

# Salary sacrifice and risk cover

Adobe Germany

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A business of Marsh McLennan



# Salary sacrifice



# Your path to enrolling into the Adobe pension via salary sacrifice

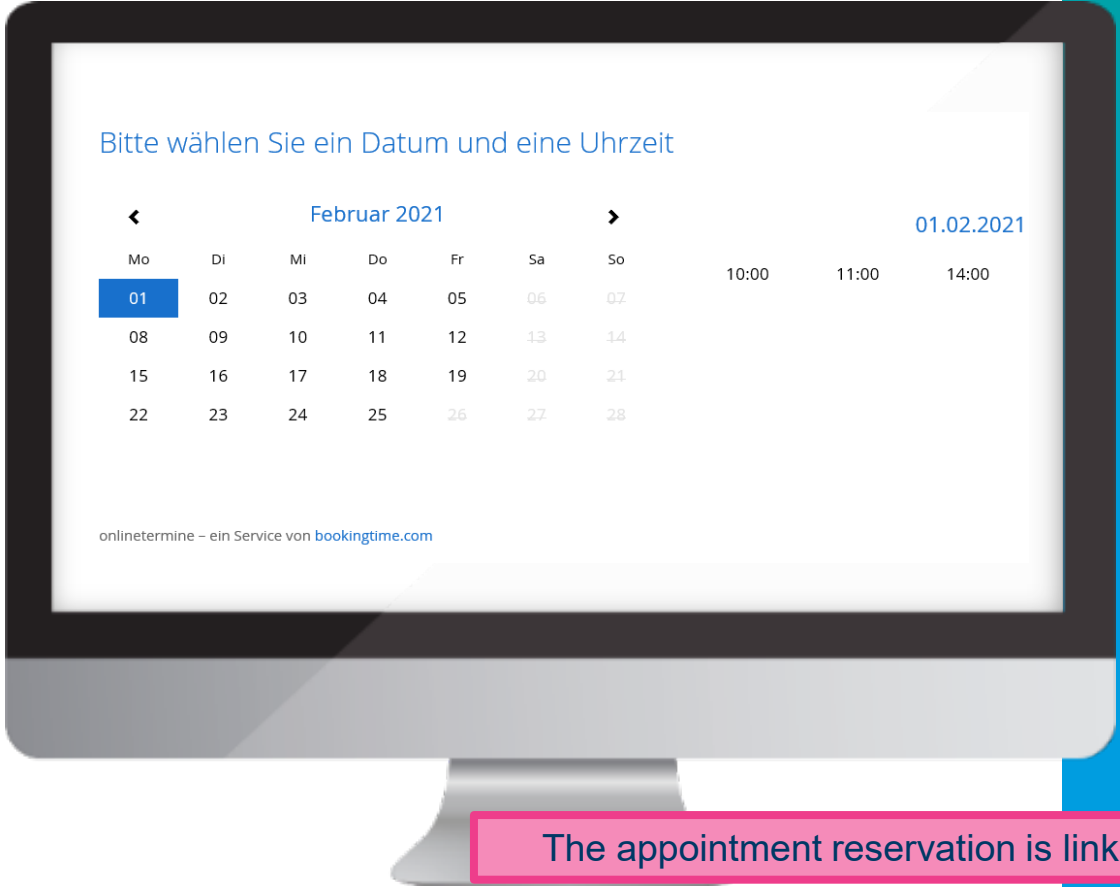


The appointment reservation is linked on Inside Adobe.



# Individual consultation

## Online appointment reservation



The appointment reservation is linked on Inside Adobe.

- 1 Click on the link
- 2 Select a date
- 3 Reservation
- 4 Personal information
- 5 Successful reservation after receiving a confirmation email



# Selection of an investment choice

## Three available Allianz tariffs

### Allianz Perspective

Security-oriented investment of all contributions in the security assets of Allianz

Guarantee of at least 90% of the contributions paid

Annual lock-in of interest income - leads to an increase in guaranteed capital

### Allianz Index Select

Contributions are also invested in the Allianz's asset pool. Annual choice between:

- Fixed interest
- Index Participation

Guarantee of at least 90% of the contributions paid

Profit-oriented and transparent participation in the development of the selected index (EURO STOXX 50 and/or S&P 500) and/or in the asset protection

### Allianz Comfort Dynamic

Distribution of contributions in:

- security-oriented assets
- dynamic component

(Allocation ratio age-dependent)

Guarantee of at least 80% of the contributions paid

- No annual "lock-in" for the security-oriented part - guaranteed capital
- Separate attachment of the yield-oriented dynamic component
- Increases in the dynamic component are locked into the guaranteed capital.

# Employee-funded pension Tax and social security

1



2



3



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Contributions are deducted directly from the gross salary by the employer.

The gross salary is reduced by the contribution.

Only the remuneration after deduction of the converted contribution is subject to taxation and social security contributions (provided that the salary is below the contribution assessment ceiling).

In the retirement phase, benefits must be taxed at the applicable (usually lower) personal tax rate and, if applicable, contributions must be made.

# Case study

## (Gross) salary conversion of 150 € per month

Without salary conversion April 2022	
Monthly gross salary	6,000.00 €
Income tax	- 1,312.66 €
Social insurance	- 1,102.87 €
Available	3,584.47 €

### Marion

- 35 years old
- Gross monthly salary € 6,000
- unmarried, tax class I
- Not subject to church tax
- Legally insured





# Case study

## (Gross) salary conversion of 150 € per month

Without salary conversion April 2022	
Monthly gross salary	6,000.00 €
Income tax	- 1,312.66 €
Social insurance	- 1,102.87 €
<b>Available</b>	<b>3,584.47 €</b>

With salary conversion December 2022	
Monthly gross salary	6,000.00 €
Translated post	- 150 €
AG contribution 3%	180 €
Income tax	- 1,254.83 €
Social insurance	- 1,092.16 €
<b>Net available</b>	<b>3,503.01 €</b>

Marion deducts monthly contributions of €150 starting from December 2022. Adobe annually finances a contribution of 3% of the gross salary. For the calculation of taxes and social security, 1/12 is considered in the example.

(For 2022: Tax class I, no children, no church tax, additional health insurance contribution: 1.2%)

**Converted Contribution: 150.00 €**  
**Employer contribution 3% of gross: 2,160.00 €/year**  
**Net expense Marion: 81.46 €**  
**Payment to insurance: 150.00 €/month + 2,160.00 €/year**





# Apply for salary conversion - Participation in My Adobe Benefits

**INCOMPLETE SELECTIONS**

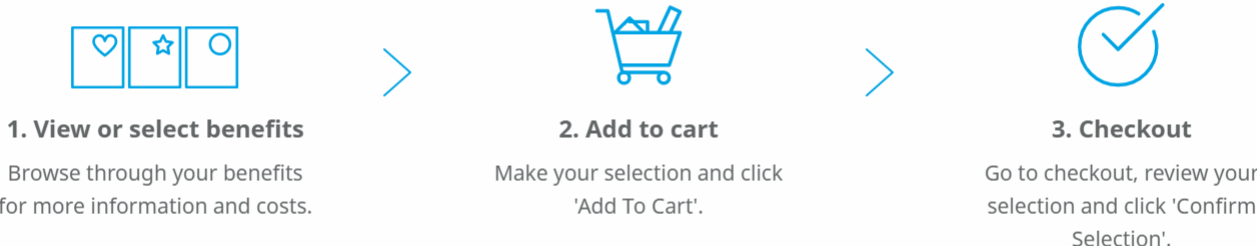
## Benefits Selection

You have changed benefits, but not confirmed your selection.

[> Complete your selection now](#)

**How to make your benefit selections**

Follow the steps below to complete your benefit selections.

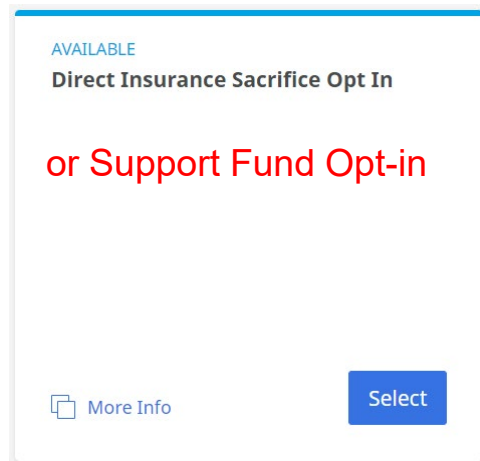


- 1. View or select benefits**  
Browse through your benefits for more information and costs.
- 2. Add to cart**  
Make your selection and click 'Add To Cart'.
- 3. Checkout**  
Go to checkout, review your selection and click 'Confirm Selection'.

[Go to benefits](#)

Don't show again

# Apply for salary conversion - Participation in My Adobe Benefits



A screenshot of a digital interface element for selecting a benefit. It features a blue header bar with the word 'AVAILABLE' in white. Below this, the text 'Direct Insurance Sacrifice Opt In' is displayed in a dark grey font. A red line of text below reads 'or Support Fund Opt-in'. At the bottom left, there is a blue icon of a document with the text 'More Info' next to it. At the bottom right, there is a blue rectangular button with the white text 'Select'.

## Benefit Information

### Direct Insurance Sacrifice Opt In

Adobe offers a tax efficient way for you to sacrifice part of your monthly salary into your pension fund.

Please remember that Mercer must review and approve your application before voluntary pension contributions can commence. This may take a few months. Your selection will not show on [My Adobe Benefits](#) until Mercer reviews and approves it. My Adobe Benefits will be updated as soon as this approval is received and you will receive a notification from [adobebenefits@thomsons.com](mailto:adobebenefits@thomsons.com).

For further information visit [Inside Adobe](#).

# Apply for salary conversion - Participation in My Adobe Benefits

The screenshot shows a user interface for applying for salary conversion. It is divided into two main sections: 'Level Of Cover' and 'Costs Before Tax'.

**Level Of Cover:** A slider is set between 0 and 3,816. Below it, a text input field contains '1200' with minus and plus buttons. A 'Calculate' button is below the input. A 'Next >' button is at the bottom left.

**Costs Before Tax:** A 'Per Month' button is selected and circled in red. Below it, 'You Pay' is listed as '€100.00', also circled in red. 'Employer Pays' is listed as '-'. 'Total Cost' is listed as '€100.00'. A blue 'Add To Cart' button is at the bottom right.

**Salary Sacrifice agreement:** A yellow box contains the text 'Employee submits sacrifice agreement' with a warning icon and 'Please confirm' with an unchecked checkbox. A red '4' is below this box.

**Annotations:** A red arrow points to the slider. A red '1' is next to the input field. A red '2' is next to the 'Calculate' button. A red '3' is next to the 'Next >' button. A red '5' is next to the 'Add To Cart' button. A dashed red arrow points from the 'Calculate' button to the 'Costs' section.

# Apply for salary conversion - Participation in My Adobe Benefits

**VALUES** € ? 1 ? ? ?

**Selections added to cart**

Direct Insurance Sacrifice Opt In

**Checkout**

**Checkout**

**Your New Selections**

Benefit Name	Level	Employer Pays	You Pay	Cost Difference	Edit	Delete
Direct Insurance Sacrifice Opt In		-	€100.00	▲ €100.00		

Delete all selections

**Your Current Benefits**

**Total Cost For You - New**

**€100.00**  
(monthly)

[Cost Breakdown](#)

**Warning:** Following your selections, and according to the Salary Exchange Agreement, your basic salary will be changed as shown:

Basic Salary	<b>€8,333.33</b>
New Salary	<b>€8,233.33</b>

I agree with my contract of the employment being amended in accordance with the above and I accept the [Salary Exchange Agreement](#)

**Confirm Selection**

# Apply for salary conversion - Participation in My Adobe Benefits



Congratulations! You have completed 1 benefit selection. This benefit will be effective by 01/05/2020.

**Risk cover**

**2**

# Collective risk coverage

## Direct commitment with congruent re-insurance (Zurich)

- Automatic coverage for all employees, employer-funded
- Adobe commits to a contribution for one insurance year.
- According to the insurance policy, a benefit is calculated from the contribution.
  - Death benefit: ~ 200% of annual salary, lump sum payment
  - Disability: ~ 40% of annual salary, monthly payment
- The coverage starts on April 1st of a year and ends on March 31st of the following year, even in the case of mid-year termination. Proportional reduction of benefits in case of mid-year entry.



# Collective risk coverage

## Direct commitment with congruent coverage (Zurich)

- **Pensionable income (for non-sales employees)**
  - 12-fold contractual gross monthly salary in the month of March, no adjustment throughout the year.
  - Not covered:
    - Overtime and overtime compensation
    - Profit sharing
    - Asset-building benefits
    - Inflation and other allowances
    - Anniversary contributions and other gratuities
    - Other extraordinary benefits

# Collective risk coverage

## Direct commitment with congruent coverage (Zurich)

- **Pensionable income for sales employees**
  - Based on Total Target Compensation, which means assuming 100% achievement of targets for variable compensation components.
  - Limitation: Restriction of sales commissions to the average of the actually paid variable pay in the 36 months immediately preceding the occurrence of the event, up to a maximum of 150% of the gross annual basic salary.
  - Salary changes during the term of the commitment do not affect the amount of eligible income.

# Collective risk coverage

## Direct commitment with congruent coverage (Zurich)

- **Eligibility in case of death**

- Payout of the death benefit as a lump sum payment
  - Rank 1: Spouse or registered life partner, alternatively a previously named life partner living in a domestic partnership, provided that the other tax-related requirements for recognition as a surviving dependant are met.
  - Rank 2: Spouse or equivalent dependent children
  - Without dependants according to the above ranking, a death benefit of up to 8,000 Euros can be paid to a person previously named in writing or the legal heirs (upon presentation of the certificate of inheritance).

# Collective risk coverage

## Direct commitment with congruent coverage (Zurich)

- **Eligibility in case of disability**

- The employee is unable to perform their profession as a whole or the essential tasks of their profession.
- Due to illness, bodily injury, or more than age-appropriate decline in strength, which must be medically proven
- Is under regular medical treatment by a doctor in this regard and has not worked in any other profession for compensation
- Continuously during the waiting period of 3 months. After that, the degree of disability is determined according to the relevant insurance conditions. A degree of disability of at least 50% is required for full benefit after the waiting period.

# Collective risk coverage

## Direct commitment with congruent coverage (Zurich)

- **Exclusions**

- No benefit: Employee is in statutory sick pay at the time of the commitment or at the time of joining Adobe, and the triggering event case is due to the same cause.
- After resuming the contractual employment due to improved health condition, full insurance coverage applies.
  - for the case of death on the first day of resumption
  - for the case of disability on the 15th working day after resumption. However, limited protection for disability already exists on the 1st day of return with regard to another illness.

# Adobe pension plan and risk protection

## Your contacts at Mercer



Contact person for general questions about the pension plan at Adobe Systems GmbH or Adobe Systems Engineering GmbH:  
**Christine Mahmutovic, Edward Grabner**



Contact person for advising employees before concluding a salary conversion agreement:  
**Claudia Konirsch**



Contact person for questions regarding risk coverage:  
**Sonja Felber**

These documents are based on the status of November 2024.

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