

Environmental and Labor Issues:

This is a category FI-2 project according to the IIC's Environmental and Social Sustainability Policy because the portfolio companies in the Fund's current or future portfolio are those where the risk potential is considered medium. Companies in which the Fund invests will be required to provide evidence of compliance with all applicable laws, regulations, and standards regarding the environment and occupational health and safety. To enable Adobe to better understand the IIC's requirements, Adobe will be required to attend the IIC's environmental training workshop for financial intermediaries. In addition, Adobe will be required to submit annual environmental reports to the IIC.

Adobe currently has an Environmental and Social Management System (ESMS) in place for managing risk and the environmental and social issues associated with its financial operations. Adobe's ESMS includes an Investment Code and a list of excluded activities, based on the IFC Environmental, Health and Safety General Guidelines and Performance Standards, as well as monitoring report requirements. Each company in which the Fund invests is subject to an environmental and social review, and must comply with national environmental and labor laws, regulations, and standards, as well as IFC Performance Standards.