



# 2019 Adobe Corporate Social Responsibility Report



## Doing our part.

For nearly four decades, Adobe has had an enduring mission to Change the World Through Digital Experiences, and it's particularly relevant in these unprecedented times.



As we publish our 2019 Corporate Social Responsibility Report, the devastating impact of COVID-19 is unfolding before us, changing everything about life and work as we know it. We're all focused on how to best protect and support our families, employees, customers, and communities. On behalf of all Adobe employees, I want to let you know that our thoughts are with those who are affected.

In this challenging environment, technology has taken on an increasingly critical role as the sole method of communicating, learning, donating, buying, and selling. Adobe Creative Cloud, Document Cloud, and Experience Cloud have become even more mission-critical to our customers and we're finding creative ways to inspire, engage, and enable their productivity. As schools moved online, we gave in-home licenses for Adobe Creative Cloud to students and provided free distance learning resources to educators. To support small businesses, we provided free trials and training for Magento Commerce and Marketo. We provided software, consulting services, and enhanced programs like our trial of Adobe Sign to businesses, nonprofits, and government agencies to help keep their operations running and to power essential services.

To support our communities locally and globally, to date, Adobe has made a \$4.5M commitment to trusted organizations including the Silicon Valley Community Foundation and the International Federation of Red Cross and Red Crescent Societies. I'm particularly proud of our employees who've given generously with our 2:1 match and virtually volunteered to help relief causes. We're grateful to those on the frontlines every day keeping us safe and we've encouraged people to use their creativity to honor their heroes.

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**Adobe's core belief that digital experiences have the power to change the world guides our efforts to champion our employees, empower every voice, lift our communities, and work to build a sustainable future. While much has changed since 2019, as we reflect on the year, we're proud of our progress and the impact of our team.**

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## Championing employees

Our employees are our greatest asset, and we've delivered on our commitment to foster a diverse and inclusive workplace. After achieving global pay parity, we set our sights higher in 2019 when we launched the Opportunity Parity initiative, which examines fairness in promotions and horizontal movement across demographic groups.

At Adobe, we underscore the value of being involved, and we provide numerous opportunities for employees to give back to our communities. In 2019, a record 70% of Adobe employees participated in giving and volunteer programs, lending both their time and unique talents to nonprofits.

## Empowering every voice

We partner with organizations that share our commitment to elevating diverse voices and creating greater opportunities for all, especially the underrepresented. In 2019, we awarded \$3.5 million in creativity and STEAM (Science, Technology, Engineering, Arts, and Math) scholarships and we reached over 150,000 youth in 25 countries through the Adobe Creativity Network. As founding members of the Sundance Ignite Program, we've helped young, aspiring filmmakers tap into their creativity to shape the future of filmmaking.

## Lifting our communities

We strongly believe in giving back to the communities in which we live and work. In 2019, we supported 60,000 non-profit organizations and invested approximately \$50 million in our communities. We partnered with nonprofits around the world to help them achieve their goals. The National Center for Missing and Exploited Children (NCMEC) leverages Adobe Photoshop and Adobe Experience Cloud to help keep children safe. We were honored to receive NCMEC's 2019 Hope Award for our ongoing partnership and support of their mission.

Our technology has broad societal impact as it's democratizing creativity and storytelling for *all*. By providing tools that allow people to tell their stories, we empower all voices. We support this mission by starting early—in the classroom and through

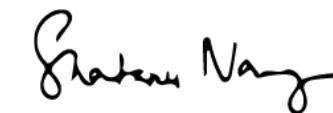
educators. And, with 23 million students having access to Adobe Spark, we're helping the next generation build the skills they need to compete in the digital age.

## Building a sustainable future

In our pursuit to achieve 100% renewable energy by 2035, we quadrupled our renewable electricity deployment in 2019 without the use of offsets or unbundled renewable energy credits. We also announced our commitment to set new, more ambitious Science Based Targets to align with updated climate guidance. As a result of these actions, we were named to both the Dow Jones Sustainability Index and the CDP A List in 2019 for the fourth consecutive year.

While we're facing difficult times now, I'm encouraged by the tremendous dedication and innovation I see from our employees, customers, and communities. I'm optimistic that if we continue to work together, we can lift each other up and emerge stronger than ever before.

Sincerely,



Shantanu Narayen  
Chairman, President & CEO, Adobe, Inc.

# Our values in action.

## Governance

**45%**

women and people of color on our Board

**\$11.17b**  
in revenue

Acquisition:  
**Allegorithmic SAS**

## Community

**70%**

employee CSR participation

**60k+**  
organizations served

**\$49.1m**  
invested in communities

## Employees

**#8**

on Fortune's Best Workplaces for Diversity 2019 list

We're pioneering opportunity parity for our  
**22,634**  
global employees

## Sustainability

**4x**

more renewable electricity deployed

**4**  
years straight  
CDP A List and DJSI

**7.1%**  
decrease in overall Scope 1 and Scope 2 market-based emissions

# Practicing sustainability.

We don't want to simply offset our carbon footprint—we want to fundamentally change it.

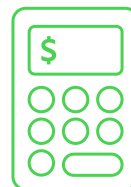
At Adobe, we find new ways to conserve natural resources in everything we do—and we've seen big benefits for our business, our customers, our people, and our communities. We started working toward our 100% renewable energy goal years ago. We became an early member of [RE100](#) and joined the [Science Based Targets initiative](#) with verified goals, and in 2020 we committed to increasing the ambition of our targets.

We advocate for local, regional, and federal policies to decarbonize and modernize our grids and open them up to renewable energy for everyone, not just our own business. Most importantly, we plan to reach our goal without purchasing any unbundled renewable energy credits or carbon offsets.



## Saving money, saving resources

We also help our customers practice sustainability through their use of Adobe products. Developed in partnership with the Environmental Paper Network, our [Resource Saver Calculator](#) enables customers to see exactly how many natural resources they can save—and the emissions and costs they can avoid—by using Adobe Document Cloud and Adobe Sign.



See how [The Global Fund](#) advances their mission using digital workflows based on Document Cloud.



“The North Tower is going to be among the first of its kind in Silicon Valley to be powered by clean, renewable energy.”

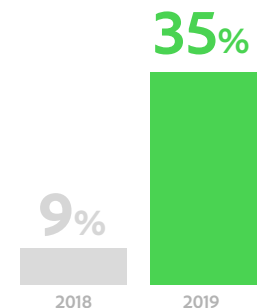
— Shantanu Narayen, Adobe CEO

## Going all-electric

In the summer of 2019, we broke ground on the North Tower—an 18-story, all-electric building. Through renewable energy policy advocacy and procurement, we're working to shape an all-electric future powered by 100% decarbonized grids.

**21% reduction**  
in energy use  
intensity across  
Adobe workspaces  
from FY17

We deployed almost **4x**  
**more renewable electricity**  
without the use of offsets  
between 2018-19



# Adobe For All.

When people feel appreciated and included, they can be more creative, innovative, and successful. We call this Adobe For All, our vision for advancing diversity and inclusion.

## Four key areas of focus

**Pipeline:** Helping young people of all backgrounds learn and get excited about tech careers.

**Candidates:** Sourcing candidates from all backgrounds and ensuring fair interview and hiring processes.

**Employees:** Creating an inclusive workplace through community building, training, and enablement—and offering family-friendly benefit policies

**Industry:** Joining forces with our customers, partners, vendors, and peers to drive broad progress.

## FY2019 metrics

We made positive progress toward more diverse employee representation.

33%

global employees are women

1% increase from the end of FY2018

10.2%

U.S. employees are from an under-represented minority population\*

0.6% increase from the end of FY2018

1:1

global gender pay parity

\* Underrepresented minorities are those who identify as Black/African American, Hispanic/Latino, Native American, Pacific Islander, and/or two or more races.



We want every employee to feel they have fair compensation and opportunity.

## Employee parity

In September FY2019 we reaffirmed our commitment to global gender pay parity, after initially achieving global gender pay parity in October 2018.

## Opportunity parity

In early 2019 we announced a new initiative called opportunity parity where we're examining fairness in promotions and horizontal movement across demographic groups. We shared our initial opportunity parity findings relative to promotion rates in September 2019. At the end of FY2019, we updated our metrics which showed that our promotion rates for global males and females and U.S. race/ethnicity (white vs. non-white) had a less than 1% variance.

# Record engagement.

70% of Adobe employees engaged in our Corporate Social Responsibility programs in 2019.

For participants in our skills-based programs:



**45%**  
included their volunteer role as part of their **Check-In** performance review

**90%**  
report they'll use skills gained through their experience in their job

## Launching careers

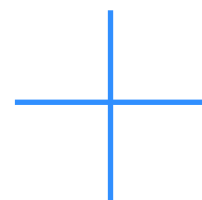
Part of our commitment to fostering a diverse and inclusive workforce, the **Adobe Digital Academy** offers career switchers the education and experience they need to launch successful careers in user experience (UX) design, data science, and web development. To help other companies build their own modern apprenticeship programs, in 2019 we created an open-source playbook that explains our process and offers tips and best practices. Here's how Digital Academy is making a difference in the lives of our apprentices:

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The average salary increase for Digital Academy graduates is from

**\$30k to 100k**

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**96%**  
graduate retention rate for Adobe's full-time hires

**50%**  
of hires are promoted within their first year

## Diverse voices

Adobe awarded scholarships in creativity and STEM, including to the **Adobe Creativity Scholars**—20 scholars from 10 countries—many of whom are first-generation college students. They share a dedication to using their creative skills to make a positive impact on the world.

**\$3.5m**  
in scholarships awarded in 2019



# Building trust.

The security of our customers' data is one of our top priorities.

## Continuous security innovation with automation

We employ a rigorous set of security best practices that span software development practices, processes, and tools, and we integrate these into multiple stages of the product lifecycle. We're investing in machine learning, artificial intelligence, bots, containers, and other cutting-edge cloud automation technologies across all our businesses and platforms to help our customers deliver better and more secure digital experiences. Automation also provides better data to help us find issues more quickly, make better-informed decisions, and increase the pace of innovation throughout the company.

## Increasing transparency in digital content through content authenticity

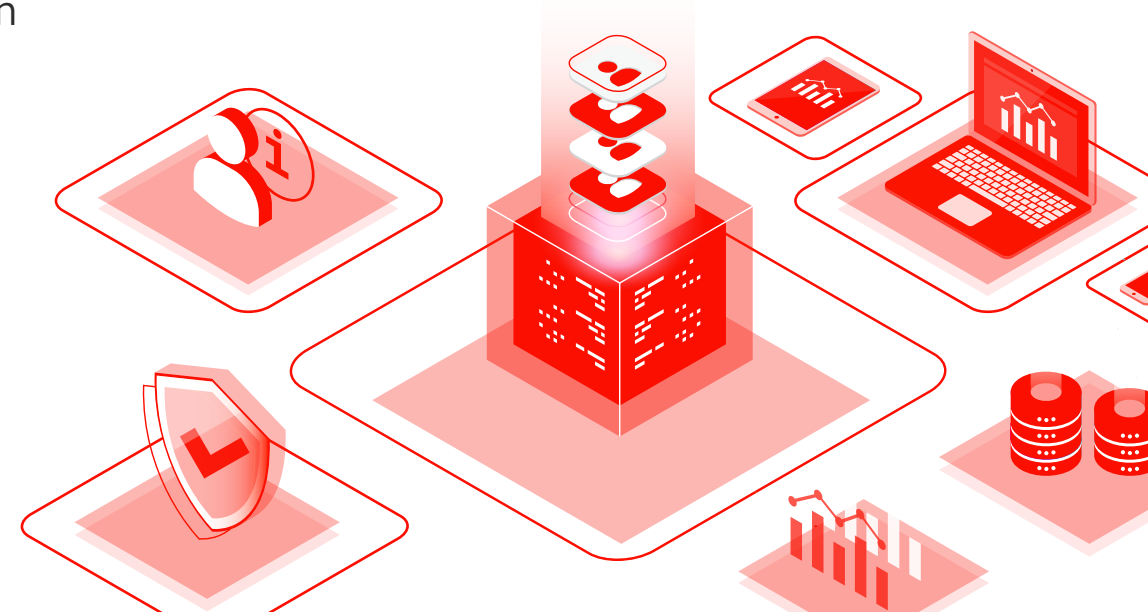
In 2019, we launched the [Content Authenticity Initiative](#) to develop an industry standard for digital content attribution, and we've invited other companies to join and help create a long-term solution. We want to drive adoption of a shared industry framework to give consumers greater confidence about the authenticity of the content they're consuming.

## Data privacy

We believe privacy is an essential element of consumer trust, and that responsible privacy practices power great experiences. We continue to build on a strong foundation of privacy and security controls, and we're committed to respecting consumer privacy and recognizing the importance of transparency and consumer choice. In 2019, to shore up our commitment to privacy by design and security controls, we teamed up with TrustArc to independently verify our GDPR-readiness for various offerings within Adobe Experience Cloud.

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Learn more about our efforts at the [Adobe Trust Center](#) and on the [Security @ Adobe](#) blog.





REFERENCE INDICES	KEY PERFORMANCE INDICATOR
<b>GRI 102-1</b>	Name of Organization <a href="#">Adobe Inc.</a>
<b>GRI 102-3</b>	Location of Organization's Headquarters <a href="#">San Jose, CA</a>
<b>GRI 102-2</b>	Primary Brands, Products, and Services  <b>Digital Media Offerings: Adobe Creative Cloud</b> (Adobe Photoshop, Adobe Photoshop Lightroom, Adobe Illustrator, Adobe Fresco, Adobe InDesign, Adobe Stock, Adobe XD, Adobe Premiere Pro, Adobe Premiere Rush, Adobe After Effects, Adobe Dimension, Adobe Aero, Substance by Adobe, Adobe Fonts, Behance, Adobe Spark); <b>Acrobat and Adobe Document Cloud</b> (Adobe Acrobat DC, Adobe Sign, Adobe Scan)  <b>Digital Experience Cloud Products and Services: Data and Insights</b> (Adobe Experience Platform, Adobe Analytics, Adobe Audience Manager, Customer Journey Analytics, Real-Time Customer Data Platform); <b>Content and Commerce</b> (Adobe Experience Manager, Adobe Target, Magento Commerce); <b>Customer Journey Management</b> (Adobe Campaign, Marketo Engage, Journey Orchestration); <b>Advertising</b> (Adobe Advertising Cloud Demand Side Platform, Adobe Advertising Cloud Search, Adobe Advertising Cloud TV, Adobe Advertising Cloud Creative)

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2017*	2018*	2019
<b>GRI 102-7</b>	Total Revenue	\$7.302B	\$9.030B	<a href="#">\$11.171B</a>
	% of Total Revenue			
	Americas	58%	57%	<a href="#">58%</a>
	EMEA	27%	28%	<a href="#">27%</a>
	APAC	15%	15%	<a href="#">15%</a>
	Net Income	\$1.694B	\$2.591B	<a href="#">\$2.951B</a>
	% Effective Tax Rate	21%	7%	<a href="#">8%</a>
	Total Final Shareholder Resolutions	0	0	<a href="#">1</a>
<b>GRI 102-22</b>	# of Executive and Non-Executive Members of the Board of Directors	10	10	<a href="#">11</a>
<b>GRI 102-22</b>	% Independent Board Members	90%	90%	<a href="#">91%</a>
<b>GRI 102-23</b>	Separate CEO and Chair Roles	No	No	<a href="#">No</a>
	% Female Board Members	20%	20%	<a href="#">27%</a>
	Acquisitions	TubeMogul	Marketo + Magento	<a href="#">Allegorithmic SAS</a>
	# of Patents Held	345	363	359

\* Prior year Adobe Corporate Social Responsibility Reports are [available here](#).

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2017	2018	2019
<b>Employees</b>				
<b>GRI 102-7</b>	Global Employees	17,973	21,357	22,634
<b>SASB TC-SI-330a.1</b>	% Employees in U.S.	48%	51%	52%
<b>SASB TC-SI-330a.1</b>	% Employees Outside U.S.	52%	49%	48%
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Female Employees	31%	32%	33%
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Male Employees	69%	68%	67%
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Female People Managers	27%	28%	29%
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Male People Managers	73%	72%	71%
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Female Leaders (Director +)	23%	24%	25%
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Male Leaders (Director +)	77%	77%	75%
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Females in Tech Roles*	22%	24%	25%
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Males in Tech Roles*	78%	76%	75%

\* Note: % in Tech Roles across all years does not add up to 100% due to 1% of voluntary non-disclosure

<b>Ethnicity (U.S. Only)</b>				
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% White	63%	61%	<u>59%</u>
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Asian	28%**	30%**	<u>31%</u>
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Hispanic	5%	5%	<u>5%</u>
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Black	2%	2%	<u>2%</u>
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Pacific Islander	**	**	<u>1%</u>
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Native American/Alaska Native	<1%	<1%	<u>&lt;1%</u>
<b>GRI 102-8, SASB TC-SI-330a.3</b>	% Two or More Races	2%	2%	<u>2%</u>

\*\* Note that prior to FY19, the Asian ethnicity category also included Pacific Islander.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2017	2018	2019
	<b>Talent Development</b>			
	Net Employment Creation as a % of Total Employees	14%	19%	13%
<b>SASB TC-SI-330a.2</b>	Satisfaction Level of Employees	89%	88%	87%
	% Open Positions Filled by Internal Candidates	23%	30%	29%
<b>GRI 403-2</b>	# of Employee Fatalities Resulting from Operational Accidents per 100,000	0	0	0
<b>GRI 403-2</b>	# Contractor Fatalities Resulting from Operational Accidents per 100,000	0	0	0
<b>GRI 403-2</b>	# Injuries and Illnesses per 200,000 Hours Worked	0	0	0
	# of Incidents of Non-Compliance (Health and Safety of Products, Incidents Resulting in a Fine or Penalty, Incidents Resulting in a Warning)	0	0	0
	<b>Public Policy</b>			
	Total Financial Contributions to Political Parties, Politicians, and PACs	\$0	\$0	\$0
<b>GRI 415-1</b>	Lobbying and Political Expenses	\$1.1M	\$920K	\$1.34M <a href="#">Senate</a>   <a href="#">House</a>

# Community

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2017	2018	2019
<b>GRI 201-1</b>	Total Community Investment (Cash and In-Kind)	\$39.1M	\$50.7M	\$49.1M
	Value of Talent Contributions Through Pro Bono Projects (US\$)	\$2,865,600	\$1,132,838	\$1,278,000
	Employee Participation Percentage	63%	65%	70%
	Organizations Served	42,218	36,768	60,844
	Number of Hours Volunteered	113,711	120,641	134,594
	Company Match of Employee Financial Contributions and Volunteer Hours (US\$)	\$7,844,272	\$8,864,593	\$10,059,599
	Product Donation (FMV)	\$16.9M	\$30.1M	\$24.8M

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2017	2018	2019
	<b>Climate</b>			
	Total Space Worldwide (Sq. Ft.)	3,909,412	4,633,898	4,685,530
	% LEED/ Green-Certified Buildings [Owned and Leased]*	78%	76%	75%
	% Employees in LEED/ Green-Certified Workspaces*	70%	64%	61%
	% of Total Owned and Managed	65%	57%	54%
	% of Total Leased	35%	43%	46%
	% of Total in U.S.	58%	61%	62%
	% of Total in India	25%	21%	21%
	% of Total in Rest of World	17%	18%	17%
	CDP Score	A	A	A
<b>GRI 302-1</b>	Total Energy Consumption [MWh]	237,959	223,248	221,486
<b>SASB TC-SI-130a.1</b>	Total Energy Consumption [GJ]	853,042	803,693	797,351
<b>SASB TC-SI-130a.1</b>	% of Total Energy Consumption that is Grid Electricity	N/A	70.8%	71.9%
<b>SASB TC-SI-130a.1</b>	% of Total Energy Consumption that is Renewable Energy	N/A	6.6%	25.2%
	% of Total Electricity Consumption that is Renewable Electricity	N/A	9.4%	34.9%
	Global Grid Electricity Purchased and Consumed [Mwh]	156,479	157,958	159,277
	% Electricity Purchased and Consumed from Managed Colocated Data Centers	26%	25%	21%
	Global Fuel Purchased and Consumed (Natural Gas and Diesel/Gas Oil) [Mwh]	75,226	66,100	62,210
	Fuel Cell Electricity Produced [Mwh]	11,745	11,337	11,230
	% Fuel Cell Electricity Produced On-Site	9.9%	7.2%	7.0%
	Adobe Workspace Total Energy Use (Does Not Include Managed COLO Energy) [Mwh]	197,256	184,481	186,894
	Energy Use Intensity of Adobe Workspaces (Mwh/Square Foot)	0.0505	0.0406	0.0399
	% of Employees Driving Registered EVs to Work (San Jose, San Francisco, Seattle, Lehi)	15%	18%	24%
<b>G4-EN6</b>	Renewable Energy Goal Established	100% renewable energy by 2035	100% renewable energy by 2035	100% renewable energy by 2035

\*Due to improvements in data accuracy, Adobe has updated our LEED percentage calculation methodology for FY17-19 for both square footage and % of employees.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2017	2018	2019
<b>Climate</b>				
<b>GRI 305-1</b>	Scope 1 GHG Emissions [Tonnes CO2e]	11,361*	12,119	11,817
	Scope 1 GHG Emissions from Stationary Combustion (Natural Gas, Diesel, and LPG) [Tonnes CO2e]	13,280	12,103	10,855
	Scope 1 GHG Emissions from Natural Gas Used in Fuel Cells [Tonnes CO2e]	4,794	4,625	4,611
<b>GRI 102-56</b>	Verification Status of Reported Scope 1 Emissions	Third party verified	Third party verified	Third party verified
<b>GRI 305-2</b>	Scope 2 GHG Emissions, Location-Based [Tonnes CO2e]	66,268	58,874	56,128
	Scope 2 GHG Emissions, Market-Based [Tonnes CO2e]	59,184	47,871	43,893
	Scope 2 GHG Emissions, Location-Based, from Managed Collocated Data Centers	18,648	16,271	10,870
<b>GRI 102-56</b>	Verification Status of Reported Scope 2 Emissions	Third party verified	Third party verified	Third party verified
<b>GRI 305-3</b>	Scope 3 GHG Emissions [Tonnes CO2e]	43,258	51,738	542,874
	Scope 3 GHG Emissions from Purchased Goods and Services [Tonnes CO2e]	N/A	N/A	358,472
	Scope 3 GHG Emissions from Capital Goods [Tonnes CO2e]	N/A	N/A	39,706
	Scope 3 GHG Emissions from FERA [Tonnes CO2e]	N/A	N/A	14,180
	Scope 3 GHG Emissions from Upstream Transportation and Distribution	N/A	N/A	739
	Scope 3 GHG Emissions from Employee Travel [Tonnes CO2e]	32,512	40,498	88,959**
	Scope 3 GHG Emissions from Employee Commuting [Tonnes CO2e]	10,746	10,603	42,037***
<b>GRI 102-56</b>	Verification Status of Reported Scope 3 Emissions	Third party verified	Third party verified	Third party verified
<b>GRI 305-5</b>	Emissions Reductions from Energy Efficiency Projects [Tonnes CO2e]	420	492	143
<b>GRI 305-6</b>	Emissions of Ozone-Depleting Substances [Tonnes]	57	6	486
<b>GRI 305-4</b>	Normalized Carbon Intensity [Tonnes CO2e (Scope 1+2)/ FTE]	4.5	3.3	3.0
<b>GRI 303-1, SASB TC-SI-130a.2</b>	Total Water Consumption—U.S. and India Owned and/or Managed Facilities [Cubic Meters]	279,000	251,136	262,045
<b>SASB TC-SI-130a.2</b>	% of Water Recycled	N/A	1.6%	15.4%
<b>SASB TC-SI-130a.2</b>	% of Water in Regions with High or Extremely High Baseline Water Stress	N/A	80% (High Risk: 37%, Extremely High Risk: 43%)	42% (High Risk: 33%, Extremely High Risk: 9%****)

\* Due to improvements in our data accuracy, our FY17 Scope 1 emissions are 11,361 MTCO2e compared to previously reported 14,477 MTCO2e.

\*\* In FY19, the air travel portion of business travel emissions increased significantly from FY18 because we began applying air travel emissions factors that account for radiative forcing and because we began applying air travel emissions factors that are specific to class of travel.

\*\*\* In FY19, we began applying emissions factors that are specific by commute mode of travel.

\*\*\*\* The WRI Aqueduct Water Risk Atlas Tool reclassified risk areas in 2019.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2017	2018	2019
	<b>Waste</b>			
<b>GRI 306-2</b>	Waste Diverted from Global Owned and/or Managed Facilities [Short Tons]	1,669	1,493	1,652
<b>GRI 306-2</b>	Waste Diversion Rate (% of Total)	92%	91%	92%
<b>GRI 307-1</b>	Environmental Fines, Penalties, and Settlements	\$0	\$0	\$0
	<b>Data Centers</b>			
	Scope 2 Location-Based GHG Emissions from Adobe-Owned Data Center in Hillsboro, OR [Metric Tonnes CO2e]	12,326	11,365	15,368
	Electricity Purchased and Consumed from Adobe-Owned Data Center in Hillsboro, OR [MWh]	29,749	38,230	51,695
	Scope 2 Location-Based GHG Emissions from Collocated Data Centers [Metric Tonnes CO2e]	18,429	16,547	10,870
	Electricity Purchased and Consumed from Collocated Data Centers [MWh]	40,703	38,767	32,831
<b>SASB TC-SI-130a.3</b>	Description of Integration of Environmental Considerations to Strategic Planning for Data Center Needs	N/A	<a href="#">Data Center Management</a>	<a href="#">Data Center Management</a>
	<b>Suppliers</b>			
	% Suppliers Required to Comply with RBA	100%	100%	100%
	RBA Validation Audits of Turn-Key Suppliers	None Required	None Required	None Required
<b>GRI 412-3</b>	% Significant Suppliers That Have Undergone Human Rights Screenings	100%	100%	100%
<b>GRI 407-1</b>	# Incidents Related to Freedom of Association	0	0	0
<b>GRI 408-1</b>	# Incidents Related to Child Labor	0	0	0
<b>GRI 409-1</b>	# Incidents Related to Forced Labor	0	0	0

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2019
	<b>Governance</b>	
<b>GRI 102-15</b>	Evaluation of Risks of Taxation on Future Company Value Creation	<a href="#">Adobe Form 10-K</a>
<b>GRI 102-16</b>	Statement on Company's Main Risk Factors	<a href="#">Adobe Form 10-K</a>
	Tax Policy	<a href="#">Adobe Tax Policy</a>
<b>GRI 102-43</b>	Shareholder Engagement Procedures	<a href="#">Adobe 2020 Proxy Statement</a>
	Restated Certificate of Incorporation	<a href="#">Certificate of Incorporation</a>
	Independent Audit Committee	<a href="#">Adobe 2020 Proxy Statement</a>
	Independent Compensation Committee	<a href="#">Adobe 2020 Proxy Statement</a>
<b>GRI 102-24</b>	Independent Nominating and Governance Committee	<a href="#">Adobe 2020 Proxy Statement</a>
<b>GRI 102-35</b>	Board Remuneration Disclosure	<a href="#">Adobe 2020 Proxy Statement</a>
<b>GRI 102-35</b>	External Reporting of Compensation of Senior Executives	<a href="#">Adobe 2020 Proxy Statement</a>
<b>GRI 102-36</b>	CEO Compensation Linked to Total Shareholder Return (TSR) or Similar	<a href="#">Adobe 2020 Proxy Statement</a>
<b>GRI 102-37</b>	Shareholders Have Right to Vote on the Remuneration of Executives	<a href="#">Adobe 2020 Proxy Statement</a>
	% Average Overall Attendance of Coard Meetings	<a href="#">Adobe 2020 Proxy Statement</a>
	Audit, Audit Related and Non-Audited Related Fees Paid	<a href="#">Adobe 2020 Proxy Statement</a>
<b>GRI 102-36</b>	Executive Stock Ownership Guidelines Promotes Long-Term Performance Perspective	<a href="#">Adobe Corporate Governance Guidelines</a>
	Clawback Policy	<a href="#">Adobe 2020 Proxy Statement</a>
	Adobe Materiality Assessment	<a href="#">Materiality Assessment*</a>

\* Adobe will be updating our Materiality Assessment in 2020 and will post that on our website and in our 2020 Corporate Social Responsibility report.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2019
<b>Data Security, Privacy, and Managing Systemic Risks from Technology Disruptions</b>		
<b>GRI 102-16, SASB TC-SI-220a.1</b>	Privacy Policy	<a href="#">Adobe Privacy Policy</a>
<b>GRI 102-16, SASB TC-SI-220a.1</b>	Adobe Trust Center—Operational Health, Security, Privacy, and Compliance of Adobe’s Cloud Services	<a href="#">Adobe Trust Center</a>
<b>SASB TCI-SI-220a.3</b>	Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with User Privacy	No material monetary losses as a result of legal proceedings associated with user privacy.
<b>SASB TCI-SI-220a.4</b>	Law Enforcement Requests, Policies, and Disclosure	<a href="#">Law Enforcement Requests</a>
<b>SASB TC-SI-220a.5</b>	Government-Required Monitoring	Please see <a href="#">Adobe’s Government Requests and Transparency Report</a> for information related to government required data practices.
<b>SASB TC-SI-230a.2</b>	Adobe Data Security	<a href="#">Adobe’s Approach to Managing Data Security Risk</a>
<b>SASB TC-SI-550a.1</b>	Status of Adobe Products and Performance	<a href="https://status.adobe.com">status.adobe.com</a>
<b>SASB TC-SI-550a.2</b>	Business Continuity Risks Related to Disruption of Operations	Please see Item 1A (Risk Factors) in <a href="#">Adobe’s Annual Report: Form 10-K</a> for risks related to disruptions of operations.



REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2019
	<b>Society: Employees</b>	
	Top Employer Recognition Lists	<a href="#">Adobe Awards</a>
<b>GRI 401-2</b>	Benefits Programs	<a href="#">Health &amp; Wellness, Life Insurance, Vacation &amp; Sick, Sabbatical, Family-Friendly Benefits</a>
<b>GRI 401-2</b>	Education Reimbursement Program	<a href="#">Adobe Benefits</a>
	Diversity and Inclusion	<a href="#">Adobe for All</a>
<b>GRI 205-1</b>	Anti-Discrimination Policy	<a href="#">Adobe Code of Business Conduct</a>
	Employee Engagement Activities	<a href="#">Adobe Benefits</a>
<b>GRI 102-17</b>	Adobe Help Line (Confidential Means of Reporting Internal and External Concerns)	<b>Adobe Help Line:</b> Employees can call 6-HELP and all can email <a href="mailto:ERC@adobe.com">ERC@adobe.com</a>
<b>GRI 102-17</b>	Adobe Help Line (Confidential Means of Escalation, Whistleblowing Mechanisms, and Hotline)	<b>Compliance Office:</b> Email <a href="mailto:integrity@adobe.com">integrity@adobe.com</a> , or call 1-800-300-1026
	<b>Society: Public Policy</b>	
	Total Financial Contributions to Policial Parties, Politicians, and Political Action Committees	<a href="#">Adobe Integrity</a>
<b>GRI 102-16</b>	Political Involvement Policy	<a href="#">Adobe Public Policy and Government Relations Policy</a>
<b>GRI 205-2</b>	Antitrust Policy	<a href="#">Adobe Code of Business Conduct</a>
<b>GRI 205-2</b>	Measures Taken to Ensure Antitrust Compliance	<a href="#">Adobe Integrity</a>
<b>GRI 205-2</b>	Whistleblower Programs	<a href="#">Adobe Code of Business Conduct</a>
<b>GRI 205-2</b>	3rd Party Anti-Corruption Risk Assessment Procedures	<a href="#">Adobe Global Anti-Corruption Policy &amp; Procedures</a>
<b>GRI 205-2</b>	Policy to Address Corruption in High-Risk Areas	<a href="#">Adobe Global Anti-Corruption Policy &amp; Procedures</a>
	<b>Society: Community</b>	
	Access for Disabled Persons	<a href="#">Adobe Accessibility</a>
<b>GRI 102-16</b>	Company Philanthropic Guidelines	<a href="#">Corporate Responsibility</a>
	<b>Society: Education</b>	
<b>GRI 203-2</b>	Digital Inclusion Initiatives	<a href="#">Adobe Education Initiatives</a>

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2019
<b>Climate: Sustainability</b>		
	CDP Report	<a href="#">CDP</a>
<b>GRI 102-35</b>	Incentives for the Management of Climate Change Issues	<a href="#">CDP</a>
<b>GRI 201-2</b>	Climate Change Risks and Opportunities	<a href="#">CDP</a> and <a href="#">Adobe 10-K</a>
<b>GRI 302-5</b>	Company Products that Support Climate Change Mitigation	<a href="#">CDP</a>
<b>Climate: Waste</b>		
	Adopted 3rd Party Supply Chain-Related Codes	<a href="#">Responsible Business Alliance Code of Conduct</a>
<b>GRI 102-16</b>	Enterprise-Wide Environmental Policy	<a href="#">Adobe Sustainability Policy</a>
<b>Climate: Suppliers</b>		
<b>GRI 102-16</b>	Supply Chain Implementation Standards	<a href="#">Adobe Supply Chain</a>
<b>GRI 102-16</b>	Scope of Social Supplier Standards	<a href="#">Adobe Supply Chain</a>
<b>GRI 102-16</b>	Supply Chain Monitoring Practices	<a href="#">Adobe Supply Chain</a>
<b>GRI 102-16</b>	Global Human Rights Policy	<a href="#">Global Human Rights Policy</a>
<b>GRI 103-2</b>	Tool to Report Human Rights Violations	<a href="#">Adobe Integrity</a>
<b>GRI 412-3</b>	Human Rights Criteria in Selection of Suppliers	<a href="#">Adobe Supply Chain</a>

# Guided by sustainable development goals.

Developed in 2015, the United Nations Sustainable Development Goals (SDGs) are centered around promoting sustainable, equitable, and universal growth.

The 17 goals are meant to guide the actions of all key players, including governments, civil society, and businesses. To do our part, Adobe has prioritized five goals, which best align with our company's core business and expertise. Through continued and new initiatives, Adobe will help reach the targets set out by the SDGs.

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To learn more about our goals and how our programs and actions contribute to the SDGs, please see [Adobe Alignment to the SDGs](#).



## Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



## Gender Equality

Achieve gender equality and empower all women and girls.



## Decent Work and Economic Growth

Promote inclusive and sustainable economic growth, employment, and decent work for all.



## Responsible Consumption and Production

Ensure sustainable consumption and production patterns.



## Climate Action

Take urgent action to combat climate change and its impact.

### Adobe Actions:

- [Adobe Creativity](#)
- [Adobe Career Development](#)
- [Adobe Scholarship Programs](#)
- [Employee Matching Grants](#)

- [Adobe Women-in-Technology Scholarships](#)
- [Adobe Diversity & Inclusion: Adobe for All](#)

- [Adobe Digital Academy](#)
- [Creative Scholarship Program](#)
- [Pro Bono Initiative](#)
- [Adobe Diversity & Inclusion: Adobe for All](#)
- [Adobe Benefits](#)

- [Sustainability Policy](#)
- [Product Sustainability](#)
- [Sustainable Operations](#)
- [Supply Chain](#)

- [Carbon-free Growth](#)
- [Partnerships for Sustainability](#)
- [CDP Reporting](#)

# Create change.

We believe we have an obligation to be a leading corporate citizen, both in the midst of crisis and in the best of times. We remain committed to using the power of creativity to change the world—by championing our employees, empowering every voice, lifting our communities, and building a sustainable future.

[adobe.com/createchange](https://adobe.com/createchange)



Cover art by Jon Noorlander. Jon is a visual designer and director based in New York. He was commissioned to participate in the #AdobeRemix project, an invitation sent to a broad mix of creatives to reinterpret the Adobe logo. See all his work on [Behance](#). Produced by Stephanie Dolmat. Designed by [Studio Rainwater](#).

