

Australia Benefits Summary

Health Benefits

Medical

Medical insurance is offered to full time employees and dependants (a spouse and dependant children up to age 21 or up to age 24 if they are full time students). The insurance is provided by GU Health. Coverage includes hospitalisation, outpatient, dental, optical, physiotherapy, chiropractic and massage, etc. Adobe subsidises towards your health insurance with GU. The premium includes Medicare rebate which means that any employees who may not be eligible for this rebate will have to pay the ATO any variance based on their combined assessable income at tax time.

Medical Check Up

Provided to full time employees; Cover medical check up expense up to a limit of A\$100 per calendar year through Concur.

Employee Assistance Program (EAP)

The EAP, powered by Guidance Resources, provides awareness, education and confidential counselling assistance for a range of work/life issues, including stress management, relationship challenges, life event changes (birth of a child, bereavement, etc.) as well as financial and legal support.

The goal of the EAP is to improve your and your family's wellness and wellbeing. You and family members in your household can have access to a health coach/counsellor for up to six sessions per topic per year. You can access these programs 24 hours a day, seven days a week.

For more information, visit the EAP website: <https://www.guidanceresources.com> (Adobe Web ID: Adobe).

Financial Benefits

Superannuation

- BT is the default provider.
- Employer's Contribution: statutory % of eligible compensation. Eligible compensation is capped at A\$300,000 annually.
- Voluntary Employee Contribution: Salary sacrifice option is available

Life and Disability Insurance

Provided through the superannuation contribution. Premium paid by Adobe. Coverage:

- Life Insurance: 3 times base salary
- Long Term & Total Permanent Disability: 3 times base salary
- Income Protection: 75% of base salary for 2 years after 30 day waiting period.

In order to be covered under the company sponsored Life and Disability benefit, the employee should join the company superannuation fund with BT and must have a minimum balance of A\$2,500 in order to trigger coverage. After that employees can direct future contribution to the superannuation fund of their choice.

Business Travel Accident Insurance

Adobe has a business travel insurance policy which provides you with three times your salary, up to a maximum of U.S. \$500,000. The program pays benefits if you die or become disabled as a result of an accident while travelling on business for Adobe.

The business travel insurance also includes a global medical program that covers any medical emergency for up to U.S. \$300,000 maximum. No evidence of insurability is required for this insurance.

Time Off

Annual Leave

Employees will earn 13.33 hours a month or 20 days a year.

Public Holidays

Generally 10 holidays are observed. Please see Inside Adobe for details.

Long Service Leave (LSL)

Adobe follows the statutory LSL rules across Australia.

Personal/Sick Leave

Employees have 14 days per year. Sick time is used during illness or caring for ill family members.

Jury Leave

Adobe provides time off with pay when you are called to serve on a jury or called as a witness. A copy of the summons is required upon Adobe's request.



Australia Benefits Summary (Cont.)

Primary Caregiver Leave

Eligible employees can take up to 52 weeks of unpaid leave, of which Adobe provides 26 calendar weeks of paid leave at 100% of base salary (Total Target Commission (TTC) for commissioned employees). This pay is inclusive of the 18 weeks of Parental Leave Pay funded by the Federal Government. The 26 calendar weeks are inclusive of public holidays. These 26 weeks of Adobe paid parental leave is applied towards the total unpaid parental leave entitlement of 12 months under the NES. Refer to the Parental Leave Program policy for more details.

Non-Primary Caregiver Leave

Eligible employees can take 16 weeks (80 working days) of Adobe paid non-primary caregiver parental leave at 100% of base salary (TTC for commissioned employees). This pay is inclusive of the 2 weeks of Dad and Partner Pay funded by the Federal Government. These 16 weeks of Adobe paid non-primary caregiver parental leave is applied towards the total unpaid parental leave entitlement of 12 months under the NES. Refer to the Parental Leave Program policy for more details.

Bereavement Leave

Employees may take up to four continuous weeks of paid time following the death of an immediate family member:

- Spouse/common law partner, parents, siblings and children
- Spouse/common law partner's parents, siblings and children
- Grandparents
- Grandchildren

Other Benefits

Employee Purchase Program

Program enables employees to purchase Adobe software at discount prices.

Education Assistance Program

To support employees in their pursuit of continuing education, Adobe's Education Reimbursement Program will reimburse employees up to a maximum of \$10,000 USD equivalent for tuition and books for courses, certificate programs and graduate programs that meet the program's eligibility criteria.

Professional Development Reimbursement

You may be reimbursed up to USD 1,000 for short-term learning opportunities (e.g. conferences, webinars and online courses) to support your growth and development.

Wellness Reimbursement Program

We want to help you and your immediate family members maintain a well-rounded, healthy lifestyle. We will reimburse you up to \$550 USD per year for gym membership, bike share memberships, fitness classes, massages, nutritional counseling and much more.

Software Donations Program

Employees may use their purchase discounts to buy software and donate it to the charities/schools of their choice.

Matching Gift Program

Program to improve the quality of life in our community, via Adobe's charitable gifts program. Adobe matches up to \$10,000 USD per employee/calendar year to any qualified non-profit organization anywhere in the world.

Patent Award Program

Company support in establishing a patent, and additionally eligibility for cash bonus compensation upon the issuance of a patent.

Employee Referral Plan

Financial incentive for recommendation and subsequent hiring of a new recruit.

Long Service Awards

Recognition gift awarded to employees on the 5th and subsequent 5-year anniversaries with the Company.

Special Recognition Bonus

Bonus to recognize employees who have made a special accomplishment or specific, significant effort above and beyond their normal responsibilities.

Role Specific Benefits

Company Car Benefit

Discretionary car benefit awarded to eligible staff.

Annual Incentive Plan (AIP)

Financial management incentive plan awarded to eligible employees to drive aggressive growth and accountability, to drive execution of operating plan, and to motivate and inspire employees to contribute at peak performance.

Team Bonus

Financial group incentive plan awarded to eligible Product Development employees based on results which demonstrate operational or product improvements and which also reduce product time to market for full and .5 product releases.

Sales Compensation Program

Financial sales incentive plan awarded to eligible Sales employees to drive the achievement of sales goals and business objectives. The scheme is devised on an annual basis and commission is paid at regular intervals (schedule varies by role).



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This benefit plan description summarizes the main features of the benefit programs and is not intended to amend, modify or expand the plan provisions. In all cases, the provisions of the plan document, master insurance trust, or trust agreement control the administration and operation of the plans. If a conflict exists between a statement in this summary and the provisions of the plan document, master insurance trust, or trust agreement, the plan document, master insurance trust, or trust agreement will govern how benefits are administered and paid.

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