

Adobe Corporate Social Responsibility

Volvo Truck, outdoor performance by Adobe x MoMA
Creative Resident DonChristian Jones

Adobe

Adobe Corporate Social Responsibility

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Our Company Values

Let's **Adobe** together.

Create the future.

Creativity is in our DNA. We constantly look around the corner to see what is possible. But we don't wait for the future, we create it.

We are builders, makers, and inventors, driven by a deep empathy for our customers and users.

We are open-minded and celebrate new ideas. We have the courage to disrupt the market and ourselves through bold bets and ideas we turn into reality.

Own the outcome.

We think and operate like owners. We take initiative, have a bias toward action, and assume ownership for end results, not just our part.

We are reliable and have clear points of view. We're decisive and learn from our mistakes.

Raise the bar.

We aim high and we play to win. We relentlessly focus on execution, celebrate excellence and are intellectually honest about where we must do better.

We deliver both speed and quality by doing fewer things better. Our success is measured by the success of our customers and users.

Be genuine.

The ability to be yourself is core to who we are. We embrace and respect diversity.

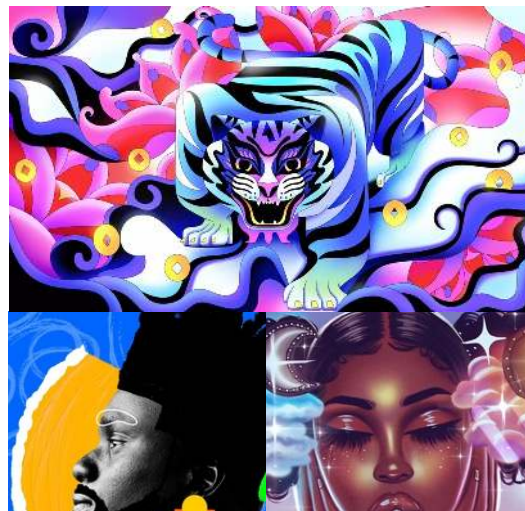
We support and challenge each other by being honest and direct. We always act with sincerity, integrity and the highest of ethics.

We do this for our employees, partners, customers and communities.

Adobe for All



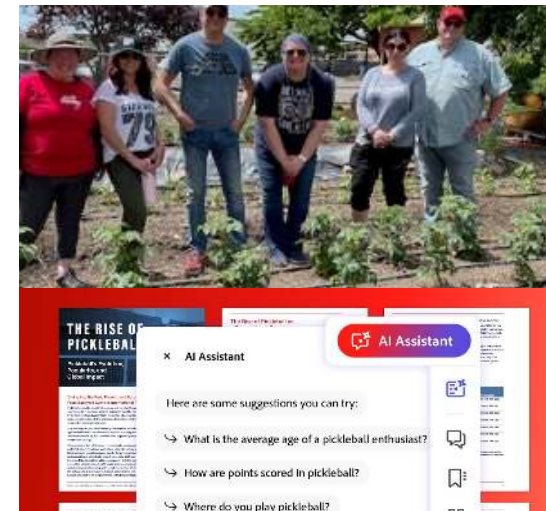
Creativity for All



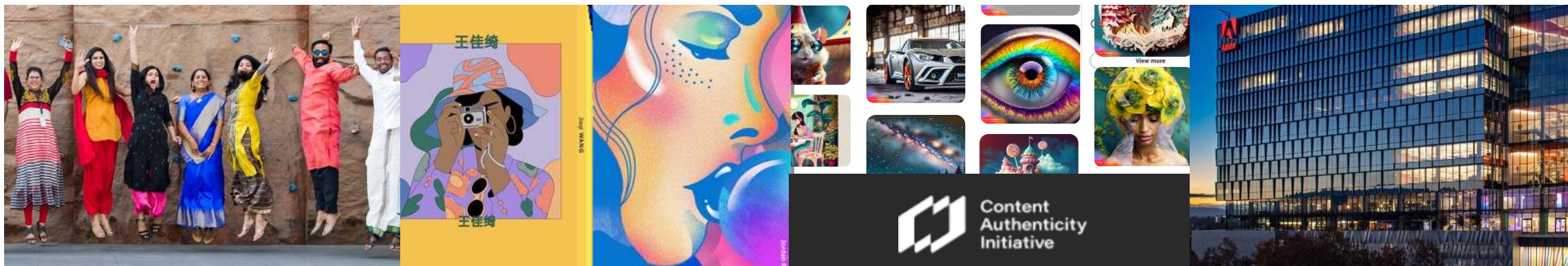
Technology to Transform



Sustainability at Scale



Corporate Governance



Adobe Corporate Governance



Board Independence

Strong Board Independence

11 of our 12 directors are independent and all committee members are independent.

Independent Lead Director

To maintain an appropriate level of checks and balances, our Board selects a Lead Director when the Chair of the Board and the CEO are the same person. The Board believes Adobe and its shareholders are best served by having a chair with broad and deep knowledge of Adobe's business, and that our CEO is, at this time, the director most qualified to serve as Chair.



Diversity

Strong Diversity

Our Board has 58% of directors with gender or demographic diversity.

Nominee Criteria

Among other things, we evaluate director nominees on their diversity in professional experience, personal experience, expertise, culture, race, ethnicity and/or gender.



ESG Oversight

Informed Board

Our leadership provides regular updates to our Board and its committees on various ESG matters, including climate action, AI ethics, DEI and ESG disclosures, compliance requirements and risks.

Shared Responsibility

ESG oversight responsibility is shared amongst the Board, with the Governance and Sustainability Committee and the Executive Compensation Committee, and cross-functional leadership groups, including an ESG Committee and our Sustainability Leadership Council.



Stockholder Engagement

Active Engagement

Adobe has a history of actively engaging with our stockholders to discuss questions and topics on our corporate governance, executive and director compensation, and sustainability practices.

Communication

Our heads of Investor Relations and Securities Legal regularly communicate topics discussed and stockholder feedback to senior management and the Board for consideration in their decision-making. Our investor events are generally available via webcast on our website after the event.

Adobe Corporate Social Responsibility

Amy White

Global Head of Corporate Social Responsibility & Communications



Our Values in Action

Community¹

\$33M+

provided in employee donations and corporate grants and matches by Adobe and its employees

83K+ organizations served globally

\$13.5M

donated by employees through our Season of Change program

200K+

hours volunteered by Adobe employees

Employees

35.3%

of our global employee base are women

Increased from last year

29.0% female in leadership²

Increased from last year

11.6% of our U.S. employee base are underrepresented minorities³

Sustainability

Net zero

by 2050 declared as target

100% renewable electricity is on track to be achieved by 2025

Continued to optimize AI architecture to minimize energy usage

Awards and Rankings



Creativity for All

As the creativity company, we are uniquely committed to 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 by:

- Promoting creativity in youth and education
- Nurturing creativity around the world
- Championing diverse perspectives

Right: Illustration by Adobe Creative Residency
Community Fund recipient Ran Zheng



Creativity for All

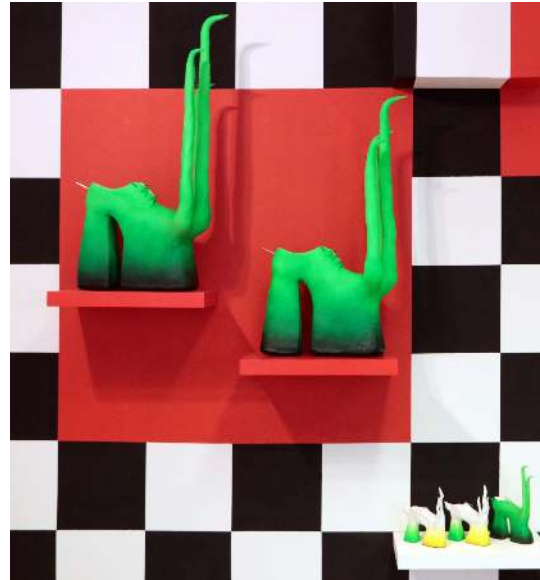
Adobe Creative Residency

Nurturing Creativity Around the World

Our Creative Residents program, funded by Adobe Foundation and done in collaboration with world-class museums, allows individual artists to work on a personal creative project while sharing their process and insights with the creative community.



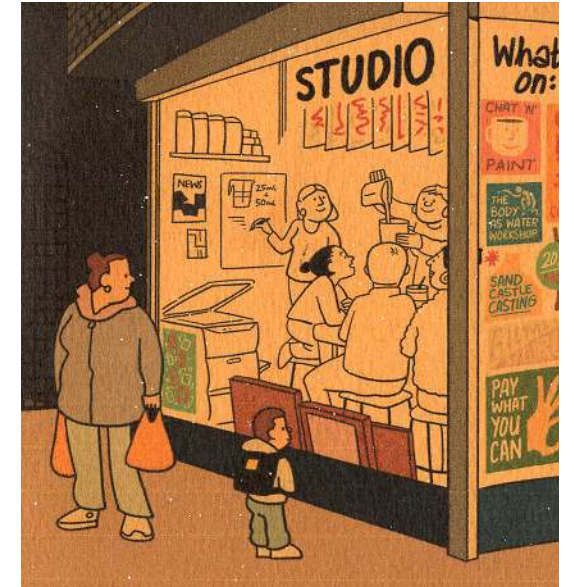
DonChristian Jones, multimedia artist
Museum of Modern Art Resident



Luca Bosani, costume designer
Victoria & Albert Museum Resident



Jacqui Ramrayka, ceramicist
Victoria & Albert Museum Resident



Rachel Sale, illustrator
Victoria & Albert Museum Resident

Adobe Film and TV Fund

Championing Diverse Perspectives

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



Sundance Ignite x Adobe Fellowship

Through the Sundance Ignite and Women to Watch x Adobe Fellowships, we support the next generation of emerging documentary and narrative filmmakers by providing artistic and professional development.



Adobe Foundation x USC Annenberg

Our ongoing efforts to create a more inclusive and diverse entertainment industry inspired the Adobe Foundation to also get behind “The Inclusion List”, which measures inclusion in the film industry.



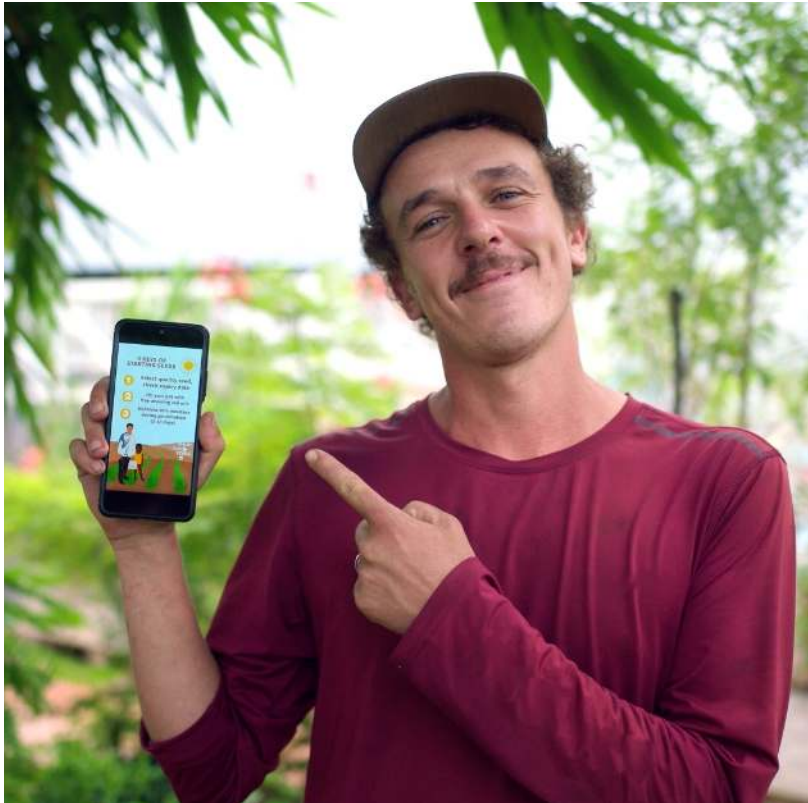
Master of Fine Arts Acting Program Grant

The Adobe Foundation granted \$250,000 to the USC School of Dramatic Arts’ MFA Acting Program to directly support the production of short films written, directed and performed by a diverse slate of third-year MFA acting students.

Creativity for All

Adobe for Nonprofits

We believe everyone should have access to tools, inspiration and support to tell their story and share it with the world.



Adobe Express for Nonprofits

- Qualifying nonprofits receive the premium version of Adobe Express paired with training and resources tailored to help organizations advance their missions.

Partners include:

- **PSYDEH**, an organization that invests in rural and Indigenous women in Mexico
- **Real Options for City Kids**, which provides active and enriching youth programs in the San Francisco Visitacion Valley.



Nonprofits at MAX

In 2023, more than 50 nonprofit leaders came together to show how creativity can change the world. Organizations shared stories about how creative tools and technology are critical to enacting change and giving voice to marginalized communities.

Adobe for All

Our core belief is that when people feel respected and included, they are more creative, innovative and successful. We bring this vision to life with a focus on three key areas:

- Workforce
- Workplace
- Ecosystem

Right: Illustration by Adobe Creative Residency Community
Fund recipient Mariano Pagella, aka Vasty

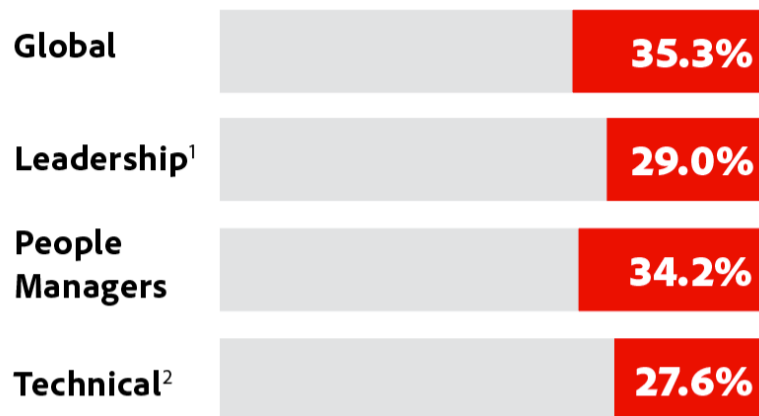


Workforce: Diversity by the Numbers

Gender at Adobe

At the end of 2023, women represented 35.3% of our global workforce. The exact gender mix varied across our sites and geographies.

Women at Adobe

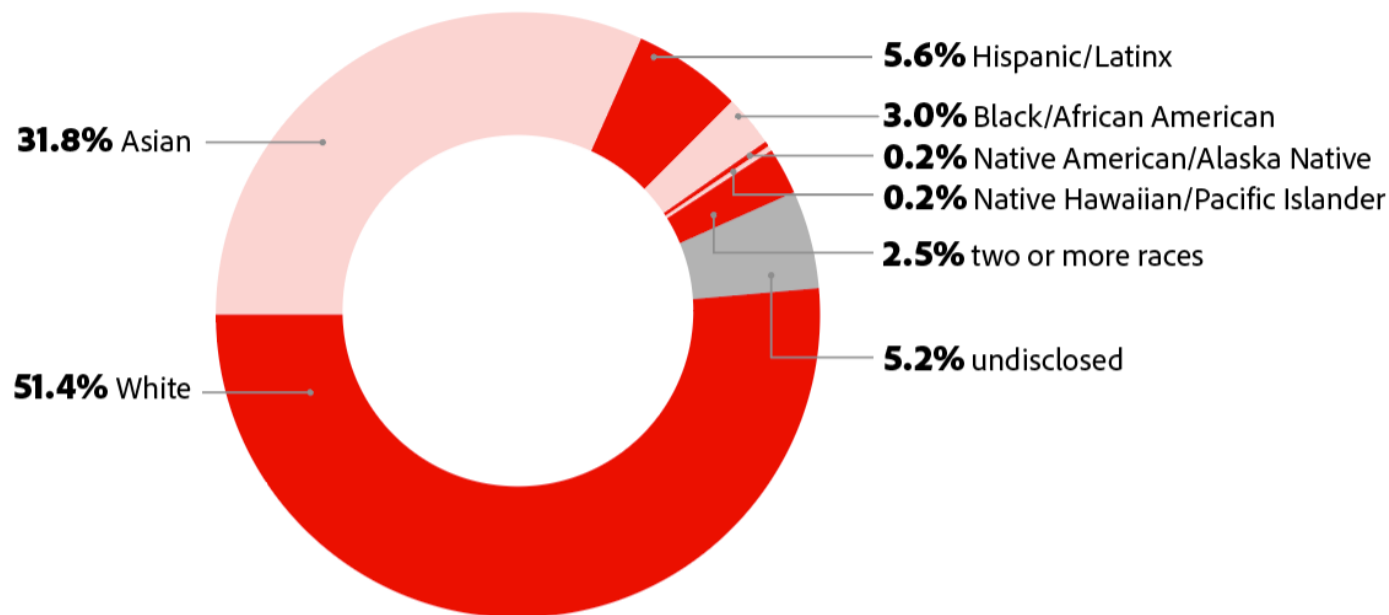


¹ Leadership: Employees who are director-level and above.

² Technical occupations in computing and information technology 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.

Race and Ethnicity at Adobe

At the end of 2023, underrepresented minorities (i.e., those who identify as Black/African American, Hispanic/Latinx, Native American, Pacific Islander and/or two or more races) comprised 11.6% of our U.S. employee base.



Workplace

We are committed to fostering inclusive leadership and building a culture that advance DEI across our organization, from how employees are paid to the experience they have on their immediate teams and in the broader Adobe community.

Supporting Work and Life

We continue supporting employees through:

- **Information sessions** with nonprofit partners and Let's Talk sessions.
- **Enhanced benefits** to support the LGBTQ+ community
- **Expanded women's health benefits**, and continued introduction of enhanced parental leave benefits globally
- **Eight employee networks** to foster an inclusive workplace



300+

employee network leaders

10K

employee network members

18K+

employees participated in
Adobe for All Days in 2023

Ecosystem: Minority Serving Institutions

Adobe partners with Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs) to offer mentorship and career development opportunities.

- Investing in the Next Generation Through 21st Century Skilling

Through the Adobe Foundation, we work to address educational inequities, democratize digital and creative literacy as essential 21st century skills, and advance diversity in the technology and creative fields.

- We provide students with access to creative and digital tools, as well as mentoring and career development opportunities, such as our Cybersecurity Internship program and Student-Athlete Micro Internship program.

22,000+

students offered mentorship and career development opportunities in tech and creative fields through HBCU and HSI partnerships

\$3M

in additional grants in 2023 to HBCUs and HSIs

\$9M

total multi-year grants to HBCUs and HSIs



Sustainability at Scale

Adobe practices sustainability in every area of our business — from our products and operations to our advocacy and partnerships. In 2023, we increased our public ambition to further drive sustainable practices across all parts of our business.

Right: Illustration by Adobe Creative Residency Community
Fund recipient Marjorie Limbonhai-Ong



Our Commitments

We've committed to achieving **net zero by 2050**, underpinned by our existing targets focused on the environmental impacts most material to our business:

100%

renewable electricity
by 2025

90%

global waste diversion
rate annually

80%

of Adobe offices, by square
footage, are within LEED or
equivalent green building-
certified spaces

25%

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



Science-based targets aligned
with the 1.5°C scenario:

Net Zero

by 2050

42%

reduction in absolute Scope
1 and 2 GHG emissions by
FY 2030 from a FY 2022
base year

52%

reduction in Scope 3 GHG
emissions per USD value
added by FY 2030 from a
FY 2022 base year

Products

Sustainable products help customers operate more efficiently while reducing physical waste and emissions.



Illustration by Adobe Creative Residency Community
Fund recipient Alejandro Solórzano, aka JansArts.

Our product development teams are enhancing efficiency across operations, including:

- **Utilizing low-energy chips** and employing storage devices with intelligent data tiering to minimize idle storage resources
- **Optimizing processing workloads** to consume the least amount of energy by considering server locations and workload timing so that they draw the smallest possible carbon load
- **Making it a priority to store and cache the minimum amount of data** on our physical infrastructure via efficient coding languages



Customer Spotlight: Mizuno

By exploring shoe designs directly in Adobe Substance 3D Collection, Mizuno was able to achieve fast and sustainable virtual samples and reduce the number of physical samples created. This eliminates waste and decreases the brand's carbon footprint, helping Mizuno reach its goal of becoming carbon neutral by 2050.

Technology to Transform

Adobe is committed to advancing the responsible development and use of technology for the good of our customers and the society at large. Our innovations are making a significant impact across artificial intelligence ethics, security, privacy, trust and transparency, and accessibility.

Right: Illustration by Adobe Creative Residency
Community Fund recipient Jordan Schiffer



AI Ethics

As our technology becomes more sophisticated, our products and features have the potential to impact our customers in profound and exciting ways. However, we recognize that our responsibility extends beyond creating the world's best technology.

Adobe is committed to developing and deploying AI innovations thoughtfully and responsibly, in accordance with our AI Ethics principles of:

- **Accountability:** We take ownership over the outcomes of our AI-assisted tools.
- **Responsibility:** We approach designing and maintaining our AI technology with thoughtful evaluation and careful consideration of the impact of its deployment.
- **Transparency:** We are open about and explain our AI use to our customers, so they have a clear understanding of our AI systems and their application.

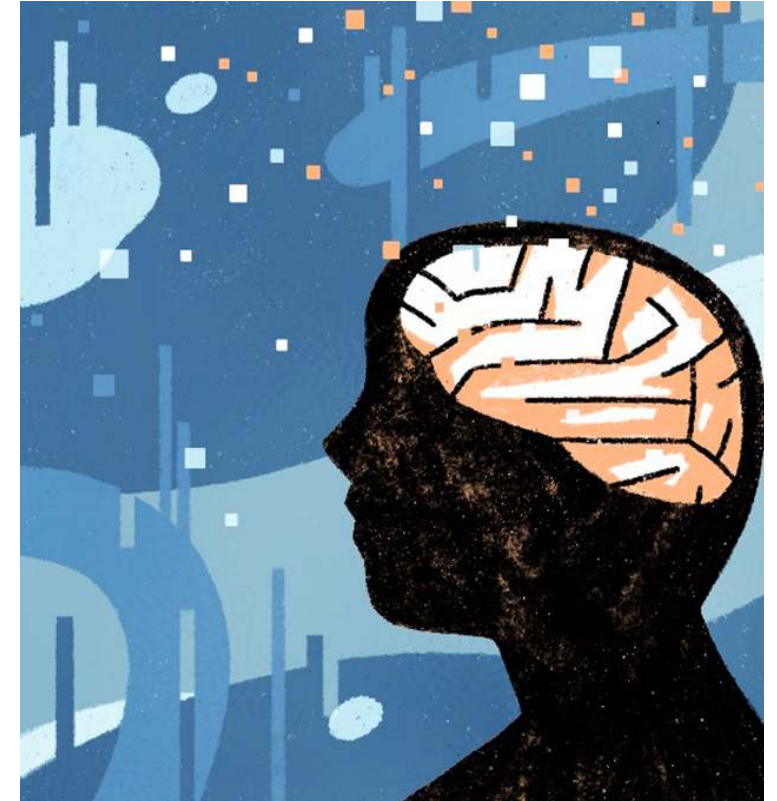


Illustration by Adobe Creative Residency Community Fund recipient Ran Zheng.

Content Authenticity Initiative

In the age of generative AI, Adobe is committed to advancing provenance tools and solutions to bring more transparency and trust to the digital ecosystem.

Content Credentials

Content Credentials show information such as a creator's name, the date an image was created, any edits that were made, and whether AI was used. Content Credentials has been incorporated into popular Adobe applications, like Photoshop, Lightroom and Firefly.

Content Authenticity Initiative

Adobe leads the **Content Authenticity Initiative (CAI)**, a global, diverse, cross-industry coalition whose goal is to combat misinformation and restore trust online through provenance.

3,000+

CAI members united behind the adoption of Content Credentials

We recently joined leading technology companies in signing the **Tech Accord to Combat Deceptive Use of AI in 2024 Elections**.



Technology to Transform Accessibility

Accessibility is essential to delivering on our DEI mission of greater inclusion and support for users with diverse needs.



Adobe Accessibility Principles

- **Partnership:** We co-create with the community of people with disabilities.
- **Transparency:** We are open about Adobe's accessibility philosophy, goals and progress.
- **Innovation:** We invent new inclusive technologies and collaborate with communities dedicated to digital equity.



TIME recognized **Adobe Liquid Mode** as one of
The Best Inventions of 2023

Our Focus Areas

- **Usability:** We've incorporated hundreds of accessibility capabilities into our tools, including Speech to Text in Premiere Pro, Text to Image generation in Adobe Firefly, and the PDF Accessibility Auto-Tag API in Acrobat.
- **Employee Support:** The Access at Adobe employee network is focused on supporting and advocating for employees and their family members with disabilities.
- **Innovation:** We strive to ensure that digital tools are being built with everyone in mind.

Adobe