0.20	
CEO Equity Changes	Flag Removed	Feb 02, 2023	0.20	
Revenue Recognition	Score Change	Jun 12, 2022	0.07	Methodology enhancements
Nomination Committee Chair Independence	Flag Added	Jun 12, 2022	-0.10	Methodology enhancements
Expense Recognition	Flag Removed	Jun 12, 2022	0.20	Methodology enhancements
Asset-Liability Valuation	Score Change	Jun 12, 2022	0.21	Methodology enhancements
Revenue Recognition	Score Change	May 05, 2022	-0.04	Updates to data for accounting peer group member(s)

DIRECTOR PROFILES

ALBERT (AL) GORE

Age: 74
 Gender: M
 Nationality: Not Disclosed

Financial: Yes
 Risk: No
 Industry: Diversified Financials - Capital Markets

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

Al Gore has served as Chairman of Generation Investment Management, an investment management firm, since 2004, and as a partner of Kleiner Perkins Caufield & Byers, a venture capital firm, since November 2007. Mr. Gore was elected to the U.S. House of Representatives four times, to the U.S. Senate two times, and served two terms as Vice President of the United States. Among other qualifications, Mr. Gore brings to the Board executive leadership experience, a valuable and different perspective due to his extensive background in digital communication and technology policy, politics, and environmental rights, along with experience in asset management and venture capital

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
APPLE INC.	Board Member	20	Mar 19, 2003		Yes	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Pay	Member
APPLE INC.	Corporate Governance	Member
APPLE INC.	Nomination	Member

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	91.2%	8.8%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Non-Executive	20	2022	100,000	382,346	467,143

ALEX GORSKY

Age: 61
Gender: M
Nationality: Not Disclosed

Financial: No
Risk: No
Industry: Pharmaceuticals, Biotechnology & Life Sciences - Pharmaceuticals

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

Alex Gorsky is the Executive Chairman of Johnson & Johnson, a global healthcare products company, having previously served as Chairman and CEO. Mr. Gorsky was named CEO and joined the Board of Johnson & Johnson in April 2012. He was subsequently named Chairman of the Board in December 2012. Mr. Gorsky joined Johnson & Johnson in 1988, serving in various positions of increasing responsibility. In 2004, Mr. Gorsky left Johnson & Johnson to join Novartis Pharmaceuticals Corporation, where he served as head of its pharmaceutical business in North America, before returning to Johnson & Johnson in 2008. Among other qualifications, Mr. Gorsky brings to the Board executive leadership experience, including his service as a chairman and chief executive officer of a large international public company, along with extensive experience in the fields of health and technology

JPMORGAN CHASE & CO. - Board Member Source Date: 04/04/2023

Alex Gorsky retired from the Chairman and Chief Executive Officer roles at Johnson & Johnson in 2021 and then served as Executive Chairman during 2022. Mr. Gorsky currently sits on the boards of Apple, IBM, New York-Presbyterian Hospital and the Travis Manion Foundation, and serves on the Business Council and the Wharton School of the University of Pennsylvania Board of Advisors. He is also a former member of the Business Roundtable. Mr. Gorsky graduated from the United States Military Academy and received an M.B.A. from the Wharton School of the University of Pennsylvania.

INTERNATIONAL BUSINESS MACHINES CORPORATION - Board Member, Lead Director Source Date: 03/06/2023

Alex Gorsky Executive biography Former Chairman and Chief Executive Officer, Johnson & Johnson, a global healthcare products company Director since: 2014 Committee Executive Qualifications Global business and technology experience as executive chairman and chief executive officer of Johnson & Johnson Affiliation with leading business and public policy associations (former Chair of the Business Roundtable's Corporate Governance Committee and former member of the Business Council Executive Committee) Leader in diversity & inclusion and veterans' issues Member of an advisory board at an academic institution Relevant experience: Mr. Gorsky, 62, is the former chairman and chief executive officer of Johnson & Johnson, and one of just seven leaders to have served in the dual role of chairman and chief executive officer since the company was listed on the New York Stock Exchange in 1944. He joined Johnson & Johnson in 1988 as a sales representative with Janssen Pharmaceutica. In 2003, he was named company group chairman of the Johnson & Johnson pharmaceutical business in Europe, the Middle East and Africa. Mr. Gorsky left Johnson & Johnson in 2004 to join the Novartis Pharmaceuticals Corporation, where he served as head of the company's pharmaceutical business in North America. Mr. Gorsky returned to Johnson & Johnson in 2008 as company group chairman for Ethicon. In early 2009, he was appointed worldwide chairman of the Surgical Care Group and member of the executive committee. In September 2009, he was appointed worldwide chairman of the Medical Devices and Diagnostics Group, and became vice chairman of the executive committee in January 2011. He was named chief executive officer and joined the board of directors in April 2012, and was named chairman of the board of directors in December 2012. Mr. Gorsky remained chief executive officer until he transitioned to executive chairman at the end of 2021. He currently sits on the boards of Apple, JPMorgan Chase and NewYork-Presbyterian Hospital, and the Travis Manion Foundation, and serves on the Wharton School of the University of Pennsylvania Board of Advisors.

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
JPMORGAN CHASE & CO.	Board Member	1	Jul 19, 2022		Yes	Yes	
APPLE INC.	Board Member	1	Nov 09, 2021		Yes	Yes	
INTERNATIONAL BUSINESS MACHINES CORPORATION	Board Member, Lead Director	8	Sep 01, 2014		Yes	Yes	
JOHNSON & JOHNSON	Executive		Dec 28, 2012	Jan 01, 2023	No	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Pay	Member
APPLE INC.	Corporate Governance	Member
APPLE INC.	Nomination	Member
JPMORGAN CHASE & CO.	Risk	Member

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	97.8%	2.2%
INTERNATIONAL BUSINESS MACHINES CORPORATION	2023	97%	3%
JPMORGAN CHASE & CO.	2023	98.6%	1.4%

EXECUTIVE PAY (all values USD)

Company	Role	Tenure	Pay Year	Total Annual Pay	Total Awarded Pay	Total Realized Pay	Shares Held
JOHNSON & JOHNSON	Executive		2022	4,137,302	22,195,566	4,137,302	0

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Non-Executive	1	2022	100,000	453,185	2,171
INTERNATIONAL BUSINESS MACHINES CORPORATION	Lead Director	8	2022	361,667	504,294	4,445
JPMORGAN CHASE & CO.	Non-Executive	1	2022	45,109	51,875	1,869

ANDREA JUNG

Age: 63
Gender: F
Nationality: United States of America

Financial: No
Risk: No
Industry: Household & Personal Products - Household Products

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

Andrea Jung has served as the President and Chief Executive Officer of Grameen America LLC, a nonprofit microfinance organization, since April 2014, where she also serves on the Board of Directors. Ms. Jung previously served as Executive Chairman of Avon Products, Inc., a personal care products company, from April 2012 to December 2012, and as Chairman of the Board of Avon from September 2001 to April 2012. Ms. Jung served as Chief Executive Officer of Avon from November 1999 to April 2012, and served as a member of the Board of Avon from January 1998 to December 2012. Among other qualifications, Ms. Jung brings to the Board executive leadership experience, including her service as a chairman and chief executive officer of a large international public company, along with extensive brand marketing and consumer products experience, and a global business perspective from her service on other boards

UNILEVER PLC - Board Member, Lead Director, Deputy Chairman Source Date: 03/13/2023

Ms. Andrea Jung - Previous experience: Avon Products Inc (CEO); General Electric (Board Member); Daimler AG (Board Member). Current external appointments: Grameen America Inc (President and CEO); Apple Inc (NED); Wayfair Inc (NED)

WAYFAIR INC. - Board Member Source Date: 03/14/2023

Andrea Jung has served as a member of our Board since May 2018. Ms. Jung has served as the President and Chief Executive Officer of Grameen America LLC, a nonprofit microfinance organization, since April 2014, where she also serves on the board of directors. Ms. Jung previously served as Executive Chairman of Avon Products, Inc., a personal care products company, from April 2012 to December 2012, and as Chairman of the board of directors of Avon from September 2001 to April 2012. Ms. Jung served as Chief Executive Officer of Avon from November 1999 to April 2012, and served as a member of the board of directors of Avon from January 1998 to December 2012. Ms. Jung has served on the board of directors of Apple Inc. since January 2008 and Unilever PLC and Unilever N.V. since May 2018, and previously served on the boards of General Electric Company from July 1998 to March 2018 and Daimler AG from April 2013 to April 2018. Ms. Jung is a graduate of Princeton University. We believe Ms. Jung is qualified to serve on our Board due to her board and executive-level experience in retail, technology and other businesses

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
WAYFAIR INC.	Board Member	5	May 16, 2018		Yes	Yes	
UNILEVER PLC	Board Member, Lead Director, Deputy Chairman	5	May 02, 2018		Yes	Yes	
APPLE INC.	Board Member	15	Jan 04, 2008		Yes	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Pay	Chair
APPLE INC.	Corporate Governance	Member
APPLE INC.	Nomination	Member
UNILEVER PLC	Pay	Chair
UNILEVER PLC	Corporate Governance	Member
UNILEVER PLC	Nomination	Member
WAYFAIR INC.	Pay	Member
WAYFAIR INC.	Corporate Governance	Member
WAYFAIR INC.	Nomination	Member

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	93%	7%
UNILEVER PLC	2023	83.3%	16.7%
WAYFAIR INC.	2023	96.9%	3.2%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Non-Executive	15	2022	130,000	409,509	141,279
UNILEVER PLC	Lead Director, Deputy Chair	5	2022	213,450	213,450	4,576
WAYFAIR INC.	Non-Executive	5	2022		272,671	5,827

ARTHUR (ART) LEVINSON

Age: 72
Gender: M
Nationality: Not Disclosed

Financial: No
Risk: No
Industry: Health Care Equipment & Services - Health Care Providers & Services, Pharmaceuticals, Biotechnology & Life Sciences - Biotechnology

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member, Chairman Source Date: 01/12/2023

Art Levinson has served as the Chief Executive Officer of Calico, a company focused on health, aging, and well-being, since September 2013. Dr. Levinson previously served as Chief Executive Officer of Genentech, Inc., a medical drug developer, from July 1995 to April 2009, and served as Genentech's Chairman from September 1999 to September 2014. Among other qualifications, Dr. Levinson brings to the Board executive leadership experience, including his service as a chairman and chief executive officer of a large international public company, along with extensive financial expertise and brand marketing experience

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
APPLE INC.	Board Member, Chairman	22	Aug 15, 2000		Yes	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Pay	Member

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	94%	6%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Chair	22	2022	275,000	562,458	4,590,409

JAMES BELL

Age: 75
Gender: M
Nationality: United States of America

Financial: Yes
Risk: No
Industry: Capital Goods - Aerospace & Defense

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

James Bell is the retired Executive Vice President, Corporate President and Chief Financial Officer of The Boeing Company, an aerospace company. Mr. Bell served in this role from June 2008 to April 2012, having previously served as Executive Vice President, Finance and Chief Financial Officer from November 2003 to June 2008, and as Senior Vice President of Finance and Corporate Controller from October 2000 to November 2003. From 1992 to 2000, Mr. Bell held a series of positions with increasing responsibility at Boeing. Among other qualifications, Mr. Bell brings to the Board financial and accounting expertise as a former chief financial officer of a large international public company, experience in strategic planning and leadership of complex organizations, and a global business perspective from his service on other boards.

CDW CORPORATION - Board Member Source Date: 04/07/2023

Mr. Bell is the retired Executive Vice President, Corporate President and Chief Financial Officer of The Boeing Company, an aerospace company and manufacturer of commercial jetliners and military aircraft. Mr. Bell served in that role at Boeing from 2008 to 2012. Previously, he served as Boeing's Executive Vice President, Finance and Chief Financial Officer from 2003 to 2008; Senior Vice President of Finance and Corporate Controller from 2000 to 2003; and Vice President of Contracts and Pricing for Boeing Space and Communications from 1996 to 2000.

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
APPLE INC.	Board Member	7	Oct 01, 2015		Yes	Yes	
CDW CORPORATION	Board Member	8	Mar 25, 2015		Yes	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Audit	Member
APPLE INC.	Risk	Member
CDW CORPORATION	Audit	Chair
CDW CORPORATION	Corporate Governance	Member
CDW CORPORATION	Nomination	Member
CDW CORPORATION	Risk	Chair

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	99%	1%
CDW CORPORATION	2023	99.3%	0.7%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Non-Executive	7	2022	100,000	383,714	36,675
CDW CORPORATION	Non-Executive	8	2022	119,946	297,446	20,473

MONICA LOZANO

Age: 67
Gender: F
Nationality: United States of America

Financial: No
Risk: No
Industry: Media - Media

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

Monica Lozano has served as the President and Chief Executive Officer of The College Futures Foundation, a charitable foundation working to increase the rate of college graduation for low-income California students, since December 2017. Ms. Lozano previously served as Chair of the Board of Directors of U.S. Hispanic Media, Inc., the parent company of ImpreMedia, LLC, a Hispanic news and information company, from June 2014 to January 2016. Ms. Lozano previously served as Chair and Chief Executive Officer of ImpreMedia, LLC from 2010 to 2014. Among other qualifications, Ms. Lozano brings to the Board executive leadership experience, including her service as a board chair and chief executive officer, experience in operations, strategic planning and marketing, and a global business perspective from her service on other boards

BANK OF AMERICA CORPORATION - Board Member Source Date: 03/07/2023

Ms. Lozano has a broad range of leadership experience in public and private sectors and a track record as a champion for equality, opportunity, and representation. As Chief Executive Officer of College Futures Foundation, a charitable foundation focused on increasing the rate of bachelor's degree completion among California student populations who are low-income and have had a historically low college success rate, she worked to increase the rate of college graduation and improve opportunity for low-income students and students of color in California. With 30 years at La Opinión, the largest Spanish-language newspaper in the U.S., including as editor and publisher, as Chairman and Chief Executive Officer of its parent company, ImpreMedia LLC, and as co-founder of the Aspen Institute Latinos and Society Program, Ms. Lozano possesses deep insights into the issues that impact the Hispanic-Latino community. As a director serving on the boards of large organizations with diversified international operations, including Apple Inc. and Target Corporation, and previously The Walt Disney Company, Ms. Lozano has long standing experience overseeing matters ranging from corporate governance, human capital management, executive compensation, to risk management and financial reporting. In addition, as a member of California's Task Force on Jobs and Business Recovery, Ms. Lozano provides valuable perspective on important public policy, societal, and economic issues relevant to our company.

TARGET CORPORATION - Board Member, Lead Director Source Date: 04/25/2022

Monica C. Lozano is President and Chief Executive Officer of The College Futures Foundation, a position she has held since December 2017. She also co-founded The Aspen Institute Latinos and Society Program and served as Chair of its Advisory Board from January 2015 to October 2019. Ms. Lozano previously served as Chairman of U.S. Hispanic Media, Inc., a leading Hispanic news and information company. Ms. Lozano previously served in the roles of Chair and Chief Executive Officer of ImpreMedia, LLC, a wholly owned subsidiary of U.S. Hispanic Media, Inc. Ms. Lozano also served as Chief Executive Officer and Publisher of La Opinion, a subsidiary of ImpreMedia, LLC, and in several management-level roles with the company. Ms. Lozano possesses substantial senior management experience in areas such as operations, strategic planning and marketing, including multi-media content. She also has a deep understanding of issues that are important to Hispanics, a growing U.S. demographic. Ms. Lozano has board-level experience overseeing large organizations with diversified operations on matters such as governance, risk management, and financial reporting

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
APPLE INC.	Board Member	2	Jan 04, 2021		Yes	Yes	
TARGET CORPORATION	Board Member, Lead Director	7	Mar 09, 2016		Yes	Yes	
BANK OF AMERICA CORPORATION	Board Member	17	Apr 01, 2006		Yes	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Audit	Member
APPLE INC.	Risk	Member
BANK OF AMERICA CORPORATION	Pay	Chair
BANK OF AMERICA CORPORATION	Risk	Member
TARGET CORPORATION	Pay	Chair
TARGET CORPORATION	Corporate Governance	Member
TARGET CORPORATION	Nomination	Member

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	99.1%	0.9%
BANK OF AMERICA CORPORATION	2023	93.3%	6.7%
TARGET CORPORATION	2022	97.5%	2.5%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Non-Executive	2	2022	100,000	376,474	5,239
BANK OF AMERICA CORPORATION	Non-Executive	17	2022	130,000	380,000	3,000
TARGET CORPORATION	Lead Director	7	2021	155,000	335,027	13,838

RONALD (RON) SUGAR

Age: 74
Gender: M
Nationality: Not Disclosed

Financial: Yes
Risk: No
Industry: Capital Goods - Aerospace & Defense, Automobiles & Components - Automobile Components

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

Ron Sugar is the retired Chairman of the Board and Chief Executive Officer of Northrop Grumman Corporation, a global security company. Dr. Sugar served in this role from April 2003 to June 2010 and served as President and Chief Operating Officer from 2001 to 2003. Previous to Northrop Grumman, he held executive positions at Litton Industries and TRW Inc., where he served as Chief Financial Officer. Among other qualifications, Dr. Sugar brings to the Board executive leadership experience as a chairman and chief executive officer of a large international public company, financial expertise as a former chief financial officer, understanding of advanced technology, experience with government relations and public policy, and a global business perspective from his service on other boards

AMGEN INC. - Board Member Source Date: 04/06/2023

Ronald D. Sugar is the retired Chairman of the Board and Chief Executive Officer of Northrop Grumman Corporation, a global aerospace and defense company, having held these posts from 2003 through 2009. Dr. Sugar has been a director of Chevron Corporation, a petroleum, exploration, production and refining company, since 2005, serving on the Management Compensation Committee and the Board Nominating and Governance Committee, and as lead independent director from 2015 to May 2022. Dr. Sugar has been a director of Apple Inc., a manufacturer and seller of, among other things, personal computers, mobile communication and media devices, since 2010, chairing the Audit and Finance Committee. Dr. Sugar has been a director of Uber Technologies, Inc., since 2018, serving as the Chair of the board of directors and chairing the Nominating and Governance Committee and serving on the Compensation Committee. Dr. Sugar served as a director of Air Lease Corporation, an aircraft leasing company, from 2010 to 2020, and chaired its Compensation Committee and served on the Nominating and Corporate Governance Committee. Since 2010, he has been a senior advisor to Ares Management LLC, a privately-held asset manager and registered investment advisor. In 2014, Dr. Sugar joined the Temasek Americas Advisory Panel of Temasek Holdings (Private) Limited, a privately-held investment company based in Singapore. Dr. Sugar is a member of the National Academy of Engineering, trustee of USC, member of the UCLA Anderson School of Management Board of Advisors, and director of the Los Angeles Philharmonic Association. Dr. Sugar received an undergraduate degree, master's degree, and doctorate from the University of California, Los Angeles. Qualifications Our Board concluded that Dr. Sugar should serve on our Board because of Dr. Sugar's board and senior executive-level expertise, including his experience as chief executive officer and board chair of a large, highly regulated, public company and his insight in the areas of operations, government affairs, science, technology and finance.

UBER TECHNOLOGIES, INC. - Board Member, Chairman Source Date: 03/28/2023

Mr. Sugar has served as the chairperson of our Board of Directors since July 2018. Dr. Sugar was Chairman of the board of directors and Chief Executive Officer of Northrop Grumman Corporation, a global aerospace and defense company, from 2003 until his retirement in 2010, and President and Chief Operating Officer from 2001 until 2003. He was President and Chief Operating Officer of Litton Industries, Inc. from 2000 until the company was acquired by Northrop Grumman Corporation in 2001. Prior to that time, he served as Chief Financial Officer of TRW Inc. Dr. Sugar is also an adviser to Ares Management LLC, Bain & Company, and Singapore's Temasek Investment Company. He is a trustee of the University of Southern California, board of visitors member of the University of California, Los Angeles Anderson School of Management, past Chairman of the Aerospace Industries Association, and a member of the National Academy of Engineering. Dr. Sugar currently serves on the board of directors of Amgen, Inc., Apple Inc., and Chevron Corporation. He previously served on the board of directors of Air Lease Corporation from 2010 to 2020. Qualifications: Dr. Sugar was selected to serve on our Board of Directors because of his experience as the leader of a global company, particularly as Chairman of the Board and Chief Executive Officer of Northrop Grumman Corporation, his innovation, technology, and high-growth experience, consumer and digital experience, particularly his experience on Apple's board of directors, his financial expertise, and his government, policy, and regulatory experience.

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
UBER TECHNOLOGIES, INC.	Board Member, Chairman	5	Jul 01, 2018		Yes	Yes	
APPLE INC.	Board Member	12	Nov 16, 2010		Yes	Yes	
AMGEN INC.	Board Member	13	Jul 22, 2010		Yes	Yes	
Northrop Grumman Corporation	Executive		Jan 01, 2001	Dec 31, 2009	No	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
AMGEN INC.	Corporate Governance	Member
AMGEN INC.	Nomination	Member
APPLE INC.	Audit	Chair
APPLE INC.	Risk	Chair
UBER TECHNOLOGIES, INC.	Pay	Member
UBER TECHNOLOGIES, INC.	Corporate Governance	Chair
UBER TECHNOLOGIES, INC.	Nomination	Chair

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
AMGEN INC.	2023	90.8%	9.3%
APPLE INC.	2023	93.5%	6.5%
CHEVRON CORPORATION	2022	87%	13%
UBER TECHNOLOGIES, INC.	2023	95.5%	4.5%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
AMGEN INC.	Non-Executive	13	2022	150,000	380,818	18,743
APPLE INC.	Non-Executive	12	2022	135,000	423,947	105,943
UBER TECHNOLOGIES, INC.	Chair	5	2022	295,000	588,505	210,875

SUSAN (SUE) WAGNER

Age: 62
Gender: F
Nationality: United States of America

Financial: Yes
Risk: No
Industry: Diversified Financials - Capital Markets

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

Sue Wagner is a co-founder of BlackRock, Inc., an asset management company. Ms. Wagner served as BlackRock's Vice Chairman from January 2006 until her retirement in July 2012, and also served as a member of BlackRock's Global Executive Committee and Global Operating Committee. During her tenure at BlackRock, Ms. Wagner served as BlackRock's Chief Operating Officer and Head of Corporate Strategy, and led the alternative investments and international client businesses. Among other qualifications, Ms. Wagner brings to the Board operational experience, including her service as chief operating officer of a large multinational public company, along with extensive financial expertise and experience in the highly regulated financial services industry, and a global business perspective from her tenure at BlackRock, as well as her service on other boards.

BLACKROCK, INC. - Board Member Source Date: 04/14/2023

Ms Wagner retired as Vice Chairman of BlackRock after serving in that role from 2006 to 2012. Ms Wagner also served as a member of BlackRocks Global Executive Committee and Global Operating Committee. Ms Wagner previously served as BlackRocks Chief Operating Officer and as Head of Corporate Strategy. She serves as a member of the board of trustees of Wellesley College. Ms Wagner also currently serves as a director of Color Health, a privately held health technology company. Qualifications As one of the founding principals of BlackRock, Ms Wagner has over 25 years of experience across various positions. Accordingly she is able to provide the Board with valuable insight and perspective on risk management operations and strategy as well as a broad and deep understanding of the asset management industry. Other Public Company Directorships within the past 5 years: Apple Inc 2014 present, Samsara Inc 2020 present, Swiss Re Ltd 2014 2023.

Samsara Inc - Board Member Source Date: 05/18/2023

Ms. Wagner has served as a member of our Board of Directors since November 2020. She is a co-founder of BlackRock, Inc., an asset management company, and held various roles there from its founding until her retirement in July 2012. During her tenure at BlackRock, Ms. Wagner served as BlackRock's Vice Chairman, Chief Operating Officer, Head of Corporate Strategy, a member of the Global Executive Committee and Global Operating Committee, and led the alternative investments and international client businesses. She currently serves on the boards of directors of BlackRock, Apple Inc., an electronics and software company, and Color Health, a private health technology company. Ms. Wagner previously served as a member of the board of directors of Swiss Re Ltd., an insurance and reinsurance company, from April 2014 to April 2023. Ms. Wagner holds a B.A. in English and Economics from Wellesley College and an M.B.A. in Finance from the University of Chicago.

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
Samsara Inc	Board Member	2	Nov 01, 2020		Yes	Yes	
APPLE INC.	Board Member	9	Jul 15, 2014		Yes	No	
BLACKROCK, INC.	Board Member	10	Oct 03, 2012		No	No	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Audit	Member
APPLE INC.	Corporate Governance	Chair
APPLE INC.	Nomination	Chair
APPLE INC.	Risk	Member
BLACKROCK, INC.	Audit	Member
BLACKROCK, INC.	Risk	Chair
Samsara Inc	Audit	Member
Samsara Inc	Corporate Governance	Chair
Samsara Inc	Nomination	Chair
Samsara Inc	Risk	Member

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	96%	4.1%
BLACKROCK, INC.	2023	97.5%	2.5%
Samsara Inc	2022	99.7%	0.3%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Non-Executive	9	2022	125,000	405,418	65,523
BLACKROCK, INC.	Non-Executive	10	2022	140,000	379,636	429,562
Samsara Inc	Non-Executive	2	2023	48,000	248,002	242,088
Swiss Re AG	Non-Executive		2022	370,731	618,245	22,897

TIMOTHY (TIM) COOK

Age: 62
Gender: M
Nationality: United States of America

Financial: No
Risk: No
Industry: Technology Hardware & Equipment - Technology Hardware, Storage & Peripherals

BIOGRAPHICAL INFORMATION

APPLE INC. - Executive, Board Member, CEO Source Date: 01/12/2023

Tim Cook has been Apple's Chief Executive Officer since August 2011 and was previously Apple's Chief Operating Officer since October 2005. Mr. Cook joined Apple in March 1998 and served as Executive Vice President, Worldwide Sales and Operations from February 2002 to October 2005. From October 2000 to February 2002, Mr. Cook served as Senior Vice President, Worldwide Operations, Sales, Service and Support. From March 1998 to October 2000, Mr. Cook served as Senior Vice President, Worldwide Operations. Among other qualifications, Mr. Cook brings to the Board extensive executive leadership experience in the technology industry, including the management of worldwide operations, sales, service, and support.

NIKE, INC. - Board Member, Lead Director Source Date: 07/21/2022

Mr. Cook is the Company's Lead Independent Director and is the Chief Executive Officer of Apple Inc. ("Apple"). Mr. Cook joined Apple in March 1998 as Senior Vice President of Worldwide Operations and also served as its Executive Vice President, Worldwide Sales and Operations and Chief Operating Officer. Mr. Cook was Vice President, Corporate Materials for Compaq Computer Corporation from 1997 to 1998. Previous to his work at Compaq, Mr. Cook served in the positions of Senior Vice President Fulfillment and Chief Operating Officer of the Reseller Division at Intelligent Electronics from 1994 to 1997. Mr. Cook also worked for International Business Machines Corporation from 1983 to 1994, most recently as Director of North American Fulfillment. Mr. Cook is a member of the Board of Directors of Apple. In addition to this public company board service, he is also a member of the Board of Directors of the National Football Foundation and Duke University Board of Trustees.

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
APPLE INC.	Executive, Board Member, CEO	11	Aug 24, 2011		No	Yes	
NIKE, INC.	Board Member, Lead Director	17	Nov 01, 2005		Yes	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
NIKE, INC.	Pay	Chair

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	98.2%	1.8%
NIKE, INC.	2022	100%	0%

EXECUTIVE PAY (all values USD)

Company	Role	Tenure	Pay Year	Total Annual Pay	Total Awarded Pay	Total Realized Pay	Shares Held
APPLE INC.	CEO	11	2022	16,425,933	99,420,097	16,425,933	4,724,260

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
NIKE, INC.	Lead Director	17	2022	150,000	349,453	32,639

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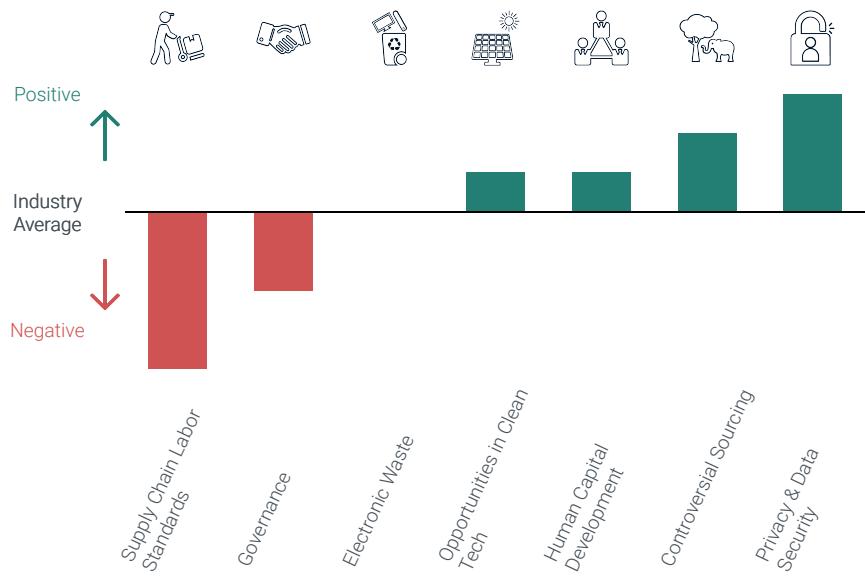
APPLE INC. (AAPL)

Technology Hardware, Storage & Peripherals | US

Supply chain-related labor controversies weigh down otherwise strong ESG practices

Score attribution by key issue

This chart highlights the company's positioning relative to the industry average for each Key Issue that contributed to its ESG Rating as of September 06, 2023.



Last ESG Rating action

Rating action date: November 11, 2022

Apple has been downgraded to 'BBB' from 'A'.

Apple's reliance on outsourced hardware manufacturing exposes it to supply chain issues that may disrupt production or create reputational risks. Since 2020, Apple has been criticized for sourcing goods from multiple suppliers allegedly involved in human rights violations related to employing Uyghurs and other ethnic minorities in China. The recent reassessment of these controversies as a result of the methodology enhancement related to vulnerable demographics drove the downgrade.

- ▶ In April 2022, Apple reached 825 million subscribers, underlining the scale of sensitive user data handled by the company, while privacy regulations continue to strengthen globally. Though Apple's industry-leading data protection measures are based on 'Privacy by Design' principles, it faces several controversies related to data security, surveillance, and authentication, likely indicating gaps in its privacy framework.
- ▶ Apple's governance is on par with global peers. Despite an independent majority board, the presence of long-tenured directors may pose entrenchment concerns. We note significant votes against executive pay (35.4% AGM 2022) as the CEO's payout for 2021 jumped sharply to USD99 million from USD14.7 million a year ago, with potentially unclear performance criteria.
- ▶ In addition to conflict minerals like 3TGS, Apple's industry-leading conflict mineral tracing program now includes cobalt. Focus also remains on reusing metals as 13% of cobalt used in Apple products (FY 2021) came from certified recycled sources.

Analyst: Ankush Kumar

MSCI
ESG RATINGS

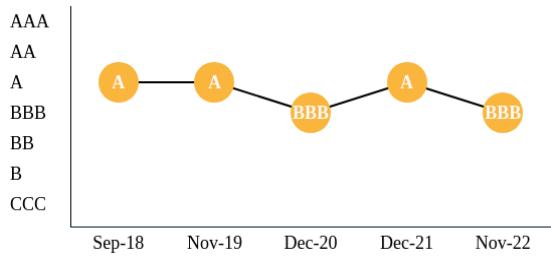


CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022

LAST REPORT UPDATE: September 06, 2023

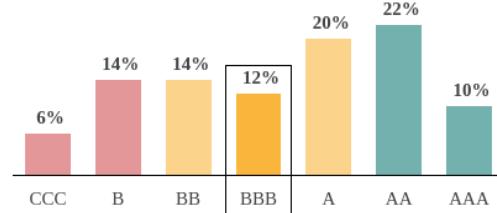
ESG Rating history



ESG Rating history shows five most recent rating actions

ESG Rating distribution

Universe: MSCI ACWI Index constituents, Technology Hardware, Storage & Peripherals, n=49



Key scores

	Weight	Score (0-10)
Industry-Adjusted Score <i>(Last Updated: November 11, 2022)</i>		5.2
Weighted-Average Key Issue Score <i>(Last updated: August 04, 2023)</i>		4.7
Environmental Pillar Score	20%	4.2
Social Pillar Score	47%	5.1
Governance Pillar Score	33%	4.4

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What is an ESG Rating? MSCI ESG Ratings aim to measure a company's resilience to long-term ESG risks. Companies are scored on an industry-relative AAA-CCC scale across the most relevant Key Issues based on a company's business model.



CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

ESG Rating scorecard

As of September 06, 2023

KEY ISSUE	WEIGHT	INDUSTRY AVERAGE	SCORE (0-10)	CHANGE	EXPLANATION
Weighted-Average Key Issue Score		4.5	4.7		
> ENVIRONMENT	20%	3.8	4.2	▲0.1	
<u>Opportunities in Clean Tech</u>	12%	3.8	4.5		<ul style="list-style-type: none"> 80% of revenues from business lines commonly involved in clean tech Targets to increase investments in clean tech
<u>Electronic Waste</u>	8%	3.9	3.8	▲0.2	<ul style="list-style-type: none"> 94% of revenues in markets with stringent e-waste regulations
> SOCIAL	47%	4.7	5.1	▲0.1	
<u>Human Capital Development</u>	16%	4.2	4.4		<ul style="list-style-type: none"> Involved in severe & moderate <u>controversies</u> Relatively low proportion of operations reliant on highly skilled workers compared to peers and / or the company has not had recent restructuring or major layoffs Strong efforts to attract and retain talent relative to peers
<u>Privacy & Data Security*</u>	12%	7.8	7.2	▲0.1	<ul style="list-style-type: none"> Involved in moderate <u>controversies</u> High proportion of operations that handle substantial quantities of sensitive personal information relative to peers
<u>Supply Chain Labor Standards</u>	12%	5.5	2.0		<ul style="list-style-type: none"> Involved in very severe & moderate <u>controversies</u> High dependence on supply chains in regions with poor working conditions Supply chain labor policies and practices appear to lag peers
<u>Controversial Sourcing</u>	7%	5.6	8.2		<ul style="list-style-type: none"> Strong initiatives compared to peers to source raw materials from non-controversial sources
> GOVERNANCE	33%	5.1	4.4	▲0.5	
<u>Corporate Governance</u>		6.0	7.0	▲1.3	<ul style="list-style-type: none"> The company falls into the average scoring range relative to global peers, reflecting relatively few areas of concern.
<u>Corporate Behavior</u>		5.5	1.7	▼1.3	<ul style="list-style-type: none"> Involved in moderate <u>controversies</u> Substantial operations in business lines and regions associated with high perceived levels of corruption

* denotes company-specific Key Issue

This table shows the Key Issue scores and weights contributing to the company's ESG Rating and any changes to those scores since the last ESG Rating action. The range of possible scores is 0-10, where 10 is best and 0 is worst.

Rating model details

Apple was rated based on a modified version of the Technology Hardware, Storage & Peripherals Industry ESG Rating model:

► Privacy & Data Security has been added as a company-specific Key Issue due to the company's involvement in big data and analytics operations.

MODEL VERSION: 4.1.1

Represents the MSCI ESG Ratings model version used to assess the company. Please refer to the "ESG Ratings Methodology" document for more details on the model versions.

Company Data Feedback response

Data feedback in last 12 months? _____ Yes

Date of last feedback _____ Jan 2023

This section only captures inputs provided by companies through our online issuer portal that may have an impact on the weighted Key Issues for the company

Key documents used for updates, as of September 06, 2023

Company Filing	Fiscal Year	Filing Release Date	Incorporated in data and scores	Incorporated in ESG Rating
AR Filing	FY-2022	28 Oct. 2022	Partially Incorporated	Pending
AR Filing	FY-2021	29 Oct. 2021	Partially Incorporated	Pending
CSR Filing	FY-2021	14 Jul. 2022	Fully Incorporated	11 Nov. 2022

Key document types reflected here include Annual Reports (AR), CSR, Sustainability or ESG reports. Partially Incorporated = some but not all of the underlying data and related scores reflect the latest filing; Pending = Not yet incorporated; Fully Incorporated = All relevant data from filing has been incorporated into the underlying data and scores. Updates related to Carbon data are not included here. Please refer to "Recent developments affecting ESG scores" for more information.



Recent developments affecting ESG scores

This table shows the last 10 score changes* and rating actions that have occurred in the past 12 months.

Date ▲	Type	Score (0-10)	Change	Explanation
	Current Weighted-Average Key Issue Score	4.7		
Aug 04, 2023	Data Update: Corporate Governance		▲0.2	Flags Removed: Overboarded Audit Committee Members, Overboarded Non-Exec Directors
May 26, 2023	Data Update: Corporate Governance		▼0.1	Flags Added: Pay Committee Concerns
Mar 27, 2023	Data Update: Corporate Governance		▲0.2	Flags Removed: Significant Votes Against Directors Governance Score changed based on the listed Key Metric(s): Significant Vote Against Pay Practices
Feb 14, 2023	Data Update: Exposure		▼0.4	Change in exposure score for the following Key Issue(s): Controversial Sourcing, Corporate Behavior, Electronic Waste, Human Capital Development, Opportunities in Clean Tech, Privacy & Data Security,
Feb 03, 2023	Data Update: Corporate Governance		▲0.1	Flags Removed: CEO Equity Changes, CEO Pay Total Realized
Jan 24, 2023	Data Update: ESG		▼0.1	Data updated for Corporate Behavior
Jan 23, 2023	Data Update: Exposure		▲0.3	Change in exposure score for the following Key Issue(s): Controversial Sourcing, Corporate Behavior, Electronic Waste, Human Capital Development, Opportunities in Clean Tech, Privacy & Data Security, Supply Chain Labor Standards,
Nov 11, 2022	ESG Rating action	4.5	▲0.1	Apple has been downgraded to 'BBB' from 'A'.
Nov 09, 2022	Data Update: Controversies		▼0.3	Very Severe Controversies: (1) China: Allegations of forced labor in supply chain
Jun 13, 2022	Methodology Update: ESG Ratings	4.7	▲0.2	Methodology Enhancements: scores recalculated to reflect enhancements to the ESG Ratings model.

This table outlines the latest changes to specific data points that have occurred, the trigger for change (e.g. issuer feedback, data update or methodology enhancements) and the overall impact on the company's Weighted Average Key Issue Score.

[View additional recent developments affecting the ESG score](#)

Most recent controversies

Last update	Headline	Assessment	Type
May-23	China: Allegations of forced labor related to suppliers employing ethnic minorities through coercive state-sponsored labor-transfer programs	Very Severe	Supply Chain Labor Standards
Nov-22	Hong Kong: Allegations of improper layoffs from labor union	Moderate	Collective Bargaining & Union



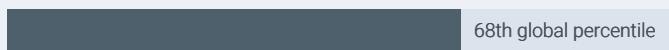
CCC | B | BB | **BBB** | A | AA | AAA

RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

This table shows the most recently updated controversies facing the company. Controversies are considered alongside other factors when assessing a company and may or may not impact the company's ESG Rating. For further details, See [Controversies Detail section](#) in full ESG Rating report appendix.



Corporate governance summary



Board of directors

Board type: Unitary Board



Board diversity

Male Female



Ownership summary

Capital structure Single Equity Class

Top shareholders
There is no principal shareholder at this firm.

Ownership classification Widely Held

CEO

Name: Timothy Cook

Total realized pay*:
USD 16,425,933.00

Tenure: 12 Years

Total summary pay*:
USD 99,420,097.00

*CEO pay figures are sourced from listed company annual reports and proxy filings. When a new CEO is named the pay figures for the previous CEO will be displayed until this information has been updated for the new CEO

Peer benchmarking

	Electronic Waste	Opportunities in Clean Tech	Human Capital Development	Supply Chain Labor Standards	Privacy & Data Security	Controversial Sourcing	Corporate Governance	Corporate Behaviour	Rating & Trend
Telefonaktiebolaget LM Ericsson	N/A	••••	•••	•	••••	••••	••••	••	A ▲▲
Wistron Corporation	N/A	•••	••	••••	•	••	••	•••	A ▲▲
APPLE INC.	••	••••	•••	•	••	••••	•••	•	BBB ▼
QUANTA COMPUTER INC.	•	••	•••	•••	••	••	•	••	BB ▲▲
GRG Banking Equipment Co., Ltd.	•	••••	••••	•	••	•	•	•	B ▲▲
CHINA GREATWALL TECHNOLOGY GROUP CO., LTD.	•	••••	••	•	•	•	•	•	CCC ▲▲

QUARTILE KEY : Bottom Quartile • Top Quartile ••••

RATING TREND KEY : Maintain ▲▲ Upgrade ▲ Upgrade by two or more notches ▲▲▲ Downgrade ▼ Downgrade by two or more notches ▼▼

The five industry peers are companies in the Technology Hardware, Storage & Peripherals ESG Rating Industry, as of September 06, 2023, selected based on similarities in four attributes (ESG Key Issue weights, industry classification, region, and size), sorted by ESG Rating (best to worst).



Analyst insights

Supply chain labor woes may be a prolonged challenge for Apple

November 17, 2022
Siyu Liu

Apple issued a warning to expect a lower volume of iPhone shipments than anticipated for Q4 2022 delivery due to an operational disruption at Foxconn's Zhengzhou factory in China (Nov 6, 2022). Various shocks along its supply chain since the beginning of the COVID-19 pandemic have repeatedly underscored the vulnerabilities that Apple's dependence on outsourced production has created. We assess companies' supply chain risks along two dimensions: labor and raw materials. On one hand, Apple has made notable progress on using renewable and recycled raw materials and reducing the carbon footprint of its supply chain. On the other hand, it appears to be a more prolonged challenge to manage business disruption and/or reputational damage due to suppliers' labor practices.

Although Apple has a comprehensive Supplier Code of Conduct and Supplier Responsibility Standards, the company's vast and complex supplier network could make effective oversight and due diligence challenging. This is partially because labor issues, in emerging markets in particular, may be influenced by local norms or government policy. For example, the recent labor unrest at Foxconn's Zhengzhou factory, triggered by local government's strict covid management policies, demonstrated how direct and severe the business impact can be when one of the largest iPhone factories does not function properly. The Zhengzhou facility hosts about 80% production capacity of the new iPhone 14 models (source: Financial Times, Nov 6th, 2022). With such heavy reliance on one supplier, tools such as audit program or termination of supplier relationship in case of violations may not be as effective. Active engagement with key suppliers may be warranted for issues as complex as labor or human rights. Over past three years, we have noted four moderate controversies and one very severe* ongoing controversy related to Apple suppliers' labor practices in China and India.

*See 'ESG Controversies and Global Norms Methodology, MSCI ESG Research, July 2022' for more details on assessment methodology.

Decarbonizing Apple products – ripple effect on supply chain could be significant

October 31, 2022
Siyu Liu

Apple has committed to a carbon-neutral supply chain by 2030, first announced in 2020 and has reported on progress made towards the goal. With its own operations powered entirely by renewable electricity already*, the remaining greenhouse gas (GHG) emissions left to decarbonize are Apple's product life cycle emissions, which make up 99% of total reported carbon emissions as of FY2021. These emissions, from largest to smallest, are from outsourced manufacturing (category 1, 70% of its reported scope 3 emissions), consumer use (category 11, 22%), transportation (category 9, 8%) and end-of-life treatment of products (category 12, ~1%).

If achieved, Apple's commitment to decarbonize its products will have ripple effect on its vast pool of suppliers and spillover impact on the rest of the tech hardware supply chain. The company reported in its recent Sustainability Progress Report (Mar 2022) that so far 213 suppliers across 25 countries, doubling that of previous years' and represented majority of Apple's direct suppliers, have committed to use 100% renewable electricity for production of Apple products. Although the commitments are for production of Apple-branded products only, suppliers could leverage Apple's support of sourcing clean energy programs, training, and capacity building to overcome hurdles and extend the use of renewable electricity to the rest of their production lines. The potential ripple effect could be substantial if the committed direct suppliers, which include a number of large suppliers in the tech hardware value chain, can further decarbonize their own manufacturing activities or even push their suppliers and materials providers to decarbonize.

*Apple's scope 2 emissions were reported according to the market-based method by the GHG protocol. Market-based method reflects emissions from electricity generated by contractual instruments that companies choose, while a location-based method reflects the average emission intensity of grids on which energy consumption occurs.

Achieving the last mile of net-zero may come down to carbon removal projects

October 31, 2022
Siyu Liu

Apple plans to achieve carbon-neutrality by 2030 by reducing 75% of its total emissions and offsetting the remaining 25% through carbon removal projects (from a 2015



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baseline). Apple reported that it has already reduced 40% total carbon footprint (as of FY2021) compared to that of 2015, which appears to be on track of its emission reduction trajectory towards 2030. On the other hand, carbon removal plays a small but nontrivial role towards offsetting the remainder emissions, totaling 667,000 tons of CO₂ through three projects in 2021, which was about 3% of its total reported annual emissions.

Apple funded its carbon removal projects, all nature-based, through Conservation International. The projects were certified to Climate, Community & Biodiversity (CCB) standards and through the Verified Carbon Standard CO₂ Certification (VCS) program. As the market of carbon removal projects is still nascent, further clarity is needed to settle standards around issues of additionality (e.g., whether the tree-planting is not going to happen otherwise), leakage (e.g., whether a local offset project may lead to increase of emissions elsewhere), and accounting horizon, to name a few. As more companies rely on funding carbon removal projects to meet their net-zero targets, standardization is crucial to ensure integrity and comparability of the funded projects, and by that extension, meaningful achievements towards reducing carbon emissions.

USD22.6 billion of share repurchases in Q1 2022 continues buyback momentum

May 05, 2022
Andrew Young

The U.S. big tech companies – Alphabet, Apple, Meta and Microsoft* - had another bumper quarter of buybacks, following a bumper year in 2021 and 2020 before that. The arguments against these buybacks appear to hold little water.

The common criticisms of stock repurchases include the argument that the cash could be better reinvested elsewhere, perhaps to the benefit of other company stakeholders besides shareholders. Following this argument, forgoing investment elsewhere is argued as an exercise in short-termism and misaligned incentives for its executives. The practice has also been subject to criticism by politicians, including the U.S. President, Joe Biden, over concerns of lining the pockets of wealthy investors, especially during the COVID-19 pandemic lockdowns.

All four companies have arguably too much cash on their balance sheets providing a debt-free opportunity to buy back shares. This cash comes from organic growth of their desirable products and services, diluting arguments of price gouging that impact, for example, pharmaceutical giants. Research & Development spending across the group has remained at consistent, and substantial levels in recent years (Meta spent USD21.9 billion on R&D in 2021). And, antitrust scrutiny might have taken large-scale acquisitions off the table.

There might be an argument for the fair treatment of workers – for example, the class of tech ‘permatemp’ workers, which might typically enjoy lower job security and benefits. However, unlike gig platforms, there is not really a question of living wages or fair pay – thus limiting these concerns.

The argument that might carry the most water, given the high-level political engagement on the topic of buybacks is tax. There is not a legal argument to restrict tax avoidance practices, but there is an ethical one, and thus a reputational risk exposure. Our data showed a moderate gap between the statutory rates in Apple’s operating markets and its effective tax rate. Over the past several years it has been subject to the focus of a European Commission investigation, and some public scrutiny over the tax arrangements of its European hub, in Ireland.

*Excluding Amazon, which has not followed a substantial buyback program like these peers

iOS14.5 update: Progress on privacy but big tech gets bigger

May 24, 2021
Andrew Young

A highly publicized update to Apple’s operating system, iOS, will prompt Apple’s customers to opt-in or out of third-party cookie tracking across their devices. The move attempts to balance a commitment to protect their customers online privacy with significant implications for online advertising markets that favor advertising giants like Facebook and Google.

Following the update, first-party cookies remain unchanged, so companies can still track



visitors on their own apps and websites. But Apple device users will be able to opt out of third-party cookies which marketing companies use to track individuals' behavior across third-party apps and websites. It is expected that most* Apple device users will opt out of third-party cookie tracking.

Merchants pay advertising companies for marketing impressions (the number of times their advertisements are viewed). So, advertising companies compete based on their ability to produce the most promising audiences for merchant clients, using behavioral data from their proprietary platforms and from third-party cookies. Limiting third-party cookies doesn't exactly revert companies back to the old days of 'spray and pray' advertising but will reduce the ability for companies to target individuals. This may concentrate the advertising market toward the advertising companies with the most proprietary data collection capability, i.e. Facebook and Google.

Third-party cookies have been dying a slow death. Regulatory scrutiny may have contributed to Apple's Safari search engine allowing third-party cookie blocking in 2020, following a similar move by Mozilla's Firefox in 2019. The world's most popular search platform, Google Chrome announced plans to block third-party cookies in 2022. Both Apple and Google are developing proprietary alternative technologies to support advertisers in a post-third-party cookie environment.

*Adexchanger.com, "Will people actually opt in to IDFA tracking?", June 25, 2020

Big tech anti-trust enforcement: Pincer movement

November 02, 2020
Andrew Young

The US 'big tech' companies, Apple, Amazon, Facebook and Alphabet have faced significant anti-trust scrutiny in their home market in 2020. This includes hearings by the US Senate Judiciary Committee in August 2020 and document request orders from the regulator, the US Federal Trade Commission (FTC) in February 2020 regarding their acquisitions between 2010 and 2020, which are being subjected to fresh antitrust review. The outcome of these investigations has culminated in an antitrust case brought by the Department of Justice (DoJ) against Alphabet's Google Search internet search engine which enjoys a market share approaching 90% in the US (see research note: "Default Status" on the Alphabet ESG Ratings report).

There may be many questions about what this case means for this group of big tech companies, such as, who will be next? But the group of companies might do well to keep their eye on as seemingly more forward-looking anti-trust regulator, the European Commission (EC):

The EC has open investigations into Apple and Amazon and is in a legal dispute with Facebook. It fined Alphabet a combined EUR8.2 billion in three separate cases between 2017 and 2019, including in a similar case of product 'bundling' to the one launched by the DoJ. However, the EC's Commissioner for Competition, Margarethe Vestager suggested that cases to date have been ineffectual from the point of view of stimulating competition (Reuters interview, June 2020). It appears to have shifted focus to a regulatory approach to stimulating competition: The region's anticipated Digital Services Act (publication is expected by the end of 2020) may have implications for all the US big tech companies. For example, it may require tech companies to share data with smaller competitors in standardized and non-discriminatory ways, potentially lowering the barriers for access to data, a key input for innovation.

Lapses in supply chain labor management may deepen concerns over COVID-19's impact on business continuity

March 20, 2020
Siping Guo

Apple issued a warning about its quarterly earnings in February and reportedly delayed a product announcement in March as a result of the COVID-19 outbreak. Apple's final-products assembly suppliers are almost entirely concentrated in China, where they have been hit hard by operations suspensions and labor shortages. Although there were signs of production recovery at its major contract manufacturers (for example, Foxconn's Zhengzhou campus reportedly had 80% of its workforce back on March 15), the lack of company initiatives to prevent labor law violations could put lasting constraints on Apple's supply chain.

Apple's past high production volume and timely delivery in peak sales seasons was allegedly supported by heavy reliance on temporary workers (far beyond the 10% of



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workforce limit set by China's Labor Law) and excessive or forced overtime in its supply chain. We have not found concrete efforts from the company to address such violations in China. The situation there might be further exacerbated by ongoing labor shortages amid COVID-19 outbreak, and Apple's suppliers are likely to request more overtime to make up for delivery delays and revenue losses. If Apple can't collaborate with its suppliers in China to assure fair labor conditions while again ramping up production, the U.S. tech giant may face heightened risks of labor unrest and reputational damage with a supply chain heavily concentrated at the origin of the COVID-19 pandemic.



ESG Rating drill down

Description	As of prior rating action date: Dec 28, 2021		As of last rating action date: Nov 11, 2022		As of last report update date: Sep 06, 2023		Difference	
	Score	Weight	Score	Weight	Score	Weight	Score	Weight
ESG Rating Letter Grade	A		BBB		BBB		-	-
Industry Adjusted Score	6.1		5.2		5.2		-	-
Industry Minimum Score	2.7		2.9		2.9		-	-
Industry Maximum Score	6.0		6.0		6.0		-	-
Weighted Average Key Issue Score	4.7		4.5		4.7		0.2	-
Environmental Pillar Score	3.8	20.0%	4.1	20.0%	4.2	20.0%	0.1	-
Electronic Waste Key Issue Score	2.8	8.0%	3.6	8.0%	3.8	8.0%	0.2	-
Exposure Score	8.2		8.2		8.0		-0.2	-
Business Segment Exposure Score	6.0		6.0		5.9		-0.1	-
Geographic Exposure Score	8.7		8.7		8.6		-0.1	-
Management Score	4.0		4.8		4.8		-	-
Management Score - Excluding Controversies	4.8		4.8		4.8		-	-
Practices Score	4.8		4.8		4.8		-	-
Controversy Deduction	-0.8		0.0		0.0		-	-
Opportunities in Clean Tech Key Issue Score	4.5	12.0%	4.5	12.0%	4.5	12.0%	-	-
Exposure Score	6.4		6.4		6.3		-0.1	-
Business Segment Exposure Score	6.4		6.4		6.3		-0.1	-
Management Score	4.4		4.4		4.4		-	-
Management Score - Excluding Controversies	4.4		4.4		4.4		-	-
Practices Score	5.8		5.8		5.8		-	-
Performance Score	1.8		1.8		1.8		-	-
Controversy Deduction	0.0		0.0		0.0		-	-
Social Pillar Score	5.6	47.0%	5.0	47.0%	5.1	47.0%	0.1	-
Human Capital Development Key Issue Score	2.7	16.0%	4.4	16.0%	4.4	16.0%	-	-
Exposure Score	9.1		8.1		8.1		-	-
Business Segment Exposure Score	8.1		8.1		8.1		-	-
Company-Specific Exposure Score	1.0		0.0		0.0		-	-
Management Score	4.8		5.5		5.5		-	-
Management Score - Excluding Controversies	7.3		8.0		8.0		-	-
Practices Score	7.6		8.8		8.8		-	-
Performance Score	6.5		6.5		6.5		-	-
Controversy Deduction	-2.5		-2.5		-2.5		-	-
Privacy & Data Security Key Issue Score	9.2	12.0%	7.1	12.0%	7.2	12.0%	0.1	-
Exposure Score	6.5		8.6		8.5		-0.1	-
Business Segment Exposure Score	6.5		6.5		6.5		-	-
Geographic Exposure Score	7.6		8.2		8.1		-0.1	-
Management Score	8.7		8.7		8.7		-	-
Management Score - Excluding Controversies	10.0		10.0		10.0		-	-
Practices Score	10.0		10.0		10.0		-	-



Description	As of prior rating action date: Dec 28, 2021		As of last rating action date: Nov 11, 2022		As of last report update date: Sep 06, 2023		Difference	
	Score	Weight	Score	Weight	Score	Weight	Score	Weight
Controversy Deduction	-1.3		-1.3		-1.3		-	
Supply Chain Labor standards Key Issue Score	4.5	12.0%	2.0	12.0%	2.0	12.0%	-	-
Exposure Score	10.0		10.0		10.0		-	
Company-Specific Exposure Score	10.0		10.0		10.0		-	
Management Score	7.5		5.0		5.0		-	
Management Score - Excluding Controversies	10.0		10.0		10.0		-	
Practices Score	10.0		10.0		10.0		-	
Controversy Deduction	-2.5		-5.0		-5.0		-	
Controversial Sourcing Key Issue Score	8.2	7.0%	8.2	7.0%	8.2	7.0%	-	-
Exposure Score	7.0		7.0		7.0		-	
Company-Specific Exposure Score	7.0		7.0		7.0		-	
Management Score	8.2		8.2		8.2		-	
Management Score - Excluding Controversies	8.2		8.2		8.2		-	
Practices Score	8.2		8.2		8.2		-	
Controversy Deduction	0.0		0.0		0.0		-	
Governance Pillar Score*	3.9	33.0%	3.9	33.0%	4.4	33.0%	0.5	-
Governance Pillar Deductions**	-6.1		-6.1		-5.6		0.5	-
Corporate Governance Deductions	-2.8		-3.4		-2.4		1.0	-
Board	-1.3		-1.8		-1.2		0.6	
Pay	-0.6		-1.1		-0.7		0.4	
Ownership & Control	-0.5		-0.5		-0.5		-	
Accounting	-0.4		0.0		0.0		-	
Corporate Behavior Deductions	-3.3		-2.7		-3.2		-0.5	-
Business Ethics	-2.7		-2.2		-2.5		-0.3	
Tax Transparency	-0.5		-0.5		-0.8		-0.3	

**Beginning November 2020, the Environmental Pillar Score and Social Pillar Score are calculated based on the weighted average of underlying Key Issue Scores, while the Governance Pillar Score is calculated based on 10 minus the sum of Corporate Governance and Corporate Behavior deductions. In the ESG Rating drill-down, deductions are scaled to indicate impact on the overall Governance Pillar Score. In subsequent sections of the report, deductions are scaled to show impact on the Corporate Behavior and Corporate Governance Theme Scores.



Overflow table: Recent developments affecting ESG scores

Date ▲	Type	Score (0-10)	Change	Explanation
	Current Weighted-Average Key Issue Score	4.7		
Aug 04, 2023	Data Update: Corporate Governance	▲0.2	Flags Removed: Overboarded Audit Committee Members, Overboarded Non-Exec Directors	
May 26, 2023	Data Update: Corporate Governance	▼0.1	Flags Added: Pay Committee Concerns	
Mar 27, 2023	Data Update: Corporate Governance	▲0.2	Flags Removed: Significant Votes Against Directors Governance Score changed based on the listed Key Metric(s): Significant Vote Against Pay Practices	
Feb 14, 2023	Data Update: Exposure	▼0.4	Change in exposure score for the following Key Issue(s): Controversial Sourcing, Corporate Behavior, Electronic Waste, Human Capital Development, Opportunities in Clean Tech, Privacy & Data Security,	
Feb 03, 2023	Data Update: Corporate Governance	▲0.1	Flags Removed: CEO Equity Changes, CEO Pay Total Realized	
Jan 24, 2023	Data Update: ESG	▼0.1	Data updated for Corporate Behavior	
Jan 23, 2023	Data Update: Exposure	▲0.3	Change in exposure score for the following Key Issue(s): Controversial Sourcing, Corporate Behavior, Electronic Waste, Human Capital Development, Opportunities in Clean Tech, Privacy & Data Security, Supply Chain Labor Standards,	
Nov 11, 2022	ESG Rating action	4.5	▲0.1	Apple has been downgraded to 'BBB' from 'A'.
Nov 09, 2022	Data Update: Controversies	▼0.3	Very Severe Controversies: (1) China: Allegations of forced labor in supply chain	
Jun 13, 2022	Methodology Update: ESG Ratings	4.7	▲0.2	Methodology Enhancements: scores recalculated to reflect enhancements to the ESG Ratings model.
Apr 20, 2022	Data Update: Controversies	▲0.1	Minor controversy case(s): (1) India: Suspension of import permit of subsidiary over alleged non-compliance with electronic waste management regulations; suspension removed	
Mar 18, 2022	Data Update: Corporate Governance	▼0.2	Flags Added: Significant Vote Against Pay Practices, Significant Votes Against Directors	
Feb 25, 2022	Data Update: Corporate Governance	▼0.2	Flags Added: CEO Equity Changes, CEO Pay Perks & Other Comp, CEO Pay Total Awarded, Internal Pay Equity Governance Score changed based on the listed Key Metric(s): Asset-Liability Valuation	
Jan 07, 2022	Issuer Verification: Corporate Governance	▲0.1	Flags Removed: Pay Linked to Sustainability	



Dec 28, 2021	ESG Rating action	4.7	▲0.4	Apple has been upgraded to 'A' from 'BBB'.
Dec 28, 2021	Data Update: Controversies			Controversy case(s) upgraded or archived
Dec 27, 2021	Data Update: Exposure		▼0.3	Change in exposure score for the following Key Issue(s): Controversial Sourcing, Corporate Behavior, Electronic Waste, Human Capital Development, Opportunities in Clean Tech, Privacy & Data Security, Supply Chain Labor Standards,
Dec 08, 2021	Data Update: Controversies		▼0.2	Severe controversy case(s): (1) Hong Kong: Allegations of improper layoffs from labor union
Aug 10, 2021	Data Update: Corporate Governance		▼0.1	Flags Added: CEO Pay Total Realized Flags Removed: CEO Pay Perks & Other Comp Governance Score changed based on the listed Key Metric(s): Asset-Liability Valuation
Jun 16, 2021	Issuer Verification: ESG		▲0.5	Feedback provided on Corporate Behavior, Electronic Waste and Privacy & Data Security
Feb 19, 2021	Data Update: Corporate Governance		▲0.1	Flags Added: Expense Recognition, Revenue Recognition Flags Removed: Asset-Liability Valuation, Revenue Recognition Governance Score changed based on the listed Key Metric(s): Expense Recognition, Asset-Liability Valuation
Jan 22, 2021	Data Update: Corporate Governance		▲0.2	Flags Added: CEO Pay Total Awarded Flags Removed: CEO Equity Changes, Not 30% Female Directors, Short-Term Pay Performance Governance Score changed based on the listed Key Metric(s): Entrenched Board
Dec 11, 2020	ESG Rating action	4.2	▼0.1	Apple has been downgraded to 'BBB' from 'A'.
Dec 11, 2020	Data Update: Corporate Governance			Flags Added: CEO Pay Perks & Other Comp, CEO Pay Total Fixed Flags Removed: CEO Pay Total Fixed
Dec 11, 2020	Data Update: Controversies			Controversy case(s) upgraded or archived
Nov 05, 2020	Methodology Update: ESG Ratings	4.3	▼0.5	Methodology Enhancements: scores recalculated to reflect enhancements to the ESG Ratings model.
May 08, 2020	Data Update: Governance		▼0.1	Governance Score changed based on the listed Key Metric(s): Asset-Liability Valuation, Expense Recognition
Apr 08, 2020	Data Update: Controversies		▼0.1	Severe controversy case(s): (1) Xinjiang region: Allegations of subjecting Uyghurs to forced labor in factories
Dec 18, 2019	Data Update: Controversies		▼0.1	Moderate controversy case(s): (1) Oregon, United States: Lawsuit over Alleged Unfair Dismissal and Failure to Protect Employee from Customers' Racial Discrimination (2) Cork, Ireland: EUR 15,000 Compensation to Former Employee over Alleged Unfair Dismissal and Violation of Data Privacy



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Nov 04, 2019

ESG Rating action

5.1

Apple's rating is unchanged at 'A'.



Corporate Governance



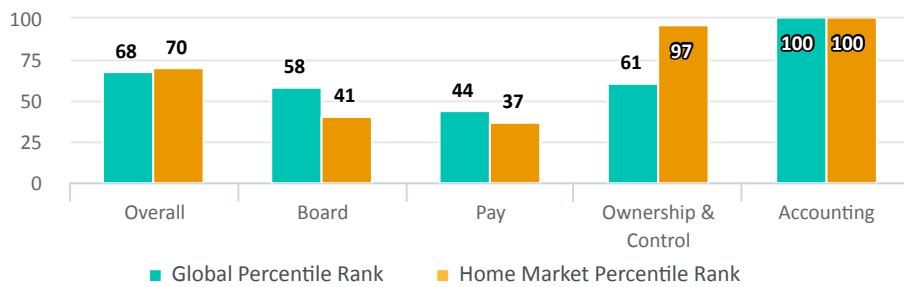
Market Cap: 2,962,061,594,720 USD

Home Market: United States

Last Data Update:

Aug 03, 2023

GOVERNANCE THEMES AND RANKINGS



SUMMARY

APPLE falls into the average scoring range for all the companies we assess relative to global peers and reflects a relatively low level of governance risk in most areas.

Score	Change (since rating)	Quartile	Last score change date
7.0	▲ 1.3	•••	Aug 03, 2023

KEY DATES

Financial Year End	September 24
Annual Filing Date	Jan 12, 2023
AGM Date	Mar 10, 2023

WEBSITE

<https://www.apple.com/>

*Key areas of concern include flagged key metrics within the three sub-issues that represent the largest scoring deductions. Please review the full report to see the complete set of flagged key metrics.

KEY AREAS OF CONCERN*

SCORING DEDUCTIONS

Board Skills & Diversity

(-0.99)

- 红旗 Entrenched Board
- 红旗 Risk Management Expertise

Pay Figures

(-0.80)

- 红旗 Internal Pay Equity
- 红旗 CEO Pay Total Awarded
- 红旗 CEO Pay Perks & Other Comp
- 红旗 CEO Pay Total Fixed

Pay Oversight

(-0.30)

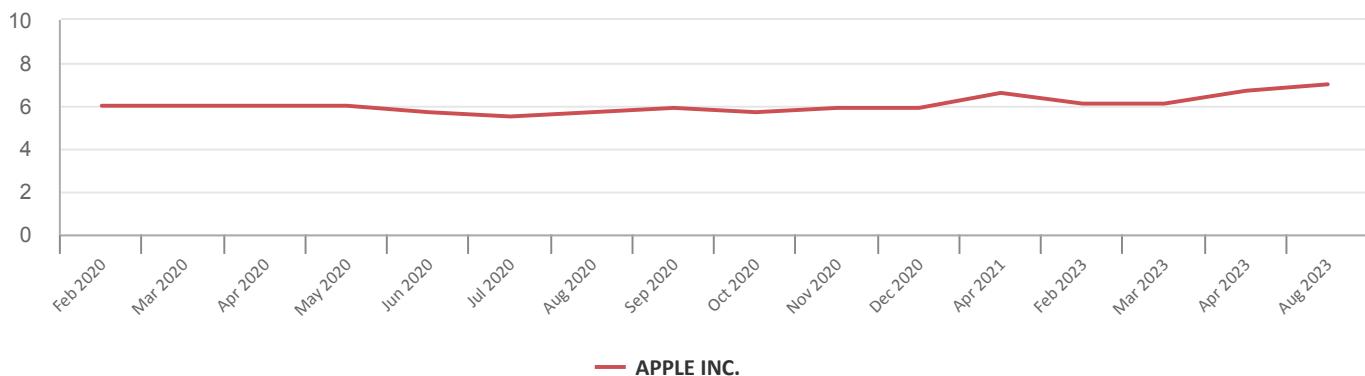
- 红旗 Pay Committee Concerns



CCC B BB BBB A AA AAA

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CORPORATE GOVERNANCE SCORE HISTORY



CHANGES TO FLAGGED KEY METRICS (SINCE MAY 2022)

Key Metric	Key Metric Change	Date	Score Change*	Change Notes
Overboarded Non-Exec Directors	Flag Removed	Aug 03, 2023	0.49	
Overboarded Audit Committee Members	Flag Removed	Aug 03, 2023	0.10	
Pay Committee Concerns	Flag Added	May 25, 2023	-0.30	
Significant Votes Against Directors	Flag Removed	Mar 26, 2023	0.50	AGM voting results updated
CEO Pay Total Realized	Flag Removed	Feb 02, 2023	0.20	
CEO Equity Changes	Flag Removed	Feb 02, 2023	0.20	
Nomination Committee Chair Independence	Flag Added	Jun 12, 2022	-0.10	Methodology enhancements
Expense Recognition	Flag Removed	Jun 12, 2022	0.20	Methodology enhancements

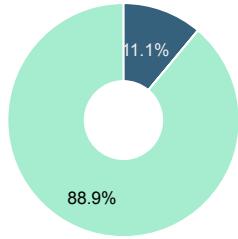


BOARD OVERVIEW

Board Type: Unitary Board

Board of Directors

CEO Chair Timothy (Tim) Cook
Arthur (Art) Levinson



Since: Aug 24, 2011
Since: Nov 15, 2011

Executive Leadership

CFO Luca Maestri Since: May 29, 2014

■ Executive ■ Links to Management ■ Independent of Management

PAY OVERVIEW

Highest Paid Executive - Timothy (Tim) Cook



■ Long Term Incentives Awarded 82,994,164 (USD)
■ Short Term Incentives Awarded 12,000,000 (USD)
■ Fixed Pay 4,425,933 (USD)



BOARD

The policies and practices of the APPLE board fall within the average scoring range relative to global peers. We have flagged this board for potential concerns regarding possible board entrenchment.

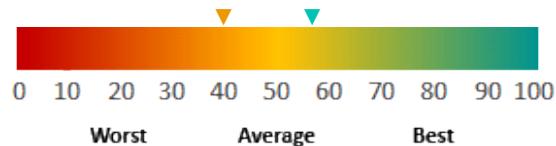
0-10 Score	Global Percentile Rank	Home Market Percentile Rank
7.4	58th (Average)	41st (Average)

KEY METRICS SCORING

Deduction	
AUDIT OVERSIGHT	
红旗 Audit Committee Industry Expert	-0.10
BOARD INDEPENDENCE	
红旗 Entrenched Board	-0.79
红旗 Risk Management Expertise	-0.20
NOMINATION PROCESS OVERSIGHT	
红旗 Nomination Committee Chair Independence	-0.10
PAY OVERSIGHT	
红旗 Pay Committee Concerns	-0.30

BOARD PERFORMANCE VS.

▼ Global ▼ Home Market



LEADERSHIP

CHIEF EXECUTIVE OFFICER

History	CEO Since	Until	Name	Gender	Age
Current	Aug 2011		Timothy (Tim) Cook	M	62

CHIEF FINANCIAL OFFICER

History	CFO Since	Until	Name	Gender	Age
Current	May 2014		Luca Maestri	M	59

CHAIR

History	Chair Since	Until	Name	Gender	Age
Current	Nov 2011		Arthur (Art) Levinson	M	72



BOARD OF DIRECTORS

The APPLE board currently has an independent majority, which enables it to more effectively fulfill its critical function of overseeing management on behalf of shareholders. Additionally, the company has split the roles of CEO and chair and has named a fully independent chairman. An independent chairman is characteristic of 38% of companies in MSCI ESG Research's coverage.

Number of Board Meetings: 5

Non-executives meet in absence of Executives: Yes

Name	M/F	Age	Tenure (Years)	Boards	Independent of Mgmt	Independent of Other Interests	Management Link/Designation Reason	Nationality
Albert (Al) Gore \$	M	74	20	1	Yes	Yes		Not Disclosed
Alex Gorsky	M	61	1	3	Yes	Yes		Not Disclosed
Andrea Jung	F	63	15	2	Yes	Yes		United States of America
Arthur (Art) Levinson COB	M	72	23	1	Yes	Yes		Not Disclosed
James Bell \$	M	75	7	2	Yes	Yes		United States of America
Monica Lozano	F	67	2	3	Yes	Yes		United States of America
Ronald (Ron) Sugar \$	M	74	12	3	Yes	Yes		Not Disclosed
Susan (Sue) Wagner \$	F	62	9	3	Yes	No	Special Shareholder Representative	United States of America
Timothy (Tim) Cook CEO I	M	62	12	2	No	Yes	Executive	United States of America
	F	# >= 70	# >= 15 yrs	# >= 4				
Total (of 9)	3	4	3	0	8	8		
Percentage	33.3%	44.4%	33.3%	0%	88.9%	88.9%		

Note: Board count includes the membership of this board.

\$ - Financial Expert (4) I - Industry Expert CEO - Chief Executive Officer COB - Chair of the Board

BOARD EFFECTIVENESS

Nomination Committee - Number Of Meetings: 4

Name	M/F	Age	Board Tenure (Years)	Independent of Mgmt	Independent of Other Interests	Committee Status
Albert (Al) Gore \$	M	74	20	Yes	Yes	Member
Alex Gorsky	M	61	1	Yes	Yes	Member
Andrea Jung	F	63	15	Yes	Yes	Member
Susan (Sue) Wagner \$	F	62	9	Yes	No	Chair

\$ - Financial Expert (2)



CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

BOARD SKILLS & DIVERSITY

MSCI ESG Research has flagged the board as potentially entrenched due to a number of long-serving directors. An entrenched board may be detrimental to sustainable shareholder interests during periods of extended underperformance and we do see the potential for such entrenchment at this firm due to a significant number of long-serving directors. While we recognize the benefits of experience, long-tenured directors may form relationships that could compromise their independence and therefore hinder their ability to provide effective oversight. We note that 25% in United States have been flagged for having an entrenched board.

AUDIT OVERSIGHT

Audit Committee - Number Of Meetings: 8

The APPLE board of directors includes a fully independent audit committee and at least one member of that committee meets our standards for financial expertise.

Name	M/F	Age	Board Tenure (Years)	Boards	Independent of Mgmt	of Other Interests	Committee Status
James Bell \$	M	75	7	2	Yes	Yes	Member
Monica Lozano	F	67	2	3	Yes	Yes	Member
Ronald (Ron) Sugar \$	M	74	12	3	Yes	Yes	Chair
Susan (Sue) Wagner \$	F	62	9	3	Yes	No	Member

\$ - Financial Expert (3)

Risk Committee - Number Of Meetings: 8

Name	M/F	Age	Board Tenure (Years)	Independent of Mgmt	of Other Interests	Committee Status
James Bell \$	M	75	7	Yes	Yes	Member
Monica Lozano	F	67	2	Yes	Yes	Member
Ronald (Ron) Sugar \$	M	74	12	Yes	Yes	Chair
Susan (Sue) Wagner \$	F	62	9	Yes	No	Member

\$ - Financial Expert (3)



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 RATING ACTION DATE: November 11, 2022
 LAST REPORT UPDATE: September 06, 2023

PAY OVERSIGHT

Pay Committee - Number Of Meetings: 6

The APPLE board includes an independent pay committee, which is considered best practice for oversight of executive pay according to international corporate governance standards.

Name	M/F	Age	Board Tenure (Years)	Independent of Mgmt	of Other Interests	CEO Role?	Committee Status
Albert (Al) Gore	M	74	20	Yes	Yes		Member
Alex Gorsky	M	61	1	Yes	Yes	Former	Member
Andrea Jung	F	63	15	Yes	Yes		Chair
Arthur (Art) Levinson	M	72	23	Yes	Yes		Member

- Financial Expert

CONTROVERSIES & EVENTS

No major relevant controversies have been uncovered.



PAY

Executive pay practices at APPLE fall into the average scoring range relative to global peers. Areas of particular concern include significant votes against pay practices.

0-10 Score	Global Percentile Rank	Home Market Percentile Rank
5.7	44th (Average)	37th (Average)

KEY METRICS SCORING

Deduction

PAY FIGURES

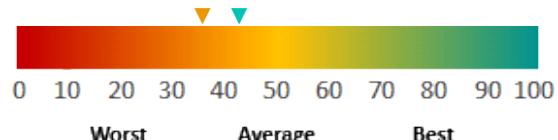
Internal Pay Equity	-0.20
CEO Pay Total Awarded	-0.20
CEO Pay Perks & Other Comp	-0.20
CEO Pay Total Fixed	-0.20

PAY PERFORMANCE ALIGNMENT

Significant Vote Against Pay Practices	-0.15
--	-------

PAY PERFORMANCE VS.

▼ Global ▼ Home Market



PAY FIGURES

EXECUTIVE PAY - 2022

Executive	Title	Tenure (Years)	Total Awarded Pay (USD)	Total Realized Pay (USD)
Deirdre O'Brien I	Executive		27,151,798	57,393,820
Jeffrey (Jeff) Williams I	Executive		27,150,352	92,735,856
Katherine (Kate) Adams I	Executive		27,147,223	77,629,694
Luca Maestri I \$	CFO	9	27,151,798	92,737,302
Timothy (Tim) Cook I	CEO	12	99,420,097	16,425,933

\$ - Financial Expert I - Industry Expert (5)

CEO PAY DETAILS - Timothy (Tim) Cook

Pay Awarded		2022	Pay Realized	
Fixed Pay			Fixed Pay	
Salary		3,000,000 USD	Salary	3,000,000 USD
Fees		0 USD	Fees	0 USD
Pension		0 USD	Pension	0 USD
Perks & Other Pay		1,425,933 USD	Perks & Other Pay	1,425,933 USD
Variable Pay			Variable Pay	
Short-term incentives			Short-term incentives	
Annual Bonus		0 USD	Annual Bonus	0 USD
Other Non-equity Incentive Plan		12,000,000 USD	Other Non-equity Incentive Plan	12,000,000 USD
Long-term incentives			Long-term incentives	
Grant date value of Stock Options		0 USD	Options Exercised	0 USD
Grant date value of Stock Awards		82,994,164 USD	Stock Awards Vested	0 USD
Total Awarded Pay		99,420,097 USD	Total Realized Pay	16,425,933 USD

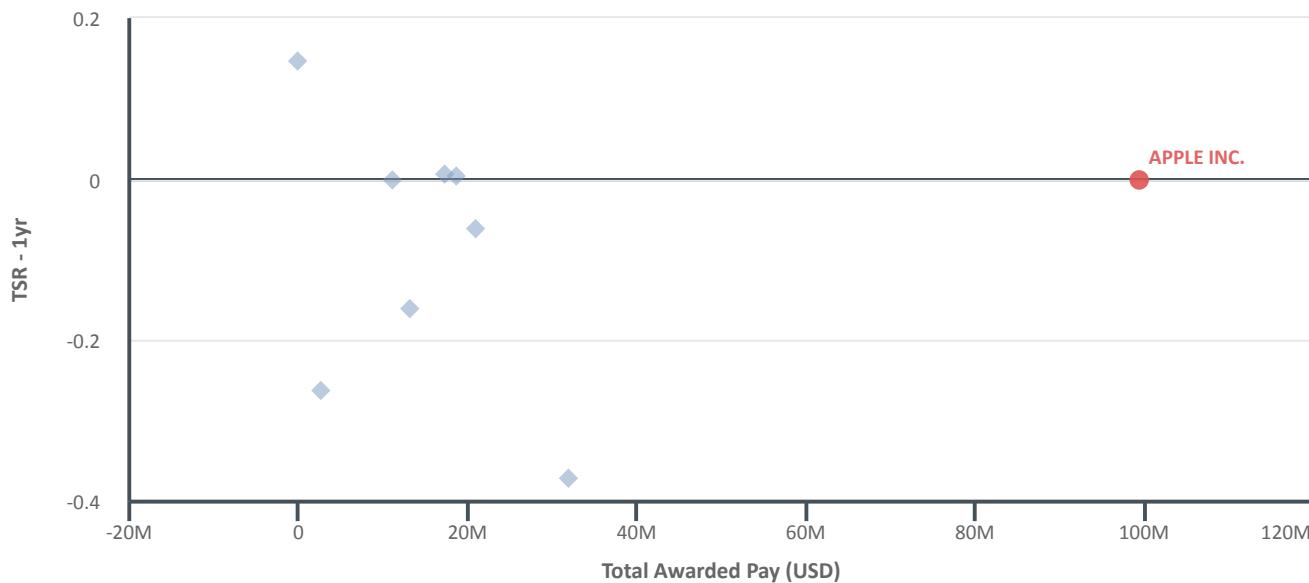
PAY PEER GROUP

LARGE CAP - DEVELOPED AMERICAS - TECHNOLOGY HARDWARE, STORAGE & PERIPHERALS (9 COMPANIES)

Company	Home Market	Market Cap (USD m)	Pay Year	1 Yr TSR	Total CEO Annual Pay (USD)	CEO Name	CEO Since
APPLE INC.	United States	2,962,062	2022	0.00%	16,425,933	Cook	Aug 2011
HEWLETT PACKARD ENTERPRISE COMPANY	United States	23,338	2022	0.01%	3,979,655	Neri	Feb 2018
WESTERN DIGITAL CORPORATION	United States	12,782	2022	-0.37%	3,276,709	Goeckeler	Mar 2020
NETAPP, INC.	United States	16,113	2022	0.00%	3,137,865	Kurian	Jun 2015
SEAGATE TECHNOLOGY HOLDINGS PUBLIC LIMITED COMPANY	United States	14,138	2022	-0.16%	3,095,012	Mosley	Oct 2017
HP INC.	United States	29,421	2022	-0.06%	2,894,510	Lores	Nov 2019
DELL TECHNOLOGIES INC.	United States	40,676	2023	-0.26%	2,797,308	Dell	Oct 2013
PURE STORAGE, INC.	United States	11,000	2022	0.00%	1,814,911	Giancarlo	Aug 2017
SUPER MICRO COMPUTER, INC.	United States	14,175	2022	0.15%	1	Liang	Sep 1993

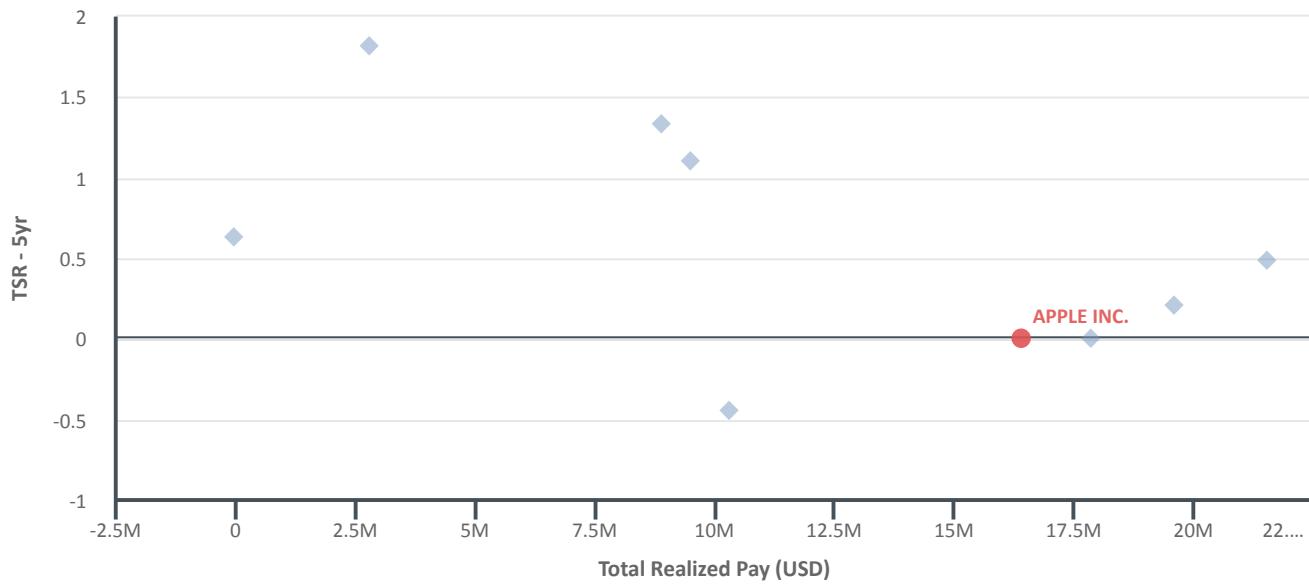


CEO TOTAL AWARDED PAY VERSUS PAY PEER GROUP



Pay Peers (♦) are used in the calculation of the Key Metric CEO Pay Total Summary and selected as set out in the MSCI Governance Metrics Methodology Document.

CEO TOTAL REALIZED PAY VERSUS PAY PEER GROUP



Pay Peers (♦) are used in the calculation of the Key Metric CEO Pay Total Summary and selected as set out in the MSCI Governance Metrics Methodology Document.

PAY PERFORMANCE ALIGNMENT

CEO & EXECUTIVE EQUITY

CEO equity policy as a multiple of salary:

10.0



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RATING ACTION DATE: November 11, 2022
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Stock Ownership Guidelines:

Under our stock ownership guidelines, Mr. Cook is expected to own shares of Apple stock that have a value equal to 10 times his annual base salary.

Executive	Tenure (Years)	Shares Held	YoY % Change	Shareholding As % of Salary
Deirdre O'Brien I		737,262		
Jeffrey (Jeff) Williams I		1,305,532		
Katherine (Kate) Adams I		1,053,199		
Luca Maestri I \$	9	738,110		
Timothy (Tim) Cook I	12	4,724,260	5.97%	23689.01%

\$ - Financial Expert I - Industry Expert (5)

CLAWBACK & MALUS

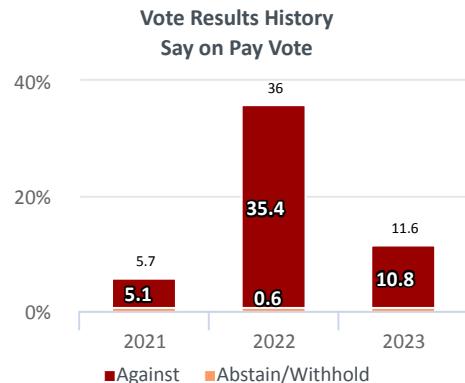
Clawback or malus provisions are in place.

Clawback Type:

Fraudulent

LATEST PAY VOTES

Year	Vote Type	Votes For %	Votes Against %	Abstain %
2023	Advisory Vote on Executive Compensation	88.4%	10.8%	0.8%



EQUITY PLAN DILUTION

	2022	2021	2020
Shares Outstanding	15,908,118,000	16,406,397,000	17,001,802,000
Equity Reserved	9.7%	6.7%	7.2%
Shares granted/awarded (in year)	0.6%	0.5%	0.9%



NON-EXECUTIVE DIRECTOR PAY

NON-EXECUTIVE EQUITY

Director	Tenure (Years)	Shares Held
Albert (Al) Gore \$	20	467,143
Alex Gorsky	1	2,171
Andrea Jung	15	141,279
Arthur (Art) Levinson	23	4,590,409
James Bell \$	7	36,675
Monica Lozano	2	5,239
Ronald (Ron) Sugar \$	12	105,943
Susan (Sue) Wagner \$	9	65,523

\$ - Financial Expert (4)

NON-EXECUTIVE PAY TABLES

Director	Tenure (Years)	Cash Fees	Other Comp	Stock Award	Total Pay	Total Pay (USD)
Albert (Al) Gore \$	20	100,000 USD	7,405 USD	274,941 USD	382,346 USD	382,346
Alex Gorsky	1	100,000 USD	4,950 USD	348,235 USD	453,185 USD	453,185
Andrea Jung	15	130,000 USD	4,568 USD	274,941 USD	409,509 USD	409,509
Arthur (Art) Levinson	23	275,000 USD	12,517 USD	274,941 USD	562,458 USD	562,458
James Bell \$	7	100,000 USD	8,773 USD	274,941 USD	383,714 USD	383,714
Monica Lozano	2	100,000 USD	1,533 USD	274,941 USD	376,474 USD	376,474
Ronald (Ron) Sugar \$	12	135,000 USD	14,006 USD	274,941 USD	423,947 USD	423,947
Susan (Sue) Wagner \$	9	125,000 USD	5,477 USD	274,941 USD	405,418 USD	405,418

\$ - Financial Expert (4)

CONTROVERSIES & EVENTS

No major relevant controversies have been uncovered.



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RATING ACTION DATE: November 11, 2022
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OWNERSHIP & CONTROL

The company's ownership structure and shareholder rights at APPLE fall within the average scoring relative to global peers.

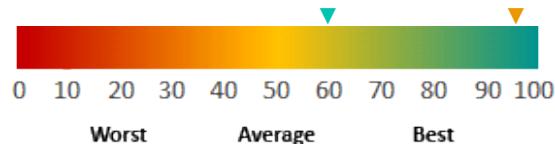
0-10 Score	Global Percentile Rank	Home Market Percentile Rank
7.9	61st (Average)	97th (Best In Class)

KEY METRICS SCORING

	Deduction
DIRECTOR ELECTIONS	
红旗 Majority Voting	-0.20
OWNERSHIP STRUCTURE	
红旗 Dispersed Ownership Concerns	-0.20
SHAREHOLDER RIGHTS	
红旗 Bylaws Amendments	-0.10
TAKEOVER PROVISIONS	
红旗 Fair Bid Treatment Provisions	-0.10

OWNERSHIP & CONTROL PERFORMANCE VS.

▼ Global ▼ Home Market



CORPORATE STRUCTURE

Public Company

CAPITAL STRUCTURE

Capital Type	Votes Per Share	Shares Outstanding
Common Stock	1.0	15,836,213,000

OWNERSHIP STRUCTURE

OWNERSHIP CATEGORIES

- Widely Held

NOTABLE SHAREHOLDERS

There is no principal shareholder at this firm.

5%+ shareholders - Aggregate Voting Power

20.1%

The company does not have a special capital structure, thus one vote right is afforded per common share. This principle of 'one share one vote' helps align economic and voting power and ensures that no class of shareholders has more voting power than economic exposure.



CCC | B | BB | **BBB** | A | AA | AAA

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TAKEOVER PROVISIONS

Fair Price Provision	Mandatory Bid Provision	Mandatory Bid Ownership Threshold
No	No	
State of Incorporation		Business Combination Provision
California		No
% of Votes to Approve a Merger		
51%		

GOVERNING DOCUMENTS

MAJORITY REQUIREMENTS

	Bylaws	Charter
Default percentage of votes required to amend a provision	51%	51%

These Bylaws may be adopted, amended, or repealed by the vote or written consent of holders of a majority of the outstanding shares entitled to vote. Any bylaws specifying or changing a fixed number of directors or the maximum or minimum number or changing from a fixed to a variable board or vice versa may only be adopted by the shareholders; provided, however, that a bylaw or amendment of the Articles of Incorporation reducing the number or the minimum number of directors to a number less than five (5) cannot be adopted if the votes cast against its adoption at a meeting or the shares not consenting in the case of action by written consent are equal to more than sixteen and two-thirds percent (16 2/3%) of the outstanding shares entitled to vote.

State Law Mandate of California

SHAREHOLDER RIGHTS

There may be governance risks for investors in relation to shareholder rights and management-controlled takeover defense mechanisms at APPLE including:

- The board's ability to amend the company's bylaws without shareholder approval
- fair price provisions that fail to ensure that all shareholders are treated fairly

SHAREHOLDER MEETINGS & RESOLUTIONS

	Call Special Meeting	Requisition a Resolution at AGM	Act by Written Consent
Percentage of shares required	10%		51%

RESTRICTIONS ON LEGAL ACTION BY SHAREHOLDERS

No exclusive forum provision has been identified.



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SAY ON PAY

We note that shareholder votes on executive pay are mandatory in this market, affording shareholders the ability to review and approve executive pay practices at this company.

DIRECTOR ELECTIONS

BOARD RE-ELECTION PROVISIONS

Board Re-election Provisions	
Board Re-election Frequency (Years)	1
% of Board subject to re-election	100%

DIRECTOR ELECTION STANDARD

The company has not adopted a binding majority director election standard (with immediate resignation if the director does not receive a majority of the votes cast), which may limit shareholders' ability to hold members of the board accountable in uncontested elections.

Director Election Rules	
Vote Standard	Majority & Resignation Policy
Immediate Binding Resignation	No

The Board has nominated directors James Bell, Tim Cook, Al Gore, Alex Gorsky, Andrea Jung, Art Levinson, Monica Lozano, Ron Sugar, and Sue Wagner to be elected to serve on our Board until the next annual meeting of shareholders and until their successors are duly elected and qualified.

Holders of proxies solicited by this Proxy Statement will vote the proxies received by them as directed on the proxy card or, if no direction is made, for the election of the Board's nine nominees.

The term of any incumbent director who does not receive the affirmative vote of (i) a majority of the shares present or represented by proxy and voting at the Annual Meeting and (ii) a majority of the shares required to constitute a quorum, and has not earlier resigned, will end on the date that is the earlier of (a) 90 days after the date on which the voting results for the Annual Meeting are determined by the inspector of election, or (b) the date on which the Board selects a person to fill the office held by that director in accordance with Apple's bylaws.

Each of the directors nominated by the Board has consented to serving as a nominee, being named in this Proxy Statement, and serving on the Board if elected. Each director elected at the Annual Meeting will be elected to serve a one-year term. If any nominee is unable to serve or for good cause will not serve as a director at the time of the Annual Meeting, the proxy holders may vote for any nominee designated by the present Board to fill the vacancy.

PROXY ACCESS

A proxy access provision is in place.

Proxy Access Terms	
Ownership Duration (Years)	3
Ownership Threshold (% of shares)	3%
Min/Max % of Board Seats	20%



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ACCOUNTING

Based on the company's disclosures and other public information, accounting and financial reporting practices at APPLE appear to be generally appropriate and effective relative to global peers.

0-10 Score	Global Percentile Rank	Home Market Percentile Rank
10.0	100th (Best In Class)	100th (Best In Class)

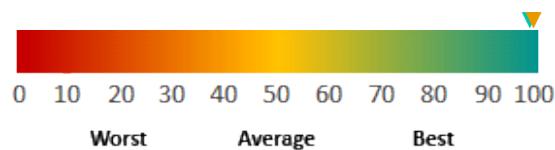
KEY METRICS SCORING

AUDITOR INDEPENDENCE Deduction

AUDITOR INDEPENDENCE

ACCOUNTING PERFORMANCE VS.

▼ Global ▼ Home Market



EXTERNAL AUDITORS

Type	Since	Firm	Most Recent Fiscal Year End Signed Off
Primary	2009	Ernst & Young LLP	2022





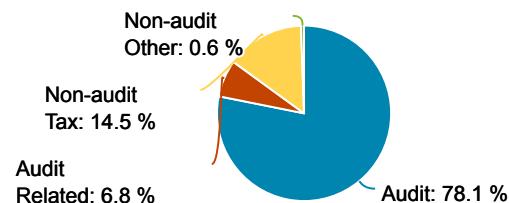
CCC | B | BB | **BBB** | A | AA | AAA

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AUDITOR FEES

Fees paid to: Ernst & Young LLP (Primary)

Fee	Sep 24, 2022 (USD)	Sep 25, 2021 (USD)	Sep 26, 2020 (USD)
Audit	17,763,384	17,683,114	17,568,300
Audit Related	1,551,423	1,161,409	935,900
Total Audit + Audit Related	19,314,807	18,844,523	18,504,200
Tax Compliance/Advice	3,289,432	3,662,997	3,382,300
Other Non-audit Services	131,610	715,310	297,400
Total Non-audit Fees	3,421,042	4,378,307	3,679,700
Total Fees	22,735,849	23,222,830	22,183,900



AUDITOR'S REPORT

	Sep 24, 2022	Sep 25, 2021	Sep 26, 2020
Report Disclosed	Yes	Yes	Yes
Opinion	Unqualified Opinion	Unqualified Opinion	Unqualified Opinion
Emphasis of Matter	No	No	No

CONTROVERSIES & EVENTS

No major relevant controversies have been uncovered.



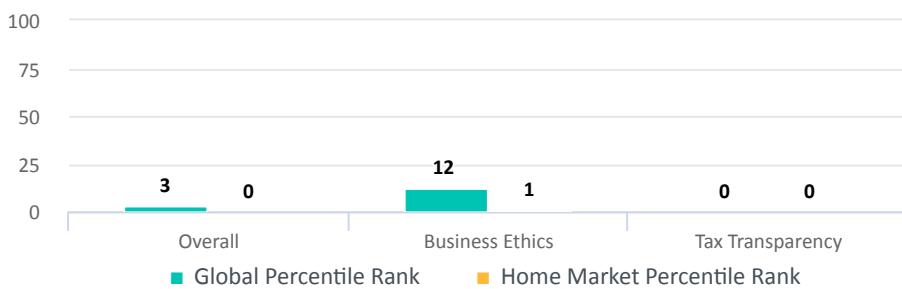
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Corporate Behavior

0-10 Score	Change (since rating)	Quartile	Last score change date
1.7	▼ -1.3	●	Jan 24, 2023

CORPORATE BEHAVIOR THEME AND KEY ISSUE RANKINGS



METHODOLOGY NOTE

This theme evaluates the extent to which companies may face ethics issues such as fraud, executive misconduct, corruption scandals, money laundering, anti-trust violations, or tax-related controversies.

* [For symbols and terms used in this report, refer to the Glossary section at the end of the report]

KEY AREAS OF CONCERN*

SCORING DEDUCTIONS

Business Ethics Policies & Practices

(-0.70)

Employee Training on Ethical Standards

Business Ethics Risk & Controversies

(-5.60)

Corruption Risk Exposure & Controversies

Business Ethics Controversies

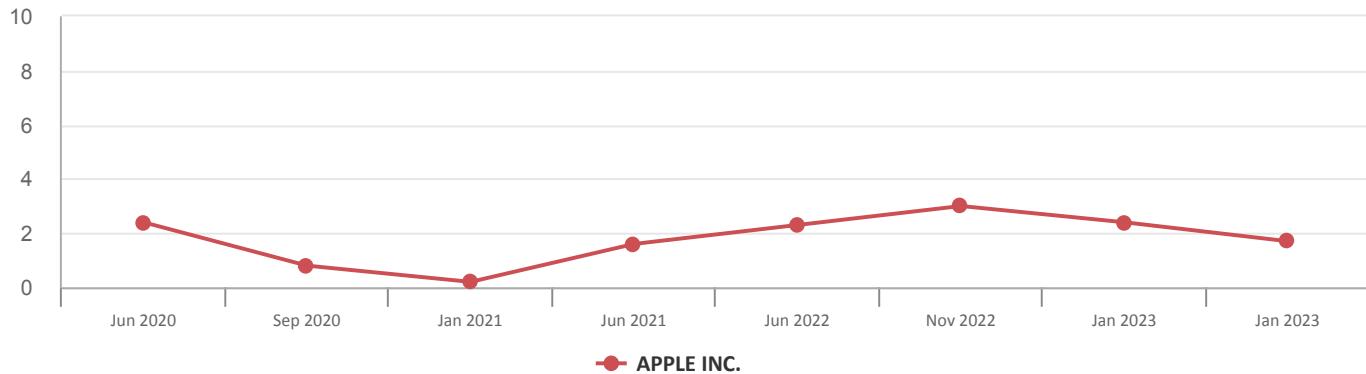
Tax Transparency

(-2.00)

Tax Controversies

*Key areas of concern include flagged key metrics that represent the largest scoring deductions. Please review the full report to see a complete set of flagged key metrics.

CORPORATE BEHAVIOR SCORE HISTORY





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BUSINESS ETHICS

KEY METRICS SCORING

	Deduction
BUSINESS ETHICS POLICIES & PRACTICES	-0.70
Employee Training on Ethical Standards	-0.70
BUSINESS ETHICS RISK & CONTROVERSIES	-5.60
Corruption Risk Exposure & Controversies	-2.00
Business Ethics Controversies	-3.60

Note: Business Ethics Policies & Practices deductions as well as Business Ethics Risk & Controversies are capped at a maximum of -7.0. Cumulative deductions are capped at 10.

0-10 Score	Change (since rating)	Global Percentile Rank	Home Market Percentile Rank
3.6	▼ -0.7	12 th (Below Average)	1 st (Worst In Class)

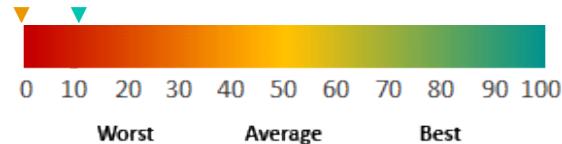
METHODOLOGY NOTE

Companies are evaluated on their oversight and management of business ethics issues such as fraud, executive misconduct, corrupt practices, money laundering, or anti-trust violations.

*[For symbols and terms used in this report, refer to the Glossary section at the end of the report]

BUSINESS ETHICS VS.

▼ Global ▼ Home Market



BUSINESS ETHICS POLICIES & PRACTICES

Indicators	Company Practice	Best Practice	Deduction
Oversight for Ethics Issues	C-suite or Executive committee	Board-level committee or C-suite or Executive committee	0.00
Bribery and Anti-Corruption Policy	Detailed formal policy on bribery and anti-corruption	Detailed formal policy on bribery and anti-corruption	0.00
Regular Audits of Ethical Standards	Audits of all operations at least once every three years	Audits of all operations at least once every three years	0.00
Whistleblower Protection	Policy provides whistleblowers with protection from retaliation	Policy provides whistleblowers with protection from retaliation	0.00
Employee Training on Ethical Standards	Programs covering all permanent employees (excluding part-time and contractors)	Programs covering all employees (including part-time) and contractors	-0.70
Anti-Corruption Policy for Suppliers	NA	All suppliers are required to have anti-corruption policies and programs to verify compliance	0.00
Policies Related to Anti-Money Laundering	NA	Policy and implementation strategy articulated	0.00

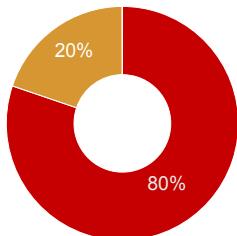
*Business Ethics Policies & Practices deductions are capped at a maximum of -7.0.



CORRUPTION RISK EXPOSURE

Exposure to: Regulatory risks or lost market access due to corruption scandals or political and social instability
Business Types: Percentage of operations in business segments perceived most likely to pay or receive bribes

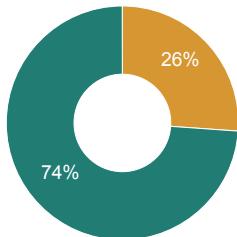
■ High Risk ■ Medium Risk ■ Low Risk



- Smart Devices
- Data processing
- No exposure to low risk segments

Source: Bribe Payers Index (Transparency International); State Capture Index (Transparency International); Refinitiv; MSCI ESG Research; company disclosures

Business Locations: Percentage of operations in countries with high/moderate/low level of corruption and political instability, violence or terrorism



- No operations in markets with high risks
- Greater China, other countries
- USA

Source: Corruption Perceptions Index (Transparency International); World Governance Indicators (World Bank); Refinitiv; MSCI ESG Research; company disclosures

CORRUPTION RISK EXPOSURE SCORING DEDUCTION KEY

% of operations in medium and high risk geographies	% of operations in high risk business segments	>=20% government ownership	<20% government ownership	No evidence of government ownership
20% or more	50% or more	-4.00	-2.60	-2.00
	Less than 50%	-1.20	-1.20	-1.20
Less than 20%	50% or more	-0.60	-0.60	-0.60
	Less than 50%	0.00	0.00	0.00

*The Corruption Risk and Controversies Deduction is based on the maximum of deductions from the corruption risk exposure and corruption controversies category listed below

BUSINESS ETHICS CONTROVERSIES

Controversy Cases

Category	Assessment	Headline	Status	Last Updated	Deduction
Business Ethics & Fraud	Moderate	US: USD 14.8 million class action settlement over alleged misrepresentation of iCloud storage services; final approval granted	Concluded	August 2022	-1.8
	Moderate	S. Korea: KRW 300 million potential penalty over alleged obstruction of antitrust investigation	Ongoing	March 2021	



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Category	Assessment	Headline	Status	Last Updated	Deduction
Anticompetitive Practices	Moderate	France: Finance ministry's lawsuit over allegation of imposing abusive contractual terms on app developers	Ongoing	August 2022	
	Moderate	Investigations into alleged anticompetitive practices related to payment options on mobile applications	Ongoing	July 2022	
	Moderate	France, Germany and Poland: Regulatory investigations over competition concerns related to new privacy features for mobile devices	Ongoing	June 2022	
	Moderate	Russia: Regulatory investigations and penalties over alleged anticompetitive practices in the mobile applications market for iOS devices	Ongoing	June 2022	
	Moderate	India: CCI alleged misuse of dominant market position in apps market	Ongoing	December 2021	
	Moderate	Italy: EUR 114.7 million regulatory penalty over alleged anti-competitive restrictions on online sales of certain branded products	Ongoing	December 2021	
	Moderate	U.K.: CMA investigation into alleged duopoly with Apple in mobile ecosystems	Ongoing	December 2021	
	Moderate	United States: Congress information request and lawsuits over allegations of anti-competitive practices favoring own apps sold through App Store	Ongoing	December 2021	-1.8
	Moderate	United States Congress inquiry into alleged anticompetitive business practices	Ongoing	December 2021	
	Moderate	France: EUR 1.1 billion penalty over alleged anti-competitive wholesale and distribution practices; appeal pending	Ongoing	December 2021	
Corruption	Moderate	EC antitrust inquiry into potential competition issues within the Internet of Things (IoT) sector	Ongoing	December 2021	
	Moderate	Italy: Italian Competition Authority imposed EUR 10 million penalty over alleged unfair commercial practices and unfair clauses in contracts; company ongoing to appeal penalty	Ongoing	December 2021	
	Moderate	Spain: Regulatory investigation into potential anticompetitive practices in the online sales of Apple products	Ongoing	December 2021	
	Moderate	Japan: Antitrust investigation in the mobile operating systems market	Ongoing	December 2021	

*The maximum deductions from the Anticompetitive Practices and Business Ethics & Fraud categories are summed to arrive at the overall Business Ethics Controversies deduction, which is capped at a maximum of -7.0.



TAX TRANSPARENCY

KEY METRICS SCORING

	Deduction
TAX TRANSPARENCY	-2.00
Tax Controversies	-2.00

0-10 score	Change (since rating)	Global Percentile Rank	Home Market Percentile Rank
0.0	▼ -1.0	0th (Worst In Class)	0th (Worst In Class)

TAX GAP ASSESSMENT

Indicators

Tax Gap

Estimated Effective Tax Rate	15.2%
Estimated Corporate Income Tax Rate	25.8%
Estimated Tax Gap	(10.6%)
Tax Gap Assessment	High Gap

Revenue

Foreign Revenue	62.5%
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Confidence

Confidence Level of Estimation	Low
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Involvement in Controversies

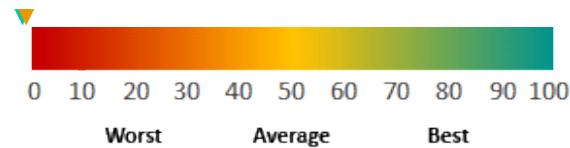
METHODOLOGY NOTE

Companies are evaluated on their estimated corporate tax gap (i.e. gap between estimated effective tax rate and estimated corporate income tax rate) and their involvement in tax-related controversies.

*[For symbols and terms used in this report, refer to the Glossary section at the end of the report]

TAX TRANSPARENCY VS.

▼ Global ▼ Home Market



TAX CONTROVERSIES

Controversy Cases

Category	Assessment	Headline	Status	Last Updated	Deduction
Tax Transparency	Moderate	Europe: Investigation over allegations of tax evasion deals with Ireland	Ongoing	April 2021	-2.0

TAX CONTROVERSIES SCORING DEDUCTION KEY

Involvement in tax controversies	Estimated tax gap	Tax gap assessment	Deduction
Yes	Below 5%	Low	-0.80
	5-10%	Moderate	-1.40
	Above 10%	High	-2.00
No	Below 5%	Low	0.00
	5-10%	Moderate	0.00
	Above 10%	High	0.00



CCC | B | BB | **BBB** | A | AA | AAA

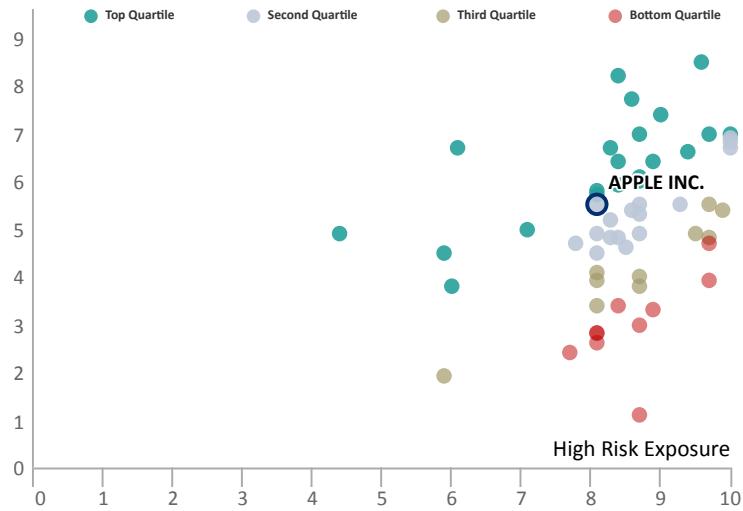
RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

Tax related controversies are not considered for companies in Real Estate Management services or Mortgage REITs industries. Tax gap assessment is effectively low for companies with less than 5% of total revenue categorized as foreign.



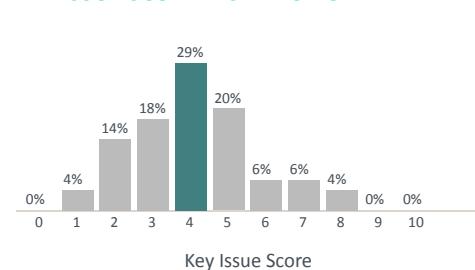
Human Capital Development

Strong Risk Management

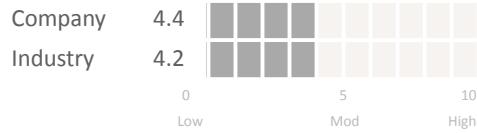


Score	Change (since rating)	Quartile	Weight	Last score change date
4.4	0.0	•••	16.0%	Feb 14, 2023

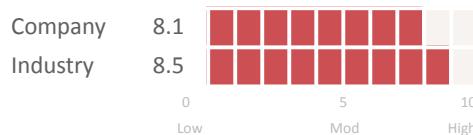
KEY ISSUE SCORE DISTRIBUTION *



KEY ISSUE ASSESSMENT

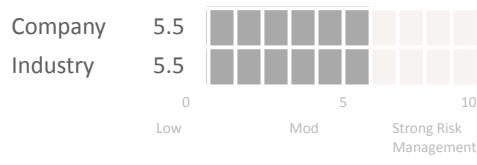


RISK EXPOSURE ASSESSMENT



Drivers of Risk Exposure

RISK MANAGEMENT ASSESSMENT

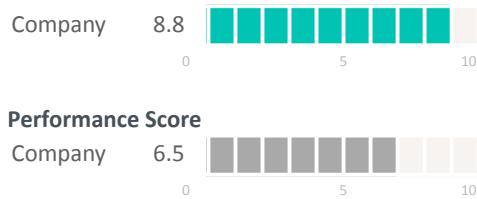


Drivers of Risk Management

Business Types



Practices Score



Performance Score



TOP 5 INDUSTRY LEADERS

BROTHER INDUSTRIES, LTD.	7.6
CATCHER TECHNOLOGY CO., LTD.	7.5
ACER INCORPORATED	6.8
Lenovo Group Limited	6.1
CANON INC.	5.9

BOTTOM 5 INDUSTRY LAGGARDS

Guangzhou Haige Communications Group Incorporated Company	2.0
Wiwynn Corporation	2.0
TianJin 712 Communication & Broadcasting Co Ltd	1.7
SUPER MICRO COMPUTER, INC.	1.3
Pegatron Corporation	1.2

METHODOLOGY NOTE

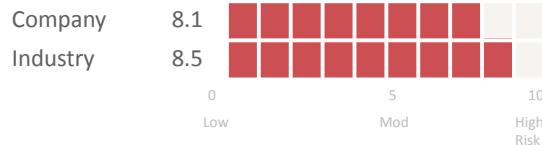
Companies are evaluated on their workforce talent requirements and their ability to attract, retain, and develop a highly skilled workforce.

* [For symbols and terms used in this report, refer to the Glossary section at the end of the report]



EXPOSURE

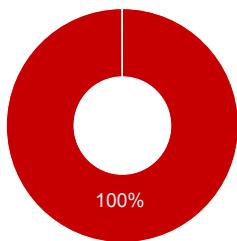
RISK EXPOSURE ASSESSMENT



Key Drivers of Risk Exposure

Exposure to: Risk of increased turnover and associated costs of rehiring, loss of intellectual and human capital through attrition, reduced ability to attract talent

Business Types : Percentage of operations in business segments with high/moderate/low levels of employee qualification needs and compensation per employee



- Smart Devices, Data processing
- No exposure to medium risk segments
- No exposure to low risk segments

Source: Employment Projections, US Bureau of Labor Statistics; Occupational Employment and Wage Statistics, US Bureau of Labor Statistics; Refinitiv; MSCI ESG Research; company disclosures

Layoffs and Restructuring Events

Major merger or acquisition in the last three years (affecting large proportion of staff):

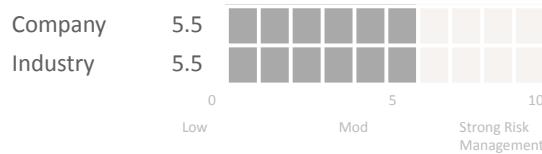
No Evidence

Major layoffs in the last three years (affecting 10% of staff or over 1,000 employees):

No Evidence

MANAGEMENT

RISK MANAGEMENT ASSESSMENT





Description	Company Practice	Best Practice	Practices Score ²			
Practices						
Scope of support for degree programs and certifications	General statements on training and development	Programs covering all employees (including part-time and contractors)	-	LOW	MID	TOP
Strategy						
Extent of grievance reporting or escalation procedures	Formal grievance escalation/reporting (confidential)	Formal grievance escalation/reporting (confidential)	-	LOW	MID	TOP
Engagement surveys to monitor employee satisfaction	Surveys conducted annually	Surveys conducted annually	-	LOW	MID	TOP
Talent pipeline development strategy						
Formal talent pipeline development strategy (forecasts hiring needs, actively develops new pools of talent)	Not Disclosed	Yes	-	LOW	TOP	
Graduate traineeship/apprenticeship program	Yes	Yes	-	LOW	TOP	
Partners with educational institutions to develop or deliver joint training programs for staff	Yes	Yes	-	LOW	TOP	
Programs & Initiatives						
Scope of employee stock ownership plan (ESOP) or employee stock purchase plan (ESPP)	Sector-leading number of employees eligible for ESOP and/or ESPP	Sector-leading number of employees eligible for ESOP and/or ESPP	-	LOW	MID	TOP
Non-salary benefits and work/life balance	Scope not determinable	Benefits cover all employees	-	LOW	MID	TOP
Regular performance appraisals and feedback processes	Yes	Sector leading programs	-	LOW	MID	TOP
Job-specific development training programs	Sector leading programs	Sector leading programs	-	LOW	MID	TOP
Evidence of managerial/ leadership development training	Comprehensive succession planning & development programs at multiple levels	Comprehensive succession planning & development programs at multiple levels	-	LOW	MID	TOP
Training						
Year (YYYY) Percentage of employees receiving training Annual training hours per employee						
2022						
2021						



CCC | B | BB | **BBB** | A | AA | AAA

RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

Year (YYYY)	Percentage of employees receiving training	Annual training hours per employee
2020		
2019		
2018		

Performance

External recognition as employer of choice (last three years)
External recognition - details

Recognized as top employer on credible external list
2020

Best Employers for Diversity 2020

Best Employers for Veterans 2020

World's Best Employers 2020

2019

- Forbes AMERICA'S BEST LARGE EMPLOYERS 2019 LIST

2018

- FORBES THE WORLD'S BEST EMPLOYERS 2018

Workforce Diversity

Year (YYYY)	Annual employee turnover	Profit per employee (USD '000)	Percentage of women in executive management	Details
2021		614.80	20.00%	
2020		390.55	20.00%	Net profit : 57,411,000,000 USD / 147,000 = 390551.0204081633 USD ~ 390.5510204081633 USD. 34% workforce represents Women
2019		403.33	20.00%	33% of workforce represents women
2018			40.00%	
2017			20.00%	
2016		393.85		Three of 18 senior executives are female executives (vice president and above)
2015		485.40		17% of executives or senior officials in the US are female executives (vice president and above)



CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022
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CONTROVERSIES

All controversies are assessed as part of the annual review of a company's ESG rating. MSCI ESG Research tracks controversies for all companies on a regular basis. The Apple has been flagged for involvement in controversial events or alleged misconduct.

Controversy Cases

Assessment	Headline	Status	Last Updated
Severe	US: USD 30.5 million class action settlement over alleged unpaid wages; final court approval granted	Concluded	August 2022
Moderate	Hong Kong: Allegations of improper layoffs from labor union	Ongoing	November 2022
Moderate	US: Former employees alleged unfair dismissal for organizing activism actions against discrimination, harassment and pay inequality	Ongoing	May 2022
Moderate	United States: Hundreds of workers filed online complaints over allegation of harassment and discrimination	Ongoing	November 2021
Moderate	Oregon, United States: Lawsuit over alleged unfair dismissal and failure to protect employee from customers' racial discrimination	Ongoing	April 2021
Minor	US: Labor union filed complaint over alleged mandatory meetings, no solicitation policies, and other anti-union practices at two locations	Ongoing	July 2022

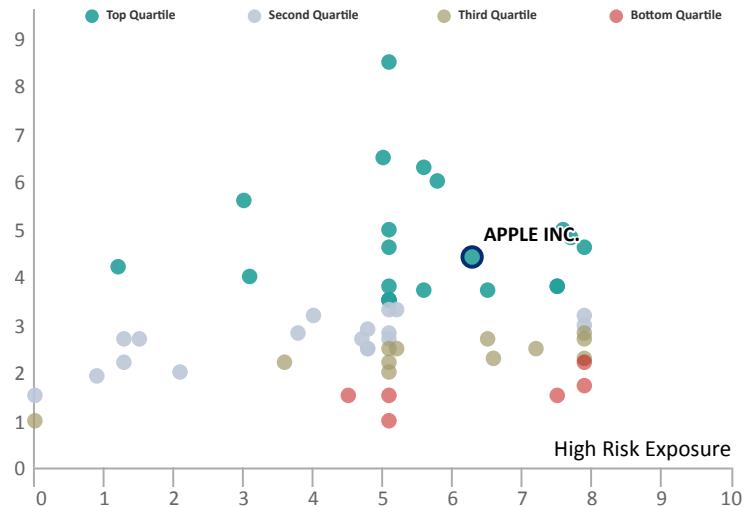


CCC B BB BBB A AA AAA

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Opportunities in Clean Tech

Strong Risk Management

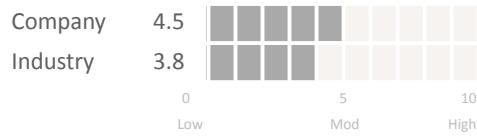


Score	Change (since rating)	Quartile	Weight	Last score change date
4.5	0.0	••••	12.0%	Feb 14, 2023

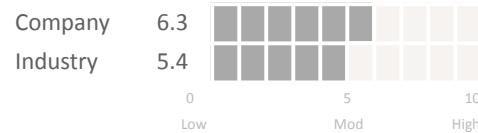
KEY ISSUE SCORE DISTRIBUTION *



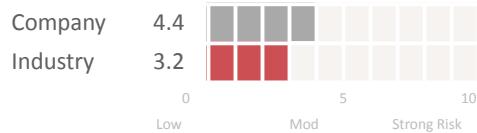
KEY ISSUE ASSESSMENT



RISK EXPOSURE ASSESSMENT



RISK MANAGEMENT ASSESSMENT



Drivers of Risk Exposure



Drivers of Risk Management



Performance Score



TOP 5 INDUSTRY LEADERS

Inspur Electronic Information Industry Co., Ltd.	7.6
RICOH COMPANY,LTD.	6.1
CISCO SYSTEMS, INC.	6.0
Unisplendour Corporation Limited	5.8
LITE-ON TECHNOLOGY CORPORATION	5.4

BOTTOM 5 INDUSTRY LAGGARDS

TianJin 712 Communication & Broadcasting Co Ltd	2.5
WESTERN DIGITAL CORPORATION	2.4
SEAGATE TECHNOLOGY HOLDINGS PUBLIC LIMITED COMPANY	2.0
Shenzhen Transsion Holdings Co Ltd	2.0
Guangzhou Haige Communications Group Incorporated Company	1.9

METHODOLOGY NOTE

Companies are evaluated on their clean tech innovation capacity, strategic development initiatives, and revenue generated from clean technologies.

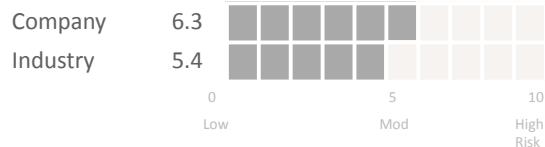




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EXPOSURE

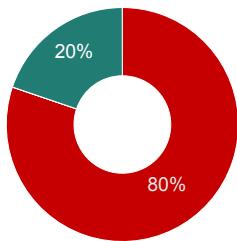
RISK EXPOSURE ASSESSMENT



Key Drivers of Risk Exposure

Exposure to: Opportunity for business growth from capturing demand changes and enjoying early mover advantage or regulatory incentives

Business Types : Percentage of operations in business segments with high growth potential in clean tech markets

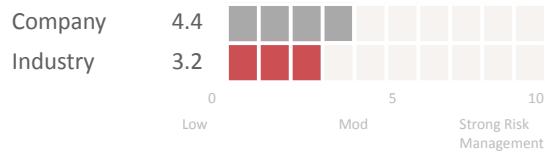


- Smart Devices
- No exposure to medium opportunity segments
- Data processing

Source: MSCI ESG Research; Refinitiv; company disclosures

MANAGEMENT

RISK MANAGEMENT ASSESSMENT





Description	Company Practice	Best Practice	Practices Score ²
Strategy			
Strategic focus on clean technology development	Cleantech innovation is among key strategic objectives	Cleantech innovation is the core strategy	- LOW MID TOP
Targets to increase investment in clean tech	Yes	Yes	- LOW TOP

R&D Expense

Year	R&D (USD million)	R&D / Sales ratio
2022	26,251	6.66%
2021	21,914	5.99%
2020	18,752	6.83%
2019	16,217	6.23%
2018	14,236	5.36%
2017	11,581	5.05%
2016	10,045	4.66%
2015	8,067	3.45%
2014	6,041	3.30%
2013	4,475	2.62%
2012	3,381	2.16%
2011	2,429	2.24%
2010	1,782	2.74%
2009	1,333	3.13%
2008	1,109	3.41%

Performance

Score: nature of involvement in clean tech activities 3.50

Power Management

Involvement in developing energy solutions for household products Non-core involvement (revenues <20%)

Industrial Operations & Automation

Involvement in production or distribution of industrial automation technologies R&D underway / exploring opportunities
Involvement in developing or distributing optimization technologies & systems Non-core involvement (revenues <20%)

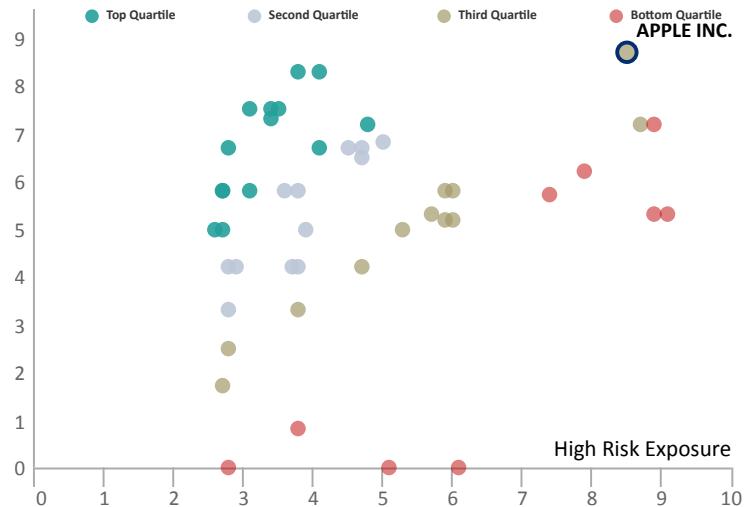
Reuse & Recycling

Involvement in development and distribution of reused products or products using recycled waste Non-core involvement (revenues <20%)



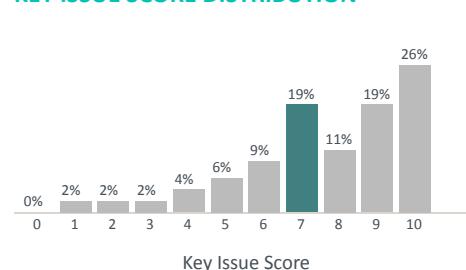
Privacy & Data Security

Strong Risk Management

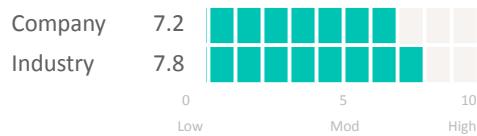


Score	Change (since rating)	Quartile	Weight	Last score change date
7.2	▲ 0.1	••	12.0%	Feb 14, 2023

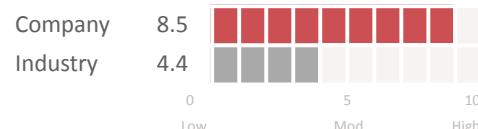
KEY ISSUE SCORE DISTRIBUTION *



KEY ISSUE ASSESSMENT



RISK EXPOSURE ASSESSMENT



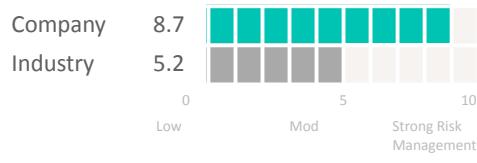
Drivers of Risk Exposure



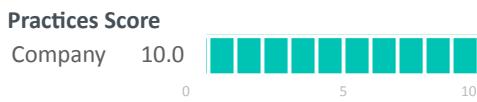
Business Locations



RISK MANAGEMENT ASSESSMENT



Drivers of Risk Management



Controversy Deduction



TOP 5 INDUSTRY LEADERS

CANON INC.	10.0
Compal Electronics, Inc.	10.0
DELL TECHNOLOGIES INC.	10.0
FUJIFILM Holdings Corporation	10.0
HP INC.	10.0

BOTTOM 5 INDUSTRY LAGGARDS

TianJin 712 Communication & Broadcasting Co Ltd	4.2
CHINA GREATWALL TECHNOLOGY GROUP CO., LTD.	4.0
Wistron Corporation	3.1
Guangzhou Haige Communications Group Incorporated Company	1.9
Unisplendour Corporation Limited	0.9

METHODOLOGY NOTE

Companies are evaluated on the amount of personal data they collect, their exposure to evolving or increasing privacy regulations, their vulnerability to potential data breaches, and their systems for protecting personal data.

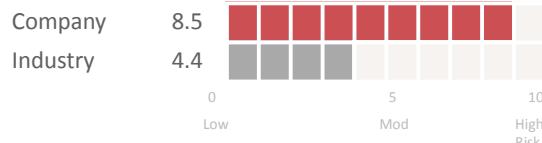




* [For symbols and terms used in this report, refer to the Glossary section at the end of the report]

EXPOSURE

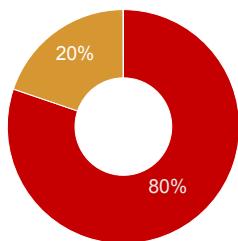
RISK EXPOSURE ASSESSMENT



Key Drivers of Risk Exposure

Exposure to: Risk of compliance cost increase or reputational damage from data breaches or controversial use of personal data

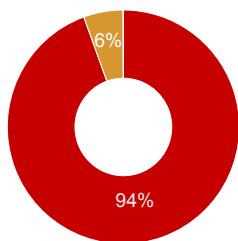
Business Types: Percentage of revenue derived from business segments that · require collection and/or handling of sensitive personal data · have witnessed high cost and frequency of data breaches



- Smart Devices
- Data processing
- No exposure to low risk segments

Source: Cost of Data Breach Report (Ponemon Institute); Data Breach Investigations Report (Verizon); Refinitiv; MSCI ESG Research; company disclosures

Business Locations: Percentage of operations in countries with strengthening or evolving data and privacy regulations, with high cost of data breaches

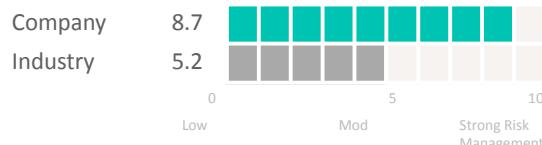


- USA, Greater China, Europe, Asia Pacific, Japan
- Americas ex-US
- No operations in markets with low risks

Source: Cost of Data Breach Report (Ponemon Institute); Refinitiv; MSCI ESG Research; company disclosures

MANAGEMENT

RISK MANAGEMENT ASSESSMENT





Description	Company Practice	Best Practice	Practices Score ²
Practices - Operations			
Scope of company's publicly available data protection policy	Policy governs all relevant business lines/subsidiaries	Policy governs all relevant business lines/subsidiaries	- LOW MID TOP
Rights provided to individuals regarding the control of their data	Right of access, rectification and deletion of individuals' data	Right of access, rectification and deletion of individuals' data	- LOW MID TOP
Data Breach/ Incident Response Plan	Proactive measures are in place	Both proactive and reactive measures are in place	- LOW MID TOP
Information Security Policies and Systems audit frequency	External independent audits are conducted at least once every two years	External independent audits are conducted at least once every two years	- LOW MID TOP
Company's executive body responsible for: Privacy and Data security	Board-level committee	Board-level committee	- LOW MID TOP
Evidence of access control and protection of personal/sensitive data	Access control and encryption/de-identification techniques are in place	Access control and encryption/de-identification techniques are in place	- LOW MID TOP
Practices and consent requirements around handling of personal data by third parties	Company does not rent, sell, or provide personal data to third parties for purposes other than completing transactions/services	Company does not rent, sell, or provide personal data to third parties for purposes other than completing transactions/services	- LOW MID TOP
Minimizes data collection and retention	No evidence	The company commits to deleting data after a defined amount of time and does not collect personal data from third parties (except when required by law)	- LOW MID TOP
Practices - Supply Chain			
Extent of data protection and/or privacy programs covering suppliers and business partners	Yes - they are required to have data protection policies or abide by the company's policy	Yes - inspections are conducted to verify their compliance	- LOW MID TOP
Practices - Employees			
Scope of employee training on data security and/or privacy-related risks & procedures	Training is provided to all employees, including contractors	Training is provided to all employees, including contractors	- LOW MID TOP
Practices - Certification			
Scope of certification to widely recognized standards (e.g. ISO 27001,	Most (over 80%) owned operations are certified to widely accepted standards	Most (over 80%) owned operations are certified to widely accepted standards	- LOW MID TOP



CCC | B | BB | **BBB** | A | AA | AAA

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TRUSTe, Privacy Mark, SSAE16 soc2 standards)

CONTROVERSIES

All controversies are assessed as part of the annual review of a company's ESG rating. MSCI ESG Research tracks controversies for all companies on a regular basis. The Apple has been flagged for involvement in controversial events or alleged misconduct.

Controversy Cases

Assessment	Headline	Status	Last Updated
Moderate	Russia: RUB 2 million penalty over violation of Russian data storage laws	Ongoing	July 2022
Moderate	Reports of spyware attacks on journalists related to security vulnerabilities in previous iPhone operating systems	Ongoing	April 2022
Moderate	France: Court order to pay EUR 30,000 in damages over alleged unfair terms in the general conditions and privacy policy of iTunes and Apple Music; appeal filed	Ongoing	December 2021
Moderate	France: Complaint over alleged tracking of user data without prior consent for targeted advertising purposes	Ongoing	December 2021
Moderate	China: Criticism over customer data storage and app removal practices due to censorship and surveillance concerns	Ongoing	December 2021
Moderate	US: Regulator inquiry on potential data surveillance and other consumer protection risks in payment systems	Ongoing	November 2021
Minor	Italy and Kazakhstan: Apple devices reportedly targeted by spyware developed by a third party; no material damage reported	Ongoing	September 2022
Minor	US: Researchers reportedly found a potential security flaw in Apple M1 central processing units related to bypassing of pointer authentication	Ongoing	July 2022

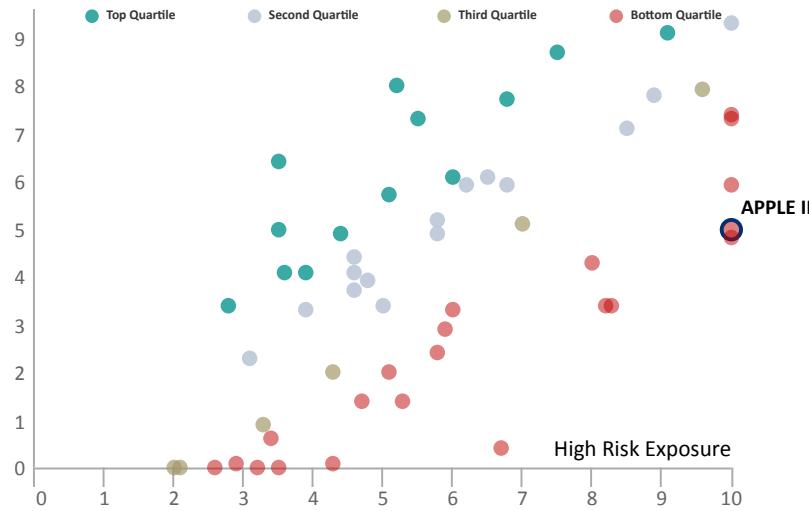


Supply Chain Labor Standards

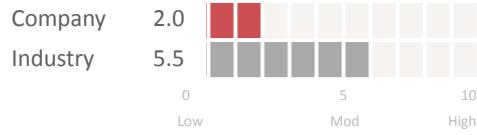


Score	Change (since rating)	Quartile	Weight	Last score change date
2.0	0.0	•	12.0%	Nov 09, 2022

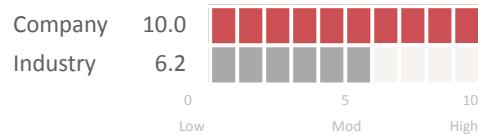
Strong Risk Management



KEY ISSUE ASSESSMENT

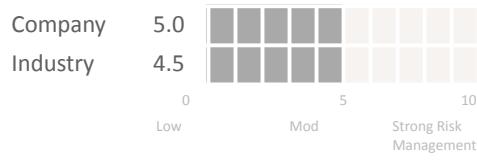


RISK EXPOSURE ASSESSMENT



Drivers of Risk Exposure

RISK MANAGEMENT ASSESSMENT



Drivers of Risk Management

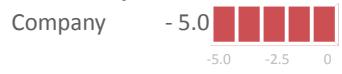
Business Types



Practices Score



Controversy Deduction



TOP 5 INDUSTRY LEADERS

GIGABYTE TECHNOLOGY CO., LTD.	9.9
INVENTEC CORPORATION	9.8
Logitech international S.A.	8.8
Wistron Corporation	8.5
ACER INCORPORATED	8.2

BOTTOM 5 INDUSTRY LAGGARDS

ZTE Corporation	2.2
Telefonaktiebolaget LM Ericsson	2.1
APPLE INC.	2.0
XIAOMI CORPORATION	1.8
Inspur Electronic Information Industry Co., Ltd.	0.7

METHODOLOGY NOTE

Companies are evaluated on the management and transparency of their supply chain and the working standards in the regions in which their suppliers are located.

* [For symbols and terms used in this report, refer to the Glossary section at the end of the report]

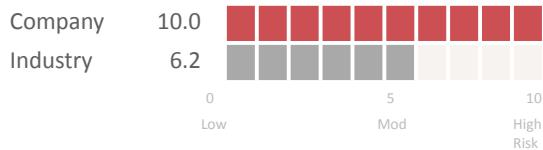


CCC B BB BBB A AA AAA

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EXPOSURE

RISK EXPOSURE ASSESSMENT



Footprint

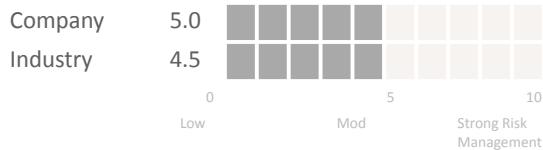
Private label as percentage of sales (est.):	81.31%
Estimated percentage of sales from products manufactured in developing countries:	80.00%
Total estimated sales of product outsourced to developing countries (private label where applicable):	224,341.90

Trigger

Company is on Interbrand's Top 100 Brands list.:	Yes
--	------------

MANAGEMENT

RISK MANAGEMENT ASSESSMENT





Description	Company Practice	Best Practice	Practices Score ²		
Scope of supplier audits:					
Tier 1 supplier audits (Final product assembly)	Yes - Almost all Tier 1 suppliers or "high risk" suppliers identified through rigorous systematic analysis	Yes - Almost all Tier 1 suppliers or "high risk" suppliers identified through rigorous systematic analysis	-	LOW	MID TOP
Tier 2 suppliers audits (Components)	Audits include Tier 2 suppliers (components)	Audits include Tier 2 suppliers (components)	-	LOW	MID TOP
Tier 3 suppliers audits (Raw Materials)	Yes - Includes at least some Tier 3 suppliers	Yes - Includes at least some Tier 3 suppliers	-	LOW	MID TOP
Code of Conduct covers the following:					
Code of Conduct covers Forced Labor	Yes	Yes	-	LOW	TOP
Code of Conduct covers Child Labor	Yes	Yes	-	LOW	TOP
Code of Conduct covers Working Hours	Yes	Yes	-	LOW	TOP
Code of Conduct covers Paid Overtime	Yes	Yes	-	LOW	TOP
Code of Conduct covers Minimum Wage	Yes	Yes	-	LOW	TOP
Code of Conduct covers Anti-Discrimination	Yes	Yes	-	LOW	TOP
Code of Conduct covers Freedom of Association	Yes	Yes	-	LOW	TOP
Code of Conduct covers Health & Safety	Yes	Yes	-	LOW	TOP
Supplier selection based on labor management performance	Preference shown for suppliers demonstrating superior labor management performance (e.g. factor is included in supplier "scorecard" along with price and quality)	Preference shown for suppliers demonstrating superior labor management performance (e.g. factor is included in supplier "scorecard" along with price and quality)	-	LOW	MID TOP

CONTROVERSIES

All controversies are assessed as part of the annual review of a company's ESG rating. MSCI ESG Research tracks controversies for all companies on a regular basis. The Apple has been flagged for involvement in controversial events or alleged misconduct.



CCC | B | BB | **BBB** | A | AA | AAA

RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

Controversy Cases

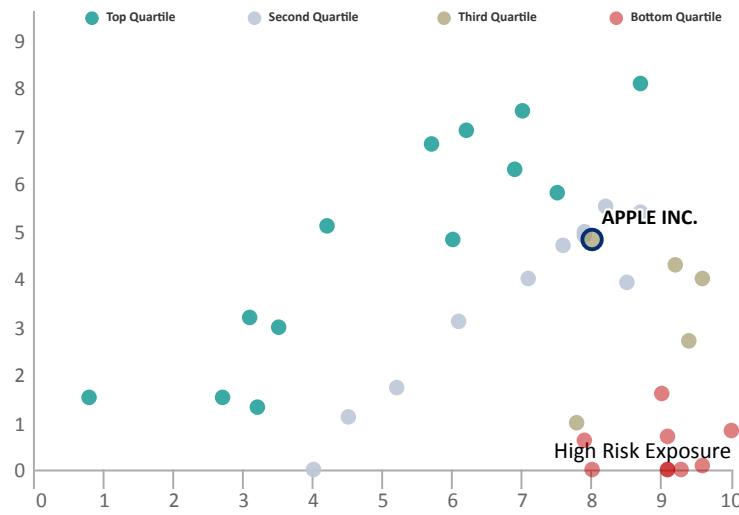
Assessment	Headline	Status	Last Updated
Very Severe	China: Allegations of forced labor related to suppliers employing ethnic minorities through coercive state-sponsored labor-transfer programs	Ongoing	August 2023
Moderate	Zhengzhou, China: Alleged labor law violation due to over-reliance on temporary workers in manufacturing facility	Ongoing	December 2021
Moderate	China: Allegations of illegally employing students at Chongqing facility that manufactured Apple watch	Ongoing	December 2021
Moderate	Criticisms over supplier's alleged excessive overtime work, abusive working environment, and other labor violations including student worker program violations	Ongoing	December 2021
Moderate	Karnataka, India: iPhone factory riot over supplier's alleged unpaid overtime and delayed payment of wages	Ongoing	December 2021



Electronic Waste

Score	Change (since rating)	Quartile	Weight	Last score change date
3.8	▲ 0.2	••	8.0%	Feb 14, 2023

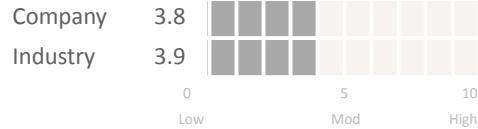
Strong Risk Management



KEY ISSUE SCORE DISTRIBUTION *



KEY ISSUE ASSESSMENT



RISK EXPOSURE ASSESSMENT



Drivers of Risk Exposure

RISK MANAGEMENT ASSESSMENT



Drivers of Risk Management

Business Types



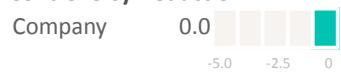
Practices Score



Business Locations



Controversy Deduction



TOP 5 INDUSTRY LEADERS

Samsung Electronics Co., Ltd.	8.1
HEWLETT PACKARD ENTERPRISE COMPANY	7.9
Lenovo Group Limited	7.9
ASUSTEK COMPUTER INCORPORATION	7.5
WESTERN DIGITAL CORPORATION	7.1

BOTTOM 5 INDUSTRY LAGGARDS

CHINA GREATWALL TECHNOLOGY GROUP CO., LTD.	0.0
GRG Banking Equipment Co., Ltd.	0.0
INVENTEC CORPORATION	0.0
QUANTA COMPUTER INC.	0.0
SUPER MICRO COMPUTER, INC.	0.0

METHODOLOGY NOTE

Companies are evaluated on their production of electronic waste, their potential exposure to e-waste regulations and their efforts around product collection and recycling.

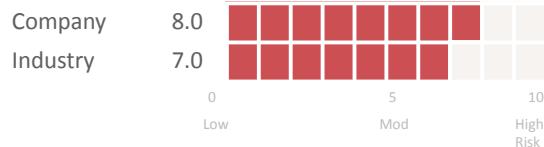




* [For symbols and terms used in this report, refer to the Glossary section at the end of the report]

EXPOSURE

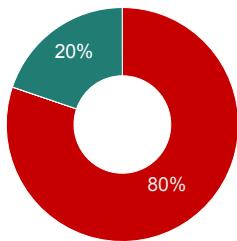
RISK EXPOSURE ASSESSMENT



Key Drivers of Risk Exposure

Exposure to: Risk of increased compliance costs or market access constraints due to new or strengthening regulations on end-of-life recycling or disposal

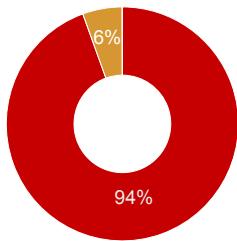
Business Types : Percentage of revenue from product segments subject to e-waste regulations



- Smart Devices
- No exposure to medium risk segments
- Data processing

Source: MSCI ESG Research; Refinitiv; company disclosures

Business Locations : Percentage of revenue in markets with strengthening or evolving e-waste regulations

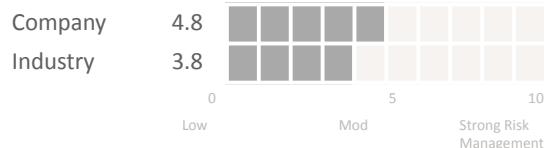


- USA, Greater China, Europe, Asia Pacific, Japan
- Americas ex-US
- No operations in markets with low risks

Source: Refinitiv; MSCI ESG Research; company disclosures

MANAGEMENT

RISK MANAGEMENT ASSESSMENT





Description	Company Practice	Best Practice	Practices Score ²			
Practices						
Explicit ban of exportation of e-waste to non-OECD countries (in accordance with the Basel Ban Amendment to the Basel Convention)	Not Disclosed	Yes	-	LOW	TOP	
Collection of e-Waste						
Scope of the recycling program, by product type	All products and brands are eligible for collection and recycling (including those not made by the company)	All products and brands are eligible for collection and recycling (including those not made by the company)	-	LOW	MID	TOP
Scope of the recycling program, by location	Product collection and recycling is uniform across all geographic segments where the company operates	Product collection and recycling is uniform across all geographic segments where the company operates	-	LOW	MID	TOP
Cost to the consumers of the take-back program	Provides credit against a new purchase	Provides credit against a new purchase	-	LOW	MID	TOP
Means available for returning end-of-life electronics to the company						
E-waste take-back programs include drop-off (at a store or designated pick-up locations)	Yes	Yes	-	LOW	TOP	
E-waste take-back programs include mail-in of end-of-life products	Yes	Yes	-	LOW	TOP	
E-waste take-back programs include pick-up of end-of-life products	No	Yes	-	LOW	TOP	
Facilities that handle recycling of collected electronics						
Availability of own e-waste recycling facilities	Yes - but also uses third parties	Yes - and does not use third parties	-	LOW	MID	TOP
Participation in industry networks that support or operate recycling facilities	Yes	Yes	-	LOW	TOP	
Designated vendors for e-waste recycling	Yes - and there is auditing either by the company or a trusted independent auditor (e.g. the e-Steward organization)	Yes - and there is auditing either by the company or a trusted independent auditor (e.g. the e-Steward organization)	-	LOW	MID	TOP
General statement on recycling e-waste	Yes	Yes	-	LOW	TOP	



CCC | B | BB | **BBB** | A | AA | AAA

RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

Collection and recycling performance of the company

Overall collection and recycling performance to date 7.00

Score comment: Follows regulations bound practices for ewaste take back and recycling

CONTROVERSIES

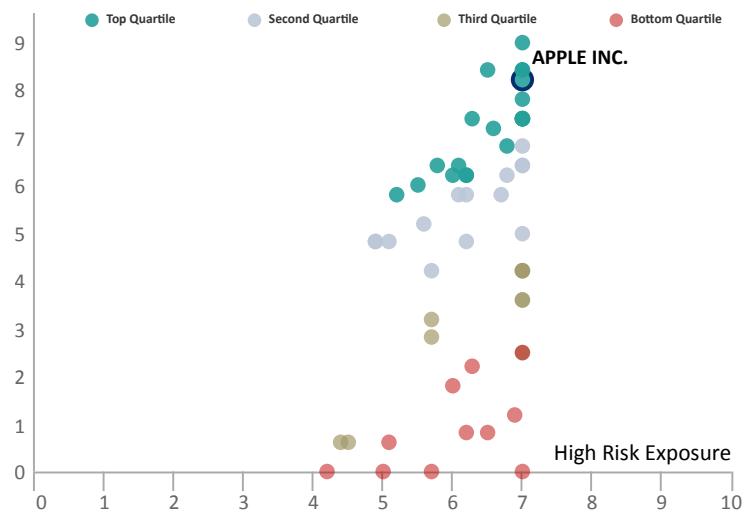
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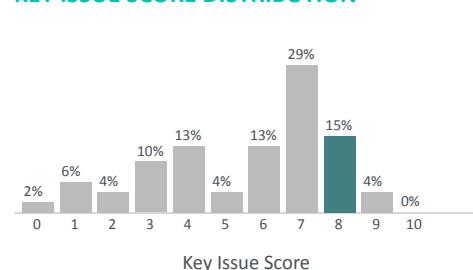
Controversial Sourcing

Score	Change (since rating)	Quartile	Weight	Last score change date
8.2	0.0	••••	7.0%	Dec 01, 2020

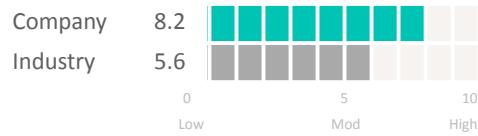
Strong Risk Management



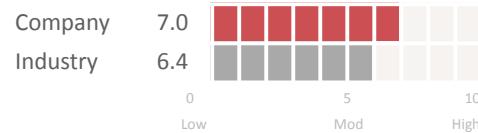
KEY ISSUE SCORE DISTRIBUTION *



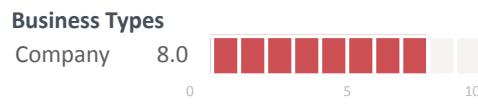
KEY ISSUE ASSESSMENT



RISK EXPOSURE ASSESSMENT



Drivers of Risk Exposure



RISK MANAGEMENT ASSESSMENT



Drivers of Risk Management



TOP 5 INDUSTRY LEADERS

Samsung Electronics Co., Ltd.	9.0
ACER INCORPORATED	8.9
ASUSTEK COMPUTER INCORPORATION	8.4
Nokia Oyj	8.4
APPLE INC.	8.2

BOTTOM 5 INDUSTRY LAGGARDS

Shenzhen Transsion Holdings Co Ltd	1.6
BYD Electronic (International) Company Limited	1.3
CHINA GREATWALL TECHNOLOGY GROUP CO., LTD.	1.3
Unisplendour Corporation Limited	1.3
Guangzhou Haige Communications Group Incorporated Company	0.0

METHODOLOGY NOTE

Companies are evaluated on their dependence on and purchasing volume of raw materials procured from conflict areas and their efforts around traceability and certification.

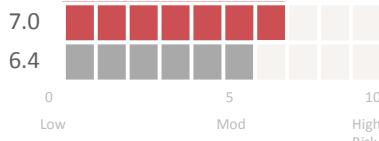


* [For symbols and terms used in this report, refer to the Glossary section at the end of the report]

EXPOSURE

RISK EXPOSURE ASSESSMENT

Company Industry



Estimated % of sales reliant on material (private label where applicable)

Controversial Materials: **81.31%**

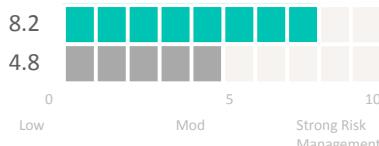
Total sales reliant on material (est. 3-yr average, USD million)

Controversial Materials: **280,427.35**

MANAGEMENT

RISK MANAGEMENT ASSESSMENT

Company Industry



Description

Company Practice

Best Practice

Practices Score²

Policy to address controversial raw materials

Evidence of commitments towards avoiding controversial materials

Publicly stated formal policy



Percentage of products externally certified by agencies with the most stringent standards

Extent of material certification by external agencies using the most stringent criteria

More than 60%

All Products



Percentage of products with traceable origin of raw materials

Extent of material traceability to place of origin

Up to 30%

All Products



Collaboration with suppliers to address impacts of raw materials

Extent of efforts to ensure compliance with controversial materials sourcing policy

All suppliers audited or all materials certified / traced

All suppliers audited or all materials certified / traced





CCC | B | BB | **BBB** | A | AA | AAA

RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

CONTROVERSIES

All controversies are assessed as part of the annual review of a company's ESG rating. MSCI ESG Research tracks controversies for all companies on a regular basis. There is no evidence of the Apple's current involvement in prominent controversial events or alleged misconduct.



APPENDIX

CONTENTS

ADDITIONAL ESG ISSUES

CONTROVERSIES DETAIL

ADDITIONAL CORPORATE GOVERNANCE CONTENT

KEY METRIC & SCORE CHANGES

CEO PAY CHARTS

DIRECTOR VOTES

SHAREHOLDER/MANAGEMENT PROPOSALS

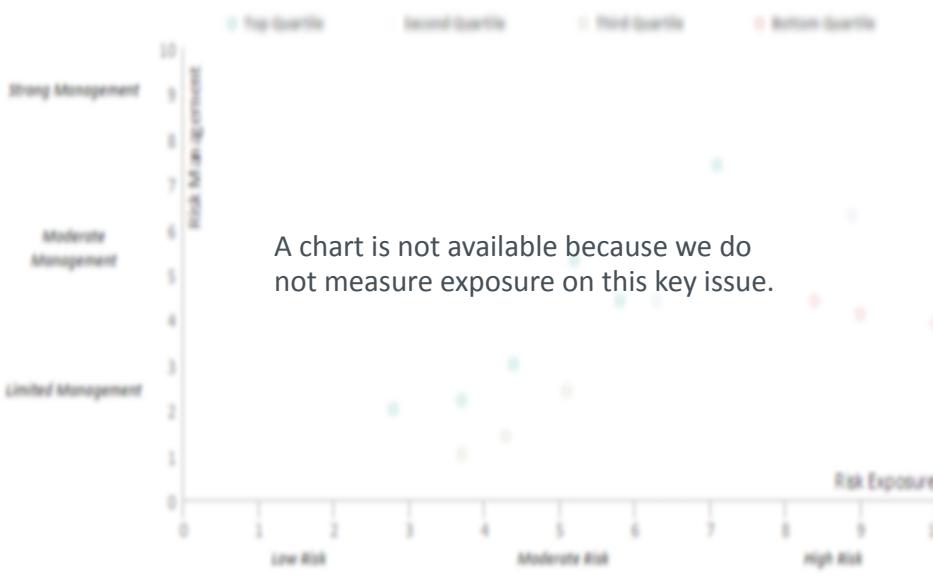
GOVERNANCE STANDARDS

DIRECTOR PROFILES

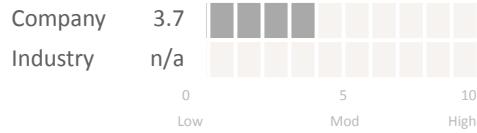


Anticompetitive Practices

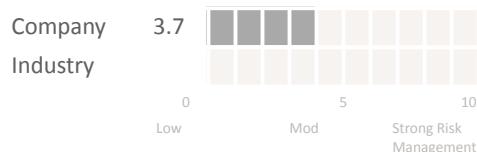
Score	Change (since rating)	Quartile	Weight	Last score change date
3.7	0.0	N/A		Nov 04, 2019



KEY ISSUE ASSESSMENT



RISK MANAGEMENT ASSESSMENT



Drivers of Risk Management



TOP 5 INDUSTRY LEADERS

ACER INCORPORATED	5.0
ADVANTECH Co., Ltd.	5.0
ARISTA NETWORKS, INC.	5.0
ASUSTEK COMPUTER INCORPORATION	5.0
Accton Technology Corp.	5.0

BOTTOM 5 INDUSTRY LAGGARDS

ZTE Corporation	5.0
MOTOROLA SOLUTIONS, INC.	4.2
Nokia Oyj	4.2
APPLE INC.	3.7
Samsung Electronics Co., Ltd.	3.7

METHODOLOGY NOTE

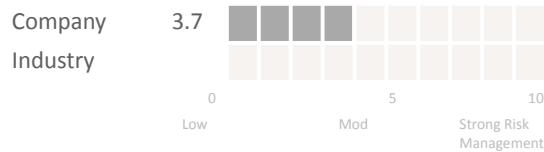
This issue evaluates the extent to which companies may face regulatory risks relating to anti-competitive practices. Companies successfully avoiding incident score "5", while companies that have faced controversies in the last three years score lower, based on the severity and type of controversy. This Key Issue is discontinued effective November 2020.

*[For symbols and terms used in this report, refer to the Glossary section at the end of the report]



MANAGEMENT

RISK MANAGEMENT ASSESSMENT



Controversy Cases

Assessment	Headline	Status	Last Updated
Moderate	Investigations into alleged anticompetitive practices related to payment options on mobile applications	Ongoing	September 2022
Moderate	United States: Congress information request and lawsuits over allegations of anti-competitive practices favoring own apps sold through App Store	Ongoing	August 2022
Moderate	France: Finance ministry's lawsuit over allegation of imposing abusive contractual terms on app developers	Ongoing	August 2022
Moderate	Russia: Regulatory investigations and penalties over alleged anticompetitive practices in the mobile applications market for iOS devices	Ongoing	July 2022
Moderate	France, Germany and Poland: Regulatory investigations over competition concerns related to new privacy features for mobile devices	Ongoing	July 2022
Moderate	Italy: Italian Competition Authority imposed EUR 10 million penalty over alleged unfair commercial practices and unfair clauses in contracts; company to appeal penalty	Ongoing	February 2022
Moderate	U.K.: CMA investigation into alleged duopoly with Apple in mobile ecosystems	Ongoing	January 2022
Moderate	India: CCI alleged misuse of dominant market position in apps market	Ongoing	January 2022
Moderate	Italy: EUR 114.7 million regulatory penalty over alleged anti-competitive restrictions on online sales of certain branded products	Ongoing	December 2021
Moderate	United States Congress inquiry into alleged anticompetitive business practices	Ongoing	December 2021
Moderate	France: EUR 1.1 billion penalty over alleged anti-competitive wholesale and distribution practices; appeal pending	Ongoing	December 2021
Moderate	EC antitrust inquiry into potential competition issues within the Internet of Things (IoT) sector	Ongoing	December 2021
Moderate	Spain: Regulatory investigation into potential anticompetitive practices in the online sales of Apple products	Ongoing	December 2021
Moderate	Japan: Antitrust investigation in the mobile operating systems market	Ongoing	December 2021



Business Ethics & Fraud

Score	Change (since rating)	Quartile	Weight	Last score change date
3.7	0.0	N/A		Mar 28, 2023



KEY ISSUE ASSESSMENT

Company	3.7	■■■■■
Industry	n/a	■■■■■
		0 Low Mod 5 10 High

RISK MANAGEMENT ASSESSMENT

Company	3.7	■■■■■
Industry	n/a	■■■■■
		0 Low Mod 5 Strong Risk Management 10

Drivers of Risk Management

Controversy Deduction	-1.3	■■■■■
Company	-1.3	■■■■■

TOP 5 INDUSTRY LEADERS

ACER INCORPORATED	5.0
ADVANTECH Co., Ltd.	5.0
ARISTA NETWORKS, INC.	5.0
ASUSTEK COMPUTER INCORPORATION	5.0
Accton Technology Corp.	5.0

BOTTOM 5 INDUSTRY LAGGARDS

APPLE INC.	3.7
HP INC.	3.7
MOTOROLA SOLUTIONS, INC.	3.3
Samsung Electronics Co., Ltd.	3.3
ZTE Corporation	2.0

METHODOLOGY NOTE

This issue evaluates the extent to which companies may face regulatory or legal risks or loss of investor confidence due to ethics issues such as fraud, executive misconduct, or insider trading. Companies successfully avoiding incident score "5", while companies that have faced controversies in the last three years score lower, based on the severity and type of controversy. This Key Issue is discontinued effective November 2020.

*[For symbols and terms used in this report, refer to the Glossary section at the end of the report]

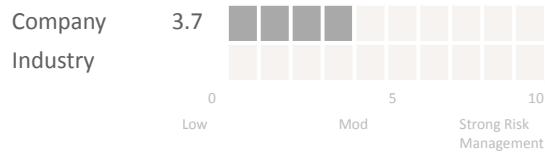


CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

MANAGEMENT

RISK MANAGEMENT ASSESSMENT



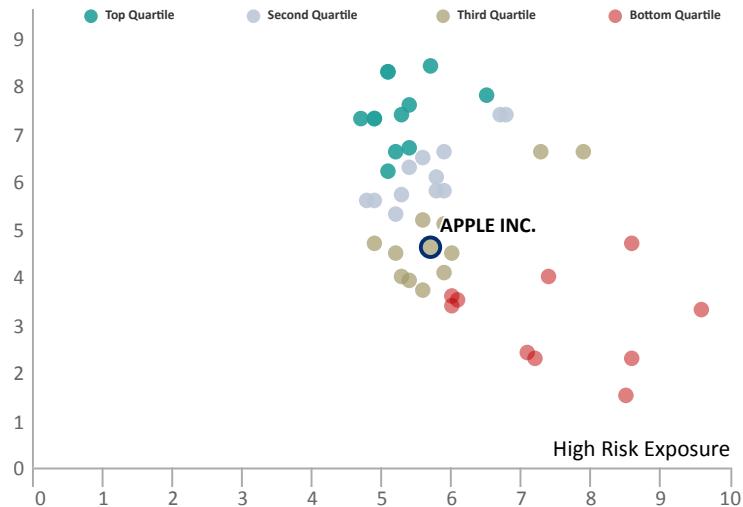
Controversy Cases

Assessment	Headline	Status	Last Updated
Moderate	US: USD 14.8 million class action settlement over alleged misrepresentation of iCloud storage services; final approval granted	Concluded	September 2022
Moderate	S. Korea: KRW 300 million potential penalty over alleged obstruction of antitrust investigation	Ongoing	April 2021

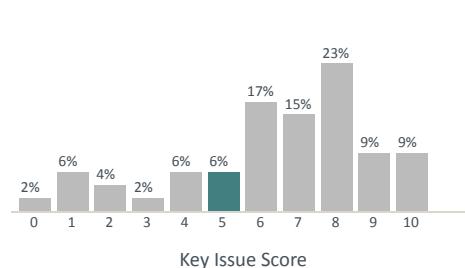


Corruption & Instability

Strong Risk Management



KEY ISSUE SCORE DISTRIBUTION*



TOP 5 INDUSTRY LEADERS

DELL TECHNOLOGIES INC.	10.0
HEWLETT PACKARD ENTERPRISE COMPANY	10.0
Lenovo Group Limited	9.7
Nokia Oyj	9.6
JUNIPER NETWORKS, INC.	9.4

BOTTOM 5 INDUSTRY LAGGARDS

CHINA GREATWALL TECHNOLOGY GROUP CO., LTD.	2.1
Wistron Corporation	1.3
TianJin 712 Communication & Broadcasting Co Ltd	0.7
ZTE Corporation	0.7
GRG Banking Equipment Co., Ltd.	0.0

METHODOLOGY NOTE

This issue evaluates the extent to which companies may face regulatory risks or lost market access due to corruption scandals or political and social instability. Scores are based on reliance on government contracts and operations in regions facing political instability or

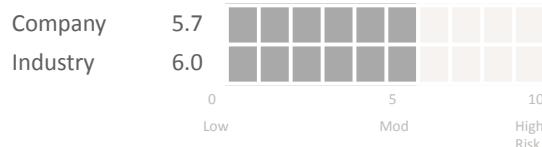


high perceived corruption levels; anti-bribery policies, programs, and transparency; and controversies. This Key Issue is discontinued effective November 2020.

*[For symbols and terms used in this report, refer to the Glossary section at the end of the report]

EXPOSURE

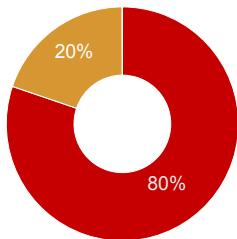
RISK EXPOSURE ASSESSMENT



Key Drivers of Risk Exposure

Exposure to: Regulatory risks or lost market access due to corruption scandals or political and social instability

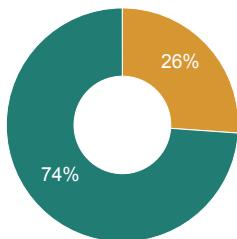
Business Types: Percentage of operations in business segments perceived most likely to pay or receive bribes



- Smart Devices
- Data processing
- No exposure to low risk segments

Source: Bribe Payers Index (Transparency International); State Capture Index (Transparency International); Refinitiv; MSCI ESG Research; company disclosures

Business Locations: Percentage of operations in countries with high/moderate/low level of corruption and political instability, violence or terrorism



- No operations in markets with high risks
- Greater China, other countries
- USA

Source: Corruption Perceptions Index (Transparency International); World Governance Indicators (World Bank); Refinitiv; MSCI ESG Research; company disclosures

Additional Drivers of Exposure

Company is reliant on the government sectors for a major proportion: **Not Disclosed**

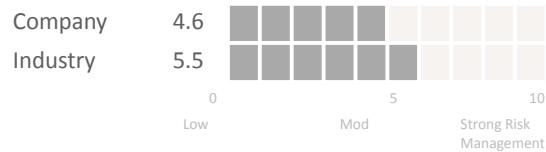


CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

MANAGEMENT

RISK MANAGEMENT ASSESSMENT





Description	Company Practice	Best Practice	Practices Score ²							
Policies & Commitments										
Executive body responsible for managing business ethics and corruption issues	C-suite or Executive committee	Board-level committee	-	LOW	MID	TOP				
Company's bribery and anti-corruption policy	Detailed formal policy on bribery and anti-corruption	Detailed formal policy on bribery and anti-corruption	-	LOW	MID	TOP				
Scope of anti-corruption policy for suppliers	All suppliers are required to have anti-corruption policies	All suppliers are required to have anti-corruption policies and programs to verify compliance	-	LOW	MID	TOP				
Business ethics policy covers facilitation payments	Policy prohibits facilitation payments	Policy prohibits facilitation payments	-	LOW	MID	TOP				
Commitment to external standards for ethics / anti-corruption										
List of commitments to ethics and anti-corruption mandates	Responsible Business Alliance	ILO								
ILO										
ILO, EICC										
World Economic Forum's Partnering Against Corruption Initiative (PACI)	Not Disclosed	Yes	-	LOW	TOP					
Transparency International's Business Principles for Countering Bribery	Not Disclosed	Yes	-	LOW	TOP					
Programs & Structures										
Scope of employee training on ethical standards	Programs covering all permanent employees (excluding part-time and contractors)	Programs covering all employees (including part-time) and contractors	-	LOW	MID	TOP				
Internal assurance of compliance with ethical standards	Not Disclosed	Yes	-	LOW	TOP					
External assurance of compliance with ethical standards	Not Disclosed	Yes	-	LOW	TOP					
Provision of whistleblower protection	Policy provides whistleblowers with protection from retaliation	Policy provides whistleblowers with protection from retaliation	-	LOW	MID	TOP				
Due diligence and monitoring of third-party intermediaries / agents with respect to corruption	Not disclosed	Formal processes for screening and monitoring agents	-	LOW	MID	TOP				



CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022
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Disclosure of government contracts value	Not Disclosed	Yes	-	LOW	TOP
Disclosure of facilitation payments value	Not Disclosed	Yes	-	LOW	TOP
Disclosure of taxes/royalties paid to governments	Not Disclosed	Yes	-	LOW	TOP

Human Rights - Policies and Programs

List of commitments to external mandates to protect human rights	Responsible Business Alliance
--	-------------------------------

ILO

ILO, EICC

CONTROVERSIES

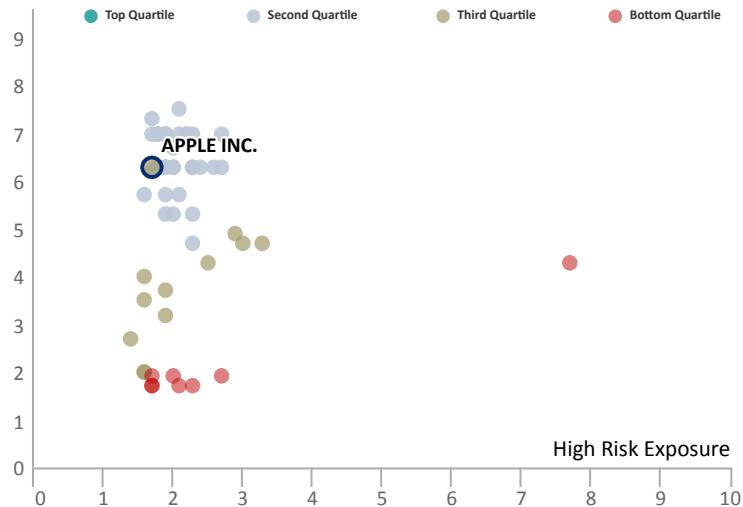
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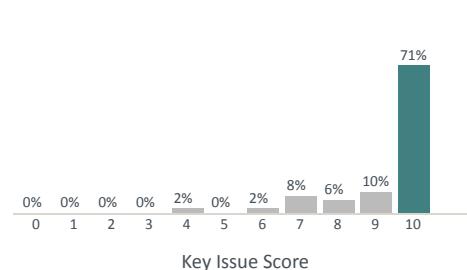
Carbon Emissions

Score	Change (since rating)	Quartile	Weight	Last score change date
10.0	0.0	••	0.0%	Dec 11, 2020

Strong Risk Management



KEY ISSUE SCORE DISTRIBUTION*



TOP 5 INDUSTRY LEADERS

ACER INCORPORATED	10.0
ADVANTECH Co., Ltd.	10.0
APPLE INC.	10.0
ARISTA NETWORKS, INC.	10.0
ASUSTEK COMPUTER INCORPORATION	10.0

BOTTOM 5 INDUSTRY LAGGARDS

Unisplendour Corporation Limited	7.0
Guangzhou Haige Communications Group Incorporated Company	6.9
Yealink Network Technology Co Ltd	6.9
GRG Banking Equipment Co., Ltd.	6.2
CATCHER TECHNOLOGY CO., LTD.	3.6

METHODOLOGY NOTE

Companies are evaluated on the carbon intensity of their operations and their efforts to manage climate-related risks and opportunities.

*[For symbols and terms used in this report, refer to the Glossary section at the end of the report]



CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022
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EXPOSURE

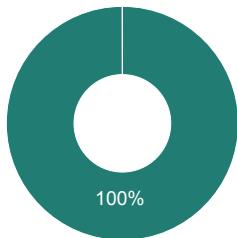
RISK EXPOSURE ASSESSMENT



Key Drivers of Risk Exposure

Exposure to: Risks of having to pay increased compliance costs tied to carbon emissions regulations

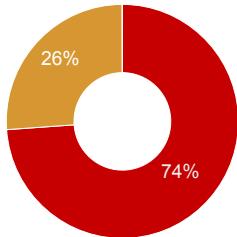
Business Types : Percentage of operations in business segments with high/moderate/low carbon intensity



- No exposure to high risk segments
- No exposure to medium risk segments
- Smart Devices, Data processing

Source: IERS' Comprehensive Environmental Data Archive (CEDA); Air Emissions Accounts (Eurostat); Refinitiv; MSCI ESG Research; company disclosures

Business Locations : Percentage of operations in countries with strengthening or pending carbon emissions regulation

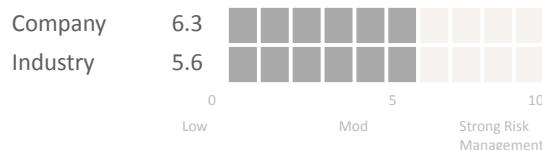


- USA
- Greater China, other countries
- No operations in markets with low risks

Source: MSCI ESG Research; Refinitiv; company disclosures

MANAGEMENT

RISK MANAGEMENT ASSESSMENT





Description	Company Practice	Best Practice	Practices Score ²
Targets			
Aggressiveness of the company's reduction target in the context of its current performance	Company sets GHG reduction targets	Aggressive target with a low base	- LOW MID TOP
Carbon Improvement Targets			
Baseline Year	Target Year	Target Description	Target Reduction (%)
	2030	Transition our entire manufacturing supply chain to 100% renewable electricity by 2030.	
	2030	We also set a new goal to become carbon neutral for our entire carbon footprint by 2030	100.00%
	2030	To reach net zero by 2030	100.00%
	2030	To achieve 100% renewable energy by 2030	
2019	2030	Apple, Inc. commits to reduce absolute combined scope 1, 2 and 3 GHG emissions 62% by FY2030 from a FY2019 base year.	61.70%
2019	2030	Scope 1 2 3 emissions reduction target for Apple: 61.7 percent by 2030 relative to our 2019 emissions.	61.70%
2019	2030	To reduce Scope 1, 2 and 3 by 61.7% by 2030 compared to 2019 levels.	61.70%
2015	2030	Reduce emissions by 75% through low-carbon design, energy efficiency, renewable energy and direct emissions abatement	75.00%
2015	2030	Reduce emissions by 100%. 75% reduction through low-carbon design, energy efficiency, renewable energy and direct emissions abatement. For the remaining 25%, develop/invest in innovative carbon removal solutions.	100.00%
2015	2020	source from or install more than 4 gigawatts of new renewable energy projects worldwide, by 2020	
2015	2030	We plan to reduce emissions by 75 percent by 2030, compared to 2015 levels	75.00%
2015	2020	Increase to 4 gigawatts of additional renewable energy to our supply chain by 2020 from 2015	
2015	2030	To reduce Scope 1, 2 and 3 by 75% by 2030 compared to 2015 levels.	75.00%
2012	2036	Reduce Scope 1+2 emissions (market-based)	52.00%
2012	2020	Reduce Scope 1+2 emissions (market-based)	7.00%
2011	2019	Reduce Scope 2 emissions (market-based)	100.00%
2011	2019	power 100% of global facilities with 100% renewable energy	
2011	2019	We set an ambitious goal to power 100% of our global facilities with 100% renewable energy by 2019	
2011	2021	To achieve 100% of renewable energy source(s) only by 2021 compared to 2011 levels.	

Mitigation

Strength of Greenhouse Gas Mitigation Strategy (0-10 Score, 0=worst, 10=best) 7.00

Programs or actions to reduce the emissions intensity of core operations

Use of cleaner sources of energy	Some efforts	Aggressive efforts	- LOW MID TOP
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CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022
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Energy consumption management and operational efficiency enhancements	Some efforts	Aggressive efforts	-	LOW	MID	TOP
CDP disclosure	Yes	Yes	-	LOW		TOP

Performance

Carbon Emissions Performance Relative to Peers (0-10 Score, 0=worst, 10=best) 5.00

GHG Emissions - metric tons CO2e

Year	Scope 1 Disclosed	Scope 1 Estimate Key	Scope 2 Disclosed	Scope 2 Estimate Key	Scope 1+2 Disclosed	Scope 3 (upstream)	Scope 3 (downstream)	Scope 3 (undefined)	Scope 1 Estimated	Scope 2 Estimated	Scope 1+2 Estimated	Scope 1+2 Estimate Key	GHG Emissions Details
2022		E.CSI		E.CSI					72,865.0	15,663.0	88,528.0	E.CSI	Jul 2023 Emissions Estimation Model Update
2021	55,200.0	Reported	2,780.0	Reported	57,980.0	16,308,420.0	5,070,000.0	1,750,000.0				Reported	
2020	47,430.0	Reported	0.0	Reported	47,430.0	16,387,000.0	4,360,000.0	1,800,000.0				Reported	
2019	50,540.0	Reported	0.0	Reported	50,540.0	19,420,160.0	4,160,000.0	1,400,000.0				Reported	
2018	57,440.0	Reported	8,730.0	Reported	66,170.0	19,020,500.0	6,000,000.0					Reported	
2017	47,050.0	Reported	36,250.0	Reported	83,300.0	21,393,440.0	6,000,000.0					Reported	Scope 1 also includes emissions from R&D processes. The company has started tracking these emissions in FY2017
2016	34,320.0	Reported	41,600.0	Reported	75,920.0	23,112,910.0	6,400,000.0					Reported	
2015	28,100.0	Reported	42,460.0	Reported	70,560.0	29,912,910.0	8,400,000.0					Reported	
2014	28,490.0	Reported	63,210.0	Reported	91,700.0	259,130.0						Reported	
2013	29,300.0	Reported	91,510.0	Reported	120,810.0	225,630.0						Reported	
2012	21,220.0	Reported	139,160.0	Reported	160,380.0	225,630.0						Reported	Updated based on 2016 CSR Report
2011	21,657.0	Reported	154,273.0	Reported	175,930.0	155,025.0						Reported	Updated based on 2015 CSR Report
2010		E.CSI		E.CSI					10,284.0	19,300.0	29,584.0	E.CSI	Aug - 2018 Estimation Update
2009		E.CSI		E.CSI					6,733.0	12,637.0	19,370.0	E.CSI	Aug - 2018 Estimation Update
2008		E.CSI		E.CSI					5,133.0	9,634.0	14,767.0	E.CSI	Aug - 2018 Estimation Update

GHG Emissions Intensity - metric tons CO2e / USD million sales

Year	GHG Intensity	GHG Intensity Details	GHG Intensity - Reported	GHG Intensity - Reported Details
2022	0.20			
2021	0.20			
2020	0.20			
2019	0.20			
2018	0.20			
2017	0.40			
2016	0.40			
2015	0.30			
2014	0.50			
2013	0.70			
2012	1.00			
2011	1.60			
2010	0.50			
2009	0.50			
2008	0.50			



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Energy Consumption

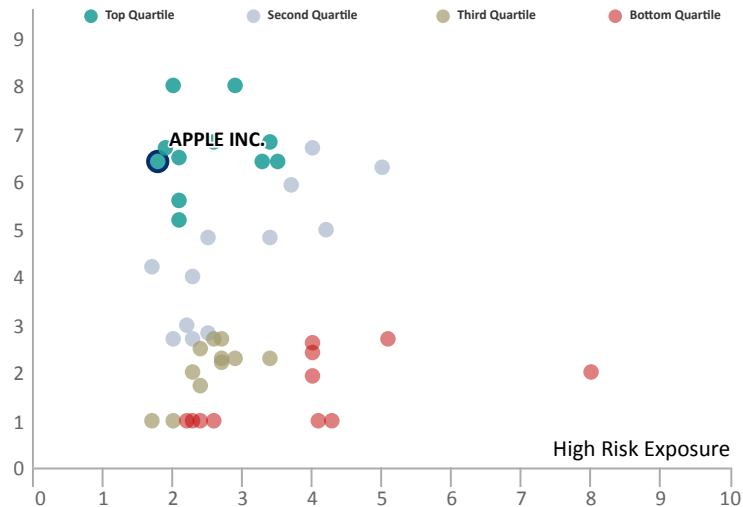
Year	Total energy consumption (reported)	Total energy consumption (MWh)	Energy intensity (reported)	Reported intensity details	Total energy consumption intensity	Energy consumption details
2021	3,352,760	3,352,760			9.17	Electricity + Fuel + Steam, heating, and cooling
2020	3,019,170	3,019,170			11.00	Electricity + Fuel
2019	2,889,680	2,889,680			11.11	Electricity + Fuel
2018	2,676,460	2,676,460			10.08	Electricity + Fuel
2017	2,252,650	2,252,650			9.83	Electricity + Fuel
2016	1,745,480	1,745,480			8.09	Electricity + Fuel
2015	1,245,670	1,245,670			5.33	Electricity + Natural Gas + Biogas + Propane Liquid
2014	1,109,305.69	1,109,305.69			6.07	(1) Electricity and (2) natural gas
2013	931,936.70	931,936.70			5.45	(1) Electricity and (2) natural gas
2012	697,041.60	697,041.60			4.45	(1) Electricity and (2) natural gas



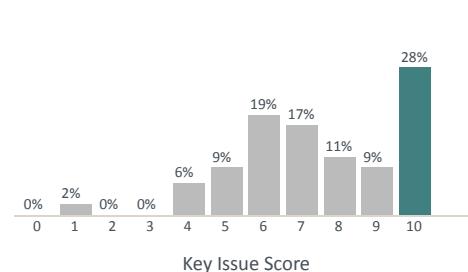
Water Stress

Score	Change (since rating)	Quartile	Weight	Last score change date
10.0	0.0	••••	0.0%	Aug 12, 2020

Strong Risk Management



KEY ISSUE SCORE DISTRIBUTION*



TOP 5 INDUSTRY LEADERS

APPLE INC.	10.0
ASUSTEK COMPUTER INCORPORATION	10.0
BROTHER INDUSTRIES, LTD.	10.0
CISCO SYSTEMS, INC.	10.0
DELL TECHNOLOGIES INC.	10.0

BOTTOM 5 INDUSTRY LAGGARDS

LITE-ON TECHNOLOGY CORPORATION	4.6
Wistron Corporation	4.3
GRG Banking Equipment Co., Ltd.	3.9
Logitech International S.A.	3.7
CATCHER TECHNOLOGY CO., LTD.	1.0

METHODOLOGY NOTE

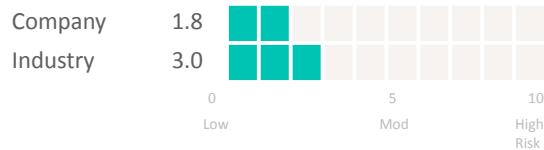
Companies are evaluated on the water intensity of their operations, levels of water stress in their areas of operation and their efforts to manage water-related risks and opportunities.

*[For symbols and terms used in this report, refer to the Glossary section at the end of the report]



EXPOSURE

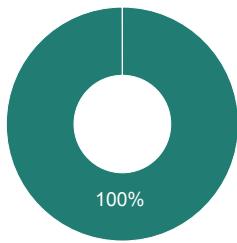
RISK EXPOSURE ASSESSMENT



Key Drivers of Risk Exposure

Exposure to: Risk of increased cost of input, disputes around access rights to key resources or operational disruptions to production processes requiring water as a critical input

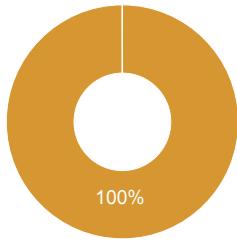
Business Types : Percentage of operations in business segments with high/moderate/low water intensity



- No exposure to high risk segments
- No exposure to medium risk segments
- Smart Devices, Data processing

Source: IERS' Comprehensive Environmental Data Archive (CEDA); MSCI ESG Research; Refinitiv; company disclosures

Business Locations : Percentage of operations in countries or regions with high/moderate/low percent of territory affected by oversubscription to water resources

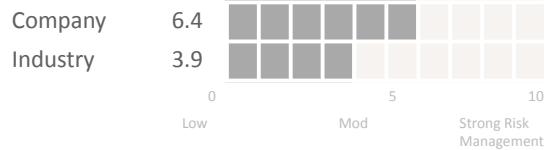


- No operations in markets with high risks
- USA, Greater China, other countries
- No operations in markets with low risks

Source: WRI Aqueduct; Refinitiv; MSCI ESG Research; company disclosures

MANAGEMENT

RISK MANAGEMENT ASSESSMENT



Description	Company Practice	Best Practice	Practices Score ²
Governance and Strategy			
Implementation of Water Efficient Production Processes	7.00		
Evidence of Using Alternative Water Sources	Yes	Yes	- LOW TOP

Executive body responsible for water management strategy and performance:

Senior Executive or Executive Committee are responsible for water management strategy and performance	Yes	Yes	- LOW TOP
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Performance

Water Intensity Relative to Peers (0-10 Score, 0=worst, 10=best)	5.00
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Water Withdrawal Performance

Year	Freshwater Withdrawal (m3)	Freshwater Withdrawal Intensity (m3/ USD million sales)
2022		
2021	5,299,000	14.49
2020	4,882,650	17.79
2019	4,988,630	19.17
2018	4,920,500	18.53
2017	3,785,000	16.51
2016	2,384,550	11.06
2015	2,168,805	9.28
2014	1,869,790	10.23
2013	1,627,550	9.52
2012	1,305,825	8.34
2011	1,000,000	9.21
2010	800,651	12.31

Water Consumption Performance

Year	Freshwater Consumption (m3)	Freshwater Consumption Intensity (m3/ USD million sales)	Details
2022			
2021			
2020			
2019			
2018			



CCC | B | BB | **BBB** | A | AA | AAA

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CONTROVERSIES

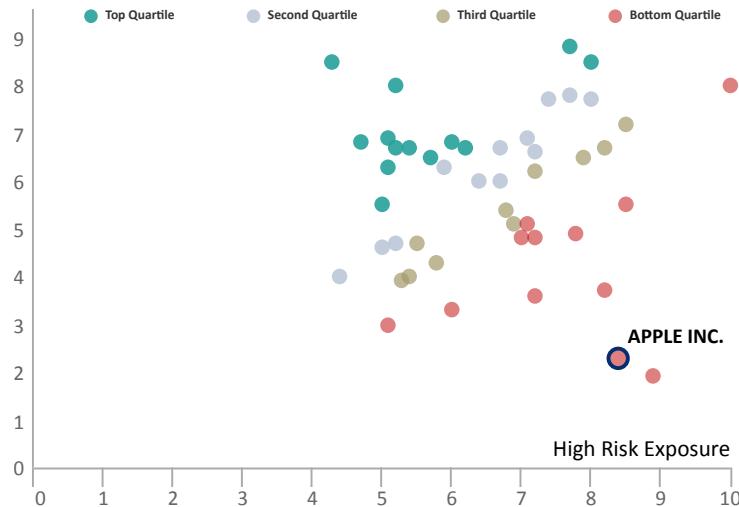
All controversies are assessed as part of the annual review of a company's ESG rating. MSCI ESG Research tracks controversies for all companies on a regular basis. There is no evidence of the Apple's current involvement in prominent controversial events or alleged misconduct.



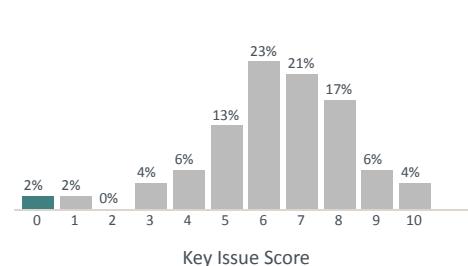
Labor Management



Strong Risk Management



KEY ISSUE SCORE DISTRIBUTION*



TOP 5 INDUSTRY LEADERS

F5, INC.	10.0
Logitech international S.A.	9.8
MICRO-STAR INTERNATIONAL CO.,LTD.	9.1
ACER INCORPORATED	8.8
JUNIPER NETWORKS, INC.	8.5

BOTTOM 5 INDUSTRY LAGGARDS

QUANTA COMPUTER INC.	4.0
Ninestar Corporation	3.4
BYD Electronic (International) Company Limited	2.5
APPLE INC.	0.9
Pegatron Corporation	0.0

METHODOLOGY NOTE

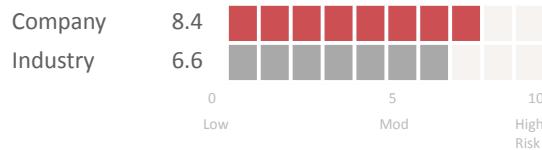
Companies are evaluated on the complexity of their workforce (size, labor intensity, and regions of operation), employee relations, strength of worker protections, and employee engagement efforts.

*[For symbols and terms used in this report, refer to the Glossary section at the end of the report]



EXPOSURE

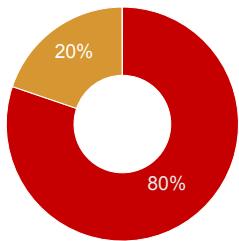
RISK EXPOSURE ASSESSMENT



Key Drivers of Risk Exposure

Exposure to: Risk of workflow disruptions due to labor unrest, or reduced productivity due to poor job satisfaction

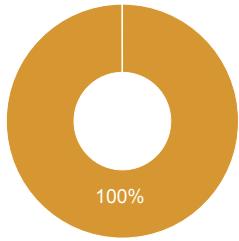
Business Types: Percentage of operations in business segments with high/moderate/low labor intensities, as measured by average sales per employee of industries



- Smart Devices
- Data processing
- No exposure to low risk segments

Source: MSCI ESG Research; Refinitiv; company disclosures

Business Locations: Percentage of operations in countries with high/moderate/low likelihood of labor unrest (based on historic precedent)



- No operations in markets with high risks
- USA, Greater China, other countries
- No operations in markets with low risks

Source: International Labour Organization; Refinitiv; MSCI ESG Research; company disclosures

Layoffs Events

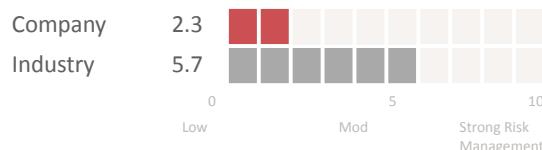
Major Layoffs: **No**

Size and Composition of Workforce

Number of employees: **164,000**

MANAGEMENT

RISK MANAGEMENT ASSESSMENT





Description	Company Practice	Best Practice	Practices Score ²			
Strategy						
Evidence of collective agreements	No	Yes	-	LOW	TOP	
Employee stock ownership plan (ESOP) or employee stock purchase plan (ESPP)	Sector-leading number of employees eligible for ESOP and/or ESPP	Sector-leading number of employees eligible for ESOP and/or ESPP	-	LOW	MID	TOP
Variable performance-based component to pay	No evidence of variable incentive pay for non-officer staff	Strong performance-based incentive pay structure covers all employees	-	LOW	MID	TOP
Non-compensation benefits including pension and retirement	Scope not determinable	Benefits cover all employees	-	LOW	MID	TOP

Performance

External recognition as employer of choice (last three years)	No Value
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External recognition - details

Year	Awarding authority name	Title of the Award
2022	Forbes	Best Employers for Veterans
2022	Forbes	Best Employers for Diversity
2022	Forbes	America's Best Employers
2022	Forbes	World's Best Employers
2021	Forbes	World's Best Employers
2021	Forbes	America's Best Employers
2021	Forbes	Best Employers for Veterans
2021	Forbes	Best Employers for Diversity
2020	Forbes	Best Employers for Veterans 2020
2020	Forbes	World's Best Employers 2020
2020	Forbes	Best Employers for Diversity 2020
2019	Human Rights Campaign	Best Places to Work
2019	Forbes	AMERICA'S BEST LARGE EMPLOYERS 2019 LIST
2018	FORBES	THE WORLD'S BEST EMPLOYERS 2018: TOP TEN
2017	Human Rights Campaign	Best Places to Work
2016	Human Rights Campaign	Best Places to Work 2016

Employee turnover

Year	Annual employee turnover (%)	Details
2022		
2021		

Year	Annual employee turnover (%)	Details
2020		
2019		
2018		
2017		
2016		

Employee Productivity

Year	Profit per employee (USD '000)
2021	614
2020	390
2019	403
2018	450
2017	0

CONTROVERSIES

All controversies are assessed as part of the annual review of a company's ESG rating. MSCI ESG Research tracks controversies for all companies on a regular basis. The Apple has been flagged for involvement in controversial events or alleged misconduct.

Controversy Cases

Assessment	Headline	Status	Last Updated
Severe	US: USD 30.5 million class action settlement over alleged unpaid wages; final court approval granted	Concluded	August 2022
Moderate	Hong Kong: Allegations of improper layoffs from labor union	Ongoing	November 2022
Moderate	US: Former employees alleged unfair dismissal for organizing activism actions against discrimination, harassment and pay inequality	Ongoing	May 2022
Moderate	United States: Hundreds of workers filed online complaints over allegation of harassment and discrimination	Ongoing	November 2021
Moderate	Oregon, United States: Lawsuit over alleged unfair dismissal and failure to protect employee from customers' racial discrimination	Ongoing	April 2021
Minor	US: Labor union filed complaint over alleged mandatory meetings, no solicitation policies, and other anti-union practices at two locations	Ongoing	July 2022



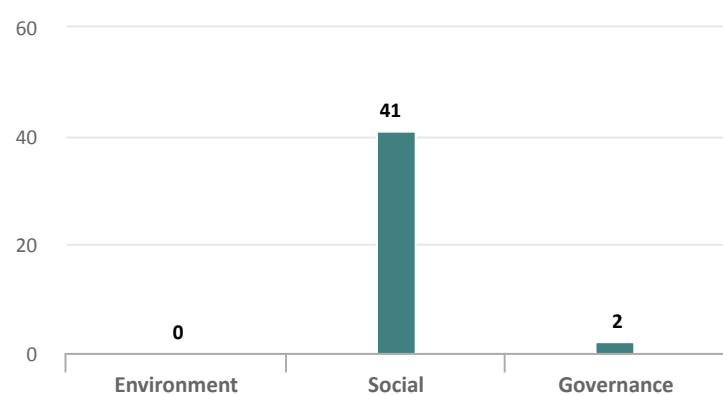
CONTROVERSIES DETAIL

Here you will find the narratives for all controversies relevant to the ESG Ratings issues covered for the company in addition to those controversies that do not map to the ESG Ratings issues.

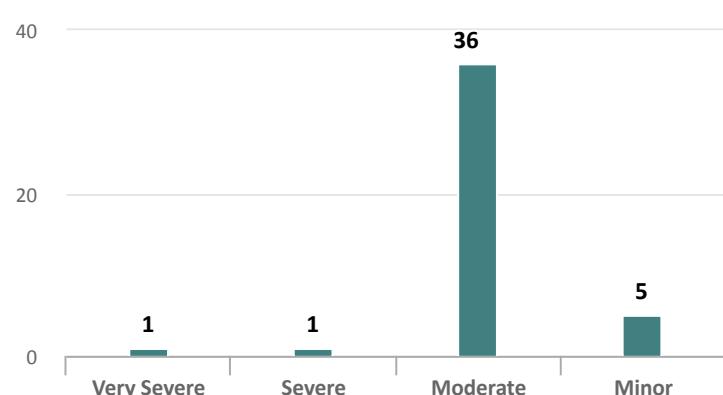
CONTROVERSY CARD

	MOST SEVERE CONTROVERSY	CONTROVERSY COUNT
Environment		
Carbon Emissions	None	0
Water Stress	None	0
Electronic Waste	None	0
Opportunities in Clean Tech	None	0
Social		
Labor Management	Severe	6
Human Capital Development	Severe	6
Supply Chain Labor Standards	Very Severe	5
Controversial Sourcing	None	0
Privacy & Data Security	Moderate	8
Governance		
Corruption & Instability	None	0
Business Ethics & Fraud	Moderate	2
Anticompetitive Practices	Moderate	14
Corporate Governance	None	0
Corporate Behavior	Moderate	17

NUMBER OF CONTROVERSIES BY PILLAR



NUMBER OF CONTROVERSIES BY ASSESSMENT



CONTROVERSIES

- **Very Severe:** Indicates an action by a company that results in a very large impact on society and/or the environment.
- **Severe:** Indicates an action by a company that results in a large impact on society and/or the environment.
- **Moderate:** Indicates an action by a company that results in a moderate impact on society and/or the environment.
- **Minor:** Indicates an action by a company that results in a low impact on society and/or the environment.
- **None:** There is no evidence that a company is involved in any controversy.



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RATING ACTION DATE: November 11, 2022
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SOCIAL CONTROVERSIES

Very Severe Controversies

Date: May 2023

Assessment: Very Severe**Status:** Ongoing**China: Allegations of forced labor related to suppliers employing ethnic minorities through coercive state-sponsored labor-transfer programs**

Latest: In May 2023, Apple released its updated Supplier List representing 98% of its direct spend for materials, manufacturing, and assembly of its products for 2022. Some of the suppliers alleged to be previously implicated in China's forced labor controversy including AcBel Polytech, Advanced-Connectek, Hefei-Highbroad, Hubei Yihong, and O-Film were not part of Apple's Supplier List.

In March 2020, the Australian Strategic Policy Institute (ASPI) released a policy brief entitled "Uyghurs for sale" in which it identified 82 foreign and Chinese companies "potentially directly or indirectly benefiting from the use of Uyghur workers outside Xinjiang through abusive labor transfer programs", including multiple suppliers of Apple, Inc.

SUPPLY CHAIN: Implicated suppliers include O-Film Technology (O-Film), a compact camera modules and touchscreen manufacturer, Hon Hai Precision Industry (Foxconn), an electronics manufacturer, Hefei Highbroad Advanced Material Co (Hefei Highbroad), a flat-panel display parts manufacturer, and Hubei Yihong Precision Manufacturing Co. (Hubei Yihong), an electronics precision parts manufacturer, which all allegedly employed Uyghurs and other ethnic minorities as part of the Chinese government's labor transfer programs.

O-FILM: According to ASPI (2020, p22), the O-Film facility which manufactures cameras for Apple's iPhone mobile devices, allegedly employed 700 Uyghurs who were transferred to their factory between April 2017 and May 2017.

In October 2017, the Hotan local government contacted O-Film about supplying a further 1,300 Uyghur workers to the company. Apple CEO Tim Cook visited the Guangzhou factory in December 2017 and allegedly praised the facility for its "humane approach" toward employees. According to ASPI (2020, p22) the press release dated December 7, 2021, titled "Apple CEO Cook visits and praises the technical level and cultural environment of our company" has subsequently been deleted from the O-Film Technology website, but a social media post of Cook's visit on Weibo, was preserved. A former Uyghur worker claimed that there were at least 1 000 Uyghur workers at the facility in December 2017.

In May 2021, media reports have suggested that Apple had cut ties with O-Film in response to forced labor allegations. O-Film was not included in Apple's 2022 Supplier List.

HON HAI (FOXCONN) Hon Hai Precision Industry (Foxconn) is a manufacturer of electronic computer and smartphone components in China and Taiwan.

According to a 2019 government document, 560 Xinjiang laborers were transferred to work in facilities in the Henan province, including at Foxconn. In September 2019, China Labor Watch quoted a Bloomberg report that claimed Foxconn had also allegedly participated in the 'Xinjiang Aid' policy and subsequent labor transfer schemes and that contract workers, including Uyghurs, had provided at least 100 hours of overtime work in a month, in contravention of fair labor practices.

In November 2022, Foxconn published a press release denying the allegations of forced labor which contained a page from a May 2020 audit report of its facility in Zhengzhou. The report did not indicate any 'non-conformances' with Responsible Business Alliance (RBA) criteria relating to 'Freely Chosen Employment'.

HEFEI HIGBROAD: According to ASPI's March 2020 report, Hefei Highbroad, which supplies flat panel displays to BOE Technology (also an Apple supplier), allegedly signed a contract with the Government of China in 2017, to absorb 1,000 Uyghurs every year for three years into its workforce. In 2017, 500 Uyghurs were transferred to the Anhui province to work for Hefei Highbroad, while in 2018, a further 500 Uyghurs were relocated to Hefei Highbroad and its subsidiary Fuying Photoelectric Co.

The ASPI report also claimed that approximately 105 Uyghurs were transferred to Hubei Yihong. Hubei Yihong was not listed as an Apple Inc supplier. However, it mentions Goertek, which supplies AirPods to Apple.

In December 2020, the Washington Post reported that the Tech Transparency Project (TTP), a research initiative of the nonprofit organization Campaign for Accountability, claimed to have found documents detailing how thousands of Uyghur workers were transferred to work for Lens Technology from 2018 to 2020. Lens Technology reportedly supplies iPhone glass screens to Apple. An Apple spokesperson told the Washington Post that the company has confirmed that Lens Technology did not receive Uyghurs from Xinjiang. However, TTP said in its January 2021 media release that Apple did not specifically address its 'evidence' and suggested Apple's investigations or disclosures were 'incomplete'.

In May 2021, 'The Information', an investigative journalism news site focusing on the technology sector, found that seven Apple suppliers that provide device coatings and assembly services to Apple including: AcBel Polytech, Advanced-Connectek, Avary Holding, CN Innovations, Luxshare Precision Industry, Shenzhen Deren Electronic Co., and Suzhou Dongshan Precision Manufacturing Co., were linked to allegations of forced labor of Uyghurs and other ethnic minorities. The story was also shared by 'Apple Insider' in May 2021.

The report claimed that hundreds of Uyghur workers were sent to an iPhone and AirPods supplier, Luxshare Precision, from 2017 to 2020; 1,000 were sent to antenna and internal cable supplier, Shenzhen Deren Electronic, in recent years; 400 were sent to the Huai'an facilities of a printed circuit board supplier, Avary Holding, from 2019 to 2020. Other component suppliers (not named) were also said to have received Uyghur laborers. 'The Information' news source further claimed that one supplier, Advanced-Connectek, owned a factory in Xinjiang that was located beside a 'Vocational Education and Training Centre'.

In a May 2021 filing, AcBel Polytech disclosed that the Xinjiang workers recruited from 2019 have already been sent home after the expiration of their contracts. The company claimed it has not hired further any workers from the region.



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In December 2022, Zhen Ding Technology (the parent of Avary Holding) published a press release denying the allegations of forced labor at its facilities. The press release contained pages from the July 2022 and September 2021 audit reports of its two facilities in Huai'an which indicated the facilities were mostly in compliance with the RBA's 'Freely Chosen Employment' criteria. One minor non-conformance related to prohibited recruitment and hiring fees was found but the workers have reportedly been reimbursed.

The ASPI report claims that since 2017 more than one million Uyghurs, Kazakhs and other ethnic minorities have been arbitrarily detained in 're-education camps' or 'Vocational Education and Training Centres', held under constant electronic and in-person surveillance, and subjected to abuse. In a June 2021 report by Amnesty International entitled "Like we were enemies in a war", 55 former detainees were interviewed offering first-hand accounts of the conditions inside these centers and factories they were later transferred to.

The People's Republic of China (PRC) has defended their VETCs as tools for poverty alleviation and countering terrorism and religious extremism, and claims "trainees who have completed their studies in education and training centers have gone on to find employment in factories and enterprises."

In August 2022, the United Nations High Commissioner for Human Rights (OHCHR) published its "Assessment of human rights concerns in the Xinjiang Uyghur Autonomous Region, People's Republic of China" and found the legal framework justifying these re-education camps was discriminatory in nature and posed serious human rights violations.

The OHCHR report also found a link between the VETCs and (state-sponsored) labor transfer schemes, where companies both local and international were incentivized to absorb labor from the camps.

The OHCHR report has reiterated concerns raised in the February 2022 report published by the International Labor Organization (ILO) that claimed to have found evidence of coercive measures and forced labor practices targeting Uyghurs and other ethnic minorities. According to the ILO, practices included "government-led mobilization of rural households, organizing forced transfers in accordance with labor export quotas; the relocation or transfer of workers under security escort; onsite management and retention of workers under strict surveillance; the threat of internment in vocational education and training centers if workers do not accept 'government administration' and the inability of placed workers to freely change employers.

UPDATES: 25 May 2023: 2022 Supplier List. (Apple Inc.)

17 Dec 2022: 23 major brands suspected of illegally sourcing products made by forced labor in China. (Business Insider)

13 Dec 2022: Zhen Ding 's Clarification on the allegations of forced labor in its subsidiary Avary Holding (Shenzhen) Co., Limited. (Zhen Ding Technology Holding Limited)

24 Nov 2022: Letter from Chairman on recent ESG initiatives & remedies. (Hon Hai Precision Industry Co., Ltd.)

31 Aug 2022: OHCHR Assessment of human rights concerns in the Xinjiang Uyghur Autonomous Region, People's Republic of China. (Office of the United Nations High Commissioner for Human Rights)

09 Dec 2021: Company communication. (Apple Inc.)

27 Sep 2021: Campaign for Accountability Files Customs and Border Protection Complaint over Apple's Use of Forced Labor. (Campaign for Accountability)

10 Jun 2021: U.S. senator slams Apple, Amazon, Nike, for enabling forced labor in China. (Reuters)

10 May 2021: Seven Apple suppliers linked to Chinese forced labor programs. (Apple Insider)

17 Mar 2021: China's O-Film apparently cut off from Apple supply chain. (Nikkei Asia)

07 Jan 2021: Another Apple Supplier Linked to Forced Labor. (Tech Transparency Project)

29 Dec 2020: Apple's longtime supplier accused of using forced labor in China. (The Washington Post)

15 Dec 2020: Nike and Coca-Cola Lobby Against Xinjiang Forced Labor Bill. (The New York Times) According to the New York Times, several companies including Apple were reportedly involved in lobbying efforts related to the limiting of certain provisions of the Uyghur Forced Labor Prevention bill passed by the U.S. House of Representatives. Apple reportedly said that it did not lobby against the Uyghur Forced Labor Prevention Act and believes the said bill should become law.

05 Dec 2020: Chinese dissident targets Apple, Nike, others after report says they lobbied to weaken forced labor bill. (CNBC)

10 Aug 2020: Apple imported clothes from Xinjiang firm facing US forced labour sanctions; Details on staff uniforms come after CEO Tim Cook says he will not tolerate modern slavery. (The Guardian) The report alleged that certain shipments of Apple's retail staff uniforms have previously been sourced from a garment supplier sourcing cotton from the Xinjiang region.

02 Mar 2020: Apple benefits from forced Uighur labor at its iPhone supplier factories in China, according to an explosive new report. (Business Insider)

01 Mar 2020: Uyghurs for Sale: 'Re-education', forced labour and surveillance beyond Xinjiang. (Australian Strategic Policy Institute, revised 11 October 2022)

01 Mar 2020: Uighurs are making shoes for Nike in Chinese forced labour factories, report claims; The accusations add to a growing sense of the oppression Uighur Muslims in China are subjected to. (Telegraph)

Source: 25 May 2023 (Apple Inc.)

Severe Controversies

Date: August 2022

Assessment: Severe

Status: Concluded

US: USD 30.5 million class action settlement over alleged unpaid wages; final court approval granted

In July 2015, a US District Court judge in California certified a 2013 lawsuit as a class action. Former Apple Store employees had filed a complaint against the company, demanding compensation for time spent during bag searches whenever workers left the store. The mandatory searches, which were done after timing out, were said to be done to prevent theft. The plaintiffs claimed that they should be paid for the time spent waiting for and during searches, which allegedly took 5 to 20 minutes.



In September 2020, the Ninth Circuit Court of Appeals ruled that Apple must provide compensation to a certified class of California non-exempt employees for time spent during bag searches required by Apple's policies.

In November 2021, Apple agreed to pay USD 29.9 million to settle the certified class action lawsuit. According to court documents, the class includes a total of 14,683 workers from 52 Apple stores.

In August 2022, the California Northern District Court granted approval for the class action settlement. The final settlement amount was increased to nearly USD 30.5 million due to the inclusion of additional worker shifts that were not included in prior calculations.

UPDATES: 15 Aug 2022: Apple's \$30 mln settlement over employee bag checks gets court approval. (Reuters)

13 Aug 2021: Frlekin v. Apple Inc., 3:21-cv-03451. (U.S. District Court, Northern District of California) Order granting final approval of class action settlement agreement as amended.

13 Nov 2021: Apple to pay US\$30mil over store workers' security checks. (THESTAR.COM.MY)

03 Feb 2021: Frlekin v. Apple Inc., 3:21-cv-03451. (U.S. District Court, Northern District of California) Motion for joint stipulation regarding class period.

02 Sep 2020: Frlekin v. Apple Inc., 15-17382. (U.S. Court of Appeals, Ninth Circuit) The appellate court reversed an earlier district court decision granting defendant's motion for summary judgement.

13 Feb 2020: Apple store workers should be paid for time waiting to be searched, court rules. (Los Angeles Times)

Source: 15 Aug 2022 (Reuters)

Moderate Controversies

Date: November 2022

Assessment: Moderate

Status: Ongoing

Hong Kong: Allegations of improper layoffs from labor union

In September 2021, The Standard quoted the IT People Association of Hong Kong, an affiliate of the Hong Kong Federation of Trade Unions (FTU), as saying it had received reports from 80 Apple Inc. (Apple) employees claiming over 200 employees had been unfairly dismissed. The employees said the dismissals were made between April 2020 and March 2021, and without proper compensation.

A former FTU lawmaker said Apple cited employee misconduct—in a company-subsidized medical checkup program—as a pretext for making the job cuts, after its retail sales reduced in 2019 and 2020. Around five former employees have reportedly filed court claims against Apple.

UPDATES: 24 Nov 2022: No new information available.

22 Sep 2021: Around 200 Apple employees 'unreasonably' dismissed. (The Standard)

Source: 22 Sep 2021 (The Standard)

Date: August 2022

Assessment: Moderate

Status: Concluded

US: USD 14.8 million class action settlement over alleged misrepresentation of iCloud storage services; final approval granted

In August 2022, the California Northern District Court granted its final approval for a USD 14.8 million settlement for a class action lawsuit alleging Apple Inc. misled customers about its 'iCloud' storage service by failing to disclose that the company would store their data in third-party servers. The plaintiffs claimed that, as a result, iCloud Plus subscribers overpaid for the service which they thought was directly provided to them by Apple. The settlement amount would be distributed to approximately 16.9 million accounts belonging to US residents who paid for iCloud Plus subscriptions between September 2015 and January 2016.

UPDATES: 04 Aug 2022: Williams v. Apple Inc., 5:19-cv-04700. (US District Court for the Northern District of California) Final approval order.

17 Feb 2022: Williams v. Apple Inc., 5:19-cv-04700. (US District Court for the Northern District of California) Order granting preliminary approval of class action settlement.

28 May 2021: Williams v. Apple Inc., 5:19-cv-04700. (US District Court for the Northern District of California) Order granting in part and denying in part motion for class certification.

12 Jan 2021: Apple Users Eye Class Cert. In iCloud Storage Suit. (LAW360)

19 Nov 2020: IN BRIEF: Judge offers mixed ruling in class action over Apple's iCloud storage. (Reuters)

12 Aug 2019: Williams v. Apple Inc., 5:19-cv-04700. (California Northern District Court) Class action complaint filed.

Source: 04 Aug 2022 (US District Court for the Northern District of California)

Date: August 2022

Assessment: Moderate

Status: Ongoing

France: Finance ministry's lawsuit over allegation of imposing abusive contractual terms on app developers

In June 2021, Reuters reported that the French Ministry of Finance filed a lawsuit against Apple in Paris' commercial court over its allegations that it imposed abusive contractual terms on app developers seeking to sell software in Apple's App Store.

According to Reuters, the ministry's lawsuit followed a three-year investigation by the General Directorate for Competition Policy, Consumer Affairs and Fraud Control France (DGCCRF).

UPDATES: 01 Aug 2022: Apple is sued by French app developers over app store fees. (Reuters) The French developers raised similar allegations in an lawsuit filed in a US court.

09 Dec 2021: Company communication. (Apple Inc.)

23 Jun 2021: French Court Sets Date in Apple Case Over App Store Developer Contracts. (Reuters)

Source: 01 Aug 2022 (Reuters)



Date: July 2022

Assessment: Moderate

Status: Ongoing

Investigations into alleged anticompetitive practices related to payment options on mobile applications

Since at least 2019, Apple Inc. has faced investigations by regulators from multiple countries and as well as lawsuits by consumers and other companies alleging Apple's involvement in anticompetitive practices related to its mobile applications store (App Store) and online payment platform (Apple Pay).

In June 2020, the European Commission (EC) formally opened investigations into Apple Inc.'s alleged anti-competitive practices related to its App Store, Apple Pay, and music streaming service (Apple Music). The regulator alleged the company had improperly required mobile applications in its App Store to have Apple Pay as their default in-app payment option and restricted application developers from informing customers of alternative payment options.

In February 2021, Reuters reported the Netherlands Authority for Consumers and Markets (ACM) was nearing a decision in its investigation against Apple over allegations of requiring app developers to use its payment system for in-app purchases. The ACM initiated an investigation in April 2019 into Apple's alleged abuse of market dominance with its App Store by giving preferential treatment to its own apps, following indications of possible anticompetitive behavior gathered from feedback from other providers during the agency's market study into app stores. The agency was also reportedly examining Apple's rules allegedly prohibiting developers from informing users of cheaper payment alternatives outside the app. In October 2021, ACM informed Apple that its App Store practices were anti-competitive. The the decision was still pending legal review and was expected to be published within the year.

In March 2021, the UK Competition and Markets Authority (CMA) also launched an investigation into Apple following complaints from app developers that its terms and conditions for the distribution of apps on Apple devices are unfair and anti-competitive. According to the CMA, the complaints highlighted Apple's terms requiring developers to distribute their apps to iPhones and iPads via the App Store and use Apple's payment system rather than an alternative system for in-app features, add-ons, or upgrades. According to Reuters, Apple said it would cooperate with the CMA.

In May 2021, the European Commission (EC) informed Apple of its preliminary findings that the company abused its dominant market position for the distribution of music streaming apps and distorted competition in favor of its own Apple Music service. The EC raised concerns related to the "mandatory use of Apple's own in-app purchase system" and "anti-steering provisions" which imposed a 30% fee on streaming providers for purchases of subscriptions and raised their prices without being able to inform users of cheaper offers.

In June 2021, the Federal Cartel Office of Germany (FCO) opened an investigation into Apple's alleged involvement in various anti-competitive practices including its App Store practices including its mandatory in-app purchase system. The FCO has also reportedly received antitrust complaints related to the pre-installation of its own apps on Apple devices and its privacy-related changes for its iPhone operating system update.

In September 2021, the Japan Fair Trade Commission (JFTC) announced that it has closed an antitrust investigation on Apple. Since October 2016, JFTC has been investigating Apple's alleged antitrust violations through its restrictions on certain business activities of app developers including their sales of digital content including music, e-books, videos, additional app features, and subscription services. Apple agreed to allow developers of certain media apps to provide users with an in-app link to their website to manage their accounts, which would be implemented for all apps worldwide in early 2022. According to a September 2021 report by Kyodo News, the announced changes would allow app developers to bypass Apple's in-app payment system and its commission fees. Mobile gaming apps were reportedly not included.

According to a September 2021 report by the Australian Financial Review, the Australian Competition and Consumer Commission (ACCC) has opened an investigation on Apple Pay. The ACCC was looking into potential breaches of competition laws related to Apple's restriction of certain payment options, such as banking apps, from making 'tap and go' payments using iPhones unless the transactions were routed through Apple Pay.

In October 2021, the US Consumer Financial Protection Bureau (CFPB) ordered several large technology companies including Apple to provide information on their payment system plans as part of its monitoring of consumer protection risks such as user data surveillance and access restrictions. Additionally, an antitrust case against Apple was initiated by the Federal Anti-monopoly Service (FAS), Russia's anti-monopoly regulator over alleged failure to allow developers to inform customers with regard to alternative payment options when using the App Store platform.

In January 2022, the South Korea Communications Commission (KCC) ordered Apple to provide information on its compliance plans of granting third-party payment systems on its app store in accordance with a law that prohibits major app store operators from forcing software developers to use their payments systems. According to a report by Reuters, the regulator disclosed that Apple has submitted its compliance plans and committed to discuss further details with the KCC.

In January 2022, the Dutch Authority for Consumers and Markets (ACM) penalized Apple Inc. EUR 5 million (approximately USD 5.7 million) for failing to comply with an order to allow dating apps to use alternative payment options in the Netherlands. Apple previously said that it would comply with the order as it appealed the ACM's decision from December 2021 which found that Apple's requirement for apps to exclusively use its payment system violated competition laws. As of February 2022, the Dutch ACM had issued sixth weekly penalties of EUR 5 million (approximately USD 5.7 million) each on Apple.

In May 2022, the EC filed antitrust charges against Apple for allegedly abusing its dominant position in the mobile wallets market on iOS devices. The EC claimed that Apple restricted other payment systems' access to its Near-Field Communication (NFC) chip technology to the benefit of its own Apple Pay system.

UPDATES: 19 Jul 2022: Apple sued over Apple Pay payment system. (BBC)

01 Jul 2022: Apple facing full trial over anti-competitive App Store practices claim. (MSN UK)

10 Jun 2022: Apple sets rules for Dutch dating app developers to take outside payments. (Reuters)

02 May 2022: Apple hit with EU antitrust charge over mobile payments technology. (Reuters)

28 Feb 2022: Dutch regulator issues sixth \$5.7 million fine against Apple in App Store dispute. (Reuters)

07 Feb 2022: Dutch antitrust watchdog studying whether Apple has now complied with order. (Street Insider)



CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

- 24 Jan 2022: Dutch watchdog fines Apple 5 mln euros for failure to comply on app store. (Reuters)
- 15 Jan 2022: Apple complies with Dutch watchdog ruling on payment options in Netherlands. (Reuters)
- 11 Jan 2022: Apple submits plans to allow alternative payment systems in S. Korea - regulator. (Reuters)
- 01 Jan 2022: CCI orders probe against Apple over alleged 'unfair' App Store policies. (Hindustan Times)
- 24 Dec 2021: Dutch Regulator Says Apple's App Store Broke Competition Laws. (Reuters)
- 09 Dec 2021: Company communication. (Apple Inc.)
- 21 Oct 2021: CFPB Orders Tech Giants to Turn Over Information on their Payment System Plans. (U.S. Consumer Financial Protection Bureau)
- 07 Oct 2021: Apple App Store payment rules anti-competitive, says Netherlands anti-trust authority. (Economic Times)
- 13 Sep 2021: ACCC to investigate Apple Pay restrictions. (Australian Financial Review)
- 10 Sep 2021: UPDATE 6-Apple must ease App Store rules, U.S. judge orders, in a blow to iPhone maker. (Reuters)
- 02 Sep 2021: Apple to let apps bypass commissions by linking to websites. (Kyodo News)
- 02 Sep 2021: Closing the investigation on Suspected Violation of the Antimonopoly Act by Apple Inc. (Japan Fair Trade Commission)
- 02 Sep 2021: EXCLUSIVE Apple hit with antitrust case in India over in-app payments issues. (Reuters) According to the report, a nonprofit group has filed an antitrust complaint with the Competition Commission of India regarding Apple's requirements for app developers to use its in-app purchases system and pay its commission fees.
- 30 Aug 2021: FAS Russia issued a warning to Apple. (Federal Antimonopoly Service of the Russian Federation) The Russian regulator ordered Apple to allow app developers to inform users of alternative payment options outside of the App Store.
- 27 Aug 2021: Apple loosens App Store payment rules in lawsuit settlement. (Associated Press)
- 21 Jun 2021: German watchdog probes Apple's market dominance. (BBC)
- 15 Jun 2021: UK regulator investigates Apple and Google's dominance of mobile platforms. (The Guardian) The Competition and Markets Authority was reportedly investigating potential anticompetitive practices related to its App Store.
- 02 Jun 2021: European consumer group joins EU antitrust case against Apple. (Reuters)
- 11 May 2021: Apple's UK users deserve app price compensation, claim says. (BBC)
- 10 May 2021: ACCC seeks leave to appear in Epic v Apple appeal. (Australian Competition and Consumer Commission)
- 30 Apr 2021: EU says Apple's App Store breaks competition rules after Spotify complaint. (CNBC)
- 30 Apr 2021: Statement by Executive Vice-President Margrethe Vestager on the Statement of Objections sent to Apple on App Store rules for music streaming providers. (European Commission)
- 26 Apr 2021: Apple hit with German antitrust complaint as it prepares to roll out new iPhone software. (CNBC)
- 08 Apr 2021: Company communication. (Apple Inc.)
- 31 Mar 2021: Epic Games files complaint against Apple with UK regulator. (Reuters)
- 08 Mar 2021: Apple and Google face new antitrust battle over Arizona app store bill. (The Guardian)
- 05 Mar 2021: Exclusive: Apple faces EU charges over Spotify complaint – sources. (Reuters)
- 04 Mar 2021: EXCLUSIVE-EU antitrust regulators ready Apple charges on Spotify complaint – sources. (Reuters) Reuters reported the EC is finalizing formal antitrust charges against Apple which stemmed from a complaint filed in March 2019 by digital music service provider Spotify over alleged restrictions in Apple's agreements with developers that want to distribute their apps to users of Apple devices. The complaint specifically alleged Apple's requirement for developers to use its proprietary in-app purchase system for paid digital content, which charges a 30% commission on all subscription fees, caused rivals to either disable in-app payment option or raise subscription prices then pass on costs to customers.
- 04 Mar 2021: CMA investigates Apple over suspected anti-competitive behaviour. (UK Competition and Markets Authority)
- 26 Feb 2021: Dutch competition regulators nearing draft decision in Apple investigation. (Reuters)
- 23 Jan 2021: EU lawmakers want Amazon, Apple, Facebook, Google CEOs at February 1 hearing. (Hindustan Times)
- 24 Sep 2020: Apple may face EU rules to open up payment technology. (Hindustan Times)
- 16 Jun 2020: EU authorities open twin Apple antitrust investigations. (Associated Press)
- 29 Oct 2019: Apple Pay in EU antitrust spotlight as regulators seek details. (Reuters)
- 11 Apr 2019: Apple in Dutch antitrust spotlight for allegedly promoting own apps. (Reuters)
- 11 Apr 2019: ACM launches investigation into abuse of dominance by Apple in its App Store. (Authority for Consumers and Markets)
- Source:** 19 Jul 2022 (BBC)

Date: July 2022

Assessment: Moderate

Status: Ongoing

Russia: RUB 2 million penalty over violation of Russian data storage laws

In July 2022, a Moscow court imposed a RUB 22 million (approximately USD 34,000) on Apple for allegedly failing to store the personal data of Russian users on servers within the country as required by Russian data storage laws. Similar penalties were imposed on other foreign technology companies, and were purportedly part of efforts by the Russian communications regulator, Roskomnadzor, to control internet and social media activity.



CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

UPDATES: 13 Jul 2022: Russia fines Apple for violating data storage law. (Associated Press)

Source: 13 Jul 2022 (Associated Press)

Date: June 2022

Assessment: Moderate

Status: Ongoing

Investigations and consumer class actions over allegations of planned iPhone obsolescence

In December 2017, French prosecutors launched an investigation against Apple, Inc. over allegations that the company intentionally slowed down the performance of certain iPhone products in order to have consumers buy new products. The practice of planned obsolescence was formally banned in France in 2015. In early 2018, South Korean advocacy group Citizens United for Consumer Sovereignty filed an official complaint against Apple and the U.S. Department of Justice and the Securities and Exchange Commission announced investigations related to the allegations. A related consumer lawsuit was also filed in California. The criticism came after Apple admitted that its iPhones' operating system slowed down performance as batteries aged.

In January 2018, Apple announced that an upcoming product update will allow customers to disable the feature that causes phones to slow down as batteries age.

In October 2018, Italy's anti-trust authority AGCM imposed a maximum penalty of EUR 10 million (approximately USD 11.5 million) on Apple Inc. over alleged planned obsolescence after AGCM launched an investigation in January 2018.

In January 2020, French authorities announced that Apple agreed to pay a EUR 25 million (approximately USD 27 million) penalty over alleged failure to inform iPhone users about the effects of software updates on older iPhone devices.

In July 2020, Reuters reported that according to a document obtained by a tech watchdog group, multiple U.S. states led by Arizona were investigating Apple for potential violation of deceptive trade practice laws, including through the alleged deliberate slowdown of older iPhones. Reuters also reported that the Texas attorney general may sue Apple in connection with the multi-state investigation. No additional details were provided by the document.

In November 2020, Apple reportedly agreed to pay USD 113 million to settle the lawsuit by several U.S. state attorney generals over the alleged performance and battery issues of older iPhones.

In December 2020, the non-government organization, Euroconsumers announced that it would file class action lawsuits against Apple in Belgium, Italy, Portugal, and Spain over similar allegations regarding the software updates and their effects on the performance and battery life of older iPhones. Italian consumer association, Altroconsumo, also reportedly launched a class action against Apple in the U.S. in January 2021 over similar allegations.

In March 2021, the U.S. District Court for the Northern District of California granted final approval for the USD 500 million settlement of a consumer class action lawsuit alleging performance issues in iPhone 6, 6 Plus, 6s Plus, 7, 7 Plus and SE and throttling of devices' performance through iOS 10.2.1 and iOS 11.2 software updates. According to the final approval over 2.2 million claims have been approved (pending de-duplication) as of January 2021.

In April 2021, Apple agreed to pay USD 3.4 million to settle a class action by approximately 150,000 users of iPhone 6, 6 Plus, 6s Plus, 7, 7 Plus and SE in Chile.

In May 2022, Apple agreed to pay USD 20 million to settle a class action filed by iPhone 4S owners in New York and New Jersey who alleged that the iOS 9 update slowed down their phones. The settlement was pending preliminary approval from the U.S. District Court for the Eastern District of New York.

In June 2022, a consumer advocate filed a class action in the UK High Court seeking compensation for iPhone 6, 6 Plus, 6s Plus, 7, 7 Plus, 8, 8 Plus and X user over Apple's alleged throttling of older phones performance.

UPDATES: 16 Jun 2022: Claim for £750m against Apple launched over alleging battery 'throttling'. (The Guardian)

05 May 2022: Six-year iPhone 4S & iOS 9 legal battle may end in \$15 settlement. (Apple Insider)

03 May 2022: Lerman, et al. v. Apple Inc., 1:15-cv-07381. (U.S. District Court for the Eastern District of New York) Motion for preliminary approval of class action settlement.

09 Apr 2021: Apple to pay \$3.4-M over iPhone obsolescence in Chile. (Agence France-Presse)

08 Apr 2021: Company communication. (Apple Inc.)

17 Mar 2021: In Re: Apple Inc. Device Performance Litigation, MDL 2827. (California Northern District)

25 Jan 2021: Italy consumer association sues Apple for planned iPhone obsolescence. (Reuters)

03 Dec 2020: Apple faces lawsuits in Europe over slowing down older iPhones. (CNN)

02 Dec 2020: Apple iPhone, la class action di Altroconsumo: «Obsolescenza programmata, risarcisca i clienti». [Apple iPhone, the class action by Altroconsumo: "Planned obsolescence, compensate customers"] (L'Economia)

18 Nov 2020: Apple Reaches \$113 Million Settlement With State Attorney Generals Over iPhone Throttling. (MORNINSTAR.COM)

04 Sep 2020: Lerman, et al. v. Apple Inc., 15-cv-07381. (U.S. District Court, Eastern District of New York)

30 Jul 2020: Exclusive: Arizona leads multi-state probe into older iPhones slowing, shutting down. (Reuters)

24 Jul 2020: Apple faces deceptive trade practices probe by multiple U.S. states: document. (Reuters)

31 May 2020: Italian court dismisses Apple's appeal against 10mn euro fine. (ETTelecom.com)

15 May 2020: \$500M iPhone Deal Gets Nod, But Virus Delays Final OK. (LAW360)

02 Mar 2020: Apple to pay up to \$500 million to settle U.S. lawsuit over slow iPhones. (Reuters)

07 Feb 2020: Apple Fined EUR25 Million In France Over iPhone-Slowing Software. (ALLIANCE NEWS)

16 Oct 2019: Gonzales, et al. v. Apple Inc., 5:19cv06646. (U.S. District Court, Northern District of California)

03 May 2019: Castelli, et al. v. Apple Inc., 1:19cv03026. (U.S. District Court, Northern District of Illinois)



04 Feb 2019: Emerson v. Apple Inc., 2:19cv00829. (U.S. District Court, Central District of California)
24 Oct 2018: Italy fines Apple, Samsung for slowing phones. (AGENCE FRANCE PRESSE -- ENGLISH)
14 May 2018: Harvey v. Apple Inc., 5:17cv07274. (U.S. District Court, Northern District of California) Notice of voluntary dismissal.
30 Mar 2018: Korean law firm representing 63,767 iPhone users sues Apple. (The Korea Herald)
28 Feb 2018: Apple Faces Canadian Class Action for Throttling Down iPhones Without Warning or Consent from Consumers. (PLUS COMPANY UPDATES(PCU))
30 Jan 2018: U.S. government reportedly investigating Apple's iPhone slowdown. (Xinhua Net)
19 Jan 2018: South Korean group files complaint against Apple CEO over iPhone slowdown. (Reuters)
18 Jan 2018: Apple update will let users stop iPhone battery slowdowns, Tim Cook says. (The Telegraph, UK)
17 Jan 2018: Apple facing slew of Russian lawsuits over slow iPhones. (AGENCE FRANCE PRESSE -- ENGLISH)
11 Jan 2018: Apple now faces 30 class-action lawsuits over iPhone slowdown. (Silicon Valley Business)
09 Jan 2018: France starts criminal probe into Apple over 'obsolescence'. (RFI - English)
04 Jan 2018: Honigman v. Apple Inc., 2:18cv00046. (U.S. District Court, Eastern District of New York)
02 Jan 2018: iPhone suit draws 180,000 in four days amid deliberate performance degrading claims. (The Hankyoreh)
25 Dec 2017: Israelis launch class action lawsuit against Apple. (ARUTZ SHEVA)
21 Dec 2017: Apple sued by more iPhone owners over software that slowed older phones. (USA Today)

Source: 16 Jun 2022 (The Guardian)

Date: June 2022

Assessment: Moderate

Status: Ongoing

France, Germany and Poland: Regulatory investigations over competition concerns related to new privacy features for mobile devices

In October 2020, four French advertising associations filed an antitrust complaint against Apple over the company's new privacy features for mobile devices, App Tracking Transparency for iOS (ATT). Under the new changes in Apple's iOS 14 operating system, mobile users would be asked whether to allow applications to track their usage for targeted advertising purposes. The advertising associations, IAB France, MMAF, SRI and UDECAM claimed that Apple was abusing its market position by imposing the user consent requirements to third-party applications.

In March 2021, the French Competition Authority refused the advertisers' request to block Apple's privacy changes but said that it would investigate whether the company was imposing stricter privacy requirements on third-party applications than on itself.

In December 2021, Poland's antimonopoly regulator, the Office of Competition and Consumer Protection (UOKiK), launched an investigation against Apple Inc. over a potential breach of antitrust laws involving ATT. According to the regulator, since the company's introduction of the ATT, it has helped improve the privacy of Apple's users, by limiting the amount of data third-party companies can collect from apps. However, the regulator stated it was examining whether Apple's actions could lead to the elimination of competitors in the market for personalized advertising services.

In June 2022, the Bundeskartellamt (Federal Cartel Office of Germany or FCO) initiated an investigation into alleged "self-preferencing" conduct related to its ATT framework. The FCO noted in its preliminary findings that Apple imposed the new rules on third-party applications but did not subject itself to the same rules.

UPDATES: 14 Jun 2022: Bundeskartellamt reviews Apple's tracking rules for third-party apps. (Federal Cartel Office of Germany)

15 Dec 2021: Poland Is Investigating Apple's Cross-App Tracking Policy Over Antitrust Concerns. (BRUDIRECT)

13 Dec 2021: Big setback for iPhone maker Apple as watchdog probes abuse of privacy policy. (HINDUSTAN TIMES)

09 Dec 2021: Company communication. (Apple Inc.)

17 Mar 2021: Apple Scores Legal Win in France Over App-Privacy Changes. (MORNINSTAR.COM)

29 Oct 2020: France's online ad lobbies file antitrust complaint against Apple. (Reuters)

Source: 14 Jun 2022 (Federal Cartel Office of Germany)

Date: June 2022

Assessment: Moderate

Status: Ongoing

Russia: Regulatory investigations and penalties over alleged anticompetitive practices in the mobile applications market for iOS devices

In August 2020, the Federal Antimonopoly Service (FAS) of Russia concluded in its antitrust investigation into Apple Inc. that the company had restricted competition on the applications market for iOS application devices. The FAS alleged that the company had told third-party developers of parental control apps to remove certain functions to be allowed on its App Store. The FAS said that it would also order the company to discontinue the practice of excluding third-party applications from the App Store at its own discretion.

In April 2021, the FAS imposed a RUB 906.3 million (approximately USD 12.1 million) turnover penalty on Apple for its alleged antitrust violations in relation to its App Store rules.

In May 2021, Apple filed an appeal before the Moscow Arbitration Court against the FAS penalty.

In July 2022, the FAS reportedly announced it would impose a turnover-based penalty on Apple to be determined after its investigation. The penalty was said to be for alleged antitrust violations related to its dominant position in the App Store.

UPDATES: 19 Jul 2022: Russia says it will fine Apple for violating antitrust laws. (Reuters)

09 Dec 2021: Company communication. (Apple Inc.)



- 10 May 2021: Apple filed a lawsuit against FAS after a fine of \$ 12 million. (Kommersant)
27 Apr 2021: UPDATE 1-Russia fines Apple \$12 mln for apps market abuse. (REUTERS)
31 Aug 2020: The Federal Antimonopoly Service of the Russian Federation issued a remedy to Apple Inc. to eliminate the violation. (Federal Antimonopoly Service of the Russian Federation) The FAS asked Apple to remove provisions giving itself sole discretion to reject third-party apps by November 30, 2020.
10 Aug 2020: Russian watchdog says Apple abused dominance of mobile app market, orders US tech giant to stop restricting competition. (RUSSIA TODAY)

Source: 19 Jul 2022 (Reuters)

Date: May 2022

Assessment: Moderate

Status: Ongoing

California, US: Lawsuit over permanent hearing loss from loud alerts due to alleged wireless headphone defect

In May 2022, the family of a child who suffered permanent hearing loss while using Apple AirPod wireless headphones filed a lawsuit in the California Northern District Court against Apple Inc. The plaintiffs claimed that Apple was negligent in failing to warn users of a purported design defect in AirPods which had emergency alerts to be played out at a dangerously loud volume regardless of the users' volume settings. According to the plaintiffs, their child suffered from a ruptured eardrum and other lasting injuries after an emergency alert was played while he was using AirPods in May 2020.

Later that same month, the National Secretariat for Consumer Protection for Brazil (Senacon), citing consumer safety concerns, ordered the company to provide information on the safety of AirPods and the potential defect. The Senacon order reportedly followed after it learned of the hearing loss incident in the US.

UPDATES: 30 May 2022: Senacon dá 72 horas para Apple explicar sobre riscos de Airpods. [Senacon gives Apple 72 hours to explain Airpods risks] (CNN Brasil)

18 May 2022: Apple sued after loud Amber Alert on Airpods said to damage Texas boy's hearing. (Reuters)

Source: 30 May 2022 (CNN Brasil)

Date: April 2022

Assessment: Moderate

Status: Ongoing

Reports of spyware attacks on journalists related to security vulnerabilities in previous iPhone operating systems

In December 2020, researchers at the University of Toronto's Citizen Lab reportedly found security vulnerabilities in previous versions of iPhone operating systems prior to iOS 14 that were allegedly used by suspected government operatives to spy on journalists. According to the report, in July and August 2020, 36 iPhones owned by Al Jazeera journalists were purportedly compromised with a spyware developed by a certain cyber intelligence company. One of the journalists said that the 'zero-click' attack which infects phones without user input, allowed the hackers to access cameras, track the device, steal its contents for blackmail purposes, and send death threats to its users.

In September 2021, the Associated Press reported that Apple has released a software update that fixed the security vulnerability that could allow hackers to infect iPhones without user input. Citizen Lab researchers believed that the said vulnerability was previously used by a suspected nation state-hired firm to target Al Jazeera journalists and a Saudi Arabia-based activist.

In April 2022, a research published by Front Line Defenders, a human rights organization, in collaboration with Citizen Lab at the University of Toronto, alleged that four human rights activists were hacked through Apple products by NSO Group's government clients. The involved clients were purportedly Jordanian government agencies, while the hacking activity took place from August 2019 to December 2021.

The report alleged that Apple users were still exposed to spyware threats even after the announced software update designed to cover the alleged vulnerability in iMessage. The Jordan's National Center for Cyber Security, in a statement to the Associated Press, denied the allegations, claiming that it was baseless.

UPDATES: 05 Apr 2022: Victim's iPhone hacked by Pegasus spyware weeks after Apple sued NSO. (The Guardian)

09 Dec 2021: Company communication. (Apple Inc.)

23 Nov 2021: Apple sues NSO Group to curb the abuse of state-sponsored spyware. (Apple Inc.)

13 Sep 2021: Apple fixes security hole reportedly used to hack an iPhone. (Associated Press)

21 Dec 2020: Al Jazeera journalists hacked using Israeli firm's spyware. (Al Jazeera)

21 Dec 2020: Dozens of Al Jazeera journalists' iPhones were hacked using spyware from Israeli security company NSO Group, report claims. (Business Insider)

20 Dec 2020: The Great iPwn: Journalists Hacked with Suspected NSO Group iMessage 'Zero-Click' Exploit. (The Citizen Lab)

Source: 05 Apr 2022 (The Guardian)

Date: December 2021

Assessment: Moderate

Status: Ongoing

India: CCI alleged misuse of dominant market position in apps market

In December 2021, the Competition Commission of India (CCI) filed a case against Apple Inc over its alleged abuse of market power in the apps market. According to a report by Deccan Herald, the CCI reviewed the allegations against Apple which state the company forbids competition by forcing app developers to use its proprietary system, which can charge commissions of up to 30 per cent on in-app purchases.

Apple sought to have the filing by the CCI dismissed and stated that its market share in India is insignificant compared to another company's Android operating system which abused its dominant position in India.

UPDATES: 19 Dec 2021: Apple seeks dismissal of India apps antitrust case. (DECCAN HERALD)

Source: 19 Dec 2021 (DECCAN HERALD)



Date: December 2021

Assessment: Moderate

Status: Ongoing

Italy: EUR 114.7 million regulatory penalty over alleged anti-competitive restrictions on online sales of certain branded products

In July 2020, the Italian Competition Authority (AGCM) launched an investigation into Amazon.com, Inc. and Apple Inc. over alleged anti-competitive practices related to the online sales of Apple and Beats electronic products. The AGCM was looking to determine whether the companies had restricted competition by agreeing to exclude unofficial retailers from selling the said products in the online marketplace.

In November 2021, La Repubblica reported that the AGCM imposed a penalty of EUR 68.7 million (approximately USD 77.4 million) for Amazon and EUR 134.5 million (approximately USD 151.5 million) for Apple, for their exclusion of unauthorized resellers. The companies reportedly planned to appeal the decision.

In December 2021, AGCM reduced the penalties for Amazon and Apple to EUR 58.6 million (approximately USD 66.3 million) and EUR 114.7 million (approximately USD 129.7 million), respectively, after acknowledging an error in the calculation of the penalties.

UPDATES: 17 Dec 2021: I842 - Italian Competition Authority: the fines applied against Amazon and Apple for anticompetitive agreements have been redetermined. (Autorita Garante della Concorrenza e del Mercato)

09 Dec 2021: Company communication. (Apple Inc.)

23 Nov 2021: Multa ad Amazon ed Apple per 200 milioni: "Il gigante ecommerce ha escluso i rivenditori non autorizzati dalla Mela". (La Repubblica)

22 Jul 2020: I842 - ICA: investigation launched against Apple and Amazon for banning the sale of Apple- and Beats-branded products to retailers who do not join the official programme. (Autorita Garante della Concorrenza e del Mercato)

Source: 17 Dec 2021 (Autorita Garante della Concorrenza e del Mercato)

Date: December 2021

Assessment: Moderate

Status: Ongoing

US: Former employees alleged unfair dismissal for organizing activism actions against discrimination, harassment and pay inequality

In August 2021, Business Insider reported that Apple has taken actions to prevent employees from talking about pay equity by denying a Slack channel for discussing pay and shutting down surveys. A group of employees also reportedly created a website to share their experiences of discrimination and harassment.

In September 2021, the U.S. National Labor Relations Board (NLRB) reportedly opened investigations into two Apple employees' complaints alleging that the company retaliated against them for organizing efforts to address pay equity.

In October 2021, Apple has reportedly fired two employees involved in organizing efforts related to pay equity and harassment. One of the terminated employees was a program manager, who was also a leader of AppleToo movement against wage disparity, discrimination and harassment. The company said she was terminated for deleting information on her company computer and phone when she was under suspension and internal investigation. The employee alleged she only deleted personal information and the dismissal was a retaliation of her role in the AppleToo activism.

In November 2021, one of the organizers resigned from Apple as part of a settlement of her NLRB complaint.

In December 2021, the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) opened an investigation into Apple's treatment of employees. At least two Apple employees have alleged that the company fired them in retaliation for their organizing efforts. A third employee who resigned reportedly withdrew from a settlement of her NLRB complaint.

UPDATES: 14 Dec 2021: OSHA is investigating Apple over its treatment of employees, reports say. (Business Insider)

17 Nov 2021: Apple pay equity and harassment organizer will leave the company after reaching a settlement. (The Verge)

02 Nov 2021: Another Apple Worker Says the Company Retaliated Against Her. (THE NEW YORK TIMES)

15 Oct 2021: Apple fired a leader of the #AppleToo movement. (The Verge)

15 Oct 2021: Leader of Apple activism movement says she was fired.. (THE NEW YORK TIMES)

15 Oct 2021: Apple worker says she was fired after leading movement against harassment. (REUTERS)

03 Sep 2021: U.S. labor agency probes two complaints from Apple workers. (Reuters)

31 Aug 2021: Apple is doing everything it can to keep employees from talking about pay equity. (Business Insider)

Source: 14 Dec 2021 (Business Insider)

Date: December 2021

Assessment: Moderate

Status: Ongoing

U.K.: CMA investigation into alleged duopoly with Apple in mobile ecosystems

In June 2021, U.K.'s Competition and Markets Authority (CMA) started a market study on Google and Apple over the alleged impact on users and other businesses by the companies' effective duopoly in mobile ecosystems. According to the regulator, Google and Apple's dominant position in the mobile phone market were reflected by the supply of operating systems iOS and Android, the app stores App Store and Play Store, as well as the web browsers Safari and Chrome. CMA was concerned that the two companies' control over mobile ecosystems could reduce innovation and have consumers pay higher prices.

In December 2021, the CMA released its provisional findings in an interim report into mobile ecosystems suggesting that Apple and Google's duopoly of the market limited competition and consumer choices.

UPDATES: 14 Dec 2021: Apple and Google duopoly limits competition and choice. (Competition and Markets Authority)

15 Jun 2021: CMA to scrutinise Apple and Google mobile ecosystems. (Competition and Markets Authority)

Source: 14 Dec 2021 (Competition and Markets Authority)



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RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

Date: December 2021

Assessment: Moderate

Status: Ongoing

United States: Congress information request and lawsuits over allegations of anti-competitive practices favoring own apps sold through App Store

In September 2019, the House Judiciary Committee requested information and executives' email from Alphabet, Amazon, Apple, and Facebook as part of the committee's antitrust probe.

The committee requested Apple Inc.'s algorithm for its App Store where developers have alleged that the company's algorithm puts Apple's applications in favor of other applications. The committee also requested documents on the discussion of Apple's outside payment and revenue-share policies which has been called as the Apple tax and criticized that it puts its own applications to an advantage.

In August 2021, the company agreed to pay USD 100 million to settle the class action by App developers.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

26 Aug 2021: Apple Avoids Another Legal Fight With App Developers. (New York Times)

26 Jan 2021: In Re Apple iPhone Antitrust Litigation, 11-cv-06714. (U.S. District Court, Northern District of California)

18 Dec 2020: In Re Apple iPhone Antitrust Litigation, 11-cv-06714. (U.S. District Court, Northern District of California)

18 Nov 2020: Apple will slash App Store fees as antitrust pressure mounts. (CNN Business)

13 Sep 2019: House committee asks Facebook, Amazon, Apple, and Alphabet to turn over documents in antitrust probe. (CNBC)

13 Sep 2019: Apple's app store eyed in U.S. Congress antitrust probe. (Reuters)

19 Aug 2019: APPLE INC: iOS Developers File Class Action Over App Store Fees. (CLASS ACTION REPORTER)

14 Aug 2019: APPLE INC: Sermons Sues over Monopoly of Apps and in-App Products. (CLASS ACTION REPORTER)

26 Jul 2019: APPLE INC: Faces Class Suit from App Developers. (CLASS ACTION REPORTER)

18 Jul 2019: APPLE INC: Awaits Ruling in iPhone Apps Monopoly Class Action. (CLASS ACTION REPORTER)

12 Jul 2019: APPLE INC: Lawrence Suit Asserts Phone App Monopoly, Price-fixing. (CLASS ACTION REPORTER)

18 Jun 2019: APPLE INC: iPhone Owners May Sue for Monopolization, SCOTUS Says. (CLASS ACTION REPORTER)

04 Jun 2019: Developers sue Apple over App Store practices. (Reuters)

30 May 2019: Apple defends itself against claims its App Store is an abusive monopoly. (COMPUTING)

06 Nov 2018: High Court Prepares for Argument Concerning Apple App Store Distribution. (CONSUMER ELECTRONICS DAILY)

03 Oct 2018: High Court Allows DOJ Oral Argument in Apple Antitrust Lawsuit Case. (CONSUMER ELECTRONICS DAILY)

18 Jun 2018: U.S. top court mulls Apple's App Store commissions in antitrust case. (Reuters)

12 Jan 2017: US appeals court reopens lawsuit against Apple for alleged App Store monopoly. (ZDNet)

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021

Assessment: Moderate

Status: Ongoing

China: Allegations of illegally employing students at Chongqing facility that manufactured Apple watch

In October 2018, Scholars Against Corporate Misbehavior (SACOM), a Hong Kong-based workers' rights group, alleged that Quanta Computer Inc. illegally employed students at its Chongqing facility to assemble Apple Watch. The students worked in the factory as part of an internship program in order to receive their graduation certificate. SACOM interviewed 28 students in the summer of 2018 and it was revealed that the students were working overtime and night shifts with minimal breaks in between.

In April 2021, Apple informed MSCI ESG Research that it has launched investigation into the allegation made by the report about student interns working overtime and night shifts.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

08 Apr 2021: Company communication. (Apple Inc.)

31 Oct 2018: Quanta under fire over student labor. (Taipei Times - Business)

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021

Assessment: Moderate

Status: Ongoing

United States Congress inquiry into alleged anticompetitive business practices

In July 2019, the U.S. House of Representatives held a hearing into alleged anticompetitive business practices by Apple and other tech giants over concern that their dominant position might prevent new companies from competing and undermine market innovation. Apple denied the allegations and argued that their company was also facing intensive competition from various competitors. Apple also stated that their products and platforms helped facilitate the success of many other businesses.

In October 2020, the House Judiciary Committee's Antitrust Subcommittee released the findings of its antitrust investigation into the business practices of four tech giants, including Apple. The subcommittee's report alleged that the companies leveraged their market dominance and stifled innovation through the acquisition of small competitors, self-preferencing, predatory pricing, and exclusionary conduct. The report also contains the subcommittee's recommendations for Congress and antitrust enforcement agencies to update and strengthen antitrust laws and enforcement to restore competition in the digital market, including through the structural separation of the companies' online platforms from other business lines.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

21 Apr 2021: Apple, Google Come Under Fire at Senate Antitrust Hearing. (The Wall Street Journal)



21 Oct 2020: Apple, Google worked as 'one company' on search deal, US says. (THESTAR.COM.MY)
08 Oct 2020: Le Congrès accuse les Gafa d'être de «nouveaux monopoles». [Congress accuses the Gafa of being "new monopolies"] (Le Figaro)
06 Oct 2020: UPDATE 2-U.S. House antitrust findings on Big Tech likely in three reports - sources. (REUTERS INDIA)
06 Oct 2020: Judiciary Antitrust Subcommittee Investigation Reveals Digital Economy Highly Concentrated, Impacted By Monopoly Power. (U.S. House Committee on the Judiciary)
13 Aug 2020: U.S. Justice Department going 'full tilt' on tech antitrust probe -official. (REUTERS INDIA)
03 Aug 2020: House antitrust hearing chair says probe found Google stole content from others. (SNL KAGAN MEDIA & COMMUNICATIONS REPORT)
30 Jul 2020: Amazon, Apple, Facebook and Google grilled on Capitol Hill over their market power. (The Washington Post)
23 Jul 2020: 3 lawmakers in charge of grilling Apple, Amazon, Google, and Facebook on antitrust own thousands in stock in those companies (AAPL, AMZN, GOOGL, FB). (BUSINESS INSIDER)
01 Jul 2020: Apple, Google, Amazon and Facebook CEOs agree to testify in House antitrust hearing. (CNBC)
16 Jul 2019: Lawmakers grill Amazon, Facebook, Google and Apple at antitrust hearing. (The Washington Post)

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021

Assessment: Moderate

Status: Ongoing

Zhengzhou, China: Alleged labor law violation due to over-reliance on temporary workers in manufacturing facility

In September 2019, non-profit monitor of labor rights, China Labor Watch, alleged that Apple Inc. and supplier Foxconn, officially known as Hon Hai Precision Industry Co., Ltd., have breached Chinese labor laws, including the temporary staff limit of 10 percent of the total workforce. An undercover of CLW reportedly discovered that 50% of the staff were temporary workers in August 2019 and the number was 55% in 2018 including student interns. According to the report, Foxconn hires tens of thousands of temporary workers to meet iPhone demand during for peak seasons.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

12 Aug 2021: How Chinese factory-workers express their views on life. (The Economist)

08 Apr 2021: Company communication. (Apple Inc.)

11 Sep 2020: Dying for an iPhone: Apple, Foxconn, and the Lives of China's Workers. (Labor Notes)

09 Sep 2019: Apple violates labour law in China to build iPhones. (LiveMint)

09 Sep 2019: Apple, Foxconn say they overly relied on temporary workers in China. (Reuters)

09 Sep 2019: Apple violates labour law in China to build iPhones. (LiveMint)

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021

Assessment: Moderate

Status: Ongoing

France: EUR 1.1 billion penalty over alleged anti-competitive wholesale and distribution practices; appeal pending

In June 2019, the French Competition Authority alleged that Apple Inc. had violated competition laws with its sales and distribution practices.

In March 2020, the French regulator asked Apple Inc. to pay EUR 1.1 billion (approximately USD 1.23 billion) as penalty for allegedly forcing retailers to align prices of Apple products with its own store prices through anti-competitive agreements with two of its top wholesalers. The company stated that it planned to appeal the decision.

The two other wholesalers involved were Tech Data and Ingram Micro which were penalized EUR 76.1 million (approximately USD 84.5 million) and EUR 63 million (approximately USD 70 million) respectively.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

08 Apr 2021: Company communication. (Apple Inc.)

16 Mar 2020: France fines Apple \$1.2billion for forcing retailers to match prices in the tech giant's own stores. (MAIL ONLINE UK)

01 Nov 2019: Apple faces fine for breaking French competition law. (THE DAILY TELEGRAPH (LONDON))

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021

Assessment: Moderate

Status: Ongoing

France: Court order to pay EUR 30,000 in damages over alleged unfair terms in the general conditions and privacy policy of iTunes and Apple Music; appeal filed

In June 2020, the Paris Court of Justice ruled that several terms in the general conditions and privacy policy of Apple's iTunes and Apple Music were unfair and ordered the company to pay EUR 30,000 to French consumer group UFC-Que Choisir to compensate for damages and legal costs for the group's initiation of court proceedings of the matter in 2016. The court cited that clauses related to Apple's responsibility in the event of breach of contract and termination of access to the services and user data security were illegal and abusive. The court cited that Apple does not consider users' IP address, postal code, geolocation, and other identifiers as personal data and were therefore not protected by the General Data Protection Regulation (GDPR). According to regulations and e-privacy directives, where user must give explicit consent to collect data, the information are considered personal data. The clauses also allegedly suggest that users cannot exercise their right to oppose the exploitation of their data and do not explain clearly what the company does on the data collected.



UFC-Que Choisir stated that Apple would be required to revise the clauses in question if the company does not appeal the court's decision.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

08 Apr 2021: Company communication. (Apple Inc.)

15 Jun 2020: Apple condamné en France pour les conditions abusives d'iTunes et Apple Music [Apple condemned in France for the abusive conditions of iTunes and Apple Music]. (Le Monde)

12 Jun 2020: Clauses abusives - L'UFC-Que Choisir fait condamner Apple [Unfair terms - UFC-Que Choisir condemns Apple]. (UFC-Que Choisir)

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021

Assessment: Moderate

Status: Ongoing

EC antitrust inquiry into potential competition issues within the Internet of Things (IoT) sector

In July 2020, the European Commission (EC) launched an antitrust inquiry into the Internet of Things (IoT) sector for consumer-related products and services within the European Union (EU). The inquiry would look into the nature and effects of possible competition issues within the sector after the EC identified indications of restrictive business practices related to data access, interoperability, and use of proprietary standards which could result to a monopoly. The EU competition commissioner cited voice assistants such as Amazon's Alexa, Apple's Siri, Deutsche Telekom's Magenta, and Google Assistant as the center of the inquiry. The commission would also send questionnaires to about 400 big and small companies based in Europe, Asia, and America that sell smart home appliances, wearables, and voice assistants to gather related information.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

16 Jul 2020: Siri et Alexa dans le viseur de Vestager [Siri and Alexa in Vestager's viewfinder]. (Les Echos)

16 Jul 2020: Statement by Executive Vice-President Margrethe Vestager on the launch of a Sector Inquiry on the Consumer Internet of Things. (European Commission)

16 Jul 2020: Antitrust: Commission launches sector inquiry into the consumer Internet of Things (IoT). (European Commission)

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021

Assessment: Moderate

Status: Ongoing

Italy: Italian Competition Authority imposed EUR 10 million penalty over alleged unfair commercial practices and unfair clauses in contracts; company to appeal penalty

In September 2020, the Italian Competition Authority (AGCM) opened an investigation into the alleged unfair commercial practices of companies providing cloud storage services including Apple Inc. The AGCM was looking into potential inadequate disclosure on the collection and commercial use of customer data and presence of unfair conditions in the terms of service with regards to its iCloud services.

In November 2021, the AGM imposed a penalty against Apple Inc., along with Alphabet Inc., amounting to EUR 10 million each (approximately USD 11.2 million) over their aggressive practices in relation to the commercial use of user data. According to a report by Reuters, the AGCM stated that both companies failed to provide clear and immediate information on how they collect and utilize the data of users who avail of their services. However, Apple stated it disagrees with the regulator's decision and would appeal the EUR 10 million penalty.

The other companies under regulatory investigation include Dropbox and Google.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

30 Nov 2021: Italy's antitrust regulator fines Google, Apple over data use. (Reuters)

08 Apr 2021: Company communication. (Apple Inc.)

07 Sep 2020: CV194-CV195-CV196-PS11147-PS11149-PS11150 - Avviate istruttorie nei confronti di Google, Apple e Dropbox per i servizi di cloud computing. [Investigation initiated against Google, Apple and Dropbox for cloud computing services]. (Autorita Garante della Concorrenza e del Mercato)

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021

Assessment: Moderate

Status: Ongoing

Criticisms over supplier's alleged excessive overtime work, abusive working environment, and other labor violations including student worker program violations

Pegatron Corporation, a supplier for Apple Inc. has been subject to allegations of labor violations according to reports by non-government organizations. Two reports published by China Labor Watch (CLW) in 2015 alleged that workers in Pegatron's Shanghai factory were subjected to excessive overtime hours. According to CLW's investigation, the average work hours for employees reached over 60 hours per week, which exceeded the 44-hour threshold of China's Labor Law. Approximately half of its workers reportedly worked over 90 hours of overtime per month, which exceeded 36-hour monthly legal limits.

In August 2016, CLW's reported that despite the raise in minimum wages from USD 1.85 to USD 2.00 per hour, workers had effectively received only USD 1.6 per hour due to deductions. Additionally, it was purported that workers were forced to work overtime hours which have reached up to 109 per month in extreme cases.

In January 2018, an article by Supply Chain Dive mentioned that Apple had started purchasing social insurance for workers in Pegatron Shanghai to improve work conditions in its supply chain.

In September 2020, CLW wrote a letter to Apple, a customer of Pegatron, alleging similar labor violations at its supplier's Kunshan Pegatron factory. The letter raised concerns on the treatment of employees after videos emerged allegedly of Pegatron staff throwing factory cards to the ground for workers to pick up, to the workers' humiliation, and refusing to approve workers' resignation. CLW also



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highlighted issues within the Kunshan factory regarding inadequate rest days and breaks, added work on Sundays and at the end of shifts, additional fees and processes for resignation, delays in payment of promised rewards, and mistreatment of student and dispatch workers, among the findings. CLW later again reached out to Apple informing of a student's experience working in Pegatron factory as part of the student's school graduation requirement. The student was reportedly forced to leave his role as an office clerk and be assigned to an assembly line job after non-student workers allegedly bribed the recruiters to get the easier job within the factory. The student resigned after receiving verbal abuse from the team leader for requesting a transfer to another position after enduring 2.5 to 3 hours of overtime work a day and working on weekends. The student reportedly did not get paid for services rendered because he resigned.

In November 2020, Apple informed CLW that it placed Pegatron under probation and will not enter into new contracts after discovering Pegatron allegedly falsified paperwork and covered up violations in relation to Apple's student worker program in misclassifying students as regular workers in its Shanghai and Kunshan factories. An investigative report also emerged that thousands of student interns were subjected to overtime work and night shifts to assemble iPhones, an Apple product, which is in violation of Chinese laws. Report also of a death of a Kunshan factory employee emerged in October where family members of the deceased employee protested in front of Pegatron Kunshan factory and demanded an investigation but were only taken away by the police.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

08 Apr 2021: Company communication. (Apple Inc.)

31 Dec 2020: Apple Supplier Pegatron Workers in Kunshan Stage Protest Over Owed Wages. (China Labor Watch)

11 Nov 2020: China: Apple suspends new business with supplier Pegatron over use of illegal student labour. (Business and Human Rights Resource Centre)

09 Nov 2020: Improvement or just Public Relations? China Labor Watch challenges Apple's statement on Pegatron. (China Labor Watch)

09 Nov 2020: Apple puts iPhone supplier on probation for labour violations. (BBC)

14 Sep 2020: Videos Prove the Failure of Apple's Audit. (China Labor Watch)

23 Jan 2018: Labor and health violations rampant at Apple supplier in China. (Supply Chain Dive) Apple attempted to improve working conditions in its supply chain. One of the actions the company took is the purchase of social insurance for all laborers working in Pegatron Shanghai.

25 Aug 2016: iPhone or iExploit? Rampant Labor Violations in Apple's Supply Chain. (China Labor Watch) CLW stated that workers at its Shanghai facility allegedly worked more than legally permitted and the wage after deductions was lower than that before pay raise.

24 Feb 2016: Apple supplier Pegatron charged with overworking employees. (China Labor Watch) CLW stated that workers at its Shanghai facility allegedly worked more than 10 hours a day for 6 days a week, and over 83% of workers allegedly had over 80 hours of overtime work per month.

22 Oct 2015: Chinese Factory Producing Apple's iPhone 6s Exposed Again for Ongoing Labor Abuses. (China Labor Watch) According to CLW and the Future in Our Hands' report, poor conditions persists at Pegatron's Shanghai iPhone factory.

12 Feb 2015: Apple's inability to monitor standards lets Pegatron pay low wages, NGO says. (China Labor Watch) CLW alleged that Apple Inc allegedly allows its suppliers, including Pegatron Corp, keep base wages below local living expense in China.

17 Jan 2015: BBC Says Apple Suppliers Continue to Violate Labor Standards. (China Labor Watch) BBC reported that workers at a Pegatron factory were forced to take excessive overtime work and lived in overcrowded company dormitories. The workers allegedly worked for 18 days in succession and were repeatedly denied to take a day off.

20 Dec 2014: Apple labour conditions: Chinese workers who make products for tech giant 'work 16 hours a day, 18 days in a row', BBC claims. (Business & Human Rights Resource Centre)

09 Sep 2013: Student workers making iPhone must do unpaid overtime and have wages unfairly deducted. (China Labor Watch)

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021

Assessment: Moderate

Status: Ongoing

Karnataka, India: iPhone factory riot over supplier's alleged unpaid overtime and delayed payment of wages

In December 2020, approximately 150 workers at an Indian iPhone factory belonging to an Apple supplier, Wistron, were arrested following a violent protest over alleged unpaid overtime hours and delays to the payment of wages. According to a First Information Report filed by local police, up to 7,000 unidentified people including 5,000 contract workers may have been involved in the violence and vandalism at the facility. The company said that the incident resulted in around INR 520 million (approximately USD 7 million) in damages.

According to the preliminary report by the Karnataka labor office, multiple labor violations were found at the facility including the failure to maintain proper employment, salary and attendance records, the introduction of 12-hour shifts without overtime pay, and the exceeding of permitted hiring quotas by recruitment agencies.

Wistron apologized for the labor management issues that occurred during its expansion and vowed to take corrective actions. Apple Inc. announced that it would suspend further business with Wistron until it has adequately addressed the issues.

In March 2021, Wistron resumed operations at the iPhone facility after it fully paid all employees and implemented new hiring and payroll systems. Apple previously stated in February that all workers in the facility would be trained on understanding their rights and on how to raise concerns.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

11 Mar 2021: Violence-hit iPhone maker Wistron resumes operations in Karnataka. (Business Standard)

27 Dec 2020: Riot-hit Wistron plant to resume production soon: Labour minister Shivaram Hebbar. (Indo-Asian News Service (IANS))

21 Dec 2020: Karnataka government may make Apple party to inquiry into violence at Wistron. (The Economic Times)
19 Dec 2020: Wistron removes VP overseeing India operations, finds fault in process at factory. (The Economic Times)
19 Dec 2020: Apple puts supplier Wistron on notice after Indian factory violence. (Reuters) 18 Dec 2020: Initial investigation of Wistron India violence finds 'labour violations'. (Reuters)
16 Dec 2020: Labour Department constitutes team to probe Wistron violence. (THE HINDU)
16 Dec 2020: Karnataka iPhone plant clashes: Wistron's loss may be Rs 52 crore, not Rs 437 crore. (The Times of India)
15 Dec 2020: FIR against 7,000 people in connection with violence at Wistron facility in Karnataka. (Asian News International) 13 Dec 2020: Arrests as Indian workers ransack iPhone plant over wages. (BBC)

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021
Assessment: Moderate
Status: Ongoing

France: Complaint over alleged tracking of user data without prior consent for targeted advertising purposes

In March 2021, Les Echos reported that a start-up association, France Digitale, filed a complaint against Apple before the French data protection authority (CNIL). According to France Digitale, Apple enabled the tracking of its device users' data for targeted advertising purposes in its own apps by default settings. Later in the same month, a Politico report claimed that CNIL, in its internal document, raised concerns about Apple's consent collection practices for targeted advertising.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

23 Mar 2021: French data protection watchdog casts doubt on Apple's privacy compliance. (Politico)

09 Mar 2021: L'association de start-up France Digitale porte plainte contre Apple devant la CNIL. [The start-up association France Digitale files a complaint against Apple before the CNIL] (Les Echos)

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021
Assessment: Moderate
Status: Ongoing

China: Criticism over customer data storage and app removal practices due to censorship and surveillance concerns

In May 2021, the New York Times reported that Apple stored Chinese customers' personal data on computer servers run by state-owned firms, used state-approved encryption technologies, and stored digital keys for unlocking the information in the same data centers in order to comply with Chinese cybersecurity laws. The report also said that the Chinese customers were required to accept iCloud terms and conditions which listed Guizhou-Cloud Big Data (GCBD), a Guizhou province-owned firm, as a service provider and would allow GCBD to access and share iCloud data with Apple under applicable laws. The report noted that the documents the Times reviewed did not indicate that the Chinese government has accessed the data; only that Apple has made compromises that made it easier to do so.

The New York Times also reported that Apple created an internal system which removed certain apps from the Chinese App Store, which may contain banned topics or go against government regulations. According to the Times, approximately 55,000 apps were removed from the Chinese App Store since 2017, and that the discrepancy between its analysis and Apple's disclosures were partly due to Apple's removal of some apps before Chinese authorities complain.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

20 May 2021: Apple criticised for storing data inside China. (BBC)

17 May 2021: Censorship, Surveillance and Profits: A Hard Bargain for Apple in China. (The New York Times)

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021
Assessment: Moderate
Status: Ongoing

Spain: Regulatory investigation into potential anticompetitive practices in the online sales of Apple products

In July 2021, the National Commission of Markets and Competition (CNMC) opened disciplinary proceedings against several companies including Apple Distribution International Ltd., Apple Retail Spain SL, and Apple Marketing Iberia SA (collectively, Apple) for potential anti-competitive practices in the internet retail market for electronic products.

According to the CNMC, the companies may have agreed to trade restrictions on the Amazon online platform in Spain which affected the retail sales of Apple electronic products by third-parties and the advertising of competing Apple products.

The other companies under investigation include Amazon Services Europe S.A.R.L, Amazon Europe Core S.A.R.L, Amazon EU S.A.R.L, and Amazon Online Spain SL.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)

02 Jul 2021: Spain looks into antitrust practices by Apple and Amazon. (ECONOMIC TIMES)

01 Jul 2021: The CNMC initiates disciplinary proceedings against Apple and Amazon for possible restrictive competition practices. (Comisión Nacional de los Mercados y la Competencia)

Source: 09 Dec 2021 (Apple Inc.)

Date: December 2021
Assessment: Moderate
Status: Ongoing

Japan: Antitrust investigation in the mobile operating systems market

In October 2021, Nikkei reported that the Japanese Fair Trade Commission (JFTC) launched an investigation on Apple's iOS and Alphabet's Android to determine whether the companies used their dominant positions in the mobile operating systems to restrict competition and limit consumers' options. The JFTC was reportedly working with the government's Digital Market Competition Council which was proceeding with its own market probe.

UPDATES: 09 Dec 2021: Company communication. (Apple Inc.)



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07 Oct 2021: Apple and Google under antitrust scrutiny in Japan for mobile OS. (NIKKEI ASIAN REVIEW)

Source: 09 Dec 2021 (Apple Inc.)

Date: November 2021

Assessment: Moderate

Status: Ongoing

United States: Hundreds of workers filed online complaints over allegation of harassment and discrimination

According to a New York Times report in November 2021, more than 500 former and current employees of Apple Inc filed complaints with an employee-led activist group called AppleToo over allegations of sexual harassment and discriminatory practices in the workplace. Other complaints included verbal abuse, retaliation and unequal pay. The employees also criticized Apple's secrecy culture which discouraged them to voice their concerns.

UPDATES: 02 Nov 2021: Tim Cook Faces Surprising Employee Unrest at Apple. (The New York Times)

15 Oct 2021: Apple worker says she was fired after leading movement against harassment. (REUTERS)

Source: 02 Nov 2021 (The New York Times)

Date: October 2021

Assessment: Moderate

Status: Ongoing

Brazil and China: BRL 10.5 million penalty over alleged abusive sales and misleading marketing practices including sales of iPhones without chargers; consumer lawsuit pending in China

In March 2021, the Brazilian consumer protection authority, Procon-SP, imposed a BRL 10.5 million (approximately USD 1.9 million) penalty on Apple Computer Brasil (Apple), a subsidiary of Apple Inc., over its alleged abusive sales and misleading marketing practices for certain iPhone models. According to Procon-SP, Apple sold iPhone 12 separately from its chargers which were necessary for their continued operation. The regulator also received consumer complaints related to misleading advertisements of iPhone 11 Pro devices' water resistance, and other device issues after software updates. Procon-SP also claimed that Apple included unfair warranty terms and did not provide for repairs for devices purchased abroad but were also sold in Brazil.

According to a Financial Express report in October 2021, five consumers in China filed a lawsuit at Beijing Internet Court against Apple for not providing a charger for iPhone 12 products.

UPDATES: 29 Oct 2021: Apple sued by Chinese students for not including charger with iPhone. (FINANCIAL EXPRESS)

27 Sep 2021: Brazil Could Fine Apple Again For Missing Charger Inside iPhone 13 Box. (India Times)

22 Mar 2021: Procon-SP multa Apple [Procon-SP fines Apple]. (Procon-SP)

02 Dec 2020: Notificação Apple [Apple notification]. (Procon-SP) The Brazilian regulator notified Apple of its investigation into the sales of iPhones without chargers.

Source: 29 Oct 2021 (FINANCIAL EXPRESS)

Date: October 2021

Assessment: Moderate

Status: Ongoing

Texas, US: Purported class action over alleged fire and explosion risk due to iPhone 6 battery defects

In May 2021, a Texas customer filed a purported class action against Apple for alleged defects in iPhone 6 batteries which increase the risk of explosion and fire. According to the plaintiff, his iPhone 6 exploded in August 2019 which resulted in injuries to his eyes and right wrist.

UPDATES: 27 Oct 2021: Franklin v. Apple Inc., 4:21-cv-00354. (Texas Eastern District Court)

06 May 2021: Franklin v. Apple Inc., 4:21-cv-00354. (Texas Eastern District Court)

Source: 27 Oct 2021 (Texas Eastern District Court)

Date: October 2021

Assessment: Moderate

Status: Ongoing

US: Regulator inquiry on potential data surveillance and other consumer protection risks in payment systems

In October 2021, the U.S. Consumer Financial Protection Bureau (CFPB) ordered several large technology companies including Apple Inc. to provide information on their payment system plans as part of its monitoring of consumer protection risks such as user data surveillance and access restrictions. Among the concerns raised by the CFPB was the potential misalignment of consumers' expectations and payment companies' data harvesting and monetization practices.

UPDATES: 21 Oct 2021: CFPB Orders Tech Giants to Turn Over Information on their Payment System Plans. (U.S. Consumer Financial Protection Bureau)

Source: 21 Oct 2021 (U.S. Consumer Financial Protection Bureau)

Date: April 2021

Assessment: Moderate

Status: Ongoing

Complaints over allegations of defective batteries in iPhone products

In November 2016, China Consumers Association asked Apple, Inc. to investigate allegations of defective batteries in the company's iPhone 6 smartphone. Apple responded to the allegations by setting up a defective battery replacement program for the iPhone 6 and also agreed to reimburse customers that had their iPhones repaired by a third party. Korean customers also lodged complaints claiming quality issues regarding iPhone 6 batteries adding that Apple did not have adequate numbers of batteries in its inventory for replacements.

In October 2017, similar allegations were lodged against Apple in China, Taiwan and Japan regarding defective batteries in its iPhone 8 and in January 2018, Brazil's consumer issues agency Procon-SP formally notified Apple that it was required to explain to Brazilian consumers how replacement batteries could be obtained at lower prices or face possible penalties. In July 2019, Quebec Superior Court approved a class action lawsuit against Apple over non-durable battery life of iPhones and other Apple products.

UPDATES: 08 Apr 2021: Company communication. (Apple Inc.)

17 Jul 2019: Class action lawsuit against Apple approved by Quebec Superior Court. (POSTMEDIA BREAKING NEWS)



16 Jul 2019: Class action lawsuit against Apple approved by Quebec Superior Court. (Montreal Gazette)
 14 Sep 2018: Apple iPhone Battery Class Claims Proceed. (Big Law Business)
 31 Jul 2018: Apple, retailer asked to pay compensation for faulty phone. (MIRROR PUBLICATIONS)
 03 Jan 2018: Brazilian agency requires Apple to inform consumers on batteries. (Reuters)
 06 Oct 2017: Chinese state media report bloated battery in Apple's iPhone 8. (Reuters)
 27 Nov 2016: Apple faces complaints for slow customer service in Korea. (THE KOREA HERALD)
 25 Nov 2016: Apples Replacement Program for iPhone 6s Defective Batteries. (ENERGY MONITOR WORLDWIDE)

Source: 08 Apr 2021 (Apple Inc.)

Date: April 2021

Oregon, United States: Lawsuit over alleged unfair dismissal and failure to protect employee from customers' racial discrimination

Assessment: Moderate
Status: Ongoing

In October 2019, a former employee of African-American descent at an Apple store branch in Washington Square mall in Portland, Orlando, U.S.A. filed a lawsuit seeking compensation of USD 750,000 for the company managers' alleged failure to support him despite customers' racially discriminatory treatment over the span of several years and for his allegedly unfair dismissal.

UPDATES: 08 Apr 2021: Company communication. (Apple Inc.)

30 Oct 2019: Black worker sues Apple, claiming complaints about racism resulted in his firing. (THE OREGONIAN)

Source: 08 Apr 2021 (Apple Inc.)

Minor Controversies

Date: July 2022

US: USD 50 million class action settlement over alleged defective butterfly keyboards in MacBooks; preliminary court approval pending

Assessment: Minor
Status: Partially Concluded

UPDATES: 19 Jul 2022: Apple reaches \$50 mln settlement over defective MacBook keyboards. (Reuters)

25 Mar 2021: Lawsuit over Apple's faulty MacBook butterfly keyboards gets class-action status in California. (Business Insider)

02 Dec 2019: Apple fails to end MacBook 'butterfly' keyboard class action. (REUTERS INDIA)

27 May 2019: Apple apologizes to people having problems with the MacBook's controversial keyboard. (CNBC)

24 Apr 2019: Apple instructs its stores to complete keyboard repairs within one day: Report. (INDIAN EXPRESS)

23 Apr 2019: Apple Must Face Trimmed Faulty 'Butterfly' Keyboard Suit. (Law360)

11 May 2018: Rao, et al. v. Apple Inc., 5:18-cv-02813. (US District Court for the Northern District of California) Class action complaint filed.

Source: 19 Jul 2022 (Reuters)

Date: June 2022

Italy and Kazakhstan: Apple devices reportedly targeted by spyware developed by a third party; no material damage reported

Assessment: Minor
Status: Ongoing

UPDATES: 23 Jun 2022: Apple and Android phones hacked by Italian spyware, Google says. (CNN Business)

Source: 23 Jun 2022 (CNN Business)

Date: June 2022

US: Researchers reportedly found a potential security flaw in Apple M1 central processing units related to bypassing of pointer authentication

Assessment: Minor
Status: Ongoing

UPDATES: 13 Jun 2022: Encontrado un agujero de seguridad en los chips M1 de Apple, ¿es grave? [Found a security hole in Apple's M1 chips, is it serious?] (CINCO DÍAS)

Source: 13 Jun 2022 (CINCO DÍAS)

Date: May 2022

US: Labor union filed complaint over alleged mandatory meetings, no solicitation policies, and other anti-union practices at two locations

Assessment: Minor
Status: Ongoing

UPDATES: 18 May 2022: Communications Workers of America File Unfair Labor Practice Charge Against Apple World Trade Center Flagship Store. (Communications Workers of America)

17 May 2022: Apple accused of union busting in new labor board filing. (The Verge)

Source: 18 May 2022 (Communications Workers of America)

Date: May 2022

Apple AirTag users report false alarms of unwanted location tracking allegedly due to software bugs in anti-stalking features

Assessment: Minor
Status: Ongoing

UPDATES: 09 May 2022: These Apple users are reportedly receiving 'Phantom' alert. (The Times of India)

Source: 09 May 2022 (The Times of India)



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GOVERNANCE CONTROVERSIES

Moderate Controversies

Date: April 2021

Assessment: Moderate

Status: Ongoing

Europe: Investigation over allegations of tax evasion deals with Ireland

In June 2014, the European Commission (EC) launched investigations into Ireland and its tax agreements with Apple over allegations that Ireland gave unfair tax benefits to the company. In August 2016, the EC ordered Apple to pay EUR13 billion (approximately USD 14.5 billion) over alleged underpayment of taxes. The EC claimed that the state of Ireland colluded with Apple to pay much less than the corporate standard tax rate. Apple launched an appeal against the penalty ruling and stating that the EC made certain calculation errors when determining the penalty. In November 2017, it was revealed through a leak of financial documents called the Paradise Papers that Apple had moved much of its cash reserve to a Channel Island tax haven after being made aware of the EC investigation in 2014. The EC announced that it would look into the Paradise Papers allegations as part of its ongoing investigation of Apple's tax structure.

In September 2019, an EU court heard the appeal on the decision to order Ireland to recover approximately USD 14.5 billion of unpaid taxes from Apple Inc.

In September 2020, the EC announced that it would appeal a previous EU general court decision in July 2020, which ruled against Apple's payment of taxes to Ireland.

UPDATES: 08 Apr 2021: Company communication. (Apple Inc.)

02 Feb 2021: Case C-465/20 P. (Official Journal of the European Union) The EU published a copy of the European Commission's appeal filing dated September 25, 2020.

12 Nov 2020: Apple fund remains in place pending appeal. (IRISH EXAMINER)

25 Sep 2020: Irish government considers EU Commission appeal over Apple tax case. (Belfast Telegraph)

18 Sep 2019: State says EU case on EUR 13bn in tax aid for Apple is 'fundamentally flawed'; Lawyers maintain commission's view is 'confused and inconsistent'. (THE IRISH TIMES)

31 May 2019: Apple tax case cost to State is (EURO)7m and rising. (IRISH INDEPENDENT)

18 Sep 2018: Ireland collects disputed Apple taxes in full ahead of appeal. (Reuters)

07 Nov 2017: Apple used Jersey for new tax haven after Ireland crackdown, Paradise Papers reveal. (The Independent)

06 Nov 2017: Paradise Papers: Apple's secret tax bolthole revealed. (BBC News)

21 Feb 2017: Apple says EU made errors in Irish tax ruling. (THE IRISH TIMES)

19 Dec 2016: Apple appeals against EU tax ruling, Brussels says no cause for low tax bill. (Reuters)

21 Sep 2016: What's next for Apple's €13bn tax battle? (The Guardian)

30 Aug 2016: Apple should repay Ireland 13bn euros. (BBC)

15 Jan 2016: Apple may owe \$8bn in back taxes after European commission ruling. (The Guardian)

05 May 2015: EU Delays Decisions on Tax Probes into Apple, Amazon: Bloc's antitrust chief cites difficulties in obtaining details from countries involved. (The Wall Street Journal)

29 Apr 2015: Apple warns of 'material' financial damage from Irish tax probe. (Financial Times)

18 Dec 2014: EU to Widen Sweetheart Tax Deal Probe. (The Wall Street Journal)

30 Sep 2014: EU says Apple gets illegal tax benefits in Ireland. (Seattle Times)

Source: 08 Apr 2021 (Apple Inc.)

Date: March 2021

Assessment: Moderate

Status: Ongoing

S. Korea: KRW 300 million potential penalty over alleged obstruction of antitrust investigation

In March 2021, the Korea Fair Trade Commission (KFTC) reportedly referred Apple Korea and one of its executives for prosecution over allegations of impeding its antitrust investigation. According to the KFTC, Apple Korea disrupted internet access during a the KFTC's on-site investigation in 2016 and refused to submit documents in relation to the incident, and one executive attempted to deter an investor's related probe in 2017. The KFTC reportedly planned to impose a KRW 300 million (approximately USD 265,000) penalty on Apple Korea.

UPDATES: 31 Mar 2021: Regulator to refer Apple Korea to prosecution for hampering investigation. (KOREA TIMES)

Source: 31 Mar 2021 (KOREA TIMES)



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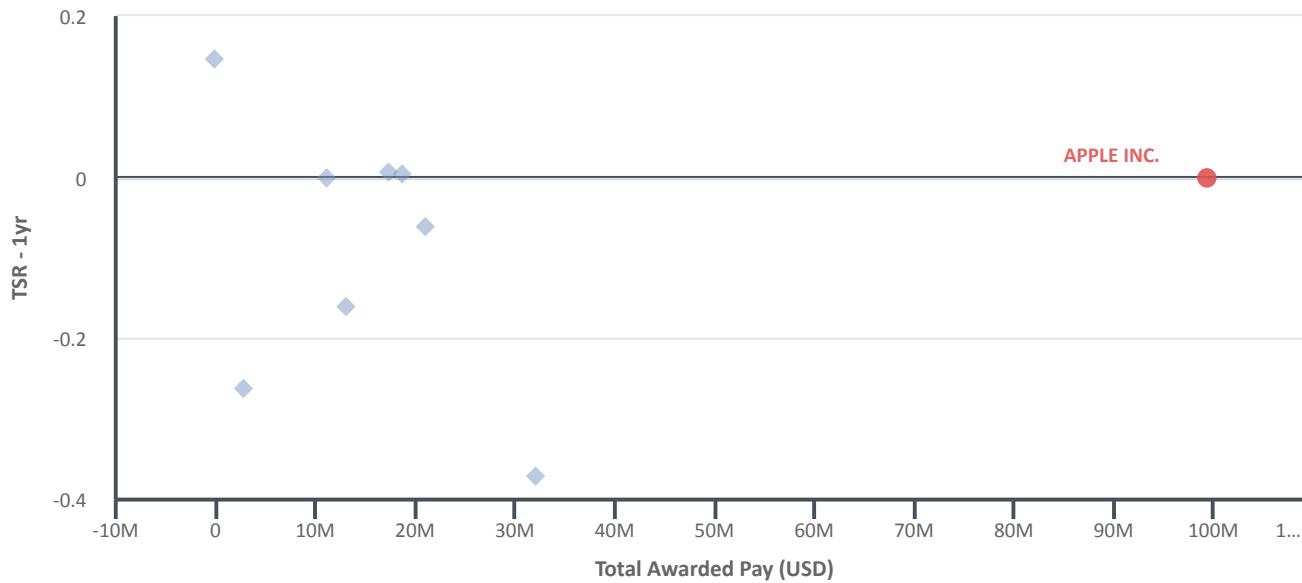
KEY METRIC & SCORE CHANGES

ALL KEY METRIC & SCORE CHANGES (SINCE MAY 2022)

Key Metric	Key Metric Change	Date	Score Change*	Change Notes
Overboarded Non-Exec Directors	Flag Removed	Aug 03, 2023	0.49	
Overboarded Audit Committee Members	Flag Removed	Aug 03, 2023	0.10	
Pay Committee Concerns	Flag Added	May 25, 2023	-0.30	
Significant Votes Against Directors	Flag Removed	Mar 26, 2023	0.50	AGM voting results updated
Significant Vote Against Pay Practices	Score Change	Mar 26, 2023	0.05	AGM voting results updated
CEO Pay Total Realized	Flag Removed	Feb 02, 2023	0.20	
CEO Equity Changes	Flag Removed	Feb 02, 2023	0.20	
Revenue Recognition	Score Change	Jun 12, 2022	0.07	Methodology enhancements
Nomination Committee Chair Independence	Flag Added	Jun 12, 2022	-0.10	Methodology enhancements
Expense Recognition	Flag Removed	Jun 12, 2022	0.20	Methodology enhancements
Asset-Liability Valuation	Score Change	Jun 12, 2022	0.21	Methodology enhancements

CEO PAY CHARTS

CEO TOTAL AWARDED PAY VERSUS PAY PEER GROUP



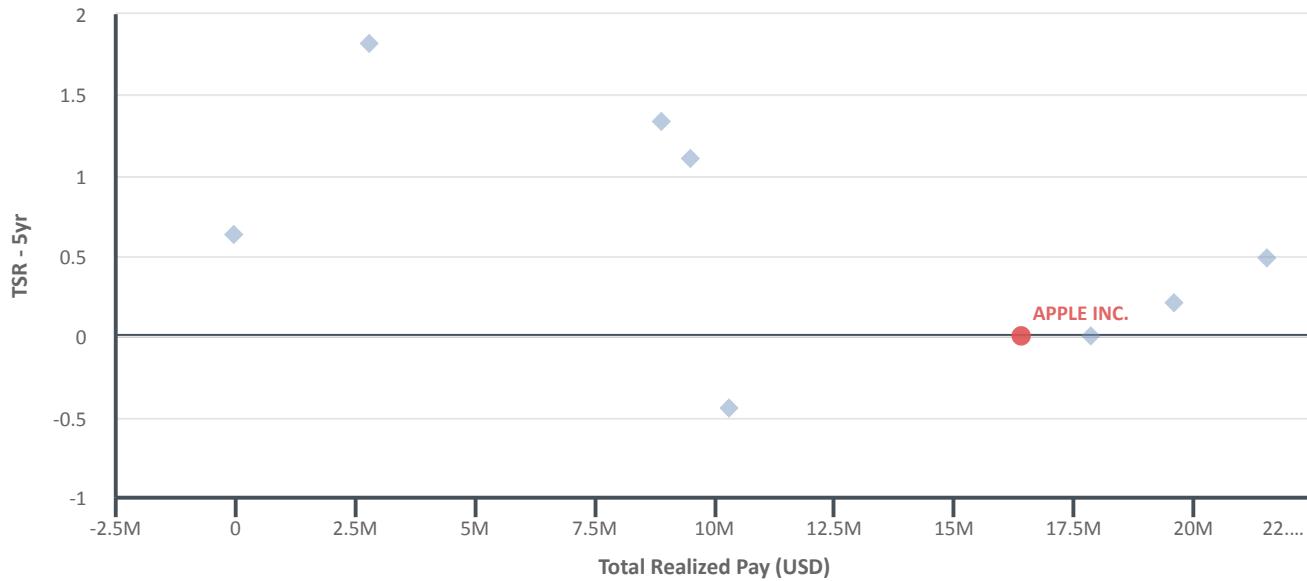
Pay Peers (♦) are used in the calculation of the Key Metric CEO Pay Total Summary and selected as set out in the MSCI Governance Metrics Methodology Document.



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CEO TOTAL REALIZED PAY VERSUS PAY PEER GROUP



Pay Peers (♦) are used in the calculation of the Key Metric CEO Pay Total Summary and selected as set out in the MSCI Governance Metrics Methodology Document.

DIRECTOR VOTES

Proxy Year	Name	Age	Tenure	Votes For	Votes Against, Withheld and / or Abstained
2023	Albert (Al) Gore	74	20	91.2%	8.8%
2023	Alex Gorsky	61	1	97.8%	2.2%
2023	Andrea Jung	63	15	93%	7%
2023	Arthur (Art) Levinson	72	23	94%	6%
2023	James Bell	75	7	99%	1%
2023	Monica Lozano	67	2	99.1%	0.9%
2023	Ronald (Ron) Sugar	74	12	93.5%	6.5%
2023	Susan (Sue) Wagner	62	9	96%	4.1%
2023	Timothy (Tim) Cook	62	12	98.2%	1.8%



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SHAREHOLDER/MANAGEMENT PROPOSALS

MANAGEMENT PROPOSALS

Proxy Year	Proposal	Proposal Summary	Outcome	Votes For	Votes Against	Abstain/Withheld%
2023	Auditor Ratification	2. A management proposal to ratify the appointment of Ernst & Young LLP as Apple's independent registered public accounting firm for fiscal year 2023 was approved.	Approved	98.5%	1.2%	0.3%
2023	Advisory Vote on Executive Compensation	3. An advisory resolution to approve executive compensation was approved.	Approved	88.4%	10.8%	0.8%
2023	Advisory Vote Frequency	4. A majority of shareholders voted for 1 Year on an advisory vote on the frequency of advisory votes on executive compensation.	1 year			
2022	ESOP, ESPP or Pension Fund	4 A management proposal to approve the 2022 Plan was approved.	Approved	96.7%	2.9%	0.4%
2022	Auditor Ratification	2 A management proposal to ratify the appointment of Ernst & Young LLP as Apple's independent registered public accounting firm for 2022 was approved.	Approved	98.5%	1.1%	0.3%
2022	Advisory Vote on Executive Compensation	3 An advisory resolution to approve executive compensation was approved.	Approved	64%	35.4%	0.6%
2021	Auditor Ratification	A management proposal to ratify the appointment of Ernst & Young LLP as Apple's independent registered public accounting firm for 2021 was approved.	Approved	98.5%	1.2%	0.3%
2021	Advisory Vote on Executive Compensation	An advisory resolution to approve executive compensation was approved.	Approved	94.3%	5.1%	0.6%

**For Management Proposals at AGM's held more than three years ago, please refer to the Screener tool on ESG Manager.*



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SHAREHOLDER PROPOSALS

Proxy Year	Proposal	Proposal Summary	Proposal Proponent	Outcome	Votes For	Votes Against	Abstain/Withheld%
2023	Employment Discrimination	5. A shareholder proposal entitled "Civil Rights and Non-Discrimination Audit Proposal" was not approved.	National Center for Public Policy Research	Defeated	1.4%	97.5%	1.1%
2023	Human Rights	6. A shareholder proposal entitled "Communist China Audit" was not approved.	National Legal and Policy Center	Defeated	4.3%	94.2%	1.5%
2023	Other	7. A shareholder proposal on Board policy for communication with shareholder proponents was not approved	Nia Impact Capital	Defeated	6.4%	92.7%	0.9%
2023	Other	8. A shareholder proposal entitled "Racial and Gender Pay Gaps" was not approved.	Arjuna Capital	Defeated	33.3%	65.1%	1.5%
2023	Other	9. A shareholder proposal entitled "Shareholder Proxy Access Amendments" was not approved.	James McRitchie	Defeated	30.7%	68.4%	0.9%
2022	Employment Discrimination	9 A shareholder proposal entitled "Civil Rights Audit" was approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Approved	52.8%	45.8%	1.4%
2022	Bylaw Amendment	5 A shareholder proposal entitled "Reincorporate with Deeper Purpose" was not approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Defeated	3.1%	95.8%	1.2%
2022	Other	6 A shareholder proposal entitled "Transparency Reports" was not approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Defeated	31.4%	67.5%	1.2%
2022	Labor Practices	7 A shareholder proposal entitled "Report on Forced Labor" was not approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Defeated	33.2%	65.4%	1.4%
2022	Executive Compensation - Equity Compensation	8 A shareholder proposal entitled "Pay Equity" was not approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Defeated	33.3%	65.7%	1%
2022	Other	10 A shareholder proposal entitled "Report on Concealment Clauses" was approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Approved	49.3%	49.2%	1.4%
2021	Executive Compensation - Link to Social Factors	A shareholder proposal entitled "Shareholder Proposal to Improve Executive Compensation Program" was not approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Defeated	5.5%	93.2%	1.3%
2021	Other	4 A shareholder proposal entitled "Shareholder Proxy Access Amendments" was not approved.	A shareholder or shareholders who have represented to Apple that they are a beneficial owner of at least \$2,000 in market value of Apple's common stock	Defeated	26.4%	72.6%	1%

*For Shareholder Proposals at AGMs held more than three years ago, please refer to the Screener tool on ESG Manager.



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CALIFORNIA



CURRENCY: UNITED STATES DOLLAR (USD)

In the United States, most governance principles are governed by state laws that are not uniform or nationally enforced. However, the majority of states have adopted the Model Business Corporation Act (MBCA) as the basis of their own laws by modifying some of the provisions of the MBCA. The MBCA is a body of laws designed to regulate corporate affairs uniformly across different states. It is the basis for business corporation statutes in 32 states and the District of Columbia and is the source of many provisions in the general corporation statutes of other states. Further, the Securities and Exchange Commission (SEC) regulates certain governance related matters on a federal level.

The majority of large U.S. businesses are listed on either the New York Stock Exchange (NYSE) or the Nasdaq Stock Market (Nasdaq), and therefore are subject to their listing rules. The U.S. has not adopted a national corporate governance code.

The California Corporations Code (CCC) is a legislative framework for corporate law in California.

Companies adopt a unitary board structure in the U.S. The NYSE and Nasdaq listing rules require the majority of directors to be independent. The SEC rules require public companies to disclose and explain their chair-CEO structure and whether one or two people hold the roles. If the roles are combined, the company must further disclose whether it has a lead independent director and specify their role within the company leadership.

Unless stated otherwise in the articles of association, directors may appoint inspectors in advance of any shareholder meeting to determine the number of shares outstanding, voting rights, shares represented at the meeting, existence of a quorum, authenticity and validity of proxies, and take all other actions with regards to the annual shareholders' meeting.

Related party transactions (RPTs) are valid if the transaction was conducted on reasonable and fair terms when it was approved, and the RPT is approved in good faith by the majority of independent directors. If the number of independent directors is less than a quorum, then it must be approved by shareholders.

The CCC requires listed companies to have at least one female director. No later than 2021, the CCC imposes that if a company has six directors, then the minimum required female directors must be three, if the number of directors is five, the company should have a minimum of two female directors, and if the company's number of directors is four or less, the company must have at least one female director.

Employees are not entitled to board representation. Directors can be held personally liable for unpaid employee wages and other wage violations (California's Fair Day's Pay Act, 2016).

The board of directors may fix director and officer pay, although most companies delegate the responsibility for defining executive pay to independent directors, usually upon the recommendation of the pay or nominating/governance committee. Officers are executive directors that are responsible for the daily management of the company.

The Dodd-Frank Act requires listed companies to hold an advisory vote every three years on "say on pay" policies, as well as disclose additional information regarding "golden parachute" arrangements linked to merger transactions.

Listed companies must annually disclose the pay of directors and officers, including stock and option awards. Disclosure must be made in a tabular format, along with a descriptive summary of the information in the table. Companies listed on Nasdaq must also disclose pay arrangements between directors or nominees and third parties.

The U.S. market is known for having widely dispersed ownership, but founder-led companies are common. There are multiple share classes with unequal voting rights and voting right limits.

Shareholders with at least 10% voting rights can request to convene a general meeting.

A notice of the meeting, specifying the date, time, place and purpose must be given no less than seven days and no more than 60 days in advance. Special meeting of shareholders may be convened by shareholders owning at least 10% of shares. Typically, each share is entitled to one vote and fractional shares are entitled to proportionate votes. Shareholders do not have preemptive rights unless specifically provided in the bylaws or articles. Dissenting shareholders are entitled to appraisal rights.

Unless otherwise stipulated in the articles, a corporation is not obligated to offer shareholders any shares, option rights or securities when issuing them.

There are no mandatory takeover bid provisions in the U.S.

There are many provisions in the Federal Sarbanes-Oxley Act that govern the audit process. A listed company's annual financial statements must be audited by a registered, independent auditing firm. Listed companies prepare two annual reports, one for SEC (Form 10-K) and one for their shareholders. The reports to shareholders, as required by SEC, must contain certified financial statements of two-year audited balance sheets, and three-year audited statement of income and cash flows.



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Directors and officers of the corporation must also be identified. Interim financial statements are not audited, only reviewed by the company's auditors. If an auditor has not reviewed the interim financial report, it must be accompanied with a notice indicating the interim financial report has not been reviewed by an auditor. Audit firm rotation is not required but lead audit partners are subject to rotation every five years.



DIRECTOR PROFILES

ALBERT (AL) GORE

Age: 74
Gender: M
Nationality: Not Disclosed

Financial: Yes
Risk: No
Industry: Financial Services - Capital Markets

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

Al Gore has served as Chairman of Generation Investment Management, an investment management firm, since 2004, and as a partner of Kleiner Perkins Caufield & Byers, a venture capital firm, since November 2007. Mr. Gore was elected to the U.S. House of Representatives four times, to the U.S. Senate two times, and served two terms as Vice President of the United States. Among other qualifications, Mr. Gore brings to the Board executive leadership experience, a valuable and different perspective due to his extensive background in digital communication and technology policy, politics, and environmental rights, along with experience in asset management and venture capital

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
APPLE INC.	Board Member	20	Mar 19, 2003		Yes	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Pay	Member
APPLE INC.	Corporate Governance	Member
APPLE INC.	Nomination	Member

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	91.2%	8.8%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Non-Executive	20	2022	100,000	382,346	467,143



ALEX GORSKY

Age: 61
Gender: M
Nationality: Not Disclosed

Financial: No
Risk: No
Industry: Pharmaceuticals, Biotechnology & Life Sciences - Pharmaceuticals

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

Alex Gorsky is the Executive Chairman of Johnson & Johnson, a global healthcare products company, having previously served as Chairman and CEO. Mr. Gorsky was named CEO and joined the Board of Johnson & Johnson in April 2012. He was subsequently named Chairman of the Board in December 2012. Mr. Gorsky joined Johnson & Johnson in 1988, serving in various positions of increasing responsibility. In 2004, Mr. Gorsky left Johnson & Johnson to join Novartis Pharmaceuticals Corporation, where he served as head of its pharmaceutical business in North America, before returning to Johnson & Johnson in 2008. Among other qualifications, Mr. Gorsky brings to the Board executive leadership experience, including his service as a chairman and chief executive officer of a large international public company, along with extensive experience in the fields of health and technology

JPMORGAN CHASE & CO. - Board Member Source Date: 04/04/2023

Alex Gorsky retired from the Chairman and Chief Executive Officer roles at Johnson & Johnson in 2021 and then served as Executive Chairman during 2022. Mr. Gorsky currently sits on the boards of Apple, IBM, New York-Presbyterian Hospital and the Travis Manion Foundation, and serves on the Business Council and the Wharton School of the University of Pennsylvania Board of Advisors. He is also a former member of the Business Roundtable. Mr. Gorsky graduated from the United States Military Academy and received an M.B.A. from the Wharton School of the University of Pennsylvania.

INTERNATIONAL BUSINESS MACHINES CORPORATION - Board Member, Lead Director Source Date: 03/06/2023

Alex Gorsky Executive biography Former Chairman and Chief Executive Officer, Johnson & Johnson, a global healthcare products company Director since: 2014 Committee Executive Qualifications Global business and technology experience as executive chairman and chief executive officer of Johnson & Johnson Affiliation with leading business and public policy associations (former Chair of the Business Roundtable's Corporate Governance Committee and former member of the Business Council Executive Committee) Leader in diversity & inclusion and veterans' issues Member of an advisory board at an academic institution Relevant experience: Mr. Gorsky, 62, is the former chairman and chief executive officer of Johnson & Johnson, and one of just seven leaders to have served in the dual role of chairman and chief executive officer since the company was listed on the New York Stock Exchange in 1944. He joined Johnson & Johnson in 1988 as a sales representative with Janssen Pharmaceutica. In 2003, he was named company group chairman of the Johnson & Johnson pharmaceutical business in Europe, the Middle East and Africa. Mr. Gorsky left Johnson & Johnson in 2004 to join the Novartis Pharmaceuticals Corporation, where he served as head of the company's pharmaceutical business in North America. Mr. Gorsky returned to Johnson & Johnson in 2008 as company group chairman for Ethicon. In early 2009, he was appointed worldwide chairman of the Surgical Care Group and member of the executive committee. In September 2009, he was appointed worldwide chairman of the Medical Devices and Diagnostics Group, and became vice chairman of the executive committee in January 2011. He was named chief executive officer and joined the board of directors in April 2012, and was named chairman of the board of directors in December 2012. Mr. Gorsky remained chief executive officer until he transitioned to executive chairman at the end of 2021. He currently sits on the boards of Apple, JPMorgan Chase and NewYork-Presbyterian Hospital, and the Travis Manion Foundation, and serves on the Wharton School of the University of Pennsylvania Board of Advisors.

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
JPMORGAN CHASE & CO.	Board Member	1	Jul 19, 2022		Yes	Yes	
APPLE INC.	Board Member	1	Nov 09, 2021		Yes	Yes	
INTERNATIONAL BUSINESS MACHINES CORPORATION	Board Member, Lead Director	8	Sep 01, 2014		Yes	Yes	
JOHNSON & JOHNSON	Executive		Dec 28, 2012	Jan 01, 2023	No	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Pay	Member
APPLE INC.	Corporate Governance	Member
APPLE INC.	Nomination	Member
JPMORGAN CHASE & CO.	Risk	Member



CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022
LAST REPORT UPDATE: September 06, 2023

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	97.8%	2.2%
INTERNATIONAL BUSINESS MACHINES CORPORATION	2023	97%	3%
JPMORGAN CHASE & CO.	2023	98.6%	1.4%

EXECUTIVE PAY (all values USD)

Company	Role	Tenure	Pay Year	Total Annual Pay	Total Awarded Pay	Total Realized Pay	Shares Held
JOHNSON & JOHNSON	Executive		2022	4,137,302	22,195,566	4,137,302	0

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Non-Executive	1	2022	100,000	453,185	2,171
INTERNATIONAL BUSINESS MACHINES CORPORATION	Lead Director	8	2022	361,667	504,294	4,445
JPMORGAN CHASE & CO.	Non-Executive	1	2022	45,109	51,875	1,869



CCC B BB BBB A AA AAA

RATING ACTION DATE: November 11, 2022
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ANDREA JUNG

Age: 63
Gender: F
Nationality: United States of America

Financial: No
Risk: No
Industry: Household & Personal Products - Household Products

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

Andrea Jung has served as the President and Chief Executive Officer of Grameen America LLC, a nonprofit microfinance organization, since April 2014, where she also serves on the Board of Directors. Ms. Jung previously served as Executive Chairman of Avon Products, Inc., a personal care products company, from April 2012 to December 2012, and as Chairman of the Board of Avon from September 2001 to April 2012. Ms. Jung served as Chief Executive Officer of Avon from November 1999 to April 2012, and served as a member of the Board of Avon from January 1998 to December 2012. Among other qualifications, Ms. Jung brings to the Board executive leadership experience, including her service as a chairman and chief executive officer of a large international public company, along with extensive brand marketing and consumer products experience, and a global business perspective from her service on other boards

UNILEVER PLC - Board Member, Lead Director, Deputy Chairman Source Date: 03/13/2023

Ms. Andrea Jung - Previous experience: Avon Products Inc (CEO); General Electric (Board Member); Daimler AG (Board Member). Current external appointments: Grameen America Inc (President and CEO); Apple Inc (NED); Wayfair Inc (NED)

WAYFAIR INC. - Board Member Source Date: 03/14/2023

Andrea Jung has served as a member of our Board since May 2018. Ms. Jung has served as the President and Chief Executive Officer of Grameen America LLC, a nonprofit microfinance organization, since April 2014, where she also serves on the board of directors. Ms. Jung previously served as Executive Chairman of Avon Products, Inc., a personal care products company, from April 2012 to December 2012, and as Chairman of the board of directors of Avon from September 2001 to April 2012. Ms. Jung served as Chief Executive Officer of Avon from November 1999 to April 2012, and served as a member of the board of directors of Avon from January 1998 to December 2012. Ms. Jung has served on the board of directors of Apple Inc. since January 2008 and Unilever PLC and Unilever N.V. since May 2018, and previously served on the boards of General Electric Company from July 1998 to March 2018 and Daimler AG from April 2013 to April 2018. Ms. Jung is a graduate of Princeton University. We believe Ms. Jung is qualified to serve on our Board due to her board and executive-level experience in retail, technology and other businesses

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
WAYFAIR INC.	Board Member	5	May 16, 2018		Yes	Yes	
UNILEVER PLC	Board Member, Lead Director, Deputy Chairman	5	May 02, 2018		Yes	Yes	
APPLE INC.	Board Member	15	Jan 04, 2008		Yes	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Pay	Chair
APPLE INC.	Corporate Governance	Member
APPLE INC.	Nomination	Member
UNILEVER PLC	Pay	Chair
UNILEVER PLC	Corporate Governance	Member
UNILEVER PLC	Nomination	Member
WAYFAIR INC.	Pay	Member
WAYFAIR INC.	Corporate Governance	Member
WAYFAIR INC.	Nomination	Member



VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	93%	7%
UNILEVER PLC	2023	83.3%	16.7%
WAYFAIR INC.	2023	96.9%	3.2%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Non-Executive	15	2022	130,000	409,509	141,279
UNILEVER PLC	Lead Director,Deputy Chair	5	2022	213,450	213,450	4,576
WAYFAIR INC.	Non-Executive	5	2022		272,671	5,827



ARTHUR (ART) LEVINSON

Age: 72
Gender: M
Nationality: Not Disclosed

Financial: No
Risk: No
Industry: Health Care Equipment & Services - Health Care Providers & Services, Pharmaceuticals, Biotechnology & Life Sciences - Biotechnology

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member, Chairman Source Date: 01/12/2023

Art Levinson has served as the Chief Executive Officer of Calico, a company focused on health, aging, and well-being, since September 2013. Dr. Levinson previously served as Chief Executive Officer of Genentech, Inc., a medical drug developer, from July 1995 to April 2009, and served as Genentech's Chairman from September 1999 to September 2014. Among other qualifications, Dr. Levinson brings to the Board executive leadership experience, including his service as a chairman and chief executive officer of a large international public company, along with extensive financial expertise and brand marketing experience

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
APPLE INC.	Board Member, Chairman	23	Aug 15, 2000		Yes	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Pay	Member

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	94%	6%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Chair	23	2022	275,000	562,458	4,590,409

JAMES BELL

Age: 75
Gender: M
Nationality: United States of America

Financial: Yes
Risk: No
Industry: Capital Goods - Aerospace & Defense

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

James Bell is the retired Executive Vice President, Corporate President and Chief Financial Officer of The Boeing Company, an aerospace company. Mr. Bell served in this role from June 2008 to April 2012, having previously served as Executive Vice President, Finance and Chief Financial Officer from November 2003 to June 2008, and as Senior Vice President of Finance and Corporate Controller from October 2000 to November 2003. From 1992 to 2000, Mr. Bell held a series of positions with increasing responsibility at Boeing. Among other qualifications, Mr. Bell brings to the Board financial and accounting expertise as a former chief financial officer of a large international public company, experience in strategic planning and leadership of complex organizations, and a global business perspective from his service on other boards

CDW CORPORATION - Board Member Source Date: 04/07/2023

Mr. Bell is the retired Executive Vice President, Corporate President and Chief Financial Officer of The Boeing Company, an aerospace company and manufacturer of commercial jetliners and military aircraft. Mr. Bell served in that role at Boeing from 2008 to 2012. Previously, he served as Boeing's Executive Vice President, Finance and Chief Financial Officer from 2003 to 2008; Senior Vice President of Finance and Corporate Controller from 2000 to 2003; and Vice President of Contracts and Pricing for Boeing Space and Communications from 1996 to 2000

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
APPLE INC.	Board Member	7	Oct 01, 2015		Yes	Yes	
CDW CORPORATION	Board Member	8	Mar 25, 2015		Yes	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Audit	Member
APPLE INC.	Risk	Member
CDW CORPORATION	Audit	Chair
CDW CORPORATION	Corporate Governance	Member
CDW CORPORATION	Nomination	Member
CDW CORPORATION	Risk	Chair

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	99%	1%
CDW CORPORATION	2023	99.3%	0.7%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Non-Executive	7	2022	100,000	383,714	36,675
CDW CORPORATION	Non-Executive	8	2022	119,946	297,446	20,473



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MONICA LOZANO

Age: 67
Gender: F
Nationality: United States of America

Financial: No
Risk: No
Industry: Media & Entertainment - Media, Consumer Services - Diversified Consumer Services

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

Monica Lozano has served as the President and Chief Executive Officer of The College Futures Foundation, a charitable foundation working to increase the rate of college graduation for low-income California students, since December 2017. Ms. Lozano previously served as Chair of the Board of Directors of U.S. Hispanic Media, Inc., the parent company of ImpreMedia, LLC, a Hispanic news and information company, from June 2014 to January 2016. Ms. Lozano previously served as Chair and Chief Executive Officer of ImpreMedia, LLC from 2010 to 2014. Among other qualifications, Ms. Lozano brings to the Board executive leadership experience, including her service as a board chair and chief executive officer, experience in operations, strategic planning and marketing, and a global business perspective from her service on other boards.

BANK OF AMERICA CORPORATION - Board Member Source Date: 03/07/2023

Ms. Lozano has a broad range of leadership experience in public and private sectors and a track record as a champion for equality, opportunity, and representation. As Chief Executive Officer of College Futures Foundation, a charitable foundation focused on increasing the rate of bachelor's degree completion among California student populations who are low-income and have had a historically low college success rate, she worked to increase the rate of college graduation and improve opportunity for low-income students and students of color in California. With 30 years at La Opinión, the largest Spanish-language newspaper in the U.S., including as editor and publisher, as Chairman and Chief Executive Officer of its parent company, ImpreMedia LLC, and as co-founder of the Aspen Institute Latinos and Society Program, Ms. Lozano possesses deep insights into the issues that impact the Hispanic-Latino community. As a director serving on the boards of large organizations with diversified international operations, including Apple Inc. and Target Corporation, and previously The Walt Disney Company, Ms. Lozano has long standing experience overseeing matters ranging from corporate governance, human capital management, executive compensation, to risk management and financial reporting. In addition, as a member of California's Task Force on Jobs and Business Recovery, Ms. Lozano provides valuable perspective on important public policy, societal, and economic issues relevant to our company.

TARGET CORPORATION - Board Member, Lead Director Source Date: 05/01/2023

Monica C. Lozano is the former President and Chief Executive Officer of The College Futures Foundation. She held that position from December 2017 until July 2022. She also co-founded The Aspen Institute Latinos and Society Program and served as Chair of its Advisory Board from January 2015 to October 2019. Ms. Lozano previously served as Chairman of U.S. Hispanic Media, Inc., a leading Hispanic news and information company. Ms. Lozano previously served in the roles of Chair and Chief Executive Officer of ImpreMedia, LLC, a leading Hispanic news and information company and wholly owned subsidiary of U.S. Hispanic Media, Inc. Ms. Lozano also served as Chief Executive Officer and Publisher of La Opinión, a subsidiary of ImpreMedia, LLC, and in several management-level roles with the company. Ms. Lozano also serves on the board of the Weingart Foundation, a private grantmaking foundation advancing racial, social, and economic justice in Southern California, and previously served as a trustee of both the University of California and the University of Southern California. Skills and qualifications Ms. Lozano provides the Board with senior leadership, marketing / brands, human capital management, digital tools / data analytics, financial management, risk management, reputation management, and ESG skills developed over her more than 40 years of service in the news, information, and media industry and with a variety of non-profit boards and advisory groups. Notably, while CEO of ImpreMedia, she developed digital tools / data analytics skills while leading the company as an early adopter of digital platforms, and has continued to increase those skills as a member of the board of directors of Apple Inc. Her role as Target's Lead Independent Director and service on other public company boards has enhanced her skills and strengthens the Board's collective oversight capability. She also has experience with the roles and responsibilities of different board committees through current or prior service on the audit, compensation, nominating and governance, enterprise risk, credit, asset quality, executive, and/or ethics, quality, and compliance committees of other public company boards.

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
APPLE INC.	Board Member	2	Jan 04, 2021		Yes	Yes	
TARGET CORPORATION	Board Member, Lead Director	7	Mar 09, 2016		Yes	Yes	
BANK OF AMERICA CORPORATION	Board Member	17	Apr 01, 2006		Yes	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Audit	Member
APPLE INC.	Risk	Member
BANK OF AMERICA CORPORATION	Pay	Chair
BANK OF AMERICA CORPORATION	Risk	Member
TARGET CORPORATION	Pay	Chair
TARGET CORPORATION	Corporate Governance	Member
TARGET CORPORATION	Nomination	Member

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	99.1%	0.9%
BANK OF AMERICA CORPORATION	2023	93.3%	6.7%
TARGET CORPORATION	2022	97.5%	2.5%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Non-Executive	2	2022	100,000	376,474	5,239
BANK OF AMERICA CORPORATION	Non-Executive	17	2022	130,000	380,000	3,000
TARGET CORPORATION	Lead Director	7	2022	180,000	370,113	15,191

RONALD (RON) SUGAR

Age: 74
Gender: M
Nationality: Not Disclosed

Financial: Yes
Risk: No
Industry: Capital Goods - Aerospace & Defense, Automobiles & Components - Automobile Components

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

Ron Sugar is the retired Chairman of the Board and Chief Executive Officer of Northrop Grumman Corporation, a global security company. Dr. Sugar served in this role from April 2003 to June 2010 and served as President and Chief Operating Officer from 2001 to 2003. Previous to Northrop Grumman, he held executive positions at Litton Industries and TRW Inc., where he served as Chief Financial Officer. Among other qualifications, Dr. Sugar brings to the Board executive leadership experience as a chairman and chief executive officer of a large international public company, financial expertise as a former chief financial officer, understanding of advanced technology, experience with government relations and public policy, and a global business perspective from his service on other boards.

AMGEN INC. - Board Member Source Date: 04/06/2023

Ronald D. Sugar is the retired Chairman of the Board and Chief Executive Officer of Northrop Grumman Corporation, a global aerospace and defense company, having held these posts from 2003 through 2009. Dr. Sugar has been a director of Chevron Corporation, a petroleum, exploration, production and refining company, since 2005, serving on the Management Compensation Committee and the Board Nominating and Governance Committee, and as lead independent director from 2015 to May 2022. Dr. Sugar has been a director of Apple Inc., a manufacturer and seller of, among other things, personal computers, mobile communication and media devices, since 2010, chairing the Audit and Finance Committee. Dr. Sugar has been a director of Uber Technologies, Inc., since 2018, serving as the Chair of the board of directors and chairing the Nominating and Governance Committee and serving on the Compensation Committee. Dr. Sugar served as a director of Air Lease Corporation, an aircraft leasing company, from 2010 to 2020, and chaired its Compensation Committee and served on the Nominating and Corporate Governance Committee. Since 2010, he has been a senior advisor to Ares Management LLC, a privately-held asset manager and registered investment advisor. In 2014, Dr. Sugar joined the Temasek Americas Advisory Panel of Temasek Holdings (Private) Limited, a privately-held investment company based in Singapore. Dr. Sugar is a member of the National Academy of Engineering, trustee of USC, member of the UCLA Anderson School of Management Board of Advisors, and director of the Los Angeles Philharmonic Association. Dr. Sugar received an undergraduate degree, master's degree, and doctorate from the University of California, Los Angeles. Qualifications Our Board concluded that Dr. Sugar should serve on our Board because of Dr. Sugar's board and senior executive-level expertise, including his experience as chief executive officer and board chair of a large, highly regulated, public company and his insight in the areas of operations, government affairs, science, technology and finance.

UBER TECHNOLOGIES, INC. - Board Member, Chairman Source Date: 03/28/2023

Mr. Sugar has served as the chairperson of our Board of Directors since July 2018. Dr. Sugar was Chairman of the board of directors and Chief Executive Officer of Northrop Grumman Corporation, a global aerospace and defense company, from 2003 until his retirement in 2010, and President and Chief Operating Officer from 2001 until 2003. He was President and Chief Operating Officer of Litton Industries, Inc. from 2000 until the company was acquired by Northrop Grumman Corporation in 2001. Prior to that time, he served as Chief Financial Officer of TRW Inc. Dr. Sugar is also an adviser to Ares Management LLC, Bain & Company, and Singapore's Temasek Investment Company. He is a trustee of the University of Southern California, board of visitors member of the University of California, Los Angeles Anderson School of Management, past Chairman of the Aerospace Industries Association, and a member of the National Academy of Engineering. Dr. Sugar currently serves on the board of directors of Amgen, Inc., Apple Inc., and Chevron Corporation. He previously served on the board of directors of Air Lease Corporation from 2010 to 2020. Qualifications: Dr. Sugar was selected to serve on our Board of Directors because of his experience as the leader of a global company, particularly as Chairman of the Board and Chief Executive Officer of Northrop Grumman Corporation, his innovation, technology, and high-growth experience, consumer and digital experience, particularly his experience on Apple's board of directors, his financial expertise, and his government, policy, and regulatory experience.

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
UBER TECHNOLOGIES, INC.	Board Member, Chairman	5	Jul 01, 2018		Yes	Yes	
APPLE INC.	Board Member	12	Nov 16, 2010		Yes	Yes	
AMGEN INC.	Board Member	13	Jul 22, 2010		Yes	Yes	
Northrop Grumman Corporation	Executive		Jan 01, 2001	Dec 31, 2009	No	Yes	



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BOARD COMMITTEES

Company	Committee Type	Position
AMGEN INC.	Corporate Governance	Member
AMGEN INC.	Nomination	Member
APPLE INC.	Audit	Chair
APPLE INC.	Risk	Chair
UBER TECHNOLOGIES, INC.	Pay	Member
UBER TECHNOLOGIES, INC.	Corporate Governance	Chair
UBER TECHNOLOGIES, INC.	Nomination	Chair

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
AMGEN INC.	2023	90.8%	9.3%
APPLE INC.	2023	93.5%	6.5%
CHEVRON CORPORATION	2022	87%	13%
UBER TECHNOLOGIES, INC.	2023	95.5%	4.5%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
AMGEN INC.	Non-Executive	13	2022	150,000	380,818	18,743
APPLE INC.	Non-Executive	12	2022	135,000	423,947	105,943
CHEVRON CORPORATION	Non-Executive		2022	165,000	413,986	78,901
UBER TECHNOLOGIES, INC.	Chair	5	2022	295,000	588,505	210,875



SUSAN (SUE) WAGNER

Age: 62
Gender: F
Nationality: United States of America

Financial: Yes
Risk: No
Industry: Financial Services - Capital Markets

BIOGRAPHICAL INFORMATION

APPLE INC. - Board Member Source Date: 01/12/2023

Sue Wagner is a co-founder of BlackRock, Inc., an asset management company. Ms. Wagner served as BlackRock's Vice Chairman from January 2006 until her retirement in July 2012, and also served as a member of BlackRock's Global Executive Committee and Global Operating Committee. During her tenure at BlackRock, Ms. Wagner served as BlackRock's Chief Operating Officer and Head of Corporate Strategy, and led the alternative investments and international client businesses. Among other qualifications, Ms. Wagner brings to the Board operational experience, including her service as chief operating officer of a large multinational public company, along with extensive financial expertise and experience in the highly regulated financial services industry, and a global business perspective from her tenure at BlackRock, as well as her service on other boards

BLACKROCK, INC. - Board Member Source Date: 04/14/2023

Ms Wagner retired as Vice Chairman of BlackRock after serving in that role from 2006 to 2012 Ms Wagner also served as a member of BlackRocks Global Executive Committee and Global Operating Committee Ms Wagner previously served as BlackRocks Chief Operating Officer and as Head of Corporate Strategy She serves as a member of the board of trustees of Wellesley College Ms Wagner also currently serves as a director of Color Health a privately held health technology company Qualifications As one of the founding principals of BlackRock Ms Wagner has over 25 years of experience across various positions Accordingly she is able to provide the Board with valuable insight and perspective on risk management operations and strategy as well as a broad and deep understanding of the asset management industry Other Public Company Directorships within the past 5 years Apple Inc 2014 present Samsara Inc 2020 present Swiss Re Ltd 2014 2023

Samsara Inc - Board Member Source Date: 05/18/2023

Ms. Wagner has served as a member of our Board of Directors since November 2020. She is a co-founder of BlackRock, Inc., an asset management company, and held various roles there from its founding until her retirement in July 2012. During her tenure at BlackRock, Ms. Wagner served as BlackRock's Vice Chairman, Chief Operating Officer, Head of Corporate Strategy, a member of the Global Executive Committee and Global Operating Committee, and led the alternative investments and international client businesses. She currently serves on the boards of directors of BlackRock, Apple Inc., an electronics and software company, and Color Health, a private health technology company. Ms. Wagner previously served as a member of the board of directors of Swiss Re Ltd., an insurance and reinsurance company, from April 2014 to April 2023. Ms. Wagner holds a B.A. in English and Economics from Wellesley College and an M.B.A. in Finance from the University of Chicago.

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
Samsara Inc	Board Member	2	Nov 01, 2020		Yes	Yes	
APPLE INC.	Board Member	9	Jul 15, 2014		Yes	No	
BLACKROCK, INC.	Board Member	10	Oct 03, 2012		No	No	

BOARD COMMITTEES

Company	Committee Type	Position
APPLE INC.	Audit	Member
APPLE INC.	Corporate Governance	Chair
APPLE INC.	Nomination	Chair
APPLE INC.	Risk	Member
BLACKROCK, INC.	Audit	Member
BLACKROCK, INC.	Risk	Chair
Samsara Inc	Audit	Member
Samsara Inc	Corporate Governance	Chair
Samsara Inc	Nomination	Chair
Samsara Inc	Risk	Member



CCC B BB BBB A AA AAA

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VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	96%	4.1%
BLACKROCK, INC.	2023	97.5%	2.5%
Samsara Inc	2023	99.4%	0.6%

DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
APPLE INC.	Non-Executive	9	2022	125,000	405,418	65,523
BLACKROCK, INC.	Non-Executive	10	2022	140,000	379,636	429,562
Samsara Inc	Non-Executive	2	2023	48,000	248,002	242,088
Swiss Re AG	Non-Executive		2022	370,731	618,245	22,897



TIMOTHY (TIM) COOK

Age: 62
Gender: M
Nationality: United States of America

Financial: No
Risk: No
Industry: Technology Hardware & Equipment - Technology Hardware, Storage & Peripherals, Semiconductors & Semiconductor Equipment - Semiconductors & Semiconductor Equipment

BIOGRAPHICAL INFORMATION

APPLE INC. - Executive, Board Member, CEO Source Date: 01/12/2023

Tim Cook has been Apple's Chief Executive Officer since August 2011 and was previously Apple's Chief Operating Officer since October 2005. Mr. Cook joined Apple in March 1998 and served as Executive Vice President, Worldwide Sales and Operations from February 2002 to October 2005. From October 2000 to February 2002, Mr. Cook served as Senior Vice President, Worldwide Operations, Sales, Service and Support. From March 1998 to October 2000, Mr. Cook served as Senior Vice President, Worldwide Operations. Among other qualifications, Mr. Cook brings to the Board extensive executive leadership experience in the technology industry, including the management of worldwide operations, sales, service, and support.

NIKE, INC. - Board Member, Lead Director Source Date: 07/21/2022

Mr. Cook is the Company's Lead Independent Director and is the Chief Executive Officer of Apple Inc. ("Apple"). Mr. Cook joined Apple in March 1998 as Senior Vice President of Worldwide Operations and also served as its Executive Vice President, Worldwide Sales and Operations and Chief Operating Officer. Mr. Cook was Vice President, Corporate Materials for Compaq Computer Corporation from 1997 to 1998. Previous to his work at Compaq, Mr. Cook served in the positions of Senior Vice President Fulfillment and Chief Operating Officer of the Reseller Division at Intelligent Electronics from 1994 to 1997. Mr. Cook also worked for International Business Machines Corporation from 1983 to 1994, most recently as Director of North American Fulfillment. Mr. Cook is a member of the Board of Directors of Apple. In addition to this public company board service, he is also a member of the Board of Directors of the National Football Foundation and Duke University Board of Trustees.

CORPORATE BOARDS

Company	Role	Tenure	Appointed	Resigned	Independent of Management	Independent of Other Interests	Attendance
APPLE INC.	Executive, Board Member, CEO	12	Aug 24, 2011		No	Yes	
NIKE, INC.	Board Member, Lead Director	17	Nov 01, 2005		Yes	Yes	

BOARD COMMITTEES

Company	Committee Type	Position
NIKE, INC.	Pay	Chair

VOTING RESULTS

Company	Year	For %	Against, Withheld and / or Abstained %
APPLE INC.	2023	98.2%	1.8%
NIKE, INC.	2022	100%	0%

EXECUTIVE PAY (all values USD)

Company	Role	Tenure	Pay Year	Total Annual Pay	Total Awarded Pay	Total Realized Pay	Shares Held
APPLE INC.	CEO	12	2022	16,425,933	99,420,097	16,425,933	4,724,260



CCC B BB BBB A AA AAA

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DIRECTOR PAY (all values USD)

Company	Role	Tenure	Pay Year	Cash Fees	Total Awarded Pay	Shares Held
NIKE, INC.	Lead Director	17	2022	150,000	349,453	32,639



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GLOSSARY

MSCI ESG RATINGS AND SCORES

FINAL ESG RATING

- Letter ratings are relative within each MSCI ESG Ratings industry. Each Final Industry-Adjusted Company Score is converted to an equivalent rating on the AAA-CCC scale.

ESG PILLARS

- the **Environment Score** represents the weighted average of all Key Issues that fall under the Environment Pillar
- the **Social Score** represents the weighted average of all Key Issues that fall under the Social Pillar
- the **Governance Score** represents the sum of score deductions derived from Key Metrics included in Corporate Governance (including Board, Pay, Ownership & Control, and Accounting) and Corporate Behavior (including Business Ethics and Tax Transparency)
- the **Environment Weight** represents the sum of the weights of all Key Issues that fall under the Environment Pillar
- the **Social Weight** represents the sum of the weights of all Key Issues that fall under the Social Pillar
- the **Governance Weight** represents the sum of the weights of Corporate Governance and Corporate Behavior, with a minimum weight set at 33% for all rated issuers

KEY ISSUES

For each industry and Company-Specific Key Issue that contributes to the final rating:

- **Weight** contribution to the final rating
- **Exposure Score** (available for companies published since June 2011; excluding Raw Material Sourcing – Environmental)
- **Management Score** (available for companies published since June 2011; excluding Raw Material Sourcing – Environmental)
- Overall **Key Issue Score**

WEIGHTED-AVERAGE KEY ISSUE SCORE VS. INDUSTRY RELATIVE SCORE

- the **Weighted-Average Key Issue Score** is dynamic, reflecting changes in any underlying scores as of the Last Update date, while the **Industry Relative Score** is more static and corresponds to the Rating Date. Issues that we determine do not present material risks or opportunities to companies in a given industry receive 0% weight and do not impact the overall ESG rating.

SCORES AND CALCULATION OF AVERAGE, PERCENTILE AND RATING DISTRIBUTION

All averages, percentiles, and rating distributions found in the report are based on companies in the relevant MSCI ESG Ratings Industry that are constituents of the MSCI ACWI and are calculated based on industry scores as of the date of publication of this report.

ESTIMATED CARBON EMISSIONS

Carbon estimates are based on carbon intensity (carbon emissions/sales). The Estimate Key represents the source of the estimated carbon emissions data. E.CSI represents Company-Specific Intensity estimates based on previously disclosed data. E.GICSSI represents estimates based on the GICS Sub-Industry average. For E.GICSSI we set five levels of confidence (High, Moderately High, Moderate, Moderately Low, and Low). The Carbon Estimation Methodology document, available on ESG Manager, describes the estimation model in greater detail.



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GOVERNMENT SUPPORT RATING

We calculate the 'government support rating' for Supranationals and Development Banks based on the weighted average of member countries' Governance scores using the MSCI ESG Government Ratings methodology. These scores are based on measures of political governance (strength of institutions, corruption control, civil liberties, and human rights) and financial accountability.



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