Adobe Corporate Social Responsibility Report 2023

Volvo Truck, outdoor performance by Adobe x MoMA
Creative Resident DonChristian Jones

Adobe

Contents

A Message From Our CEO

Over the past four decades, Adobe has consistently expanded its vision to deliver transformational technologies that propel the industry and the company forward. Adobe's mission to change the world through personalized digital experiences is more critical than ever as digital continues to rapidly transform work, life and play.

Adobe Creative Cloud, Document Cloud and Experience Cloud are vital to the success of creators, communicators, students and entrepreneurs and mission-critical to businesses of all sizes. Our strategy to unleash creativity for all, accelerate document productivity and power digital businesses is driving our growth across every geography.

In fiscal year 2023, our teams delivered incredible innovations at an accelerated pace. We built on our decade-plus of AI leadership with a robust, multi-faceted generative AI strategy that focuses on all three layers of the technology stack: data, models and interfaces. Our rich datasets enable us to create foundation models in categories where we have deep domain expertise. We are bringing generative AI to life across our incredible array of industry-leading product interfaces to accelerate ideation, exploration, insights and end-to-end production, delivering magic and productivity gains for a broader set of customers.

At every step, we're guided by our purpose to harness the best of Adobe—our people, platform, resources, and creativity—to create positive change in the communities where we live and work. We take pride in the impact we can uniquely drive across three key areas: **Adobe for All**, **Creativity for All** and **Technology to Transform**.

Adobe for All

We are dedicated to creating a workplace that reflects the diversity of the world around us. We want everyone to feel included, respected and empowered to make an impact. In 2023, we maintained global gender pay parity and women represent 35.3% of our global employee base. As part of our commitment to fostering a diverse and inclusive workforce, we are supporting individuals through midcareer transition and workforce re-entry via programs like Adobe Digital Academy, as well as regional

A Message From Our CEO

initiatives. We are advancing the growth and development of our employees through external initiatives such as the McKinsey Connected Leaders Academy in the U.S., Women in Tech Forum career coaching program across Europe, Middle East and Africa, and Women Emerging Leaders Program in the Asia Pacific region.

We are continuing to expand our Equity and Advancement Initiative supporting 11 international and U.S.-based nonprofits in fostering racial and social justice worldwide. We are also broadening our work with three Historically Black Colleges and Universities and Hispanic-Serving Institutions to address educational inequities, democratize digital and creative literacy as essential 21st century skills and to advance diversity in the technology and creative talent pipeline.

"We're accelerating our momentum, delivering Adobe Magic to an expanding set of global customers, and making a meaningful impact across the technology industry and around the world."

Creativity for All

As the creativity company, we are committed to empowering millions of creators of all ages and backgrounds to access the tools, skills and platforms they need to express themselves, reach their full potential and share their diverse perspectives with the world. We're helping them harness the power of generative AI to further enhance creative ideation and expression.

Through programs like Diverse Voices, we are supporting underrepresented creators by providing platforms to amplify their work and facilitate mentorship from industry leaders. We are financially supporting hundreds of creators through our Adobe Creative Residency program.

This year, we partnered with the Victoria and Albert Museum in London and the Museum of Modern Art in New York, enabling creators from underrepresented communities to work with these renowned institutions. Additionally, through India Creative Clubs, we are working to advance creative learning for 96,000 children and youth without access to creative curriculum or tools, including students in 10,000 villages across India.

Technology to Transform

We take the impact of our technology as seriously as the development of the technology itself and are committed to advancing its responsible use through AI ethics, security, privacy, trust, transparency, accessibility, and sustainability. With the accelerating shift to digital channels, consumer expectations, privacy laws and platform requirements are evolving at an unprecedented pace. Creating a trusted digital environment for creators, community partners, customers and employees requires ongoing collaboration across the software industry, with policymakers, customers and partners.

We are driving global solutions and standards through industry-wide efforts such as the Content Authenticity Initiative which we founded in 2019 and technologies like Content Credentials, dedicated to building trust and transparency in digital content. We are also advancing our longstanding commitments to sustainability and climate action. We aim to meet our operational electricity demand with 100% renewable electricity by 2025—a decade ahead of the original goal—through a mix of local and regional solar, wind and green tariffs. We are committed to meeting our net zero target by 2050. We continuously optimize our AI architecture to minimize energy consumption and invest in code optimization and efficient scheduling strategies.

A Message From Our CEO
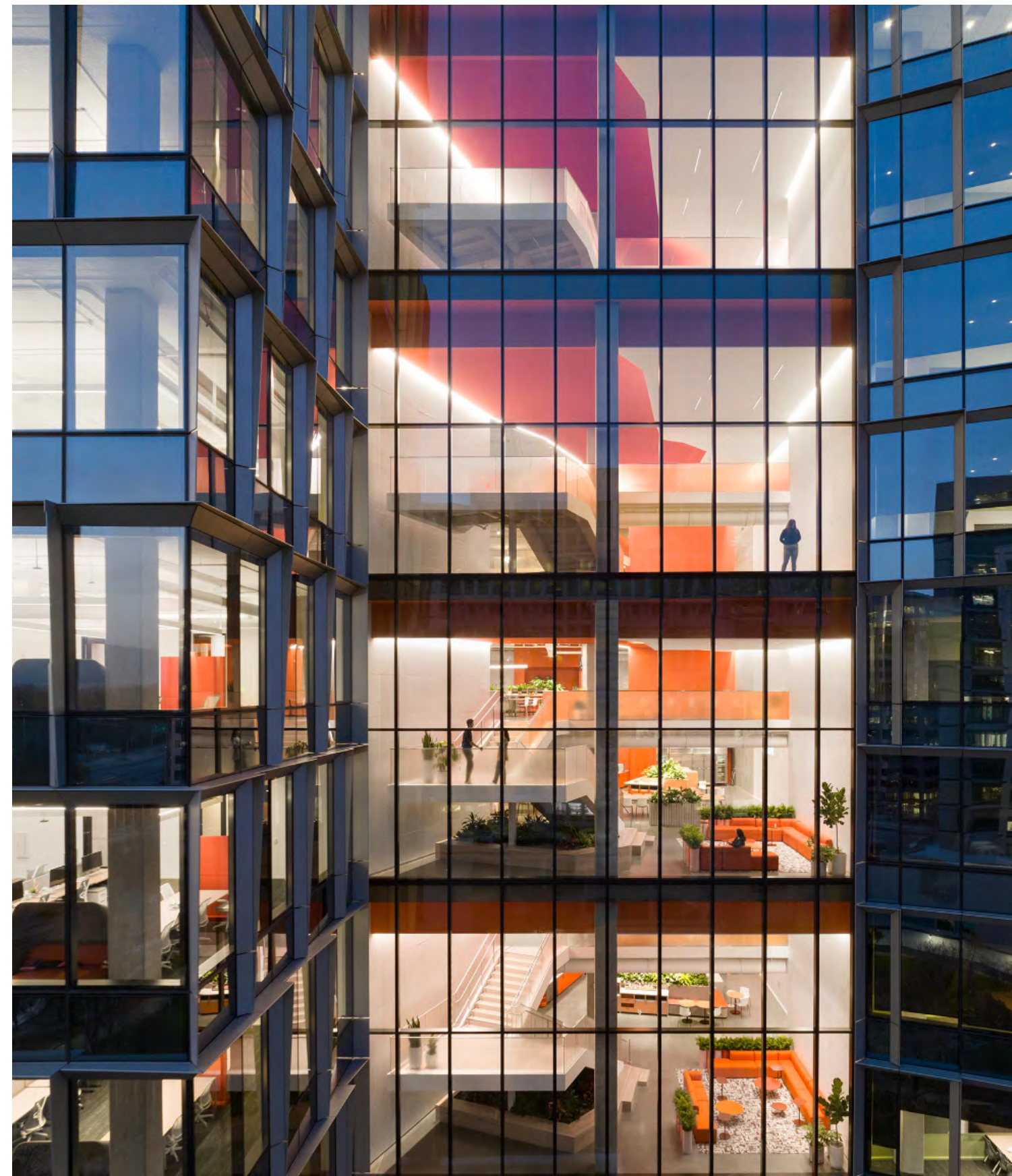
Courtesy of Gensler | Jason O'Rear Photography.

Living Our Purpose

2023 was an exciting year at Adobe. I'm proud of how our employees around the world embraced our new company values to Create the Future, Own the Outcome, Raise the Bar and Be Genuine while living our purpose. Our strong culture, groundbreaking innovations, and progressive workplace policies have helped us attract and retain the best talent in the industry.

Our employees are at the center of our philanthropic approach, offering their time, donations and talents to make the largest collective impact. In 2023, our employee donations, corporate grants and matches reached over $33 million, and our employees completed over 200,000 hours of volunteer time, supporting over 10,500 organizations worldwide.

One of our most exciting new initiatives is our Hometown Commitment. Launched in 2023, it is a holistic approach to supporting local nonprofits through employee engagement, volunteerism and advocacy along with product donations and Adobe Foundation funding. Starting with the community surrounding our headquarters, we are supporting 11 San Jose nonprofit organizations working to address immediate needs such as homelessness and food insecurity, as well as infrastructure to revitalize the area and ensure robust cultural institutions.

We intend to expand these commitments to our international hometowns in London and Maidenhead, United Kingdom, and Noida and Bangalore, India, building on our ongoing support of these communities.

We are honored to be recognized for the strength of our brand, culture and industry leadership. Content Credentials and Adobe's approach to responsible AI were recognized by Fast Company as one of the year's breakthrough innovations. We were again named to the Dow Jones Sustainability Index, Glassdoor listed Adobe as one of the best places to work, The Wall Street Journal ranked Adobe in its top 20 best managed companies of 2023 and Interbrand ranked us in the top 20 Best Global Brands as a rising brand for the eighth year in a row.

As we look to the decade ahead, Adobe continues to build on its strong foundation of transformative innovation, category and brand leadership, financial performance and profitable growth. We're accelerating our momentum, delivering Adobe Magic to an expanding set of global customers and making a meaningful impact across the technology industry and around the world.

Shantanu Narayen

Shantanu Narayen
Chair & CEO, Adobe Inc.

Our Values in Action

Governance and Financial

58%

board of directors with gender or demographic diversity

$19.41B

Revenue

Represents 10% year-over-year growth

$14.22B

Digital Media Revenue

$4.89B

Digital Experience Revenue

Represents 11% year-over-year growth

Community[1]

$33M+

provided in employee donations and corporate grants and matches by Adobe and its employees

83K+

organizations served globally

$13.5M

donated by employees through our Season of Change program

200K+

hours volunteered by Adobe employees

[1] Data represents calendar year 2023.

Employees

35.3%

of our global employee base are women

Represents year-over-year increase

29.0%

female in leadership[2]

Represents year-over-year increase

11.6%

of our U.S. employee base are underrepresented minorities[3]

[2] Leadership role includes employees who are director-level and above

[3] Employees who identify as Black/African American, Hispanic Latinx, Native American, Pacific Islander and/or two or more races

Sustainability

Net zero

by 2050 declared as target

100%

renewable electricity is on track to be achieved by 2025

Continued to optimize AI architecture to minimize energy usage

Awards and Rankings

Creativity for All

As the creativity company, we are uniquely committed to Creativity for All: empowering millions of creators of all ages and backgrounds to access the tools, skills and platforms they need to express themselves, reach their full potential and share their diverse perspectives.

We believe creativity is the great enabler. It has the power to create change in the world by uniting us, helping us cope and inspiring us. Adobe is empowering millions of people of all ages, backgrounds and experience levels to share their stories and create a richer world for all by:

- **Promoting creativity in youth and education**
- **Nurturing creativity around the world**
- **Championing diverse perspectives**

Right: Illustration by Adobe Creative Residency Community Fund recipient Ran Zheng.

Promoting Creativity in Youth and Education

Digital literacy is an imperative for professional success, and we're committed to equipping students and teachers with what they need to be productive and effective in the classroom and beyond. We're working to ensure all students have access to creative curricula and opportunities by investing in youth and their creative pursuits through:

Adobe Express	**Khan Academy**	**India 2% for Youth**	**Adobe Creative Campuses**

40M students

provided with a K–12 education version of Adobe Express designed to support student learning and safety globally

3M students

and 40,000 teachers received educational resources and fluency in creative skills through partnerships

96K children

ages 10 to 25 supported in creative learning through the expansion of the India Creative Clubs in 10,000 villages

70+ colleges

and universities engaged to advance digital literacy and access to Adobe Creative Cloud and Adobe Express for students

Nurturing Creativity Around the World

Adobe uniquely drives impact by empowering the world's creators.

Adobe Creative Residency

Every year, through the Adobe Creativity Residency program, we support talented individuals to work on a personal creative project while sharing their process, insights and experiences with the creative community. We believe that a world full of people with the opportunity to reach their full potential, who are more creative, means the world as a whole will be more creative. That is a future that excites all of us at Adobe. We are especially excited about our Creative Residents program, funded by Adobe Foundation and done in collaboration with world-class museums. In 2023 we identified four talented, engaging artists to be our first cohort of Creative Residents.

The impact of Adobe's Creative Residents program goes far beyond giving artists early in their careers access to resources at world-class museums. Each of the residents was selected in part because of their commitment and passion to work with local communities and mentor young artists, thereby inspiring the next generation to bring their creativity to life. Through collaboration with amazing artists and great museums we hope to engage millions of young people globally with creative programming and resources that will allow them to bring their creativity to the world.
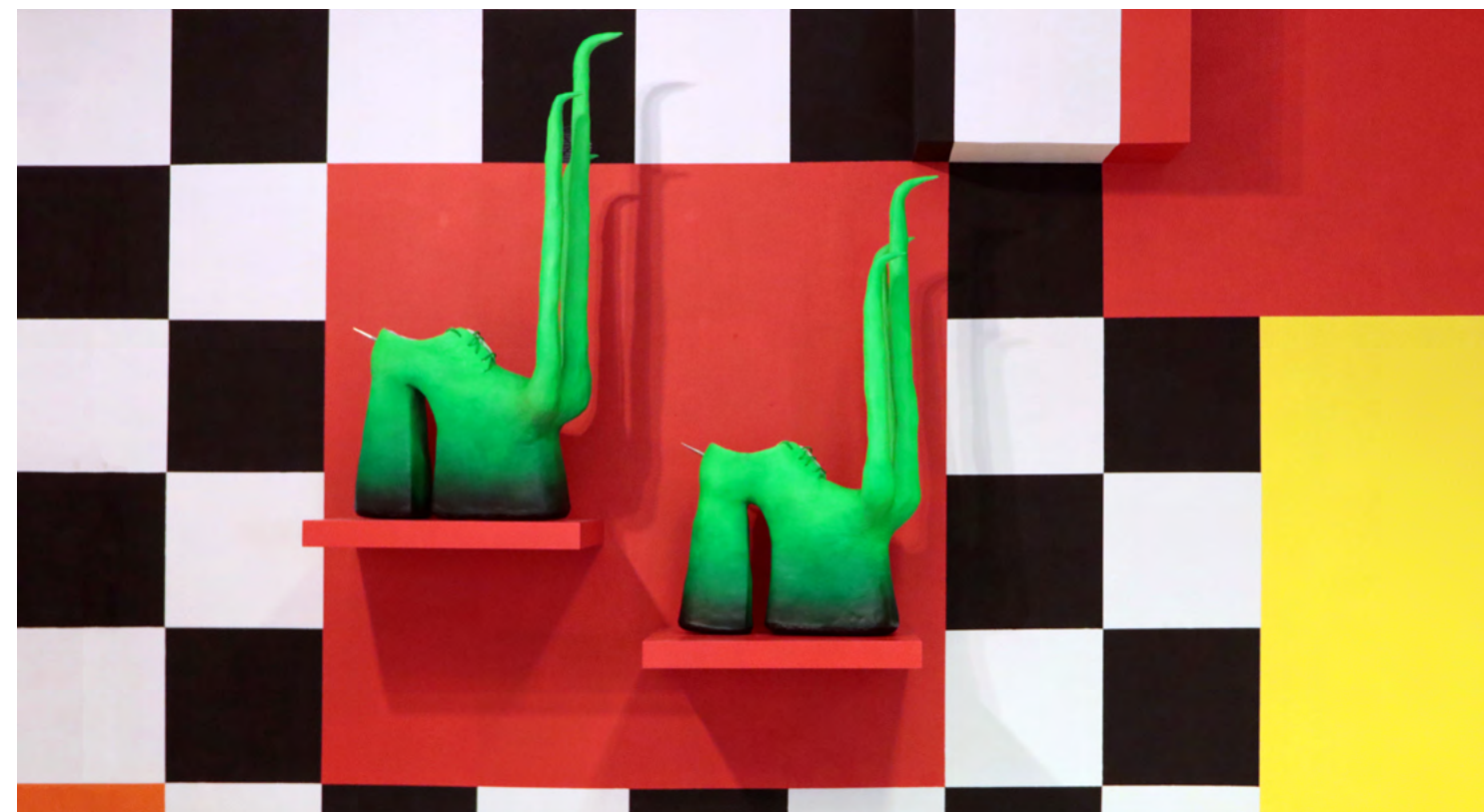
Luca Bosani, costume designer, Victoria & Albert Museum Resident.

DonChristian Jones, multimedia artist, Museum of Modern Art Resident.

Jacqui Ramrayka, ceramicist, Victoria & Albert Museum Resident.

Rachel Sale, illustrator, Victoria & Albert Museum Resident.

Supporting Mental Health Through Creativity

According to the World Health Organization, nearly 1 billion people globally live with a mental health disorder. The Adobe Foundation believes creativity is an important pathway to mitigate the mental health crisis.

Adobe and the Adobe Foundation partner with industry organizations, like the Ad Council, JED Foundation and United for Global Mental Health, that share our commitment to positive mental well-being, provide resources for support, and open new pathways for more people to create.

Adobe Foundation x NAMI

In 2023, the Adobe Foundation and the National Alliance on Mental Illness (NAMI) partnered to further explore the connection between mental health, well-being and creative expression. Together, the organizations surveyed nearly 2,000 people ages 13+ across the U.S. on how creativity impacts mental health. The findings, detailed in the published study Creative Approaches for Managing Mental Health, found that engaging in any creative activity has a strong, positive impact on metal health. For example, nearly two-thirds of survey participants (63%) identified an improved sense of confidence in their abilities as a benefit, while a similar number (61%) said that creative activities reduce their feelings of stress or anxiety.

These important findings have paved the way for more programs and collaborations that provide the necessary tools, resources and support to those who need it most during this critical time.

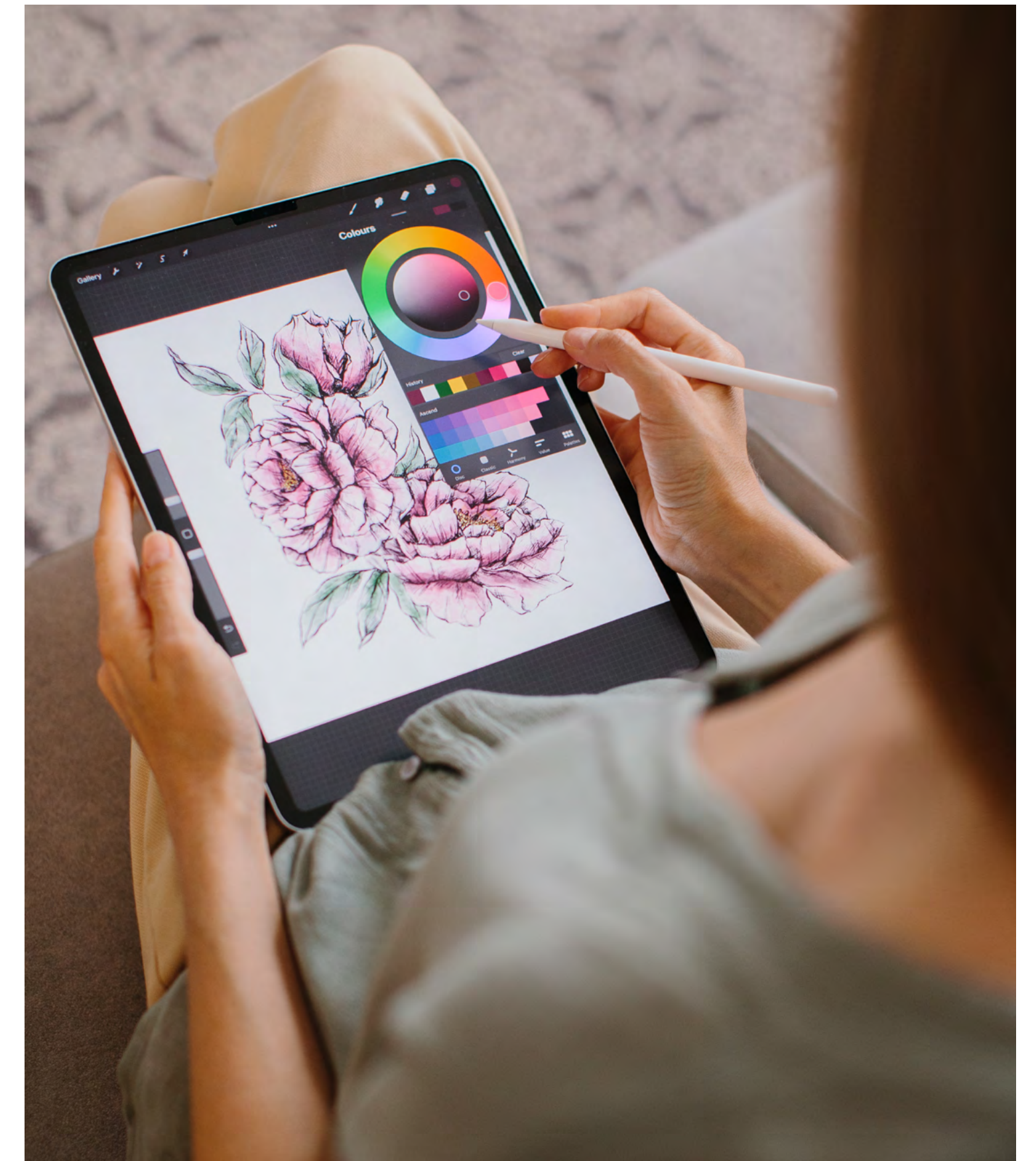**63%**

of survey participants identified an improved sense of confidence in their abilities as a benefit of engaging in creative activity

61%

of survey participants said that creative activities reduce their feelings of stress or anxiety

Championing Diverse Perspectives

Adobe invests in diverse creators and promotes systems and policies that give everyone the opportunity to create, make their voices heard and share their stories.

Sundance Ignite x Adobe Fellowship

Through the Sundance Ignite and Women to Watch x Adobe Fellowships, we support new voices and talents from the next generation of emerging documentary and narrative filmmakers by providing artistic and professional development. So far, 143 filmmakers have gone through the programs and 21 have premiered films at the Sundance Film Festival. Here are the stories of our fellows who were featured at Sundance in 2023.

Image courtesy of The Sundance Institute.

Adobe Foundation x USC Annenberg

Our ongoing efforts to create a more inclusive and diverse entertainment industry inspired the Adobe Foundation to also get behind "The Inclusion List" — a new research-led effort with the USC Annenberg Inclusion Initiative, which measures inclusion in the film industry. The groundbreaking list was released in parallel to the 2023 Festival de Cannes, the iconic celebration of films and filmmakers driving the art form forward. The full study is available at inclusionlist.org.

"Creativity for All is how we bring to life our purpose to create positive change in the communities where we live and work. Every day Adobe inspires creativity and creates impactful opportunity around the world. I could not be more proud of our team, our collaborators and our partners who are with us on this incredible journey."

— Stacy Martinet, Vice President of Marketing Strategy & Communications

2023 USC SDA MFA Film Initiative by Ian Dooley.

Master of Fine Arts Acting Program Grant

As part of its commitment to support the next generation of storytellers, the Adobe Foundation granted $250,000 to the USC School of Dramatic Arts' (SDA) Master of Fine Arts (MFA) Acting Program to directly support the production of short films written, directed and performed by a diverse slate of third-year MFA acting students. The MFA Acting program trains its artists to be media-agile, multihyphenate creators and entrepreneurs, which it believes is critical to making storytelling across all mediums more inclusive. Seventy-five percent of USC SDA's MFA Acting cohort identifies with an underrepresented racial/ethnic group, and this program is a critical pipeline for acting talent into the industry.

Adobe Express for Nonprofits

We believe everyone should have access to tools, inspiration and support to tell their story and share it with the world. Adobe Express for Nonprofits offers qualifying nonprofits the premium version of Adobe Express paired with training and resources tailored to meet the needs of the nonprofit sector and help organizations advance their missions.

Image courtesy of NAACP.

Partnerships

Partners like PSYDEH, an organization that invests in rural and Indigenous women in Mexico, have leveraged Express to create portraits and narrations with local women while also developing a vast online catalog of videos, films and animations featuring their work. Others, like Real Options for City Kids, which provides active and enriching youth programs in the San Francisco Visitacio Valley, use Express to translate materials into different languages — all within the app, providing essential program information in English, Spanish, Chinese, Vietnamese and Samoan.

Image courtesy of PSYDEH.

NAACP

The NAACP is a civil rights organization, and part of its focus is on diversity and inclusion in the Hollywood entertainment industry. The organization uses Adobe Express in its fellowship and internship programming, where fellows and interns are able to create social media posts and access brand style guides.

"We're a small creative group within a nonprofit, and it's so beneficial to have our interns or fellows, who may or may not be familiar with the intricacies of our brand guide, be able to confidently have all the preapproved branding, fonts and digital assets at their fingertips in one app. This allows them to shoot, edit and generate content while on the move."

—Creative Director Cristian Colbert, NAACP

Nonprofits at MAX

Adobe's annual MAX conference is all about the power of creativity. At the 2023 event, for the first time, more than 50 nonprofit leaders from around the world, across different issue areas, came together to show how creativity can change the world.

Organizations shared stories about how creative tools and technology are critical to enacting change and giving voice to marginalized communities. Limbitless Co-Founder and Executive Director Albert Manero shared how Adobe tools are used to scale their impact in designing bionic arms for children and adults. With Adobe's support and tools, Outright International is advancing its mission-critical work to strengthen the capacity of the global LGBTIQ human rights movement, document and amplify human rights violations against LGBTIQ people, and advocate for inclusion and equality. At Creative Reaction Lab, Adobe applications help democratize the creative process and open up leadership opportunities to more Black and Latino/a/x/e youth in the St. Louis community.

Adobe for All

As a company that enables everyone to imagine, create and deliver any digital experience, we have a responsibility to harness the best of our people, platform, creativity and innovation to make a unique impact in the world.

Our core belief is that when people feel respected and included, they are more creative, innovative and successful. This belief is the foundation of our Adobe for All commitment, which encapsulates our work to advance diversity, equity, and inclusion (DEI) across our business and in our communities. It guides how we recruit and support the growth of our employees as well as the role we play in changing the technology industry — and the world — for the better. We bring this vision to life with a focus on three key areas:

- **Workforce**
- **Workplace**
- **Ecosystem**

Right: Illustration by Adobe Creative Residency Community Fund recipient Mariano Pagella, aka Vasty.

Workforce

We believe diverse teams deliver more innovative solutions and better outcomes. We are committed to building and advancing our global employee population to reflect the diversity of our customers, partners and communities. We accomplish this by taking a human-centered, inclusive approach to hiring, retaining and promoting talent, and by embedding consistent and fair hiring and employment practices into how we work.

At Adobe, we appreciate the unique qualities that each person brings to work. We continue to run our job descriptions through AI software to identify and address potentially biased language, proactively publish to diversity job boards, and employ inclusive recruitment practices to help us source candidates from diverse backgrounds.

Building Career Pathways

Part of our commitment to fostering a diverse and inclusive workforce is by supporting individuals through midcareer transition and workforce re-entry via programs like Adobe Digital Academy, and regional initiatives like SheSparks in India.

The Adobe Digital Academy, in partnership with General Assembly, offers career switchers the education and experience needed to launch successful careers in user experience (UX) design, data science, software engineering and digital marketing. Established in March 2016, the Academy has provided over 300 candidates with scholarships and living stipends to support their enrollment in rigorous skills training. The training, paired with real-world industry experience gained through Adobe internships, leads to meaningful success: 50% of Digital Academy graduates have been promoted within their first year of post-program employment — at Adobe or other employers.

Across our India sites, our innovative SheSparks internship program enables women to successfully transition back to full-time work after a career break. Established in 2019, this six-month bridge program empowers returning women professionals with training, role-specific mentors, a supportive community and opportunities to grow with high-impact work. To date, more than 100 women have participated in the program, and nearly 60% have secured positions at Adobe including project managers, data engineers, solution architects, engineering program managers and more.

Workforce

Employee Advancement

Our advancement programs are designed to help all employees reach their full potential and support one another along the way. Tailored to everyone from early-career employees to our most experienced professionals, our global and regional initiatives focus on advancing visibility and career growth and include programs to support promising employees from underrepresented groups.

Adobe offers programs that provide leadership development and internal networking opportunities such as:

- **Adobe Leadership Circles**, which develops high-performing women leaders across our workforce.

- **Women's Executive Shadow Program**, which creates ways for people to connect and find mentorship across the company; and

- **Adobe Leader Experience**, a quarterly "learn it when you need it" sequenced training to advance people leadership skills at Adobe.

We also provide sponsorship to support the growth and development of our employees through external initiatives such as the McKinsey Connected Leaders Academy in the U.S., Women in Tech Forum career coaching program in EMEA, and Women Emerging Leaders Program in APAC.
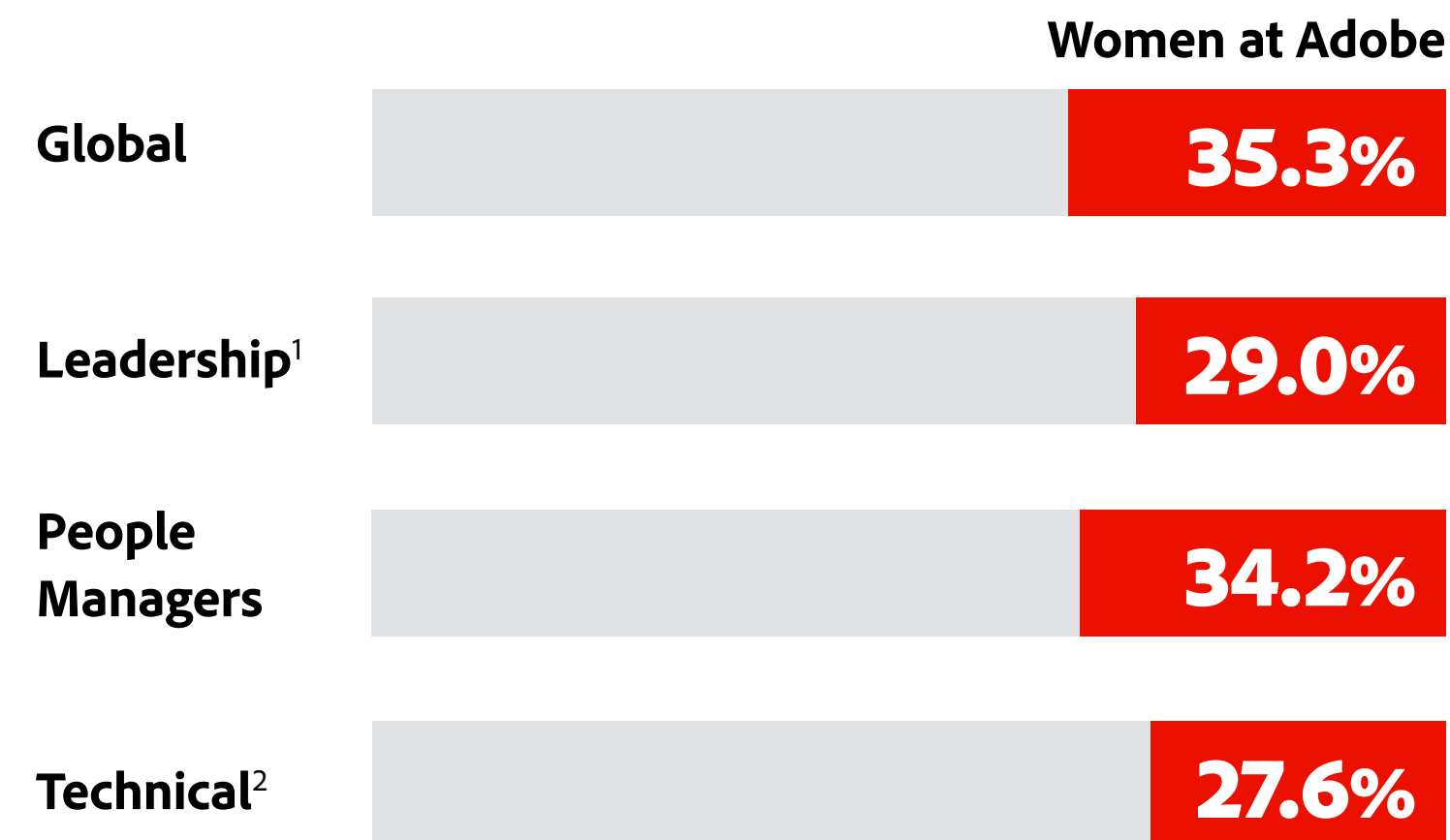
Workforce: Diversity By the Numbers

One important dimension of this effort is measuring our progress on the makeup of our employee base over time to ensure we are advancing diversity, equity and inclusion throughout our business.

Gender at Adobe

At the end of 2023, women represented 35.3% of our global workforce. The exact gender mix varied across our sites and geographies.

Women at Adobe

Global	**35.3%**
Leadership[1]	**29.0%**
People Managers	**34.2%**
Technical[2]	**27.6%**

Race and Ethnicity at Adobe

At the end of 2023, underrepresented minorities (URM) employees (i.e., those who identify as Black/African American, Hispanic/Latinx, Native American, Pacific Islander and/or two or more races) comprised 11.6% of our U.S. employee base.

31.8% Asian

51.4% White

5.6% Hispanic/Latinx

3.0% Black/African American

0.2% Native American/Alaska Native

0.2% Native Hawaiian/Pacific Islander

2.5% two or more races

5.2% undisclosed

View Adobe's most recent EEO-1 report, which reflects U.S. government reporting requirements, here.
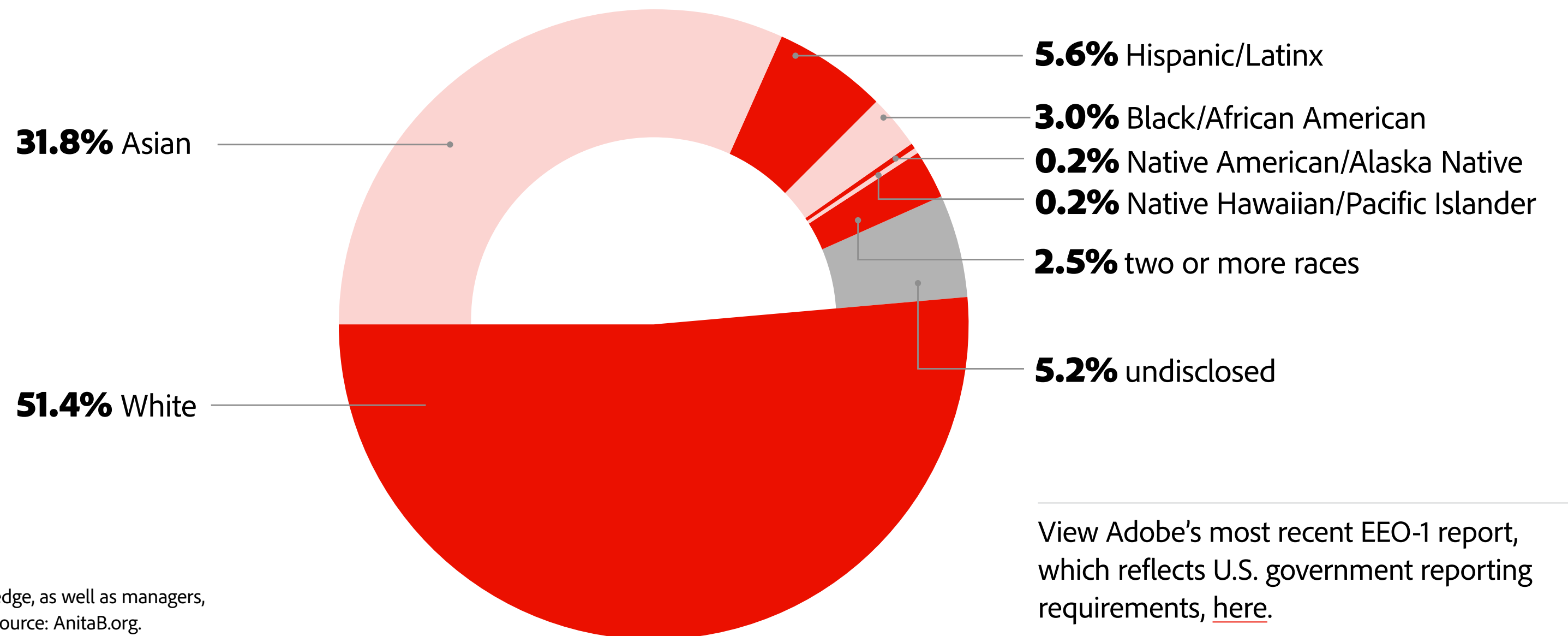
1 Leadership: Employees who are director-level and above.
2 Technical occupations in computing and information technology that require deep technical specialization and knowledge, as well as managers, directors, and executives who oversee technical employees and the development and delivery of technical products. Source: AnitaB.org.

Workplace

An environment where everyone feels they belong helps fuel innovation and strong performance. We want our employees to feel valued, supported and inspired to create their best work. To achieve this, we are committed to fostering inclusive leadership and building a culture that advance DEI across our organization, from how employees are paid to the experience they have on their immediate teams and in the broader Adobe community.

Continuing Our Commitment to Fair Compensation Practices

To demonstrate our commitment to ensuring fair pay, we regularly analyze our pay practices and provide transparency by publishing salary ranges on all U.S. job requisitions. Our total rewards, talent acquisition and talent management teams work together with our leaders to ensure we create a culture that fairly rewards and recognizes the contributions of all employees around the globe.

One metric we track is ensuring employees in the same job and location are paid fairly relative to one another. For 2023, we maintained global gender pay parity. In the U.S., our URM employees earned 99.35 cents for every dollar earned by U.S. non-URM employees.

Illustration by Adobe Creative Residency Community Fund recipient Monika Jurczyk, aka Monsie.

Workplace

18,000+

employees participated in Adobe for All Week in 2023

Building Allyship

A powerful example of how we foster an inclusive workplace is Adobe for All Week, our annual internal DEI event that uses the power of storytelling to help build empathy, strengthen inclusion and expand perspectives. In 2023, more than 18,000 employees came together during this event to celebrate progress, be inspired by employee and guest speakers' lived experiences, and commit to making meaningful change. We channeled this momentum throughout the year with complementary programming and resources as a conduit for always-on learning, cultural competency and community building.

Another way in which we create inclusion is through the Adobe for All Cultural Calendar, an employee-driven initiative and on-demand internal planning resource. The calendar highlights dates of cultural and religious significance to our employees as well as associated customs so that employees can be informed of ways to respect and support each other's days of significance year-round.

We prioritize allyship through a number of programs available to all employees. This includes Building Inclusion, a learning experience focused on how we come together to foster belonging and inclusive behaviors, as well as Action Circles, our allyship program that in 2023 alone saw thousands of employees sign up to learn how to become active and effective allies.

ACCESS AT ADOBE

ASIAN / PACIFIC ISLANDER AT ADOBE

BEN AT ADOBE

HISPANIC / LATINX AT ADOBE

INDIGENOUS / FIRST NATIONS AT ADOBE

PRIDE AT ADOBE

VETERANS AT ADOBE

WOMEN AT ADOBE

Building Connections

We foster an inspiring, inclusive workplace through our eight employee networks. Each is instrumental to building community, strengthening inclusion and driving progress for underrepresented groups. We continue to see significant growth in these communities, now with over 300 leaders across sites and more than 10,000 members globally.

300+

employee network leaders

10,000+

members globally

Workplace

Supporting Work and Life

Adobe has built a proud legacy of trust and a community of belonging by striving to take care of our people, building community partnerships and being a thoughtful technology leader. However, in a polarized world, this work is nuanced and hard. We remain steadfast and continue to evolve. When our employees are impacted by social issues and uncertainty in the world, we take that seriously and invest time amplifying support resources. Over the past year, this has materialized in a pilot of programming with employees designed to listen, learn and build greater empathy for lived experiences. This programming includes information sessions with nonprofit partners and Let's Talk sessions with our Employee Assistance Program provider to support well-being and foster community.

We also support our employees in their lives outside work through benefits to their health, education and family lives. We've enhanced our benefits to support the LBGTQ+ community, provided expanded women's health benefits, and continued to introduce enhanced parental leave benefits around the world. Learn more about our comprehensive benefits programs.

Ecosystem

We believe that our DEI commitment should be reflected in everything we do. From our brand and products to our partnerships and community engagement, DEI is a cornerstone of how we do business.

In 2023, we advanced our commitment to building more inclusive digital products with our cross-disciplinary product equity team focused on enhancing how products are built within the company and, over time, across the industry. As part of this work, Adobe joined the United Nations' Equity 2030 Alliance, a global effort to accelerate gender equity in science, technology and financing, and committed to equitable outcomes across our products. We believe that when consideration of the full spectrum of humanity informs the product development process, innovation is stronger and results in greater access to digital products.

We collaborate with organizations such as the CEO Action for Diversity & Inclusion, Parity.org, and The Institute for Corporate Productivity to drive progress.

Supplier Diversity

To further scale our reach and impact, we continue to invest in our Supplier Diversity Program to ensure that Adobe's purchasing strategy includes businesses certified as majority owned and operated by entrepreneurs from underrepresented groups. We work with vendors that prioritize DEI and have leveraged partnerships with organizations such as the National Minority Supplier Development Council, the National Veteran Business Development Council, the U.S. Small Business Administration HUBZone, the Western Regional Minority Supplier Development Council, and the Women's Business Enterprise National Council.

To strengthen supplier relationships with small businesses (as defined by the U.S. Small Business Administration, India's Micro, Small & Medium Enterprises program, and self-identified for international businesses), we are committed to improving their access to working capital through faster payment terms. In 2023, we started to offer accelerated invoice payment terms of Net-15 days to suppliers that are majority owned and operated by entrepreneurs from underrepresented groups and small businesses. In 2023, we achieved 106% of our diverse supplier spend goal.

Illustration by Adobe Creative Residency Community Fund recipient Ran Zheng.

Additionally, we made progress on our Reconciliation Action Plan (RAP), a blueprint for contributing to impactful reconciliation outcomes across Australia and New Zealand with Indigenous communities. With guidance from our Global Supplier Diversity Program, the RAP Working Group took steps to grow our engagement with Indigenous businesses, generating a $4.41 AUD social return for every dollar spent.

Ecosystem

**Investing in the Next Generation Through
21st Century Skilling**

Adobe partners with Historically Black
Colleges and Universities (HBCUs) and
Hispanic-Serving Institutions (HSIs) to
offer mentorship and career development
opportunities to more than 22,000 students
for jobs in tech and creative industries.

Through the Adobe Foundation, in 2023 we granted an additional
$3 million to three HBCUs and HSIs to address educational
inequities, democratize digital and creative literacy as essential
21st century skills, and advance diversity in the technology and
creative fields, bringing our total multiyear grants to these schools
to $9 million. Beyond financial support, we continue to work with
faculty and staff at these institutions to provide students with
access to creative and digital tools, as well as mentoring and career
development opportunities, such as our Cybersecurity Internship
program and Student-Athlete Micro Internship program.

Equity and Advancement Initiative

In 2022, the Adobe Foundation launched the Equity and Advancement Initiative (EAI), a new, global approach to nonprofit collaboration grounded in the pillars of People, Product and Philanthropy.

EAI is a holistic model of corporate philanthropy that draws upon the best of Adobe to support nonprofit organizations through foundation grants, employee giving and volunteering, access to Adobe products, and pro bono support.

In 2023, we funded an additional $10 million through the Adobe Foundation across the EAI cohort of 11 international and U.S. nonprofits to continue to foster racial and social justice worldwide, bringing our overall investment to over $30 million. Each of the 11 organizations is aligned with the priorities of our DEI team and Employee Networks, which participated in the selection of the nonprofits.

Through our "trust-based philanthropy" model, we provide general operating support to empower EAI organizations to make critical investments in areas where they can best scale their work and make an impact — rather than dictate where grants should be allocated. This has equipped EAI nonprofits with stronger infrastructure to expand programming in education, workforce and community development around the world.

Aside from multiyear general operating grants from the Adobe Foundation, Adobe is further engaging with EAI organizations by providing access to our products, employee pro bono consulting and volunteering, and legislative and advocacy support. After two years of virtual meetings, in November 2023 leaders from Adobe and the 11 nonprofit organizations came together in person to map out opportunities for deeper collaboration and share best practices in corporate support for racial and social justice organizations.

Together with the Adobe Foundation, Adobe is making long-term, strategic commitments and investments through EAI to provide meaningful partnership opportunities, learning experiences for employees, and new ways of leveraging Adobe's unique strengths in support of key issues to our company and communities.

"With Adobe's support, we've been able to grow our fundraising, develop more content that engages Asian and Pacific Islander communities, and drive further awareness."

— Paul Ocampo, Director of Development, Asian Americans Advancing Justice – Asian Law Caucus

We are proud to work alongside these 11 inspirational organizations for the EAI.

Technology to Transform

Adobe is committed to advancing the responsible development and use of technology for the good of our customers and the society at large. Our innovations are making a significant impact across artificial intelligence (AI) ethics, security, privacy, trust and transparency, accessibility, and sustainability.

Right: Illustration by Adobe Creative Residency Community Fund recipient Jordan Schiffer.
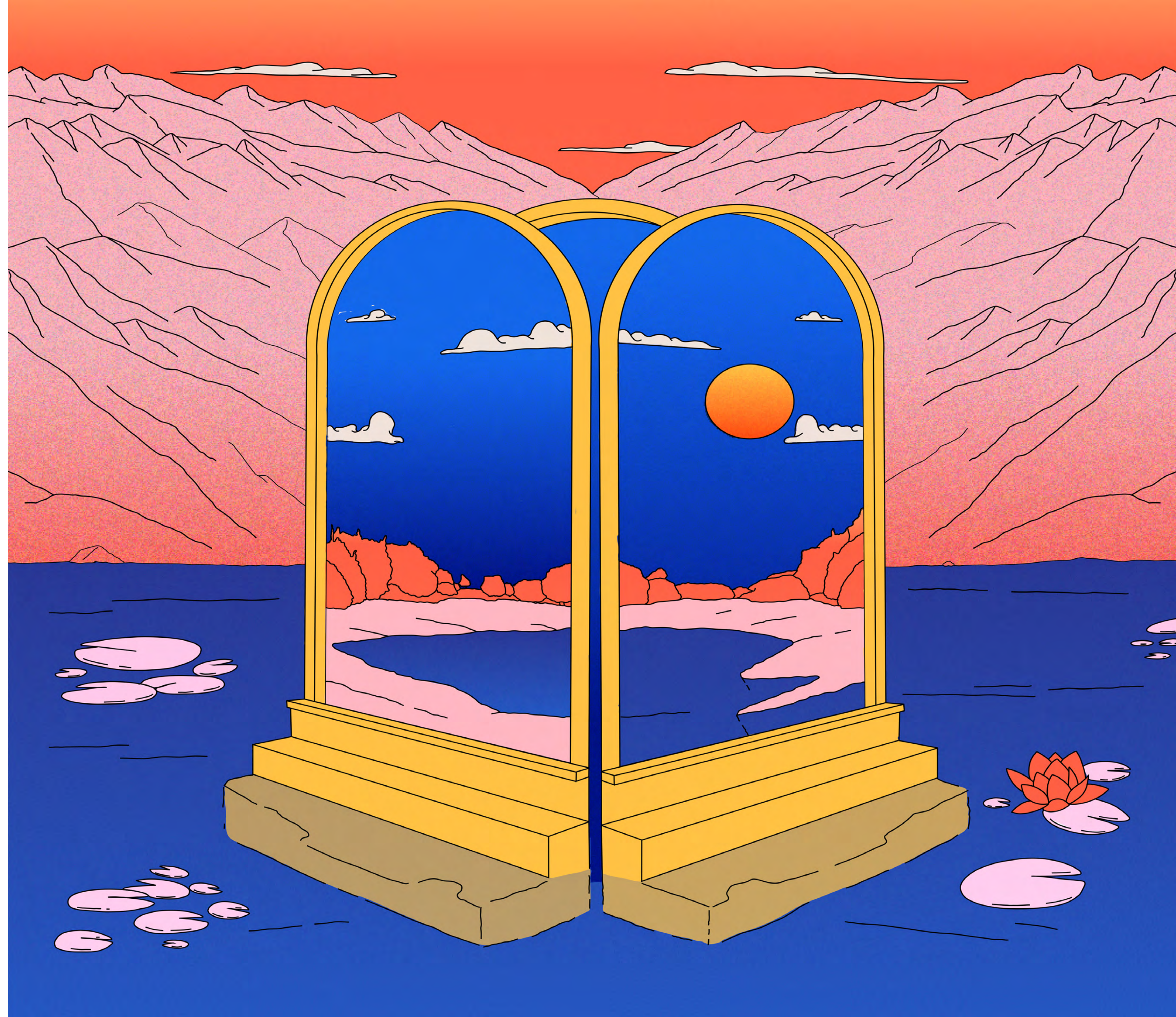
AI Ethics

At Adobe, our heritage is built on providing trustworthy and innovative solutions. As our technology becomes more sophisticated, our products and features have the potential to impact our customers in profound and exciting ways. However, we recognize that we also have a role and responsibility beyond creating the world's best technology.

Generative AI (gen AI) is fundamentally changing the way we think about creativity and productivity. Implemented the right way, gen AI can bring precision, power, speed and ease to existing workflows — allowing people to focus more on the things that matter. Adobe is committed to developing and deploying AI innovations thoughtfully and responsibly, in accordance with our AI Ethics principles of:

- **Accountability** means that we take ownership over the outcomes of our AI-assisted tools. We have processes and resources dedicated to receiving and responding to concerns about our AI and taking corrective action as appropriate.

- **Responsibility** means that we approach designing and maintaining our AI technology with thoughtful evaluation and careful consideration of the impact of its deployment.

- **Transparency** means that we are open about and explain our AI use to our customers, so they have a clear understanding of our AI systems and their application.

Our AI Ethics principles guide every step of the AI development process, even before actual coding begins. In addition, our robust and well established AI governance process means that our product teams approach the design and development of AI with careful and thoughtful consideration of the impact of its deployment.
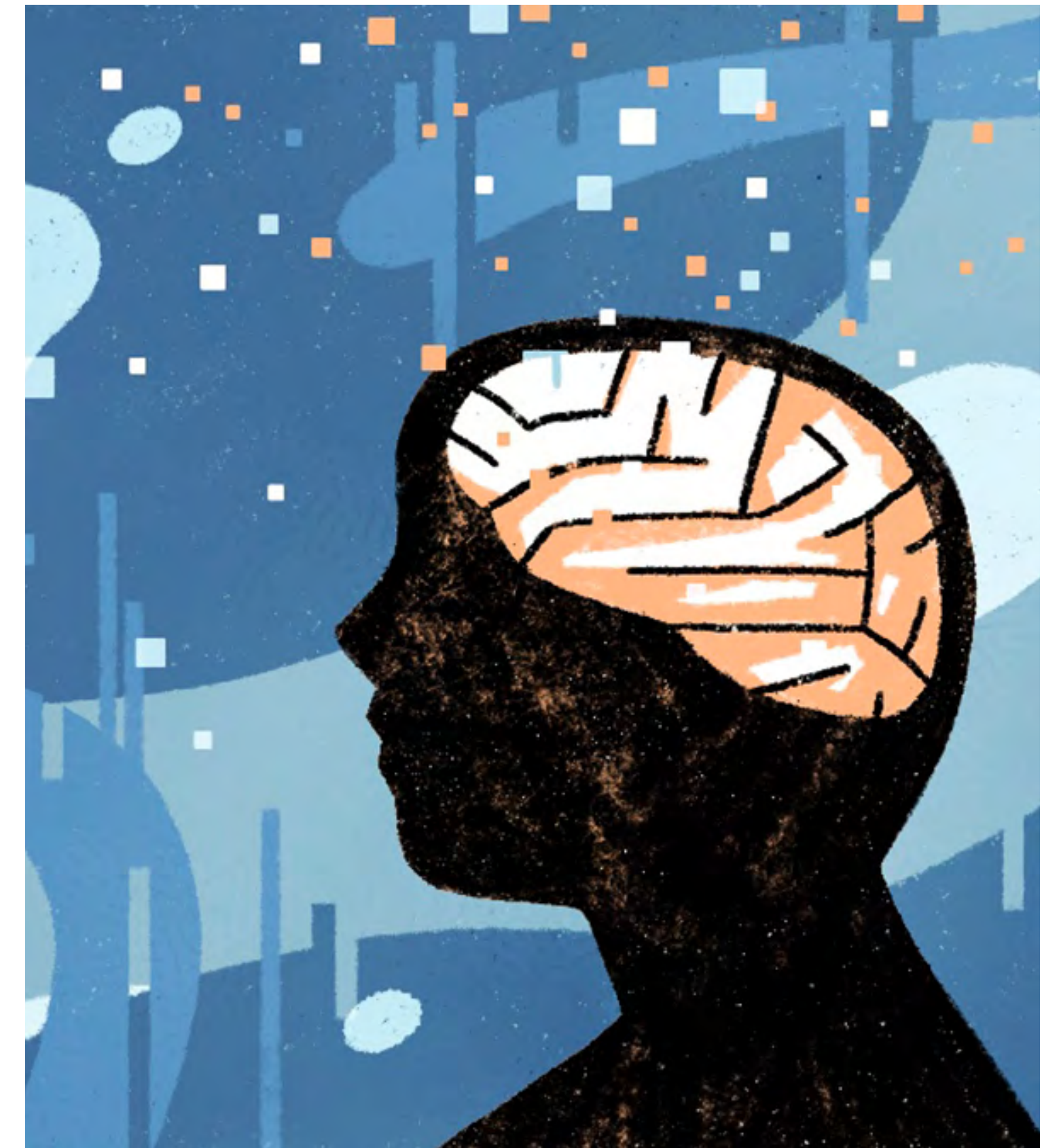
Illustration by Adobe Creative Residency Community Fund recipient Ran Zheng.

AI Ethics

We believe that placing thoughtful safeguards around AI development and use will help realize the full potential of AI to benefit society.

Building Safe, Secure and Trustworthy AI

As part of our larger commitment to ensuring responsible development of AI, we announced in September 2023 our support for the White House Voluntary AI Commitments to promote safe, secure and trustworthy AI. These commitments represent an important step in the ongoing collaboration between industry and government as this new technology continues to evolve.
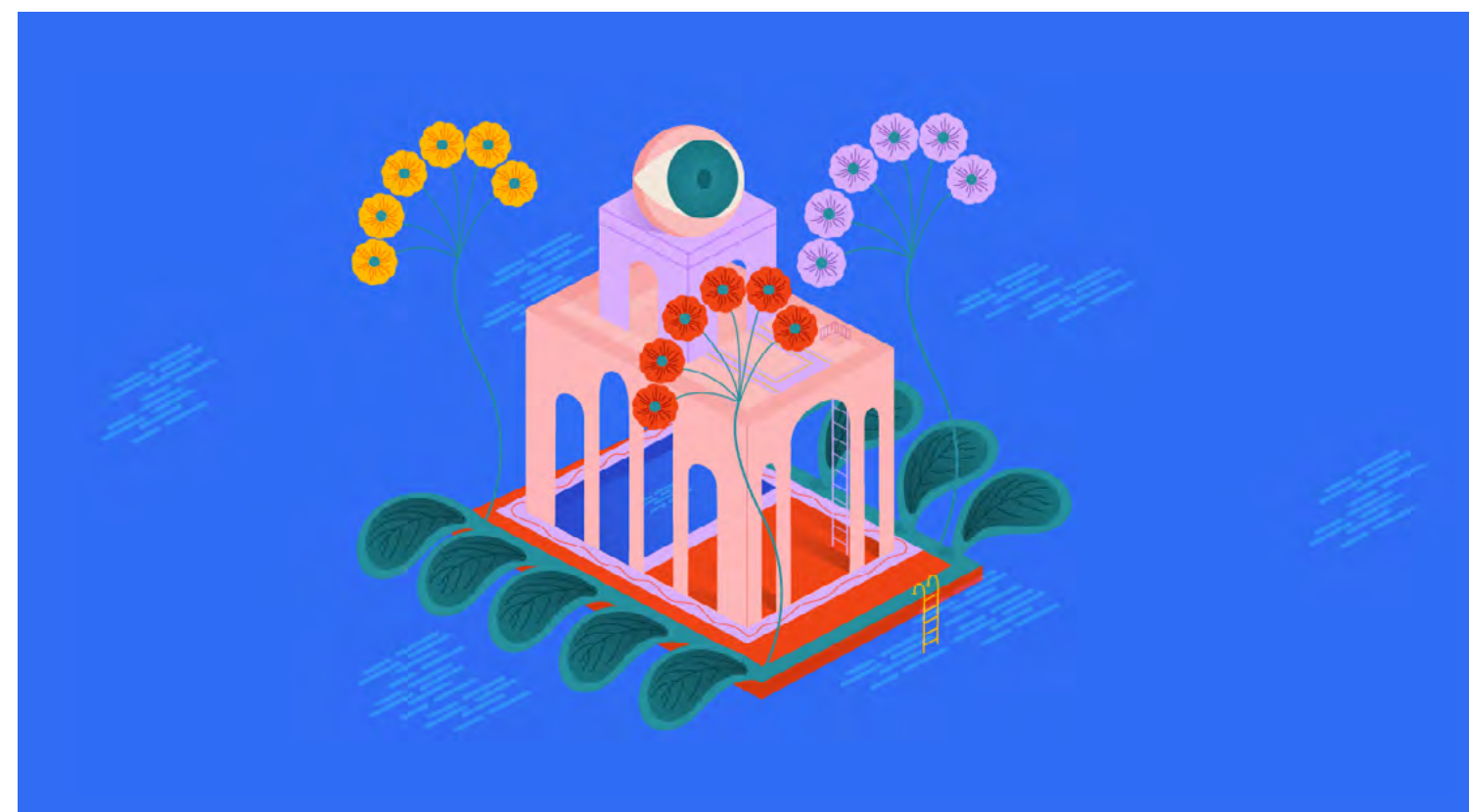

Illustration by Adobe Creative Residency Community Fund recipient Cé Marina.

Governance

Adobe is committed to ensuring that our AI models align with our approach to AI Ethics. In 2019, we implemented a comprehensive AI program that includes training, testing and review by our **AI Ethics Review Board**, a cross-functional team of Adobe employees with diverse professional, gender and racial backgrounds. Additional dedicated resources helping us meet our AI Ethics commitments include our **AI Ethics Committee**, which works with our development teams to understand and incorporate our AI Ethics principles throughout product development.

In addition, Adobe is a contributor to the NIST Risk Management Framework, which these commitments build upon, and is a member of the Partnership on AI, a nonprofit partnership of academic, civil society, industry and media organizations focused on creating solutions so that AI advances positive outcomes for people and society.

Security

As with other Adobe products and features, our AI technology is considered the intellectual property (IP) of Adobe and is subject to strict security and IP protection measures.

We leverage our robust security program that incorporates security into all phases of the product development life cycle, including threat modeling, static code analysis, red teaming, internal and external penetration testing, a bug bounty program, and a comprehensive incident response program to safeguard the security of our intellectual property, and of our products and systems, including AI technology and product features.

We also regularly share with the wider AI community information, best practices and learnings from how we test and protect the security of our AI technology.

AI Ethics

Adobe is committed to advancing provenance tools and solutions to bring more transparency and trust to the digital ecosystem. Generative AI makes it easier than ever to create misleading and deceptive content in mere seconds. Especially with more than 40 elections happening around the world this year, it is critical to give people the information they need to understand where a piece of digital content came from and what happened to it along the way, including whether AI was used in the editing or creation process.

Trust: Content Authenticity

We co-developed Content Credentials — which is like a digital nutrition label for content — showing information such as a creator's name, the date an image was created, any edits that were made, and whether AI was used. Adobe has incorporated Content Credentials into popular Adobe applications, like Photoshop, Lightroom and Firefly, and is working to advance Content Credentials as the industry standard for establishing content provenance.

Furthermore, Adobe advocated for the inclusion of provenance and AI labeling in policy and legislation such as in the White House Executive Order on Safe, Secure and Trustworthy AI, and in the European Union's AI Act, and we recently joined leading technology companies in signing the "Tech Accord to Combat Deceptive Use of AI in 2024 Elections." Like so many far-reaching technological advances, we believe that AI will require collaboration across public and private sectors, innovation not just in technology but also in business practices, law and policy, along with a steadfast commitment to accountability, responsibility and transparency.

Creating a trustworthy digital ecosystem requires ongoing collaboration across the software industry and with policymakers. Established in 2019, Adobe leads the **Content Authenticity Initiative** (CAI), a global, diverse, cross-industry coalition whose goal is to combat misinformation and restore trust online through provenance.

CAI now counts more than 3,000 members from across industries — including Associated Press, New York Times, Wall Street Journal, Microsoft, NVIDIA, Nikon, Leica, Universal Music Group and Qualcomm — all united behind the adoption of Content Credentials. Content Credentials are built on an open standard developed by the Coalition for Content Provenance and Authenticity (C2PA), allowing anyone to implement them into their own tools and platforms to provide transparency and content provenance.

As part of the larger initiative, we set out to train and equip all our Community of Practice grantees, a cohort of nonprofit partners using Adobe technology to scale solutions to address specific and current societal issues globally, with CAI technology to increase transparency and trust online, while driving thought leadership in AI transparency. In 2023, as part of this initiative, we activated and educated a diverse and experienced community of documentary photographers, videographers, journalists and students in 100+ countries globally on Content Credentials in Photoshop and Lightroom.

Accessibility

Accessibility is essential to delivering on our DEI mission of greater inclusion and support for users with diverse needs. With more than 1 billion people with disabilities in the world, we are committed to removing barriers to people's ability to fully engage in the digital world.

Adobe Accessibility Principles

We believe everyone should be able to create, interact and engage with digital experiences. Our Accessibility Principles serve as guideposts as we build thoughtful and inclusive technology that makes a difference in people's lives.

- **Partnership:** We co-create with the community of people with disabilities to enable everyone to fully engage in the art, culture and commerce of modern life.

- **Transparency:** We are open about Adobe's accessibility philosophy, goals and progress. We bring our customers into the journey and work with our community to design and implement technology that respects our customers.

- **Innovation:** We invent new inclusive technologies and collaborate with communities dedicated to digital equity to deliver outstanding experiences.

Our Focus Areas in Accessibility

- **Usability:** We are focused on removing barriers to enable transformative change. We've incorporated hundreds of accessibility capabilities into our tools, including Speech to Text in Premiere Pro, Text to Image generation in Adobe Firefly, and the PDF Accessibility Auto-Tag API in Acrobat. These features help increase inclusion so people with disabilities can experience these tools with power, precision and ease of use.

- **Employee Support:** The Access at Adobe employee network is focused on supporting and advocating for employees and their family members with disabilities, advancing disability inclusion and raising awareness of the realities that people with disabilities, injuries, and illnesses face at work.

- **Innovation:** We believe that when done right, technology can amplify human creativity— so the human creator remains at the core of everything we do. Digital tools can make it possible for people of all skill levels to generate creative content and unlock their imaginations. We strive to ensure that these innovations are being built with everyone in mind.

TIME
BEST
INVENTIONS
2023

TIME recognized **Adobe Liquid Mode** as one of The Best Inventions of 2023, which is one way Adobe is making PDFs accessible for all.

Sustainability at Scale

Adobe practices sustainability in every area of our business — from our products and operations to our advocacy and partnerships. In 2023, we increased our public ambition to further drive sustainable practices across all parts of our business.

Right: Illustration by Adobe Creative Residency Community Fund recipient Marjorie Limbonhai-Ong.

Our Commitments

We've made a commitment to achieve **net zero by 2050**, underpinned by our existing targets focused on the environmental impacts most material to our business:

100%
renewable electricity by 2025

90%
global waste diversion rate annually

80%
of Adobe offices, by square footage, are within LEED or equivalent green building-certified spaces

25%
reduction in global water usage per full-time employee by 2025 (from FY 2019 baseline)

Courtesy of Gensler | Jason O'Rear Photography.

Science-based targets aligned with the 1.5°C scenario:

55%
supplier spend directed to those with science-based targets by 2025

35%
reduction in Scope 1 and 2 emissions by 2025 (from FY 2018 baseline)

30%
reduction in business travel emissions by 2025 (from FY 2018 baseline)

We've already achieved our 2025 targets for reduction in Scope 1, Scope 2 and business travel emissions and are continuing to focus on renewable energy across our global portfolio of offices and data centers.

Products

Our commitment to sustainability starts with our products, which help customers operate more efficiently while reducing their environmental impacts. Innovations like cloud-based software delivery, paperless workflows and virtual collaboration all help reduce physical waste and cut emissions from transportation and shipping.

Illustration by Adobe Creative Residency Community Fund recipient Alejandro Solórzano, aka JansArts.

We have an opportunity to scale our sustainability efforts and impact by innovating the way we design and deliver our products. This requires a holistic consideration of the full computing ecosystem. Sustainably running our tools does not mean looking at our software and hardware separately but instead understanding how they work together and rightsizing them together to consume the least amount of energy.

Our product development teams have implemented strategies to enhance efficiency across operations, including:

- **Utilizing low-energy chips** and employing storage devices with intelligent data tiering to minimize idle storage resources

- **Optimizing processing workloads** to consume the least amount of energy by considering server locations and workload timing so that they draw the smallest possible carbon load

- **Making it a priority to store and cache the minimum amount of data** on our physical infrastructure via efficient coding languages

Products

Gen AI

In 2023, we launched Adobe Firefly, our family of creative gen AI models, which became one of the most successful beta launches in our history. We recognize that training and using gen AI products require a significant amount of energy and actively sought new ways to deliver this technology responsibly by investing in code optimization, minimizing redundant steps, avoiding unnecessary content generation, and implementing efficient scheduling and batching strategies. These developments are just the beginning of our journey to decrease the environmental footprint of gen AI, and we will continue to focus on energy efficiency and emissions reduction as an integral part of future AI innovations.

Image generated using Adobe Firefly.

Adobe Substance 3D

Adobe's 3D design and immersive media innovations enable global brands like HUGO BOSS to advance their sustainability goals. For HUGO BOSS suppliers and vendors, teams can review designs digitally, bypassing the need to create and ship samples back and forth. And any changes that need to be made for colors, fabric and shapes can also be done online. 3D cuts down on content production as well, avoiding scenarios where teams must travel to different locations around the world to photograph new collections. Based on estimates from our Substance 3D sustainability calculator, using 3D rendering can help customers reduce their carbon footprint by an average of 98% compared to traditional photoshoots while also saving time and money.

Building upon this work, in 2023 Adobe went further and estimated the potential environmental, time and cost savings between virtual prototyping in Substance 3D applications and physical prototyping for five consumer good products. Following the general life cycle assessment methodology, the results indicate that significant emissions reduction potential exists for all five products when using Substance 3D — achieving a GHG emissions reduction of 83% to 90% depending on the product.

Customer Spotlight: Mizuno

Mizuno, known for its quality sports equipment and sportwear, evolved its shoe design process by adding Adobe Substance 3D Collection to its 3D design workflow. By exploring shoe designs directly in 3D, Mizuno was able to achieve fast and sustainable virtual samples and reduce the number of physical samples created. This is eliminating waste and decreasing the brand's carbon footprint, helping Mizuno reach its sustainability goal of becoming carbon neutral by 2050.

Operations

Operational sustainability is a hallmark of Adobe, inspiring us to design and build sustainable, innovative and healthy workspaces for our employees while both reducing operational costs and increasing productivity.

Energy

Although we've made significant progress toward our operational sustainability goals, we know we can — and must — do more. We are continuing to invest in additive renewable energy projects and formalizing and refreshing annual energy efficiency plans for our largest sites with energy conservation measures and new project opportunities. Our Hillsboro, Oregon, data center began receiving energy from Oregon's largest solar farm Pachwáywit Fields in April 2023 and is expected to receive 23,000 MWh of renewable energy annually. As of November 2023, our new Bangalore office began receiving solar energy from Atria Power's Hiriyur solar farm, supplying green power for 96% of the site's energy demand.

96%
of the Bangalore office's energy demand is met with green power as of November 2023

At the start of 2023, we welcomed employees into our new LEED Gold-certified Founders Tower in San José and a new Bangalore facility that is WELL Health-Safety rated, both of which were built with renewable energy use at the forefront. Sixty-six percent of Adobe's operational electricity demand is met with renewable electricity, and we are on track to meet our 100% renewable electricity goal across our operations by 2025.

Additionally, we've worked to maximize business travel efficiencies. We met our goal in 2021, but have experienced increased year-over-year emissions since 2022 as normal business operations have resumed post-COVID 19 pandemic. We are continuing to provide new opportunities to our employees that drive more sustainable behavior, including:

- **Displaying and reporting on carbon emissions** in the booking process and post travel for manager visibility

- **Promoting rail travel** as an alternative to air in relevant markets

- **Offering electric vehicles** within policy when renting a car

Operations

Setting the Standard for Waste and Water Management: Adobe's Bangalore Site

Two thousand employees call Adobe's Bangalore office tower home. Opened in 2023, the new facility was built on a foundation of sustainability, aimed at reducing its environmental impact.

Specifically, the Bangalore tower is setting the standard for Adobe's global waste management best practices. The facility is equipped with a biogas plant, which converts waste such as food scraps, kitchen waste, and garden waste into biogas, which is used as fuel in the building's kitchen.

The facility also minimizes potable water usage and maximizes recycling with advanced, onsite water treatment. For example, rainwater is captured and treated in a 180-cubic-meter tank before being recirculated into the building for use in bathrooms, sinks and gardening. Additionally, an onsite sewage treatment plant, equipped with advanced membrane technology, treats wastewater and enables its reuse for flushing, landscaping and HVAC. Through these projects, we aim to reduce potable water use by more than 50 percent from the calculated baseline design fixture performance requirements established by the Energy Policy Act of 2005.

100% All-Electric, 100% Renewable Electricity: Adobe Founders Tower

The Adobe Founders Tower, which opened in early 2023, is one of our new LEED Gold-certified buildings at our San Jose headquarter campus. With sustainability and well-being as foundational design principles, the opening of the Founders Tower represented a major step forward in Adobe's goal to reduce overall carbon emissions. The decision to build the Founders Tower gave us the opportunity to boldly invest in the future by designing the first all-electric building of its scale in Silicon Valley, powered by 100% solar and wind energy. This includes running our food operations in a 50,000-square-foot kitchen space complete with induction cooking technology and an electric pizza oven — making it the largest all-electric commercial kitchen in North America.

Based on the first year of site data, the building is operating at approximately 35 Kilobtus of energy and four gallons of water per square foot, per year, which is about a 50% improvement compared to an average office.

50% improvement in Adobe Founders Tower energy and water usage per square foot, per year, compared to an average office

Image courtesy of Sprig Electric.

"Embracing the all-electric kitchen combines sustainability, innovation and culinary mastery. Through the use of electricity, our chefs can craft and execute amazing dishes while reducing the environmental impact, ushering in a new era of responsible, thoughtful and creative cooking. The sooner the world embraces electric cooking and its numerous advantages, the quicker we all can advance toward the future. Fortunately, at Adobe, the future is already here."

—Dylyn Coolidge, Sr. Executive Chef at the Adobe San Jose Campus

Policy Advocacy and Partnerships

When it comes to sustainability, no single organization can go at it alone. We work with our industry peers and business partners to use our collective voices to affect change. One such partnership is our work with the Clean Energy Buyers Association (CEBA) and Ceres to support public policy that advances climate and clean energy measures.

Examples of our collaboration include:

- **Calling for Climate-Related Disclosures in California**
  Adobe sent a letter in partnership with Ceres urging California lawmakers to finalize first-in-the-nation legislation that would require companies to provide standardized and consistent climate-related disclosures.

- **Regional Market Development**
  Adobe joined an energy customer sign-on statement organized by CEBA to encourage regional market development, in the form of a regional transmission organization in the West (i.e., Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington and Wyoming).

We are also encouraging our suppliers to set science-based climate targets and improve the transparency and accuracy of disclosures at critical phases of our engagement lifecycle, including as part of the onboarding process, Adobe Business Partner Code of Conduct review and ongoing risk evaluation.

Working with our largest public cloud provider, we successfully completed a pilot project to migrate Adobe AdCloud to new ARM processors. As a result, we've realized cost savings including a 14% decrease in overall compute consumption and reduced carbon emissions by 41%. Seeing the benefits, we are migrating more of our product portfolio to the new processor in the coming fiscal year.

Our FY24 target is to migrate 24% of our eligible compute running hours to ARM-based processors, which on average have 50% to 60% less power consumption in comparison to X86 processors. We are on track to hit our goal averaging around 12% year to date. Our forecast in terms of impact is anywhere between 6% and 10% reduction in overall public cloud emissions.

6-10%
forecasted reduction in overall public cloud emissions

14%
decrease in overall compute consumption

41%
reduced carbon emissions

Employee Impact

At Adobe, people are our greatest asset. Our employees across 28 countries bring our mission to life, working together to create change in the communities where we live and work through employee matching grants, nonprofit board service, pro bono work, volunteerism and humanitarian response efforts.
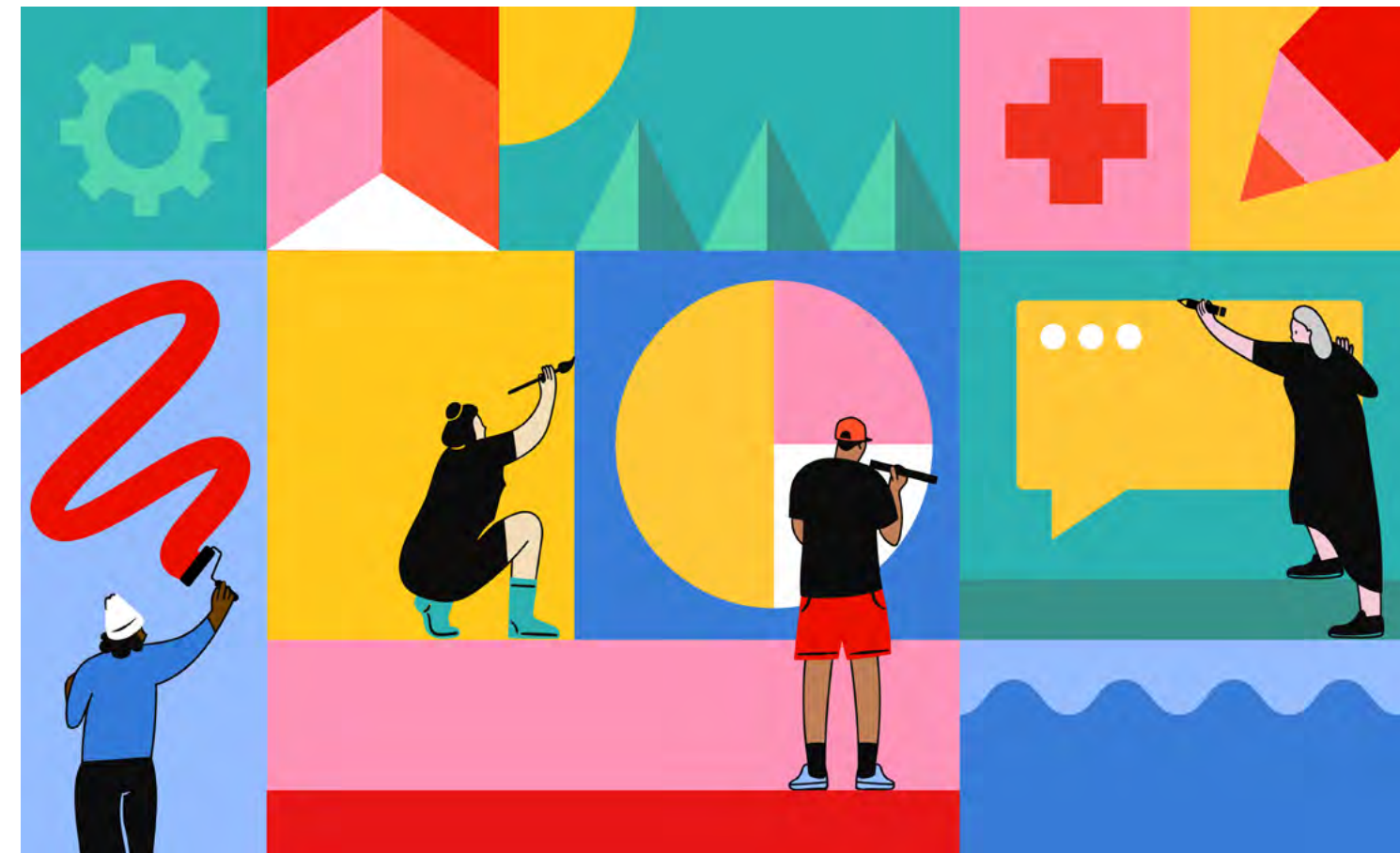
$6M

directed by our employees through ECF in CY2023

$13.5M

in employee donations and matching grants for 5.7K+ charitable organizations around the world through Season of Change

Adobe Employee Community Fund

The Adobe Employee Community Fund (ECF) is one way we give back to the communities where we live and work. Our employees invite eligible nonprofits to apply for ECF grants, and employee-led grant review panels based in our largest office communities determine which local organizations best align with Adobe's own philanthropic priorities. In CY2023, our employees directed $6 million through ECF across North America; Europe, Middle East and Africa; India; and Japan and Asia Pacific.

Giving and Employee Engagement: Season of Change

To further our community impact, we host an annual end-of-year employee matching campaign called Season of Change. In 2023, we more than doubled our $5 million goal and achieved our biggest-ever result, raising $13.5 million in employee donations and matching grants for 5.7K+ charitable organizations around the world in just one month. The success of Season of Change 2023 capped off a remarkable year of employee-driven philanthropy at Adobe.

Hometown Commitment, Hometown Impact

In March 2023, Adobe expanded our presence and commitment to San Jose, California. We opened our new Founders Tower in downtown San Jose and evolved our Hometown Commitment to continue driving positive change in the communities where we live and work.

Our Hometown Commitment is a holistic approach to supporting local nonprofit organizations through employee engagement, volunteerism, product donations and advocacy along with financial commitments from the Adobe Foundation.

We are starting with San Jose, the long-time home of Adobe. The Foundation granted $3.8 million in total in support of 11 nonprofit organizations in San Jose that share in our commitment to solving critical local issues, revitalizing the community, and ensuring robust arts and cultural institutions. By focusing on organizations addressing the immediate community needs such as homelessness and food insecurity, while also supporting infrastructure, we believe we can drive the greatest impact and build a stronger future together.

The commitment supports the San Jose Downtown Association, HomeFirst, The Kelsey, Second Harvest of Silicon Valley, The Tech Interactive, Cinequest, Local Color SJ, San Jose Museum of Art,

Children's Discovery Museum, Guadalupe River Park Conservancy, and the City of San Jose Blue Zones Project Readiness Assessment.

Looking ahead, we plan to commit an additional $2 million to our cohort of San Jose grantees with a focus on continuing our support of the existing partnerships. We also intend to expand these commitments to our international hometowns in London and Maidenhead, United Kingdom, and Noida and Bangalore, India, where we'll continue to support our local community through our people, products and philanthropy.

$3.8M+

granted by the Adobe Foundation to support 11 nonprofit organizations in San Jose

$2M

in additional planned commitments to our cohort of San Jose grantees

Image courtesy of Dominique Graves.

Founders Tower

Founders Tower, a state-of-the art building, is home to our global headquarters and a physical manifestation of both our Hometown Commitment and what we believe the future of the workplace will be. The Tower adds capacity for 4,000 more employees to our San Jose headquarters campus, designed specifically to be a place for people to come together for moments that matter to build connections, foster community and create the future.

Hometown Commitment, Hometown Impact

Developed in a partnership between Adobe Design and Adobe Corporate Social Responsibility, Design Workshops for Good provide nonprofit organizations with a crash course in how to apply design processes to real-world problems.

Design Workshops for Good With the San Jose Downtown Association

Developed in a partnership between Adobe Design and Adobe Corporate Social Responsibility, Design Workshops for Good provide nonprofit organizations with a crash course in how to apply design processes to real-world problems. The workshops, one of the ways our team gets involved in pro bono work, are led by Adobe Design facilitators who teach and promote design thinking for product ideas, business solutions and social causes by applying design problem-solving to a specific challenge. In November 2023, Adobe brought to life its partnership with San Jose Downtown Association (SJDA) through a Design Workshop for Good. We asked six teams led by Adobe Design experts to apply their unique design skills and knowledge to answer the prompt: "How do we create a more cohesive and connected San Jose community?"

Over the course of three days, Adobe volunteers and SJDA staff collaborated and attended panel discussions and design-thinking workshops. Each team developed and presented actionable and unique proposals to SJDA, which is now exploring how to execute several of these concepts, including ways to make city information and events easier to access and initiatives to better support new and existing small businesses in San Jose. Looking ahead, Adobe will continue to execute Design Workshops for Good in partnership with one to two philanthropic partners per year.

"Our journey has been an inspiring one, and I can't wait to put the deliverables and outcomes from our design thinking process to good use. Together, we are on a mission to create a more cohesive and connected Downtown San Jose."

—Juan Carlos Aguirre, Community Engagement Manager, San Jose Downtown Association

Governance and Oversight

Adobe's mission to change the world through personalized digital experiences is more critical than ever as digital continues to rapidly transform work, life and play. Our executive leadership and board of directors are engaged in every step of this journey.

We leverage our governance structure to coordinate and advance our corporate social responsibility (CSR) efforts across all areas of our business. Our Governance and Sustainability Committee has primary oversight responsibility for CSR, and our Executive Compensation Committee oversees human capital management. Our leadership provides regular updates to the board and its committees on various material topics, including DEI, climate action, AI and necessary disclosures, compliance requirements, and risks. In addition, our ESG Committee, a global cross-functional leadership group, ensures companywide coordination on present and emerging environmental, social and governance issues. Our Sustainability Leadership Council, a cross-functional group of individuals overseen by an executive council, reviews and guides strategies and proposes action plans and performance objectives related to our companywide sustainability efforts.

Accountability

We hold ourselves accountable for progress against our commitments and goals. When needed, Adobe brings in outside experts to review our CSR practices and give us candid feedback on how we can do better and create greater impact. Further, our corporate governance framework ensures Adobe's board of directors has the ability to review and evaluate our CSR practices and, when necessary, make decisions independent of management.

Materiality

We use a materiality assessment process to ensure that our strategies, programs and reporting all focus on the issues that matter most to our stakeholders and deliver the greatest social and environmental impact to our communities. In late 2023, we initiated our first double materiality assessment process in preparation for compliance with the European Union Corporate Sustainability Reporting Directive.

Doing the Right Thing

At Adobe, good business begins with our doing right by all our constituencies and holding ourselves to the highest ethical standards. Adobe's Code of Business Conduct outlines the principles that guide our interactions with employees, customers, partners, stockholders and communities. In simple terms, our Code reflects our promise always to do the right thing. It is a key reason we are among the world's most admired companies, and it is vital to our ongoing success.

Our Code of Business Conduct and our Code of Ethics can be found on the Ethics and Integrity section of our website.

About this Report

We are committed to providing an annual account of our performance on CSR issues. Unless otherwise noted, all information conveyed in this report, published April 30, 2024, covers Adobe's Fiscal Year 2023, from Dec. 3, 2022, to Dec. 1, 2023. All financial information is disclosed in U.S. dollars unless otherwise noted.

Along with additional materials on the Corporate Responsibility, Sustainability, Investor Relations and Diversity and Inclusion sections of our website, this report provides an overview of the priority areas where Adobe, its employees and its partners are making meaningful, positive impacts on society.

Many of our priorities, outcomes and impacts — and thereby our process for communicating them — are greatly informed by the established frameworks used to evaluate company performance across social, environmental and governance practices. Our disclosures are shaped by the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), CDP and Task Force on Climate-Related Financial Disclosures (TCFD).

This report represents our impacts, progress and results as they relate to social and environmental responsibility. We present performance data throughout, and we are committed to the continued improvement, accuracy and sophistication of our CSR information. To this end, Adobe's CSR function collaborates across the company to collect, organize and validate the data used in this report.

CSR Report Disclaimer and Forward-Looking Statements

The report does not cover all information about our business. References in this report to information should not be construed as a characterization regarding the materiality of such information to our financial results or for purposes of U.S. federal securities laws and regulations. Although certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with U.S. federal securities laws and regulations.

The information covered by this report contains "forward-looking statements" within the meaning of applicable securities laws, including statements regarding our plans, initiatives, projections, goals, commitments and strategies, and related business and stakeholder impacts. Each of the forward-looking statements we make in this report involves risks and uncertainties and assumptions based on information available to us as of the date of this report. Such risks and uncertainties, many of which relate to matters beyond our control, could cause actual results to differ materially and adversely from these forward-looking statements. Factors that might cause or contribute to such differences include, but are not limited to: assumptions not being realized; global sociodemographic and economic trends; changing laws and regulations; evolving sustainability

strategies; scientific or technological developments; climate-related conditions and weather events; our ability to gather and verify data regarding impacts; the compliance of third parties with our policies and procedures; our expansion into new products, services, technologies and geographic regions; and other changes in circumstances, as well as the factors set forth in the "Risk Factors" section of Adobe's most recently filed Annual Report on Form 10-K and Quarterly Reports on Form 10-Q. The risks described in this report and in Adobe's filings with the U.S. Securities and Exchange Commission should be carefully reviewed. Adobe assumes no obligation to, and does not currently intend to, update these forward-looking statements. Undue reliance should not be placed on the forward-looking statements made in this report.

Moreover, many of the assumptions, standards, metrics and measurements used in preparing this report continue to evolve and are based on assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. Given the inherent uncertainty of the estimates, assumptions and timelines contained in this report, we may not be able to anticipate whether or the degree to which we will be able to meet our plans, targets or goals in advance.

We welcome your questions, comments and feedback at createchange@adobe.com.

Key ESG Performance Indicators

Governance

Reference Indices	Key Performance Indicator	2023
GRI General Disclosures 2-1	Name of organization	Adobe Inc.
GRI General Disclosures 2-1	Location of organization's headquarters	San Jose, California
GRI General Disclosures 2-1	Restated Certificate of Incorporation	Restated Certification of Incorporation
GRI General Disclosures 2-3	Reporting period	December 3, 2022 to December 1, 2023
GRI General Disclosures 2-3	Reporting frequency	Annual
GRI General Disclosures 2-3	Reporting contact point	createchange@adobe.com
GRI General Disclosures 2-6	Primary brands, products, & services	**Digital Media.** We provide products, services and solutions that enable individuals, teams, businesses and enterprises to create, publish and promote their content anywhere, and accelerate their productivity by transforming how they view, share, engage with and collaborate on documents and content creation. Our Digital Media segment is centered around Adobe Creative Cloud and Adobe Document Cloud, which include Adobe Express, Adobe Firefly, Photoshop, Illustrator, Lightroom, Premiere Pro, Acrobat, Acrobat Sign and many more products, offering a variety of tools for creative professionals (like photographers, video editors and game developers), communicators and other consumers. This is the core of what we have delivered to customers and users for decades, and we have continually evolved and expanded our Digital Media business model to provide our customers and users with a range of flexible solutions to help them reach their full creative potential. **Digital Experience.** We provide an integrated platform and set of products, services and solutions through Adobe Experience Cloud that enable businesses to create, manage, execute, measure, monetize and optimize customer experiences spanning from analytics to commerce. Our customers include marketers, advertisers, agencies, publishers, merchandisers, merchants, web analysts, data scientists, developers and executives across the C-suite. The foundation of our offering is Adobe Experience Platform, which provides businesses and brands with an open and extensible system for customer experience management that transforms customer data into robust customer profiles that update in real time and uses insights to deliver personalized digital experiences across various channels.

Reference Indices	Key Performance Indicator	2023	2022	2021
GRI General Disclosures 2-6	Total revenue (dollars in millions)	$19,409	$17,606	$15,785
	% of total revenue			
	Americas	60%	58%	57%
	EMEA	25%	26%	27%
	APAC	15%	16%	16%
	Net income (dollars in millions)	$5,428	$4,756	$4,822
	% effective tax rate	20%	21%	15%
	Significant acquisitions	None	None	Frame.io, Workfront

Governance

Reference Indices	Key Performance Indicator	2023	2022	2021
Taxation				
GRI 102-15	Evaluation of risks of taxation on future company value creation	Tax Risk Assessment		
GRI General Disclosures 2-27	Approach to Tax - Tax Policy	Adobe Tax Policy		
Transparent and ethical business practices				
GRI Disclosure 2-9	Governance structure and composition	2024 Proxy Statement		
GRI 102-22	# of executive and non-executive members of the board of directors	12	12	12
GRI 102-22	% independent board members	92%	91%	91%
GRI 102-23	Separate CEO and chair roles	No	No	No
	% female board members	33%	33%	33%
GRI General Disclosures 2-11	Chair of the highest governance body	2024 Proxy Statement		
GRI General Disclosures 2-12	Role of the highest governance body in overseeing the management of impacts	2024 Proxy Statement		
	Independent audit committee	2024 Proxy Statement		
	Independent compensation committee	2024 Proxy Statement		
	Independent nominating and governance committee	2024 Proxy Statement		
	Shareholder engagement procedures	2024 Proxy Statement		
GRI General Disclosures 2-14	Role of highest governance body in sustainability reporting	2024 Proxy Statement		
GRI General Disclosures 2-19	Board remuneration disclosure	2024 Proxy Statement		
GRI General Disclosures 2-19	External reporting of compensation of senior executives	2024 Proxy Statement		
GRI General Disclosures 2-20	CEO compensation linked to total shareholder return (TSR) or similar	2024 Proxy Statement		
GRI General Disclosures 2-20	Shareholders have right to vote on the remuneration of executives	2024 Proxy Statement		
	% average overall attendance of board meetings	2024 Proxy Statement		
	Audit, audit related and non-audited related fees paid	2024 Proxy Statement		

Governance

Reference Indices	Key Performance Indicator	2023	2022	2021
	Transparent and ethical business practices			
GRI General Disclosures 2-20	Executive stock ownership guidelines promotes long-term performance perspective	2024 Proxy Statement		
	Clawback policy	2024 Proxy Statement		
GRI General Disclosures 2-23	Policy commitments	Ethics and Integrity		
GRI General Disclosures 2-24	Embedding policy commitments	Ethics and Integrity		
	Statement on company's main risk factors	Form 10-K for FY2023		
GRI General Disclosures 2-29, 3-1, 3-2, 3-3	Adobe Materiality Assessment	Adobe Materiality Assessment		
	Transparent and ethical business practices: anti-corruption and antitrust compliance			
GRI General Disclosures 2-22	Antitrust policy	Adobe Code of Business Conduct		
GRI General Disclosures 2-22	Measures taken to ensure antitrust compliance	Adobe Integrity		
GRI General Disclosures 2-26	Whistleblower programs	Adobe Code of Business Conduct		
	3rd party anti-corruption risk assessment procedures	Global Anti-Corruption Policy		
	Policy to address corruption in high risk areas	Global Anti-Corruption Policy		
SASB TC-SI-520a.1	Amount of legal and regulatory fines and settlements associated with anti-competitive practices	In FY23, we had zero legal or regulatory fines and settlements associated with anti-competitive practices that required disclosure in our public SEC filings.	In FY22, we had zero legal or regulatory fines and settlements associated with anti-competitive practices that required disclosure in our public SEC filings.	In FY21, we had zero legal or regulatory fines and settlements associated with anti-competitive practices that required disclosure in our public SEC filings.

Governance

Reference Indices	Key Performance Indicator	2023	2022	2021
	Data security, privacy, and managing systemic risks from technology disruptions			
SASB TC-SI-220a.1	Product security, privacy and availability	Adobe Trust Center		
SASB TC-SI-220a.1	Privacy policy	Privacy Policy		
SASB TC-SI-220a.2	How Adobe handles customer information	Privacy Policy		
SASB TC-SI-220a.3	Amount of legal and regulatory fines and settlements associated with customer privacy	In FY23, we had zero monetary losses as a result of legal proceedings associated with user privacy that required disclosure in our public SEC filings.	In FY22, we had zero monetary losses as a result of legal proceedings associated with user privacy that required disclosure in our public SEC filings.	In FY21, we had zero monetary losses as a result of legal proceedings associated with user privacy that required disclosure in our public SEC filings.
SASB TC-SI-220a.4	Law enforcement requests	Law Enforcement Requests		
SASB TC-SI-220a.5	Government-required monitoring	Government Requests Transparency Report		
SASB TC-SI-230a.1	Number of data security breaches	In FY23, we had zero data security breaches that required disclosure in our public SEC filings.	In FY22, we had zero data security breaches that required disclosure in our public SEC filings.	In FY21, we had zero data security breaches that required disclosure in our public SEC filings.
SASB TC-SI-230a.2	Approach to managing data security risks	Adobe Data Security		
SASB TC-SI-550a.1	Status of Adobe products and performance	status.adobe.com		
SASB TC-SI-550a.2	Business continuity risks related to disruption of operations	Item 1A (Risk Factors) in Adobe's Form 10-K		
	Public policy transparency			
	Political involvement policy	Adobe Public Policy and Government Relations Policy		
	Total financial contributions to political parties, politicians, and PACs	$0	$0	$0
GRI 415-1	Lobbying and political expenses	$2.24M	$2.04M	$2.13M
GRI General Disclosures 2-28	Membership of associations	Association memberships		
	Policy advocacy highlights	Priority public policy areas		

Governance

Reference Indices	Key Performance Indicator	2023	2022	2021
	Responsible supply chain			
	% relevant suppliers required to comply with the Responsible Business Alliance (RBA)	100%	100%	100%
	RBA validation audits of turn-key suppliers	None required	None required	None required
GRI General Disclosures 2-25	% significant suppliers that have undergone human rights screenings	100%	100%	100%
GRI General Disclosures 2-25	# incidents related to freedom of association	0	0	0
GRI General Disclosures 2-25	# Incidents related to child labor	0	0	0
GRI General Disclosures 2-25	# Incidents related to forced labor	0	0	0
GRI General Disclosures 2-23	Supply chain implementation standards	Business Partner Code of Conduct		
GRI General Disclosures 2-23	Scope of social supplier standards	Business Partner Code of Conduct		
GRI General Disclosures 2-23	Supply chain monitoring practices	Supplier due diligence		
GRI General Disclosures 2-23	Global human rights policy	Global Human Rights Policy		
GRI General Disclosures 2-23	Human rights criteria in selection of suppliers	Business Partner Code of Conduct		
GRI General Disclosures 2-26	Tool to report human rights violations	Adobe Ethics and Integrity		
GRI 412-3	% suppliers by procurement spend that have agreements and contracts that include human rights clauses or that underwent human rights screening	100%	100%	100%

Social

Reference Indices	Key Performance Indicator	2023	2022	2021
	Employees			
GRI Disclosure 2-7	Employees	Adobe for All		
GRI 102-7	Global employees (assigned + unassigned + remote)	29,945	29,239	25,988
SASB TC-SI-330a.1	% employees in U.S.	50%	51%	52%
SASB TC-SI-330a.1	% employees outside U.S.	50%	49%	48%
	Employee diversity, equity and inclusion[1]			
GRI General Disclosures 2-27	Anti-Discrimination Policy	Adobe Code of Business Conduct		
GRI 405-1	Diversity of governance bodies and employees	2024 Proxy Statement		
	Diversity, equity and inclusion	Adobe Diversity and Inclusion		
GRI 405-1, SASB TC-SI-330a.3	% female employees	35.3%	34.6%	33.8%
GRI 405-1, SASB TC-SI-330a.3	% male employees	64.1%	64.7%	65.5%
	Race and Ethnicity – U.S. Only			
GRI 405-1, SASB TC-SI-330a.3	% U.S. employee base, URM[2]	11.6%	11.7%	10.9%
GRI 405-1, SASB TC-SI-330a.3	% White	51.4%	52.5%	55.4%
GRI 405-1, SASB TC-SI-330a.3	% Asian	31.8%	30.7%	29.2%
GRI 405-1, SASB TC-SI-330a.3	% Hispanic/Latinx	5.6%	5.6%	5.2%
GRI 405-1, SASB TC-SI-330a.3	% Black/African American	3.0%	3.1%	2.8%
GRI 405-1, SASB TC-SI-330a.3	% Native Hawaiian/Pacific Islander	0.2%	0.2%	0.3%
GRI 405-1, SASB TC-SI-330a.3	% Native American/Alaska Native	0.2%	0.2%	0.2%
GRI 405-1, SASB TC-SI-330a.3	% two or more races	2.5%	2.6%	2.5%
GRI 405-1, SASB TC-SI-330a.3	% undisclosed	5.2%	5.1%	4.5%

1   Percentages may not add up to 100 due to employees who have not self-identified their gender and/or race and ethnicity data, and also due to rounding.
2   URM are those employees in the U.S. who identify as Black/African American, Hispanic/Latinx, Native American, Pacific Islander and/or two or more races.

Social

Reference Indices	Key Performance Indicator	2023	2022	2021
	Employee diversity, equity and inclusion[1]			
	Race and Ethnicity by Gender – U.S. Only			
GRI 405-1, SASB TC-SI-330a.3	% White, female	35.7%	35.3%	34.1%
GRI 405-1, SASB TC-SI-330a.3	% Asian, female	43.1%	42.8%	41.9%
GRI 405-1, SASB TC-SI-330a.3	% Hispanic/Latinx, female	46.0%	46.5%	45.6%
GRI 405-1, SASB TC-SI-330a.3	% Black/African American, female	40.3%	40.8%	36.2%
GRI 405-1, SASB TC-SI-330a.3	% Native American/Alaska Native, female	45.8%	46.4%	43.5%
GRI 405-1, SASB TC-SI-330a.3	% Native Hawaiian/Pacific Islander, female	38.2%	40.0%	38.5%
GRI 405-1, SASB TC-SI-330a.3	% two or more races, women	46.7%	45.2%	44.7%
	Gender by Race and Ethnicity – U.S. Only			
	Female			
GRI 405-1, SASB TC-SI-330a.3	% female, White	47.2%	48.1%	50.7%
GRI 405-1, SASB TC-SI-330a.3	% female, Asian	35.3%	34.1%	32.8%
GRI 405-1, SASB TC-SI-330a.3	% female, Hispanic/Latinx	6.7%	6.8%	6.3%
GRI 405-1, SASB TC-SI-330a.3	% female, Black/African American	3.1%	3.3%	2.7%
GRI 405-1, SASB TC-SI-330a.3	% female, Native American/Alaska Native	0.2%	0.2%	<1%
GRI 405-1, SASB TC-SI-330a.3	% female, Native Hawaiian/Pacific Islander	0.2%	0.2%	<1%
GRI 405-1, SASB TC-SI-330a.3	% female, two or more races	3.0%	3.0%	2.9%
GRI 405-1, SASB TC-SI-330a.3	% female, undisclosed	4.3%	4.3%	<5%

1 Percentages may not add up to 100 due to employees who have not self-identified their gender and/or race and ethnicity data, and also due to rounding.

Social

Reference Indices	Key Performance Indicator	2023	2022	2021
	Employee diversity, equity and inclusion[1]			
	Gender by Race and Ethnicity – U.S. Only			
	Male			
GRI 405-1, SASB TC-SI-330a.3	% male, White	54.7%	55.8%	58.7%
GRI 405-1, SASB TC-SI-330a.3	% male, Asian	29.9%	28.8%	27.2%
GRI 405-1, SASB TC-SI-330a.3	% male, Hispanic/Latinx	5.0%	4.9%	4.5%
GRI 405-1, SASB TC-SI-330a.3	% male, Black/African American	3.0%	3.0%	2.8%
GRI 405-1, SASB TC-SI-330a.3	% male, Native American/Alaska Native	0.1%	0.2%	<1%
GRI 405-1, SASB TC-SI-330a.3	% male, Native Hawaiian/Pacific Islander	0.2%	0.2%	<1%
GRI 405-1, SASB TC-SI-330a.3	% male, two or more races	2.2%	2.3%	2.2%
GRI 405-1, SASB TC-SI-330a.3	% male, undisclosed	4.8%	4.9%	<5%
	Gender by Job Category			
GRI 405-1, SASB TC-SI-330a.3	% female leadership[2]	29.0%	27.7%	25.4%
GRI 405-1, SASB TC-SI-330a.3	% male leadership	70.8%	72.1%	74.5%
GRI 405-1, SASB TC-SI-330a.3	% female people managers[3]	34.2%	32.9%	31.1%
GRI 405-1, SASB TC-SI-330a.3	% male people managers	65.5%	66.7%	68.6%
GRI 405-1, SASB TC-SI-330a.3	% female individual contributor	36.0%	35.4%	34.9%
GRI 405-1, SASB TC-SI-330a.3	% male individual contributor	63.4%	63.8%	64.4%
GRI 405-1, SASB TC-SI-330a.3	% females in tech roles[4]	27.6%	26.9%	26.2%
GRI 405-1, SASB TC-SI-330a.3	% males in tech roles	71.8%	72.4%	73.3%

1 Percentages may not add up to 100 due to employees who have not self-identified their gender and/or race and ethnicity data, and also due to rounding.
2 Starting in FY2022, the definition for "Leadership" was updated to include employees who are director-level and above. Prior to that, "Leadership" was defined as employees who are director-level and above with at least one full-time employee direct report.
   The updated definition has been applied to FY2021 – FY2022 metrics and resulted in a decrease of some historical metrics by <3% due to the larger data set.
3 In FY2023, the definitions of "People Manager" and "Individual Contributor" were updated to reflect strictly the "Manager" and "Individual Contributor" management levels, respectively. In the past, these were defined using a combination of management level and the number/type
   of direct reports. Using the new definitions, together the Individual Contributor, People Manager, and Leadership groups capture the total Adobe population. The updated definitions have been applied to FY2021-FY2022 metrics and resulted in a delta of ≤.5%.
4 Technical occupations in computing and information technology are those that require deep technical specialization and knowledge, as well as managers, directors and executives who oversee technical employees and the development and delivery of technical products. Source: AnitaB.org.

Key ESG Performance Indicators

Social

Reference Indices	Key Performance Indicator	2023	2022	2021
Employee diversity, equity and inclusion[1]				
	URM by Job Category – U.S. Only			
GRI 405-1, SASB TC-SI-330a.3	% URM leadership	8.1%	7.6%	6.5%
GRI 405-1, SASB TC-SI-330a.3	% URM people managers	9.2%	9.0%	8.9%
GRI 405-1, SASB TC-SI-330a.3	% URM individual contributor	12.4%	12.7%	11.7%
GRI 405-1, SASB TC-SI-330a.3	% URM tech roles	9.7%	9.7%	9.2%
Human capital management				
SASB TC-SI-330a.2	Satisfaction level of employees[2]	85%	84%	87%
	Net employment creation as a % of total employees	2.4%	12.1%	15.3%
	% open positions filled by internal candidates	25%	25%	29%
	Total attrition rate	7.4%	11.7%	12.0%
	Ratio of basic salary and remuneration of women to men[3]	1:1	1:1	1:1
	Unadjusted global median pay for women as a % of the median pay for men[3]	98.2%	97.1%	97.2%
	Unadjusted median pay for URM employees in the U.S. as a % of the median pay for non-URM in the U.S.[3]	85%	86.1%	86.3%
GRI 401-2	Benefits programs	Health & Wellbeing, Financial, Time Off, Work & Life Benefits		
GRI 401-2	Education reimbursement program	Adobe Benefits		
GRI 201-3	Defined benefit plan obligations and other retirement plans	Adobe Benefits		
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Adobe Check-in		
GRI 403-2	# of employee fatalities resulting from operational accidents per 100,000	0	0	0
GRI 403-2	# of contractor fatalities resulting from operational accidents per 100,000	0	0	0
GRI 403-3	Occupational health services	Ergonomics Program: Employees can email ergonomics@adobe.com or submit an ergonomic request through our internal network.		
GRI 403-6	Promotion of worker health	Adobe Benefits		

1 Percentages may not add up to 100 due to employees who have not self-identified their gender and/or race and ethnicity data, and also due to rounding.
2 The satisfaction metric is based on ratings from an employee survey for the statement 'Overall, I am satisfied with my experience at Adobe'.
3 Unadjusted median pay and pay parity results are as of October 2, 2023.

Social

Reference Indices	Key Performance Indicator	2023	2022	2021
Human capital management				
GRI 403-7	Prevention and mitigation of occupational health and safety	For health and safety concerns employees can email safety@adobe.com or contact the Global Security Operations Center 24/7 at +1 (408) 536-4444 (ext. 6-4444); +1 (800) 866-8006; +1 (408) 536-4443 (international/collect) or email security@adobe.com.		
GRI 403-9, 403-10	# of injuries and illnesses per 200,000 hours worked	0.04	0.3	0.03
GRI 416	# of incidents of non-compliance (health & safety of products, incidents resulting in a fine or penalty, incidents resulting in a warning)	0	0	0
GRI General Disclosures 2-26	Adobe Help Line (confidential means of reporting internal & external concerns, escalation, whistleblowing mechanisms, and hotline)	Adobe Help Line: Employees can call 6-HELP and email ERC@adobe.com, and internal and external stakeholders can email the Compliance Office at integrity@adobe.com or call +1 (800) 300-1026.		
Enabling inclusive opportunity				
GRI 203-2	Digital inclusion initiatives	Adobe Creative Campus		
	Scholarships, grants and career development opportunities	Adobe Creativity Scholarships		
	Digital literacy	Adobe Digital Literacy		
	Accessibility	Adobe Accessibility		
	Accessibility standard used by Adobe	WCAG 2.1 AA		
	Readability	Adobe Readability		
	Inclusive design	Inclusive Design		
Community engagement[1]				
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Adobe Nonprofit Resource Guide		
GRI 201-1	Total community investment (cash & in-kind)	$115.2M	$113.8M	$95.5M
	Company match of employee financial contributions and volunteer hours	$22.0M	$16.6M	$15.5M
	Product donation (FMV)	$68.8M	$63.5M	$46.6M
	Value of talent contributions through pro bono projects	$1,281,585	$413,550	$1,414,350
	Employee participation percentage	49%[2]	70%	69%
	Number of hours volunteered	201,404	150,239	127,865
	Organizations served	83,457	89,110	67,715

1 All data for community engagement represents efforts over the calendar year.
2 The decrease in 2023 employee participation compared to the previous two years is a result of strategic programmatic shifts in the Employee Community Fund voting, which typically counts towards the employee participation indicator.

Environmental

Reference Indices	Key Performance Indicator	2023	2022	2021
	Climate change and GHG emissions			
	CDP Score	A-	A	A-
GRI 305-1	Scope 1 GHG emissions (tonnes CO_2e)	7,649	6,568	4,911
	Scope 1 GHG emissions from combustion of natural gas and diesel (tonnes CO_2e)	5,274	4,815	3,469
GRI 305-6	Scope 1 GHG emissions from ozone-depleting substances (tonnes CO_2e)	378	427	299
	Scope 1 GHG emissions from mobile sources (tonnes CO_2e)	1,997	1,326	1,143
GRI 3-3	Verification status of reported Scope 1 emissions	Third party verified	Third party verified	Third party verified
GRI 305-2	Scope 2 GHG emissions, location-based (tonnes CO_2e)	62,662	57,168	61,220
	Scope 2 GHG emissions, market-based (tonnes CO_2e)	22,950	22,936	31,341
GRI 3-3	Verification status of reported Scope 2 emissions	Third party verified	Third party verified	Third party verified
GRI 305-3	Scope 3 GHG emissions (tonnes CO_2e)	612,099	463,438	424,343
	Category 1 GHG emissions, purchased goods & services (tonnes CO_2e)	511,376	405,645	396,221
	Category 2 GHG emissions, capital goods (tonnes CO_2e)	47,112	26,084	18,340
	Category 3 GHG emissions, FERA (tonnes CO_2e)	5,470	6,227	7,323
	Category 4 GHG emissions, upstream transportation & distribution (tonnes CO_2e)	559	66	6
	Category 6 GHG emissions, business travel (tonnes CO_2e)	38,141	19,704	1,187
	Category 7 GHG emissions, employee commuting (tonnes CO_2e)	9,441	5,711	1,267
GRI 3-3	Verification status of reported Scope 3 emissions	Third party verified	Third party verified	Third party verified
GRI 305-5	Reduction of GHG emissions (tonnes CO_2e)	5,494	95	416
GRI 305-4	Normalized carbon intensity (tonnes CO_2e (Scope 1+2 market-based)/FTE)	1	1	1.4
GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	0	0	0

Environmental

Reference Indices	Key Performance Indicator	2023	2022	2021
	Renewables and energy efficiency[1]			
GRI 302-1	Total energy consumption (MWh)	230,711	213,408	240,344
SASB TC-SI-130a.1	Total energy consumption (GJ)[2]	830,559	768,269	865,238
SASB TC-SI-130a.1	% of total energy consumption that is grid electricity	84%	84%	92%
SASB TC-SI-130a.1	% of total energy consumption that is renewable energy	56%	53%	55%
SASB TC-SI-130a.1	% of total energy consumption that is renewable electricity	66%	62%	59%
	Global grid electricity purchased and consumed (MWh)	194,481	180,011	221,568
	% electricity purchased and consumed from managed colocated data centers	22%	25%	44%
	Global fuel purchased and consumed (diesel, liquefied petroleum gas, jet fuel, gasoline and natural gas) (MWh)	36,047	32,786	23,472
GRI 302-3	Energy intensity (MWh/FTE)	7.7	7.3	9.2
	Sustainable workplaces and practices			
	Total space worldwide (Sq. Ft.)	5,387,228	4,614,038	4,648,814
	% LEED/ green-certified buildings (owned and leased)	87%	85%	81%
	% employees in LEED/green-certified workspaces	69%	61%	66%
	% of total owned and managed	69%	56%	53%
	% of total leased	31%	44%	47%
	% of total in U.S.	63%	62%	63%
	% of total in India	22%	22%	21%
	% of total in rest of world	15%	17%	16%
	Adobe workspace total energy use (does not include managed Colo energy) (MWh)	107,331	96,772	78,661
GRI 302-3	Energy use intensity of Adobe workspaces (kWh/Square Foot)	19.9	21.0	16.9

1 Due to ongoing process improvement and data validation, we have made minor edits to our previous years' energy, water, and waste data.
2 Our largest colocated data center provider changed their reporting methodology for electricity consumption in FY2022. The provider transitioned from an estimate-based approach to metered consumption, which was applied for FY2022-FY2023 data.

Environmental

Reference Indices	Key Performance Indicator	2023	2022	2021
	Data centers[1]			
	Scope 2 location-based GHG emissions from Adobe owned data center in Hillsboro, OR (metric tonnes CO_2e)	20,342	18,651	17,601
	Scope 2 market-based GHG emissions from Adobe owned data center in Hillsboro, OR (metric tonnes CO_2e)	13,871	10,920	16,838
	Electricity purchased and consumed from Adobe owned data center in Hillsboro, OR (MWh)	70,244	64,395	64,266
	Scope 2 location-based GHG emissions from colocated data centers (metric tonnes CO_2e)	12,341	12,775	23,415
	Scope 2 market-based GHG emissions from managed colocated data centers (metric tonnes CO_2e)	5,629	5,903	5,642
	Electricity purchased and consumed from colocated data centers (MWh)	43,028	45,766	97,495
SASB TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Data Center Management		
	Sustainable supply chain			
	Supply chain standards	Business Partner Code of Conduct		
	Water use and management[1]			
GRI 303-3, SASB TC-SI-130a.2	Total water withdrawn – U.S. & India owned and/or managed facilities (Cubic Meters)	318,834	264,682	203,958
	% of water recycled and reused	8%	7%	3%
SASB TC-SI-130a.2	% of water consumed in regions with high or extremely high baseline water stress	30%; High Risk is 21%, Extremely High Risk is 9%	28%; High Risk is 24%, Extremely High Risk is 4%	15%; High Risk is 13%, Extremely High Risk is 2%
	Water intensity (Cubic Meters/FTE)	10.6	9.1	7.8

1 Due to ongoing process improvement and data validation, we have made minor edits to our previous years' energy, water, and waste data.

Environmental

Reference Indices	Key Performance Indicator	2023	2022	2021
	Waste management[1]			
GRI-306-1	Waste generation and significant waste-related impacts	As Adobe produces digital products that do not contribute to the physical waste stream, waste metrics reported here represent our operational waste from Adobe-owned buildings and buildings where we hold a long-term lease.		
GRI 306-2	Waste Diversion Rate (% of total)	82%	88%	91%
GRI 306-3	Total waste generated (metric tons)	1,607	1,992	1,189
	Total waste diverted from global owned and/or managed facilities (metric tons)	1,316	1,761	1,082
	Total waste recycled (metric tons)	471	864	566
	Total waste composted (metric tons)	845	896	517
	Total waste landfilled (metric tons)	291	231	106
	Environmental fines, penalties and settlements			
GRI 307-1	Environmental fines, penalties and settlements	$0	$0	$0

1 Due to ongoing process improvement and data validation, we have made minor edits to our previous years' energy, water, and waste data.