# Adobe Corporate Social Responsibility Metrics and Indicators

Adobe

# Governance

| Reference Indices | Metrics and Indicators | 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 | Metrics and Indicators | 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 | Metrics and Indicators | 2024 | 2023 | 2022 |
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| | **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 | Metrics and Indicators | 2024 | 2023 | 2022 |
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| | **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. |


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| Reference Indices | Metrics and Indicators | 2024 | 2023 | 2022 |
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| | **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 | | |


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| Reference Indices | Metrics and Indicators | 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% |


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| Reference Indices | Metrics and Indicators | 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**[2] | | | |
| **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% |

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 Additional information can be found in Adobe's most recent EEO-1 report


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| Reference Indices | Metrics and Indicators | 2024 | 2023 | 2022 |
|---|---|---|---|---|
| | **Employee representation[1]** | | | |
| | **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%.


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| Reference Indices | Metrics and Indicators | 2024 | 2023 | 2022 |
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| | **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[4] | 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'.
4 We ensure employees in the same job and location are paid fairly relative to one another. For 2024, we maintained global gender pay parity.


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| Reference Indices | Metrics and Indicators | 2024 | 2023 | 2022 |
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| | **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. | | |
| | **Bridging the digital and creative divide** | | | |
| **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 | | |


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| Reference Indices | Metrics and Indicators | 2024 | 2023 | 2022 |
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| | **Community engagement[1]** | | | |
| **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.


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# Environmental

| Reference Indices | Metrics and Indicators | 2024 | 2023 | 2022 |
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| | **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 |
| **GRI 3-3** | 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 |


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| Reference Indices | Metrics and Indicators | 2024 | 2023 | 2022 |
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| | **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.


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| Reference Indices | Metrics and Indicators | 2024 | 2023 | 2022 |
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| | **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 | Data Center Management | | |


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| | **Sustainable supply chain** | | | |
| **SASB TC-SI-130a.3** | Supply chain standards | Business Partner Code of Conduct | | |
| | **Water use & management[1]** | | | |
| **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%;<br>High Risk is 0%,<br>Extremely High Risk is 28% | 30%;<br>High Risk is 21%,<br>Extremely High Risk is 9% | 28%;<br>High Risk is 24%,<br>Extremely High Risk is 4% |
| | Water intensity [Cubic meters/FTE] | 11.8 | 10.6 | 9.1 |
| | **Waste management[1]** | | | |
| **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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