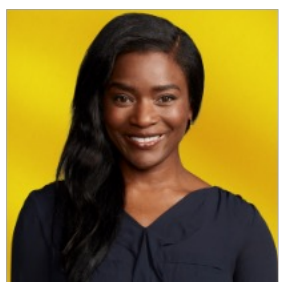
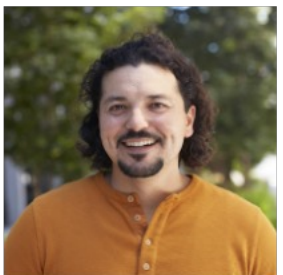


Gender Pay Report

Adobe Ireland 2024



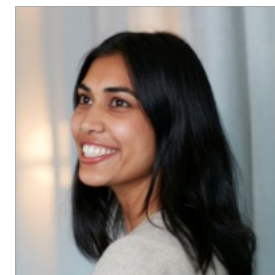
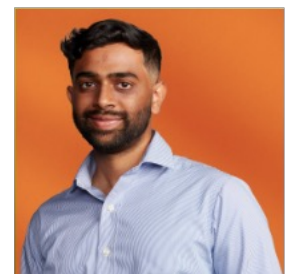
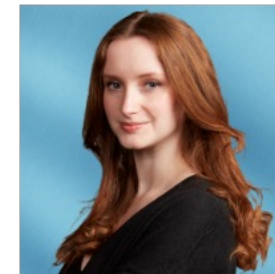
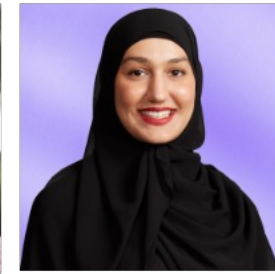
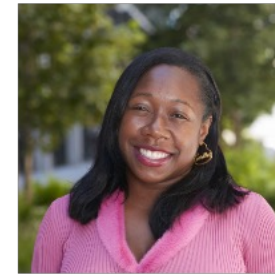
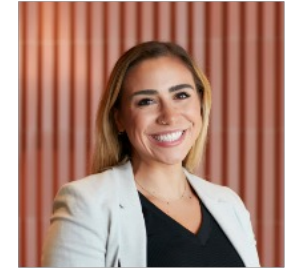
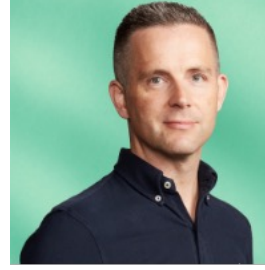
Introduction

Since our founding over 40 years ago, Adobe has invested in building a diverse, equitable, and inclusive environment for our employees. At Adobe, we believe that when people feel respected and included, they can be more creative, innovative, and successful.

We publicly share our global diversity demographics annually in our [Adobe Corporate Social Responsibility Report](#) to provide awareness, highlight progress, and inspire action to achieve greater diversity, equity, and inclusion within Adobe and across the industry.

Our fair pay principles are central to who we are and how we value our employees, and we invest in analysis and transparency to demonstrate that commitment.

We are publishing our gender pay gap results for Ireland for the first time this year (2024), as it is the first time our employee population has reached the threshold for that requirement.



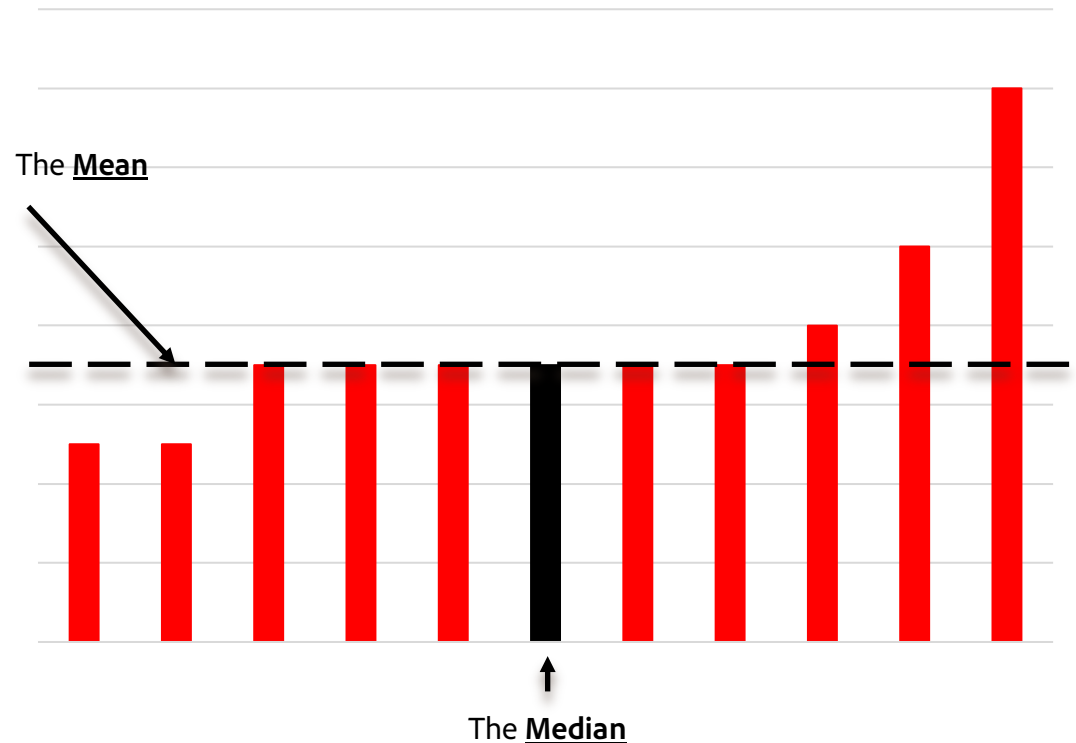
Definitions: Gender pay gap, mean and median

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.

Pay gaps are a separate measure than equal pay.



Adobe Ireland Gender Pay Gap and Pay Quartiles

The gender pay gap is the difference between hourly earnings of women and men from July 2023 to June 2024, broken down by mean and median hourly pay, irrespective of role. Adobe Ireland reports a Mean Gender Pay Gap of 18.6% and Median of 14.6%.

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

18.6%

MEDIAN GENDER PAY GAP

14.6%

PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE

Low quartile	64%	36%
Lower mid quartile	41%	59%
Upper mid quartile	44%	56%
Upper quartile	38%	62%
	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 2023 to June 2024, 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**.

MEAN BONUS PAY GAP

26.5%

MEDIAN BONUS PAY GAP

31.3%

EMPLOYEES RECEIVING A BONUS

Women 92.4%

Men 96.3%

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.

EMPLOYEES RECEIVING BENEFITS IN KIND

Women 93.3%

Men 94.9%

"At Adobe, we are committed to building a more diverse workforce and advancing our efforts to have an inclusive workplace for everyone.

We regularly evaluate our processes and programmes to ensure fairness across hiring, talent development and compensation, which are fundamental in creating an inclusive culture and building diverse teams.

Adobe is focused on creating exceptional opportunities for all our people, from new graduates through to senior leadership, helping us nurture strong pipelines of talent.

We recognise we have more to do and will continue to strengthen our commitment to progress in diversity, equity and inclusion."

— **Laura Sweeney, Site Leader, Adobe Ireland**



Workforce

We continue to work to ensure inclusivity and fairness in our sourcing, interview, and hiring processes.

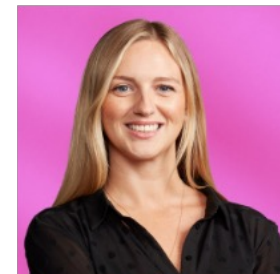
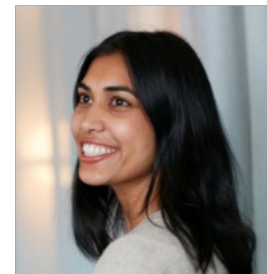
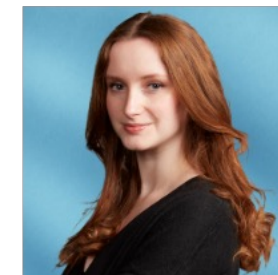
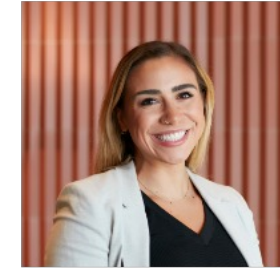
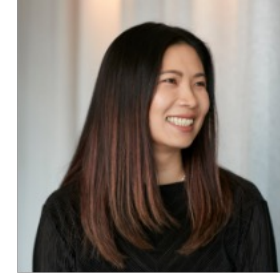
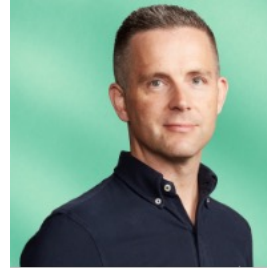
We have partnered with several organisations to broaden our recruiting reach and have introduced programmes to help mitigate potential bias throughout the recruitment and selection process.

In 2023, 57% of our new hires were women, including all new graduate hires, and **75% of open manager roles**.

Focusing on new graduates and managers helps us nurture a strong pipeline of talent and future leaders. We also encourage internal mobility; in 2023, **42.86% of our internal hires at Adobe Ireland were women**.

Additionally, we are focused on ensuring that women have opportunities to gain visibility and grow in their careers at Adobe. A year-long Adobe Leadership Circles programme helps women build their skills important for advancement, and an Adobe Women's Executive Shadow programme creates opportunities for Adobe women to connect with senior leaders in Ireland, EMEA and more broadly across the company.

You can read more about Adobe's Diversity and Inclusion approach [here](#).



Commitments: Workplace

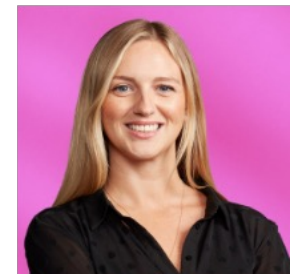
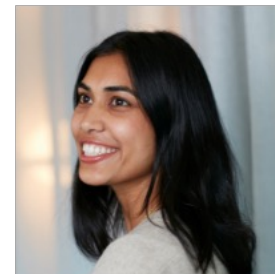
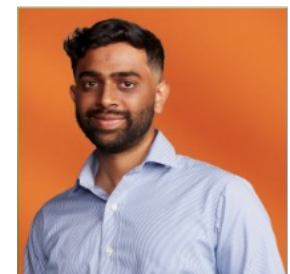
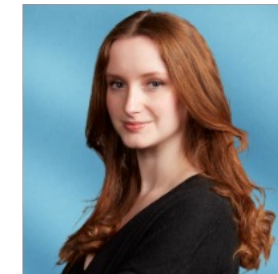
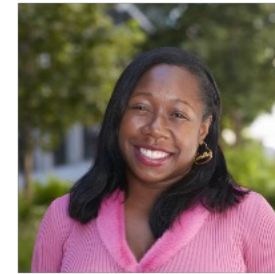
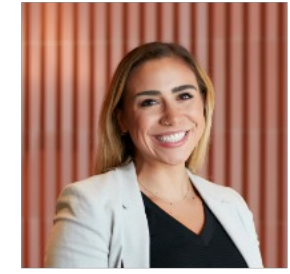
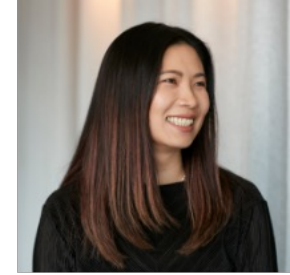
We believe that an inclusive workplace helps every employee feel valued and respected and positions them to do their best work. We nurture this in part through family-friendly benefits and support for regional and global employee communities including our eight employee networks.

In Ireland, our Women at Adobe network organises learning and networking events for employees which feature professional development and leadership sessions focused on topics such as supporting women with information on career advancement and navigating career conversations.

Commitments: Ecosystem

Whilst we invest internally in our employees, we are also supporting programmes that help drive change and attract more women into roles in the technology industry. An example is our sponsorship of Women in Tech Forum (WIT).

Our participation in organisations dedicated to driving change across the broader technology ecosystem, helps women broadly as well as raises Adobe's profile as a career-friendly company for women. In Ireland, our Women at Adobe group has been supporting WorkEqual, an organisation working to equip people seeking to return to the workforce, with a focus on women.



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

