



Adobe Corporate Responsibility Year in Review 2013

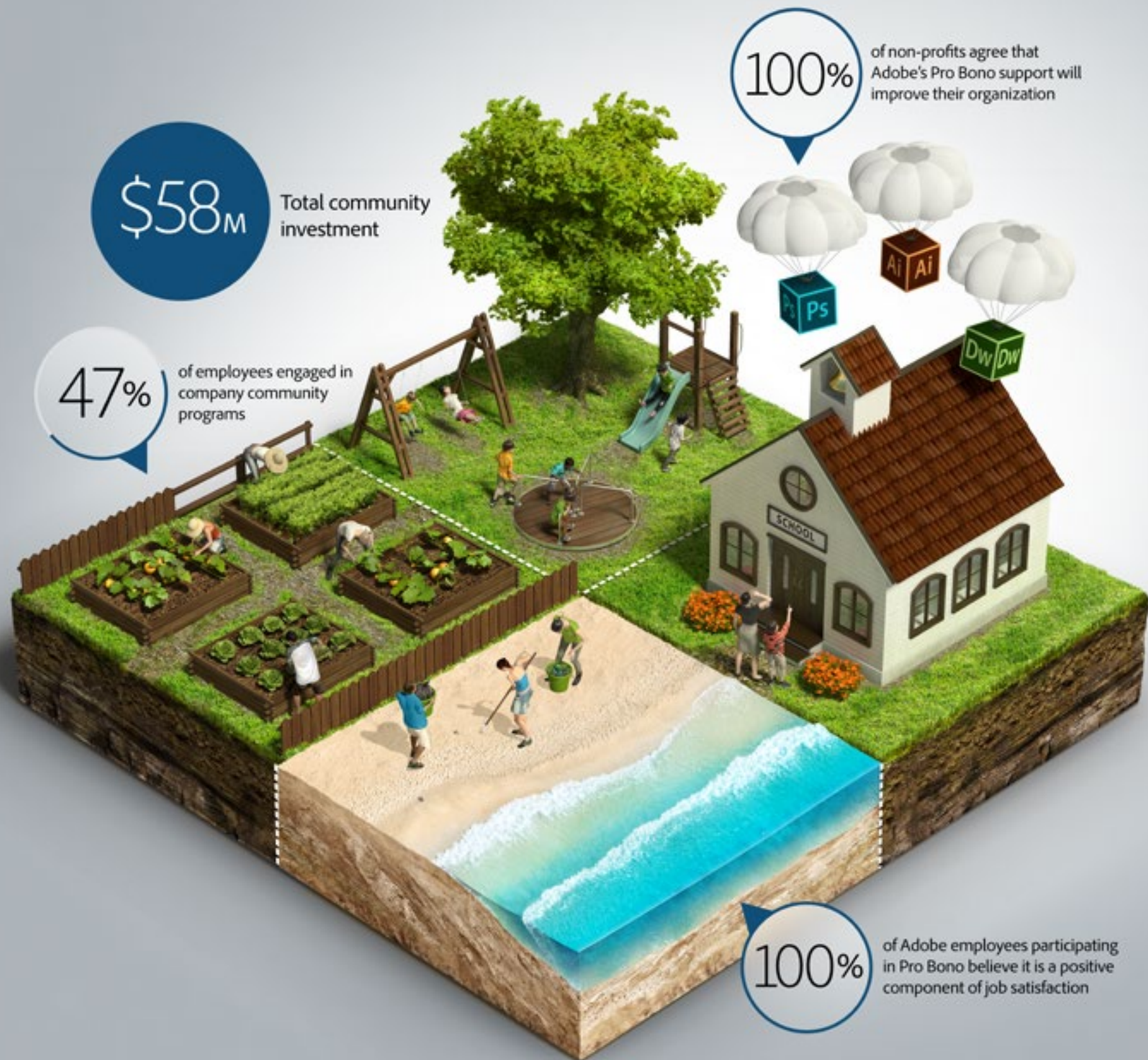
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Whether it's a student raising awareness through the power of video, or a facilities engineer transforming a building into its own power plant, the Adobe Corporate Responsibility program touches people from different countries, cultures, and age groups.

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.

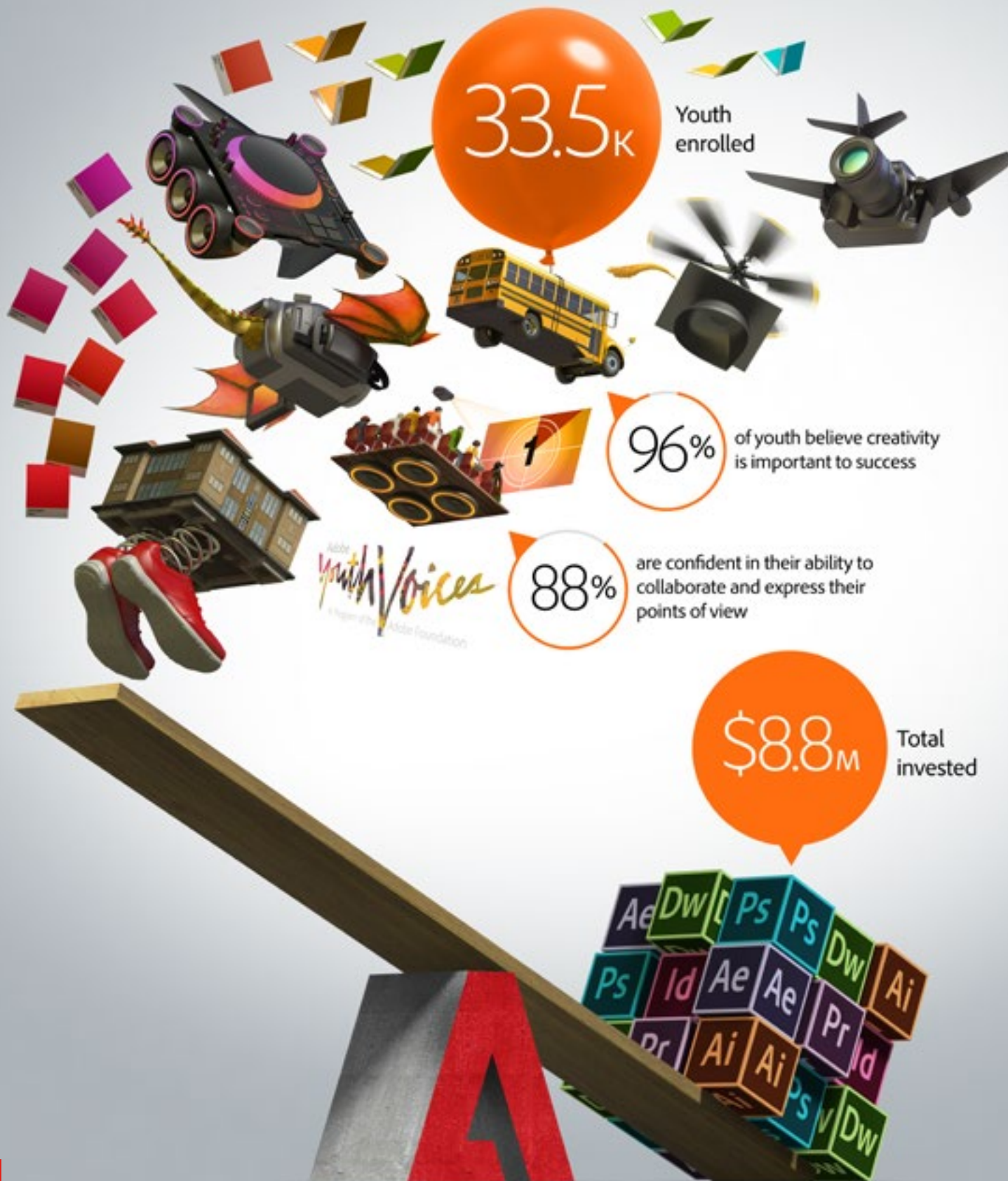


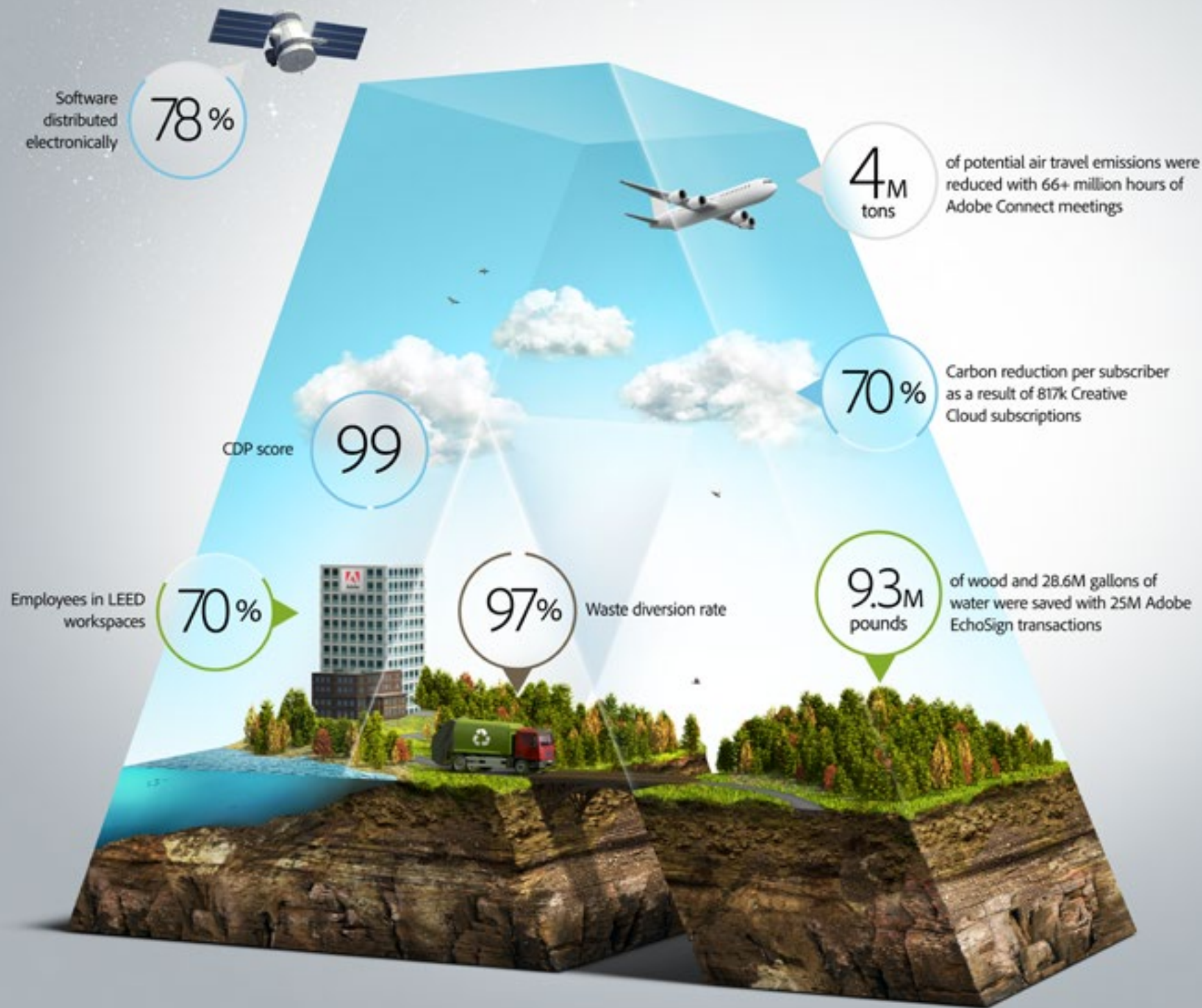
Adobe

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	Employees	
	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%
	Ethnicity—U.S. Only	
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 ₂ e]	4,302
	Verification status of reported Scope 1 emissions	Third party verification complete
G4-EN16	Scope 2 GHG Emissions [tonnes CO ₂ e]	32,486
	Verification status of reported Scope 2 emissions	Third party verification complete
G4-EN17	Scope 3 GHG Emissions [tonnes CO ₂ e]	24,584
	Verification status of reported Scope 3 emissions	Third party verification complete
G4-EN19	Verifiable Emissions Reductions Purchases [tonnes CO ₂ e]	2,585
G4-EN19	Renewable Energy Credit Purchases [tonnes CO ₂ e]	55,085
G4-EN19	Renewable Biogas Purchases [tonnes CO ₂ e]	4,877
G4-EN19	Reductions from Energy Efficiency Projects [tonnes CO ₂ 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 ₂ 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
Waste		
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	Adobe Form 10-K
G4-56	Statement of company's main challenges	Adobe Form 10-K
	Tax Policy	Adobe Form 10-K
G4-26	Shareholder Engagement Procedures	Adobe 2014 Proxy Statement
	Restate Certificate of Incorporation	Certificate of Incorporation
	Independent Audit Committee	Adobe 2014 Proxy Statement
	Independent Compensation Committee	Adobe 2014 Proxy Statement

Policies (cont'd)

GRI Content Index

G4-40	Independent Nomination Committee	Adobe 2014 Proxy Statement
G4-40	Independent Corporate Governance Committee	Adobe 2014 Proxy Statement
G4-51	Board Remuneration Disclosure	Adobe 2014 Proxy Statement
G4-51	External reporting of compensation of board of directors senior executives	Adobe 2014 Proxy Statement
G4-52	CEO compensation linked to total shareholder return (TSR) or similar	Adobe 2014 Proxy Statement
G4-53	Shareholders have right to vote on the remuneration of executives	Adobe 2014 Proxy Statement
	% Average overall attendance of board meetings	All directors attended at least 75% of boards and committee meetings
	Audit, audit related and non-audited related fees paid	\$5.55 Million USD
G4-52	Executive stock ownership guidelines promotes long-term performance perspective	Adobe Corporate Governance Guidelines
Society		
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
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 and Procedures
G4-SO3	Policy to address corruption in high risk areas	Adobe Global Anti-Corruption Policy and Procedures

Policies (cont'd)

GRI Content Index

	Community	
	Access for disabled persons	Adobe Accessibility
G4-56	Company philanthropic guidelines	CR Home Page
	Education	
G4-EC8	Digital inclusion initiatives	Adobe Youth Voices
	Sustainability	
	Climate	
	CDP Report	CDP
G4-51	Incentives for the management of climate change issue	CDP
G4-EC2	Climate change risks and opportunities	CDP
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	EICC Signatory	Adobe Supply Chain
G4-56	Human Rights Policy	Adobe Supply Chain
G4-56	Supply chain implementation standards	Adobe Supply Chain
G4-HR12	Tool to report human rights violations	Adobe Integrity
G4-56	Scope of social supplier Standards	Adobe Supply Chain
G4-56	Supply chain monitoring practices	Adobe Supply Chain
G4-HR1	Human rights criteria in selection of supplier	Adobe Supply Chain

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

