

# ADOBE INC. (ADBE)

2026 DEF 14A · filed 2026-02-27 · CIK 0000796343

## Headline facts

### CEO TOTAL PAY

**\$51,173,935**

Shantanu Narayen · 2025 · +2% YoY

### CEO PAY RATIO CD&A

**217 to 1**

Median employee: \$235,989

### SAY ON PAY CD&A

**80%**

Extracted from: Compensation Discussion &amp; Analysis

### COMPENSATION COMMITTEE CD&A

**Executive Compensation Committee**

## Governance policies

### CLAWBACK

**present**

### PLEDGING

**prohibited**

### HEDGING

**prohibited**

### STOCK OWNERSHIP GUIDELINES

**present**

## Peer snapshot

4 peers auto-selected from ADBE's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
<b>AMZN</b> AMAZON COM INC	\$2,069,861	51 to 1	\$40,206	Leadership Development and Compensation Committee
<b>AAPL</b> Apple Inc.	\$74,294,811	533 to 1	\$139,483	People and Compensation Committee
<b>AVGO</b> Broadcom Inc.	\$205,278,006	543 to 1	\$378,281	Compensation Committee
<b>META</b> Meta Platforms, Inc.	\$25,125,904	65 to 1	\$388,200	Compensation, Nominating & Governance Committee

EXECUTIVE COMPENSATION

## Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Shantanu Narayen CHAIR OF THE BOARD AND CEO	\$1,500,000	\$45,376,110	\$3,120,000	\$1,177,825	\$51,173,935
Anil Chakravarthy PRESIDENT, CUSTOMER EXPERIENCE ORCHESTRATION BUSINESS	\$800,000	\$15,900,898	\$1,040,000	\$49,926	\$17,790,824
David Wadhvani PRESIDENT, CREATIVITY AND PRODUCTIVITY BUSINESS	\$800,000	\$15,900,898	\$1,040,000	\$45,686	\$17,786,584
Daniel Durn CFO AND EXECUTIVE VICE PRESIDENT, FINANCE, TECHNOLOGY, SECURITY AND OPERATIONS	\$900,000	\$14,443,742	\$936,000	\$22,284	\$16,302,026
Louise Pentland Named executive officer	\$403,846	\$12,532,771	\$415,714	\$236,253	\$15,588,584

## CEO pay mix (latest year)

Base salary	3%
Cash incentive	6%
Equity	89%
Other	2%
<b>At-risk</b>	<b>95%</b>

## Every fact above, traced back to filing text

Generated 2026-05-13 20:56:34Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

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### CEO pay ratio = 217 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

*“date fair value for the entirety of the performance shares granted to our CEO under the 2025 PSP and includes a portion of the grant date fair value of performance shares granted to our CEO under the 2024 and 2023 PSPs, as a result of accounting principles applicable to the reporting of the performance shares). This resulted in a ratio of 217 to 1. To identify the median employee, we took into account target annual base salary, target annual cash incentive bonus and grant date accounting value of RSU and performance share awards granted to our employees, excluding Mr. Narayen, as of November 2...”*

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### Median employee compensation = \$235,989

Extracted from: Compensation Discussion & Analysis · confidence 0.9

*“economic position. Therefore, Messrs. Chakravarthy’s and Wadhvani’s payments are subject to a reduction, and Mr. Chakravarthy would receive a reduced severance payment and Mr. Wadhvani would not receive a severance payment.CEO Pay RatioThe fiscal year 2025 annual total compensation of our CEO was \$51,173,935 and the annual total compensation of our median compensated employee was \$235,989, based on the methodology presented in the Summary Compensation Table (which, as discussed in footnote 2 to the Summary Compensation Table, does not reflect the grant date fair value for the entirety of the p...”*

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### Say on pay = 80%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

*“At our 2025 Annual Meeting, approximately 80% of the votes cast approved, on an advisory basis, our fiscal year 2024 NEO compensation.”*

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### Compensation committee = Executive Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

*“Finally, it analyzes how and why the Executive Compensation Committee of our Board (the “Committee”) made its compensation decisions for our executive officers, including our NEOs, in fiscal year 2025”*

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### Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

*“clawback policy”*

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### Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*“Insider Trading Policy explicitly prohibits any director or employee, including our NEOs, from hedging their equity ownership in Adobe by engaging in short sales or trading in any derivatives involving Adobe securities”*

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### Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*“Our Insider Trading Policy prohibits all employees and officers from pledging shares, engaging in short sales or hedging transactions involving Adobe’s securities.”*

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**Stock ownership guidelines = present**

Extracted from: Compensation Discussion & Analysis · confidence 0.94

*“Stock Ownership Guidelines”*