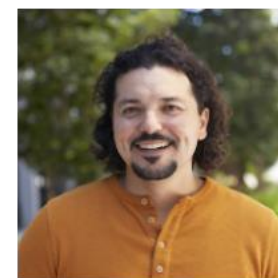


# Gender Pay Report

Adobe UK 2025

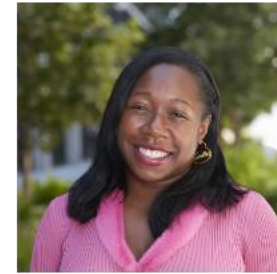


# Introduction

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.

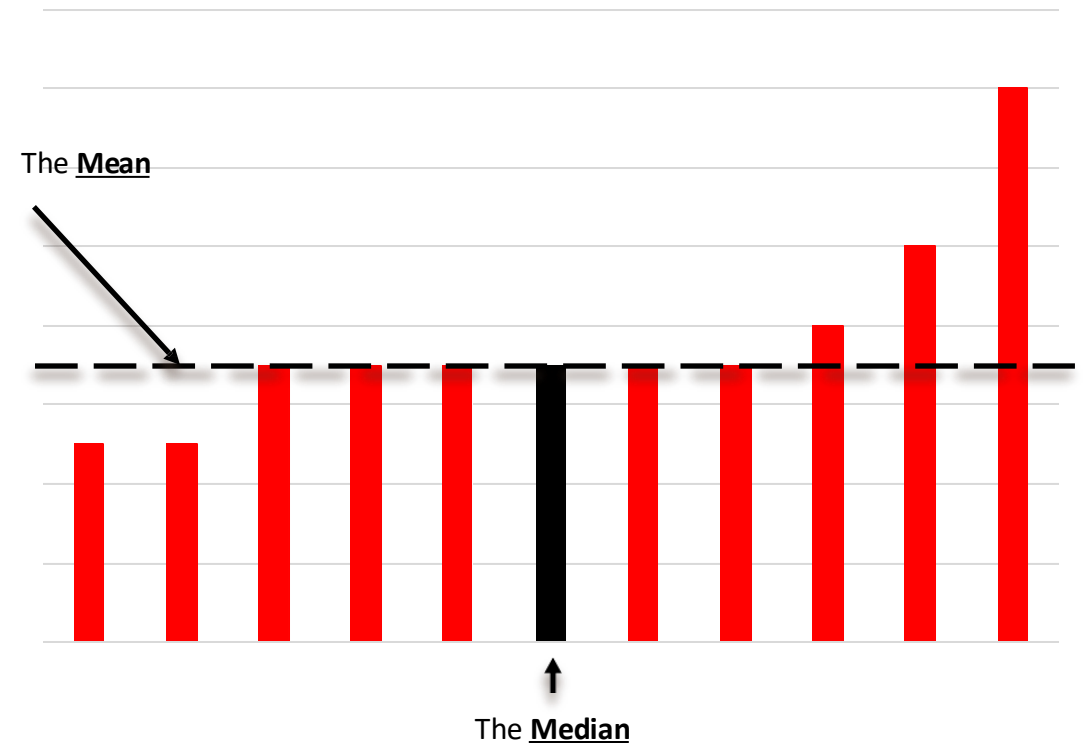


# Definitions: Gender pay gap, mean, and median

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 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 2025, broken down by mean and media hourly pay, irrespective of role. Adobe UK reports a mean gender pay gap of 8.1% and median of 8.2%.

## 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.

### MEAN GENDER PAY GAP

8.1%

### MEDIAN GENDER PAY GAP

8.2%

### PROPORTION OF WOMEN AND MEN IN EACH QUARTILE

Low quartile	49%	51%
Lower mid quartile	44%	56%
Upper mid quartile	37%	63%
Upper Quartile	39%	61%
	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 8% and Median of 26%.

Although 93% of men and 91.3% of women received a bonus in the reporting period, the median gap for bonus pay is larger than the gap for hourly pay.

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

8.0%

## MEDIAN BONUS PAY GAP

26.0%

## EMPLOYEES RECEIVING A BONUS

Women 91.3%

Men 93.0%

# 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**

