

Gender Pay Report

Adobe Ireland 2025

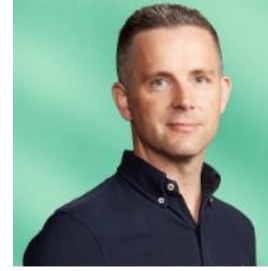


Introduction

Adobe for All is our belief in creating a company culture where all employees are empowered to make an impact.

Our founding principle is that great ideas come from anywhere and when people are respected and included, they are more creative, innovative and successful.

The wealth of unique perspectives and experiences that our employees bring is vital to our business growth, fueling the product innovation and value that we deliver to billions of people around the world.

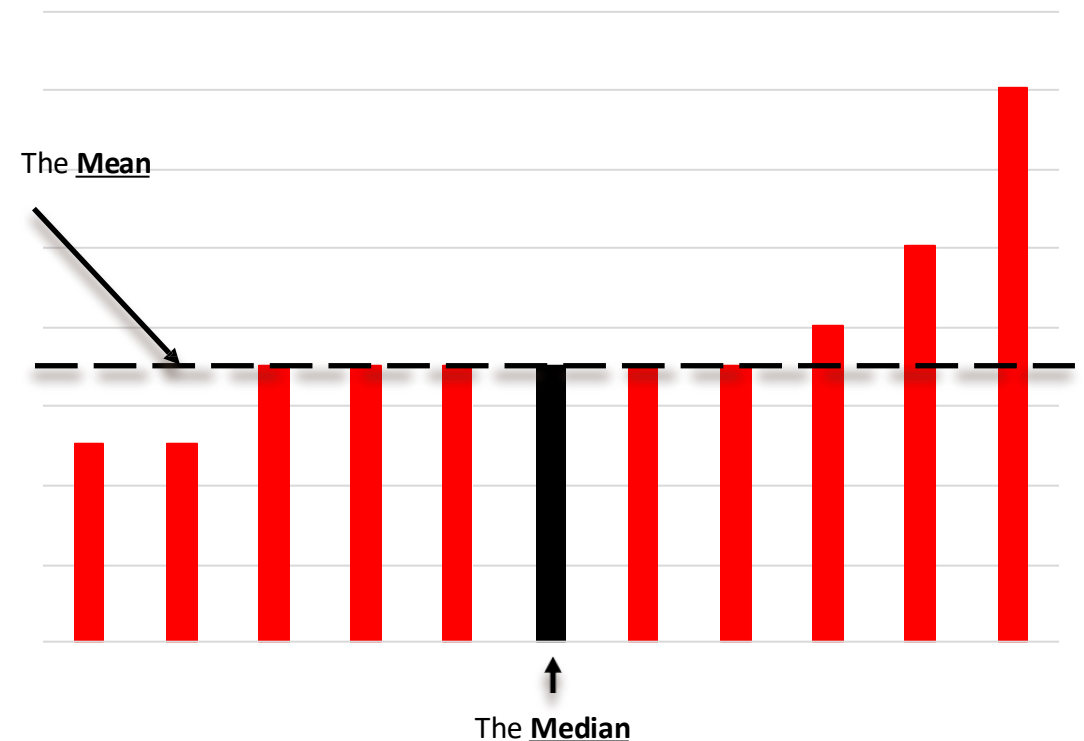


Definitions: Gender pay gap, mean, and median

The **gender pay gap** is the difference between hourly earnings of women and men broken down by mean and median hourly pay, irrespective of role.

The **mean** is the average of the numbers. Calculated by adding up all the numbers and dividing by how many numbers there are.

The **median** is the mid-point of the data set — in this case, the middle of the pay data collected.



Adobe Ireland gender pay gap and pay quartiles

The gender pay gap is the difference between hourly earnings of women and men from July 2024 to June 2025, broken down by mean and median hourly pay, irrespective of role. Adobe Ireland reports a Mean Gender Pay Gap of 18.5% and Median of 10.4%.

Pay quartiles

We organize pay by quartiles. Entry-level roles and those requiring less experience are typically in the lower quartile, with sales and upper management positions in the upper quartiles.

The gender pay gap for this period is largely driven by the fact that we have a higher percentage of women in early career roles and a lower percentage in sales and upper management positions.

MEAN GENDER PAY GAP

18.5%

MEDIAN GENDER PAY GAP

10.4%

PROPORTION OF WOMEN
AND MEN IN EACH PAY
QUARTILE

Low quartile	59%	41%
Lower mid quartile	41%	59%
Upper mid quartile	45%	55%
Upper quartile	40%	60%
	Women	Men

Adobe Ireland bonus pay gap and bonus participation

The gender pay gap for bonus pay shows the difference between the average bonus pay of all women and men across all roles. Bonus pay includes:

- Annual Incentive Plan (AIP): based on a combination of company achievement and individual performance;
- Commission-based plan for sales employees;
- Equity (Restricted Stock Unit) grant programme

Although over 90% of each group received a bonus from June 2024 to June 2025, the gap for bonus pay is larger than that for hourly pay.

This is largely driven by the fact that relatively more women are in early career roles, with fewer women in sales and upper management positions.

You can read more about Adobe’s commitment to creating a company where all employees are empowered to make an impact [here](#).

MEAN BONUS PAY GAP

28.8%

MEDIAN BONUS PAY GAP

18.3%

EMPLOYEES RECEIVING A BONUS

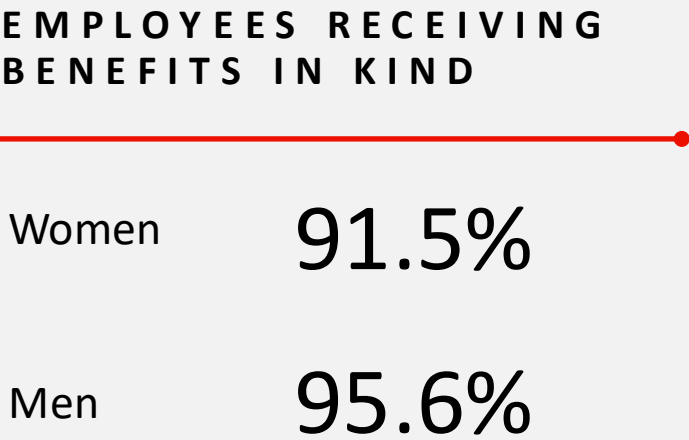
Women 93.2%

Men 95.6%

Adobe Ireland differential in benefits in kind

Benefits in kind are benefits that typically cannot be directly converted into cash but have a cash value, such as private health insurance.

Although all employees are eligible to receive private health insurance, the uptake is not at 100% because a number of employees, both men and women, chose to opt out.



"At Adobe, we are committed to building an inclusive culture where everyone can thrive.

We regularly evaluate our processes and programmes to ensure fairness across hiring, talent development and compensation.

We've seen an overall improvement in our Ireland gender pay gap results since reporting commenced in 2024, and we remain committed to this work."

— Laura Sweeney, Site Leader, Adobe Ireland



Disclaimer

We confirm that our data has been calculated according to the requirements of The Employment Equality Act 1998 (Gender Pay Gap Information) Regulations 2022. The calculation methodology has been checked and approved by our lawyers. We confirm that these figures have been verified and are accurate.

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