

# 2025 Global Holidays



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# Brazil

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day Holiday	Wednesday, January 1, 2025
Sao Paulo City Birthday (in lieu of Saturday, January 25)	Friday, January 24, 2025
Carnival	Monday, March 3, 2025
Carnival	Tuesday, March 4, 2025
Ash Wednesday	Wednesday, March 5, 2025
Good Friday	Friday, April 18, 2025
Tiradentes Day	Monday, April 21, 2025
Labor Day	Thursday, May 1, 2025
Corpus Christi Day	Thursday, June 19, 2025
State Constitutional Revolution	Wednesday, July 9, 2025
Independence Day (in lieu of Sunday, September 7)	Monday, September 8, 2025
Black Consciousness Day	Thursday, November 20, 2025
Christmas Eve	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025
After Christmas Day	Friday, December 26, 2025
New Year's Week	Monday, December 29, 2025
New Year's Week	Tuesday, December 30, 2025
New Year's Eve	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Family Day	Monday, February 17, 2025
Good Friday	Friday, April 18, 2025
Victoria Day	Monday, May 19, 2025
Company Paid Time (Summer Break)	Monday, June 30, 2025
Canada Day	Tuesday, July 1, 2025
Vacation Day (Summer Break)	Wednesday, July 2, 2025
Vacation Day (Summer Break)	Thursday, July 3, 2025
Vacation Day (Summer Break)	Friday, July 4, 2025
Civic Day	Monday, August 4, 2025
Labor Day	Monday, September 1, 2025
Thanksgiving Day	Monday, October 13, 2025
Remembrance Day	Tuesday, November 11, 2025
Christmas Eve (Winter Break)	Wednesday, December 24, 2025
Christmas Day (Winter Break)	Thursday, December 25, 2025
Boxing Day (Winter Break)	Friday, December 26, 2025
Company Paid Time (Winter Break)	Monday, December 29, 2025
Company Paid Time (Winter Break)	Tuesday, December 30, 2025
Company Paid Time (Winter Break)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

**Company Break Periods** – During 2025, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break

June 30 – July 4, 2025. This includes one company paid day (June 30) and three vacation days (July 2, 3, & 4). 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, 2025 – January 1, 2026\*. 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.

\*Thursday, January 1, 2026 is a company paid holiday that will fall under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Family Day	Monday, February 17, 2025
Good Friday	Friday, April 18, 2025
Victoria Day	Monday, May 19, 2025
Company Paid Time (Summer Break)	Monday, June 30, 2025
Canada Day	Tuesday, July 1, 2025
Vacation Day (Summer Break)	Wednesday, July 2, 2025
Vacation Day (Summer Break)	Thursday, July 3, 2025
Vacation Day (Summer Break)	Friday, July 4, 2025
Civic Day	Monday, August 4, 2025
Labor Day	Monday, September 1, 2025
National Day for Truth and Reconciliation	Tuesday, September 30, 2025
Thanksgiving Day	Monday, October 13, 2025
Remembrance Day	Tuesday, November 11, 2025
Christmas Eve (Winter Break)	Wednesday, December 24, 2025
Christmas Day (Winter Break)	Thursday, December 25, 2025
Boxing Day (Winter Break)	Friday, December 26, 2025
Company Paid Time (Winter Break)	Monday, December 29, 2025
Company Paid Time (Winter Break)	Tuesday, December 30, 2025
Company Paid Time (Winter Break)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

**Company Break Periods** – During 2025, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break

June 30 – July 4, 2025. This includes one company paid day (June 30) and three vacation days (July 2, 3, & 4). 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, 2025 – January 1, 2026\*. 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.

\*Thursday, January 1, 2026 is a company paid holiday that will fall under the 2026 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.

## AMERICAS REGION

\*Thursday, January 1, is a company paid holiday that will fall under the 2026 calendar year holidays.

# Canada (Nova Scotia)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Family Day	Monday, February 17, 2025
Good Friday	Friday, April 18, 2025
Victoria Day	Monday, May 19, 2025
Company Paid Time (Summer Break)	Monday, June 30, 2025
Canada Day	Tuesday, July 1, 2025
Vacation Day (Summer Break)	Wednesday, July 2, 2025
Vacation Day (Summer Break)	Thursday, July 3, 2025
Vacation Day (Summer Break)	Friday, July 4, 2025
Civic Day	Monday, August 4, 2025
Labor Day	Monday, September 1, 2025
Thanksgiving Day	Monday, October 13, 2025
Christmas Eve (Winter Break)	Wednesday, December 24, 2025
Christmas Day (Winter Break)	Thursday, December 25, 2025
Boxing Day (Winter Break)	Friday, December 26, 2025
Company Paid Time (Winter Break)	Monday, December 29, 2025
Company Paid Time (Winter Break)	Tuesday, December 30, 2025
Company Paid Time (Winter Break)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

**Company Break Periods** – During 2025, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break

June 30 – July 4, 2025. This includes one company paid day (June 30) and three vacation days (July 2, 3, & 4). 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, 2025 – January 1, 2026\*. 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.

\*Thursday, January 1, 2026 is a company paid holiday that will fall under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Family Day	Monday, February 17, 2025
Good Friday	Friday, April 18, 2025
Victoria Day	Monday, May 19, 2025
Company Paid Time (Summer Break)	Monday, June 30, 2025
Canada Day	Tuesday, July 1, 2025
Vacation Day (Summer Break)	Wednesday, July 2, 2025
Vacation Day (Summer Break)	Thursday, July 3, 2025
Vacation Day (Summer Break)	Friday, July 4, 2025
Civic Day	Monday, August 4, 2025
Labor Day	Monday, September 1, 2025
Thanksgiving Day	Monday, October 13, 2025
Christmas Eve (Winter Break)	Wednesday, December 24, 2025
Christmas Day (Winter Break)	Thursday, December 25, 2025
Boxing Day (Winter Break)	Friday, December 26, 2025
Company Paid Time (Winter Break)	Monday, December 29, 2025
Company Paid Time (Winter Break)	Tuesday, December 30, 2025
Company Paid Time (Winter Break)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

**Company Break Periods** – During 2025, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break

June 30 – July 4, 2025. This includes one company paid day (June 30) and three vacation days (July 2, 3, & 4). 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, 2025 – January 1, 2026\*. 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.

\*Thursday, January 1, 2026, is a company paid holiday that will fall under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Victoria Day	Monday, May 19, 2025
St. Jean Baptiste Day	Tuesday, June 24, 2025
Company Paid Time (Summer Break)	Monday, June 30, 2025
Canada Day	Tuesday, July 1, 2025
Vacation Day (Summer Break)	Wednesday, July 2, 2025
Vacation Day (Summer Break)	Thursday, July 3, 2025
Vacation Day (Summer Break)	Friday, July 4, 2025
Labor Day	Monday, September 1, 2025
Thanksgiving Day	Monday, October 13, 2025
Christmas Eve (Winter Break)	Wednesday, December 24, 2025
Christmas Day (Winter Break)	Thursday, December 25, 2025
Boxing Day (Winter Break)	Friday, December 26, 2025
Company Paid Time (Winter Break)	Monday, December 29, 2025
Company Paid Time (Winter Break)	Tuesday, December 30, 2025
Company Paid Time (Winter Break)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

**Company Break Periods** – During 2025, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break

June 30 – July 4, 2025. This includes one company paid day (June 30) and three vacation days (July 2, 3, & 4). 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, 2025 – January 1, 2026\*. 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.

\*Thursday, January 1, 2026, is a company paid holiday that will fall under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Family Day	Monday, February 17, 2025
Good Friday	Friday, April 18, 2025
Victoria Day	Monday, May 19, 2025
Company Paid Time (Summer Break)	Monday, June 30, 2025
Canada Day	Tuesday, July 1, 2025
Vacation Day (Summer Break)	Wednesday, July 2, 2025
Vacation Day (Summer Break)	Thursday, July 3, 2025
Vacation Day (Summer Break)	Friday, July 4, 2025
Saskatchewan Day	Monday, August 4, 2025
Labor Day	Monday, September 1, 2025
Thanksgiving Day	Monday, October 13, 2025
Remembrance Day	Tuesday, November 11, 2025
Christmas Eve (Winter Break)	Wednesday, December 24, 2025
Christmas Day (Winter Break)	Thursday, December 25, 2025
Boxing Day (Winter Break)	Friday, December 26, 2025
Company Paid Time (Winter Break)	Monday, December 29, 2025
Company Paid Time (Winter Break)	Tuesday, December 30, 2025
Company Paid Time (Winter Break)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

**Company Break Periods** – During 2025, Adobe plans to have two company scheduled break periods as noted below.

### Summer Break

June 30 – July 4, 2025. This includes one company paid day (June 30) and three vacation days (July 2, 3, & 4). 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, 2025 – January 1, 2026\*. 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.

\*Thursday, January 1, 2026, is a company paid holiday that will fall under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Good Friday	Friday, April 18, 2025
Labor Day	Thursday, May 1, 2025
Navy Day	Wednesday, May 21, 2025
National Indigenous Peoples Day	Friday, June 20, 2025
Our Lady of Mount Carmel	Wednesday, July 16, 2025
Assumption of Mary	Friday, August 15, 2025
National Day	Thursday, September 18, 2025
Army Day	Friday, September 19, 2025
Reformation Day	Friday, October 31, 2025
Immaculate Conception Day	Monday, December 8, 2025
Christmas Eve	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025
After Christmas Day	Friday, December 26, 2025
After Christmas Day	Monday, December 29, 2025
New Year's Monday	Tuesday, December 30, 2025
New Year's Eve	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day Holiday	Wednesday, January 1, 2025
Epiphany	Monday, January 6, 2025
St Joseph's Day	Monday, March 24, 2025
Maundy Thursday	Thursday, April 17, 2025
Good Friday	Friday, April 18, 2025
Labor Day	Thursday, May 1, 2025
Ascension Day	Monday, June 2, 2025
Corpus Christi	Monday, June 23, 2025
Sacred Heart	Monday, June 30, 2025
Saint Peter and Saint Paul	Monday, June 30, 2025
Battle of Boyacá	Thursday, August 7, 2025
Assumption of Mary	Monday, August 18, 2025
All Saints' Day	Monday, November 3, 2025
Independence of Cartagena	Tuesday, November 17, 2025
Feast of the Immaculate Conception	Monday, December 8, 2025
Christmas Eve	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025
After Christmas Day	Friday, December 26, 2025
Before New Year's Eve	Tuesday, December 30, 2025
New Year's Eve	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day Holiday	Wednesday, January 1, 2025
Constitution Day	Monday, February 3, 2025
Birthday of Benito Juárez	Monday, March 17, 2025
Maundy Thursday	Thursday, April 17, 2025
Good Friday	Friday, April 18, 2025
Labor Day	Thursday, May 1, 2025
Puebla's Battle Day (Cinco de Mayo)	Monday, May 5, 2025
Independence Day	Tuesday, September 16, 2025
All Saints' Day (in lieu of Saturday, November 1)	Friday, October 31, 2025
Revolution Day	Monday, November 17, 2025
Virgin of Guadalupe Day	Friday, December 12, 2025
Christmas Eve	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025
PTO Required	Friday, December 26, 2025
PTO Required	Monday, December 29, 2025
PTO Required	Tuesday, December 30, 2025
New Year's Eve	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Martin Luther King Day	Monday, January 20, 2025
Presidents Day	Monday, February 17, 2025
Memorial Day	Monday, May 26, 2025
Summer Break (NE PTO Required)	Monday, June 30, 2025
Summer Break (NE PTO Required)	Tuesday, July 1, 2025
Summer Break (NE PTO Required)	Wednesday, July 2, 2025
Summer Holiday	Thursday, July 3, 2025
Independence Day	Friday, July 4, 2025
Labor Day	Monday, September 1, 2025
Thanksgiving Day	Thursday, November 27, 2025
Thanksgiving Holiday	Friday, November 28, 2025
Christmas Eve	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025
Winter Break (NE PTO Required)	Friday, December 26, 2025
Winter Break (NE PTO Required)	Monday, December 29, 2025
Winter Break (NE PTO Required)	Tuesday, December 30, 2025
New Year's Eve	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

**Company Break Periods** – During 2025, Adobe plans to have two company break periods as noted below.

### Summer Break

June 30 – July 4, 2025, including two paid holidays (July 3-4)

### Winter Break

December 24, 2025 – January 1, 2026\*, 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 June 30, July 1 & 2, and December 26, 29, & 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 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
New Year's Holiday	Thursday, January 2, 2025
Christmas	Monday, January 6, 2025
Army Day	Tuesday, January 28, 2025
International Women's Day (in lieu of Saturday, March 8)	Friday, March 7, 2025
Armenian Remembrance Day	Thursday, April 24, 2025
Labour Day	Thursday, May 1, 2025
Victory and Peace Day	Friday, May 9, 2025
1st Republic Day	Wednesday, May 28, 2025
Summer Break (Employee Funded PTO)	Employees are encouraged to take two consecutive weeks PTO in June and August of every year
Constitution Day (in lieu of Saturday, July 5)	Friday, July 4, 2025
Independence Day (in lieu of Sunday September 21)	Monday, September 22, 2025
New Year's Eve	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026
New Year's Day 2026 (Day 2)*	Friday, January 2, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Epiphany	Monday, January 6, 2025
Easter Monday	Monday, April 21, 2025
Labour Day	Thursday, May 1, 2025
Ascension Day	Thursday, May 29, 2025
Whit Monday	Monday, June 9, 2025
Corpus Christi	Thursday, June 19, 2025
Assumption of Mary	Friday, August 15, 2025
National Day (in lieu of Sunday, October 26)	Monday, October 27, 2025
All Saint's Day (in lieu of Saturday, November 1)	Friday, October 31, 2025
Immaculate Conception	Monday, December 8, 2025
Christmas Day	Thursday, December 25, 2025
St. Stephen's Day	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
Winter Break (Employee funded/PTO)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Easter Monday	Monday, April 21, 2025
Labor Day	Thursday, May 1, 2025
Ascension Day	Thursday, May 29, 2025
Whit Monday	Monday, June 9, 2025
Belgian National Day	Monday, July 21, 2025
Assumption of Mary	Friday, August 15, 2025
All Saint's Day (in lieu of Saturday, Nov 1)	Friday, October 31, 2025
Armistice Day	Tuesday, November 11, 2025
Christmas Day	Thursday, December 25, 2025
Winter Break (Employee funded/PTO)	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Company funded)	Tuesday, December 30, 2025
Winter Break (Company funded)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
May Day	Thursday, May 1, 2025
Liberation Day/ Victory in Europe Day	Thursday, May 8, 2025
Day of Saints Cyril and Methodius (in lieu of Saturday, July 5)	Friday, July 4, 2025
Jan Hus Day (in lieu of Sunday, July 6)	Monday, July 7, 2025
Statehood Day (in lieu of Sunday, September 28)	Monday, September 29, 2025
Independence Day	Tuesday, October 28, 2025
Freedom and Democracy Day	Monday, November 17, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 23, 2025
Christmas Eve	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025
St. Stephen's Day	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Maundy Thursday	Thursday, April 17, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Ascencion Day	Thursday, May 29, 2025
Constitution Day	Thursday, June 5, 2025
Whit Monday	Monday, June 9, 2025
Summer Break (Employee Funded PTO/Flexi Days)	Employees are encouraged to take two consecutive weeks PTO/Flexi days in July or August
Christmas Eve	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025
Second Day of Christmas	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Company funded)	Tuesday, December 30, 2025
Winter Break (Company funded)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Epiphany	Monday, January 6, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
May Day	Thursday, May 1, 2025
Ascension Day	Thursday, May 29, 2025
Midsummer's eve	Friday, June 20, 2025
Midsummer's Day (in lieu Saturday, June 21)	Monday, June 23, 2025
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 Saturday, November 1)	Friday, October 31, 2025
Independence Day (in lieu of Saturday, December 6)	Friday, December 5, 2025
Christmas Eve	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025
2nd Day of Christmas	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
Winter Break (Employee funded/PTO)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Easter Monday	Monday, April 21, 2025
Labour Day	Thursday, May 1, 2025
Armistice Day 1945/Victory Day	Thursday, May 8, 2025
Ascension Day	Thursday, May 29, 2025
Whit Monday (Day Worked/PTO)	Monday, June 9, 2025
Bastille Day	Monday, July 14, 2025
Assumption Day	Friday, August 15, 2025
All Saints Day (in lieu of Saturday, Nov 1)	Friday, October 31, 2025
Armistice Day	Tuesday, November 11, 2025
Christmas Day	Thursday, December 25, 2025
Winter Break (Employee funded/RTT)	Friday, December 26, 2025
Winter Break (Employee funded/RTT)	Monday, December 29, 2025
Winter Break (Employee funded/RTT)	Tuesday, December 30, 2025
New Year's Eve (Company funded)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Epiphany	Monday, January 6, 2025
International Women's Day (in lieu of Saturday, March 8)	Friday, March 7, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Labour Day	Thursday, May 1, 2025
Ascension Day	Thursday, May 29, 2025
Whit Monday	Monday, June 9, 2025
Corpus Christi	Thursday, June 19, 2025
Assumption Day	Friday, August 15, 2025
German Unity Day	Friday, October 3, 2025
All Saints Day (in lieu of Saturday, November 1)	Friday, October 31, 2025
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
Winter Break (Employee funded/PTO)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
St. Brigid's Day	Monday, February 3, 2025
St. Patrick's Day	Monday, March 17, 2025
Good Friday (Company Funded)	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
May Bank Day	Monday, May 5, 2025
June Bank Holiday	Monday, June 2, 2025
August Bank Holiday	Monday, August 4, 2025
October Bank Holiday	Monday, October 27, 2025
Christmas Day	Thursday, December 25, 2025
St. Stephen's Day	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
New Year's Eve (Company funded)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
Purim	Friday, March 14, 2025
Pesach Passover (begins, in lieu of Sunday, April 13)	Monday, April 14, 2025
<i>Passover (employee funded/PTO)</i>	<i>Employees are encouraged to take PTO during Passover</i>
Pesach Passover (end, in lieu of Saturday, April 19)	Friday, April 18, 2025
Independence Day (Yom HaZikaron)	Wednesday, April 30, 2025
Victory Day	Friday, May 9, 2025
Pentecost (Shavuot)	Monday, June 2, 2025
Fast of Ninth of Av (in lieu of Sunday, August 3, 2025)	Monday, August 4, 2025
Jewish New Year (Rosh Hashana)	Tuesday, September 23, 2025
Jewish New Year (Rosh Hashana)	Wednesday, September 24, 2025
Day of Atonement (Yom Kippur)	Thursday, October 2, 2025
First Day of Sukkot	Tuesday, October 7, 2025
Simchat Torah	Tuesday, October 14, 2025

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# Italy (Milan)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Epiphany	Monday, January 6, 2025
Easter Monday	Monday, April 21, 2025
Liberation Day	Friday, April 25, 2025
Labour Day	Thursday, May 1, 2025
Republic Day	Monday, June 2, 2025
Summer Break (Employee Funded PTO/ROL)	Employees are required to take two consecutive weeks PTO/ROL in July or August
Assumption Day	Friday, August 15, 2025
Local Milan Holiday (in lieu of Saturday, August 16)	Monday, August 18, 2025
All Saints' Day (in lieu of Saturday, November 1)	Friday, October 31, 2025
Feast of St Ambrose (in lieu of Sunday, December 7)	Friday, December 5, 2025
Immaculate Conception	Monday, December 8, 2025
Christmas Day	Thursday, December 25, 2025
St. Stephen's Day	Friday, December 26, 2025
Winter Break (Employee funded/PTO/ROL)	Monday, December 29, 2025
Winter Break (Employee funded/PTO/ROL)	Tuesday, December 30, 2025
Winter Break (Employee funded/PTO/ROL)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Epiphany	Monday, January 6, 2025
Easter Monday	Monday, April 21, 2025
Liberation Day	Friday, April 25, 2025
Labour Day	Thursday, May 1, 2025
Republic Day	Monday, June 2, 2025
St. Peter and St. Paul (in lieu of Sunday, June 29)	Monday, June 30, 2025
Summer Break (Employee Funded PTO/ROL)	Employees are required to take two consecutive weeks PTO/ROL in July or August
Assumption Day	Friday, August 15, 2025
All Saints' Day (in lieu of Saturday, November 1)	Friday, October 31, 2025
Immaculate Conception	Monday, December 8, 2025
Christmas Day	Thursday, December 25, 2025
St. Stephen's Day	Friday, December 26, 2025
Winter Break (Employee funded/PTO/ROL)	Monday, December 29, 2025
Winter Break (Employee funded/PTO/ROL)	Tuesday, December 30, 2025
Winter Break (Employee funded/PTO/ROL)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 calendar year holidays.

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# Italy (remote)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Epiphany	Monday, January 6, 2025
Easter Monday	Monday, April 21, 2025
Liberation Day	Friday, April 25, 2025
Labour Day	Thursday, May 1, 2025
Republic Day	Monday, June 2, 2025
Summer Break (Employee funded PTO/ROL)	Employees are required to take two consecutive weeks PTO/ROL in July or August
Assumption Day	Friday, August 15, 2025
All Saints' Day (in lieu of Saturday, Nov 1)	Friday, October 31, 2025
Immaculate Conception	Monday, December 8, 2025
Christmas Day	Thursday, December 25, 2025
St. Stephen's Day	Friday, December 26, 2025
Winter Break (Company funded)	Monday, December 29, 2025
Winter Break (Employee funded/PTO/ROL)	Tuesday, December 30, 2025
Winter Break (Employee funded/PTO/ROL)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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.

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# Moldova

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Orthodox Christmas Day	Tuesday, January 7, 2025
Orthodox Christmas Day holiday	Wednesday, January 8, 2025
International Women's Day (in lieu of Saturday, March 8)	Friday, March 7, 2025
Orthodox Easter Monday	Monday, April 21, 2025
Memorial Easter	Monday, April 28, 2025
Labour Day	Thursday, May 1, 2025
Victory & Commemoration Day	Friday, May 9, 2025
Children Day (in lieu of Sunday, June 1)	Monday, June 2, 2025
Independence Day	Wednesday, August 27, 2025
National Language Day (in lieu of Sunday, August 31)	Monday, September 1, 2025
City Day	Tuesday, October 14, 2025
Christmas Day	Thursday, December 25, 2025
Winter Break (Employee Funded/PTO)	Friday, December 26, 2025
Winter Break (Employee Funded/PTO)	Monday, December 29, 2025
Winter Break (Employee Funded/PTO)	Tuesday, December 30, 2025
Winter Break (Employee Funded/PTO)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Kings Day (in lieu of Sunday, April 27)	Monday, April 28, 2025
Liberation Day	Monday, May 5, 2025
Ascension Day	Thursday, May 29, 2025
Whit Monday	Monday, June 9, 2025
Christmas Day	Thursday, December 25, 2025
St. Stephen's Day	Friday, December 26, 2025
Winter Break (Company funded)	Monday, December 29, 2025
Winter Break (Company funded)	Tuesday, December 30, 2025
Winter Break (Company funded)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

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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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Maundy Thursday	Thursday, April 17, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Labour Day	Thursday, May 1, 2025
Constitution Day (in lieu of Saturday, May 17)	Friday, May 16, 2025
Ascension Day	Thursday, May 29, 2025
Whit Monday	Monday, June 9, 2025
Summer Break (Employee Funded PTO/Flexi Days)	Employees are encouraged to take two consecutive weeks PTO/ROL in July or August
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Company funded)	Tuesday, December 30, 2025
Winter Break (Company funded)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

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# Poland

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Epiphany	Monday, January 6, 2025
Easter Monday	Monday, April 21, 2025
Labour Day	Thursday, May 1, 2025
Constitution Day (in lieu of Saturday May 3)	Friday, May 2, 2025
Corpus Christi	Thursday, June 19, 2025
Assumption Day	Friday, August 15, 2025
All Saints' Day (in lieu of Saturday, Nov 1)	Friday, October 31, 2025
Independence Day	Tuesday, November 11, 2025
Christmas Day	Thursday, December 25, 2025
St. Stephens Day	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
New Year's Eve (Company funded)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

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# Romania

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Day After New Year's Day	Thursday, January 2, 2025
Feast of the Theophany	Monday, January 6, 2025
Synaxis of St. John the Baptist	Tuesday, January 7, 2025
Unification Day	Friday, January 24, 2025
Orthodox Easter Friday	Friday, April 18, 2025
Orthodox Easter Monday	Monday, April 21, 2025
Labor Day	Thursday, May 1, 2025
International Children's Day (in lieu of June 1)	Friday, May 30, 2025
Whit Monday	Monday, June 9, 2025
Saint Mary's Day	Friday, August 15, 2025
Feast of St Andrews (in lieu of Sunday, November 30)	Friday, November 28, 2025
National Day	Monday, December 1, 2025
Christmas Day	Thursday, December 25, 2025
Second Day of Christmas	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
Winter Break (Employee funded/PTO)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

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# South Africa

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Human Rights Day	Friday, March 21, 2025
Good Friday	Friday, April 18, 2025
Family Day	Monday, April 21, 2025
Freedom Day (in lieu of Sunday, April 27)	Monday, April 28, 2025
Worker's Day	Thursday, May 1, 2025
Youth Day	Monday, June 16, 2025
National Women's Day (in lieu of Saturday August 9)	Friday, August 8, 2025
Heritage Day	Wednesday, September 24, 2025
Day of Reconciliation	Tuesday, December 16, 2025
Christmas Day	Thursday, December 25, 2025
Day of Goodwill	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
Winter Break (Employee funded/PTO)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

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# Spain (Barcelona)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025*	Wednesday, January 1, 2025
Epiphany	Monday, January 6, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Labour Day	Thursday, May 1, 2025
Whit Monday/Pentecost Monday	Monday, June 9, 2025
Saint John	Tuesday, June 24, 2025
Assumption Day	Friday, August 15, 2025
Local Holiday	Thursday, September 11, 2025
Feast of Mary, Mother of Mercer	Wednesday, September 24, 2025
National Holiday of Spain (in lieu of Sunday, October 12)	Monday, October 13, 2025
All Saints' Day (in lieu of Saturday, November 1)	Friday, October 31, 2025
Constitution Day (in lieu of Saturday, December 6)	Friday, December 5, 2025
Christmas Day	Thursday, December 25, 2025
St. Stephen's Day	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
Winter Break (Employee funded/PTO)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

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# Spain (Madrid)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Epiphany	Monday, January 6, 2025
Holy Thursday	Thursday, April 17, 2025
Good Friday	Friday, April 18, 2025
Labour Day	Thursday, May 1, 2025
Day of Madrid	Friday, May 2, 2025
San Isidro Labrador	Thursday, May 15, 2025
Santiago Apóstol	Friday, July 25, 2025
Assumption Day	Friday, August 15, 2025
Hispanic Day (in lieu of Sunday, October 12)	Monday, October 13, 2025
All Saints' Day (in lieu of Saturday, Nov 1)	Friday, October 31, 2025
Lady of the Almudena (in lieu of Sunday, November 9)	Monday, November 10, 2025
Constitution Day (in lieu of Saturday, December 6)	Friday, December 5, 2025
Christmas Day	Thursday, December 25, 2025
Winter Break (Employee funded/PTO)	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
Winter Break (Employee funded/PTO)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Epiphany	Monday, January 6, 2025
Good Friday	Friday, April 18, 2025
Labour Day	Thursday, May 1, 2025
Assumption Day	Friday, August 15, 2025
Hispanic Day (in lieu of Sunday, October 12)	Monday, October 13, 2025
All Saints' Day (in lieu of Saturday November 1)	Friday, October 31, 2025
Constitution Day (in lieu of Saturday, December 6)	Friday, December 5, 2025
Immaculate Conception	Monday, December 8, 2025
Christmas Day	Thursday, December 25, 2025
Winter Break (Employee funded/PTO)	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
Winter Break (Employee funded/PTO)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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.

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# Sweden

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Epiphany	Monday, January 6, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Labour Day	Thursday, May 1, 2025
Ascension Day	Thursday, May 29, 2025
National Day	Friday, June 6, 2025
Midsummer's Eve	Friday, June 20, 2025
Midsummer Day (in lieu of Saturday June 21)	Monday, June 23, 2025
Summer Break (Employee Funded PTO)	Employees are encouraged to take two consecutive weeks PTO in July or August
All Saints' Day (in lieu of Saturday, Nov 1)	Friday, October 31, 2025
Christmas Eve	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025
Second Day of Christmas	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
New Year's Eve	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

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## Switzerland (Basel)

## 2025 Paid Holiday &amp; Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Berchtold Day	Thursday, January 2, 2025
Carnival (Company funded)	Thursday, February 27, 2025
Carnival (Company funded)	Monday, March 20, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Labour Day	Thursday, May 1, 2025
Ascension Day	Thursday, May 29, 2025
Whit Monday	Monday, June 9, 2025
National Day	Friday, August 1, 2025
Christmas Day	Thursday, December 25, 2025
St. Stephen's Day	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
New Year's Eve (Employee funded/PTO)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 calendar year holidays.

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# Switzerland (Zurich)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Berchtold Day	Thursday, January 2, 2025
Sechselauten	Monday, April 14, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Labour Day	Thursday, May 1, 2025
Ascension Day	Thursday, May 29, 2025
Whit Monday	Monday, June 9, 2025
National Day	Friday, August 1, 2025
Knabenschiessen	Monday, September 15, 2025
Christmas Day	Thursday, December 25, 2025
St. Stephen's Day	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
New Year's Eve (Employee funded/PTO)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Berchtold Day	Thursday, January 2, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Labour Day	Thursday, May 1, 2025
Ascension Day	Thursday, May 29, 2025
Whit Monday	Monday, June 9, 2025
National Day	Friday, August 1, 2025
Christmas Day	Thursday, December 25, 2025
St. Stephen's Day	Friday, December 26, 2025
Winter Break (Employee funded/PTO)	Monday, December 29, 2025
Winter Break (Employee funded/PTO)	Tuesday, December 30, 2025
New Year's Eve (Employee funded/PTO)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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.



# UK (England & Wales)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Early May Bank Holiday	Monday, May 5, 2025
Spring Bank Holiday	Monday, May 26, 2025
Summer Bank Holiday	Monday, August 25, 2025
Christmas Eve (Company funded)	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday, December 26, 2025
Winter Break (Company funded)	Monday, December 29, 2025
Winter Break (Company funded)	Tuesday, December 30, 2025
New Year's Eve (Company funded)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day	Wednesday, January 1, 2025
Day After New Year's Day	Thursday, January 2, 2025
Good Friday	Friday, April 18, 2025
Early May Bank Holiday	Monday, May 5, 2025
Spring Bank Holiday	Monday, May 26, 2025
Summer Bank Holiday	Monday, August 4, 2025
St. Andrews Day (in lieu of Sunday, November 30)	Monday, December 1, 2025
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday, December 26, 2025
Winter Break (Company funded)	Monday, December 29, 2025
Winter Break (Company funded)	Tuesday, December 30, 2025
New Year's Eve (Company funded)	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Australia Day	Monday, January 27, 2025
Canberra Day	Monday, March 10, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Anzac Day	Friday, April 25, 2025
Reconciliation Day	Monday, June 2, 2025
King's Birthday	Monday, June 9, 2025
Labour Day	Monday, October 6, 2025
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday, December 26, 2025
Employee funded/PTO	Monday, December 29, 2025
Employee funded/PTO	Tuesday, December 30, 2025
Employee funded/PTO	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Australia Day	Monday, January 27, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Anzac Day	Friday, April 25, 2025
King's Birthday	Monday, June 9, 2025
Labour Day	Monday, October 6, 2025
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday, December 26, 2025
Employee funded/PTO	Monday, December 29, 2025
Employee funded/PTO	Tuesday, December 30, 2025
Employee funded/PTO	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Australia Day	Monday, January 27, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Anzac Day	Friday, April 25, 2025
Labour Day	Monday, May 5, 2025
Royal Queensland Show	Wednesday, August 13, 2025
King's Birthday	Monday, October 6, 2025
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday, December 26, 2025
Employee funded/PTO	Monday, December 29, 2025
Employee funded/PTO	Tuesday, December 30, 2025
Employee funded/PTO	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Australia Day	Monday, January 27, 2025
Adelaide Cup Day	Monday, March 10, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Anzac Day	Friday, April 25, 2025
King's Birthday	Monday, June 9, 2025
Labour Day	Monday, October 6, 2025
Christmas Day	Thursday, December 25, 2025
Boxing / Proclamation Day	Friday, December 26, 2025
Employee funded/PTO	Monday, December 29, 2025
Employee funded/PTO	Tuesday, December 30, 2025
Employee funded/PTO	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Australia Day	Monday, January 27, 2025
Labour Day	Monday, March 10, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Anzac Day	Friday, April 25, 2025
King's Birthday	Monday, June 9, 2025
Friday before the AFL Grand Final	Subject to AFL Schedule
Melbourne Cup Day	Tuesday, November 4, 2025
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday, December 26, 2025
Employee funded/PTO	Monday, December 29, 2025
Employee funded/PTO	Tuesday, December 30, 2025
Employee funded/PTO	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Australia Day	Monday, January 27, 2025
Labour Day	Monday, March 3, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Anzac Day	Friday April 25, 2025
Western Australia Day	Monday, June 2, 2025
King's Birthday	Monday, September 29, 2025
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday, December 26, 2025
Employee funded/PTO	Monday, December 29, 2025
Employee funded/PTO	Tuesday, December 30, 2025
Employee funded/PTO	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Lunar New Year	Wednesday, January 29, 2025
Lunar New Year	Thursday, January 30, 2025
Lunar New Year	Friday, January 31, 2025
Ching Ming Festival	Friday, April 4, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Labour Day	Thursday, May 1, 2025
Birthday of Buddha	Monday, May 5, 2025
Tuen Ng Festival - Dragon Boat Festival (in lieu of Saturday, 31 May)	Friday 30 May, 2025
Hong Kong SAR Establishment Day	Tuesday, July 1, 2025
National Day	Wednesday, October 1, 2025
Day following Chinese Mid-Autumn Festival	Tuesday, October 7, 2025
Chung Yeung Festival	Wednesday, October 29, 2025
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday, December 26, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 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

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 元日	Wednesday, January 1, 2025
Adobe Paid Holiday アドビ有給休暇	Thursday, January 2, 2025
Adobe Paid Holiday アドビ有給休暇	Friday, January 3, 2025
Adobe Paid Holiday アドビ有給休暇	Monday, January 6, 2025
Coming of Age Day 成人の日	Monday, January 13, 2025
National Foundation Day 建国記念の日	Tuesday, February 11, 2025
Emperor's Birthday 天皇誕生日	Monday, February 24, 2025
Vernal Equinox Day 春分の日	Thursday, March 20, 2025
Showa Day 昭和の日(ゴールデンウィーク期間)	Tuesday, April 29, 2025
Adobe Paid Holiday アドビ有給休暇	Wednesday, April 30, 2025
Adobe Paid Holiday アドビ有給休暇	Thursday, May 1, 2025
Constitution Day (In lieu of Constitution Day Saturday, May 3) 憲法記念日 (ゴールデンウィーク期間)	Friday, May 2, 2025
Children's Day こどもの日 (ゴールデンウィーク期間)	Monday, May 5, 2025
Green Day (in lieu of Sunday, May 4) みどりの日 (ゴールデンウィーク期間)	Tuesday, May 6, 2025
Marine Day 海の日	Monday, July 21, 2025
Mountain Day 山の日	Monday, August 11, 2025
Respect for Aged Day 敬老の日	Monday, September 15, 2025
Autumnal Equinox Day 秋分の日	Tuesday, September 23, 2025
Sports Day スポーツの日	Monday, October 13, 2025
National Culture Day 文化の日	Monday, November 3, 2025
Labor Thanksgiving Day 勤労感謝の日	Monday, November 24, 2025
Adobe Paid Holiday アドビ有給休暇	Monday, December 29, 2025
Adobe Paid Holiday アドビ有給休暇	Tuesday, December 30, 2025
Adobe Paid Holiday アドビ有給休暇	Wednesday, December 31, 2025
New Year's Day 2026* 元日	Thursday, January 1, 2026

\*Falls under 2026 calendar 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)

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025*	Wednesday, January 1, 2025
Employee funded/PTO	Monday, January 27, 2025
Korean New Year	Tuesday, January 28, 2025
Korean New Year	Wednesday, January 29, 2025
Korean New Year	Thursday, January 30, 2025
Employee funded/PTO	Friday, January 31, 2025
Independence Movement Day (in lieu of Saturday, March 1, 2025)	Monday, March 3, 2025
Labor Day	Thursday, May 1, 2025
Children's Day	Monday, May 5, 2025
Buddha's Day	Tuesday, May 6, 2025
Memorial Day	Friday, June 6, 2025
National Liberation Day	Friday, August 15, 2025
Employee funded/PTO	Thursday, October 2, 2025
National Foundation Day	Friday, October 3, 2025
Harvest Festival Holiday	Monday, October 6, 2025
Harvest Festival Holiday	Tuesday, October 7, 2025
Harvest Festival Holiday	Wednesday, October 8, 2025
Hangeul Day	Thursday, October 9, 2025
Employee funded/PTO	Friday, October 10, 2025
Christmas Day	Thursday, December 25, 2025
New Year's Day 2026*	Thursday, January 1, 2026

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# New Zealand

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Day after New Year's Day	Thursday, January 2, 2025
Waitangi Day	Thursday, February 6, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Anzac Day	Friday, April 25, 2025
King's Birthday	Monday, June 2, 2025
Matariki Day	Friday, June 20, 2025
Labour Day	Monday, October 27, 2025
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday December 26, 2025
Employee funded/PTO	Monday, December 29, 2025
Employee funded/PTO	Tuesday, December 30, 2025
Employee funded/PTO	Wednesday, December 31, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\*Falls under the 2026 calendar year holidays.

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# Singapore

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Lunar New Year	Wednesday, January 29, 2025
Lunar New Year	Thursday, January 30, 2025
Hari Raya Puasa	Monday, March 31, 2025
Good Friday	Friday, April 18, 2025
Labour Day	Thursday, May 1, 2025
Vesak Day	Monday, May 12, 2025
Hari Raya Haji	Friday, June 6, 2025
National Day (in lieu of National day on Saturday, August 9)	Friday, August 8, 2025
Deepavali	Monday, October 20, 2025
Christmas Day	Thursday, December 25, 2025
New Year's Day 2026*	Thursday, January 1, 2026

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# Taiwan

## 2025 Paid Holiday & Break Schedule

Holiday	Date
New Year's Day 2025	Wednesday, January 1, 2025
Lunar New Year	Monday, January 27, 2025
Lunar New Year	Tuesday, January 28, 2025
Lunar New Year	Wednesday, January 29, 2025
Lunar New Year	Thursday, January 30, 2025
Lunar New Year	Friday, January 31, 2025
Memorial Day	Friday, February 28, 2025
Children's Day	Thursday, April 3, 2025
Tomb Sweeping Day	Friday, April 4, 2025
Labor Day	Tuesday, May 1, 2025
Tuen Ng Festival - Dragon Boat Festival	Friday, May 30, 2025
Chinese Mid-Autumn Festival	Monday, October 6, 2025
National Day	Friday, October 10, 2025
New Year's Day 2026*	Thursday, January 1, 2026

\* Falls under the 2026 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.

