

Global Wellbeing

2026 Strategy

Adobe



Our vision...

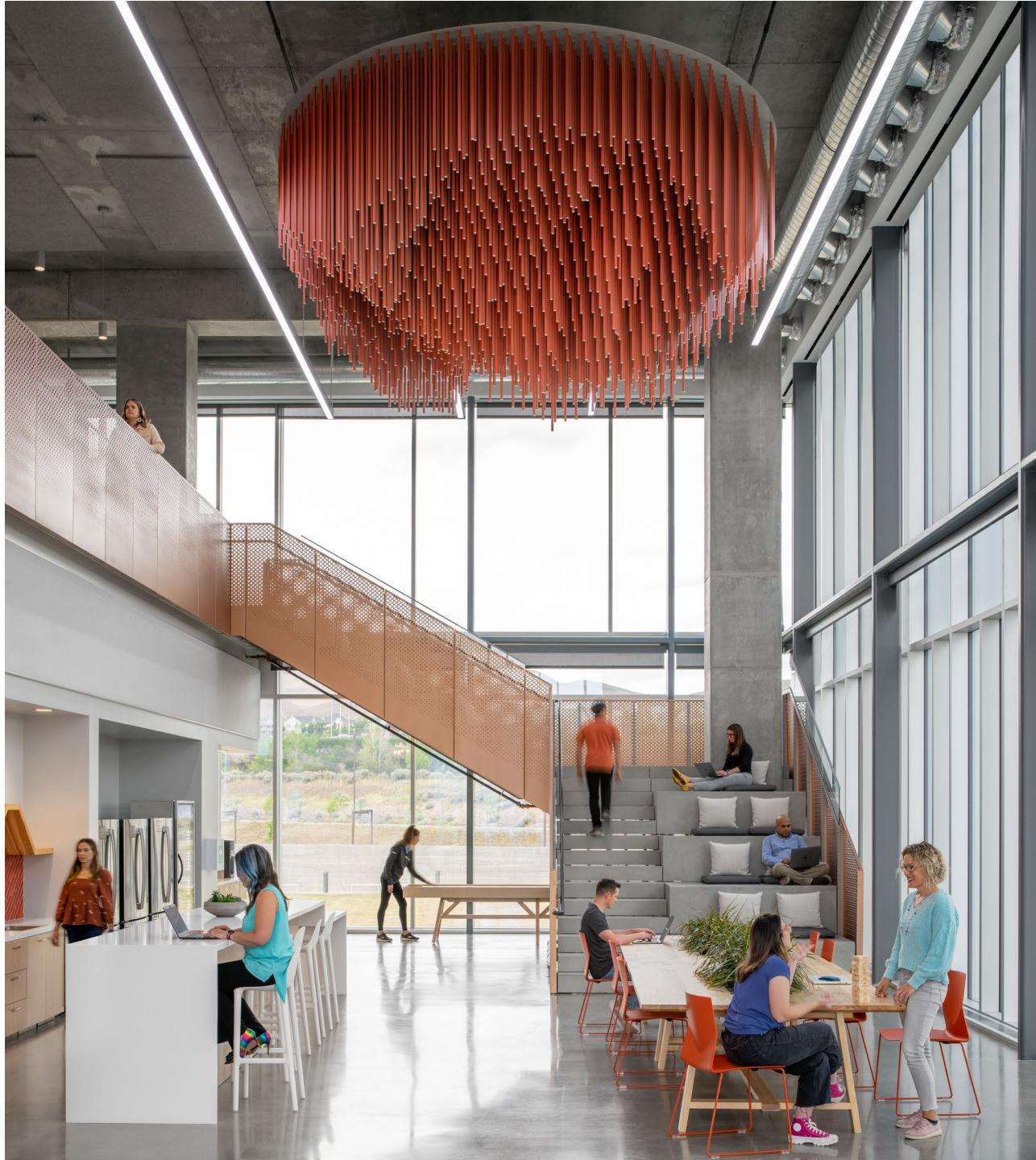
Employee wellbeing is:

- A foundational business driver
- Part of our mindset
- Key to driving Adobe's values

Prioritizing wellbeing is essential to caring for our business and employees and is core to how we perform.

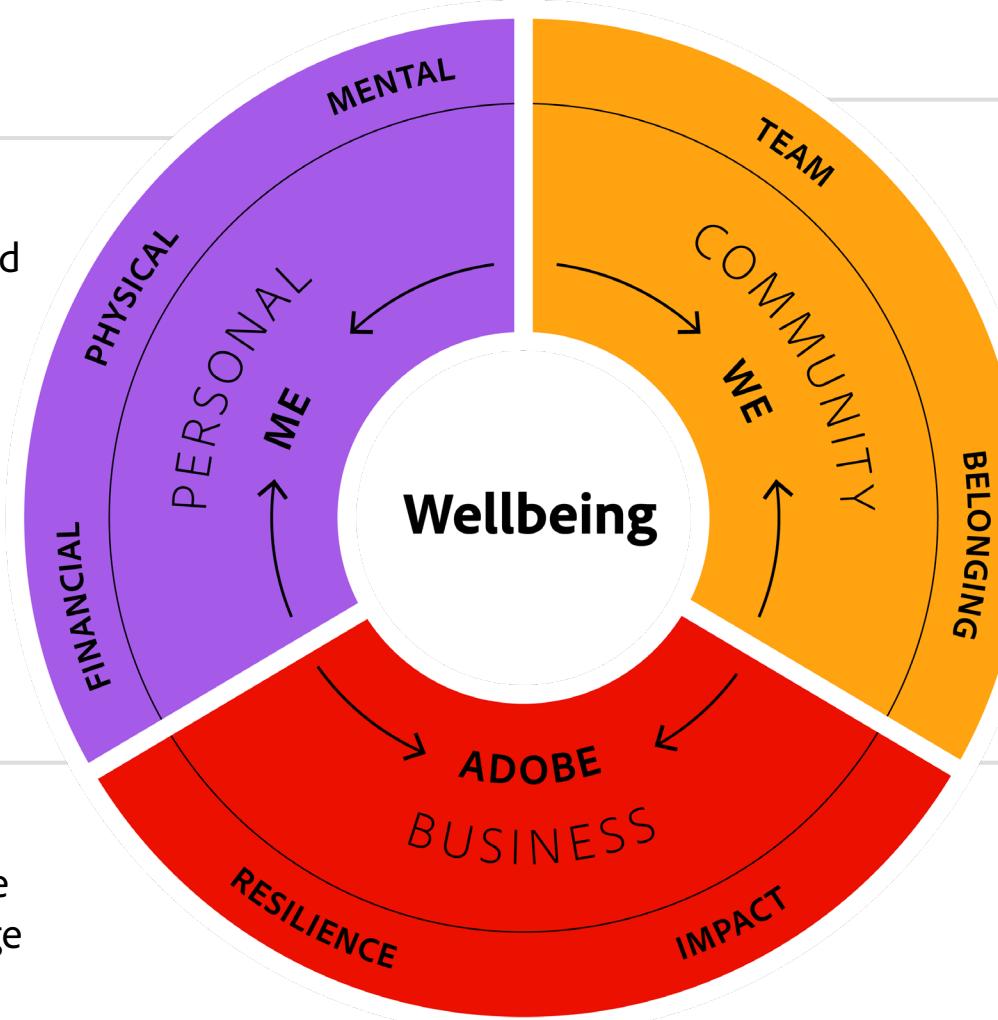
We all have a role to play.

Let's be well together.



Wellbeing at Adobe

We define our core areas of wellbeing as:



PERSONAL SUPPORT:

Nurture the body, the mind and support financial health

RESILIENCE:

Support our business and drive innovation in the face of change

TEAM:

Foster trust, psychological safety within our collaborative work relationships

BELONGING:

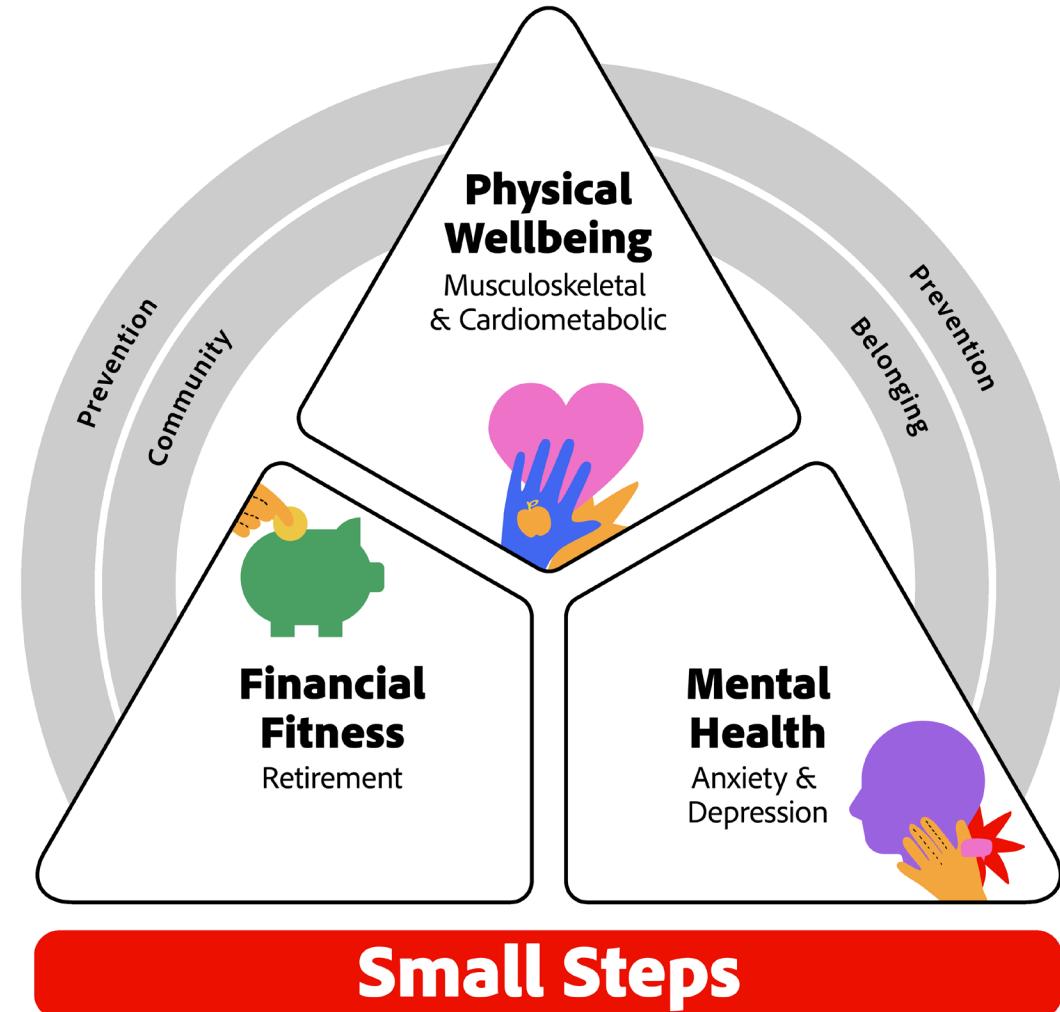
Support employees with common interests, inclusion initiatives, social networks and communities

IMPACT:

Support programming with our inclusion, sustainability and social responsibility teams

The focus: Our wellbeing engagement goal

Empower employees to build the foundation for lasting wellbeing through **small steps** in physical, mental and financial health while fostering community and belonging.



2026 global wellbeing theme



**Take small steps
for your future**

Global engagement framework

Throughout the year, employees will be guided to take small steps to boost wellbeing. Each quarter, we'll encourage the actions below to help them take those steps.



January – March

Take a small step today

Even the smallest habits can have an impact. The key is to not delay.



April – June

Stay consistent to see progress

Practicing healthy habits consistently is how you see results.



July – September

Move forward together

Building a support system can help you stay motivated, reduce stress, celebrate wins, and navigate challenges.



October – December

Embrace balance

Embracing balance makes caring for your wellbeing sustainable. Every small step counts.

2026 wellbeing focus topics and benefits

Mental health

- Burnout & stress
- EAP resources
- Neurodiversity
- Manager support
- Thrive Global resets

Physical wellbeing

- Preventive screenings
- Cardiometabolic health
- Bone and joint health
- Sleep, nutrition, and exercise
- Thrive Global habit support

Financial fitness

- Employee Stock Purchase Plan
- Retirement & savings
- Financial coaching (US)

Small
steps

Community & belonging

- Contributing to a supportive culture
- Building relationships with peers
- Showing appreciation / recognition
- Employee Networks & Slack communities
- Thrive Global challenges

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