

CERTIFICATION FOR NEW EMPLOYEES

Adobe expects all individuals joining Adobe will take the appropriate steps to ensure they are not sharing confidential or proprietary information of third parties including information from their former employer(s). To help ensure this compliance, please review this certification form and, if you attest it is true and accurate, sign below. If you have any questions or concerns about your compliance obligations, please reach out to onboardingcertificate@adobe.com.

1. I will not retain any documents or information that I obtained in my role as an employee of my prior and/or current employers relating to the business of any of my prior and/or current employers, in any form (including personal email, physical documents and electronic files), including any non-public information or documentation relating to any third party which may contain confidential or proprietary information of that third party.

Confirm {{*(1)para1_es_:signer1}} Unable to Confirm {{*(2)para1_es_:signer1}}

2. Before my Adobe start date, I will perform a search of my home computer, hard drives, USB drives, email, cloud accounts, and paper files to confirm that I do not possess the information described above.

Confirm {{*(1)para2_es_:signer1}} Unable to Confirm {{*(2)para2_es_:signer1}}

3. I have not at any time disclosed or used for Adobe's benefit, nor will I, during my work at Adobe, disclose or use, or introduce onto Adobe's computers, systems or networks, any non-public documents or information relating to the business of any of my current or former employers.

Confirm {{*(1)para3_es_:signer1}} Unable to Confirm {{*(2)para3_es_:signer1}}

4. I hereby agree that if, during the course of my employment at Adobe, I am asked for information relating to any of my current or prior employers' businesses, I will refrain from providing any non-public information.

Confirm {{*(1)para4_es_:signer1}} Unable to Confirm {{*(2)para4_es_:signer1}}

5. I understand that Adobe may inspect my company computer, email, and other company equipment and documents at any time to ensure compliance with its confidentiality policies.

Confirm {{*(1)para5_es_:signer1}} Unable to Confirm {{*(2)para5_es_:signer1}}

CERTIFICATION

By my signature below, I hereby certify that the above representations are true and correct, and that, prior to my Adobe start date, I will conduct a complete search of my home and personal property for information originating from prior employers. If I locate any such material – apart from documents relating to my personal compensation, my contract of employment, performance evaluations, and benefits records, which I understand I may retain – I will comply with the terms of any applicable agreement(s) with my prior employer(s) by, according to such terms, (a) returning such material to my former employer such that I no longer possess any copy of it; or (b) permanently deleting such material.

Acknowledged by:

{{Sig_es_:signer1:signature}}

Signature

{{Name1_es_:fullname}}

Printed Name

{{Dte_es_:signer1:date}}

Date