

# 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:

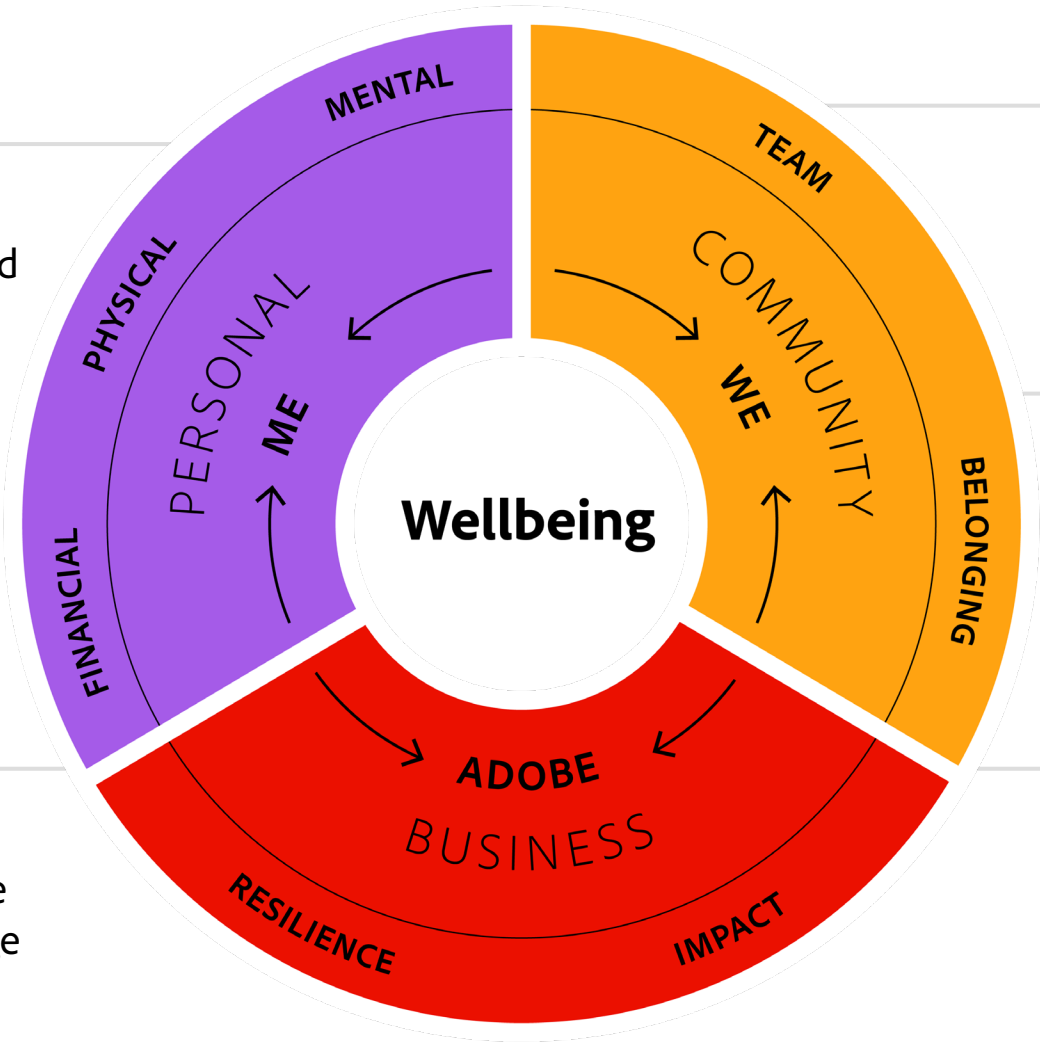
Foster trust, psychological safety within our collaborative work relationships

## BELONGING:

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

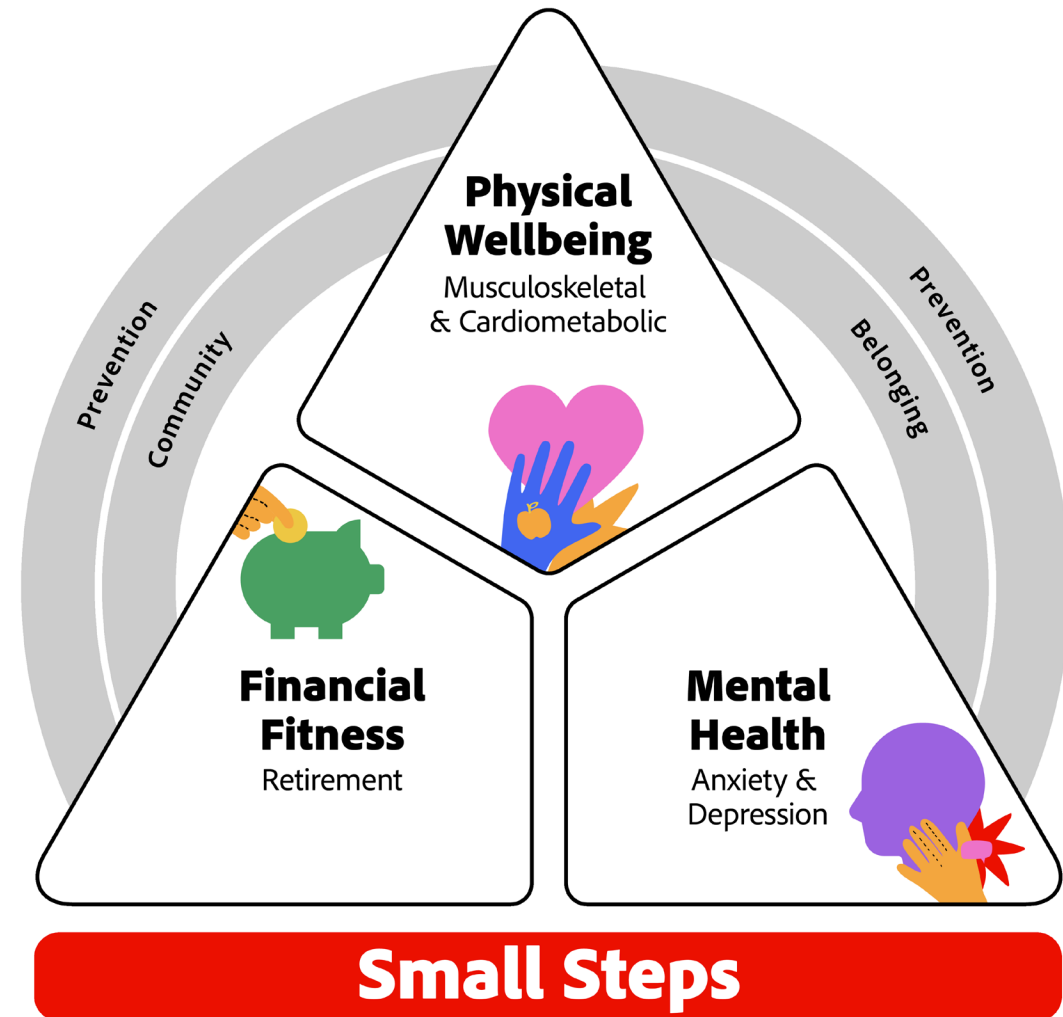
## IMPACT:

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

**Small  
steps**

## Financial fitness

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

## 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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