



25 YEARS OF GIVING BACK: ADOBE IN THE COMMUNITY 2007



To our friends and partners in the community:

In 2007, Adobe celebrated a notable milestone: 25 years of revolutionizing how the world engages with ideas and information. However, we also celebrated another remarkable achievement at that time: 25 years of promoting and advancing community involvement and philanthropy. Since its inception, Adobe has encouraged volunteerism and community engagement. As the company has grown, we have continued to increase the depth and impact of our community support.



At Adobe, sharing our success by supporting charitable causes and employee volunteer activities is one of our fundamental values. It's a belief that came directly from John Warnock and Chuck Geschke when they founded the company in 1982. Now, 25 years later, Adobe has become one of the most engaged and responsible corporate citizens in the world.

In 2007, Adobe donated more than US\$25.4 million in cash and software to schools and nonprofits throughout the world. In addition to the financial support and in-kind donations we give to organizations, we are pleased to also provide the volunteer support of our employees.

We plan to continue to expand our tradition of community involvement in the years to come. This year, Adobe launched the Adobe Foundation to leverage its human, technological, and financial resources to drive social change and transform the communities in which we live and work. The Foundation will support notable nonprofit organizations in Adobe's focus areas of giving.

We are also continually working to expand and enhance Adobe Youth Voices (AYV), Adobe's signature philanthropic initiative. AYV is designed to provide youth in underserved communities with the tools and training to become engaged citizens and share their life experiences through a range of visual media. I am thrilled that after only 2 years, the AYV program is already active at 75 sites throughout the world.

I would like to offer my sincere thanks to our global partners for the exceptional work they perform each day. I would also like to thank and recognize our employees for their ongoing engagement and volunteerism. Together we will continue to build a better community and a better world.

A handwritten signature in black ink that reads "Shantanu Narayen".

Shantanu Narayen
President and Chief Executive Officer
Adobe Systems Incorporated

ON THE COVER *Through the Adobe Youth Voices program, students at the Vincent Massey Public School in Ottawa, Ontario spent the afternoon practicing photography techniques and learning about perspective, imagery, and formations. The Vincent Massey school educates close to 600 K-8 students each year, representing countries and cultures from all over the world.*

25 Years of Giving

Community giving has been a core value at Adobe since the company was founded in 1982. For more than 25 years we've built upon the philanthropic commitment established by Adobe cofounders John Warnock and Chuck Geschke, who believed in the fundamental importance of giving back to the communities in which we live and work.

Over time, the philanthropy and community involvement programs at Adobe have expanded dramatically. In the early years of the company, Adobe established a philanthropy council to manage the administration of small grants and to help determine where we should be giving. The philanthropy council also worked to promote and implement Adobe-sponsored volunteer projects that encouraged meaningful involvement for employees in their local communities.

In the 1990s, Adobe community programs grew to include matching gifts, product donations, and corporate funding (with grants typically ranging from US\$1,000 to US\$10,000). In the meantime, the dedicated efforts of employees in Adobe volunteer projects far surpassed the original philanthropy council's expectations.

"Over the years, whenever there has been a call for action, Adobe employees have come through," says Paul Cohen, supplier manager in Global Supply Chain Manufacturing at Adobe. Paul, who has been active in the San Jose volunteer group for 11 years, remembers many occasions when Adobe employees made remarkable contributions.

"Many years back, just after the dot-com bust when the Silicon Valley economy was in poor shape, the local food bank was overwhelmed. A day or two before Thanksgiving, it put out a desperate call for help. We sent out an e-mail message to employees, and within two or three hours the Adobe service center had received US\$2,500 and 50 turkeys."

"Again, after the devastating tsunami in 2005, employees came through with strong support," he recalls. "The bottom line is that Adobe employees respond when help is needed."

In 2006, Adobe successfully launched its global signature philanthropy program, Adobe Youth Voices (AYV), which provides the technology, tools, and training to enable underserved youth in middle school and high school to explore and comment on their world through multimedia. Beyond the AYV program, the Adobe community involvement team also manages Adobe Community Investment Grants, Adobe Action Grants, matching grants, software donations, sponsorships, and employee volunteerism.

In 2007, Adobe donated over US\$25.4 million in cash and software to thousands of K-12 schools, nonprofit organizations, and universities throughout the world, and the company was ranked second on the Silicon Valley/San Jose Business Journal's Top Corporate Philanthropist List. On a national level, Adobe was ranked 22nd on the 100 Best Corporate Citizens 2007 list, researched and compiled by *Business Ethics* magazine.

Adobe's work in the community will only continue to grow in the next 25 years. Through thoughtful contributions of time, funding, resources, and support, Adobe and its employees are committed to continuing to make a positive impact on the communities where we live, work, and do business.



Adobe Youth Voices

Inspiring youth worldwide to create with purpose

Adobe launched the global philanthropic program, Adobe Youth Voices (AYV), in June 2006. In 2007, the AYV program expanded to include an additional 47 new sites throughout the world, bringing the total number of sites to 75. The program is currently reaching over 2,000 underserved students in the United States, Canada, the United Kingdom, and India.

The goal of AYV is to empower youth in underserved communities around the globe by providing them with tools to communicate and share their ideas and experiences, demonstrate their potential, and foster social change. The AYV program gives students the software and training necessary to produce a wide array of media on a range of topics impacting their lives and the world—including gang violence, school bullying, racism, child labor, youth stereotypes, diversity, greed, and drug use. The student films offer a poignant, insightful look into the issues and challenges faced by youth throughout the world every day.

To further extend the reach of Adobe Youth Voices in its second year, Adobe established a companion grants program to fund specific projects created by established youth media organizations. The AYV project grants support leading programs and organizations dedicated to engaging youth in breakthrough learning experiences using digital technology. Grantees develop a specific AYV project and then make the completed youth-produced media available for widespread distribution by AYV.

To help raise awareness and visibility of youth media, AYV invited five youth media organizations to send two students each to the Sundance Film Festival in January 2007. The high school students attended films and workshops. And, they were paired in teams with Adobe Design Achievement Award winners to create blogs, video logs, photo galleries, and a five-minute documentary.

In March 2007, 20 youths participated in the Adobe Youth Voices Filmmaking Camp at the Cinequest Film Festival, where they explored topics important to them through filmmaking. Led by film experts from Cinequest and Adobe volunteers, the intensive two-day camp provided an introduction to filmmaking and hands-on experience using editing software.

Community Involvement

Building a better community through employee support

Throughout the year, Adobe employees actively engage in their communities through various volunteer projects. Adobe Action Committees, comprised of volunteers at seven different Adobe offices around the world, help manage and promote local company-sponsored volunteer programs. Employees regularly participate in these volunteer efforts. Adobe also supports individual volunteer work through the Dollars for Doers program. Selected Adobe 2007 global volunteer projects include:

- Bangalore employee volunteers spent a day at the Sri Rakum School for the Blind and worked with visually challenged children.
- San Francisco employees volunteered with Project Homeless Connect to aid local homeless and underserved individuals.
- In Beijing, employees spent a day playing with children at the New Day Foster Home.
- Employees in Dublin celebrated with an international lunch to raise funds for Dublin Simon Community, a group working to support the city's homeless population.
- The Newton Action Committee collected new and gently worn Halloween costumes to donate to Cradles to Crayons, a nonprofit organization that provides goods and services for low-income and homeless children.
- Ottawa employees volunteered with the Ottawa ArtBus project, sponsored by the Ottawa School of Art.
- In San Jose, employees participated in the Adopt-A-Family program through InnVision, by purchasing gifts and grocery certificates for a local family.
- Seattle volunteers worked to repair homes for those in need through Rebuilding Together's annual Spring Rebuilding Day.



Software Donations and Training

Expanding the impact of nonprofit organizations through technology

Adobe is continually seeking new ways to help nonprofit organizations better achieve their mission through the use of cutting-edge technology programs. In 2007, Adobe donated nearly US\$18 million in software to schools and nonprofit organizations around the world through partnerships with TechSoup and Gifts In Kind International. The donations help nonprofit organizations and schools develop or enhance their marketing collateral, build or improve their website, design promotional videos, expand the classroom learning experience for students, and much more.

Adobe also works with notable nonprofit partners in the San Francisco Bay Area and Seattle to administer Adobe software training programs. These partners provide low-cost, Adobe-subsidized classes for educators and nonprofit employees on software programs including Adobe® InDesign®, Illustrator®, Photoshop®, Dreamweaver®, and Flash®. These classes allow individuals to learn the various ways that Adobe software can help meet the needs of their organization. In 2007, Adobe sponsored 63 Train the Teacher workshops and 105 nonprofit classes, successfully reaching a total of 1,672 individuals.

Community Grant Funding

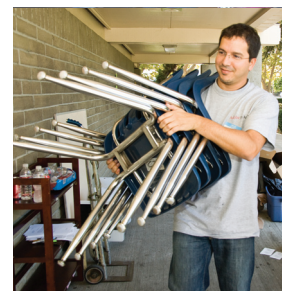
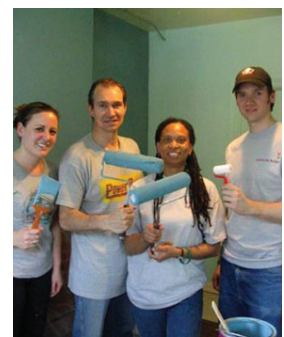
Supporting the mission of key organizations within Adobe's focus areas

In 2007, Adobe gave nearly US\$6 million in grant funding to nonprofit organizations whose mission and work directly impacts one or more of our four focus areas of giving.

Adobe's areas of giving include organizations with a focus on: creating, promoting, and exhibiting visual arts, multimedia, or video; providing services for affordable housing and reducing hunger and homelessness; protecting the natural environment and improving public spaces; and improving access to technology for people with disabilities.

A few of the many notable organizations and initiatives that Adobe funded in 2007 include:

- **The Institute of Contemporary Art in Boston**—The Institute of Contemporary Art (ICA) strives to share the pleasures of reflection, inspiration, and imagination that contemporary art offers through public access to art, artists, and the creative process.
- **Rebuilding Together Silicon Valley**—Rebuilding Together brings communities and volunteers together to rehabilitate the homes of low-income homeowners, particularly the elderly and disabled, so that they may live in warmth, safety, and independence.
- **Jan Madhyam in New Delhi**—Jan Madhyam provides aid, rehabilitation, and education to disabled individuals. The center teaches disabled citizens to become more self-reliant and offers computer courses to enhance the lives of students and expand their marketable skills.
- **Give2Asia in Beijing**—Through Give2Asia, Adobe is sponsoring a project that provides environmental education to rapidly growing migrant worker communities. The project will educate school teachers and students on sound environmental practices and will work to improve the living conditions of the communities.
- **Glide Foundation in San Francisco**—Glide currently serves over 750,000 meals a year to those in need in San Francisco, California. Glide is the only program in the city that provides three nutritious meals to the city's homeless and hungry every single day of the year.
- **IslandWood in Seattle**—IslandWood is a unique 255-acre outdoor learning center designed to provide exceptional learning experiences and inspire lifelong environmental and community stewardship.
- **iSisters Technology Mentoring Inc. in Ottawa**—iSisters provides sustainable technology training programs for homeless and underserved women in Ottawa. The program encourages lifelong learning and empowers women with greater opportunities to actively participate in the community and the workforce.



2007 Adobe Giving

(All currency in U.S. dollars)

Total cash contributions to
the Adobe Foundation:

\$9,500,000

Total cash contributions to
community organizations,
schools, and universities
worldwide:

\$7,429,248

Total fair market value of
software donations:

\$17,994,442

Recipients: 14,662

Packages/seats: 26,304

Event sponsorships:

\$188,910

Number of volunteer activities:

54

Volunteer hours matched: 9,341

Corporate volunteer match:

\$65,330

Software training classes: 168
Train the Teacher workshops: 63
Nonprofit classes: 105

Number of participants:

1,672

Matching Gift Program
total donations:

\$1,655,662

Number of employees: 1,616

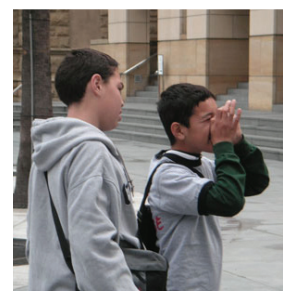
Number of organizations: 1,870

Employee donations: \$857,977

Corporate match: \$797,685

Payroll Giving Program
total donations:

\$133,609



2007 Domestic and International Grant Recipients

Boston

Boston Natural Areas Network
Charles River Conservancy
HOME, Inc.
Project Hope
Rosie's Place
The Boston Foundation
The Institute of Contemporary Art

San Francisco

California State Parks Foundation
Catholic Charities CYO
Creativity Explored
Galeria/Studio 24
Glide Foundation
Hands on Bay Area
Homeless Prenatal Program
KQED Public Broadcasting
Larkin Street Youth Services
Mission Neighborhood Centers, Inc.
Museum of the African Diaspora (MOAD)
New Langton Arts
Project Homeless Connect
San Francisco Food Bank
San Francisco Nature Education
Save The Bay
Southern Exposure
Swords to Plowshare
The Imagine Bus Project
Yerba Buena Center for the Arts
Zeum

San Jose/Silicon Valley

Acterra
Arts Council Silicon Valley
Bill Wilson Center
Canopy: Trees for Palo Alto
Catholic Charities of San Jose
Children's Discovery Museum of San Jose
Community School of Music and Arts
Community Services Agency
Community Technology Alliance
CompassPoint Nonprofit Services
Design Response
Downtown College Prep
EHC Lifebuilders
Family Service Agency of San Mateo County
Foothill–De Anza Community Colleges Foundation
Guadalupe River Park & Gardens
Habitat for Humanity Silicon Valley

San Jose/Silicon Valley continued

HIP Housing
Hope Services
Housing Choices Coalition
Housing Trust of Santa Clara County
Industry Initiatives for Science and Math Education (ISME)
InnVision
JumpStart Learning to Learn
LIFE Eldercare
Loaves & Fishes Family Kitchen
Mount Pleasant High School
Movimiento de Arte y Cultura Latino Americana (MACLA)
Next Door Solutions to Domestic Violence
Pacific Autism Center for Education (PACE)
Peninsula Habitat for Humanity
Peninsula Open Space Trust
Rebuilding Together Silicon Valley
Resource Area for Teaching (RAFT)
Sacred Heart Community Service
San Jose Institute of Contemporary Art
San Jose Museum of Art
Santa Clara Valley Audubon Society
Second Harvest Food Bank of Santa Clara and San Mateo Counties
Senior Housing Solutions
Shelter Network
Silicon Valley Campaign for Legal Services
Sunnyvale Community Services
The Health Trust: Meals on Wheels
The Nature Conservancy
The Tech Museum of Innovation
TransAccess
Tri-City Homeless Coalition
Volunteer Center of Silicon Valley
Works/San José
ZeroOne

Seattle

AIDS Housing of Washington
Bridges to Understanding
Delridge Neighborhood Association
Downtown Emergency Service Center
FamilyWorks
Food Lifeline
IslandWood
Lutheran Alliance to Create Housing
Noel House
Northwest Harvest
NPower Seattle
Plymouth Housing Group

Seattle continued

Pomegranate Center
Puget Sound Educational Service District
Puget Soundkeeper Alliance
Sanctuary Arts Center
Seattle Audubon Society
Seattle Fund
Solid Ground
SouthEast Effective Development
Sustainable Seattle
The Church Council of Greater Seattle
The Student Conservation Association, Inc.
The Vera Project
Washington Initiative for Supported Employment
Wing Luke Memorial Foundation
World Affairs Council

Ottawa

Causeway Work Centre
Coalition of Community Health and Resource Centres
Community Foundation of Ottawa
Cornerstone
Habitat for Humanity–National Capital Region
iSisters Technology Mentoring Inc.
Ottawa Food Bank
Ottawa Riverkeeper
The National Capital Region YMCA-YWCA
The Ottawa School of Art

Washington, D.C.

Internet Keep Safe Coalition
National Center for Missing & Exploited Children
PBS Foundation

International

Asha for Education
CAF India
Give2Asia
Parikrama Foundation
Thames Community Foundation

Misc.

American Diabetes Association
American Red Cross: Bangladesh Cyclone Relief
American Red Cross: San Diego Fires
Friedreich's Ataxia Research Alliance Fara
Lance Armstrong Foundation
Stephanie Ann Chancellor Foundation for Leukemia/Lymphoma

Adobe Youth Voices Grant Recipients

Bangalore

Association for Promoting Social Action
Christel House India
Government Girls' High School, Adugodi
Government High School, Beratena Agrahara
Government High School, Cotton Pet
Government High School, Garudacharpalya
Government High School, Jyothipura
Government High School, Kadabagere
Government High School, Kalkere
Government High School, Tank Garden
Government Urdu High School, Barlane
Samvada
Slum Jagathu
Vivekavardhini High School

Boston

Boston Arts Academy
Boston Asian: Youth Essential Services
Media Communications Technology
High School
Museum of Science
The City School

London

Crown Woods School
Dunraven School
Plashet School
Quintin Kynaston
South Camden Community School
St. Charles Catholic Sixth Form College
St. Marylebone Church of England School
The Grey Coat Hospital

New York

Institute for Collaborative Education
Make the Road New York
Newcomers High School
Reel Works
Satellite Academy High School
The School of Human Rights
Westside Collaborative Middle School

Noida/Delhi

Akshay Pratishthan
Bal Panchayat
Chetram Sharma Kanya Inter College
Chintan Environmental Research and
Action Group
Jamia Middle School
Jamia Senior Secondary School
Marwari Senior Secondary School
Noida Public School
Rani Dutta Arya Vidyalaya
Vedik Kanya High School
Vidya Integrated Development for Youth
and Adults

Ottawa

Osgoode Township High School
Rideau High School
Vincent Massey Public School
Woodroffe High School

San Francisco

Bay Area Video Coalition
Build San Francisco Institute
Galileo Academy of Information Technology
Gateway High School
John O'Connell High School of Technology

San Francisco continued

June Jordan School for Equity
KIPP San Francisco Bay Academy
Phillip and Sala Burton Academic High School

San Jose/Silicon Valley

Boys & Girls Clubs of the Peninsula
Burnett Middle School
Children's Discovery Museum of San Jose
Graham Middle School
Lincoln High School
Luther Burbank School
Mount Pleasant High School
Opportunities Industrialization Center
West (OICW)
San Jose High Academy

Seattle

African American Academy
Aki Kurose Middle School
Associated Recreation Council (Southwest
Community Center)
Bridges to Understanding
Hamilton International Middle School
High Point Elementary
Metrocenter YMCA
Nathan Hale High School
Reel Grrls
Secondary Bilingual Orientation Center
Youth in Focus

Additional sites/cities

Santa Fe Youth Radio Project: Santa Fe
Spy Hop Productions: Salt Lake City
Street-Level Youth Media: Chicago
TakingITGlobal.org: Toronto

Visit the Adobe Community Relations site at www.adobe.com/aboutadobe/philanthropy for details regarding the selection criteria and application process for our five main channels of giving: Adobe Action Grants, Community Investment Grants, software donations, volunteer support, and software training.

