

# 2024 Global Holidays



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# Brazil

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Eve Holiday (in lieu of December 31)	Monday, January 1, 2024
New Year's Day Holiday (in lieu of January 1)	Tuesday, January 2, 2024
Sao Paulo City Birthday	Thursday, January 25, 2024
Carnival	Monday, February 12, 2024
Carnival	Tuesday, February 13, 2024
Ash Wednesday	Wednesday, February 14, 2024
Good Friday	Friday, March 29, 2024
Tiradentes Day (in lieu of Sunday April 21)	Monday, April 22, 2024
Labor Day	Wednesday, May 1, 2024
Corpus Christi Day	Thursday, May 30, 2024
State Constitutional Revolution	Tuesday, July 9, 2024
Independence Day (in lieu of September 7)	Friday, September 6, 2024
Lady of Aparecida (in lieu of October 12)	Friday, October 11, 2024
All Soul's Day (in lieu of November 2)	Friday, November 1, 2024
Republic Proclamation Day	Friday, November 15, 2024
Black Consciousness Day	Wednesday, November 20, 2024
Christmas Eve	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
New Year's Eve	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Canada (Alberta)

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Family Day	Monday, February 19, 2024
Good Friday	Friday, March 29, 2024
Victoria Day	Monday, May 20, 2024
Canada Day	Monday, July 1, 2024
Company Paid Time (Summer Break)	Tuesday, July 2, 2024
Vacation Day (Summer Break)	Wednesday, July 3, 2024
Vacation Day (Summer Break)	Thursday, July 4, 2024
Vacation Day (Summer Break)	Friday, July 5, 2024
Civic Day	Monday, August 5, 2024
Labor Day	Monday, September 2, 2024
Thanksgiving Day	Monday, October 14, 2024
Remembrance Day	Monday, November 11, 2024
Christmas Eve (Winter Break)	Tuesday, December 24, 2024
Christmas Day (Winter Break)	Wednesday, December 25, 2024
Boxing Day (Winter Break)	Thursday, December 26, 2024
Company Paid Time (Winter Break)	Friday, December 27, 2024
Company Paid Time (Winter Break)	Monday, December 30, 2024
Company Paid Time (Winter Break)	Tuesday, December 31, 2024
New Year's Day 2025	Wednesday, January 1, 2025

**Company Break Periods** – During 2024, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break

July 1 – July 5, 2024. This includes one company paid day (July 2) and three vacation days (July 3, 4, & 5). The days taken that are not company paid will count against employee's annual vacation entitlement and will be deducted from future accruals, if necessary.

### Winter Break

December 24, 2024 – January 1, 2025\*. These are all Company paid holidays or Company paid time off (including Christmas Eve/Day, Boxing Day, and New Year's Day).

If an employee is not able to take time off during the summer and/or winter break for any business reason, their manager will work with the employee to arrange alternative additional time off, subject to business needs.

\*Wednesday, January 1, is a company paid holiday that will fall under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Canada (British Columbia)

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Family Day	Monday, February 19, 2024
Good Friday	Friday, March 29, 2024
Victoria Day	Monday, May 20, 2024
Canada Day	Monday, July 1, 2024
Company Paid Time (Summer Break)	Tuesday, July 2, 2024
Vacation Day (Summer Break)	Wednesday, July 3, 2024
Vacation Day (Summer Break)	Thursday, July 4, 2024
Vacation Day (Summer Break)	Friday, July 5, 2024
Civic Day	Monday, August 5, 2024
Labor Day	Monday, September 2, 2024
National Day for Truth and Reconciliation	Monday, September 30, 2024
Thanksgiving Day	Monday, October 14, 2024
Remembrance Day	Monday, November 11, 2024
Christmas Eve (Winter Break)	Tuesday, December 24, 2024
Christmas Day (Winter Break)	Wednesday, December 25, 2024
Boxing Day (Winter Break)	Thursday, December 26, 2024
Company Paid Time (Winter Break)	Friday, December 27, 2024
Company Paid Time (Winter Break)	Monday, December 30, 2024
Company Paid Time (Winter Break)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

**Company Break Periods** – During 2024, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break

July 1 – July 5, 2024. This includes one company paid day (July 2) and three vacation days (July 3, 4, & 5). The days taken that are not company paid will count against employee's annual vacation entitlement and will be deducted from future accruals, if necessary.

### Winter Break

December 24, 2024 – January 1, 2025\*. These are all Company paid holidays or Company paid time off (including Christmas Eve/Day, Boxing Day, and New Year's Day).

If an employee is not able to take time off during the summer and/or winter break for any business reason, their manager will work with the employee to arrange alternative additional time off, subject to business needs.

\*Wednesday, January 1, is a company paid holiday that will fall under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Canada (Nova Scotia)

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Family Day	Monday, February 19, 2024
Good Friday	Friday, March 29, 2024
Victoria Day	Monday, May 20, 2024
Canada Day	Monday, July 1, 2024
Company Paid Time (Summer Break)	Tuesday, July 2, 2024
Vacation Day (Summer Break)	Wednesday, July 3, 2024
Vacation Day (Summer Break)	Thursday, July 4, 2024
Vacation Day (Summer Break)	Friday, July 5, 2024
Civic Day	Monday, August 5, 2024
Labor Day	Monday, September 2, 2024
Thanksgiving Day	Monday, October 14, 2024
Christmas Eve (Winter Break)	Tuesday, December 24, 2024
Christmas Day (Winter Break)	Wednesday, December 25, 2024
Boxing Day (Winter Break)	Thursday, December 26, 2024
Company Paid Time (Winter Break)	Friday, December 27, 2024
Company Paid Time (Winter Break)	Monday, December 30, 2024
Company Paid Time (Winter Break)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

**Company Break Periods** – During 2024, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break

July 1 – July 5, 2024. This includes one company paid day (July 2) and three vacation days (July 3, 4, & 5). The days taken that are not company paid will count against employee's annual vacation entitlement and will be deducted from future accruals, if necessary.

### Winter Break

December 24, 2024 – January 1, 2025\*. These are all Company paid holidays or Company paid time off (including Christmas Eve/Day, Boxing Day, and New Year's Day).

If an employee is not able to take time off during the summer and/or winter break for any business reason, their manager will work with the employee to arrange alternative additional time off, subject to business needs.

\*Wednesday, January 1, is a company paid holiday that will fall under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.



# Canada (Ontario)

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Family Day	Monday, February 19, 2024
Good Friday	Friday, March 29, 2024
Victoria Day	Monday, May 20, 2024
Canada Day	Monday, July 1, 2024
Company Paid Time (Summer Break)	Tuesday, July 2, 2024
Vacation Day (Summer Break)	Wednesday, July 3, 2024
Vacation Day (Summer Break)	Thursday, July 4, 2024
Vacation Day (Summer Break)	Friday, July 5, 2024
Civic Day	Monday, August 5, 2024
Labor Day	Monday, September 2, 2024
Thanksgiving Day	Monday, October 14, 2024
Christmas Eve (Winter Break)	Tuesday, December 24, 2024
Christmas Day (Winter Break)	Wednesday, December 25, 2024
Boxing Day (Winter Break)	Thursday, December 26, 2024
Company Paid Time (Winter Break)	Friday, December 27, 2024
Company Paid Time (Winter Break)	Monday, December 30, 2024
Company Paid Time (Winter Break)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

**Company Break Periods** – During 2024, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break

July 1 – July 5, 2024. This includes one company paid day (July 2) and three vacation days (July 3, 4, & 5). The days taken that are not company paid will count against employee's annual vacation entitlement and will be deducted from future accruals, if necessary.

### Winter Break

December 24, 2024 – January 1, 2025\*. These are all Company paid holidays or Company paid time off (including Christmas Eve/Day, Boxing Day, and New Year's Day).

If an employee is not able to take time off during the summer and/or winter break for any business reason, their manager will work with the employee to arrange alternative additional time off, subject to business needs.

\*Wednesday, January 1, is a company paid holiday that will fall under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Canada (Quebec)

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Victoria Day	Monday, May 20, 2024
St. Jean Baptiste Day	Monday, June 24, 2024
Canada Day	Monday, July 1, 2024
Company Paid Time (Summer Break)	Tuesday, July 2, 2024
Vacation Day (Summer Break)	Wednesday, July 3, 2024
Vacation Day (Summer Break)	Thursday, July 4, 2024
Vacation Day (Summer Break)	Friday, July 5, 2024
Labor Day	Monday, September 2, 2024
Thanksgiving Day	Monday, October 14, 2024
Christmas Eve (Winter Break)	Tuesday, December 24, 2024
Christmas Day (Winter Break)	Wednesday, December 25, 2024
Boxing Day (Winter Break)	Thursday, December 26, 2024
Company Paid Time (Winter Break)	Friday, December 27, 2024
Company Paid Time (Winter Break)	Monday, December 30, 2024
Company Paid Time (Winter Break)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

**Company Break Periods** – During 2024, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break

July 1 – July 5, 2024. This includes one company paid day (July 2) and three vacation days (July 3, 4, & 5). The days taken that are not company paid will count against employee's annual vacation entitlement and will be deducted from future accruals, if necessary.

### Winter Break

December 24, 2024 – January 1, 2025\*. These are all Company paid holidays or Company paid time off (including Christmas Eve/Day, Boxing Day, and New Year's Day).

If an employee is not able to take time off during the summer and/or winter break for any business reason, their manager will work with the employee to arrange alternative additional time off, subject to business needs.

\*Wednesday, January 1, is a company paid holiday that will fall under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Canada (Saskatchewan)

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Family Day	Monday, February 19, 2024
Good Friday	Friday, March 29, 2024
Victoria Day	Monday, May 20, 2024
Canada Day	Monday, July 1, 2024
Company Paid Time (Summer Break)	Tuesday, July 2, 2024
Vacation Day (Summer Break)	Wednesday, July 3, 2024
Vacation Day (Summer Break)	Thursday, July 4, 2024
Vacation Day (Summer Break)	Friday, July 5, 2024
Saskatchewan Day	Monday, August 5, 2024
Labor Day	Monday, September 2, 2024
Thanksgiving Day	Monday, October 14, 2024
Remembrance Day	Monday, November 11, 2024
Christmas Eve (Winter Break)	Tuesday, December 24, 2024
Christmas Day (Winter Break)	Wednesday, December 25, 2024
Boxing Day (Winter Break)	Thursday, December 26, 2024
Company Paid Time (Winter Break)	Friday, December 27, 2024
Company Paid Time (Winter Break)	Monday, December 30, 2024
Company Paid Time (Winter Break)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

**Company Break Periods** – During 2024, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break

July 1 – July 5, 2024. This includes one company paid day (July 2) and three vacation days (July 3, 4, & 5). The days taken that are not company paid will count against employee's annual vacation entitlement and will be deducted from future accruals, if necessary.

### Winter Break

December 24, 2024 – January 1, 2025\*. These are all Company paid holidays or Company paid time off (including Christmas Eve/Day, Boxing Day, and New Year's Day).

If an employee is not able to take time off during the summer and/or winter break for any business reason, their manager will work with the employee to arrange alternative additional time off, subject to business needs.

\*Wednesday, January 1, is a company paid holiday that will fall under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Chile

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Eve Holiday (in lieu of December 31)	Monday, January 1, 2024
New Year's Day Holiday (in lieu of January 1)	Tuesday, January 2, 2024
Good Friday	Friday, March 29, 2024
Labor Day	Wednesday, May 1, 2024
Navy Day	Tuesday, May 21, 2024
National Indigenous Peoples Day	Thursday, June 20, 2024
Saint Peter and Saint Paul (in lieu of June 29)	Friday, June 28, 2024
Our Lady of Mount Carmel	Tuesday, July 16, 2024
Assumption of Mary	Thursday, August 15, 2024
National Day	Wednesday, September 18, 2024
Army Day	Thursday, September 19, 2024
Extended National Holiday	Friday, September 20, 2024
Columbus Day (in lieu of October 12)	Friday, October 11, 2024
Reformation Day	Thursday, October 31, 2024
All Saint's Day	Friday, November 1, 2024
Immaculate Conception Day (in lieu of December 8)	Monday, December 9, 2024
Christmas Eve	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
New Year's Eve	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Colombia

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Eve Holiday (in lieu of December 31)	Monday, January 1, 2024
New Year's Day Holiday (in lieu of January 1)	Tuesday, January 2, 2024
Epiphany	Monday, January 8, 2024
St Joseph's Day	Monday, March 25, 2024
Maundy Thursday	Thursday, March 28, 2024
Good Friday	Friday, March 29, 2024
Labor Day	Wednesday, May 1, 2024
Ascension Day	Monday, May 13, 2024
Corpus Christi	Monday, June 3, 2024
Sacred Heart	Monday, June 10, 2024
Saint Peter and Saint Paul	Monday, July 1, 2024
Independence Day (in lieu of July 20)	Monday, July 29, 2024
Battle of Boyacá	Wednesday, August 7, 2024
Assumption of Mary	Monday, August 19, 2024
Columbus Day	Monday, October 14, 2024
All Saints' Day	Monday, November 4, 2024
Independence of Cartagena	Monday, November 11, 2024
Feast of the Immaculate Conception (in lieu of December 8)	Monday, December 9, 2024
Christmas Eve	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
New Year's Eve	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Mexico

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Eve Holiday (in lieu of December 31)	Monday, January 1, 2024
New Year's Day Holiday (in lieu of January 1)	Tuesday, January 2, 2024
Constitution Day	Monday, February 5, 2024
Birthday of Benito Juárez	Monday, March 18, 2024
Maundy Thursday	Thursday, March 28, 2024
Good Friday	Friday, March 29, 2024
Labor Day	Wednesday, May 1, 2024
Puebla's Battle Day (Cinco de Mayo) (in lieu of May 5)	Monday, May 6, 2024
Independence Day	Monday, September 16, 2024
All Saints' Day	Friday, November 1, 2024
Revolution Day	Wednesday, November 20, 2024
Virgin of Guadalupe Day	Thursday, December 12, 2024
Christmas Eve	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
PTO Required	Thursday, December 26, 2024
PTO Required	Friday, December 27, 2024
PTO Required	Monday, December 30, 2024
New Year's Eve	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# United States

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Martin Luther King Day	Monday, January 15, 2024
Presidents Day	Monday, February 19, 2024
Memorial Day	Monday, May 27, 2024
Summer Break (NE PTO Required)	Monday, July 1, 2024
Summer Break (NE PTO Required)	Tuesday, July 2, 2024
Summer Break (NE PTO Required)	Wednesday, July 3, 2024
Independence Day	Thursday, July 4, 2024
Summer Holiday	Friday, July 5, 2024
Labor Day	Monday, September 2, 2024
Thanksgiving Day	Thursday, November 28, 2024
Thanksgiving Holiday	Friday, November 29, 2024
Christmas Eve	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
Winter Break (NE PTO Required)	Thursday, December 26, 2024
Winter Break (NE PTO Required)	Friday, December 27, 2024
Winter Break (NE PTO Required)	Monday, December 30, 2024
New Year's Eve	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

**Company Break Periods** – During 2024, Adobe plans to have two company break periods as noted below.

### Summer Break

July 1 – July 5, 2024, including two paid holidays (July 4-5)

### Winter Break

December 24, 2024 – January 1, 2025\*, including four paid holidays (December 24, 25, 31, & January 1\*)

**Exempt employees** will be paid their regular base salary (including holiday pay).

**Overtime eligible employees** will be paid through holiday pay and the use of PTO.

- PTO will be pre-loaded on your timecard in Workday for July 1, 2, & 3 and December 26, 27, & 30 and the hours will be deducted from your PTO balance. If you **do not** work, you **do not** need to submit a timecard.
- If you work during the break, instructions on how to submit your timecard will be provided by Employee Experience.

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Armenia

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
New Year's Holiday	Tuesday, January 2, 2024
Christmas (in lieu January 6)	Friday, January 5, 2024
Army Day (in lieu of January 28)	Monday, January 29, 2024
International Women's Day	Friday, March 8, 2024
Armenian Remembrance Day	Wednesday, April 24, 2024
Labour Day	Wednesday, May 1, 2024
Victory and Peace Day	Thursday, May 9, 2024
1st Republic Day	Tuesday, May 28, 2024
Summer Break (employee funded/ PTO)	Employees are encouraged to take two consecutive weeks PTO in June and August of every year
Constitution Day	Friday, July 5, 2024
Navasard (in lieu of August 11)*	Monday, August 12, 2024
Independence Day (in lieu of September 21)	Friday, September 20, 2024
New Year's Eve	Tuesday, December 31, 2024
New Year's Day 2025**	Wednesday, January 1, 2025

\*Lunar New Year has been removed and replaced with Navasard - employees may observe Lunar New Year by requesting PTO/employee funded

\*\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.



# Austria

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Epiphany (in lieu of January 6)	Friday, January 5, 2024
Easter Monday	Monday, April 1, 2024
Labour Day	Wednesday, May 1, 2024
Ascension Day	Thursday, May 9, 2024
Whit Monday	Monday, May 20, 2024
Corpus Christi	Thursday, May 30, 2024
Assumption of Mary	Thursday, August 15, 2024
National Day (in lieu of October 26)	Friday, October 25, 2024
All Saint's Day	Friday, November 1, 2024
Immaculate Conception (in lieu of December 8)	Monday, December 9, 2024
Christmas Day	Wednesday, December 25, 2024
St. Stephen's Day	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
Winter Break (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Belgium

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Easter Monday	Monday, April 1, 2024
Labor Day	Wednesday, May 1, 2024
Ascension Day	Thursday, May 9, 2024
Whit Monday	Monday, May 20, 2024
Belgian National Day (in lieu of July 21)	Monday, July 22, 2024
Assumption of Mary	Thursday, August 15, 2024
All Saint's Day	Friday, November 1, 2024
Armistice Day	Monday, November 11, 2024
Christmas Day	Wednesday, December 25, 2024
Winter Break (employee funded/PTO)	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (company funded)	Monday, December 30, 2024
Winter Break (company funded)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Czech Republic

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
May Day	Wednesday, May 1, 2024
Liberation Day	Wednesday, May 8, 2024
Day of Saints Cyril and Methodius	Friday, July 5, 2024
Jan Hus Day (in lieu of July 6)	Monday, July 8, 2024
Statehood Day (in lieu of September 28)	Friday, September 27, 2024
Independence Day	Monday, October 28, 2024
Freedom and Democracy Day (in lieu of November 17)	Monday, November 18, 2024
Winter Break (employee funded/PTO)	Monday, December 23, 2024
Christmas Eve	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
St. Stephen's Day	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
New Year's Day 2025*	Wednesday, January 1, 2025
New Year's Day	Monday, January 1, 2024

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Denmark

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Maundy Thursday	Thursday, March 28, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Ascencion Day	Thursday, May 9, 2024
Whit Monday	Monday, May 20, 2024
Constitution Day	Wednesday, June 5, 2024
Summer Break (employee funded PTO/flexi days)	Employees are encouraged to take two consecutive weeks PTO/Flexi days in July or August
Christmas Day	Wednesday, December 25, 2024
Second Day of Christmas	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (company funded)	Monday, December 30, 2024
Winter Break (company funded)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Finland

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Epiphany (in lieu of January 6)	Friday, January 5, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
May Day	Wednesday, May 1, 2024
Ascension Day	Thursday, May 9, 2024
Midsummer's eve	Friday, June 21, 2024
Midsummer's Day (in lieu June 22)	Monday, June 24, 2024
Summer Break (employee funded PTO/Flexi Days)	Employees are encouraged to take two consecutive weeks PTO/flexi days in July or August
All Saints' Day (in lieu of November 2)	Friday, November 1, 2024
Independence Day	Friday, December 6, 2024
Christmas Eve	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
2nd Day of Christmas	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
Winter Break (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# France

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Easter Monday	Monday, April 1, 2024
Labour Day	Wednesday, May 1, 2024
Armistice Day 1945 / Victory Day	Wednesday, May 8, 2024
Ascension Day	Thursday, May 9, 2024
Whit Monday (day worked/PTO)	Monday, May 20, 2024
Bastille Day (in lieu of July 14)	Monday, July 15, 2024
Assumption Day	Thursday, August 15, 2024
All Saints Day	Friday, November 1, 2024
Armistice Day	Monday, November 11, 2024
Christmas Day	Wednesday, December 25, 2024
Winter Break (employee funded/RTT)	Thursday, December 26, 2024
Winter Break (employee funded/RTT)	Friday, December 27, 2024
Winter Break (employee funded/RTT)	Monday, December 30, 2024
New Year's Eve (company funded)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Germany

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Epiphany (in lieu of January 6)	Friday, January 5, 2024
International Women's day	Friday, March 8, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Labour Day	Wednesday, May 1, 2024
Ascencion Day	Thursday, May 9, 2024
Whit Monday	Monday, May 20, 2024
Corpus Christi	Thursday, May 30, 2024
Assumption Day	Thursday, August 15, 2024
German Unity Day	Thursday, October 3, 2024
All Saints Day (Reformation Day on October 31)	Friday, November 1, 2024
Christmas Day	Wednesday, December 25, 2024
Boxing Day	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
Winter Break (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Ireland

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
St. Brigid's Day	Monday, February 5, 2024
St. Patrick's Day (in lieu of March 17)	Monday, March 18, 2024
Good Friday (company funded)	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
May Bank Day	Monday, May 6, 2024
June Bank Holiday	Monday, June 3, 2024
August Bank Holiday	Monday, August 5, 2024
October Bank Holiday	Monday, October 28, 2024
Christmas Day	Wednesday, December 25, 2024
St. Stephen's Day	Thursday, December 26, 2024
Winter Break (company funded)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
Winter Break (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.



# Israel

## 2024 Paid Holiday & Break Schedule

Holiday	Date
Purim	Sunday, March 24, 2024
Pesach Passover (begins)	Tuesday, April 23, 2024
Passover (employee funded/PTO)	Employees are encouraged to take PTO during Passover
Pesach Passover (end)	Monday, April 29, 2024
Victory Day	Thursday, May 9, 2024
Independence Day (Yom HaZikaron)	Tuesday, May 14, 2024
Pentecost (Shavuot)	Wednesday, June 12, 2024
Fast of Ninth of Av	Tuesday, August 13, 2024
Jewish New Year (Rosh Hashana)	Thursday, October 3, 2024
Jewish New Year (Rosh Hashana) (in lieu of October 4)	Sunday, October 6, 2024
Day of Atonement (Yom Kippur) (in lieu of October 12)	Sunday, October 13, 2024
First Day of Sukkot (in lieu of October 18)	Thursday, October 17, 2024
Simchat Torah	Thursday, October 24, 2024

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## Italy (Milan)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Epiphany (in lieu of January 6)	Friday, January 5, 2024
Easter Monday	Monday, April 1, 2024
Liberation Day	Thursday, April 25, 2024
Labour Day	Wednesday, May 1, 2024
Republic Day (in lieu of June 2)	Monday, June 3, 2024
Summer Break (employee funded PTO/ROL)	Employees are required to take two consecutive weeks PTO/ROL in July or August
Assumption Day	Thursday, August 15, 2024
Local Milan Holiday	Friday, August 16, 2024
All Saints' Day	Friday, November 1, 2024
Feast of St. Ambrose (in lieu of December 7)	Friday, December 6, 2024
Immaculate Conception (in lieu of December 8)	Monday, December 9, 2024
Christmas Day	Wednesday, December 25, 2024
St. Stephen's Day	Thursday, December 26, 2024
Winter Break (employee funded/PTO/ROL)	Friday, December 27, 2024
Winter Break (employee funded/PTO/ROL)	Monday, December 30, 2024
Winter Break (employee funded/PTO/ROL)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## Italy (Rome)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Epiphany (in lieu of January 6)	Friday, January 5, 2024
Easter Monday	Monday, April 1, 2024
Liberation Day	Thursday, April 25, 2024
Labour Day	Wednesday, May 1, 2024
Republic Day (in lieu June 2)	Monday, June 3, 2024
St. Peter and St. Paul (in lieu of June 29)	Friday, June 28, 2024
Summer Break (employee funded PTO/ROL)	Employees are required to take two consecutive weeks PTO/ROL in July or August
Assumption Day	Thursday, August 15, 2024
All Saints' Day	Friday, November 1, 2024
Immaculate Conception	Monday, December 9, 2024
Christmas Day	Wednesday, December 25, 2024
St. Stephen's Day	Thursday, December 26, 2024
Winter Break (employee funded/PTO/ROL)	Friday, December 27, 2024
Winter Break (employee funded/PTO/ROL)	Monday, December 30, 2024
Winter Break (employee funded/PTO/ROL)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## Italy (remote)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Epiphany (in lieu January 6)	Friday, January 5, 2024
Easter Monday	Monday, April 1, 2024
Liberation Day	Thursday, April 25, 2024
Labour Day	Wednesday, May 1, 2024
Republic Day (in lieu June 2)	Monday, June 3, 2024
Summer Break (employee funded PTO/ROL)	Employees are required to take two consecutive weeks PTO/ROL in July or August
Assumption Day	Thursday, August 15, 2024
All Saints' Day	Friday, November 1, 2024
Immaculate Conception	Monday, December 9, 2024
Christmas Day	Wednesday, December 25, 2024
St. Stephen's Day	Thursday, December 26, 2024
Winter Break (company funded)	Friday, December 27, 2024
Winter Break (employee funded/PTO/ROL)	Monday, December 30, 2024
Winter Break (employee funded/PTO/ROL)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

\*\*If there is a local holiday observance where you reside/work that is not listed on the Adobe's holiday calendar contact your manager to ensure the holiday is acknowledged and to observe the local public holiday outside of Workday.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Moldova

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Orthodox Christmas Holiday	Monday, January 8, 2024
Orthodox Christmas Day (in lieu of January 7)	Tuesday, January 9, 2024
International Women's Day	Friday, March 8, 2024
Labour Day	Wednesday, May 1, 2024
Orthodox Easter Monday	Monday, May 6, 2024
Victory & Commemoration Day	Thursday, May 9, 2024
Memorial Easter	Monday, May 13, 2024
Children Day (in lieu of June 1)	Friday, May 31, 2024
Independence Day	Tuesday, August 27, 2024
National Language Day (in lieu of August 31)	Friday, August 30, 2024
City Day	Monday, October 14, 2024
Christmas Day	Wednesday, December 25, 2024
Winter Break (employee funded/PTO)	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
Winter Break (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Netherlands

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Kings Day (in lieu of April 27)	Friday, April 26, 2024
Liberation Day (in lieu of May 5)	Monday, May 6, 2024
Ascension Day	Thursday, May 9, 2024
Whit Monday	Monday, May 20, 2024
Christmas Day	Wednesday, December 25, 2024
St. Stephen's Day	Thursday, December 26, 2024
Winter Break (company funded)	Friday, December 27, 2024
Winter Break (company funded)	Monday, December 30, 2024
Winter Break (company funded)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Norway

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Maundy Thursday	Thursday, March 28, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Labour Day	Wednesday, May 1, 2024
Ascension Day	Thursday, May 9, 2024
Constitution Day	Friday, May 17, 2024
Whit Monday	Monday, May 20, 2024
Summer Break (employee funded PTO/flexi days)	Employees are encouraged to take two consecutive weeks PTO/ROL in July or August
Christmas Day	Wednesday, December 25, 2024
Boxing Day	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (company funded)	Monday, December 30, 2024
Winter Break (company funded)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Poland

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Epiphany (in lieu of January 6)	Friday, January 5, 2024
Easter Monday	Monday, April 1, 2024
Labour Day	Wednesday, May 1, 2024
Constitution Day	Friday, May 3, 2024
Corpus Christi	Thursday, May 30, 2024
Assumption Day	Thursday, August 15, 2024
All Saints' Day	Friday, November 1, 2024
Independence Day	Monday, November 11, 2024
Christmas Day	Wednesday, December 25, 2024
St. Stephens Day	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
New Year's Eve (company funded)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.



# Romania

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Day After New Year's Day	Tuesday, January 2, 2024
Feast of the Theophany (in lieu January 6)	Friday, January 5, 2024
Synaxis of St. John the Baptist (in lieu January 7)	Monday, January 8, 2024
Unification Day	Wednesday, January 24, 2024
Labor Day	Wednesday, May 1, 2024
Orthodox Easter Friday	Friday, May 3, 2024
Orthodox Easter Monday	Monday, May 6, 2024
International Children's Day (in lieu of June 1)	Friday, May 31, 2024
Whit Monday	Monday, June 24, 2024
Saint Mary's Day	Thursday, August 15, 2024
Feast of St Andrews (in lieu of November 30)	Friday, November 29, 2024
National Day (in lieu of December 1)	Monday, December 2, 2024
Christmas Day	Wednesday, December 25, 2024
Second Day of Christmas	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
Winter Break (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

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## South Africa

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Human Rights Day	Thursday, March 21, 2024
Good Friday	Friday, March 29, 2024
Family Day	Monday, April 1, 2024
Freedom Day (in lieu of April 27)	Friday, April 26, 2024
Worker's Day	Wednesday, May 1, 2024
Youth Day (in lieu of June 16)	Monday, June 17, 2024
National Women's Day	Friday, August 9, 2024
Heritage Day	Tuesday, September 24, 2024
Day of Reconciliation	Monday, December 16, 2024
Christmas Day	Wednesday, December 25, 2024
Day of Goodwill	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
Winter Break (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## Spain (Barcelona)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2024	Monday, January 1, 2024
Epiphany (in lieu of January 6)	Friday, January 5, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Labour Day	Wednesday, May 1, 2024
Whit Monday/Pentecost Monday	Monday, May 20, 2024
Saint John	Monday, June 24, 2024
Assumption Day	Thursday, August 15, 2024
Local Holiday	Wednesday, September 11, 2024
Feast of Mary, Mother of Mercer	Tuesday, September 24, 2024
National Holiday of Spain (in lieu of October 12)	Friday, October 11, 2024
All Saints' Day	Friday, November 1, 2024
Constitution Day	Friday, December 6, 2024
Christmas Day	Wednesday, December 25, 2024
St. Stephen's Day	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
Winter Break (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## Spain (Madrid)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Epiphany (in lieu of January 6)	Friday, January 5, 2024
Holy Thursday	Thursday, March 28, 2024
Good Friday	Friday, March 29, 2024
Labour Day	Wednesday, May 1, 2024
Day of Madrid	Thursday, May 2, 2024
San Issidro Labrador	Wednesday, May 15, 2024
Santiago Apóstol	Thursday, July 25, 2024
Assumption Day	Thursday, August 15, 2024
Hispanic Day (in lieu of October 12)	Friday, October 11, 2024
All Saints' Day	Friday, November 1, 2024
Lady of the Almudena (in lieu of November 9)	Friday, November 8, 2024
Constitution Day	Friday, December 6, 2024
Christmas Day	Wednesday, December 25, 2024
Winter Break (employee funded/PTO)	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
Winter Break (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Spain (remote)

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Epiphany (in lieu of January 6)	Friday, January 5, 2024
Good Friday	Friday, March 29, 2024
Labour Day	Wednesday, May 1, 2024
Assumption Day	Thursday, August 15, 2024
Hispanic Day (in lieu of October 12)	Friday, October 11, 2024
All Saints' Day	Friday, November 1, 2024
Constitution Day	Friday, December 6, 2024
Immaculate Conception (in lieu of December 8)	Monday, December 9, 2024
Christmas Day	Wednesday, December 25, 2024
Winter Break (employee funded/PTO)	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
Winter Break (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

\*\*If there is a local holiday observance where you reside/work that is not listed on the Adobe's holiday calendar contact your manager to ensure the holiday is acknowledged and to observe the local public holiday outside of Workday.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Sweden

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Epiphany (in lieu of January 6)	Friday, January 5, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Labour Day	Wednesday, May 1, 2024
Ascension Day	Thursday, May 9, 2024
National Day	Thursday, June 6, 2024
Midsummer Day (in lieu of June 22)	Thursday, June 20, 2024
Midsummer's Eve	Friday, June 21, 2024
Summer Break (employee funded PTO)	Employees are encouraged to take two consecutive weeks PTO in July or August
All Saints' Day (in lieu November 22)	Friday, November 1, 2024
Christmas Eve	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
Second Day of Christmas	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
New Year's Eve	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025
Good Friday	Friday, March 29, 2024

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

**Switzerland (Basel)****2024 Paid Holiday & Break Schedule**

Holiday	Date
New Year's Day	Monday, January 1, 2024
Berchtold Day	Tuesday, January 2, 2024
Carnival (company funded)	Monday, February 19, 2024
Carnival (company funded)	Tuesday, February 20, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Labour Day	Wednesday, May 1, 2024
Ascension Day	Thursday, May 9, 2024
Whit Monday	Monday, May 20, 2024
National Day	Thursday, August 1, 2024
Christmas Day	Wednesday, December 25, 2024
St. Stephen's Day	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
New Year's Eve (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## Switzerland (Zurich)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Berchtold Day	Tuesday, January 2, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Sechselauten	Monday, April 15, 2024
Labour Day	Wednesday, May 1, 2024
Ascension Day	Thursday, May 9, 2024
Whit Monday	Monday, May 20, 2024
National Day	Thursday, August 1, 2024
Knabenschiessen	Monday, September 9, 2024
Christmas Day	Wednesday, December 25, 2024
St. Stephen's Day	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
New Year's Eve (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.



## Switzerland (remote)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day (in lieu of January 1)	Monday, January 1, 2024
Berchtold Day (in lieu of January 2)	Tuesday, January 2, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Labour Day	Wednesday, May 1, 2024
Ascension Day	Thursday, May 9, 2024
Whit Monday	Monday, May 20, 2024
National Day	Thursday, August 1, 2024
Christmas Day	Wednesday, December 25, 2024
St. Stephen's Day	Thursday, December 26, 2024
Winter Break (employee funded/PTO)	Friday, December 27, 2024
Winter Break (employee funded/PTO)	Monday, December 30, 2024
New Year's Eve (employee funded/PTO)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

\*\*If there is a local holiday observance where you reside/work that is not listed on the Adobe's holiday calendar contact your manager to ensure the holiday is acknowledged and to observe the local public holiday outside of Workday.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# United Arab Emirates

## 2024 Public Holidays

Holiday	Date
New Year's Day	Monday, January 1, 2024
Eid Al Fitr Holiday	Monday, April 8, 2024
Eid Al Fitr Holiday	Tuesday, April 9, 2024
Eid Al Fitr Holiday	Wednesday, April 10, 2024
Eid Al Fitr	Thursday, April 11, 2024
Arafah	Sunday, June 16, 2024
Eid Al Adha	Monday, June 17, 2024
Eid Al Adha	Tuesday, June 18, 2024
Eid Al Adha	Wednesday, June 19, 2024
Al-Hijra New Year Day	Wednesday, July 10, 2024
Prophet Muhammad's Birthday	Tuesday, September 17, 2024
Commemoration Day	Sunday, December 1, 2024
National Day	Monday, December 2, 2024
National Day	Tuesday, December 3, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

\*\*The working days are Sunday-Thursday

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## UK (England & Wales)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Early May Bank Holiday	Monday, May 6, 2024
Spring Bank Holiday	Monday, May 27, 2024
Summer Bank Holiday	Monday, August 26, 2024
Christmas Eve (company funded)	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
Boxing Day	Thursday, December 26, 2024
Winter Break (company funded)	Friday, December 27, 2024
Winter Break (company funded)	Monday, December 30, 2024
New Year's Eve (company funded)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## UK (Scotland)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Day After New Year's Day	Tuesday, January 2, 2024
Good Friday	Friday, March 29, 2024
Early May Bank Holiday	Monday, May 6, 2024
Spring Bank Holiday	Monday, May 27, 2024
Summer Bank Holiday	Monday, August 5, 2024
St. Andrews Day	Monday, December 2, 2024
Christmas Day	Wednesday, December 25, 2024
Boxing Day	Thursday, December 26, 2024
Winter Break (company funded)	Friday, December 27, 2024
Winter Break (company funded)	Monday, December 30, 2024
New Year's Eve (company funded)	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## Australia (Australian Capital Territory)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Australia Day	Friday, January 26, 2024
Canberra Day	Monday, March 11, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Anzac Day	Thursday, April 25, 2024
Reconciliation Day	Monday, May 27, 2024
King's Birthday	Monday, June 10, 2024
Labour Day	Monday, October 7, 2024
Christmas Day	Wednesday, December 25, 2024
Boxing Day	Thursday, December 26, 2024
Employee funded/PTO	Friday, December 27, 2024
Employee funded/PTO	Monday, December 30, 2024
Employee funded/PTO	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## Australia (New South Wales)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Australia Day	Friday, January 26, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Anzac Day	Thursday, April 25, 2024
King's Birthday	Monday, June 10, 2024
Labour Day	Monday, October 7, 2024
Christmas Day	Wednesday, December 25, 2024
Boxing Day	Thursday, December 26, 2024
Employee funded/PTO	Friday, December 27, 2024
Employee funded/PTO	Monday, December 30, 2024
Employee funded/PTO	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## Australia (Queensland)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Australia Day	Friday, January 26, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Anzac Day	Thursday, April 25, 2024
Labour Day	Monday, May 6, 2024
Royal Queensland Show	Wednesday, August 14, 2024
King's Birthday	Monday, October 7, 2024
Christmas Day	Wednesday, December 25, 2024
Boxing Day	Thursday, December 26, 2024
Employee funded/PTO	Friday, December 27, 2024
Employee funded/PTO	Monday, December 30, 2024
Employee funded/PTO	Tuesday, December 31, 2024
New Year's Day 2024*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## Australia (South Australia)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Australia Day	Friday, January 26, 2024
Adelaide Cup Day	Monday, March 11, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Anzac Day	Thursday, April 25, 2024
King's Birthday	Monday, June 10, 2024
Labour Day	Monday, October 7, 2024
Christmas Day	Wednesday, December 25, 2024
Boxing / Proclamation Day	Thursday, December 26, 2024
Employee funded/PTO	Friday, December 27, 2024
Employee funded/PTO	Monday, December 30, 2024
Employee funded/PTO	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.



## Australia (Victoria)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Australia Day	Friday, January 26, 2024
Labour Day	Monday, March 11, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Anzac Day	Thursday, April 25, 2024
King's Birthday	Monday, June 10, 2024
Friday before the AFL Grand Final	Subject to AFL Schedule
Melbourne Cup Day	Tuesday, November 5, 2024
Christmas Day	Wednesday, December 25, 2024
Boxing Day	Thursday, December 26, 2024
Employee funded/PTO	Friday, December 27, 2024
Employee funded/PTO	Monday, December 30, 2024
Employee funded/PTO	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## Australia (Western Australia)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Australia Day	Friday, January 26, 2024
Labour Day	Monday, March 4, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Anzac Day	Thursday, April 25, 2024
Western Australia Day	Monday, June 3, 2024
King's Birthday	Monday, September 23, 2024
Christmas Day	Wednesday, December 25, 2024
Boxing Day	Thursday, December 26, 2024
Employee funded/PTO	Friday, December 27, 2024
Employee funded/PTO	Monday, December 30, 2024
Employee funded/PTO	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# China

## 2024 Paid Holiday & Break Schedule

Holiday	Date
Lunar Chinese New Year	Monday, February 12, 2024
Lunar Chinese New Year	Tuesday, February 13, 2024
Lunar Chinese New Year	Wednesday, February 14, 2024
Lunar Chinese New Year (in exchange for February 4 being a workday)	Thursday, February 15, 2024
Lunar Chinese New Year (in exchange for February 18 being a workday)	Friday, February 16, 2024
Women's Day (half day; female employees only)	Friday, March 8, 2024
Qing Ming Festival	Thursday, April 4, 2024
Qing Ming Festival (in exchange for April 7 being a workday)	Friday, April 5, 2024
Labour Day	Wednesday, May 1, 2024
Labour Day (in exchange for April 28 being a workday)	Thursday, May 2, 2024
Labour Day (in exchange for May 11 being a workday)	Friday, May 3, 2024
Dragon Boat Festival	Monday, June 10, 2024
Chinese Mid-Autumn Festival (in exchange for Sept 14 being a workday)	Monday, September 16, 2024
Chinese Mid-Autumn Festival	Tuesday, September 17, 2024
Chinese National Day	Tuesday, October 1, 2024
Chinese National Day	Wednesday, October 2, 2024
National Day	Thursday, October 3, 2024
National Day (in exchange for September 29 being a workday)	Friday, October 4, 2024
National Day (in exchange for October 12 being a workday)	Monday, October 7, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Hong Kong

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Lunar New Year (in lieu of February 10)	Friday, February 9, 2024
Lunar New Year	Monday, February 12, 2024
Lunar New Year	Tuesday, February 13, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Ching Ming Festival	Thursday, April 4, 2024
Labour Day	Wednesday, May 1, 2024
Birthday of Buddha	Wednesday, May 15, 2024
Tuen Ng Festival - Dragon Boat Festival	Monday, June 10, 2024
Hong Kong SAR Establishment Day	Monday, July 1, 2024
Day following Chinese Mid-Autumn Festival	Wednesday, September 18, 2024
National Day	Tuesday, October 1, 2024
Chung Yeung Festival	Friday, October 11, 2024
Christmas Day	Wednesday, December 25, 2024
Boxing Day	Thursday, December 26, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## India (Chennai/Bangalore)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Makar Sankranti	Monday, January 15, 2024
Republic Day	Friday, January 26, 2024
Ugadi	Tuesday, April 9, 2024
May Day	Wednesday, May 1, 2024
Id-ul-Zuha (Bakrid)	Monday, June 17, 2024
Independence Day	Thursday, August 15, 2024
Gandhi Jayanti	Wednesday, October 2, 2024
Dussehra (Mahashtami) / Dussehra (Mahanavmi)	Friday, October 11, 2024
Diwali (Deepavali)	Thursday, October 31, 2024
Karnataka Rajyotsava	Friday, November 1, 2024
Christmas Eve (winter shutdown)	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
Winter Shutdown	Thursday, December 26, 2024
Winter Shutdown	Friday, December 27, 2024
Winter Shutdown	Monday, December 30, 2024
Winter Shutdown	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## India (Mumbai)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Republic Day	Friday, January 26, 2024
Holi	Monday, March 25, 2024
May Day	Wednesday, May 1, 2024
Id-ul-Zuha (Bakrid)	Monday, June 17, 2024
Independence Day	Thursday, August 15, 2024
Janmashtami	Monday, August 26, 2024
Gandhi Jayanti	Wednesday, October 2, 2024
Dussehra (Mahashtami) / Dussehra (Mahanavmi)	Friday, October 11, 2024
Diwali (Deepavali)	Thursday, October 31, 2024
Guru Nanak's Birthday	Friday, November 15, 2024
Christmas Eve (winter shutdown)	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
Winter Shutdown	Thursday, December 26, 2024
Winter Shutdown	Friday, December 27, 2024
Winter Shutdown	Monday, December 30, 2024
Winter Shutdown	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

## India (Noida/New Delhi)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Republic Day	Friday, January 26, 2024
Holi	Monday, March 25, 2024
May Day	Wednesday, May 1, 2024
Id-ul-Zuha (Bakrid)	Monday, June 17, 2024
Independence Day	Thursday, August 15, 2024
Raksha Bandhan	Monday, August 19, 2024
Gandhi Jayanti	Wednesday, October 2, 2024
Dussehra (Mahashtami) / Dussehra (Mahanavmi)	Friday, October 11, 2024
Diwali (Deepavali)	Thursday, October 31, 2024
Guru Nanak's Birthday	Friday, November 15, 2024
Christmas Eve (winter shutdown)	Tuesday, December 24, 2024
Christmas Day	Wednesday, December 25, 2024
Winter Shutdown	Thursday, December 26, 2024
Winter Shutdown	Friday, December 27, 2024
Winter Shutdown	Monday, December 30, 2024
Winter Shutdown	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Japan

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 元日	Monday, January 1, 2024
Adobe Paid Holiday アドビ有給休暇	Tuesday, January 2, 2024
Adobe Paid Holiday アドビ有給休暇	Wednesday, January 3, 2024
Adobe Paid Holiday アドビ有給休暇	Thursday, January 4, 2024
Coming of Age Day 成人の日	Monday, January 8, 2024
National Foundation Day (in lieu of February 11) 建国記念の日	Monday, February 12, 2024
Emperor's Birthday 天皇誕生日	Friday, February 23, 2024
Vernal Equinox Day 春分の日	Wednesday, March 20, 2024
Showa Day 昭和の日(ゴールデンウィーク期間)	Monday, April 29, 2024
Adobe Paid Holiday アドビ有給休暇	Tuesday, April 30, 2024
Adobe Paid Holiday アドビ有給休暇	Wednesday, May 1, 2024
Green Day (in lieu of May 4) みどりの日 (ゴールデンウィーク期間)	Thursday, May 2, 2024
Constitution Day 憲法記念日 (ゴールデンウィーク期間)	Friday, May 3, 2024
Children's Day (in lieu of May 5) こどもの日 (ゴールデンウィーク期間)	Monday, May 6, 2024
Marine Day 海の日	Monday, July 15, 2024
Mountain Day 山の日 (in lieu of August 11)	Monday, August 12, 2024
Respect for Aged Day 敬老の日	Monday, September 16, 2024
Autumnal Equinox Day 秋分の日 (in lieu of September 22)	Monday, September 23, 2024
Sports Day スポーツの日	Monday, October 14, 2024
National Culture Day 文化の日 (in lieu of November 3)	Monday, November 4, 2024
Labor Thanksgiving Day (in lieu of November 23) 勤労感謝の日	Friday, November 22, 2024
Adobe Paid Holiday アドビ有給休暇	Friday, December 27, 2024
Adobe Paid Holiday アドビ有給休暇	Monday, December 30, 2024
Adobe Paid Holiday アドビ有給休暇	Tuesday, December 31, 2024
New Year's Day 2025* 元日	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.



## Korea (Seoul)

### 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2024	Monday, January 1, 2024
employee funded/PTO	Monday, February 5, 2024
employee funded/PTO	Tuesday, February 6, 2024
employee funded/PTO	Wednesday, February 7, 2024
Korean New Year (in lieu of Saturday Feb 10)	Thursday, February 8, 2024
Korean New Year	Friday, February 9, 2024
Korean New Year (in lieu of Sunday February 11)	Monday, February 12, 2024
Independence Movement Day	Friday, March 1, 2024
Election day (temporary)	Wednesday, April 10, 2024
Labor Day	Wednesday, May 1, 2024
Children's Day (in lieu of Sunday May 5)	Monday, May 6, 2024
Buddha's Day	Wednesday, May 15, 2024
Memorial Day	Thursday, June 6, 2024
National Liberation Day	Thursday, August 15, 2024
Harvest Festival Holiday	Monday, September 16, 2024
Harvest Festival Holiday	Tuesday, September 17, 2024
Harvest Festival Holiday	Wednesday, September 18, 2024
employee funded/PTO	Thursday, September 19, 2024
employee funded/PTO	Friday, September 20, 2024
National Foundation Day	Thursday, October 3, 2024
Hangeul Day	Wednesday, October 9, 2024
Christmas Day	Wednesday, December 25, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# New Zealand

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Day after New Year's Day	Tuesday, January 2, 2024
Waitangi Day	Tuesday, February 6, 2024
Good Friday	Friday, March 29, 2024
Easter Monday	Monday, April 1, 2024
Anzac Day	Thursday, April 25, 2024
King's Birthday	Monday, June 3, 2024
Matariki Day	Friday, June 28, 2024
Labour Day	Monday, October 28, 2024
Christmas Day	Wednesday, December 25, 2024
Boxing Day	Thursday, December 26, 2024
employee funded/PTO	Friday, December 27, 2024
employee funded/PTO	Monday, December 30, 2024
employee funded/PTO	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Singapore

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Lunar New Year (in lieu of February 10)	Friday, February 9, 2024
Lunar New Year	Monday, February 12, 2024
Good Friday	Friday, March 29, 2024
Hari Raya Pausa	Wednesday, April 10, 2024
Labour Day	Wednesday, May 1, 2024
Vesak Day	Wednesday, May 22, 2024
Hari Raya Haji	Monday, June 17, 2024
National Day	Friday, August 9, 2024
Deepavali	Thursday, October 31, 2024
Christmas Day	Wednesday, December 25, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\*Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Taiwan

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Lunar New Year	Friday, February 9, 2024
Lunar New Year	Monday, February 12, 2024
Lunar New Year (in lieu of Feb 10)	Tuesday, February 13, 2024
Lunar New Year (in lieu of Feb 11)	Wednesday, February 14, 2024
Memorial Day	Wednesday, February 28, 2024
Children's Day	Thursday, April 4, 2024
Tomb Sweeping Day (in lieu of April 4)	Friday, April 5, 2024
Labor Day	Wednesday, May 1, 2024
Tuen Ng Festival - Dragon Boat Festival	Monday, June 10, 2024
Chinese Mid-Autumn Festival	Tuesday, September 17, 2024
National Day	Thursday, October 10, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\* Falls under the 2025 calendar year holidays.

We recognize you may observe other cultural or religious holidays in addition to those officially recognized by Adobe in your location. You may utilize paid time off (PTO), or unaccrued time off if you are a US exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

# Thailand

## 2024 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Monday, January 1, 2024
Makha Bucha Day	Monday, February 26, 2024
Chakri Day	Monday, April 8, 2024
Songkran Festival	Monday, April 15, 2024
Songkran Festival	Tuesday, April 16, 2024
Labour Day	Wednesday, May 1, 2024
Coronation of King Vajiralongkorn	Monday, May 6, 2024
Visakha Bucha Day	Wednesday, May 22, 2024
H.M. Queen Suthida's Birthday	Monday, 3 June 2024
Asahna Bucha Day	Monday, July 22, 2024
King Vajiralongkorn's Birthday	Monday, July 29, 2024
Substitution for Her Majesty the Queen Mother's Birthday	Monday, August 12, 2024
Passing of His Majesty the Late King	Monday, October 14, 2024
Chulalongkorn Memorial Day	Wednesday, October 23, 2024
His Majesty the Late King's Birthday	Thursday, December 5, 2024
Substitution for Constitution Day Holiday	Tuesday, December 10, 2024
New Year's Eve	Tuesday, December 31, 2024
New Year's Day 2025*	Wednesday, January 1, 2025

\* Falls under the 2025 calendar year holidays.

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