



COMPANY CAR BENEFIT ADDENDUM:

Information and conditions applicable to Mexico employees

This addendum to the Company Car Benefit – World Wide stipulates additional program conditions that apply specifically to employees, who in their contract of employment, are employed by Adobe Systems Incorporated on a permanent or fixed-term basis. Additions or changes to sections listed in the main program document are listed against their corresponding section number.

3.0 PROGRAM DETAILS

The following items apply specifically to Adobe Systems Incorporated and are supplementary to the Company Car Benefit – World Wide unless explicitly stated.

4.2 Definition of 'Car Benefit'

Eligible employees will be awarded a cash allowance *in lieu* of a company-provided lease car.

4.4 Allowable Expenses

Reasonable business-related expenses such as parking, congestion and other toll charges, and fuel based on corporate mileage rates are reimbursable through the expenses procedure. Personal car expenses and mileage is not generally reimbursable. Travel between home and the normal place of work is considered personal mileage and is not reimbursable.

Fuel cards are *not* generally provided, except where a compelling business case applies and is supported and approved by the Managing Director.

4.5 Eligibility

Employees who hold positions that are eligible for a car benefit will be informed in writing. Typically this includes management positions, and some professional individual contributor jobs based on job need. The eligibility and level of car benefit is assigned to eligible global job codes according to the job level and market practice.

3.5 Eventualities affecting Eligibility for the Car Benefit

b. Leave of Absence

Employees who take a period of maternity, adoption, or paternity leave may continue to receive the car benefit during the period of statutory leave. Refer to Human Resources for further details.

5.0 PROCEDURES

The allowance will be paid on a monthly basis through the payroll and will be subject to tax and national insurance deductions.

DOCUMENT HISTORY

VERSION	ISSUE DATE	CHANGES
1.0	04/21/2004	DOCUMENT ORIGINATION