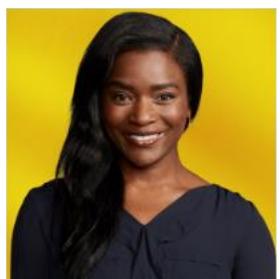


# Gender Pay Report

Adobe UK 2024



# 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.

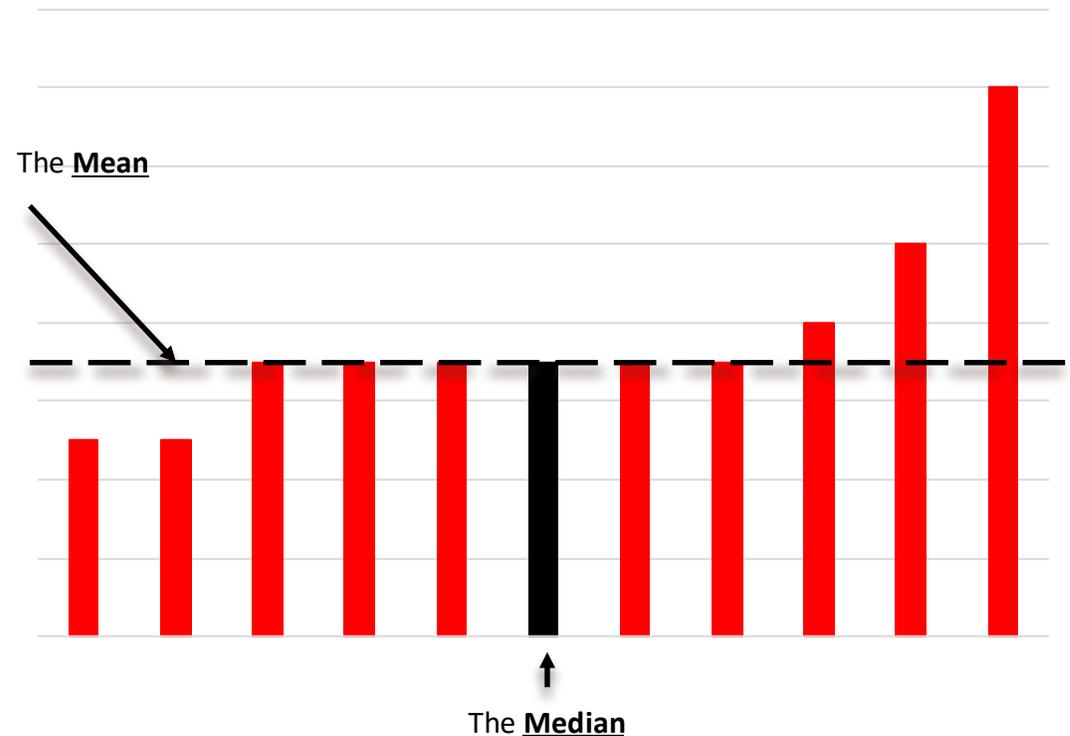


# Definitions: Gender pay gap, mean and median

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 UK gender pay gap and pay quartiles

The gender pay gap is the difference between hourly earnings of women and men on the snapshot date of April 5th 2024, broken down by mean and media hourly pay, irrespective of role. Adobe UK reports a mean gender pay gap of 10.7% and median of 10.8%.

## Pay quartiles

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

### MEAN GENDER PAY GAP

10.7%

### MEDIAN GENDER PAY GAP

10.8%

### PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE

Low quartile	50%	50%
Lower mid quartile	38%	62%
Upper mid quartile	38%	62%
Upper quartile	33%	67%
	Women	Men

# Adobe UK 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.

Adobe UK reports a Mean Gender bonus pay gap of 26.1% and Median of 32.1%.

Although 92.4% of men and 93.7% of women received a bonus in the reporting period, the gap for bonus pay is larger than the gap for hourly pay.

This is largely driven by the fact that fewer women are in more highly paid sales and senior management roles.

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

26.1%

## MEDIAN BONUS PAY GAP

32.1%

## EMPLOYEES RECEIVING A BONUS

Women 93.7%

Men 92.4%

"At Adobe, we believe in creating a company culture where all employees are empowered to make an impact.

We've seen an overall improvement in our UK gender pay gap results since reporting commenced in 2017, and we will stay committed to this work."

— Suzanne Steele, Site Leader, Adobe UK



# 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.

**FIONA GRACE Director, Associate General Counsel, Head of Northern EMEA**

**ABDUL JALEEL VP, Employee Experience EMEA**

