2027
Global Holidays

Adobe

Contents

Americas region **3**

Brazil 4
Canada | Alberta 5
Canada | British Columbia 6
Canada | Newfoundland 7
Canada | Nova Scotia 8
Canada | Ontario 9
Canada | Quebec 10
Chile 11
Colombia 12
Mexico 13
United States 14

EMEA region **15**

Armenia 16
Austria 17
Belgium 18
Czech Republic 19
Denmark 20
Finland 21
France 22
Germany 23
Ireland 24
Israel 25
Italy | Milan 26
Italy | Rome 27
Italy | Remote 28
Kingdom of Saudi Arabia 29
Moldova 30
Netherlands 31
Norway 32
Poland 33
Romania 34
South Africa 35
Spain | Barcelona 36
Spain | Madrid 37
Spain | Remote 38
Sweden 39
Switzerland | Basel 40
Switzerland | Zurich 41
Switzerland | Remote 42
United Arab Emirates 43
UK | England & Wales 44
UK | Scotland 45
UK | Northern Ireland 46

India region **47**

India | Chennai / Bangalore (coming soon) 48
India | Mumbai (coming soon) 49
India | Noida / New Delhi / Gurgaon (coming soon) 50

APAC region **51**

Australia | Australian Capital Territory 52
Australia | New South Wales 53
Australia | Queensland 54
Australia | South Australia 55
Australia | Victoria 56
Australia | Western Australia 57
China 58
Hong Kong 59
Korea | Seoul 60
New Zealand 61
Singapore 62
Taiwan 63
Thailand 64

Japan region **65**

Japan 66

Americas region

Americas region

Brazil

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Sao Paulo City Birthday	Monday, January 25, 2027
Carnival	Monday, February 8, 2027
Carnival	Tuesday, February 9, 2027
Ash Wednesday	Wednesday, February 10, 2027
Good Friday	Friday, March 26, 2027
Tiradentes Day	Wednesday, April 21, 2027
Labor Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Corpus Christi Day	Thursday, May 27, 2027
State Constitutional Revolution	Friday, July 9, 2027
Black Consciousness Day (in lieu of Saturday, November 20)	Monday, September 6, 2027
Independence Day	Tuesday, September 7, 2027
Lady of Aparecida	Tuesday, October 12, 2027
All Soul's Day	Tuesday, November 2, 2027
Proclamation of the Republic	Monday, November 15, 2027
Christmas Eve	Friday, December 24, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
New Year's Eve	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

Americas region

Canada | Alberta

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Family Day	Monday, February 15, 2027
Good Friday	Friday, March 26, 2027
Victoria Day	Monday, May 24, 2027
Canada Day	Thursday, July 1, 2027
Summer Shutdown	Monday, July 5, 2027
Summer Shutdown (Employee PTO required)	Tuesday, July 6, 2027
Summer Shutdown (Employee PTO required)	Wednesday, July 7, 2027
Summer Shutdown (Employee PTO required)	Thursday, July 8, 2027
Summer Shutdown (Employee PTO required)	Friday, July 9, 2027
Heritage Day	Monday, August 2, 2027
Labour Day	Monday, September 6, 2027
Thanksgiving Day	Monday, October 11, 2027
Remembrance Day	Thursday, November 11, 2027
Christmas Eve	Friday, December 24, 2027
Boxing Day (in lieu of Sunday, December 26)	Monday, December 27, 2027
Christmas Day (in lieu of Saturday, December 25)	Tuesday, December 28, 2027
Company Paid Time (Winter Break)	Wednesday, December 29, 2027
Company Paid Time (Winter Break)	Thursday, December 30, 2027
Company Paid Time (Winter Break)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 calendar year holidays.

Company break periods

During 2027, Adobe plans to have two company scheduled break periods as noted below.

Summer break: July 5 – July 9, 2027. This includes one company paid day (July 5). The days taken that are not company paid (July 6–9) require PTO.

Winter break: December 24, 2027 – January 3, 2028*. 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.

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

Americas region

Canada | British Columbia

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Family Day	Monday, February 15, 2027
Good Friday	Friday, March 26, 2027
Victoria Day	Monday, May 24, 2027
Canada Day	Thursday, July 1, 2027
Summer Shutdown	Monday, July 5, 2027
Summer Shutdown (Employee PTO required)	Tuesday, July 6, 2027
Summer Shutdown (Employee PTO required)	Wednesday, July 7, 2027
Summer Shutdown (Employee PTO required)	Thursday, July 8, 2027
Summer Shutdown (Employee PTO required)	Friday, July 9, 2027
British Columbia Day	Monday, August 2, 2027
Labour Day	Monday, September 6, 2027
National Day for Truth and Reconciliation	Thursday, September 30, 2027
Thanksgiving Day	Monday, October 11, 2027
Remembrance Day	Thursday, November 11, 2027
Christmas Eve	Friday, December 24, 2027
Boxing Day (in lieu of Sunday, December 26)	Monday, December 27, 2027
Christmas Day (in lieu of Saturday, December 25)	Tuesday, December 28, 2027
Company Paid Time (Winter Break)	Wednesday, December 29, 2027
Company Paid Time (Winter Break)	Thursday, December 30, 2027
Company Paid Time (Winter Break)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 calendar year holidays.

Company break periods

During 2027, Adobe plans to have two company scheduled break periods as noted below.

Summer break: July 5 – July 9, 2027. This includes one company paid day (July 5). The days taken that are not company paid (July 6–9) require PTO.

Winter break: December 24, 2027 – January 3, 2028*. 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.

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

Americas region

Canada | Newfoundland

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
St. Patrick's Day	Monday, March 15, 2027
Good Friday	Friday, March 26, 2027
Saint George's Day	Friday, April 23, 2027
Discovery Day	Thursday, June 24, 2027
Canada Day	Thursday, July 1, 2027
Summer Shutdown	Monday, July 5, 2027
Summer Shutdown (Employee PTO required)	Tuesday, July 6, 2027
Summer Shutdown (Employee PTO required)	Wednesday, July 7, 2027
Summer Shutdown (Employee PTO required)	Thursday, July 8, 2027
Summer Shutdown (Employee PTO required)	Friday, July 9, 2027
Orangemen's Day	Monday, July 12, 2027
Regatta Day	Wednesday, August 4, 2027
Labour Day	Monday, September 6, 2027
Thanksgiving Day	Monday, October 11, 2027
Christmas Eve	Friday, December 24, 2027
Boxing Day (in lieu of Sunday, December 26)	Monday, December 27, 2027
Christmas Day (in lieu of Saturday, December 25)	Tuesday, December 28, 2027
Company Paid Time (Winter Break)	Wednesday, December 29, 2027
Company Paid Time (Winter Break)	Thursday, December 30, 2027
Company Paid Time (Winter Break)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 calendar year holidays.

Company break periods

During 2027, Adobe plans to have two company scheduled break periods as noted below.

Summer break: July 5 – July 9, 2027. This includes one company paid day (July 5). The days taken that are not company paid (July 6–9) require PTO.

Winter break: December 24, 2027 – January 3, 2028*. 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.

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

Americas region

Canada | Nova Scotia

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Family Day	Monday, February 15, 2027
Heritage Day	Friday, March 26, 2027
Victoria Day	Monday, May 24, 2027
Canada Day	Thursday, July 1, 2027
Summer Shutdown	Monday, July 5, 2027
Summer Shutdown (Employee PTO required)	Tuesday, July 6, 2027
Summer Shutdown (Employee PTO required)	Wednesday, July 7, 2027
Summer Shutdown (Employee PTO required)	Thursday, July 8, 2027
Summer Shutdown (Employee PTO required)	Friday, July 9, 2027
Civic Day	Monday, August 2, 2027
Labour Day	Monday, September 6, 2027
Thanksgiving Day	Monday, October 11, 2027
Christmas Eve	Friday, December 24, 2027
Boxing Day (in lieu of Sunday, December 26)	Monday, December 27, 2027
Christmas Day (in lieu of Saturday, December 25)	Tuesday, December 28, 2027
Company Paid Time (Winter Break)	Wednesday, December 29, 2027
Company Paid Time (Winter Break)	Thursday, December 30, 2027
Company Paid Time (Winter Break)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 calendar year holidays.

Company break periods

During 2027, Adobe plans to have two company scheduled break periods as noted below.

Summer break: July 5 – July 9, 2027. This includes one company paid day (July 5). The days taken that are not company paid (July 6–9) require PTO.

Winter break: December 24, 2027 – January 3, 2028*. 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.

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

Americas region

Canada | Ontario

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Family Day	Monday, February 15, 2027
Good Friday	Friday, March 26, 2027
Victoria Day	Monday, May 24, 2027
Canada Day	Thursday, July 1, 2027
Summer Shutdown	Monday, July 5, 2027
Summer Shutdown (Employee PTO required)	Tuesday, July 6, 2027
Summer Shutdown (Employee PTO required)	Wednesday, July 7, 2027
Summer Shutdown (Employee PTO required)	Thursday, July 8, 2027
Summer Shutdown (Employee PTO required)	Friday, July 9, 2027
Civic Day	Monday, August 2, 2027
Labour Day	Monday, September 6, 2027
Thanksgiving Day	Monday, October 11, 2027
Christmas Eve	Friday, December 24, 2027
Boxing Day (in lieu of Sunday, December 26)	Monday, December 27, 2027
Christmas Day (in lieu of Saturday, December 25)	Tuesday, December 28, 2027
Company Paid Time (Winter Break)	Wednesday, December 29, 2027
Company Paid Time (Winter Break)	Thursday, December 30, 2027
Company Paid Time (Winter Break)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 calendar year holidays.

Company break periods

During 2027, Adobe plans to have two company scheduled break periods as noted below.

Summer break: July 5 – July 9, 2027. This includes one company paid day (July 5). The days taken that are not company paid (July 6–9) require PTO.

Winter break: December 24, 2027 – January 3, 2028*. 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.

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

Americas region

Canada | Quebec

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
National Patriot's Day	Monday, May 24, 2027
St. Jean Baptiste Day	Thursday, June 24, 2027
Canada Day	Thursday, July 1, 2027
Summer Shutdown	Monday, July 5, 2027
Summer Shutdown (Employee PTO required)	Tuesday, July 6, 2027
Summer Shutdown (Employee PTO required)	Wednesday, July 7, 2027
Summer Shutdown (Employee PTO required)	Thursday, July 8, 2027
Summer Shutdown (Employee PTO required)	Friday, July 9, 2027
Labour Day	Monday, September 6, 2027
Thanksgiving Day	Monday, October 11, 2027
Christmas Eve	Friday, December 24, 2027
Boxing Day (in lieu of Sunday, December 26)	Monday, December 27, 2027
Christmas Day (in lieu of Saturday, December 25)	Tuesday, December 28, 2027
Company Paid Time (Winter Break)	Wednesday, December 29, 2027
Company Paid Time (Winter Break)	Thursday, December 30, 2027
Company Paid Time (Winter Break)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 calendar year holidays.

Company break periods

During 2027, Adobe plans to have two company scheduled break periods as noted below.

Summer break: July 5 – July 9, 2027. This includes one company paid day (July 5). The days taken that are not company paid (July 6–9) require PTO.

Winter break: December 24, 2027 – January 3, 2028*. 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.

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

Americas region

Chile

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Good Friday	Friday, March 26, 2027
Labor Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Navy Day	Friday, May 21, 2027
National Indigenous Peoples Day	Monday, June 21, 2027
Saint Peter and Saint Paul	Monday, June 28, 2027
Our Lady of Mount Carmel	Friday, July 16, 2027
Assumption of Mary (in lieu of Sunday, August 15)	Monday, August 16, 2027
National Day (in lieu of Saturday, September 18)	Friday, September 17, 2027
Army Day (in lieu of Sunday, September 19)	Monday, September 20, 2027
Columbus Day	Monday, October 11, 2027
All Saints' Day	Monday, November 1, 2027
Reformation Day (in lieu of Sunday, October 31)	Tuesday, November 2, 2027
Immaculate Conception Day	Wednesday, December 8, 2027
Christmas Eve	Friday, December 24, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
New Year's Eve	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

Americas region

Colombia

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Epiphany	Wednesday, January 6, 2027
St Joseph's Day (in lieu of Friday, March 19)	Monday, March 22, 2027
Maundy Thursday	Thursday, March 25, 2027
Good Friday	Friday, March 26, 2027
Labor Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Ascension Day	Monday, May 10, 2027
Corpus Christi	Monday, May 31, 2027
Sacred Heart	Monday, June 7, 2027
Saint Peter and Saint Paul	Monday, July 5, 2027
Our Lady of Chiquinquirá	Monday, July 12, 2027
Independence Day	Tuesday, July 20, 2027
Battle of Boyacá (in lieu of Saturday, August 7)	Friday, August 6, 2027
Assumption of Mary	Monday, August 16, 2027
Columbus Day	Monday, October 18, 2027
All Saints' Day	Monday, November 1, 2027
Independence of Cartagena (in lieu of Thursday, November 11)	Monday, November 15, 2027
Feast of the Immaculate Conception	Wednesday, December 8, 2027
Christmas Eve	Friday, December 24, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
New Year's Eve	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

Americas region

Mexico

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Constitution Day	Monday, February 1, 2027
Birthday of Benito Juárez	Monday, March 15, 2027
Maundy Thursday	Thursday, March 25, 2027
Good Friday	Friday, March 26, 2027
Labor Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Puebla's Battle Day (Cinco de Mayo)	Wednesday, May 5, 2027
Independence Day	Thursday, September 16, 2027
All Saints' Day	Monday, November 1, 2027
Revolution Day	Monday, November 15, 2027
Virgin of Guadalupe Day (in lieu of Sunday, December 12)	Monday, December 13, 2027
Christmas Eve	Friday, December 24, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
PTO required	Tuesday, December 28, 2027
PTO required	Wednesday, December 29, 2027
PTO required	Thursday, December 30, 2027
New Year's Eve	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

Americas region

United States

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Martin Luther King Day	Monday, January 18, 2027
Presidents Day	Monday, February 15, 2027
Memorial Day	Monday, May 31, 2027
Independence Day (in lieu of Sunday, July 4)	Monday, July 5, 2027
Summer Holiday	Tuesday, July 6, 2027
Summer Break (NE PTO Required)	Wednesday, July 7, 2027
Summer Break (NE PTO Required)	Thursday, July 8, 2027
Summer Break (NE PTO Required)	Friday, July 9, 2027
Labor Day	Monday, September 6, 2027
Thanksgiving Day	Thursday, November 25, 2027
Thanksgiving holiday	Friday, November 26, 2027
Christmas Eve	Friday, December 24, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Winter Break (NE PTO Required)	Tuesday, December 28, 2027
Winter Break (NE PTO Required)	Wednesday, December 29, 2027
Winter Break (NE PTO Required)	Thursday, December 30, 2027
New Year's Eve	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 calendar year holidays.

Company break periods

During 2027, Adobe plans to have two company scheduled break periods as noted below.

Summer break: July 5 – July 9, 2027. This includes two paid holidays (July 5–6). The days taken that are not company paid (July 7–9) require PTO.

Winter break: December 24, 2027 – January 1, 2028*. This includes four paid holidays (December 24, 27, 31, and January 3*).

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 7–8 and December 28–30, 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.

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

EMEA region

Armenia

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
New Year's holiday (in lieu of Saturday, January 2)	Monday, January 4, 2027
Christmas	Wednesday, January 6, 2027
Day of Remembrance of Those Fallen in the Defense of the Homeland	Wednesday, January 27, 2027
Army Day	Thursday, January 28, 2027
International Women's Day	Monday, March 8, 2027
Armenian Remembrance Day (in lieu of Saturday, April 24)	Friday, April 23, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Victory and Peace Day (in lieu of Sunday, May 9)	Monday, May 10, 2027
1st Republic Day	Friday, May 28, 2027
Constitution Day	Monday, July 5, 2027
Independence Day	Tuesday, September 21, 2027
New Year's Eve	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Austria

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Epiphany	Wednesday, January 6, 2027
Easter Monday	Monday, March 29, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Ascension Day	Thursday, May 6, 2027
Whit Monday	Monday, May 17, 2027
Corpus Christi	Thursday, May 27, 2027
Assumption of Mary (in lieu of Sunday, August 15)	Monday, August 16, 2027
National Day	Tuesday, October 26, 2027
All Saints' Day	Monday, November 1, 2027
Immaculate Conception	Wednesday, December 8, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Belgium

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Easter Monday	Monday, March 29, 2027
Labor Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Ascension Day	Thursday, May 6, 2027
Whit Monday	Monday, May 17, 2027
Belgian National Day	Wednesday, July 21, 2027
Assumption of Mary (in lieu of Sunday, August 15)	Monday, August 16, 2027
All Saints' Day	Monday, November 1, 2027
Armistice Day	Thursday, November 11, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Winter Break (Employee funded/PTO)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Company funded)	Thursday, December 30, 2027
Winter Break (Company funded)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Czech Republic

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
May Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Liberation Day / Victory in Europe Day (in lieu of Saturday, May 8)	Friday, May 7, 2027
Day of Saints Cyril and Methodius	Monday, July 5, 2027
Jan Hus Day	Tuesday, July 6, 2027
Statehood Day	Tuesday, September 28, 2027
Independence Day	Thursday, October 28, 2027
Freedom and Democracy Day	Wednesday, November 17, 2027
Christmas Eve	Friday, December 24, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Denmark

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Maundy Thursday	Thursday, March 25, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Ascension Day	Thursday, May 6, 2027
Whit Monday	Monday, May 17, 2027
Constitution Day (in lieu of Saturday, June 5)	Friday, June 4, 2027
Christmas Eve	Friday, December 24, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Second Day of Christmas (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Company funded)	Thursday, December 30, 2027
Winter Break (Company funded)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Finland

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Epiphany	Wednesday, January 6, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
May Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Ascension Day	Thursday, May 6, 2027
Midsummer's Eve	Friday, June 25, 2027
Midsummer's Day (in lieu of Saturday, June 26)	Monday, June 28, 2027
All Saints' Day (in lieu of Saturday, November 6)	Friday, November 5, 2027
Independence Day	Monday, December 6, 2027
Christmas Eve	Friday, December 24, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
2nd Day of Christmas (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

France

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Easter Monday	Monday, March 29, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Ascension Day	Thursday, May 6, 2027
Armistice Day 1945 / Victory Day (in lieu of Saturday, May 8)	Friday, May 7, 2027
Whit Monday (day worked/PTO)	Monday, May 17, 2027
Bastille Day	Wednesday, July 14, 2027
Assumption Day (in lieu of Sunday, August 15)	Monday, August 16, 2027
All Saints' Day	Monday, November 1, 2027
Armistice Day	Thursday, November 11, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Winter Break (Employee funded/RTT)	Tuesday, December 28, 2027
Winter Break (Employee funded/RTT)	Wednesday, December 29, 2027
Winter Break (Employee funded/RTT)	Thursday, December 30, 2027
New Year's Eve (Company funded)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Germany

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Epiphany	Wednesday, January 6, 2027
International Women's Day	Monday, March 8, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Ascension Day	Thursday, May 6, 2027
Whit Monday	Monday, May 17, 2027
Corpus Christi	Thursday, May 27, 2027
Assumption Day (in lieu of Sunday, August 15)	Monday, August 16, 2027
German Unity Day (in lieu of Sunday, October 3)	Monday, October 4, 2027
All Saints' Day	Monday, November 1, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Boxing Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Ireland

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
St. Brigid's Day	Monday, February 1, 2027
St. Patrick's Day	Wednesday, March 17, 2027
Good Friday (company funded)	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
May Day	Monday, May 3, 2027
June Bank Holiday	Monday, June 7, 2027
August Bank Holiday	Monday, August 2, 2027
October Bank Holiday	Monday, October 25, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Company funded)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Israel

2027 paid holiday and break schedule

Holiday	Date
Purim	Tuesday, March 23, 2027
Pesach Passover	Thursday, April 22, 2027
Pesach Passover	Wednesday, April 28, 2027
Victory Day (in lieu of Saturday, May 8)	Monday, May 10, 2027
Independence Day (Yom HaZikaron)	Wednesday, May 12, 2027
Pentecost (Shavuot)	Friday, June 11, 2027
Fast of Ninth of Av	Wednesday, August 11, 2027
Jewish New Year (Rosh Hashana) (in lieu of Saturday, October 2)	Friday, October 1, 2027
Jewish New Year (Rosh Hashana) (in lieu of Sunday, October 3)	Monday, October 4, 2027
Day of Atonement (Yom Kippur)	Monday, October 11, 2027
First Day of Sukkot (in lieu of Saturday, October 16)	Friday, October 15, 2027
Simchat Torah (in lieu of Sunday, October 24)	Monday, October 25, 2027

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Italy | Milan

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Epiphany	Wednesday, January 6, 2027
Easter Monday	Monday, March 29, 2027
Liberation Day (in lieu of Sunday, April 25)	Monday, April 26, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Republic Day	Wednesday, June 2, 2027
Assumption Day (in lieu of Sunday, August 15)	Monday, August 16, 2027
St. Francis of Assisi	Monday, October 4, 2027
All Saints' Day	Monday, November 1, 2027
Feast of St. Ambrose	Tuesday, December 7, 2027
Immaculate Conception	Wednesday, December 8, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO/ROL)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO/ROL)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO/ROL)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Italy | Rome

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Epiphany	Wednesday, January 6, 2027
Easter Monday	Monday, March 29, 2027
Liberation Day (in lieu of Sunday, April 25)	Monday, April 26, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Republic Day	Wednesday, June 2, 2027
St. Peter and St. Paul	Tuesday, June 29, 2027
Assumption Day (in lieu of Sunday, August 15)	Monday, August 16, 2027
St. Francis of Assisi	Monday, October 4, 2027
All Saints' Day	Monday, November 1, 2027
Immaculate Conception	Wednesday, December 8, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO/ROL)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO/ROL)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO/ROL)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Italy | Remote

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Epiphany	Wednesday, January 6, 2027
Easter Monday	Monday, March 29, 2027
Liberation Day (in lieu of Sunday, April 25)	Monday, April 26, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Republic Day	Wednesday, June 2, 2027
Assumption Day (in lieu of Sunday, August 15)	Monday, August 16, 2027
St. Francis of Assisi	Monday, October 4, 2027
All Saints' Day	Monday, November 1, 2027
Immaculate Conception	Wednesday, December 8, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Company funded)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO/ROL)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO/ROL)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 calendar year holidays.

** If there is a local holiday observance where you reside/work that is not listed on the Adobe 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Kingdom of Saudi Arabia

2027 paid holiday and break schedule

Holiday	Date
Saudi Founding Day	Monday, February 22, 2027
Eid Al Fitr Holiday	Tuesday, March 9, 2027
Eid Al Fitr Holiday	Wednesday, March 10, 2027
Eid Al Fitr Holiday	Thursday, March 11, 2027
Eid Al Fitr Holiday (in lieu of Friday, March 12)	Sunday, March 14, 2027
Arafah	Sunday, May 16, 2027
Eid Al Adha	Monday, May 17, 2027
Eid Al Adha	Tuesday, May 18, 2027
Eid Al Adha	Wednesday, May 19, 2027
Saudi National Day	Thursday, September 23, 2027
Christmas Eve (in lieu of Friday, December 24, Company funded)	Thursday, December 23, 2027
Christmas Day (Company funded, in lieu of Saturday, December 25)	Sunday, December 26, 2027

* 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Moldova

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Orthodox Christmas Day	Thursday, January 7, 2027
Orthodox Christmas Day holiday	Friday, January 8, 2027
International Women's Day	Monday, March 8, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Orthodox Easter Monday	Monday, May 3, 2027
Memorial Easter	Monday, May 10, 2027
Victory & Commemoration Day (in lieu of Sunday, May 9)	Tuesday, May 11, 2027
Children's Day	Tuesday, June 1, 2027
Independence Day	Friday, August 27, 2027
National Language Day	Tuesday, August 31, 2027
City Day	Thursday, October 14, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Winter Break (Employee Funded/PTO)	Tuesday, December 28, 2027
Winter Break (Employee Funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee Funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee Funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Netherlands

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
King's Day	Tuesday, April 27, 2027
Liberation Day	Wednesday, May 5, 2027
Ascension Day	Thursday, May 6, 2027
Whit Monday	Monday, May 17, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Company funded)	Wednesday, December 29, 2027
Winter Break (Company funded)	Thursday, December 30, 2027
Winter Break (Company funded)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Norway

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Maundy Thursday	Thursday, March 25, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Ascension Day	Thursday, May 6, 2027
Constitution Day	Monday, May 17, 2027
Whit Monday (in lieu of Sunday, May 16)	Tuesday, May 18, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Boxing Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Company funded)	Thursday, December 30, 2027
Winter Break (Company funded)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Poland

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Epiphany	Wednesday, January 6, 2027
Easter Monday	Monday, March 29, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Constitution Day	Monday, May 3, 2027
Corpus Christi	Thursday, May 27, 2027
Assumption Day (in lieu of Sunday, August 15)	Monday, August 16, 2027
All Saints' Day	Monday, November 1, 2027
Independence Day	Thursday, November 11, 2027
Christmas Eve	Friday, December 24, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Romania

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Day after New Year's Day (in lieu of Saturday, January 2)	Monday, January 4, 2027
Feast of the Theophany	Wednesday, January 6, 2027
Synaxis of St. John the Baptist	Thursday, January 7, 2027
Unification Day (in lieu of Sunday, January 24)	Monday, January 25, 2027
Labor Day (in lieu of Saturday, May 1)	Thursday, April 29, 2027
Orthodox Easter Friday	Friday, April 30, 2027
Orthodox Easter Monday	Monday, May 3, 2027
International Children's Day	Tuesday, June 1, 2027
Orthodox Pentecost Monday	Monday, June 21, 2027
Saint Mary's Day (in lieu of Sunday, August 15)	Monday, August 16, 2027
Feast of St. Andrews	Tuesday, November 30, 2027
National Day	Wednesday, December 1, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Second Day of Christmas (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

South Africa

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Human Rights Day (in lieu of Sunday, March 21)	Monday, March 22, 2027
Good Friday	Friday, March 26, 2027
Family Day	Monday, March 29, 2027
Freedom Day	Tuesday, April 27, 2027
Worker's Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Youth Day	Wednesday, June 16, 2027
National Women's Day	Monday, August 9, 2027
Heritage Day	Friday, September 24, 2027
Day of Reconciliation	Thursday, December 16, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Day of Goodwill (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Spain | Barcelona

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Epiphany	Wednesday, January 6, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Whit Monday/Pentecost Monday	Monday, May 17, 2027
Saint John	Thursday, June 24, 2027
Assumption Day (in lieu of Sunday, August 15)	Monday, August 16, 2027
Local Holiday (in lieu of Saturday, September 11)	Friday, September 10, 2027
Festival of Our Lady of Mercy	Friday, September 24, 2027
National Holiday of Spain	Tuesday, October 12, 2027
All Saints' Day	Monday, November 1, 2027
Constitution Day	Monday, December 6, 2027
Immaculate Conception	Wednesday, December 8, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Spain | Madrid

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Epiphany	Wednesday, January 6, 2027
Holy Thursday	Thursday, March 25, 2027
Good Friday	Friday, March 26, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Day of Madrid (in lieu of Sunday, May 2)	Monday, May 3, 2027
San Isidro Labrador (in lieu of Saturday, May 15)	Friday, May 14, 2027
Santiago Apóstol (in lieu of Sunday, July 25)	Monday, July 26, 2027
Assumption Day (in lieu of Sunday, August 15)	Monday, August 16, 2027
Hispanic Day	Tuesday, October 12, 2027
All Saints' Day	Monday, November 1, 2027
Lady of the Almudena	Tuesday, November 9, 2027
Constitution Day	Monday, December 6, 2027
Immaculate Conception	Wednesday, December 8, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Spain | Remote

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Epiphany	Wednesday, January 6, 2027
Good Friday	Friday, March 26, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Assumption Day (in lieu of Sunday, August 15)	Monday, August 16, 2027
Hispanic Day	Tuesday, October 12, 2027
All Saints' Day	Monday, November 1, 2027
Constitution Day	Monday, December 6, 2027
Immaculate Conception	Wednesday, December 8, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Winter Break (Employee funded/PTO)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Sweden

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Epiphany	Wednesday, January 6, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Ascension Day	Thursday, May 6, 2027
Whit Sunday (in lieu of Sunday, May 16)	Monday, May 17, 2027
National Day (in lieu of Sunday, June 6)	Monday, June 7, 2027
Midsummer's Eve	Friday, June 25, 2027
Midsummer's Day (in lieu of Saturday, June 26)	Monday, June 28, 2027
All Saints' Day (in lieu of Saturday, November 6)	Friday, November 5, 2027
Christmas Eve	Friday, December 24, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Second Day of Christmas (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Switzerland | Basel

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Berchtold Day (in lieu of Saturday, January 2)	Monday, January 4, 2027
Carnival	Monday, February 15, 2027
Carnival	Tuesday, February 16, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Ascension Day	Thursday, May 6, 2027
Whit Monday	Monday, May 17, 2027
National Day (in lieu of Sunday, August 1)	Monday, August 2, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Switzerland | Zurich

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Berchtold Day (in lieu of Saturday, January 2)	Monday, January 4, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Sechselauten	Monday, April 19, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Ascension Day	Thursday, May 6, 2027
Whit Monday	Monday, May 17, 2027
National Day (in lieu of Sunday, August 1)	Monday, August 2, 2027
Knabenschiessen	Monday, September 13, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

Switzerland | Remote

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Berchtold Day (in lieu of Saturday, January 2)	Monday, January 4, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Ascension Day	Thursday, May 6, 2027
Whit Monday	Monday, May 17, 2027
National Day (in lieu of Sunday, August 1)	Monday, August 2, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
St. Stephen's Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Employee funded/PTO)	Wednesday, December 29, 2027
Winter Break (Employee funded/PTO)	Thursday, December 30, 2027
Winter Break (Employee funded/PTO)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 calendar year holidays.

** If there is a local holiday observance where you reside/work that is not listed on 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

United Arab Emirates

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Eid Al Fitr Holiday	Wednesday, March 10, 2027
Eid Al Fitr Holiday	Thursday, March 11, 2027
Eid Al Fitr Holiday	Friday, March 12, 2027
Arafah (in lieu of Saturday, May 15)	Friday, May 14, 2027
Eid Al Adha	Monday, May 17, 2027
Eid Al Adha	Tuesday, May 18, 2027
Eid Al Adha (in lieu of Sunday, May 16)	Wednesday, May 19, 2027
Al-Hijra New Year Day (in lieu of Sunday, June 6)	Monday, June 7, 2027
Prophet Muhammad's Birthday (in lieu of Sunday, August 15)	Monday, August 16, 2027
Commemoration Day	Tuesday, November 30, 2027
National Day	Thursday, December 2, 2027
National Day	Friday, December 3, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 calendar year holidays.

** The working days are Monday–Friday.

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

UK | England & Wales

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Early May Bank Holiday	Monday, May 3, 2027
Spring Bank Holiday	Monday, May 31, 2027
Summer Bank Holiday	Monday, August 30, 2027
Christmas Eve	Friday, December 24, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Boxing Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Company funded)	Wednesday, December 29, 2027
Winter Break (Company funded)	Thursday, December 30, 2027
Winter Break (Company funded)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

UK | Scotland

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Day after New Year's Day (in lieu of Saturday, January 2)	Monday, January 4, 2027
Good Friday	Friday, March 26, 2027
Early May Bank Holiday	Monday, May 3, 2027
Spring Bank Holiday	Monday, May 31, 2027
Summer Bank Holiday	Monday, August 2, 2027
St. Andrew's Day	Tuesday, November 30, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Boxing Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Company funded)	Wednesday, December 29, 2027
Winter Break (Company funded)	Thursday, December 30, 2027
Winter Break (Company funded)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

EMEA region

UK | Northern Ireland

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
St. Patrick's Day	Wednesday, March 17, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Early May Bank Holiday	Monday, May 3, 2027
Spring Bank Holiday	Monday, May 31, 2027
Battle of the Boyne	Monday, July 12, 2027
Summer Bank Holiday	Monday, August 30, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Boxing Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Winter Break (Company funded)	Wednesday, December 29, 2027
Winter Break (Company funded)	Thursday, December 30, 2027
Winter Break (Company funded)	Friday, December 31, 2027
New Year's Day*	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

India region

India region

India | Chennai / Bangalore (coming soon)

2027 paid holiday and break schedule

Holiday	Date

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

India region

India | Mumbai (coming soon)

2027 paid holiday and break schedule

Holiday	Date

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

India region

India | Noida / New Delhi / Gurgaon (coming soon)

2027 paid holiday and break schedule

Holiday	Date

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

APAC region

Australia | Australian Capital Territory

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Australia Day	Tuesday, January 26, 2027
Canberra Day	Monday, March 8, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Anzac Day (in lieu of Sunday, April 25)	Monday, April 26, 2027
Reconciliation Day	Monday, May 31, 2027
King's Birthday	Monday, June 14, 2027
Labour Day	Monday, October 4, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Boxing Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Employee-funded/PTO	Wednesday, December 29, 2027
Employee-funded/PTO	Thursday, December 30, 2027
Employee-funded/PTO	Friday, December 31, 2027
New Year's Day* (in lieu of Saturday, January 1)	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

Australia | New South Wales

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Australia Day	Tuesday, January 26, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Anzac Day (in lieu of Sunday, April 25)	Monday, April 26, 2027
King's Birthday	Monday, June 14, 2027
Labour Day	Monday, October 4, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Boxing Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Employee-funded/PTO	Wednesday, December 29, 2027
Employee-funded/PTO	Thursday, December 30, 2027
Employee-funded/PTO	Friday, December 31, 2027
New Year's Day* (in lieu of Saturday, January 1)	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

Australia | Queensland

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Australia Day	Tuesday, January 26, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Anzac Day (in lieu of Sunday, April 25)	Monday, April 26, 2027
Labour Day	Monday, May 3, 2027
Royal Queensland Show	Wednesday, August 11, 2027
King's Birthday	Monday, October 4, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Boxing Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Employee-funded/PTO	Wednesday, December 29, 2027
Employee-funded/PTO	Thursday, December 30, 2027
Employee-funded/PTO	Friday, December 31, 2027
New Year's Day* (in lieu of Saturday, January 1)	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

Australia | South Australia

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Australia Day	Tuesday, January 26, 2027
Adelaide Cup Day	Monday, March 8, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Anzac Day (in lieu of Sunday, April 25)	Monday, April 26, 2027
King's Birthday	Monday, June 14, 2027
Labour Day	Monday, October 4, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Boxing/Proclamation Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Employee-funded/PTO	Wednesday, December 29, 2027
Employee-funded/PTO	Thursday, December 30, 2027
Employee-funded/PTO	Friday, December 31, 2027
New Year's Day* (in lieu of Saturday, January 1)	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

Australia | Victoria

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Australia Day	Tuesday, January 26, 2027
Labour Day	Monday, March 8, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Anzac Day (in lieu of Sunday, April 25)	Monday, April 26, 2027
King's Birthday	Monday, June 14, 2027
Friday before the AFL Grand Final	Subject to AFL Schedule
Melbourne Cup Day	Tuesday, November 2, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Boxing/Proclamation Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Employee-funded/PTO	Wednesday, December 29, 2027
Employee-funded/PTO	Thursday, December 30, 2027
Employee-funded/PTO	Friday, December 31, 2027
New Year's Day* (in lieu of Saturday, January 1)	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

Australia | Western Australia

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Australia Day	Tuesday, January 26, 2027
Labour Day	Monday, March 1, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Anzac Day (in lieu of Sunday, April 25)	Monday, April 26, 2027
Western Australia Day	Monday, June 7, 2027
King's Birthday	Monday, September 27, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Boxing/Proclamation Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Employee-funded/PTO	Wednesday, December 29, 2027
Employee-funded/PTO	Thursday, December 30, 2027
Employee-funded/PTO	Friday, December 31, 2027
New Year's Day* (in lieu of Saturday, January 1)	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

China

2027 paid holiday and break schedule

Holiday	Date
New Year's Day 2027	Friday, January 1, 2027
Lunar Chinese New Year	Friday, February 5, 2027
Lunar Chinese New Year	Monday, February 8, 2027
Lunar Chinese New Year	Tuesday, February 9, 2027
Lunar Chinese New Year	Wednesday, February 10, 2027
Lunar Chinese New Year (in exchange for January 31 being a work day)	Thursday, February 11, 2027
Lunar Chinese New Year (in exchange for February 14 being a work day)	Friday, February 12, 2027
Women's Day (half day; female employees only)	Monday, March 8, 2027
Qing Ming Festival	Monday, April 5, 2027
Labour Day	Monday, May 3, 2027
Labour Day	Tuesday, May 4, 2027
Labour Day (in exchange for May 8 being a work day)	Wednesday, May 5, 2027
Dragon Boat Festival	Wednesday, June 9, 2027
Chinese Mid-Autumn Festival	Wednesday, September 15, 2027
National Day	Friday, October 1, 2027
National Day	Monday, October 4, 2027
National Day	Tuesday, October 5, 2027
National Day (in exchange for September 26 being a work day)	Wednesday, October 6, 2027
National Day (in exchange for October 9 being a work day)	Thursday, October 7, 2027

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

Hong Kong

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Lunar New Year (in lieu of Saturday, February 6)	Friday, February 5, 2027
Lunar New Year	Monday, February 8, 2027
Lunar New Year	Tuesday, February 9, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Ching Ming Festival	Monday, April 5, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Birthday of the Buddha	Thursday, May 13, 2027
Tuen Ng Festival – Dragon Boat Festival	Wednesday, June 9, 2027
Hong Kong SAR Establishment Day	Thursday, July 1, 2027
The day following the Chinese Mid-Autumn Festival	Thursday, September 16, 2027
National Day	Friday, October 1, 2027
Chung Yeung Festival	Friday, October 8, 2027
Christmas Day (in lieu of Saturday, December 25)	Friday, December 24, 2027
The first weekday after Christmas Day	Monday, December 27, 2027

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

Korea | Seoul

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Korean New Year	Monday, February 8, 2027
Korean New Year	Tuesday, February 9, 2027
Employee-funded/PTO	Thursday, February 11, 2027
Employee-funded/PTO	Friday, February 12, 2027
Independence Movement Day	Monday, March 1, 2027
Labor Day (in lieu of Saturday, May 1)	Monday, May 3, 2027
Children's Day	Wednesday, May 5, 2027
Buddha's Day	Thursday, May 13, 2027
Memorial Day (in lieu of Sunday, June 6)	Monday, June 7, 2027
Constitution Day (in lieu of Saturday, July 17)	Monday, July 19, 2027
National Liberation Day (in lieu of Sunday, August 15)	Monday, August 16, 2027
Employee-funded/PTO	Monday, September 13, 2027
Harvest Festival Holiday	Tuesday, September 14, 2027
Harvest Festival Holiday	Wednesday, September 15, 2027
Harvest Festival Holiday	Thursday, September 16, 2027
Employee-funded/PTO	Friday, September 17, 2027
National Foundation Day (in lieu of Sunday, October 3)	Monday, October 4, 2027
Hangeul Day (in lieu of Saturday, October 9)	Monday, October 11, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

New Zealand

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Day after New Year's Day (in lieu of Saturday, January 2)	Monday, January 4, 2027
Waitangi Day (in lieu of Saturday, February 6)	Friday, February 5, 2027
Good Friday	Friday, March 26, 2027
Easter Monday	Monday, March 29, 2027
Anzac Day (in lieu of Sunday, April 25)	Monday, April 26, 2027
King's Birthday	Monday, June 7, 2027
Matariki Day	Friday, June 25, 2027
Labour Day	Monday, October 25, 2027
Christmas Day (in lieu of Saturday, December 25)	Monday, December 27, 2027
Boxing Day (in lieu of Sunday, December 26)	Tuesday, December 28, 2027
Employee-funded/PTO	Wednesday, December 29, 2027
Employee-funded/PTO	Thursday, December 30, 2027
Employee-funded/PTO	Friday, December 31, 2027
New Year's Day* (in lieu of Saturday, January 1)	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

Singapore

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Lunar New Year (in lieu of Saturday, February 6)	Friday, February 5, 2027
Lunar New Year (in lieu of Sunday, February 7)	Monday, February 8, 2027
Hari Raya Puasa	Wednesday, March 10, 2027
Good Friday	Friday, March 26, 2027
Labour Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Hari Raya Haji (in lieu of Sunday, May 16)	Monday, May 17, 2027
Vesak Day	Thursday, May 20, 2027
National Day	Monday, August 9, 2027
Deepavali	Thursday, October 28, 2027
Christmas Day (in lieu of Saturday, December 25)	Friday, December 24, 2027
New Year's Day* (in lieu of Saturday, January 1)	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

Taiwan

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Lunar New Year	Thursday, February 4, 2027
Lunar New Year's Eve	Friday, February 5, 2027
Lunar New Year	Monday, February 8, 2027
Lunar New Year (in lieu of Saturday, February 6)	Tuesday, February 9, 2027
Lunar New Year (in lieu of Sunday, February 7)	Wednesday, February 10, 2027
Memorial Day (in lieu of Sunday, February 28)	Monday, March 1, 2027
Tomb Sweeping Day	Monday, April 5, 2027
Children's Day (in lieu of Sunday, April 4)	Tuesday, April 6, 2027
Labor Day (in lieu of Saturday, May 1)	Friday, April 30, 2027
Dragon Boat Festival	Wednesday, June 9, 2027
Mid-Autumn Festival	Wednesday, September 15, 2027
National Day (in lieu of Sunday, October 10)	Monday, October 11, 2027
Taiwan's Retrocession Day	Monday, October 25, 2027
Constitution Day (in lieu of Saturday, December 25)	Friday, December 24, 2027
Day off for Republic Day	Friday, December 31, 2028

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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

APAC region

Thailand

2027 paid holiday and break schedule

Holiday	Date
New Year's Day	Friday, January 1, 2027
Makha Bucha Day (in lieu of Sunday, February 21)	Monday, February 22, 2027
Chakri Day	Tuesday, April 6, 2027
Songkran Festival	Tuesday, April 13, 2027
Songkran Festival	Wednesday, April 14, 2027
Songkran Festival	Thursday, April 15, 2027
Labour Day (in lieu of Saturday, May 1)	Monday, May 3, 2027
Coronation of King Vajiralongkorn	Tuesday, May 4, 2027
Visakha Bucha Day	Thursday, May 20, 2027
H.M. Queen Suthida's Birthday	Thursday, June 3, 2027
Asahna Bucha Day (in lieu of Sunday, July 18)	Monday, July 19, 2027
King Vajiralongkorn's Birthday	Wednesday, July 28, 2027
Her Majesty the Queen Mother's Birthday	Thursday, August 12, 2027
Passing of His Majesty the Late King	Wednesday, October 13, 2027
Chulalongkorn Memorial Day (in lieu of Saturday, October 23)	Monday, October 25, 2027
His Majesty the Late King's Birthday (in lieu of Sunday, December 5)	Monday, December 6, 2027
Constitution Day Holiday	Friday, December 10, 2027
New Year's Eve	Friday, December 31, 2027
New Year's Day* (in lieu of Saturday, January 1)	Monday, January 3, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.

Japan region

Japan region

Japan

2027 paid holiday and break schedule

Holiday	Date
New Year's Day 元日	Friday, January 1, 2027
Adobe Paid Holiday アドビ特別公休日	Monday, January 4, 2027
Coming of Age Day 成人の日	Monday, January 11, 2027
National Foundation Day 建国記念の日	Thursday, February 11, 2027
Emperor's Birthday 天皇誕生日	Tuesday, February 23, 2027
Vernal Equinox Day (in lieu of Sunday, March 21) 春分の日	Monday, March 22, 2027
Showa Day 昭和の日(ゴールディンウィーク期間)	Thursday, April 29, 2027
Adobe Paid Holiday アドビ特別公休日	Friday, April 30, 2027
Constitution Day 憲法記念日 (ゴールディンウィーク期間	Monday, May 3, 2027
Greenery Day みどりの日 (ゴールディンウィーク期間)	Tuesday, May 4, 2027
Children's Day こどもの日 (ゴールディンウィーク期間)	Wednesday, May 5, 2027
Marine Day 海の日	Monday, July 19, 2027
Mountain Day 山の日	Wednesday, August 11, 2027
Respect for Aged Day 敬老の日	Monday, September 20, 2027
Autumnal Equinox Day 秋分の日	Thursday, September 23, 2027
Sports Day スポーツの日	Monday, October 11, 2027
National Culture Day 文化の日	Wednesday, November 3, 2027
Labor Thanksgiving Day 勤労感謝の日	Tuesday, November 23, 2027
Adobe Paid Holiday アドビ特別公休日	Monday, December 27, 2027
Adobe Paid Holiday アドビ特別公休日	Tuesday, December 28, 2027
Adobe Paid Holiday アドビ特別公休日	Wednesday, December 29, 2027
Adobe Paid Holiday アドビ特別公休日	Thursday, December 30, 2027
Adobe Paid Holiday アドビ特別公休日	Friday, December 31, 2027
New Year's Day* (in lieu of Saturday, January 1) 元日	Monday, January 3, 2028
Adobe Paid Holiday* アドビ特別公休日	Tuesday, January 4, 2028

* Falls under the 2028 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 U.S. exempt employee, to observe cultural or religious holidays not included above. Please be considerate of global holidays, as you schedule meetings and events.

© 2026 Adobe. All Rights Reserved. Adobe Confidential.


Adobe