

France Benefits Summary

Health Benefits

Medical

Private medical insurance scheme which provides access to private healthcare in case of medical assistance, hospitalisation, dental coverage, vision coverage, maternity coverage, chemist's costs etc. Adobe funds 75% of the premium for employee, spouse/partner and dependents, while employee contributes the remaining 25% of premium for the default health plan in place.

Permanent Health Insurance

Insurance scheme which provides 100% of monthly salary, after deduction of Social Security daily indemnity (IJSS), in the event of long-term sickness, injury or disability. Benefit payable after 2 months of continuous absence, subject to medical evidence and insurer acceptance.

Wellbeing Benefits

The Employee Assistance Program (EAP)

The Employee Assistance Program (EAP), administered by a vendor called Guidance Resources, provides a range of online tools and free confidential resources that can help you handle work-life challenges. Services are available to employees and their family members living in the same household and include: an online web resource, Guidance Resources Online; up to 10x confidential short-term counseling; financial and legal consultations; and wellness tools to help with weight loss and tobacco cessation.

Wellbeing Reimbursement

We want to help you and your immediate family members maintain a well-rounded, healthy lifestyle. Adobe will reimburse you up to EUR 497 for eligible wellness items to address your physical and emotional wellbeing—this includes gym memberships, meditation classes, massages, nutritional counseling, fitness equipment, flu vaccinations, activities for kids and much more.

Headspace

Headspace is a personal trainer for your mind. The Headspace app gives you access to short, guided meditation sessions—delivered straight to your phone or browser—that help you manage your stress, sleep better, find your focus, boost your creativity and achieve more balance in your life. The Adobe Headspace subscription is funded for employees.

LifeDojo

LifeDojo is an engaging wellbeing app that empowers you to adopt healthier habits via a self-designed program and the support of a live coach. With over 30 habits to choose from, you can select one healthy

new habit to focus on for a period of twelve weeks. The Adobe LifeDojo subscription is funded for employees.

Financial Benefits

Life Assurance

In case of employee's death, premium equals 400% of basic annual salary.

Education annuity up to 15% of salary per child depending on the age of the child and study status.

In case of employee's partner or child death, funeral allocation equals to 100% of PMSS (monthly social security bracket).

Retirement (sur complémentaire)

Contributory Scheme with an employer contribution of 4% bracket A, B & C for Employer and 2% Bracket B&C only for employees. There is no contribution required for Bracket A.

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. \$250,000 maximum. No evidence of insurability is required for this insurance.

Time Off

Adobe offers a variety of time off programs including, but not limited to, annual leave (PTO), sick leave, maternity/paternity leave, and marriage leave. Specific information is available in the France Time Off page on Inside Adobe.



France Benefits Summary (Cont.)

Other Benefits

Luncheon Vouchers

Luncheon vouchers of nine EUR per worked day, out of which 50% is paid by Adobe.

Education Reimbursement

To support employees in their pursuit of continuing education, Adobe's Education Reimbursement Program will reimburse employees up to a maximum of USD 10,000 equivalent for tuition and books for courses, certificate programs and graduate programs that meet the program's eligibility criteria.

Professional Development

To support employees with growing their technical and professional skills, Adobe's Professional Development benefit will reimburse employees \$1,000 USD per calendar year for a development program or course directly related to an employee's career growth at Adobe. Employees should discuss the short-term learning opportunity (conference, webinars and online courses) with their manager prior to signing up.

Adoption Assistance

Adopting a child is an exciting and happy time. To help offset the cost of adoption, Adobe will reimburse you for eligible expenses up to US\$ 25,000 per child, up to a lifetime maximum of two children.

Public Transport

Public transport passes to commute to work are reimbursed by Adobe at 50% of the cost.

Employee Referral Plan

Financial incentive for recommendation and subsequent hiring of a new recruit.

Employee Purchase Program

Program enables employees to purchase Adobe software at discount prices.

Software Donations Program

Employees may use their purchase discounts to buy software and donate it to the charities/schools of their choice.

Matching Gift Program

Program to improve the quality of life in our community, via Adobe's charitable gifts program. Adobe matches up to U.S. \$5,000 per employee/calendar year to any qualified non-profit organization anywhere in the world.

Patent Award Program

Company support in establishing a patent, and additionally eligibility for cash bonus compensation upon the issuance of a patent.

Long Service Awards

Recognition gift awarded to employees on the 5th and subsequent 5-year anniversaries with the Company.

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).



Adobe Systems Incorporated
345 Park Avenue
San Jose, CA 95110-2704
USA
www.adobe.com

This document relates specifically to the supplementary (typically non-statutory) employee benefit programmes applicable to Adobe Systems France employees. The terms and conditions of any of these benefits may be amended or withdrawn in whole or in part from time to time. All benefits are subject to local taxation regulations and limits presently in force, unless otherwise stated.

Adobe and the Adobe logo are either registered trademarks or trademarks of Adobe Systems Incorporated in the United States and/or other countries.
© 2008 Adobe Systems Incorporated. All rights reserved.
02/2021