



# Compensation Committee Charter

There shall be a Committee of the Board of Directors (the "Board") of Apple Inc. (the "Corporation") to be known as the Compensation Committee (the "Committee") with purpose, composition, authority, duties and responsibilities, as follows:

## A. Purpose of the Committee

The purpose of the Committee is to:

1. Review and approve the compensation of the Corporation's executive officers;
2. Act as the administering committee for equity compensation plans as designated by the Board;
3. Assist the Board in its oversight of management's strategies, policies, and practices relating to the Corporation's people and teams; and
4. Perform the other duties and responsibilities set forth in this charter.

## B. Composition of the Committee

The members of the Committee shall be appointed by the Board. The Committee will be composed of not less than three Board members. Each member shall be "independent" in accordance with applicable law, including the rules and regulations of the Securities and Exchange Commission and the rules of the NASDAQ Stock Market (taking into account such additional independence requirements specific to membership on the Committee as may be required by the rules of the NASDAQ Stock Market), except as otherwise permitted by NASDAQ rules. Committee members are prohibited from interlocking or insider participation with any member of the board or compensation committee of another company. All Committee members shall qualify as "Non-employee Directors" for the purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended. The Chair of the Committee shall be designated by the Board.

Members of the Committee shall serve until their successors are duly elected and qualified or their earlier resignation or removal. The Board may replace any member of the Committee.

## C. Committee Meetings

The Committee shall meet as often as it deems appropriate, but not less than four times a year, to perform its duties and responsibilities under this charter. The Chair of the Board, any member of the Committee, or the Secretary of the Corporation may call meetings of the Committee. The Chair of the Committee, in consultation with the Committee members and members of management, will determine the frequency and length of Committee meetings and develop the Committee's agenda. At the beginning of the year, the Committee will establish a schedule of agenda subjects to be discussed during the year (to the extent these can be foreseen). The Committee shall maintain written minutes of its meetings, which will be filed with the meeting minutes of the Board.

## **D. Authority and Resources**

The Committee may request any officer or employee of the Corporation or the Corporation's outside counsel to attend a Committee meeting. The Committee shall ensure that the Corporation's counsel attends each meeting at which equity award grants are to be considered or approved.

The Committee can delegate any of its responsibilities to such person or persons, including officers or employees of the Corporation, or any of its members, except to the extent otherwise prohibited by applicable law, the rules and regulations of the Securities and Exchange Commission, or the NASDAQ Stock Market. Any delegation with respect to any grant or award made under any equity compensation plan shall be subject to the provisions of the Corporation's Equity Award Grant Practices Policy. In particular, the authority to grant equity awards or to take any other action with respect to equity awards (other than the performance of ministerial duties) may not be delegated to the Corporation's management or any person.

The Committee has the right, in its sole discretion, at any time to retain or obtain advice, reports or opinions from such internal and external counsel, compensation consultants and other experts and advisors (each, a "Compensation Advisor") as it deems necessary or appropriate to assist it in the full performance of its functions. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any Compensation Advisor retained by the Committee. The Corporation shall provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any Compensation Advisor retained by the Committee. Before selecting or receiving advice from a Compensation Advisor (other than in-house legal counsel), the Committee shall consider such factors as may be required by the rules of the NASDAQ Stock Market or applicable rules of the Securities and Exchange Commission with respect to the independence of the Compensation Advisor. In addition to the duties and responsibilities expressly delegated to the Committee in this charter, the Committee may exercise any other powers and carry out any other responsibilities consistent with this charter, the purposes of the Committee, and the Corporation's bylaws, or as otherwise delegated by the Board.

Notwithstanding anything else contained in this charter to the contrary, the Committee shall not be empowered to approve matters that applicable law, the Corporation's charter, or the Corporation's bylaws require to be approved by a vote of the full Board.

## **E. Duties and Responsibilities**

The Committee shall:

1. Review and approve the compensation of the Chief Executive Officer (the "CEO"), the Corporation's other executive officers, and, to the extent the Committee deems appropriate, other employees, including base salary, bonus and equity awards under the Corporation's compensation and incentive plans. The CEO may not be present during voting or deliberations on his or her compensation.
2. Review and approve any perquisites and benefit policies or programs available to the Corporation's executive officers, except to the extent such benefit policies or programs apply to employees of the Corporation generally.

3. Review annually with the Board an evaluation of the performance of the CEO and the Corporation's other executive officers.
4. Review and approve compensation arrangements for persons newly hired as executive officers of the Corporation and compensation changes for employees promoted into such roles.
5. Review and approve any employment or post-employment agreement applicable to any of the Corporation's executive officers.
6. Review annually and make recommendations to the Board regarding the compensation of members of the Board and Board committees.
7. To the extent it deems necessary or appropriate, recommend to the Board the establishment or modification of equity compensation plans for the Corporation and its subsidiaries.
8. Act as administering committee of any employee bonus and other incentive plans, equity compensation plans and equity arrangements that may be adopted by the Corporation from time to time, with such authority and powers as are set forth in the respective plans' instruments, in each case subject to applicable policies adopted by the Board.
9. To the extent it deems necessary or appropriate, review with management the Corporation's employee benefit policies, programs, and administration.
10. Oversee and at least annually review compliance with the stock ownership guidelines for directors and executive officers of the Corporation.
11. Oversee and at least annually review the assessment and mitigation of risks associated with the Corporation's compensation policies and practices.
12. Review and discuss with management the Corporation's strategies, policies, and practices relating to inclusion and diversity, culture and employee engagement, talent recruitment, development, and retention, and such other matters relating to the Corporation's people and teams as the Committee deems appropriate from time to time.
13. Review and discuss with management the Corporation's Compensation Discussion & Analysis and recommend to the Board whether the Compensation Discussion & Analysis be included in the Corporation's proxy statement and annual report on Form 10-K.
14. Prepare an annual Compensation Committee Report for inclusion in the Corporation's proxy statement and annual report on Form 10-K.
15. Consider the results of shareholder advisory votes on executive compensation (say-on-pay) and the frequency of such votes.
16. Review annually the Committee's charter, structure, processes, and membership requirements and submit any recommended changes to the Board.
17. Report to the Board concerning the Committee's activities with such recommendations as the Committee deems appropriate at least once a year.
18. To the extent it deems necessary or appropriate, review and advise the Board regarding other compensation plans and perform such other functions as assigned by law, the Corporation's charter or bylaws, the terms of the applicable plans, or the Board.