



## Enhanced Family Leave — France

Adobe France is providing employees with greater time off benefits during significant life events of having a baby or adopting a child.

Effective 1 November 2021, Adobe will offer additional company-paid time for family leave.

### At-a-glance chart

This chart illustrates the maximum time available.

PARENTAL LEAVE	TODAY	CHANGE	EFFECTIVE 1 November 2021
<b>Maternity Leave</b> Time off for the mother to bond with the newborn	<b>26 weeks @ 100% base salary</b> (TTC for sales)	No Change	No Change
<b>Partner Leave</b> Time off to bond with the newborn	<b>4 weeks @ 100% base salary</b>	Add 12 weeks and change compensation level to TTC for sales employees	<b>16 weeks @ 100% base salary</b> (TTC for sales)
<b>Adoption Leave</b> Time off for parents to bond with the new child	<b>16 weeks @ 100% base salary</b> (TTC for sales)	No Change	No Change
<b>Parental Leave</b> Time off for parents to bond with young children	Unpaid by Adobe until child's 3 <sup>rd</sup> birthday.	No Change	No Change

#### Disclaimers:

1. The Adobe-paid leaves run concurrently with statutory parental leave entitlements.
2. Please refer to the Adobe France Family Leave Policy for more details.