



Adobe Corporate Social Responsibility Report 2022

Adobe was founded on simple yet enduring principles that remain with us to this day: Innovation is at our core, employees are our greatest asset, and our customers, communities and stakeholders are central to our success.



As digital continues to rapidly reshape how we work, learn and play, Adobe's products are fueling the digital economy and empowering everyone, everywhere to imagine, create and deliver any digital experience. Purpose has been core to the company's DNA from its earliest days. There are three key areas in which we are uniquely positioned and motivated to make a difference: Adobe for All, Creativity for All and Technology to Transform.

Adobe for All

Adobe's purpose starts with our commitment to create a workplace and community that reflects the diversity of the world around us, where everyone feels included and respected and has the opportunity to make an impact. Greater representation leads to a virtuous cycle of more role models, advancement, growth and meaningful innovations for our customers and communities. We are proud of our progress in increasing women in Director+ roles globally by 50% and our Black community in the U.S. by 63% over the past two years. We are sponsoring the success of underrepresented minorities in technology careers at Adobe through 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. Externally, we are investing in building a talent pipeline through strategic collaborations with historically Black colleges and universities and Hispanic-serving institutions, such as Bowie State University, San José State University and Winston-Salem State University. Our innovative SheSparks internship program across our India sites enables women to successfully transition back to full-time work after a career break, securing program management and technical roles at Adobe.

Creativity for All

As the creativity company, we are uniquely committed to advancing 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. From supporting emerging filmmakers through the Sundance Adobe Fellowship, to the hundreds of creators we've aided financially through our Creative Residency Community Fund, to our Diverse Voices platform that elevates creators from a spectrum of disciplines, we are helping people around the world tell their stories on a larger scale. We're sup-

A Message From Our CEO

porting digital literacy and creativity in the classroom by putting Adobe Express in the hands of over 40 million K-12 students globally, and we are engaging with college students across more than 50 designated Adobe Creative Campuses to help the next generation build the skills they need to compete in the digital age.

Technology to Transform

As one of the world's most innovative software companies touching the lives of billions of people, we are committed to advancing the responsible use of technology to build trust with our customers and communities. Our innovations are making a significant impact across AI Ethics, security, privacy, trust and transparency, accessibility and sustainability. We are building on our decades of AI leadership and extending our people-centered approach to generative AI to continue to enhance — rather than replace — human endeavor. All new AI features and innovations are developed in accordance with Adobe's AI ethics principles of accountability, responsibility and transparency. The Content Authenticity Initiative, which we lead, now counts over 1,000 partners across software, hardware, media, NGOs and education, all committed to combating misinformation and providing attribution for creators. Last year, we launched Adobe Express for Nonprofits to help the over 10 million nonprofits around the world engage donors and drive greater impact.

Adobe is committed to sustainability and climate action through our products and operations. Our cloud-based products are significantly reducing paper-based waste by accelerating the paper-to-digital transformation and enabling digital collaboration that reduces physical waste and emissions. Estimates show that paper-to-digital workflows powered by Document Cloud eliminate over 2.5 billion pounds of greenhouse gas per year in the U.S. alone. Our Substance 3D tools allow campaigns to be designed and shot virtually, eliminating the environmental cost of materials, manufacturing and travel. We continue our focus on renewable energy across our sites, including opening our Founders Tower in San Jose in January 2023 — which is the first all-electric building of its scale powered by 100% renewable energy in Silicon Valley.

Our employees around the world bring our mission to life, working together to create change in the communities where we live and work. They are at the center of our philanthropic approach, offering their time, donations and talents to make the largest collective impact. In calendar year 2022, we invested over \$113M in cash and in-kind in our communities, with employees completing over 150,000 hours of volunteer time, supporting over 89,000 organizations worldwide.



Artwork by Leandro Alzate

Over the past four decades, Adobe has embraced invention and reinvention to better serve our customers and communities and deliver the best of Adobe to our stakeholders. This sense of purpose has guided our evolution and continues to inspire our employees to invent the future and change the world for the better. Our groundbreaking technology, strong brand and exceptional culture position us well to continue to drive growth and meaningful impact for decades to come.

Shantanu Narayen
Chair & CEO, Adobe Inc.

GOVERNANCE AND FINANCIAL

50%

Board of Directors with gender or demographic diversity

\$17.61B

Revenue

a 12% year-over-year growth from FY2021

Digital Media Revenue

\$12.84B

an 11% increase from FY2021

Digital Experience Revenue

\$4.42B

a 14% increase from FY2021

COMMUNITY*

\$113M+

in cash and in-kind invested in communities worldwide

89K+

nonprofit organizations served

70%

of Adobe employees volunteered over **150,000 hours** in their communities

* Data represents calendar year 2022.

EMPLOYEES

1:1

5 consecutive years of global gender pay parity

3 consecutive years of pay parity between URM* and non-URM employees in the U.S.

34.6%

of employees self-identify as women—an increase of nearly 4,000 employees in five years

* Underrepresented minorities (URM) are U.S. employees who identify as Black/African American, Hispanic/Latinx, Native American, Pacific Islander, and/or two or more races.

SUSTAINABILITY

100%

renewable electricity target accelerated from 2035 to 2025

Taking Action

- ✓ Achieved Scope 1, 2 and 3 — business travel emission reduction targets ahead of target year
- ✓ Released three Adobe product environmental calculators to help customers meet their sustainability goals

Science-based targets in line with

1.5°C pathway

Declared new water and waste reduction commitments

Together with the Adobe Foundation, the Adobe Creative Residency Community Fund, Adobe's employee matching grants program and our customer matching program, we have given nearly \$2.5 million to aid humanitarian relief efforts in Ukraine and support journalists on the ground.

Ukraine Response Efforts



Employee Impact

Our belief is that employees are not only our greatest asset as a company but also a powerful force for creating change in our communities. Through the Pro Bono Initiative, board service and mentoring programs, Adobe offers employees the opportunity to use their skills for good and support causes that are important to them. In honor of Adobe's 40th anniversary, our employees showed how much they care for communities around the world.

4,808

causes and organizations supported

3,795

unique donations by employees

Awards and Rankings



View the full list of recognitions [here](#) and [here](#).

We have the power to create positive change in the places where we live and work, and our executive leadership and board of directors are engaged in every step of this journey.



Our governance structure ensures our corporate social responsibility (CSR) efforts are coordinated across our business.

Our management team provides updates on an annual, if not more frequent basis, to the Board and its committees on various CSR matters, such as diversity, equity and inclusion (DEI) and climate action. Our Sustainability Committee, a global, cross-functional group of individuals overseen by an executive council, reviews and guides strategies and proposes action plans and performance objectives related to our sustainability efforts.

Accountability

We hold ourselves accountable for progress against our commitments and goals. In 2022 we conducted a third-party audit to strengthen our DEI communications and reporting processes. We also completed our first global Human Rights Impact Assessment to document salient human rights risks and mitigation activities, and facilitate stakeholder dialogue. Each assessment showed that, across Adobe, increased focus on DEI and human rights efforts is viewed as a critical way we can create lasting change inside and outside our company.

Materiality

We use a comprehensive 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.

“Adobe’s commitment to people, purpose and community underpins everything we do — from our product innovations and sustainable operations to the causes we champion — paving the way for the company’s next decade of growth and impact.”

— Jonathan Vaas, VP, Investor Relations

The Power of Collaboration

Collaboration is the embodiment of our purpose and impact as a company. Our approach to building long-term, lasting collaboration around shared values—and sustaining it over time for maximum impact—is what sets us apart. In every collaboration, we commit the full weight of our people, our products and our philanthropy. We take a proactive, differentiated and transparent approach.

Consider just a few examples of the impact we have driven by working together:

Adobe for All

We utilized our engagement with organizations such as the **National Minority Supplier Development Council**, **National LGBT Chamber of Commerce** and **National Veteran Business Development Council** to increase our FY2022 spend with diverse suppliers by 9.9%.

Technology to Transform

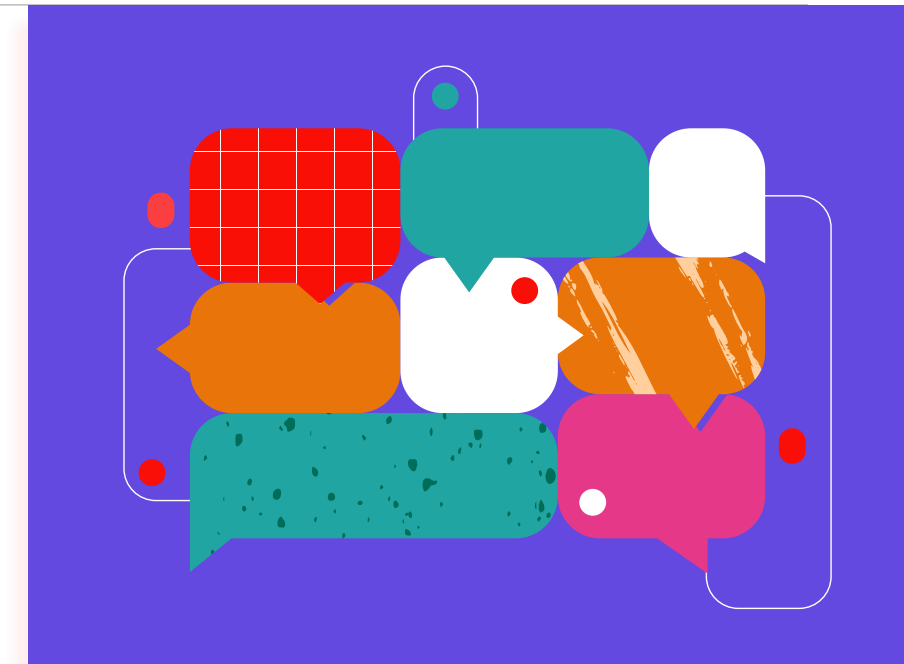
We worked with the **Business Software Alliance**, the world's leading advocate for innovation in the software industry, to ensure that responsible AI ethics regulations are passed throughout the world.

Creativity for All

Through the **Sundance Ignite** and **Women to Watch x Adobe Fellowships**, we support new voices and talents from the next generation of filmmakers by providing professional development spanning access to tools, mentorships and resources to empower bold new storytelling in film and media. So far, 125 filmmakers have gone through the programs and 17+ have premiered films at the Sundance Film Festival.

Sustainability at Scale

Adobe participated in **LEAD on Climate 2022**, a group that brought together companies and investors to call on the U.S. Congress to address the climate crisis and accelerate the transition to domestic clean energy.



“The donated Adobe product has been utilized on a near-daily basis by 70+ users across our entire organization in the past year. Adobe was able to make some helpful suggestions as to how to address some of the weaknesses with the current tools we use on the Communications team. These Adobe product donations are utilized in the early stages of and throughout nearly every visual investigation conducted by HRW’s Digital Investigations Lab team.”

— Human Rights Watch



Adobe for All

We believe that when people feel respected and included, they are more creative, innovative and successful.

Adobe for All: Equity and Advancement Initiative

In 2022, we made progress across diversity, equity and inclusion by building a more diverse workforce, fostering an inclusive workplace and mobilizing our ecosystem of partners to make an impact outside the company. We also furthered our global network of partners and collaborators to foster racial and social justice around the world.

Global Reach, Global Impact

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 product**
- **Pro bono support**

Through EAI, Adobe collaborates with 11 best-in-class racial and social justice organizations that share our commitment to advance equity and inclusion within our business and out in our communities. Their focus areas are aligned with the priorities of our DEI teams and Employee Networks, which participated in the selection of EAI organizations.

The Initiative centers on both impact and two-way engagement in which we share our learnings across the EAI cohort and Adobe. Adobe hosts a cohort community that meets regularly, composed of leaders from each of the 11 EAI organizations, enabling nonprofit leaders working across issues and geographies to advise Adobe and one another on what is working and what can be improved.

We also strive to practice “trust-based philanthropy” by collaborating with organizations that align with Adobe for All’s commitment and being responsive to the true needs of those organizations. Through EAI, Adobe provides multiyear general operating support and limits funder-imposed requirements — strategies the organizations point to as unique for a corporate



funder. Mona Sinha, Global Executive Director of EAI organization Equality Now, recently shared: “Adobe is really redefining what CSR means, showing genuine vision and leadership in bringing all these social justice nonprofits together in a collaborative cohort to share learning, expertise and drive synergies across our shared mission of social justice — we talk to other brands and partners about it, because [it’s] trailblazing.”



An important dimension of measuring our progress on DEI is tracking the makeup of our employee base over time. In FY2022, we grew our population of women employees globally and underrepresented minority (URM) employees in the U.S., and we are pleased with our progress over the past five years with the representation and the number of employees self-identifying as women and U.S. URM employees.

Representation Metrics & Goals

In September 2020, we established aspirational goals for representation overall and at leadership levels to help realize our vision of a truly diverse and inclusive workplace.

- **Increase representation of women** in leadership positions, defined as employees who are director-level and above, to 30% globally by 2025.
- **Double representation of U.S. URM employees** in leadership positions by 2025.
- **Double Black representation** as a percentage of U.S. employees by 2025.

Adobe's vision and strategy for creating a diverse workforce is outlined at adobe.com/diversity.

A comprehensive set of key DEI performance indicators is available in the [Social data table](#).

FY2022 progress against key goals:

27.7%

Women in Director+ leadership positions globally

+50% from end of FY2020

7.6%

URM employees in Director+ leadership in the U.S.

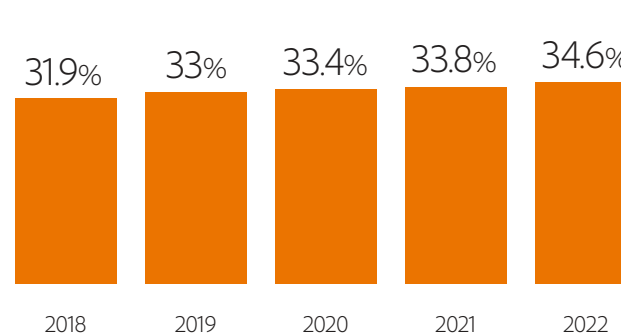
+49% from end of FY2020

3.1%

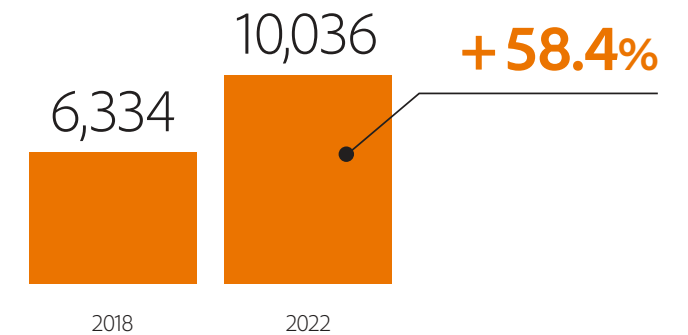
Black employees in our U.S. employee base

+63% from end of FY2020

We continued to see steady progress in the percentage of women represented in our global workforce:



% Women in Global Employee Base



Adobe employees self-identifying as women

Recruitment and Advancement of a More Diverse Workforce

At Adobe, we appreciate the unique qualities that each person brings to work. We continued to run our job descriptions through software to identify and address potentially biased language, proactively published to diversity job boards, and employed inclusive recruitment practices to help us source candidates from diverse backgrounds. We continued our **Hiring at Adobe** program for managers and interviewers, which focuses on ensuring fair and consistent hiring processes, and initiated a certified diversity recruiter program.

Employee Pride in Dublin, Ireland



In FY2022, we invested in partnerships and events to engage candidates across underrepresented communities, including:

Black/African American: AfroTech, Codehouse, HBCU 20x20, Mentor Me Collective, National Black MBA

Disability: Disability:IN, Project Hired

Hispanic/Latinx: San José State University Latino Business Student Association, LatinX in AI

Indigenous: Advancing Indigenous People in STEM, American Indian Science and Engineering Society

LGBTQ+: Lesbians Who Tech

Underrepresented Minorities: AdColor, Management Leadership for Tomorrow, Life After the NFL

Veterans: HIRE VETS NOW, VetinTech

Women: Grace Hopper Celebration of Women, San José State University's Society of Women in Engineering

University and College Engagement

In FY2022, we continued our support of historically Black colleges and universities (HBCUs) and Hispanic-serving Institutions (HSIs). In so doing, we exposed more than 22,000 students to skills for jobs in tech and creative industries. The **Adobe Foundation** granted \$1 million to each of the participating universities, including Bowie State University, Winston-Salem State University and San José State University. Beyond our financial support, we worked with faculty and staff at each of the institutions to provide students with training and learning programs, access to creative and digital tools, and mentoring and career development opportunities.

Highlights of our collaboration include:

- The launch of the **Student Athlete Micro Internship** program to provide student athletes with career skills and experiences
- A **cyber security internship program** with Bowie State University
- The **Adobe Ignite HBCU Scholarship** with the Thurgood Marshall College Fund, which awards 50 students \$15,000 scholarships in the 2022–2023 academic school year

We continued our successful university technology scholarship programs designed to create gender equality in science, technology and engineering domains by encouraging women to showcase their excellence in computing and technology and become future leaders and role models in the field. This included the **Adobe Research Women in Technology Scholarship** for women who are studying at North American universities, and the **Adobe India Women in Tech Scholarship** for women enrolled in an Indian university or institute.

Mid-career Pathways

Going beyond universities, we want to give individuals from nontraditional backgrounds in the U.S. new opportunities to enter technology and design careers.



Adobe Digital Academy

Established in March 2016, the **Adobe Digital Academy**, in partnership with **General Assembly**, offers an alternative and accelerated path to switching careers, and we are committed to placing 99% of the graduates into full-time jobs in the years ahead, whether at Adobe or another company. The program provides candidates with scholarships and living stipends to help them gain the education for careers in user experience design, data science or web development.

SheSparks internship program

At our India sites, our innovative **SheSparks internship program** enabled 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. More than 50 women have participated in the program and secured positions at Adobe including project managers, data engineers, solution architects, engineering program managers and more.



Women's Executive Shadow Program at Adobe

Investing for Success

Adobe offers growth and development programs globally for underrepresented groups to strengthen career development and pursue leadership roles.

Because increasing women representation in the tech industry is a universal challenge, we hosted a number of successful programs for women at Adobe including the **Leadership Circles** development program, which launched 10 years ago; **Women's Executive Shadow Program** globally; **WeLead** program in India; **Women in Tech Forum** career coaching platform in EMEA; and **Women Emerging Leaders Program** in APAC and Japan.

Adobe is also investing in development programs for underrepresented groups. Through the **Taking Action Initiative** we have continued the **Adobe Sponsorship Program** for Black managers and directors, as well as the **McKinsey Connected Leaders Academy** for Black, Asian/Pacific Islander and Hispanic/Latinx employees.

We work hard every day to achieve the ideal of Adobe for All through a workplace that inspires a sense of belonging, family-friendly benefits, support for regional and global employee communities, parity initiatives, and more.

Employee Communities

Adobe's **eight employee networks** were instrumental in building community, strengthening inclusion and driving progress for underrepresented groups. The impact of our employee networks was part of the fabric of our Adobe Life as we celebrated cultural moments like Black History Month, Lunar New Year, Pride Month, Women's History Month and many more. Employee networks created opportunities to learn and grow, helped with recruiting efforts, sponsored a peer mentoring program, and provided support for nonprofit organizations.

Learn more about [Adobe's employee networks](#) and their commitment to strengthen our culture.



Let's Belong Together

At Adobe, we use the power of storytelling to help build empathy, strengthen inclusion and expand perspectives. Our annual **Adobe for All Week** event centered on the theme, Let's Belong Together, and provided a unifying moment for employees to celebrate progress, be inspired by employee and guest speakers' stories, and commit to making meaningful change. Through hybrid event programming, we brought together 7,200 employees virtually and 6,700 employees in-person across Asia Pacific, Europe, India, Japan, and the Americas.

Support for Work and Life

We support our employees in their lives outside work through benefits to their health, education, and family lives. We have enhanced our benefits to support the LGBTQ+ community, provided expanded women's health benefits, and continued to introduce enhanced parental leave benefits around the world.

To find more about the comprehensive benefits offered to our employees visit:

[Employee benefits](#)

Allyship

In FY2022, we continued our global employee allyship program, called **Action Circles**, with the goal of helping employees become active and effective allies in supporting underserved and underrepresented groups.

1,024

employees around the world participated in Action Circles in FY2022

Employees celebrating Diwali



Demonstrating Fairness Through Parity Initiatives

We invest in analysis and transparency to demonstrate our commitment to fair compensation. We define pay parity as ensuring that employees in the same job and location are paid fairly relative to one another, regardless of gender or ethnicity.

Commitments

- ✓ In FY2022, we maintained **global gender pay parity** for the fifth year in a row.
- ✓ In FY2022, we maintained **pay parity between URM and non-URM employees** in the U.S. for the third year in a row.
- ✓ Adobe continues to support the **California Equal Pay Pledge**.
- ✓ Our French business achieved a 90/100 score in the **2022 France Gender Equality Index**.



Adobe employees celebrating together

Pay Distribution

Unadjusted median pay gap, a metric frequently used by the U.S. Bureau of Labor Statistics and other governmental organizations, compares the median pay of one population to the median pay of another population, where median pay is the midpoint of a stack ranking of salaries from low to high.

As of July 1, 2022:

Our unadjusted global median pay for women was **97.1%** of the median pay for men

Our unadjusted median pay for URM employees was **86.1%** of the median pay for non-URM employees in the U.S.

We actively align our DEI commitments to our products, partnerships and suppliers to amplify our reach and impact. In FY2022, we collaborated with organizations dedicated to driving progress.

Driving Diversity Across Our Industry

We continued our engagements with [CEO Action for Diversity & Inclusion](#), [Parity.org](#) and [The Institute for Corporate Productivity](#). We collaborated with industry peers to advance diversity across multiple dimensions by improving the experiences of people with disabilities as a member of [The Valuable 500](#); addressing race issues in the workplace through the [Ascend 5-Point Action Agenda](#); and committing to interview at least one qualified woman and person of color for every open role at the vice president and above level through the [ParityPledge](#).

Aligned with our commitment to fostering an inclusive and supportive environment, we participated in the [Bloomberg Gender Equality Index](#), [Human Rights Campaign Foundation's Corporate Equality Index](#), and [Disability:IN](#) and the American Association of People with Disabilities' [Disability Equality Index](#).



Supplier Diversity Program

We continue to invest in our [Supplier Diversity Program](#) to ensure that Adobe's purchasing strategy includes businesses that are certified as majority-owned and operated by entrepreneurs from underrepresented groups.

Our increased spend with diverse suppliers builds on our ongoing partnerships with:

- Western Regional Minority Supplier Development Council
- National Minority Supplier Development Council
- Women's Business Enterprise National Council
- National LGBT Chamber of Commerce
- National Veteran Business Development Council
- Disability:IN

9.9%

increase in our spend with diverse suppliers in FY2022





Creativity for All

We believe that everyone is creative and has the right to share their story, which creates a richer world for all of us.

Creativity for All: Creating a 21st Century Workforce

From supporting diverse creators through our Sundance x Adobe Fellowship, to the hundreds of creators we've aided financially through our Adobe Creative Residency Community Fund, we are enabling people around the world to tell their stories on a larger scale.

Creative expression has become a 21st century skill. We're working to ensure all students have access to creative curricula and opportunities. Digital literacy is an imperative, and we're committed to equipping students and teachers with what they need to succeed. **We invest in youth and their creative pursuits through:**



India 2% for Youth

We have engaged more than **100,000 students in 800 villages** in India via "Creative Clubs", and supported Mobile Innovation labs that reach an additional 21,000 children in India.

Khan Academy

Adobe has supported the integration of creativity into the curriculum, reaching **40,000 teachers and 3 million students globally**.

Creativity Scholarships

In 2022, we awarded over **\$5 million in scholarships** to diverse students and career switchers to focus on careers in technology and creative industries.

Adobe Express

We have put Adobe Express in the hands of more than **40 million K-12 students globally**, and we are engaging with college students across the U.S. at more than 50 designated Adobe Creative Campuses.



USC Annenberg Digital Lounge

Adobe has enjoyed a long-running partnership with the Annenberg School for Communication and Journalism at the University of Southern California. **As part of Annenberg's curriculum**, students can enroll in a free 10-week certification course, taught by Adobe experts, which takes them through Adobe's software products. Students attain proficiency in a suite of Adobe products, which opens them to a variety of career opportunities focused on design and creativity skills.

Creativity for All: Supporting Creators Around the World

Creativity is the great enabler and has the power to create change in the world, by uniting us, helping us cope, and inspiring us. It's also how Adobe uniquely drives impact by empowering the world's creators.

Giving Voice and Support to Creators in Ukraine

Adobe founded the [Creative Residency Community Fund](#) to support the creative community during the height of the COVID-19 crisis. In response to the humanitarian crisis in Ukraine, Adobe transitioned the Fund's activities to support creators in the region. In 2022, we provided grants to 125 creators impacted by the war in Ukraine.



Selected applicants received

12-month subscription

to Adobe Creative Cloud to support their work.

\$10,000

from the Fund to be used at their discretion, whether for professional needs like new tools and software, or simply to support themselves and their families.



Supporting Mental Health through Creative Expression

Adobe is committed to addressing the growing global mental health crisis by investing in the systems, policies and organizations supporting young people. Throughout 2022, Adobe worked in collaboration with [The National Alliance on Mental Illness \(NAMI\)](#), [The Jed Foundation \(JED\)](#) and [United for Global Mental Health](#) to better understand the relationship between creativity and positive mental outcomes, and to increase accessibility to mental health resources among youth creators around the world.

In 2022, the Adobe Foundation gave:

- **\$1.5 million to NAMI** to fund research on the relationship between creativity and mental health and expand its person-first digital storytelling initiative.
- **\$1 million to JED** to power the expansion of its programming for 150 high schools and 500 universities by the end of 2023; investment in new content and campaign resources to help young adults with lived experiences to share their stories; and the creation of a Center for Storytelling and Culture Change that will ensure that representations of mental health are authentic, accurate and safe.
- **\$250,000 to United for Global Mental Health** to support its Global Mental Health Action Network, a cross-sector community of 2,200 individuals and organizations from 127 countries that share a mission to promote the right to good mental health.

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

Diverse Voices

Adobe's **Diverse Voices** program was built to provide underrepresented creators with tangible and scalable opportunities to grow their careers by offering Adobe platforms to amplify their work and stories as well as mentorship with industry leaders inside and outside Adobe. The Diverse Voices platform on Adobe.com showcases stories of diverse creators from a spectrum of disciplines.

Examples of our initiatives to make creativity more equitable include:

Credit: Aurélia Durand



Dedicated Campaigns

Creators around the world shared their voice across social channels, Adobe.com and our media partners' platforms. Providing more channels to get their work seen and providing essential work experience and exposure to advance their own platforms has resulted in over 20 million impressions for diverse creators around the world.

Adobe MAX

During our annual creativity conference in October 2022, we brought Diverse Voices to life — reaching approximately 100,000 people—through virtual presentations, panel discussions, and keynote speeches.



Adobe Max

2022 Sundance Ignite x Adobe Fellows



Partnerships

Our work with partners such as Sundance, Apple+, Meta, USC Annenberg and others aims to provide underrepresented creators with the mentorship and access they need to advance their careers. In 2022, the partnerships resulted in 75 new intensive mentorships and over 10 million impressions for their work.



Technology to Transform

We are committed to advancing the responsible use of technology for the good of society. Our innovations are making a significant impact across **AI Ethics, security, privacy, trust and 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 safe digital environment for our community partners, customers and employees requires ongoing collaboration across the software industry, with policymakers, with our customers and with our partners.

AI Ethics

Our **people-centered approach to AI** seeks to enhance—rather than replace—human endeavor. We believe AI has the power to amplify human intelligence, creativity and ingenuity to create exceptional digital experiences, and we are committed to advancing AI in a responsible, inclusive and ethical way. All new AI features and innovations released in 2022 were developed in accordance with Adobe's AI Ethics principles of accountability, responsibility and transparency.

Examples of our efforts include:

- Continuing oversight from our **AI Ethics Committee and Review Board**, which includes employees with diverse professional backgrounds and life experiences
- Supporting ongoing collaboration with industry leaders to create and build guiding frameworks, **Trust in AI** and **AI Risk Management**
- Continuing engagements with organizations such as the **Business Software Alliance** to ensure that responsible AI regulations are passed throughout the world, and the National Institute of Standards and Technology to better manage AI risks to individuals, organizations and society

Trust and Transparency

Creating a safe digital environment for our community partners, customers and employees requires ongoing collaboration across the software industry, with policymakers, with our customers and with our partners.

Three years ago, we launched the **Content Authenticity Initiative (CAI)** with the goal of increasing trust and transparency online through provenance, which describes the origins of a piece of digital content. The CAI is a further demonstration to our customers that they can be confident that Adobe builds solutions in a way that is ethical, responsible and inclusive. The technology empowers creators everywhere to add a layer of provable authenticity to their content.

1,000+

global CAI members since launch three years ago



In 2022, the CAI furthered its mission by launching open-source technical standards for content provenance, developed in partnership with the Coalition for Content Provenance and Authenticity (C2PA), and a suite of open-source tools, enabling a broad developer community to integrate the C2PA standards. The CAI also collaborated on significant policy developments in Europe and the U.S., including on the European Commission's 2022 Code of Practice on Disinformation, the first international code to include commitments on provenance and the C2PA standard.

Adobe has been a longtime champion of accessibility and digital inclusion. Our digital accessibility strategy is built on three principles:

- 1.** Integrating accessibility features in all our products and platforms, from design through implementation
- 2.** Partnering with government and industry leaders to set web accessibility standards to promote greater inclusion
- 3.** Ensuring that Adobe provides a supportive environment for all employees including those with disabilities

In 2022, our dedicated Accessibility team was awarded the **Accessibility at Scale** award for our wide-reaching and mature accessibility efforts. Other progress includes:

- Promoting our internal **Digital Accessibility Guide** to help developers build accessibility into products
- Supporting our **Blue Belt accessibility training program** to educate our engineers and product testers
- Incorporating **inclusive design principles** across our products to make them more accessible
- Initiating a program to ensure our **software procurement processes** include accessibility considerations
- Continuing our longstanding involvement with the **W3C's WCAG and ARIA guidelines for accessibility**



Partnering with Experts on Readability

Through Adobe's **Readability Initiative**, we're working with educators, reading experts, nonprofits and technologists to personalize the experience of reading on digital devices. Together we're working to conduct research, run pilot programs, and share our learnings to help people of all ages and abilities read better through machine learning and digital tools like Adobe Acrobat. These tools give readers the ability to customize their PDF reading experience, which can improve speed, comfort and reading comprehension.



Harnessing Digital Tools and Social Media to Demystify Disabilities

In 2022, we conducted research to explore how people with disabilities are raising awareness, increasing representation, and inspiring others through creative tools and social media. We found that people with disabilities are navigating the digital world in a way that drives creativity, spurs innovation and fosters collaboration on a global scale.



Adobe Express for Nonprofits

In October 2022, we launched Adobe Express for Nonprofits, which provides the premium version of Adobe Express free to nonprofits to help changemakers around the world quickly and easily make standout content. This innovative platform helps organizations easily create stunning social graphics, short videos and web pages to accelerate their mission and drive greater impact.



R.O.C.K.'s Student Adult Leadership Training program participate in a beach cleanup to give back to their community.



Real Options for City Kids (R.O.C.K.)

R.O.C.K. nurtures the healthy development of children by listening attentively to their needs and by providing opportunities to those who might not otherwise have access. They provide active and academic programming to local youth in Visitation Valley — where many children are faced with considerable social and economic challenges on a daily basis.

“I’m an early adopter of Adobe Express and I love it. I use it to create campaigns from start to finish. I go in there and I create social assets and with the click of a button, I can resize them for any platform. I can make impact graphics for our campaign pages.”

—Hayley Walker, Marketing and Development Manager, R.O.C.K.



Sustainability at Scale

We are enabling sustainability at scale across industries through our commitment to reducing our impact on the planet, developing digital products that enable our customers and communities to reduce physical waste and cut emissions, and working with our peers, partners, and employees to foster a culture of sustainability.

As Adobe continues to advance our corporate sustainability goals, we recognize that we can and must do more to further reduce our environmental impact. This is why Adobe is accelerating our timelines and making additional public commitments to further drive sustainability into all parts of the business, including:

Accelerating our goal of powering

100%

of our operations with renewable electricity **from 2035 to 2025** to support our science-based target and limit global warming to 1.5°C

Declaring new water and waste reduction commitments

25%

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

90%

global waste diversion rate maintained

Continuing our engagements globally with policymakers and external advocacy groups in support of policy initiatives that foster a more sustainable society and help slow climate change.



HUGO BOSS

Customer Success Stories

Adobe unveiled the [Adobe Substance 3D Sustainability Calculator](#), which delivers data and benchmarks for sustainability initiatives tied to 3D design.

- Adobe's 3D and immersive media innovations enable companies like Nike to advance its sustainability goals by transforming physical product manufacturing to highly efficient digital workflows.
- Investments in Adobe's 3D design tools are helping [HUGO BOSS](#) support the company's efforts around sustainable fashion. For suppliers and vendors, teams can review designs digitally, bypassing the need to create and ship samples back and forth.

98%

reduction in carbon emissions driven by virtual photoshoots through Adobe Substance 3D, compared to physical photoshoots

Adobe's commitment to sustainability and climate action is evident throughout our product offerings, operations, and partnerships and advocacy efforts. We have achieved significant progress in recent years.

Product Innovation

Adobe's sustainability values are grounded in innovation. As we work to change the world through digital experiences, we also help companies and creators work more efficiently and sustainably. Consider:

Adobe PDF

PDF is the de facto global standard for digital document workflows. The introduction of PDF in 1993 provided a universal way to communicate, enabling a mass migration from paper to digital documents. Last year alone more than 400 billion PDFs were opened in Adobe products.

400B+

PDFs opened using Adobe products in 2022

Adobe Document Cloud

As a pioneer in the paper-to-digital transformation, Document Cloud continues to have a real and measurable impact on the environment globally. Document Cloud enables paperless productivity for millions of businesses and individuals worldwide.

- The majority of the Fortune 500, hundreds of government organizations, thousands of small businesses and millions of individuals use Document Cloud's digital document and e-signature solutions instead of paper-based processes every day.
- Documents created, signed, shared and stored in Document Cloud drive a 95% reduction in environmental impact compared with paper-based processes.
- Each year in the U.S. alone, Adobe Document Cloud transforms what would have been 30 billion paper documents into digital workflows, saving the equivalent of 3.2 billion gallons of water, 1.1 billion pounds of wood, 177 million pounds of waste, 2.7 billion pounds of greenhouse gas and 1.1 billion kWh of energy.
- The 8 billion electronic and digital signature transactions processed through Adobe Document Cloud in the past year saved 840 million liters of water and 248,000 trees, and is equivalent to taking over 18,400 cars off the road for a year.



Resource Saver Calculator

In collaboration with the Environmental Defense Fund and the Environmental Paper Network, Adobe developed the **Resource Saver Calculator**. This useful tool enables customers to understand how Adobe Document Cloud can help make their business more sustainable by saving time, resources, emissions and costs.

According to our Calculator's estimates, for every 1 million pages signed daily via Adobe Acrobat Sign more than 27 million gallons of water, 1.5 million pounds of waste and 23.4 million pounds of CO2 emissions are avoided. The savings from the CO2 emissions are equivalent to taking 5 million cars off the road.

Operational sustainability is a hallmark of Adobe, inspiring us to build LEED- and green-certified offices, set a 100% renewable electricity goal, and establish science-based climate targets.

Operations

We've already achieved our 2025 targets for reduction in scope 1, scope 2 and business travel emissions. And with our continued focus on renewable energy across our major sites, including the completion of our Founders Tower which opened in January 2023—the first all-electric building of its scale powered by 100% renewable energy in Silicon Valley—we're not just on track but ahead of our original 2035 renewable electricity goal and plan to meet this by 2025.



Suppliers

We are collaborating across our value chain with our suppliers. We are working with suppliers to encourage them to set their own science-based climate targets and improve the transparency and accuracy of disclosures. Recently we partnered with our two largest cloud providers to discuss joint action on climate targets and the development of refined reporting methodology to help customers understand the emissions associated with the delivery of Adobe products and services.

Public Policy and Partnerships

When it comes to sustainability, no single organization can go it alone. We work with our customers, industry peers and partners to use our collective voice to affect change. We partner with a variety of **organizations and trade and technology associations** around the world to scale our reach and drive lasting impact.

For more details on Adobe's commitment to the environment, read our [Sustainability Policy](#).

Examples of our collaboration include:



April 26, 2022:

Adobe sent a [letter](#) to Members of Congress in support of clean energy investments



February 25, 2022:

Adobe signed a letter to California Governor Newsom in support of a fully funded Office of Racial Equity, which would address systemic inequalities, including the disproportionate impact of climate change on communities of color

We are committed to providing an annual account of our performance on CSR issues. Unless otherwise noted, all information conveyed in this report covers Adobe's Fiscal Year 2022, from Dec. 4, 2021 to Dec. 2, 2022, and all financial information is disclosed in U.S. dollars.

As the most pressing social and environmental issues that we face are increasingly interrelated, we are integrating our annual Diversity and Inclusion Report into this CSR review going forward. Along with additional materials on the Corporate Responsibility, Sustainability, Investor Relations and Diversity, Equity and Inclusion sections of our website, this report provides an overview of the priority areas of 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, environment and governance practices. Our disclosures are informed by the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), CDP and Task Force on Climate-Related Financial Disclosures (TCFD).

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

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



Yulia Vus

Cover Artist, recipient of Adobe Creative Residency Community Fund grant

Yulia Vus is an illustrator and comic artist from the mining town of Chervonograd in Ukraine and currently lives in Lviv. She is known for her illustrations inspired by the moments, situations and characters she finds all around her. She received a Bachelor of Fine Arts from the Ukrainian Academy of Printing and her range of work includes commercial illustration, book illustration, cover design, editorial illustration, poster design and animation.



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 the U.S. securities laws. While 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 the U.S. federal securities laws and regulations. The information covered by the report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our plans, initiatives, projections, goals, commitments, and strategies and related business and stakeholder impacts. These statements involve risks and uncertainties, and actual results may differ materially from any future results expressed or implied by the forward-looking statements.

These risks and uncertainties include, without limitation, assumptions not being realized, global sociodemographic and economic trends, changing government 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, or other changes in circumstances, as well as the factors set forth in the “Risk Factors” section of Adobe’s most recent periodic reports on Form 10-K and Form 10-Q and subsequent filings.

We assume no obligation, and expressly disclaim any duty (including in response to new or changed information) to update any forward-looking statements or information, which speak as of their respective dates. Readers should not place undue reliance 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.



REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022
GRI General Disclosures 2-1	Name of organization	Adobe Inc.
GRI General Disclosures 2-1	Location of organization's headquarters	<u>San Jose, California</u>
		Digital Media: We provide products, services and solutions that enable individuals, teams and enterprises to create, publish and promote their content anywhere and accelerate their productivity by modernizing how they view, share, engage with and collaborate on documents and creative content. Our Digital Media segment is centered around Adobe Creative Cloud and Adobe Document Cloud, which include Adobe Express, Photoshop, Illustrator, Lightroom, Premiere Pro, Acrobat, Adobe Acrobat Sign and many more products, offering a variety of tools for creative professionals, communicators and other consumers. This is the core of what we have delivered to users for decades, and we have continually evolved and expanded our business model to provide our customers with a range of flexible solutions that allow them to reach their full creative potential anytime, anywhere, on any device and on projects of all types.
GRI General Disclosures 2-6	Primary brands, products, & services	Digital Experience: We provide an integrated platform and set of applications and services through Adobe Experience Cloud that enable brands and businesses to create, manage, execute, measure, monetize and optimize customer experiences that span 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 driven by AI to enable the delivery of personalized digital experiences across various channels in milliseconds.
GRI General Disclosures 2-1	Restated Certificate of Incorporation	<u>Restated Certification of Incorporation</u>

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
GRI General Disclosures 2-6	Total revenue (dollars in millions)	\$17,606	\$15,785	\$12,868
	% of total revenue			
	Americas	58%	57%	58%
	EMEA	26%	27%	26%
	APAC	16%	16%	16%
	Net income (dollars in millions)	\$4,756	\$4,822	\$5,260
	% effective tax rate	21%	15%	-26%
	Significant acquisitions	<u>Entered into a definitive agreement under which we intend to acquire Figma, Inc.</u> Frame.io, Workfront		

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
	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 102-22	# of executive and non-executive members of the board of directors	12	12	11
GRI 102-22	% independent board members	91%	91%	91%
GRI 102-23	Separate CEO and chair roles	No	No	No
	% female board members	33%	33%	36%
GRI General Disclosures 2-11	Shareholder engagement procedures	2023 Proxy Statement		
	Independent audit committee	2023 Proxy Statement		
	Independent compensation committee	2023 Proxy Statement		
GRI General Disclosures 2-11	Independent nominating and governance committee	2023 Proxy Statement		
GRI General Disclosures 2-19	Board remuneration disclosure	2023 Proxy Statement		
GRI General Disclosures 2-19	External reporting of compensation of senior executives	2023 Proxy Statement		
GRI General Disclosures 2-20	CEO compensation linked to total shareholder return (TSR) or similar	2023 Proxy Statement		
GRI General Disclosures 2-20	Shareholders have right to vote on the remuneration of executives	2023 Proxy Statement		
	% average overall attendance of board meetings	2023 Proxy Statement		
	Audit, audit related and non-audited related fees paid	2023 Proxy Statement		
GRI General Disclosures 2-20	Executive stock ownership guidelines promotes long-term performance perspective	2023 Proxy Statement		
	Clawback policy	2023 Proxy Statement		
GRI General Disclosures 2-23	Statement on company's main risk factors	Form 10-K for FY2022		
	Adobe Materiality Assessment	Adobe Materiality Assessment		

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
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		
GRI General Disclosures 2-24	3rd party anti-corruption risk assessment procedures	Global Anti-Corruption Policy		
GRI General Disclosures 2-24	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 FY22, we had zero legal or regulatory fines and settlements associated with customer privacy that required disclosure in our public SEC filings.	In FY21, we had zero legal or regulatory fines and settlements associated with customer privacy that required disclosure in our public SEC filings.	In FY20, we had zero legal or regulatory fines and settlements associated with customer privacy that required disclosure in our public SEC filings.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
Data security, privacy, and managing systemic risks from technology disruptions				
GRI General Disclosure 2-23, SASB TC-SI-220a.1	Adobe Trust Center: operational health, security, privacy and compliance of Adobe's cloud services	Adobe Trust Center		
GRI General Disclosure 2-23, 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 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.	In FY20, 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 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.	In FY20, we had zero data security breaches that required disclosure in our public SEC filings.
SASB TC-SI-230a.2	Adobe data security	Adobe's Approach to Managing Data Security Risk		
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	Please see Item 1A (Risk Factors) in Adobe's Annual report: Form 10-K for risks related to the operations of our business.		
Public policy transparency				
GRI General Disclosures 2-23	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	\$2.04M	\$2.13M	\$1.27M
GRI 102-13	Association members	Association memberships		
	Policy advocacy highlights	Priority public policy areas		

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
	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	Modern slavery statements		
GRI General Disclosures 2-23	Global human rights policy	Global Human Rights Policy		
GRI General Disclosures 2-23	Tool to report human rights violations	Adobe Ethics and Integrity		
GRI General Disclosures 2-23	Human rights criteria in selection of suppliers	Business Partner Code of Conduct		
GRI 412-3	Supplier diversity program	Supplier Diversity Program		

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
	Employees			
GRI 102-7	Global employees (assigned + unassigned + remote)	29,239	25,832	22,516
SASB TC-SI-330a.1	% employees in U.S.	51%	52%	52%
SASB TC-SI-330a.1	% employees outside U.S.	49%	48%	48%
	Employee diversity, equity and inclusion¹			
GRI 205-1	Anti-Discrimination Policy	<u>Adobe Code of Business Conduct</u>		
GRI 405-1	Diversity of governance bodies and employees	<u>2023 Proxy Statement</u>		
GRI 405-2	Ratio of basic salary and remuneration of women to men	1:1	1:1	1:1
GRI 102-8, SASB TC-SI-330a.3	% female employees	34.6%	33.8%	33.4%
GRI 102-8, SASB TC-SI-330a.3	% male employees	64.7%	65.5%	66.3%
	Race and Ethnicity - U.S. Only			
GRI 102-8, SASB TC-SI-330a.3	% U.S. employee base, URM ²	11.7%	10.9%	10.4%
GRI 102-8, SASB TC-SI-330a.3	% White	52.5%	55.4%	58.1%
GRI 102-8, SASB TC-SI-330a.3	% Asian	30.7%	29.2%	31.2%
GRI 102-8, SASB TC-SI-330a.3	% Hispanic/Latinx	5.6%	5.2%	5.3%
GRI 102-8, SASB TC-SI-330a.3	% Black/African American	3.1%	2.8%	2.5%
GRI 102-8, SASB TC-SI-330a.3	% Native Hawaiian/Pacific Islander	0.2%	0.3%	<1%
GRI 102-8, SASB TC-SI-330a.3	% Native American/Alaska Native	0.2%	0.3%	0.2%
GRI 102-8, SASB TC-SI-330a.3	% two or more races	2.6%	2.5%	2.5%
GRI 102-8, SASB TC-SI-330a.3	% undisclosed	5.1%	4.5%	2.9%

¹ FY2020–2021 historical metrics have been updated to reflect our ongoing methodology. We implemented a new data platform in July 2022, which impacted some of the historical metrics by <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. In FY2022, <1% of our global employees did not disclose gender data and 5.2% of our U.S. employees did not disclose race and ethnicity data.

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.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
Employee diversity, equity and inclusion¹				
Race and Ethnicity by Gender – U.S. Only				
GRI 102-8, SASB TC-SI-330a.3	% White, female	35.3%	34.1%	33.8%
GRI 102-8, SASB TC-SI-330a.3	% Asian, female	42.8%	41.9%	41.7%
GRI 102-8, SASB TC-SI-330a.3	% Hispanic/Latinx, female	46.5%	45.7%	48.1%
GRI 102-8, SASB TC-SI-330a.3	% Black/African American, female	40.8%	36.2%	38.4%
GRI 102-8, SASB TC-SI-330a.3	% Native American/Alaska Native, female	46.4%	43.5%	55.0%
GRI 102-8, SASB TC-SI-330a.3	% Native Hawaiian/Pacific Islander, female	40.0%	38.5%	39.4%
GRI 102-8, SASB TC-SI-330a.3	% two or more races, female	45.2%	44.5%	41.7%
Gender by Race and Ethnicity – U.S. Only				
Female				
GRI 102-8, SASB TC-SI-330a.3	% female, White	48.1%	50.7%	52.6%
GRI 102-8, SASB TC-SI-330a.3	% female, Asian	34.1%	32.8%	34.7%
GRI 102-8, SASB TC-SI-330a.3	% female, Hispanic/Latinx	6.8%	6.3%	6.8%
GRI 102-8, SASB TC-SI-330a.3	% female, Black/African American	3.3%	2.7%	2.5%
GRI 102-8, SASB TC-SI-330a.3	% female, Native American/Alaska Native	0.2%	<1%	<1%
GRI 102-8, SASB TC-SI-330a.3	% female, Native Hawaiian/Pacific Islander	0.2%	<1%	<1%
GRI 102-8, SASB TC-SI-330a.3	% female, two or more races	3.0%	2.9%	2.8%
GRI 102-8, SASB TC-SI-330a.3	% female, undisclosed	4.3%	<5%	

¹ FY2020–2021 historical metrics have been updated to reflect our ongoing methodology. We implemented a new data platform in July 2022, which impacted some of the historical metrics by <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. In FY2022, <1% of our global employees did not disclose gender data and 5.2% of our U.S. employees did not disclose race and ethnicity data.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
Employee diversity, equity and inclusion¹				
Male				
GRI 102-8, SASB TC-SI-330a.3	% male, White	55.8%	58.6%	61.4%
GRI 102-8, SASB TC-SI-330a.3	% male, Asian	28.8%	27.2%	29.0%
GRI 102-8, SASB TC-SI-330a.3	% male, Hispanic/Latinx	4.9%	4.5%	4.4%
GRI 102-8, SASB TC-SI-330a.3	% male, Black/African American	3.0%	2.8%	2.4%
GRI 102-8, SASB TC-SI-330a.3	% male, Native American/Alaska Native	0.2%	<1%	<1%
GRI 102-8, SASB TC-SI-330a.3	% male, Native Hawaiian/Pacific Islander	0.2%	<1%	<1%
GRI 102-8, SASB TC-SI-330a.3	% male, two or more races	2.3%	2.2%	2.3%
GRI 102-8, SASB TC-SI-330a.3	% male, undisclosed	4.9%	<5%	
Gender by Job Category				
GRI 102-8, SASB TC-SI-330a.3	% female leadership	27.7%	25.4%	24.1%
GRI 102-8, SASB TC-SI-330a.3	% male leadership	72.1%	74.5%	75.5%
GRI 102-8, SASB TC-SI-330a.3	% female people managers	32.7%	30.7%	28.9%
GRI 102-8, SASB TC-SI-330a.3	% male people managers	67.1%	69.1%	71.1%
GRI 102-8, SASB TC-SI-330a.3	% female individual contributor	35.1%	34.5%	34.4%
GRI 102-8, SASB TC-SI-330a.3	% male individual contributor	64.2%	64.8%	65.3%
GRI 102-8, SASB TC-SI-330a.3	% females in tech roles ³	26.9%	26.2%	25.8%
GRI 102-8, SASB TC-SI-330a.3	% males in tech roles	72.4%	73.3%	73.9%

1 FY2020–2021 historical metrics have been updated to reflect our ongoing methodology. We implemented a new data platform in July 2022, which impacted some of the historical metrics by <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. In FY2022, <1% of our global employees did not disclose gender data and 5.2% of our U.S. employees did not disclose race and ethnicity data.

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 FY2020 – FY2022 metrics and resulted in a decrease of some historical metrics by <3% due to the larger data set.

3 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.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
Employee diversity, equity and inclusion¹				
URM by Job Category - U.S. Only				
GRI 102-8, SASB TC-SI-330a.3	% URM individual contributor	12.5%	11.6%	11.2%
GRI 102-8, SASB TC-SI-330a.3	% URM people managers	8.8%	8.2%	7.5%
GRI 102-8, SASB TC-SI-330a.3	% URM leadership	7.6%	6.5%	6.5%
GRI 102-8, SASB TC-SI-330a.3	% URM tech roles	9.7%	9.2%	8.6%
Human capital management				
SASB TC-SI-330a.2	Satisfaction level of employees ²	84%	87%	91%
	Net employment creation as a % of total employees	12.1%	15.3%	-0.3%
	% open positions filled by internal candidates	25%	29%	30%
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 FY2020–2021 historical metrics have been updated to reflect our ongoing methodology. We implemented a new data platform in July 2022, which impacted some of the historical metrics by <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. In FY2022, <1% of our global employees did not disclose gender data and 5.2% of our U.S. employees did not disclose race and ethnicity data.

² The satisfaction metric is based on ratings from an employee survey for the statement "I would recommend Adobe as a great place to work."

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
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	# Injuries and illnesses per 200,000 hours worked	.3	0.03	0
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 102-17	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 education initiatives		
		Diverse Voices		
	Scholarships, grants and career development opportunities	Adobe Creativity Scholarships		
		Adobe Digital Academy		
	Diversity, equity and inclusion	Adobe Diversity and Inclusion		
	Opportunity and pay parity	Employee parity		
	Digital literacy	Adobe Digital Literacy		
	Access for disabled persons	Adobe Accessibility		
	Accessibility standard used by Adobe	WCAG 2.1 AA		
	Readability	Adobe Readability		
	Inclusive design	Inclusive Design		

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
	Community engagement¹			
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	<u>Adobe Nonprofit Resource Guide</u>		
GRI 201-1	Total community investment (cash & in-kind)	\$113.8M	\$95.5M	\$86.9M
	Company match of employee financial contributions and volunteer hours	\$16,687,961	\$15,525,005	\$15,682,913
	Product donation (FMV)	\$63.5M	\$46.6M	\$54.6M
	Value of talent contributions through pro bono projects	\$413,550	\$1,414,350	\$1,968,000
	Employee participation percentage	70%	69%	70%
	Number of hours volunteered	150,239	127,865	116,391
	Organizations served	89,110	67,715	71,409

¹ All data for community engagement represents efforts over the calendar year.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
Climate change & GHG emissions				
	CDP Score	A	A-	A
GRI 305-1	Scope 1 GHG emissions [tonnes CO2e]	6,568	4,911	9,598
	Scope 1 GHG emissions from combustion of natural gas and diesel [tonnes CO2e]	4,815	3,469	7,534
GRI 305-6	Scope 1 GHG emissions from ozone-depleting substances [tonnes CO2e]	427	299	1,191
	Scope 1 GHG emissions from mobile sources [tonnes CO2e]	1,326	1,143	873
GRI 102-56	Verification status of reported Scope 1 emissions	<u>Third party verified</u>	Third party verified	Third party verified
GRI 305-2	Scope 2 GHG emissions, location-based [tonnes CO2e]	57,168	61,220	50,653
	Scope 2 GHG emissions, market-based [tonnes CO2e]	22,936	31,341	33,535
GRI 102-56	Verification status of reported Scope 2 emissions	<u>Third party verified</u>	Third party verified	Third party verified
GRI 305-3	Scope 3 GHG emissions [tonnes CO2e]	463,438	424,343	393,465
	Category 1 GHG emissions, purchased goods & services [tonnes CO2e]	405,645	396,221	325,392
	Category 2 GHG emissions, capital goods [tonnes CO2e]	26,084	18,340	28,812
	Category 3 GHG emissions, FERA [tonnes CO2e]	6,227	7,323	12,692
	Category 4 GHG emissions, upstream transportation & distribution [tonnes CO2e]	66	6	682
	Category 6 GHG emissions, business travel [tonnes CO2e]	19,704	1,187	11,978
	Category 7 GHG emissions, employee commuting [tonnes CO2e]	5,711	1,267	13,908
GRI 102-56	Verification status of reported Scope 3 emissions	<u>Third party verified</u>	Third party verified	Third party verified
GRI 305-5	Emissions reductions from energy efficiency projects [tonnes CO2e]	95	416	195
GRI 305-4	Normalized carbon intensity [tonnes CO2e (Scope 1+2 market-based)/FTE]	1.0	1.4	1.9
GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	0	0	0

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
Renewables and energy efficiency				
GRI 302-1	Total energy consumption [MWh]	206,486	240,344	208,187
SASB TC-SI-130a.1	Total energy consumption [GJ] ¹	743,349	865,238	749,473
SASB TC-SI-130a.1	% of total energy consumption that is grid electricity	88%	92%	78%
SASB TC-SI-130a.1	% of total energy consumption that is renewable energy	54%	55%	38%
	% of total energy consumption that is renewable electricity	62%	59%	48%
	Global grid electricity purchased and consumed [MWh]	180,820	221,568	162,417
	% electricity purchased and consumed from managed colocated data centers	25%	44%	28%
	Global fuel purchased and consumed (natural gas and diesel/gas oil) [MWh]	31,598	23,405	45,770
GRI 302-3	Energy intensity [MWh/FTE]	7.1	9.3	9.2
G4-EN6	Renewable energy goal established	100% renewable electricity by 2025	100% renewable electricity by 2035	100% renewable electricity by 2035
Sustainable workplaces & practices				
	Total space worldwide (Sq. Ft.)	4,614,038	4,648,814	4,622,486
	% LEED/green-certified buildings [owned and leased]	85%	81%	77%
	% employees in LEED/green-certified workspaces	61%	66%	68%
	% of total owned and managed	56%	53%	54%
	% of total leased	44%	47%	46%
	% of total in U.S.	62%	63%	63%
	% of total in India	22%	21%	21%
	% of total in rest of world	17%	16%	16%
	Adobe workspace total energy use (does not include managed Colo energy) [MWh]	95,720	78,661	100,995
GRI 302-3	Energy use intensity of Adobe workspaces (kWh/Square Foot)	20.7	16.9	21.9

1 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.

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
	Data Centers			
	Scope 2 location-based GHG emissions from Adobe owned data center in Hillsboro, OR [metric tonnes CO2e]	18,651	17,601	17,015
	Scope 2 market-based GHG emissions from Adobe owned data center in Hillsboro, OR [metric tonnes CO2e]	10,920	16,838	17,059
	Electricity purchased and consumed from Adobe owned data center in Hillsboro, OR [MWh]	64,395	64,266	58,305
	Scope 2 location-based GHG emissions from colocated data centers [metric tonnes CO2e]	12,718	23,415	13,763
	Scope 2 market-based GHG emissions from managed colocated data centers [metric tonnes CO2e]	5,903	5,642	3,903
	Electricity purchased and consumed from colocated data centers [MWh]	45,766	97,495	45,100
SASB TC-SI-130a.3	Description of integration of environmental considerations to strategic planning for data center needs	Data Center Management		
	Sustainable supply chain			
	Supply chain standards	Business Partner Code of Conduct		
	Water use & management			
GRI 303-1, SASB TC-SI-130a.2	Total water consumption - U.S. & India owned and/or managed facilities [Cubic Meters]	282,744	210,464	260,154
SASB TC-SI-130a.2	% of water recycled	6%	3%	4%
SASB TC-SI-130a.2	% of water in regions with high or extremely high baseline water stress	33%; High Risk is 27%, Extremely High Risk is 6%	15%; High Risk is 13%, Extremely High Risk is 2%	17%; High Risk is 13%, Extremely High Risk is 4%

REFERENCE INDICES	KEY PERFORMANCE INDICATOR	2022	2021	2020
	Waste management			
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 diverted from global owned and/or managed facilities [short tons]	1,761	1,082	1,711
GRI 306-2	Waste Diversion Rate (% of total)	88%	91%	89%
GRI 306-3	Total waste generated (metric tons)	1,992	1,189	803
	Total waste diverted (metric tons)	1,761	1,082	711
	Total waste recycled (metric tons)	864	566	258
	Total waste composted (metric tons)	896	517	453
	Total waste landfilled (metric tons)	231	106	92
	Environmental fines, penalties and settlements			
GRI 307-1	Environmental fines, penalties and settlements	\$0	\$0	\$0



Create change.

Our mission — to Change the World Through Digital Experiences — is relevant both in the midst of crisis and in the best of times.

We remain committed to using the power of creativity to change the world — by championing our employees, empowering every voice, lifting our communities, and building a sustainable future.

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