

**Adobe Inc.**

Ticker : ADBE.US

Country of Operation : UNITED STATES

Industry Sector : Application Software

Meeting Date : 4/9/2020

Meeting Type : Annual

Item #	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Rationale
1	Report on Gender Pay Gap	Shareholder	Against	Against	Adobe's proxy statement does not discuss each metrics' weight, target, threshold or maximum for STI. Individual performance metrics also appear to be quite broad and generic to believe that they actually merit additional incentive apart from being natural part of CEO's duties. Although qualified support would make sense given the overall alignment between pay and performance in terms of quantum, an engagement to discuss structural transparency of STI would be desired before next year's AGM.