

Global Wellbeing Strategy 2024

Let's **Adobe** together.

Our vision...

Employee wellbeing is a foundational business driver and key to Adobe's culture.

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

Wellbeing is part of our mindset.



What do we care about?

We define our core areas of wellbeing as:

PHYSICAL, MENTAL, FINANCIAL:

nurture the body, the mind and support financial health

PHYSICAL: Bon Appetite, EXOS, Ergo team

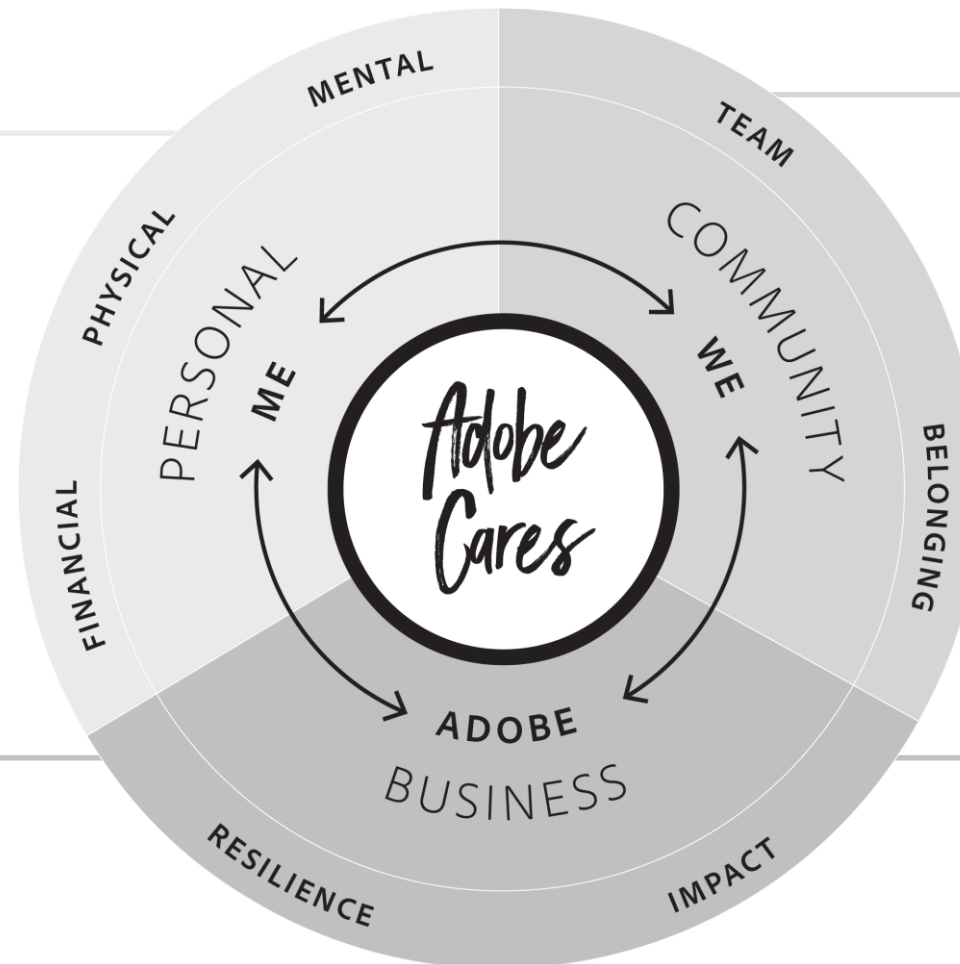
MENTAL: ERC, Safety & Security

FINANCIAL: Compensation

RESILIENCE:

support our business and drive innovation in the face of change

Talent, People m\Managers



TEAM:

foster trust, psychological safety within our collaborative work relationships

Site Councils, People Managers

BELONGING:

support employees with common interests, D&I initiatives, social networks and communities

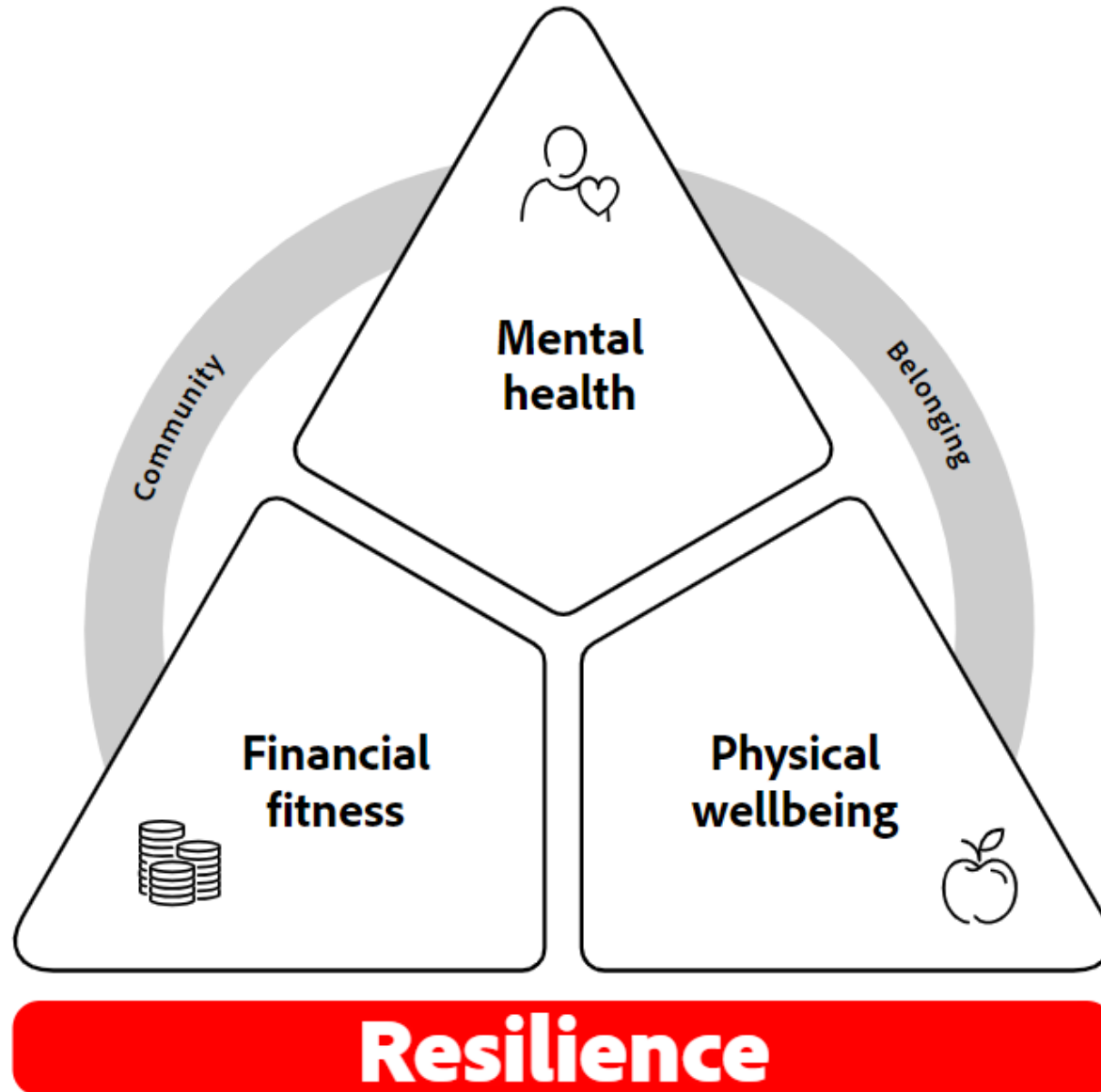
D&I, Employee Networks, Site Councils, employee communities, Events team

IMPACT:

support programming with our sustainability and social responsibility teams

Sustainability & CSR teams

Focus areas for 2024



Highlighted personas

- Managers
- New Employees
- Caregivers

2024 Global Wellbeing themes

All quarters support the theme that being resilient builds inner strength, boosts confidence, and strongly influences our success.

January – March

Commit to your wellbeing

Be intentional about how you approach your wellbeing goals in 2024.

- Introduce micro-steps
- Prioritize mental, physical, and financial wellbeing
- Set goals in work and life

April – June

Focus on personal growth and self-care

Understanding yourself and practicing self-care can help you achieve your goals and reach your highest potential.

- Care for your mental and physical wellbeing
- How can you grow and learn about yourself?
- Accepting feedback

July – September

Get set for success

Prioritizing what's most important leads to a sense of accomplishment, less stress, and increased motivation.

- Recharge by taking time off
- Set yourself up for success ahead of the busy season
- Create a routine that includes self care
- Check in on your retirement and savings plans
- Support your team

October – December

Make connections and build community

Connecting with each other in meaningful ways allows us to be our true selves, find support, and increases our sense of wellbeing.

- Observe World Mental Health Day
- Build meaningful connections
- Participate in philanthropic and community activities

2024 Wellbeing benefits, resources, and activities

Mental health

Global

- Wellbeing Matters speaker series
- Thrive Global
- Employee Assistance Program (EAP)
- Medical plan benefits
- Headspace
- Global Wellbeing Days
- Time off benefits

Physical wellbeing

Global

- Wellbeing Matters speaker series
- Wellbeing Reimbursement
- Nutrition resources
- Flu prevention

Financial fitness

Global

- Refreshed Financial Wellbeing strategy
- ESPP
- Financial Wellbeing Matters speakers
- Regional financial wellbeing events

Community & belonging

Global

- Let's Talk sessions
- Wellbeing pop-up events
- Employee Networks
- AFA events
- Giving & volunteer opportunities
- Slack communities
- Adobe Life app
- Wellbeing Ambassadors

