

Australia Paid-Temp Benefits Summary

Health Benefits

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.

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.



Australia Paid-Temp Benefits Summary (Cont.)

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

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.

Other Benefits

Employee Purchase Program

Program enables employees to purchase Adobe software at discount prices.



Adobe

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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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