

India Benefits Summary

Health Benefits

Medical

Medical hospitalization insurance is provided to employees and dependents a family floater of Rs 700,000 per family, with parents capped at Rs 500,000 per year. Maternity benefit is capped at Rs 1,00,000 and is counted toward the family floater of Rs 7,00,000. 20% co-pay is applicable on all parent claims

Employee Assistance Program (EAP)

The EAP provides awareness, education and confidential counseling assistance for a range of work/life issues, including stress management, relationship challenges, illness and life event changes (birth of a child, bereavement, job change, etc). You're eligible for up to twelve free sessions per life issue each calendar year. The goal of EAP is to improve the health and well being for you and your three dependent family members. Specifically, EAP provides Counseling Services, Online Tools and Crisis Management. Visit the EAP website, www.1to1help.net or call Toll Free Number: 1800-258-8121/ 1800-258-8999

Financial Benefits

Life Insurance

Insured amount: Three times the Annual Base (Fixed) Salary subject to a maximum of Rs 35,000,000 (3.5 cr).

Business Travel Accident Insurance

Insured Adobe has a business travel insurance policy which provides you with three times your fixed salary, up to a maximum of US \$500,000. The program pays benefits if you die or become disabled as a result of an accident while traveling on business for Adobe. The business travel insurance also includes a global medical program that covers any medical emergency for up to US \$250,000 maximum. No evidence of insurability is required for this insurance.

Retirement

Provident Fund: Adobe will contribute 12 percent of basic salary to the Employee Provident Fund for all employee's subject to the employee making a matching contribution of 12 percent.

Personal Accident Insurance

Insured amount: In case of accidental death, or partial and permanent disability, a benefit of Rs 40,00,000 (40 Lakhs) is payable subject to the rules and conditions of the insurance policy.

India Benefits Summary (Cont.)

Time Off Benefits

Public Holidays

12 days are declared public holidays.

Time Off

- Vacation - 15 days per year; carry forward limit is 45 days (No leave credit beyond the limit)
- Casual Leave - 8 days per year
- Sick Leave - up to 10 days per year
- Company Winter Break - 5 days deducted from your Casual Leave. *(If no Casual Leave is available, days will be deducted from your Vacation Leave.)*

Sabbatical Leave

Paid time off granted based on years of continuous service*:

- 4 weeks after 5 years of continuous service
- 5 weeks after 10 years of continuous service
- 6 weeks after 15 years or more of continuous service

Maternity Leave

26 weeks for the birth or adoption of a child including time for recovery and bonding. Please refer to the policy for more details.

Paternity Leave

8 weeks of paternity leave is available for fathers to bond after the birth or adoption of a child. These days are in addition to PTO and must be used within 6 months of the delivery of the new born.

Miscarriage Leave

Maximum of six weeks immediately following the day of miscarriage

Bereavement Leave

Employees can use 20 workdays (4 weeks) which are not a part of PTO days in case of death of grandparents, parents/(in-law), sibling, spouse and child.

Other Benefits

Learning Fund

Education Reimbursement Program

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

Professional Development Reimbursement

Adobe's Learning Fund covers up to a maximum of \$1,000 USD equivalent for short-term learning opportunities such as conferences and workshops, professional and technical training courses, Online learning and professional memberships

Wellness Reimbursement We want to help you and your immediate family members to maintain a well-rounded, healthy lifestyle. We will reimburse you up to USD 600 for gym memberships, fitness classes, massages nutritional counseling and much more.

Program Matching Gift Program

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

On Site Cafe

Adobe provides on-site cafe.

Company Paid Lunch & Dinner

Lunch & Dinner available free of charge at the on-site cafe during workdays.

Late Night Transport

Available free of charge for employees who work after 10 pm.

India Benefits Summary (Cont.)

Medical Room Facility

Available on premises.

On-site Doctor & Physiotherapist

General Physician , ENT Specialist, Gynecologist, Physiotherapist and Nutritionist is available on site in all locations as per the preset schedule

Annual Health Checkup

All regular employees are eligible to avail Adobe sponsored health check-up once a year across all major hospitals(offsite)/in Adobe premises (on-site).

Role Specific Benefits

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.

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).