

Adobe 2024 Key Performance Indicators

Adobe

Governance

Reference Indices	Key Performance Indicator	2024
GRI General Disclosures 2-1	Name of organization	Adobe Inc.
GRI General Disclosures 2-1	Location of organization's headquarters	San Jose, California
GRI General Disclosures 2-3	Reporting period	December 2, 2023 to November 29, 2024
GRI General Disclosures 2-3	Reporting frequency	Annual
GRI General Disclosures 2-3	Reporting contact point	createchange@adobe.com
GRI General Disclosures 2-6	Primary brands, products, & services	Digital Media. We provide products, services and solutions that enable individuals, teams, businesses and enterprises to create, publish and promote their content anywhere, and accelerate their productivity by transforming how they view, share, engage with and collaborate on documents and content creation. Our Digital Media segment is centered around Adobe Creative Cloud and Adobe Document Cloud, which include Adobe Express, Adobe Firefly, Photoshop, Illustrator, Lightroom, Premiere Pro, Acrobat, Acrobat Sign and many more products, offering a variety of tools for creative professionals (like photographers, video editors and game developers), communicators and other consumers. This is the core of what we have delivered to customers and users for decades, and we have continually evolved and expanded our Digital Media business model to provide our customers and users with a range of flexible solutions to help them reach their full creative potential. Digital Experience. We provide an integrated platform and set of products, services and solutions through Adobe Experience Cloud that enable businesses to create, manage, execute, measure, monetize and optimize customer experiences spanning 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 to deliver personalized digital experiences across various channels.

Reference Indices	Key Performance Indicator	2024	2023	2022
GRI General Disclosures 2-6	Total revenue (dollars in millions)	\$21,505	\$19,409	\$17,606
	% of total revenue			
	Americas	60%	60%	58%
	EMEA	26%	25%	26%
	APAC	14%	15%	16%
	Net income (dollars in millions)	\$5,560	\$5,428	\$4,756
	% effective tax rate	21%	20%	21%
	Significant acquisitions	None	None	None

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Reference Indices	Key Performance Indicator	2024	2023	2022
	Taxation			
GRI General Disclosures 2-27	Approach to Tax - Tax Policy	Adobe Tax Policy		
	Transparent and ethical business practices			
GRI Disclosure 2-9	Governance structure and composition	2025 Proxy Statement		
GRI 102-22	# of executive and non-executive members of the board of directors	11	12	12
GRI 102-22	% independent board members	91%	92%	91%
GRI 102-23	Separate CEO and chair roles	No	No	No
GRI General Disclosures 2-11	Chair of the highest governance body	2025 Proxy Statement		
GRI General Disclosures 2-12	Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement		
	Independent audit committee	2025 Proxy Statement		
	Independent compensation committee	2025 Proxy Statement		
	Independent nominating and governance committee	2025 Proxy Statement		
	Shareholder engagement procedures	2025 Proxy Statement		
GRI General Disclosures 2-14	Role of highest governance body in sustainability reporting	2025 Proxy Statement		
GRI General Disclosures 2-19	Board remuneration disclosure	2025 Proxy Statement		
GRI General Disclosures 2-19	External reporting of compensation of senior executives	2025 Proxy Statement		
GRI General Disclosures 2-20	CEO compensation linked to total shareholder return (TSR) or similar	2025 Proxy Statement		
GRI General Disclosures 2-20	Shareholders have right to vote on the remuneration of executives	2025 Proxy Statement		
	% average overall attendance of board meetings	2025 Proxy Statement		
	Audit, audit related and non-audited related fees paid	2025 Proxy Statement		

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Reference Indices	Key Performance Indicator	2024	2023	2022
Transparent and ethical business practices				
GRI General Disclosures 2-20	Executive stock ownership guidelines promotes long-term performance perspective	2025 Proxy Statement		
	Clawback policy	2025 Proxy Statement		
GRI General Disclosures 2-23	Policy commitments	Ethics and Integrity		
GRI General Disclosures 2-24	Embedding policy commitments	Ethics and Integrity		
	Statement on company's main risk factors	Form 10-K for FY2024		
GRI General Disclosures 2-29, 3-1, 3-2, 3-3	Adobe Materiality Assessment	Adobe Materiality Assessment		
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		
	3rd party anti-corruption risk assessment procedures	Global Anti-Corruption Policy		
	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 FY24, we had zero legal or regulatory fines and settlements associated with customer privacy that required disclosure in our public SEC filings.	In FY23, we had zero legal or regulatory fines and settlements associated with customer privacy that required disclosure in our public SEC filings.	In FY22, we had zero legal or regulatory fines and settlements associated with customer privacy that required disclosure in our public SEC filings.

Governance

Reference Indices	Key Performance Indicator	2024	2023	2022
	Data security, privacy, and managing systemic risks from technology disruptions			
SASB TC-SI-220a.1	Product security, privacy and availability	Adobe Trust Center		
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 FY24, we had zero monetary losses as a result of legal proceedings associated with user privacy that required disclosure in our public SEC filings.	In FY23, we had zero monetary losses as a result of legal proceedings associated with user privacy that required disclosure in our public SEC filings.	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.
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 FY24, we had zero data security breaches that required disclosure in our public SEC filings.	In FY23, we had zero data security breaches that required disclosure in our public SEC filings.	In FY22, we had zero data security breaches that required disclosure in our public SEC filings.
SASB TC-SI-230a.2	Approach to managing data security risks	Adobe Data Security		
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	Item 1A (Risk Factors) in Adobe's Form 10-K		
	Public policy transparency			
	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	\$2.4M	\$2.2M	\$2.0M
GRI General Disclosures 2-28	Membership of associations	Association memberships		
	Policy advocacy highlights	Priority public policy areas		

Governance

Reference Indices	Key Performance Indicator	2024	2023	2022
	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	Supplier due diligence		
GRI General Disclosures 2-23	Global human rights policy	Global Human Rights Policy		
GRI General Disclosures 2-26	Tool to report human rights violations	Ethics and Integrity		
GRI General Disclosures 2-23	Human rights criteria in selection of suppliers	Business Partner Code of Conduct		
GRI 412-3	% suppliers by procurement spend that have agreements and contracts that include human rights clauses or that underwent human rights screening	100%	100%	100%

Reference Indices	Key Performance Indicator	2024	2023	2022
Employees				
GRI Disclosure 2-7	Employees	Adobe for All		
GRI 102-7	Global employees (assigned + unassigned + remote)	30,709	29,945	29,239
SASB TC-SI-330a.1	% employees in U.S.	50%	50%	51%
SASB TC-SI-330a.1	% employees outside U.S.	50%	50%	49%
Employee representation ¹				
GRI General Disclosures 2-27	Anti-Discrimination Policy	Adobe Code of Business Conduct		
GRI 405-1	Diversity of governance bodies and employees	2025 Proxy Statement		
GRI 405-1, SASB TC-SI-330a.3	% female employees	35.4%	35.3%	34.6%
GRI 405-1, SASB TC-SI-330a.3	% male employees	64.6%	64.1%	64.7%
Race and Ethnicity – U.S. Only				
GRI 405-1, SASB TC-SI-330a.3	% White	50.5%	51.4%	52.5%
GRI 405-1, SASB TC-SI-330a.3	% Asian	32.6%	31.8%	30.7%
GRI 405-1, SASB TC-SI-330a.3	% Hispanic/Latinx	5.6%	5.6%	5.6%
GRI 405-1, SASB TC-SI-330a.3	% Black/African American	3.0%	3.0%	3.1%
GRI 405-1, SASB TC-SI-330a.3	% Native Hawaiian/Pacific Islander	0.2%	0.2%	0.2%
GRI 405-1, SASB TC-SI-330a.3	% Native American/Alaska Native	0.2%	0.2%	0.2%
GRI 405-1, SASB TC-SI-330a.3	% two or more races	3.0%	2.5%	2.6%
GRI 405-1, SASB TC-SI-330a.3	% undisclosed	5.3%	5.2%	5.1%

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.

Reference Indices	Key Performance Indicator	2024	2023	2022
Employee representation¹				
Race and Ethnicity by Gender – U.S. Only				
GRI 405-1, SASB TC-SI-330a.3	% White, female	35.7%	35.7%	35.3%
GRI 405-1, SASB TC-SI-330a.3	% Asian, female	43.3%	43.1%	42.8%
GRI 405-1, SASB TC-SI-330a.3	% Hispanic/Latinx, female	46.2%	46.0%	46.5%
GRI 405-1, SASB TC-SI-330a.3	% Black/African American, female	39.9%	40.3%	40.8%
GRI 405-1, SASB TC-SI-330a.3	% Native American/Alaska Native, female	43.5%	45.8%	46.4%
GRI 405-1, SASB TC-SI-330a.3	% Native Hawaiian/Pacific Islander, female	36.4%	38.2%	40.0%
GRI 405-1, SASB TC-SI-330a.3	% two or more races, women	45.4%	46.7%	45.2%
Gender by Race and Ethnicity – U.S. Only				
Female				
GRI 405-1, SASB TC-SI-330a.3	% female, White	46.3%	47.2%	48.1%
GRI 405-1, SASB TC-SI-330a.3	% female, Asian	36.2%	35.3%	34.1%
GRI 405-1, SASB TC-SI-330a.3	% female, Hispanic/Latinx	6.7%	6.7%	6.8%
GRI 405-1, SASB TC-SI-330a.3	% female, Black/African American	3.1%	3.1%	3.3%
GRI 405-1, SASB TC-SI-330a.3	% female, Native American/Alaska Native	0.2%	0.2%	0.2%
GRI 405-1, SASB TC-SI-330a.3	% female, Native Hawaiian/Pacific Islander	0.2%	0.2%	0.2%
GRI 405-1, SASB TC-SI-330a.3	% female, two or more races	3.0%	3.0%	3.0%
GRI 405-1, SASB TC-SI-330a.3	% female, undisclosed	4.3%	4.3%	4.3%

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.

Reference Indices	Key Performance Indicator	2024	2023	2022
Employee representation ¹				
Male				
GRI 405-1, SASB TC-SI-330a.3	% male, White	53.7%	54.7%	55.8%
GRI 405-1, SASB TC-SI-330a.3	% male, Asian	30.6%	29.9%	28.8%
GRI 405-1, SASB TC-SI-330a.3	% male, Hispanic/Latinx	5.0%	5.0%	4.9%
GRI 405-1, SASB TC-SI-330a.3	% male, Black/African American	3.0%	3.0%	3.0%
GRI 405-1, SASB TC-SI-330a.3	% male, Native American/Alaska Native	0.1%	0.1%	0.2%
GRI 405-1, SASB TC-SI-330a.3	% male, Native Hawaiian/Pacific Islander	0.2%	0.2%	0.2%
GRI 405-1, SASB TC-SI-330a.3	% male, two or more races	2.3%	2.2%	2.3%
GRI 405-1, SASB TC-SI-330a.3	% male, undisclosed	5.0%	4.8%	4.9%
Gender by Job Role and Responsibility				
GRI 405-1, SASB TC-SI-330a.3	% female leadership ²	32.5%	29.0%	27.7%
GRI 405-1, SASB TC-SI-330a.3	% male leadership	67.3%	70.8%	72.1%
GRI 405-1, SASB TC-SI-330a.3	% female people managers ³	39.8%	34.2%	32.9%
GRI 405-1, SASB TC-SI-330a.3	% male people managers	59.9%	65.5%	66.7%
GRI 405-1, SASB TC-SI-330a.3	% female individual contributor	38.7%	36.0%	35.4%
GRI 405-1, SASB TC-SI-330a.3	% male individual contributor	60.1%	63.4%	63.8%

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.

2

The definition for “Leadership” includes employees who are director-level and above.

3

In FY2023, the definitions of “People Manager” and “Individual Contributor” were updated to reflect strictly the “Manager” and “individual Contributor” management levels, respectively. In the past, these were defined using a combination of management level and the number/type of direct reports. Using the new definitions, together the Individual Contributor, People Manager, and Leadership groups capture the total Adobe population. The updated definitions have been applied to FY2022 metrics and resulted in a delta of ≤.5%.

Reference Indices	Key Performance Indicator	2024	2023	2022
Employee representation ¹				
GRI 405-1, SASB TC-SI-330a.3	% females in tech roles ²	30.4%	27.6%	26.9%
GRI 405-1, SASB TC-SI-330a.3	% males in tech roles	68.5%	71.8%	72.4%
Human capital management				
SASB TC-SI-330a.2	Satisfaction level of employees ³	81%	85%	84%
	Total attrition rate	7.8%	7.4%	11.7%
	Ratio of basic salary and remuneration of women to men	1:1	1:1	1:1
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 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.

2 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](#).

3 The satisfaction metric is based on ratings from an employee survey for the statement 'Overall, I am satisfied with my experience at Adobe'.

Reference Indices	Key Performance Indicator	2024	2023	2022
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	# of injuries and illnesses per 200,000 hours worked	0.16	0.04	0.3
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 General Disclosures 2-26	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 Creative Campus		
	Scholarships, grants and career development opportunities	Adobe Digital Academy		
	Digital literacy	Adobe Digital Literacy		
	Accessibility	Adobe Accessibility		
	Accessibility standard used by Adobe	Accessibility Compliance at Adobe		
		Accessibility Conformance Reports for Adobe Solutions		
	Readability	Adobe Readability		
	Inclusive design	Inclusive Design		

Data Tables

Social

Reference Indices	Key Performance Indicator	2024	2023	2022
	Community engagement¹			
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Adobe Nonprofit Resource Guide		
GRI 201-1	Total community investment (cash & in-kind)	\$134.8M	\$115.2M	\$113.8M
	Company match of employee financial contributions and volunteer hours	\$22.4M	\$22.0M	\$16.6M
	Product donation (FMV)	\$60.6M	\$68.8M	\$63.5M
	Value of talent contributions through pro bono projects	\$1,155,000	\$1,281,585	\$413,550
	Number of hours volunteered	203,182	201,404	150,239
	Organizations served	74,428	83,457	89,110

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

Environmental

Reference Indices	Key Performance Indicator	2024	2023	2022
	Climate change & GHG emissions			
	CDP Score	B	A-	A
GRI 305-1	Scope 1 GHG emissions [tonnes CO2e]	7,218	7,649	6,568
	Scope 1 GHG emissions from combustion of natural gas and diesel [tonnes CO2e]	4,465	5,274	4,815
GRI 305-6	Scope 1 GHG emissions from ozone-depleting substances [tonnes CO2e]	928	378	427
	Scope 1 GHG emissions from mobile sources [tonnes CO2e]	1,825	1,997	1,326
GRI 3-3	Verification status of reported Scope 1 emissions	Third party verified	Third party verified	Third party verified
GRI 305-2	Scope 2 GHG emissions, location-based [tonnes CO2e]	63,296	62,662	57,168
	Scope 2 GHG emissions, market-based [tonnes CO2e]	19,602	22,950	22,936
GRI 3-3	Verification status of reported Scope 2 emissions	Third party verified	Third party verified	Third party verified
GRI 305-3	Scope 3 GHG emissions [tonnes CO2e]	496,591	612,099	463,437
	Category 1 GHG emissions, purchased goods & services [tonnes CO2e]	409,284	511,376	405,645
	Category 2 GHG emissions, capital goods [tonnes CO2e]	14,548	47,112	26,084
	Category 3 GHG emissions, FERA [tonnes CO2e]	10,984	5,470	6,227
	Category 4 GHG emissions, upstream transportation & distribution [tonnes CO2e]	472	559	66
	Category 6 GHG emissions, business travel [tonnes CO2e]	49,260	38,141	19,704
	Category 7 GHG emissions, employee commuting [tonnes CO2e]	12,043	9,441	5,711
	Verification status of reported Scope 3 emissions	Third party verified	Third party verified	Third party verified
GRI 305-5	Reduction of GHG emissions [tonnes CO2e]	5,072	5,494	95
GRI 305-4	Normalized carbon intensity [tonnes CO2e (Scope 1+2 market-based)/FTE]	0.87	1.02	1.01
GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	0	0	0

Environmental

Reference Indices	Key Performance Indicator	2024	2023	2022
	Renewables and energy efficiency ¹			
GRI 302-1	Total energy consumption [MWh]	228,700	230,711	213,408
SASB TC-SI-130a.1	Total energy consumption [GJ] ²	823,319	830,559	768,269
SASB TC-SI-130a.1	% of total energy consumption that is grid electricity	86%	84%	84%
SASB TC-SI-130a.1	% of total energy consumption that is renewable energy	64%	56%	53%
SASB TC-SI-130a.1	% of total energy consumption that is renewable electricity	74%	66%	62%
	Global grid electricity purchased and consumed [MWh]	197,076	194,481	180,011
	% of electricity purchased and consumed from managed colocated data centers	22%	22%	25%
	Global fuel purchased and consumed (diesel, liquefied petroleum gas, jet fuel, gasoline and natural gas) [MWh]	31,010	36,047	32,786
GRI 302-3	Energy intensity [MWh/FTE]	7.4	7.7	7.3

1 Due to ongoing process improvement and data validation, we have made minor edits to our previous years' energy, water, and waste data.

2 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, which was applied for FY2022-FY2023 data.

Environmental

Reference Indices	Key Performance Indicator	2024	2023	2022
	Sustainable workplaces & practices			
	Total space worldwide (Sq. Ft.)	5,150,439	5,387,228	4,614,038
	% LEED/ green-certified buildings [owned and leased]	96%	87%	85%
	% of employees in LEED/green-certified workspaces	75%	69%	61%
	% of total owned and managed	72%	69%	56%
	% of total leased	28%	31%	44%
	% of total in U.S.	62%	63%	62%
	% of total in India	23%	22%	22%
	% of total in rest of world	14%	15%	17%
	Adobe workspace total energy use (does not include managed colocated energy) [MWh]	106,842	107,331	96,772
GRI 302-3	Energy use intensity of Adobe workspaces [kWh/Sq. Ft.]	20.7	19.9	21.0
	Data centers			
	Scope 2 location-based GHG emissions from Adobe owned data center in Hillsboro, OR [metric tonnes CO2e]	19,778	20,342	18,651
	Scope 2 market-based GHG emissions from Adobe owned data center in Hillsboro, OR [metric tonnes CO2e]	7,881	8,582	10,920
	Electricity purchased and consumed from Adobe owned data center in Hillsboro, OR [MWh]	71,647	70,244	64,395
	Scope 2 location-based GHG emissions from colocated data centers [metric tonnes CO2e]	12,255	12,341	12,775
	Scope 2 market-based GHG emissions from managed colocated data centers [metric tonnes CO2e]	6,166	5,629	5,903
	Electricity purchased and consumed from colocated data centers [MWh]	42,385	43,028	45,766
	Discussion of the integration of environmental considerations into strategic planning for data center needs	<u>Data Center Management</u>		

Environmental

Reference Indices	Key Performance Indicator	2024	2023	2022
	Sustainable supply chain			
SASB TC-SI-130a.3	Supply chain standards	<u>Business Partner Code of Conduct</u>		
	Water use & management¹			
GRI 303-3, SASB TC-SI-130a.2	Total water withdrawn – U.S. & India owned and/or managed facilities [Cubic Meters]	363,413	318,834	264,682
	% of water recycled and reused	9%	8%	7%
SASB TC-SI-130a.2	% of water consumed in regions with high or extremely high baseline water stress	28%; High Risk is 0%, Extremely High Risk is 28%	30%; High Risk is 21%, Extremely High Risk is 9%	28%; High Risk is 24%, Extremely High Risk is 4%
	Water intensity [Cubic meters/FTE]	11.8	10.6	9.1
	Waste management¹			
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 Diversion Rate [% of total]	83%	82%	88%
GRI 306-3	Total waste generated [metric tons]	2,035	1,607	1,992
	Total waste diverted from global owned and/or managed facilities [metric tons]	1,682	1,316	1,761
	Total waste recycled [metric tons]	623	471	864
	Total waste composted [metric tons]	1,059	845	896
	Total waste landfilled [metric tons]	353	291	231
	Environmental fines, penalties and settlements			
GRI 307-1	Environmental fines, penalties and settlements	\$0	\$0	\$0

1 Due to ongoing process improvement and data validation, we have made minor edits to our previous years’ energy, water, and waste data.

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