



Adobe Corporate Responsibility  
Year in Review 2013

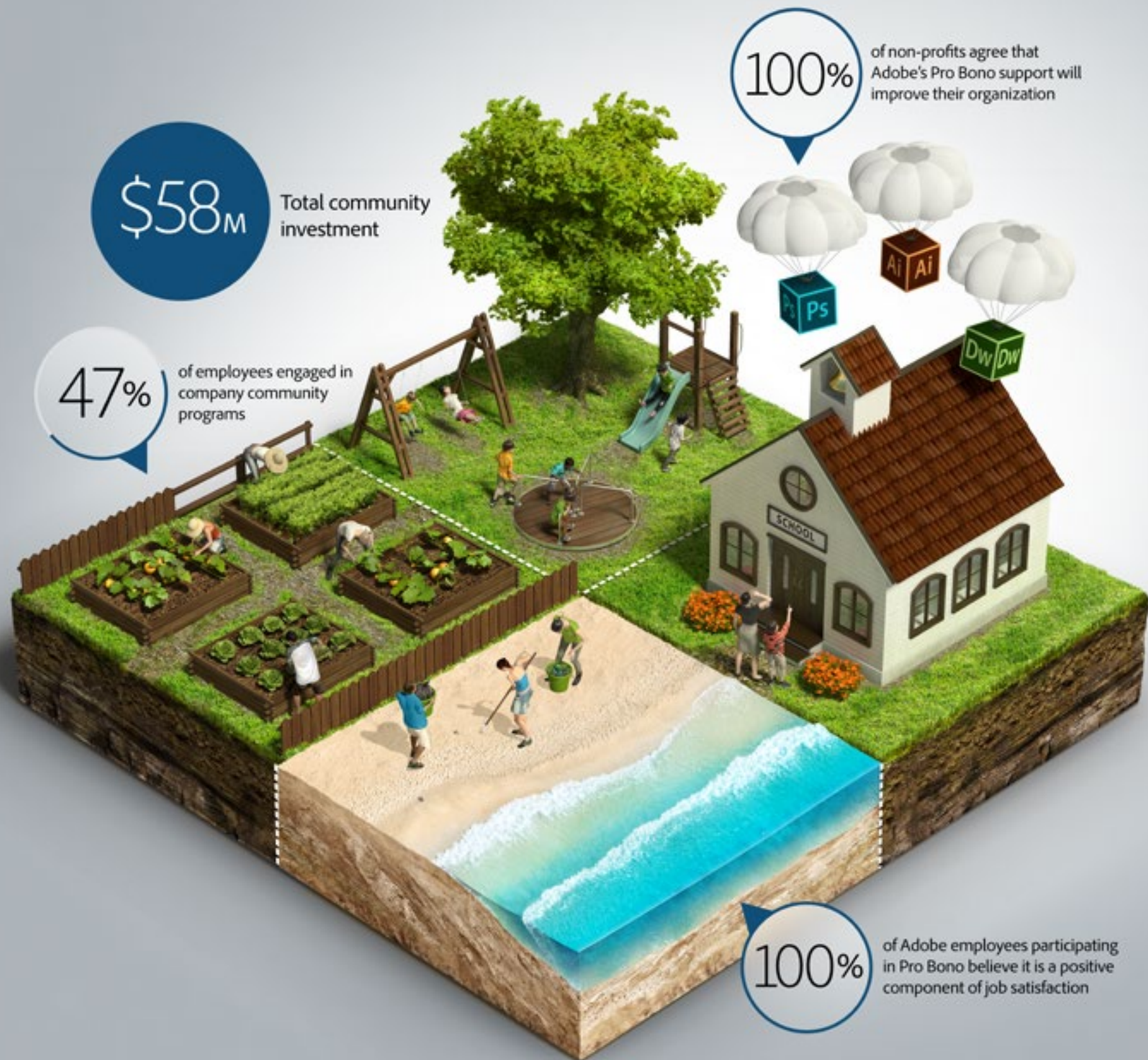
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Whether it's a student raising awareness through the power of video, or a facilities engineer transforming a building into its own power plant, the Adobe Corporate Responsibility program touches people from different countries, cultures, and age groups.

What unites them is their desire to create positive change through creativity. Here's a glance at the strides made during 2013 in Adobe's three Corporate Responsibility pillars: Community, Education, and Sustainability.



# Adobe Corporate Responsibility 2013: Community



## Providing a hand, a home, and more.

Every year we set aside 1% of our pre-tax profits to invest in communities.

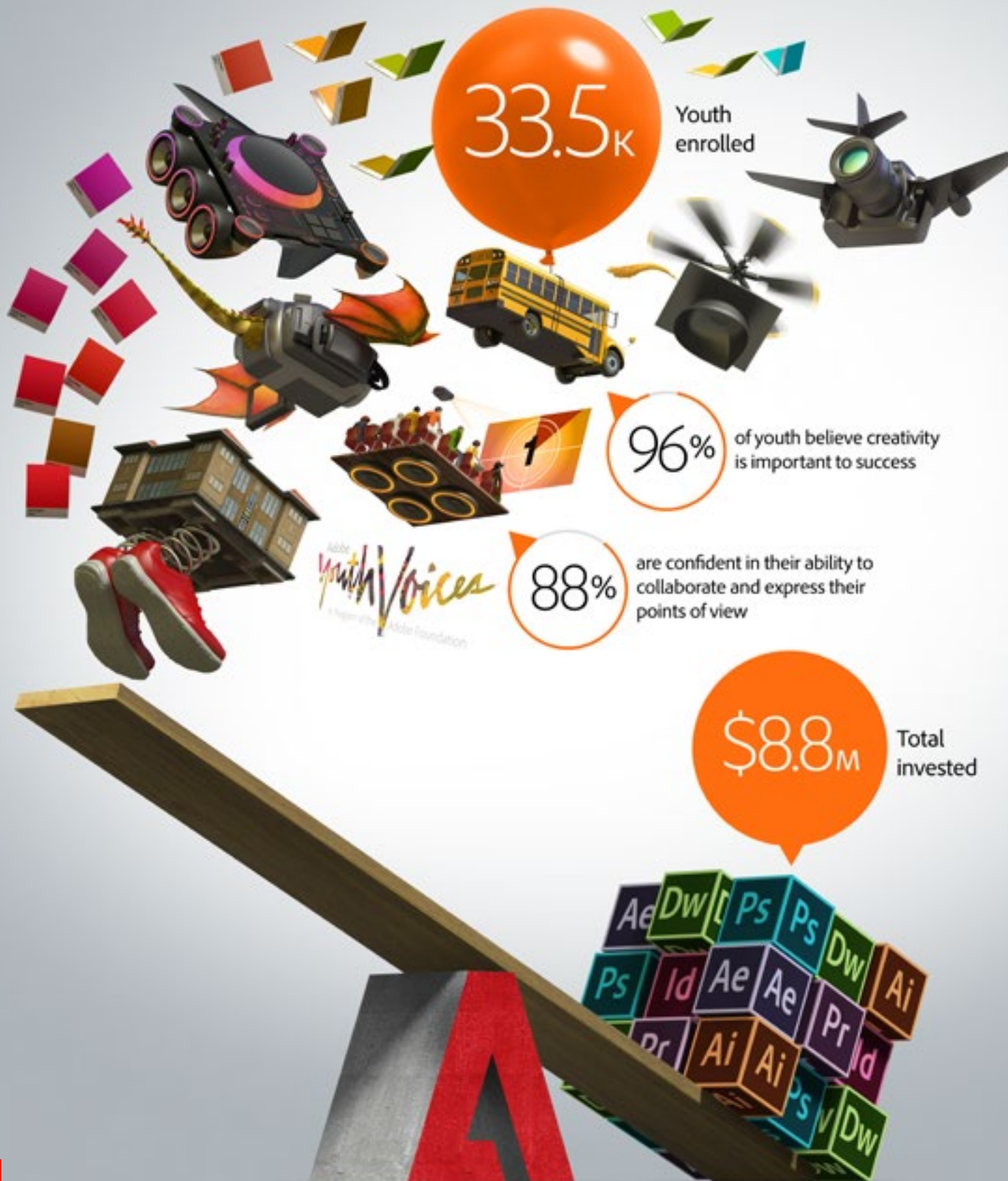
We encourage our employees to donate their time and talent to non-profits.

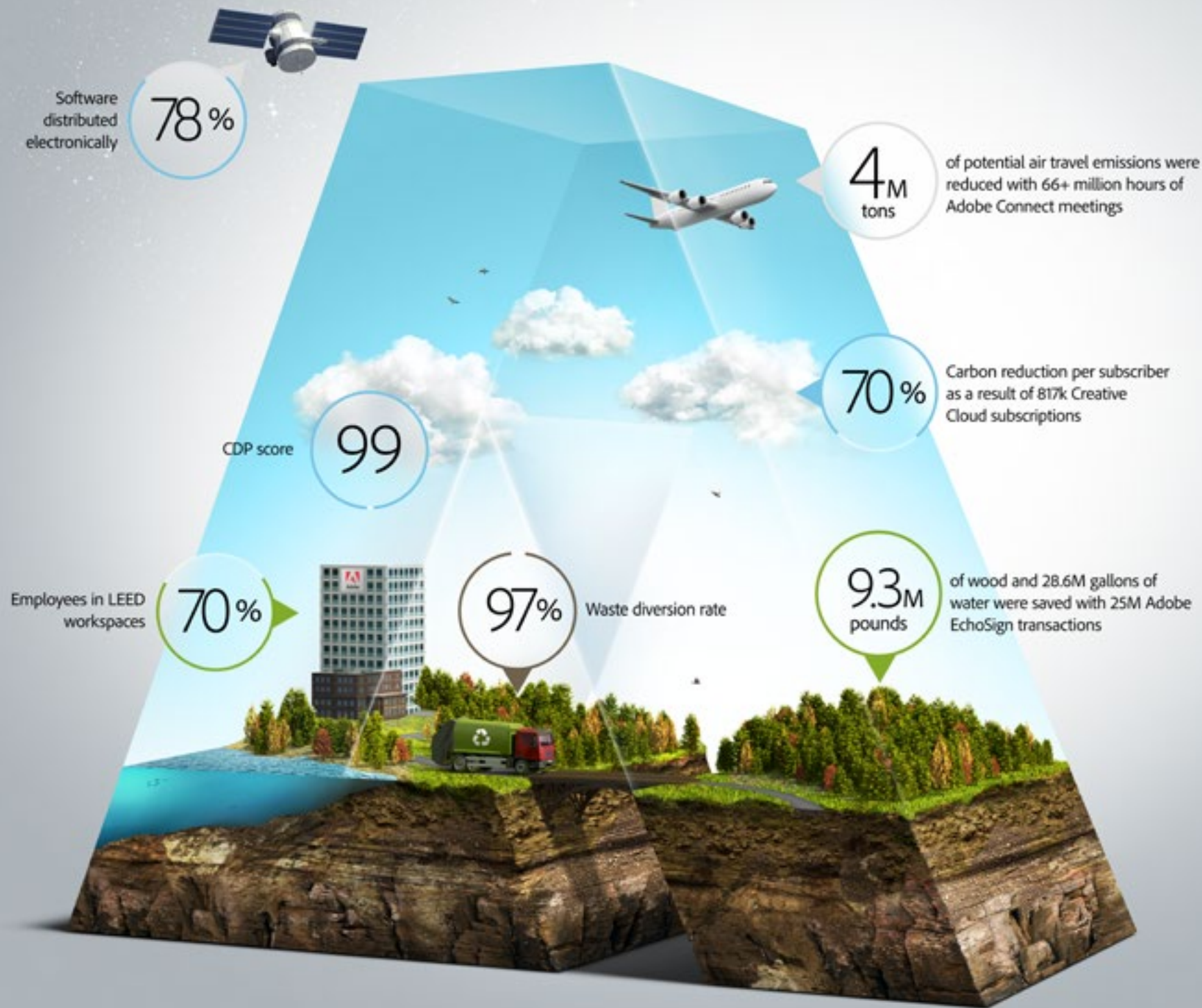
We also donate our products to non-profits and schools, arming them with the same best-in-class tools used by the world's creative industries.

## Inspiring dreams, opening futures.

As digital experiences become more prevalent in our world, understanding them is necessary for a bright future.

This is the mission of **Adobe Youth Voices**, our educational initiative that works to inspire youth, teaching them the art of design, filmmaking, photography, and more, not only in the service of expressing themselves, but as a means to launching fulfilling careers.





## A lean, green, innovation machine.

Every year we strive to outdo ourselves in operating sustainably. We aim to make our sites as green as possible, offsetting our carbon emissions and generating our own energy at key locations.

Additionally, our products allow our customers to live greener through products like EchoSign and Creative Cloud.

# Governance

## GRI Content Index

G4-9	Total Revenue	\$4.1B
	Net Income	\$290M
	Total Shareholder Resolutions	0
G4-38	# of Executive and Non-Executive Members of Board of Directors	13
G4-38	% Independent Board Members	92%
G4-39	Separate CEO and Chair Roles	Yes
	% Female Board Members	15%

# Society

## GRI Content Index

G4-10	<b>Employees</b>	
	Global Employees	11,847
G4-LA12	% Female Employees	28%
G4-LA12	% Male Employees	72%
G4-LA12	% Female People Managers	26%
G4-LA12	% Male People Managers	74%
G4-LA12	% Female Leaders (Director +)	25%
G4-LA12	% Male Leaders (Director +)	75%
G4-LA12	% Females in Tech Roles	19%
G4-LA12	% Males in Tech Roles	81%
	<b>Ethnicity—U.S. Only</b>	
G4-LA12	% White	70%
G4-LA12	% Asian or Pacific Islander	23%
G4-LA12	% Hispanic	4%
G4-LA12	% Black	2%
G4-LA12	% Other/Not Disclosed	1%

# Society (cont'd)

GRI Content Index

## Talent Development

	Net Employment Creation as a % of Total Employees	15%
	Satisfaction level of employees	87%
	% Open positions filled by internal candidates	20%
G4-LA6	# 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

## Public Policy

	Total financial contributions to political parties, politicians, and PACs	\$0
G4-SO6	Lobbying and Political Expenses	\$1.1M

# Community

GRI Content Index

G4-EC1	Total community investment (Cash & In-Kind)	\$58,025,430
G4-EC1	Type of Philanthropic Activities	Community Investments: 97%, Commercial Initiatives: 2%, Charitable Donation: 1%
G4-EC1	\$ Value of Talent Contribution through Pro Bono projects	\$411,768
	Employee benefits of Pro Bono Volunteering	44% reported new management responsibility, customer or stakeholder interaction, subject matter knowledge, or job-applicable skills
G4-EC8	Professional development outcomes of Pro Bono for employees	100% listed Pro Bono as a positive component of job satisfaction
	Nonprofit benefits of Adobe Pro Bono projects	100% of NPOs strongly agree that final deliverable has/will strengthen organizational infrastructure/resources and lead to positive changes within the organization

# Education

## GRI Content Index

G4-EC8	Adobe Youth Voices program investment	\$7,795,365
G4-EC8	Adobe Youth Voices reach	33,546 youth reached by 1,112 educators in 55 countries
G4-EC8	Youth Outcomes	96% believe creativity is important to their future success 88% are confident in their ability to ideate, collaborate, adapt, express their point of view, and persist through challenges 81% are applying creative confidence to their education, career, or community
G4-EC8	Educator Outcomes	96% agree that AYV increased their ability to engage and inspire youth 97% use AYV teaching techniques in other classes

# Sustainability

## GRI Content Index

### Climate

	Total Space Worldwide [Sq.Ft.]	3,213,120 Total sq. ft. for owned, managed, and leased workspaces
	% LEED Certified Owned and Leased	70%
	Owned and Managed	59%
	% Inside U.S.	53%
	% Rest of World	6%
	Leased	41%
	% Inside U.S.	11%
	% Rest of World	31%
	CDP Score	99
G4-EN3	Total Grid Electricity Usage [Millions of kWh]	75
G4-EN3	Grid Electricity Usage - Owned Facilities [Millions of kWh]	41
G4-EN3	Grid Electricity Usage - Leased Facilities [Millions of kWh]	34
G4-EN3	% of Grid Electricity Purchased	88%
G4-EN3	Natural Gas Usage - Buildings Only [Therms]	486,632
G4-EN3	Natural Gas Usage - Fuel Cells [Therms]	810,057



# Sustainability (cont'd)

## GRI Content Index

G4-EN6	Renewable Biogas Purchased [Therms, Gas generated as off-gas from landfills]	810,057
G4-EN6	% No/low Carbon Electricity Produced On-Site	12%
G4-EN6	Total on-site no/low carbon energy produced [MWh]	10.1
G4-EN15	Scope 1 GHG Emissions (Metric tons)	6,270 Direct GHG emissions from sources owned by Adobe (facilities)
G4-EN15	Scope 1 GHG Emissions from Fuel Cells [tonnes CO <sub>2</sub> e]	4,302
	Verification status of reported Scope 1 emissions	Third party verification complete
G4-EN16	Scope 2 GHG Emissions [tonnes CO <sub>2</sub> e]	32,486
	Verification status of reported Scope 2 emissions	Third party verification complete
G4-EN17	Scope 3 GHG Emissions [tonnes CO <sub>2</sub> e]	24,584
	Verification status of reported Scope 3 emissions	Third party verification complete
G4-EN19	Verifiable Emissions Reductions Purchases [tonnes CO <sub>2</sub> e]	2,585
G4-EN19	Renewable Energy Credit Purchases [tonnes CO <sub>2</sub> e]	55,085
G4-EN19	Renewable Biogas Purchases [tonnes CO <sub>2</sub> e]	4,877
G4-EN19	Reductions from Energy Efficiency Projects [tonnes CO <sub>2</sub> e]	136
G4-EN30	Total Business Travel [Millions of miles]	135
G4-EN20	Emissions of Ozone-Depleting substances [tonnes]	245
G4-EN18	Carbon Intensity and Carbon Intensity Trend	3.91 tonnes CO <sub>2</sub> e/employee
G4-EN8	Total Water Consumption - U.S. Owned and Managed Facilities [Cubic Meters]	67,251
	Adobe EchoSign	25 million transactions saved 9.3 million pounds of wood
	Adobe Connect	66 million hours of Connect meetings avoided 4 million tons of potential air travel emissions
	Adobe Creative Cloud	817,000 Creative Cloud subscriptions reduced carbon by 70% on average per subscriber, saving 22,853 gallons of water
<b>Waste</b>		
G4-EN23	Waste diverted from all owned and managed facilities [Total Waste in Tons]	2,223
G4-EN23	Waste Diversion Rate [% of total]	97%
G4-EN1	Total amount of paper used to produce Adobe software product packaging [Tons]	572
G4-EN1	% of paper stock used for product packaging containing non-recycled (virgin) material	90%

# Sustainability (cont'd)

## GRI Content Index

G4-EN2	% of paper stock used for product packaging containing recycled material	10%
	% Source Certified [Chain of Custody]	100%
G4-EN23	Annual Material Paper Waste [Tons]	132
G4-EN23	Annual Material Plastic Waste [Tons]	22
G4-EN27	% Software Distributed Electronically	78%
	% Software Distributed as Hard Goods	22%
	% Suppliers Required to Comply with EICC	100%
	EICC Validation Audits of Turn-Key Suppliers	None Required
	Environmental reporting externally assured	Yes
G4-EN29	Environmental fines, penalties and settlements	\$0

## Suppliers

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

# Policies

## GRI Content Index

G4-2	Evaluation of risks of taxation on future company value creation	<a href="#">Adobe Form 10-K</a>
G4-56	Statement of company's main challenges	<a href="#">Adobe Form 10-K</a>
	Tax Policy	<a href="#">Adobe Form 10-K</a>
G4-26	Shareholder Engagement Procedures	<a href="#">Adobe 2014 Proxy Statement</a>
	Restate Certificate of Incorporation	<a href="#">Certificate of Incorporation</a>
	Independent Audit Committee	<a href="#">Adobe 2014 Proxy Statement</a>
	Independent Compensation Committee	<a href="#">Adobe 2014 Proxy Statement</a>

## Governance

# Policies (cont'd)

## GRI Content Index

G4-40	Independent Nomination Committee	<a href="#">Adobe 2014 Proxy Statement</a>
G4-40	Independent Corporate Governance Committee	<a href="#">Adobe 2014 Proxy Statement</a>
G4-51	Board Remuneration Disclosure	<a href="#">Adobe 2014 Proxy Statement</a>
G4-51	External reporting of compensation of board of directors senior executives	<a href="#">Adobe 2014 Proxy Statement</a>
G4-52	CEO compensation linked to total shareholder return (TSR) or similar	<a href="#">Adobe 2014 Proxy Statement</a>
G4-53	Shareholders have right to vote on the remuneration of executives	<a href="#">Adobe 2014 Proxy Statement</a>
	% Average overall attendance of board meetings	<a href="#">All directors attended at least 75% of boards and committee meetings</a>
	Audit, audit related and non-audited related fees paid	<a href="#">\$5.55 Million USD</a>
G4-52	Executive stock ownership guidelines promotes long-term performance perspective	<a href="#">Adobe Corporate Governance Guidelines</a>
<b>Society</b>		
<b>Employees</b>		
	Top Employer Recognition Lists	<a href="#">Adobe Awards</a>
G4-LA2	Benefits Programs	<a href="#">Health &amp; Wellness, Life Insurance, Vacation &amp; Sick, Sabbatical, Family-Friendly Benefits</a>
G4-LA2	Education Reimbursement Program	<a href="#">Adobe Benefits</a>
G4-56	Anti-Discrimination Policy	<a href="#">Adobe Code of Business Conduct</a>
	Employee Engagement activities	<a href="#">Adobe Benefits</a>
<b>Public Policy</b>		
	Total financial contributions to political parties, politicians, and political action committees	<a href="#">Adobe Integrity</a>
G4-56	Political Involvement Policy	<a href="#">Public Policy &amp; Government Relations Policy</a>
G4-56	Privacy Policy	<a href="#">Adobe Privacy Policy</a>
G4-SO4	Antitrust Policy	<a href="#">Adobe Code of Business Conduct</a>
G4-SO4	Measures taken to ensure antitrust compliance	<a href="#">Adobe Integrity</a>
G4-SO4	Whistleblower Programs	<a href="#">Adobe Code of Business Conduct</a>
G4-SO4	3rd Party Anti-Corruption risk assessment procedures	<a href="#">Adobe Global Anti-Corruption Policy and Procedures</a>
G4-SO3	Policy to address corruption in high risk areas	<a href="#">Adobe Global Anti-Corruption Policy and Procedures</a>

# Policies (cont'd)

GRI Content Index

	<b>Community</b>	
	Access for disabled persons	<a href="#">Adobe Accessibility</a>
G4-56	Company philanthropic guidelines	<a href="#">CR Home Page</a>
	<b>Education</b>	
G4-EC8	Digital inclusion initiatives	<a href="#">Adobe Youth Voices</a>
	<b>Sustainability</b>	
	<b>Climate</b>	
	CDP Report	<a href="#">CDP</a>
G4-51	Incentives for the management of climate change issue	<a href="#">CDP</a>
G4-EC2	Climate change risks and opportunities	<a href="#">CDP</a>
G4-EN7	Company products that support climate change mitigation	<a href="#">CDP</a>
	<b>Waste</b>	
	Adopted 3rd Party Supply Chain-Related codes	<a href="#">EICC Code of Conduct</a>
G4-56	Enterprise-Wide Environmental Policy	<a href="#">Adobe Sustainability Policy</a>
	<b>Suppliers</b>	
G4-16	EICC Signatory	<a href="#">Adobe Supply Chain</a>
G4-56	Human Rights Policy	<a href="#">Adobe Supply Chain</a>
G4-56	Supply chain implementation standards	<a href="#">Adobe Supply Chain</a>
G4-HR12	Tool to report human rights violations	<a href="#">Adobe Integrity</a>
G4-56	Scope of social supplier Standards	<a href="#">Adobe Supply Chain</a>
G4-56	Supply chain monitoring practices	<a href="#">Adobe Supply Chain</a>
G4-HR1	Human rights criteria in selection of supplier	<a href="#">Adobe Supply Chain</a>

\* All Data is Fiscal Year (12/1/12–11/30/13), with the exception of the Community section, which is for calendar year 2013.

