

Enhanced Maternity and Paternity Leave

— Brazil

Adobe is providing employees with greater time off benefits during significant life events of having a baby or adopting a child up to 6 years of age.

Effective December 1, 2018, Adobe will offer additional company-paid time for maternity and paternity leave.

At-a-glance chart

PARENTAL LEAVE	TODAY	CHANGE	EFFECTIVE December 1, 2018
Maternity Time off for birth mother or adoptive mother to bond with the new born or adopted child under six years of age	Follow statutory – up to 120 calendar days	+ 62 calendar days	182 calendar days
Paternity Time off for birth father or adoptive father to bond with the new born or adopted child under six years of age	5 working days	+ 5 working days	10 working days (14 calendar days)

Notes:

- 1) Please refer to the Brazil Maternity and Paternity Leave Policy for details.
- 2) If there are any discrepancies between this document and the policy, the policy will prevail.

Questions? Contact the ERC at erc@adobe.com