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Adobe takes the Lead on Bridging Gender Wage Gap in India

Announces Pay Parity across US and India, reinforcing Adobe's commitment to Diversity and Inclusion

New Delhi, Sept. 8, 2017 — At its annual Adobe & Women and Leadership Summit held in San Jose earlier today, Adobe Systems Incorporated (Nasdaq:ADBE) announced it expects to close the gender wage gap in the U.S. by the end of its fiscal year, with women paid \$1.00 for every \$1.00 earned by male employees. The company anticipates that there will remain no wage gap between white and non-white employees, as previously announced last year. In India, Adobe announced today that female employees are now earning 99 percent of what male employees earn and is working to close the remaining gap. Adobe's U.S. and India employee populations combined comprise 80 percent of the company's global workforce.

"This is an exciting milestone in our journey to make Adobe a leader in diversity and inclusion. Fair pay and equal treatment aren't just the right thing to do; they also have a significant, positive impact on the business bottom line. We will continue to push for full pay parity globally," said **Donna Morris, Executive Vice President, Customer & Employee Experience, Adobe.**

"Today, the gender pay gap phenomenon is a reality across industries in India. Adobe in India committed to providing equal opportunities and pay for all employees, regardless of gender. We are excited to announce pay parity at Adobe India, which is aimed at abolishing the gender pay disparity in the technology industry. This is in line with our commitment towards building Adobe India as a diverse and inclusive workplace for all," said **Abdul Jaleel, Vice President, People Resources, Adobe India.**

More details on today's announcement are available on Adobe's [blog](#). Adobe is globally committed to pay parity, consistent with industry best practices, and will update its pay data annually as part of the Adobe corporate responsibility report.

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