

Adobe Corporate Responsibility
5-Year Data Summary 2008-2012



LEAF TALK FRINGE EDGE



We believe in the power of creativity to inspire positive change.

This data summary illustrates how Corporate Responsibility at Adobe has evolved over the past five years. Through our innovative technologies, ethical business practices, and committed workforce we're focusing on the areas where we know we can have the greatest impact.

Creating change is no simple task, and we know there is more work to be done. We thank our employees, customers, partners, and communities for being part of this journey, and for the change we'll continue to make together towards a more sustainable future.

We're Adobe, and this is our story. For more detailed information about our Corporate Responsibility program, please visit www.adobe.com/corporateresponsibility.



Employee Commitment

	2008	2009	2010	2011	2012
Global Workforce					
Total Employees	7,544	8,660	9,117	9,925	11,144
% Inside US & Canada	62%	61%	58%	57%	54%
% Outside US & Canada	38%	39%	42%	43%	46%
Talent Development					
Management Essentials Training Program					
% People Managers Trained	Not Conducted	Not Conducted	5%	21%	30%
Education Reimbursement Program					
\$ Reimbursed	N/A	N/A	N/A	\$1,545,604	\$1,526,261
% Participation	N/A	N/A	N/A	7%	6%
Equal Opportunity & Diversity					
Equal Opportunity Policy	www.adobe.com/careers/diversity.html				
Gender Diversity					
% Women in Workforce	31%	29%	28%	28%	28%
% Managers that are Women	31%	28%	26%	26%	26%
Days Lost Due to Workplace Injuries	N/A	N/A	11	29	3

Employee Commitment (cont'd)

	2008	2009	2010	2011	2012
Engagement					
Employee Volunteerism					
# Unique Volunteers	N/A	N/A	N/A	N/A	1,484
% Participation	N/A	N/A	N/A	N/A	13%
Employee Satisfaction Surveys					
Overall % Participation	81%	89%	91%	Not conducted	91%
"I am proud to work for Adobe"	94%	93%	88%	Not conducted	87%
"I believe Adobe is a good corporate citizen"	88%	91%	88%	Not conducted	87%
Employee Feedback Mechanisms	Tell Adobe, an electronic suggestion box				
Benefits Programs					
Health & Wellness Programs	www.adobe.com/careers/benefits.edu.html				
Life Insurance Benefits	www.adobe.com/careers/benefits.edu.html				
Vacation & Sick Leave Policies	www.adobe.com/careers/benefits.edu.html				
Sabbatical Program	www.adobe.com/careers/benefits.edu.html				
Family-Friendly Benefits	www.adobe.com/careers/benefits.edu.html				

Global Giving

	2008	2009	2010	2011	2012
Community Investment					
Total Community Investment (Cash & In-Kind)	\$42,769,966	\$52,556,482	\$57,286,227	\$55,001,344	\$67,915,127
Giving as a Percentage of Pre-Tax Profits	4%	7%	6%	5%	6%
Community Grants	\$3,019,070	\$3,901,956	\$3,270,910	\$3,671,846	\$3,607,541
Matching Grants	\$2,068,745	\$1,728,697	\$2,001,546	\$2,697,550	\$2,036,959
% Participation	23%	20%	27%	25%	20%
Volunteer Grants	\$96,019	\$224,719	\$156,519	\$132,550	\$223,731
% Participation	3%	2%	2%	2%	2%
Product Donations (Fair Market Value)	\$33,709,201	\$40,930,968	\$45,903,551	\$41,308,670	\$53,711,025
Adobe Youth Voices Programs					
\$ Invested (Cash)	\$3,876,931	\$5,770,142	\$5,953,701	\$7,190,728	\$8,335,871
# Youth	11,552	16,245	33,608	26,094	26,750
# Educators	619	1,118	1,727	1,559	1,070
# Sites	75	241	551	622	751
# Countries	4	19	30	49	55

Sustainability

	2008	2009	2010	2011	2012	Notes
Real Estate						
Total Space Worldwide (Sq. Ft.)	2,764,620	3,114,546	2,944,040	3,233,820	3,255,953	
% Owned and Managed	67%	63%	61%	57%	57%	
% Leased	33%	37%	39%	43%	43%	
% Inside United States	60%	63%	63%	64%	63%	
% LEED Certified (Square Footage Worldwide)	47%	42%	44%	50%	58%	
Energy						
Electricity Usage—Owned Facilities (Millions of kWh)	52.2	51.7	50.8	43.1	39	
Electricity Usage—Leased Facilities (Millions of kWh)	N/A	N/A	N/A	22	17	
% of Grid Electricity Purchased	100%	100%	93%	81%	77%	
% of Renewable Electricity Produced	0%	0%	7%	19%	23%	
Natural Gas Usage (Therms)—U.S. Owned	524,458	507,811	597,494	444,166	390,748	
Emissions & Effluents—Reduction Efforts*						
Scope 1 GHG emissions (Metric tons)	3,241	2,793	2,500	3,109	2,457	
Reductions from Natural Gas Efficiency Projects (Metric tons)	0	0	92	92	287	
Verifiable Emissions Reductions Purchases (Metric tons)	0	2,742	2,742	3,288	3,288	VER purchased for a 2-year period
Scope 2 GHG Emissions (Metric tons)	16,326	27,542	28,500	29,812	20,492	
Reductions from Renewable Energy Installations (Metric tons)	0	0	1,314	3,143	16,442	
Reductions from Energy Efficiency Projects (Metric tons)	362	891	1,321	1,814	6,416	
Renewable Energy Credit Purchases (Metric tons)	7,236	21,895	20,801	14,870	16,606	
Scope 3 GHG Emissions (Metric tons)	17,221	34,635	43,408	30,899	23,946	Includes business travel
Total Business Travel (Millions of miles)	74.7	46.4	89.3	66.1	54.3	2012 data does not include India travel
Emissions of Ozone-Depleting Substances (Metric tons)	288	240	321	281	242	

* Emissions Reductions calculated using eGrid GHG Protocol

Waste Reduction

	2008	2009	2010	2011	2012	Notes
Waste Diversion						
Total Waste (Tons)	3,269	3,591	3,700	3,383	3,208	Managed facilities (Seattle, San Jose, San Francisco)
Waste Diversion Rate (% of total)	92%	96.60%	96.60%	99.40%	100%	San Jose Headquarters
Hazardous Waste Generated (Metric tons)	0.010	0.010	0.010	0.010	0.010	Managed facilities (Seattle, San Jose, San Francisco)
Water						
Total Water Consumption (Gallons)	314,766	313,595	315,249	219,023	217,941	U.S. owned and managed facilities
Total Water Saved (Gallons)	0	40,132	40,132	72,887	73,508	U.S. owned and managed facilities
Supply Chain						
Annual Paper Usage (Tons)	N/A	N/A	1,868	1,428	1,248	
% Virgin Material	N/A	N/A	90%	90%	90%	
% Recycled Material	N/A	N/A	10%	10%	10%	
% Souce Certified (Chain of Custody)	100%	100%	100%	100%	100%	
Annual Material Paper Waste (Tons)	N/A	N/A	220	206	198	
Annual Material Plastic Waste (Tons)	N/A	N/A	24	23	21	
Curbside Recyclability of Packaging	N/A	N/A	90%	90%	90%	
% Software Distributed Electronically	59%	61%	64%	68%	73%	
% Software Distributed as Hard Goods	41%	39%	36%	32%	27%	
Mitigation of Environmental Impacts of Products	www.adobe.com/content/dam/Adobe/en/corporate-responsibility/pdfs/mitigation-of-environmental-impacts-of-products.pdf					
% Suppliers Required to Comply with EICC	N/A	100%	100%	100%	100%	
Supplier Data	N/A	N/A	N/A	22 printers, 7 replicators, 4 final assembly manufacturers; 6 APAC, 13 EMEA, 14 NA	19 printers, 6 replicators, 4 final assembly manufacturers; 5 APAC, 12 EMEA, 12 NA	
Adopted 3rd Party Supply Chain-Related Codes	No	EICC Code of Conduct (www.eicc.info/eicc_code.shtml)				
% Suppliers ISO 14001 Certified	N/A	N/A	N/A	33%	N/A	
EICC Validation Audits of Turn-Key Suppliers	N/A	N/A	N/A	N/A	None Required	

Governance

	2008	2009	2010	2011	2012
Financials					
Total Revenue	\$3.6B	\$2.9B	\$3.8B	\$4.2B	\$4.4B
Total Income	\$871.8M	\$386.5M	\$774.7M	\$832.8M	\$832.8M
Board of Directors					
Members of Board of Directors	www.adobe.com/leaders/board-directors.html				
% Independent Board Members	91%	90%	90%	89%	92%
Separate CEO and Chair Roles	Yes	Yes	Yes	Yes	Yes
Independent Non-Executive Chair	Yes	Yes	Yes	Yes	Yes
Annual Director Self-Assessment and Evaluation of CEO	Yes	Yes	Yes	Yes	Yes
Annual Review of Corporate Governance Guidelines	Yes	Yes	Yes	Yes	Yes
Accountability					
Global Code of Conduct					
Policy Statement	www.adobe.com/content/dam/Adobe/en/corporate-responsibility/pdfs/policy-statement.pdf				
Annual Compliance Review	Yes	Yes	Yes	Yes	Yes
Process to Evaluate Board's Performance	www.adobe.com/content/dam/Adobe/en/corporate-responsibility/pdfs/process-to-evaluate-board-performance.pdf				

Governance (cont'd)

	2008	2009	2010	2011	2012
Policies					
Company Values and Mission	www.adobe.com/content/dam/Adobe/en/company/pdfs/fast-facts.pdf				
Privacy Policy	www.adobe.com/privacy/policy.html				
Product Accessibility Statement	www.adobe.com/accessibility.html				
Corporate Governance Guidelines	www.adobe.com/content/dam/Adobe/en/corporate-responsibility/pdfs/asi-corporate-governance-guidelines.pdf				
Charter of the Audit Committee	www.adobe.com/content/dam/Adobe/en/corporate-responsibility/pdfs/audit-charter.pdf				
Charter of the Nominating Committee	www.adobe.com/content/dam/Adobe/en/corporate-responsibility/pdfs/charter-nom-gov.pdf				
Charter of the Executive Compensation Committee	www.adobe.com/content/dam/Adobe/en/corporate-responsibility/pdfs/comp-charter.pdf				
Public Policy and Government Relations Policy	www.adobe.com/content/dam/Adobe/en/corporate-responsibility/pdfs/public-policy-government-relations-policy.pdf				
Security Policy	www.adobe.com/security.html				
Freedom of Expression Guidelines	www.behance.net/misc/community				
Customer Data Request Policy	www.adobe.com/misc/law_enforcement_guidelines.html				
Supply Chain Policy Statement	No	No	No	No	Yes
Ethics					
Business Partner Code of Conduct	www.adobe.com/content/dam/Adobe/en/corporate-responsibility/pdfs/adobe-business-partner-code-of-conduct.pdf				
Code of Ethics	www.adobe.com/content/dam/Adobe/en/corporate-responsibility/pdfs/code-of-ethics-external.pdf				
Slavery and Human Trafficking Policy Statement	www.adobe.com/content/dam/Adobe/en/corporate-responsibility/pdfs/adobe-slavery-and-human-trafficking-policy-statement.pdf				
Anti-Corruption Policy	www.adobe.com/content/dam/Adobe/en/corporate-responsibility/pdfs/adobe-global-anti-corruption-policy.pdf				
World's Most Ethical Companies List	No	No	Yes	Yes	Yes
Business Ethics Hotline	Yes	Yes	Yes	Yes	Yes



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