



Adobe



2017

2016



2015

2014



2017

SUSTAINABILITY & SOCIAL IMPACT REPORT

Delivering Innovation

Adobe's impact in the world is accelerating. We are empowering more individuals than ever to create and tell unique stories, while at the same time transforming how institutions operate and brands compete. Our relentless focus on delivering innovation is driving strong business results and expanding our presence as a global solutions provider.

Underpinning our success is a culture that values people, innovation and involvement in the world around us. We believe these values benefit employees, customers and shareholders alike, and help promote the interconnections between our business and society.

Investing in People

Adobe employees represent some of the best talent in our industry today. They create value for our customers and shareholders in an environment that supports their growth and success. Our culture embraces diversity and inclusion, and in 2017 we invested \$4 million in education and talent pipeline programs, all designed to expand access to technology careers and increase the diversity of our current and future workforce. We are proud of our commitment our employees, and honored to be included among **Fortune Magazine's 100 Best Companies to Work For** in 2017, our 18th year on this prestigious list.

Joined with our Communities

Supporting our communities is a core part of our culture that has grown along with the company. In 2017, we donated more than \$39M in cash and in-kind donations to nonprofit organizations. **With our newest initiative, Project 1324**, we are providing a platform for both Adobe and its nonprofit partners to support and connect a global community of emerging creatives. Project 1324 helps inspire and develop these young artists, while amplifying their work as a force for social impact.

Community engagement not only helps fulfill our social commitment, it also helps create better business conditions – including the ability to attract and retain great talent. Given that, we're proud to be listed among the **100 Best Corporate Citizens** and one of just 15 companies named to **The Civic 50** every year since its inception.

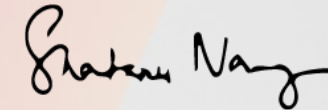
Protecting the Environment

Like all businesses, Adobe's long-term success depends on the health of our planet. We support the transition to a low-carbon economy, and are committed to operating our sites and the digital delivery of our products with 100 percent renewable energy by 2035. In 2017, we implemented verified Science Based Targets and signed an **open access solar power purchase agreement** for our site in Bangalore, India, making Adobe among the first US tech companies there with an operation powered by 100 percent renewable energy.

Renewable energy is an important part of our broader commitment to sustainability and helped us achieve the

A List on CDP as well as the **Dow Jones Sustainability Index (World)**. We believe our performance, as well as our transparency in reporting, has been instrumental in reinforcing Adobe's standing as a trusted brand among customers and investors.

The need for business transparency is more important than ever for all our stakeholders. The data tracked and presented in this report demonstrates our commitment to transparency and helps us monitor progress in key areas of our business. I invite you to learn more about our sustainability and social impact initiatives, and join us in our commitment to a more sustainable future.



Shantanu Narayen, Year/2016
Chairman, President and CEO



Year/2016

GOVERNANCE



TOTAL REVENUE

\$7.3015B

Up 25% from FY2016



PATENTS AWARDED

345

POLITICS

\$0



Contributions to political parties

EMPLOYEE



WORKFORCE GROWTH

14%

(17,973 up from 15,706)

PERCENT FEMALE

31%



SATISFACTION

89%

Employee satisfaction

COMMUNITY



INVESTMENT

\$39.1M

Invested in our communities

INVOLVEMENT



63%

Employee community engagement



TALENT CONTRIBUTIONS

\$2.86M

Through Pro Bono projects

SUSTAINABILITY



GLOBAL WASTE DIVERSION

92%



LEED WORKSPACES

76%

Employees in LEED workspaces



CO2E EMISSIONS REDUCTION

420 tonnes

From Energy Efficiency Projects

Governance

All Data is Fiscal Year (11/28/16 – 12/02/17)

GRI CONTENT INDEX	KEY PERFORMANCE INDICATOR	2017 DATA
G4-3	Name of organization	Adobe Systems Incorporated
G4-5	Location of organization's headquarters	San Jose, CA
G4-9	Total Revenue	\$7.3015B
	% of Total Revenue	
	Americas	58%
	Europe, Middle East and Africa	27%
	Asia and Pacific	15%
	Net Income	\$1.694B
	% Effective Tax Rate	21%
	Total Final Shareholder Resolutions	0
G4-38	# of Executive and Non-Executive Members of Board of Directors	10
G4-38	% Independent Board Members	90%
G4-39	Separate CEO and Chair Roles	No
	% Female Board Members	20%
	Acquisitions	TubeMogul
	# of patents held	345
G4-4	Primary brands, products, & services	Creative Cloud - Photoshop and Lightroom, Illustrator, Adobe XD, InDesign, Adobe Premiere Pro, Adobe Dimension, After Effects, Typekit, Behance, Adobe Spark; Acrobat and Adobe Document Cloud; Adobe Marketing Cloud - Adobe Experience Manager, Adobe Campaign, Adobe Target, Adobe Primetime; Adobe Analytics Cloud - Adobe Analytics, Adobe Audience Manager; Adobe Advertising Cloud - Adobe Media Optimizer Search, Adobe Media Optimizer Demand Side Platform (DSP), Adobe Media Optimizer Dynamic Creative Optimization (DCO).

GRI CONTENT INDEX	KEY PERFORMANCE INDICATOR	2017 DATA
	Climate	
	Total Space Worldwide (Sq. Ft.)	3,824,412
	% LEED/Green-Certified Buildings [owned and leased]	76%
	% Employees in LEED/Green-Certified Workspaces	73%
	% of Total Owned and Managed	65%
	% of Total Leased	35%
	% of Total in U.S.	58%
	% of Total in India	25%
	% of Total in Rest of World	17%
	CDP Score	A
G4-EN3	Total Energy Consumption [MWh]	236,956
G4-EN3	Global grid electricity purchased and consumed [MWh]	155,492
	% electricity purchased and consumed from collocated data centers	26%
G4-EN3	Global fuel purchased and consumed (natural gas and diesel/gas oil) [MWh]	81,465
G4-EN3	Fuel cell electricity produced [MWh]	11,745
G4-EN3	% Fuel cell electricity produced on-site	7.5%
G4-EN3	% of Employees Driving Registered EVs to Work (San Jose, San Francisco, Seattle, Lehi)	15%
G4-EN6	Renewable energy goal established	100% renewable energy by 2035
G4-EN15	Scope 1 GHG Emissions [tonnes CO2e]	14,477
G4-EN15	Scope 1 GHG Emissions from combustion of natural gas and diesel [tonnes CO2e]	14,411
G4-EN15	Scope 1 GHG Emissions from Natural gas used in fuel cells [tonnes CO2e]	4,794
G4-EN15	Verification status of reported Scope 1 emissions	3rd party verified

GRI CONTENT INDEX	KEY PERFORMANCE INDICATOR	2017 DATA
G4-EN16	Scope 2 location-based GHG Emissions [tonnes CO2e]	66,268
	Scope 2 GHG Emissions from collocated data centers [metric tonnes CO2e]	18,429
G4-EN16	Verification status of reported Scope 2 emissions	3rd party verified
G4-EN17	Scope 3 GHG Emissions [tonnes CO2e]	43,258
G4-EN17	Scope 3 GHG Emissions from employee travel [tonnes CO2e]	32,512
G4-EN17	Scope 3 GHG Emissions from employee commuting [tonnes CO2e]	10,746
G4-EN17	Verification status of reported Scope 3 emissions	3rd party verified
G4-EN19	Emissions reductions from Energy Efficiency Projects [tonnes CO2e]	420
G4-EN20	Emissions of Ozone-Depleting Substances [tonnes]	57
G4-EN18	Normalized Carbon Intensity [tonnes CO2e (Scope 1+2)/ FTE]	4.5
G4-EN8	Total Water Consumption - U.S. & India Owned and/or Managed Facilities [Cubic Meters]	279,000
Waste		
G4-EN23	Waste diverted from Global owned and/or managed facilities [short tons]	1,669
G4-EN23	Waste Diversion Rate (% of total)	92%
G4-EN29	Environmental fines, penalties and settlements	\$0
Data Centers		
	Scope 2 GHG emissions from Adobe owned data center in Hillsboro, OR [metric tonnes CO2e]	12,326
	Electricity purchased and consumed from Adobe owned data center in Hillsboro, OR [MWh]	29,749
	Scope 2 emissions from onsite server rooms in Adobe owned and leased facilities, exclusive of Adobe owned data center [metric tonnes CO2e]	27,044
	Electricity used in onsite server rooms in Adobe owned and leased facilities, exclusive of Adobe owned data center [MWh]	11,217

GRI CONTENT INDEX	KEY PERFORMANCE INDICATOR	2017 DATA
	Scope 2 GHG emissions from collocated data centers [metric tonnes CO2e]	18,429
	Electricity purchased and consumed from collocated data centers [MWh]	40,703
Suppliers & Human Rights		
	% Suppliers Required to Comply with EICC	100%
	EICC Validation Audits of Turn-Key Suppliers	None Required
G4-HR1	% significant suppliers that have undergone human rights screenings	100%
G4-HR4	# incidents related to Freedom of Association	0
G4-HR5	# Incidents related to child labor	0
G4-HR6	# Incidents related to forced labor	0

GRI CONTENT INDEX

KEY PERFORMANCE INDICATOR

2017 DATA

Employees

G4-10	Global Employees	17,973
	% Employees in U.S.	47%
	% Employees outside U.S.	53%
G4-LA12	% Female Employees	31%
G4-LA12	% Male Employees	69%
G4-LA12	% Female People Managers	27%
G4-LA12	% Male People Managers	73%
G4-LA12	% Female Leaders (Director +)	23%
G4-LA12	% Male Leaders (Director +)	77%
G4-LA12	% Females in Tech Roles	22%
G4-LA12	% Males in Tech Roles	78%

Ethnicity – U.S. Only

G4-LA12	% White	63%
G4-LA12	% Asian or Pacific Islander	28%
G4-LA12	% Hispanic	5%
G4-LA12	% Black	2%
G4-LA12	% Two or More Races	2%

For more information, please see our [EEO-1 report](#), which reflects the U.S. government reporting requirements.

GRI CONTENT INDEX	KEY PERFORMANCE INDICATOR	2017 DATA
Talent Development		
	Net Employment Creation as a % of Total Employees	14%
	Satisfaction level of employees	89%
	% Open positions filled by internal candidates	23%
G4-LA6	# of Employee fatalities resulting from operational accidents per 100,000	0
G4-LA6	# Contractor fatalities resulting from operational accidents per 100,000	0
G4-LA6	# Injuries and illnesses per 200,000 hours worked	0
	# of incidents of non-compliance (health & safety of products & incidents resulting in a fine or penalty)	0
Public Policy		
	Total financial contributions to political parties, politicians, and PACs	\$0
G4-SO6	Lobbying and Political Expenses	\$1.1M (Senate) (House)

Community

All Data is Fiscal Year (11/28/16 – 12/02/17)

GRI CONTENT INDEX	KEY PERFORMANCE INDICATOR	2017 DATA
G4-EC1	Total community investment (Cash & In-Kind)*	\$39,132,612
	Value of Talent Contributions through Pro Bono projects (US\$)	\$2,865,600
	Employee Participation Percentage	63%
	Number of Youth Directly Impacted*	73,450
	Number of Organizations Served*	42,218
	Number of Hours Volunteered	227,423
	Value of Volunteer Hours (US\$)	\$2,865,600
	Employee Giving through Matching Grants (US\$)	\$6,061,685
	Company match of employee financial contributions & volunteer hours (US\$)	\$7,844,272

*Investments from Adobe SSI and the Adobe Foundation

GRI CONTENT INDEX	KEY PERFORMANCE INDICATOR	2017 DATA
Governance		
G4-2	Evaluation of risks of taxation on future company value creation	Adobe Form 10-K
G4-56	Statement on company's main challenges	Adobe Form 10-K
	Tax Policy	Adobe Tax Policy
G4-26	Shareholder Engagement Procedures	Adobe 2018 Proxy Statement
G4-EN2	Restate Certificate of Incorporation	Certificate of Incorporation
	Independent Audit Committee	Adobe 2018 Proxy Statement
	Independent Compensation Committee	Adobe 2018 Proxy Statement
G4-40	Independent Nomination Committee	Adobe 2018 Proxy Statement
G4-40	Independent Corporate Governance Committee	Adobe 2018 Proxy Statement
G4-51	Board Remuneration Disclosure	Adobe 2018 Proxy Statement
G4-51	External reporting of compensation of board of directors & senior executives	Adobe 2018 Proxy Statement
G4-52	CEO compensation linked to total shareholder return (TSR) or similar	Adobe 2018 Proxy Statement
G4-53	Shareholders have right to vote on the remuneration of executives	Adobe 2018 Proxy Statement
	% Average overall attendance of board meetings	Adobe 2018 Proxy Statement
	Audit, audit related and non-audited related fees paid	\$6.07 Million USD
G4-52	Executive stock ownership guidelines promotes long-term performance perspective	Adobe Corporate Governance Guidelines
	Clawback Policy	Adobe 2018 Proxy Statement
	Law Enforcement Requests	Law Enforcement Requests

GRI CONTENT INDEX	KEY PERFORMANCE INDICATOR	2017 DATA
	Employees	
	Employees	
	Top Employer Recognition Lists	Adobe Awards
G4-LA2	Benefits Programs	Health & Wellness, Life Insurance, Vacation & Sick, Sabbatical, Family-Friendly Benefits
G4-LA2	Education Reimbursement Program	Adobe Benefits
G4-56	Anti-Discrimination Policy	Adobe Code of Business Conduct
	Employee Engagement activities	Adobe Benefits
G4-57	Adobe Help Line (confidential means of reporting internal & external concerns)	Adobe Help Line - Employees can call 6-HELP
G4-58	Adobe Help Line (confidential means of escalation, whistleblowing mechanisms & hotline)	Compliance Office - email integrity@adobe.com or call 1-800-300-1026
	Public Policy	
	Total financial contributions to political parties, politicians and political action committees	Adobe Integrity
G4-56	Political Involvement Policy	Public Policy & Government Relations Policy
G4-56	Privacy Policy	Adobe Privacy Policy
G4-SO4	Antitrust Policy	Adobe Code of Business Conduct
G4-SO4	Measures taken to ensure antitrust compliance	Adobe Integrity
G4-SO4	Whistleblower Programs	Adobe Code of Business Conduct
G4-SO4	3rd Party Anti-Corruption risk assessment procedures	Adobe Global Anti-Corruption Policy & Procedures
G4-SO3	Policy to address corruption in high risk areas	Adobe Global Anti-Corruption Policy & Procedures

GRI CONTENT INDEX	KEY PERFORMANCE INDICATOR	2017 DATA
	Community	
	Access for persons with disabilities	Adobe Accessibility
G4-56	Company philanthropic guidelines	Adobe Corporate Responsibility Home Page
	Education	
G4-EC8	Digital inclusion initiatives	Adobe Project 1324
	Sustainability	
	Climate	
	CDP Report	CDP
G4-51	Incentives for the management of climate change issues	CDP
G4-EC2	Climate change risks & opportunities	CDP & Adobe 10-K
G4-EN7	Company products that support climate change mitigation	CDP
	Waste	
	Adopted 3rd Party Supply Chain-Related codes	EICC Code of Conduct
G4-56	Enterprise-Wide Environmental Policy	Adobe Sustainability Policy
	Suppliers	
G4-16	Green Grid Member	Adobe Supply Chain
G4-56	Supply chain implementation standards	Adobe Supply Chain
G4-56	Scope of social supplier Standards	Adobe Supply Chain
G4-56	Supply chain monitoring practices	Adobe Supply Chain
G4-56	Global Human Rights Policy	Global Human Rights Policy
G4-HR12	Tool to report human rights violations	Adobe Integrity
G4-HR1	Human rights criteria in selection of suppliers	Adobe Supply Chain

SDG	 <p>No Poverty</p>	 <p>Zero Hunger</p>	 <p>Good Health and Well-Being</p>	 <p>Clean Water and Sanitation</p>	 <p>Affordable and Clean Energy</p>	 <p>Industry, Innovation and Infrastructure</p>
ADOBE ALIGNMENT	<p>Pro Bono Matching Grants Employee Community Fund Employee Volunteering</p>	<p>Pro Bono Matching Grants Employee Community Fund Employee Volunteering</p>	<p>Pro Bono, Matching Grants Employee Community Fund Green Building</p>	<p>Waste reduction Green Building Matching Grants Employee Community Fund Employee Volunteering</p>	<p>Energy Conservation LEED Building</p>	<p>Product donation Youth Coding Initiatives Digital Academy Project 1324 Connect ED Pro Bono Partnerships</p>
SDG	 <p>Reduced Inequalities</p>	 <p>Sustainable Cities and Communities</p>	 <p>Life Below Water</p>	 <p>Life on Land</p>	 <p>Peace, Justice, and Strong Institutions</p>	 <p>Partnerships for the Goals</p>
ADOBE ALIGNMENT	<p>Diversity and Inclusion Digital Academy Youth Coding Initiatives, Pro Bono Product donation Matching Grants Employee Community Fund Employee Volunteering</p>	<p>LEED Building Sustainability Action Teams Waste Reduction Energy Conservation Employee Volunteering Matching Grants</p>	<p>Waste Reduction Energy Conservation LEED Building</p>	<p>Digital delivery of product LEED Building Energy Conservation</p>	<p>Transparency Report Law Enforcement Requests Political Disclosures Foundation Grants</p>	<p>Action Teams Product donation Employee Volunteering Matching Grants Pro Bono</p>

David Mascha is a digital artist and photographer based in Vienna, Austria. He was commissioned to participate in the Remix project, an invitation sent to a broad mix of creatives to reinterpret the Adobe logo. The cover image is one of several concepts David created. See all of his work on [Behance](#).



adobe.com/createchange

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