

Adobe Corporate Social Responsibility Data Summary 2011



At Adobe, we are inspired by purpose-driven creativity. Through our technologies, software, and business practices, every day we enable millions of people across the globe to participate in the world around them.

"Create change" is our corporate social responsibility (CSR) call-to-action.

We believe that everyone has the power to create and that being creative is not confined to any one sector or profession. Create change guides how we operate our business, design new products, and address pressing social and environmental issues.

Social responsibility is an ongoing journey with evolving expectations and challenges. Like many companies, we are guided by comprehensive governance principles and structures. We continuously explore new ways to integrate our strategies across business units, countries, and cultures; infuse CSR into our employee experience; and learn from a broad group of stakeholder perspectives.

This Data Summary provides a snapshot of Adobe's CSR-related reporting metrics for our fiscal years 2008 - 2010. It is designed for stakeholders seeking to quickly view numbers and practices. For a more detailed narrative about Adobe's commitment to corporate social responsibility, please visit www.adobe.com/corporateresponsibility.

Employee Commitment

	UNIT OF MEASURE	FY08	FY09	FY10	COMMENTS
Global Workforce					www.adobe.com/aboutadobe
Employees total	Number of employees	7,459	8,575	9,022	
Employees in US and Canada	Number of employees	4,250	4,963	4,982	
Employees outside of US and Canada	Number of employees	3,209	3,612	4,040	
Equal Opportunity & Diversity					
Equal Employment Opportunity (EEO) statement	Yes / No	Yes	Yes	Yes	www.adobe.com/aboutadobe/diversity
Affirmative Action (AA) statement	Yes / No	Yes	Yes	Yes	www.adobe.com/aboutadobe/diversity
Professional Development					www.adobe.com/aboutadobe/careeropp/development.html
Average number of employee training days	Days per person	6.6	5	5.6	
Education reimbursement participation	Number of employees	191	238	333	US only
Amount invested in education reimbursements	Thousands of dollars	\$846	\$871	\$1,347	US only
Employee Engagement Survey					
Participation total	Percentage of employees	81%	89%	91%	
"I am proud to work for Adobe"	Percentage of respondents	94%	93%	88%	
"I believe Adobe is a good corporate citizen"	Percentage of respondents	88%	91%	88%	
"Adobe adheres to strict ethical guidelines in all business affairs"	Percentage of respondents	91%	91%	89%	
"People treat each other with integrity and respect"	Percentage of respondents	83%	85%	83%	

Environmental Sustainability

	UNIT OF MEASURE	FY08	FY09	FY10	COMMENTS
Facilities					
					www.adobe.com/corporateresponsibility/environmental.html
Total space worldwide	Thousands of square feet	3,169	3,018	2,914	Includes both owned and leased buildings
Percentage in United States	Percentage	65%	68%	55%	
Percentage outside United States	Percentage	35%	32%	45%	
LEED Certification					
					www.adobe.com/corporateresponsibility/environmental.html
Total square footage of LEED certified buildings	Thousands of square feet	1,269	1,296	1,296	Includes owned buildings worldwide
Worldwide facilities that are LEED certified	Percentage	41%	43%	45%	Percentage of square footage of all facilities
Platinum certified LEED facilities	Percentage	39%	41%	43%	Percentage of square footage of all facilities
Gold certified LEED facilities	Percentage	2%	2%	2%	Percentage of square footage of all facilities
Energy					
Annual energy consumption worldwide	Millions of kTOE	NA	NA	455.5	
Annual electricity consumption worldwide	Millions of kWh	74.15	66.04	54.57	
Percentage of electricity that is renewable (green)	Percentage	11%	12%	17%	
Percentage of electricity produced through renewable means	Percentage	0.0%	0.0%	7.3%	Includes wind turbines in San Jose, CA
Total business travel miles	Millions of miles	48.8	39.3	79.34	Reflects Omniture acquisition & 2009 travel ban
Emissions & Effluents					
Scope 1 GHG Emissions	Metric tons	3,241	2,793	2,500	
Scope 2 GHG Emissions	Metric tons	16,326	27,542	28,500	
Scope 3 GHG Emissions	Metric tons	17,221	34,635	43,408	Includes employee business travel
Emissions reduction from purchases of carbon offsets	Metric tons	6,019	17,792	17,792	RECs and verifiable emission reductions
Emissions reduction from installation of renewable fuel sources	Metric tons	0	0	1,314	Includes wind turbines and fuel cells
Emissions reduction from energy efficiency measures	Metric tons	2,628	2,923	6,142	
Waste					
Waste diversion rate					
San Jose, CA facility	Percentage	95%	97%	97%	
San Francisco, CA facility	Percentage	83%	87%	87%	
Hazardous waste generated	Metric tons	0.01	0.01	0.01	Only waste is biocide used for cooling towers
Process hazardous air pollutants generated	Metric tons	0	0	0	
Office paper, post-consumer waste (PCW) recycled content	Percentage	30%	30%	30%	
Energy saved due to conservation and efficiency improvements	Millions of kWh	8	8.9	9.8	

Environmental Sustainability continued

	UNIT OF MEASURE	FY08	FY09	FY10	COMMENTS
Water					
Annual water consumption	Thousands of cubic meters	27,834	26,397	23,302	Headquarters only
Water saved due to conservation and efficiency improvements	Thousands of cubic meters	NA	1,437	3,095	Headquarters only
Packaging					
Total paper usage	Tons per year	NA	NA	1,909	
Percentage virgin material	Percentage of total paper	NA	NA	90%	
Percentage recycled material	Percentage of total paper	NA	NA	10%	
Chain of custody	Percentage source certified	100%	100%	100%	
Material paper waste	Tons per year	NA	NA	223	
Material plastic waste	Tons per year	NA	NA	22.2	
Curbside recyclability of packaging	Percentage of packaging	NA	NA	90%	All paper components are recycled, others are market dependent
Energy saved due to conservation and efficiency improvements	Millions of kWh	8	8.9	9.8	
Software sold through an electronic distribution channel	Percentage of software sold	58%	61%	63%	Includes electronic software downloads and group licenses
Software sold as hard goods	Percentage of software sold	42%	39%	37%	
Supply Chain & Procurement					
EICC Code of Conduct adoption	Yes / No	Yes	Yes	Yes	www.adobe.com/corporateresponsibility/supply.html
Green procurement policy	Yes / No	Yes	Yes	Yes	
Health and safety policies	Yes / No	Yes	Yes	Yes	EICC Code; www.eicc.info
Standards for usage of dangerous chemicals	Yes / No	Yes	Yes	Yes	EICC Code; www.eicc.info
ISO 14001 certification	Yes / No	No	No	No	Not applicable to Adobe's operations at this time.
EICC Validation Audits of turn-key suppliers	Percentage	0%	0%	0%	100% satisfactory completion of EICC Self-Assessment

Community Involvement

	UNIT OF MEASURE	FY08	FY09	FY10	COMMENTS
Total Adobe and Adobe Foundation giving	Millions of dollars	\$42.4	\$51.6	\$57.0	Includes corporate and Adobe Foundation giving www.adobe.com/corporateresponsibility/community.html
Adobe Systems Giving					
Total community giving	Millions of dollars	\$2.8	\$2.7	\$3.0	Includes matching gifts, dollars for doers, sponsorships
Total software donations (in-kind)	Millions of dollars	\$33.9	\$41.2	\$46.6	15,000+ nonprofit recipients; based on fair market value
Community Involvement Report	Yes / No	Yes	Yes	No	www.adobe.com/corporateresponsibility/reports.html
Adobe Foundation					
Total annual Adobe Foundation grants	Millions of dollars	\$5.7	\$7.7	\$7.3	www.adobe.com/aboutadobe/philanthropy/foundation www.youthvoices.adobe.com
Adobe Youth Voices (AYV)					
Total youth impacted through AYV	Number of youth	16,245	49,321	NA	Based on academic year; 2010-2011 data not yet available
Total educators impacted through AYV	Number of educators	1,118	2,531	NA	Based on academic year; 2010-2011 data not yet available
Total countries with AYV presence	Number of countries	31	32	45	
Total AYV sites	Number of sites	160	500	700	
Employee Engagement					
Total Community Action Week employee volunteers	Number of employees	609	516	877	www.adobe.com/corporateresponsibility/community.html
Total Community Action Week employee volunteer hours	Number of hours	1,409	1,408	2,436	
Matching gift program	Yes / No	Yes	Yes	Yes	US\$5,000 per year, per employee for eligible nonprofits

Governance

	UNIT OF MEASURE	FY08	FY09	FY10	COMMENTS
Board Composition					
Total members of the Board of Directors	Number of members	12	12	10	www.adobe.com/aboutadobe/inrelations/
Independent Board members	Percentage	83%	92%	90%	
CEO and Chair roles are separate	Yes / No	Yes	Yes	Yes	
Independent non-executive Chair	Yes / No	Yes	Yes	Yes	
Majority vote practices adopted voluntarily	Yes / No	Yes	Yes	Yes	
Annual director self-assessment, evaluation of the Board and CEO	Yes / No	Yes	Yes	Yes	
All directors attended 75% of Board and Committee meetings	Yes / No	Yes	Yes	Yes	
Corporate Governance Guidelines are reviewed annually	Yes / No	Yes	Yes	Yes	
Economic					
Total revenue	Billions of dollars	\$3.5	\$2.9	\$3.8	www.adobe.com/aboutadobe/inrelations/financialdocs.html
Total income	Millions of dollars	\$871.8	\$386.5	\$774.6	www.adobe.com/aboutadobe/inrelations/financialdocs.html
Accountability					
Global Code of Conduct available to employees online	Yes / No	Yes	Yes	Yes	www.adobe.com/aboutadobe/inrelations/pdfs/code_of_conduct_ext.pdf
Additional Code of Ethics with annual certification	Yes / No	Yes	Yes	Yes	www.adobe.com/aboutadobe/inrelations/pdfs/code_of_ethics_external.pdf
Global Code of Conduct online training with Code certification statement	Yes / No	Yes	Yes	Yes	
Global FCPA/anti-bribery online training	Yes / No	Yes	Yes	Yes	For targeted employees in 11 local languages
Annual Board of Directors review of ethics and compliance program	Yes / No	Yes	Yes	Yes	
Policies & Commitments					
Privacy and Security policy	Yes / No	NA	NA	Yes	www.adobe.com/security
Accessibility commitment	Yes / No	NA	NA	Yes	www.adobe.com/accessibility/about.html



Adobe

www.adobe.com/corporateresponsibility