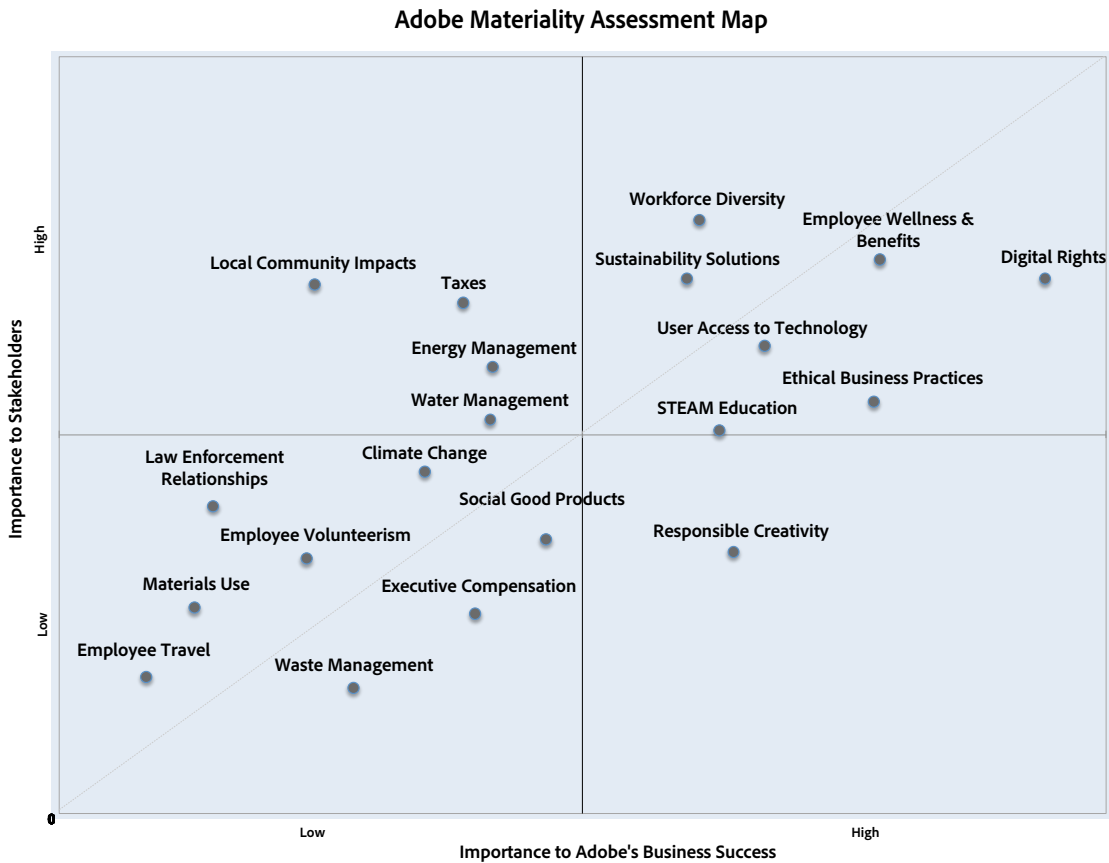# Adobe Materiality Assessment Overview

In 2015, Adobe worked with Business for Social Responsibility (BSR) to conduct a formal materiality assessment. The purpose of the materiality assessment was to identify Adobe's key social, environmental and economic issues, taking into consideration their relative importance to Adobe's business success, sustainable development and stakeholder expectations. Through this process, issues were ranked against criteria representing their importance to business success and stakeholders expectations of sustainable development.

The graphic below illustrates the results of the issue prioritization. The issues in the upper right corner represent the most material issues for Adobe, as they are both important to our business success and the sustainability expectations of Adobe's stakeholders. Through this process, Corporate Responsibility at Adobe is able to better align our strategy with the issues of most importance to our stakeholders.

Adobe Materiality Assessment Map

Issue	Definition
Employee Volunteerism	Adobe employees volunteering in their local communities or providing monetary contributions to qualified organizations.
Employee Wellness and Benefits	Minimize hazards and promote employee health, safety, and wellness. This includes ensuring their occupational health and safety, providing fair and living wages with benefits, such as vacation time, flexible work arrangements, and professional development opportunities.
Workforce Diversity	Ensuring that the company workforce is diverse and global in outlook, and contains the cultural awareness necessary for Adobe to have the market intelligence required to succeed in new and emerging markets. Includes preventing discriminatory behaviors and attitudes based on factors such as gender, race, age, and sexual orientation, among others.
Employee Travel	Reduce GHG emissions from employee business travel.
Energy Management	Improve the energy efficiency of Adobe's operations (including data centers and buildings) and the sourcing of low-carbon energy, such as renewables.
Water Management	Manage, conserve, and recycle water used for Adobe's business operations and production processes, including impacts to local water sources.
Waste Management	Safe handling, management, minimization and disposal of hazardous and non-hazardous solid waste, organics, chemicals, toxic materials, effluents, and pollutant emissions.
Materials Use	Ensuring responsible sourcing and procurement of materials utilized in Adobe's operation (e.g. equipment at facilities).
Climate Change	Adapting and mitigating the risks and opportunities presented to Adobe's business by climate change, including operations at data centers.
Sustainability Solutions	Designing ICT-based products and services that enable customers to manage and reduce their environmental impacts.
Taxes	Taking a responsible approach to taxation to the countries in which Adobe operates.
Ethical Business Practices	Ensuring the highest standards of corporate governance, ethics, and integrity wherever in the world Adobe operates, as well as with the business partnerships it engages in. This includes working against corruption (e.g. extortion, bribery, and price fixing) and ensuring responsible management of social and environmental risks in the company supply chain.
Executive Compensation	The social and market justification for, and ratio between, executive compensation and average employee salaries.
Law Enforcement Relationships	Compliance with laws and standards, and the management of requests for personal information, content restrictions, or assistance in inquiries from government or law enforcement agencies.
Local Community Impacts	The local and regional social, environmental, and cultural impacts resulting from Adobe operations and foundation programs.
Social Good Products	The use of Adobe products and services to improve social well-being.
Responsible Creativity	Proactive promotion of creative content and digital marketing that encourages responsible and sustainable lifestyles (e.g. Promoting healthy body image.)
User Access to Technology	Development and provision of socially inclusive products, services and technologies that increase access (e.g. age, language, ability, cultural group, gender, income).
Digital Rights	The manner in which customer, employee, and corporate data is captured, stored, and transferred in a way that upholds the right to privacy and is protected from unwanted parties and unauthorized access, such as security threats and cyber-attacks. Includes the right of users to express themselves freely and seek, receive, and impart information and ideas through media.
STEAM Education	This includes Adobe's efforts to influence STEAM education, an area of strategic importance to both the community and to Adobe's business.