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# Adobe Named a Top 10 Leader in Corporate Citizenship

## *America's Most Just Companies List Recognizes Adobe for its Commitment to Social Responsibility and Progressive Employee Programs*

**SAN JOSE, Calif. — Dec. 10, 2018** — Adobe (Nasdaq:ADBE) today announced that for the second consecutive year, the company has been recognized by *Forbes* and JUST Capital as one of [America's Most Just Companies](#). Adobe ranked ninth out of 100 on the 2018 list. The list ranks the largest publicly traded U.S. corporations on issues including worker pay and treatment, ethical leadership, customer respect, product quality, community engagement and environmental impact among other priorities.

"Adobe's appearance in the top 10 of this year's America's Most Just Companies List echoes our core belief that what is good for our employees, our customers and our communities is the right thing to do, and it is good for business," said Donna Morris, chief human resources officer & executive vice president of employee experience, Adobe.

Adobe's ranking as a corporate leader demonstrates the company's commitment to its more than 20,000 employees, the communities where its employees work and live, and how the company is supporting and nurturing the next generation of creatives, which is core to Adobe's DNA.

Among other efforts, Adobe is proud to report the following accomplishments:

### **Best-in-Class Employee Experience**

- In October 2018, Adobe announced that it achieved [global gender pay parity](#) across 40 countries, ensuring that employees in the same job and location are paid fairly to one another, regardless of their gender or ethnicity.
- Adobe offers best-in-class fertility and covers gender reassignment surgery.
- Adobe was one of the first companies to provide up to six months of fully paid parental leave for US employees in 2015, and in 2017 the company created a "[Welcome Back Program](#)," giving employees a flexible work schedule to adjust to life as a new parent.

### **Community Leader**

- Employees contributed more than 227,000 volunteer hours and donated more than \$6 million globally in 2017 through employee programs like the [Employee Community Fund](#), [pro-bono initiative](#) and [matching grants program](#).
- Adobe ties employees' pro bono projects and nonprofit board service to professional development plans so employees' volunteer work helps advance their careers.

### **Social Impact & Inspiring the Next Generation of Creatives**

- Adobe has issued more than [100 Creativity Scholarships](#), recognizing the next generation of creatives, providing college and post-secondary education tuition to students who are pursuing study in a creative field, and using creativity as a force for positive social change.

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- In 2018 Adobe funded access to [coding skills education](#) for 75,000 youth ages 14-18 and awarded 25 scholarships for [Adobe Digital Academy](#), which offers nontraditional candidates' education and experience they need to launch successful careers in web development.
- Adobe partnered with Melinda Gates and McKinsey & Company and other leading technology companies to launch [Reboot Representation Tech Coalition](#) – an industry effort to strengthen diversity and close the gender gap in tech.

### Sustainability

- Named on the Dow Jones Sustainability Indices for the third year in a row.
- Achieved [100% renewable energy](#) use at Adobe's Bangalore offices.

The JUST Capital Rankings encompass the 1,000 largest publicly-traded companies in the U.S. and are based on one of the most comprehensive surveys ever conducted on public attitudes toward corporate behavior, involving 9,000 American respondents in 2018 and more than 81,000 over the past four years.

Adobe's other recent awards include Fortune's Best Place to Work, Fortune's Best 100 Companies to Work For, Glassdoor's 2018 Best Places to Work, People's Companies that Care, World's Most Ethical Companies, Global 100 and scored 100% on the Human Rights' Corporate Equality Index among others.

### About Adobe

Adobe is changing the world through digital experiences. For more information, visit [www.adobe.com](http://www.adobe.com).

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