

Global Wellbeing

2025 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:

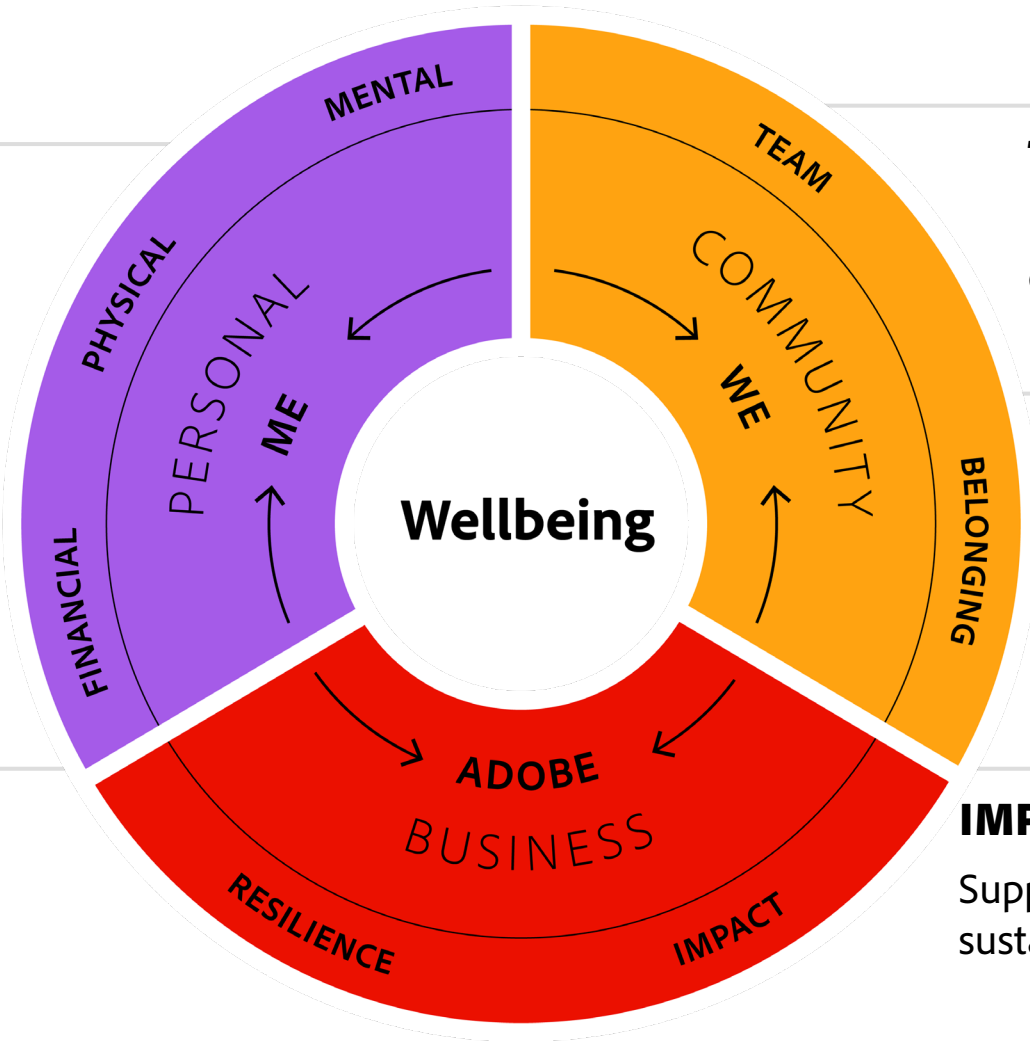
Foster trust, psychological safety within our collaborative work relationships

BELONGING:

Support employees with common interests, DE&I initiatives, social networks and communities

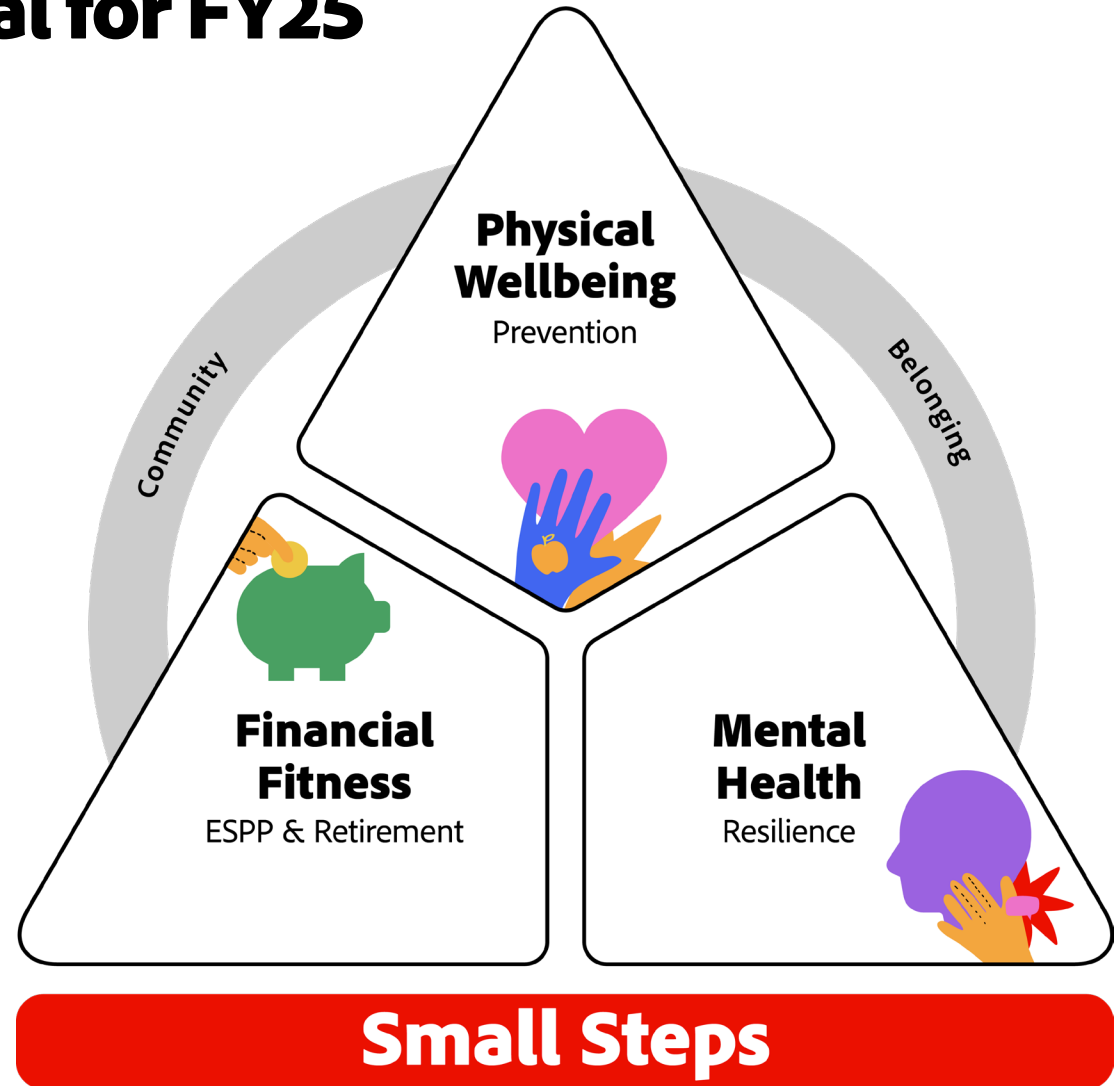
IMPACT:

Support programming with our DE&I, sustainability and social responsibility teams



Our wellbeing engagement goal for FY25

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



2025 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.

Take small steps for your future			
January - March Action Break down wellbeing goals into realistic small steps.	April - June Action Weave small wellbeing steps into your flow.	July - September Action Reflect on and adjust your small steps.	October - December Action Pulse with yourself and others to celebrate progress.

2025 wellbeing focus topics and benefits

Mental health

- Burnout & stress
- Spring Health EAP
- Neurodiversity
- Manager support
- Thrive Global resets and habit support

Physical wellbeing

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

**Small
steps**

Financial fitness

- Employee Stock Purchase Plan
- Retirement & savings
- Financial coaching (US)
- Thrive Global habit support

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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