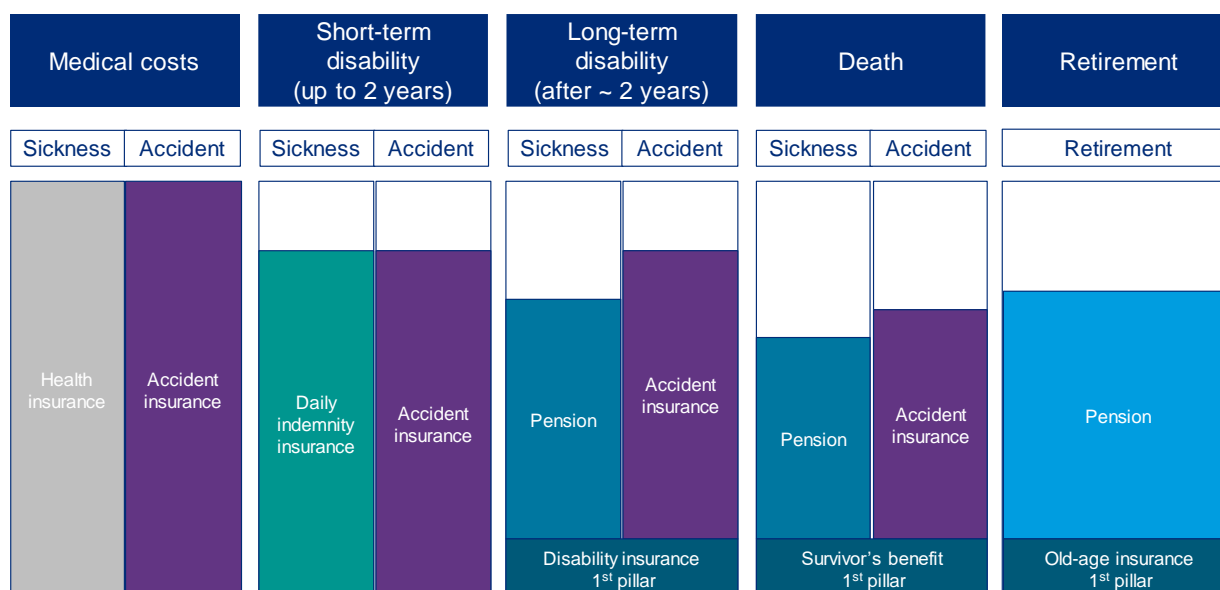


# BENEFITS AT A GLANCE

## Overview of insured Benefits

Adobe Systems (Schweiz) GmbH

Adobe Research (Schweiz) AG



### Disclaimer

This overview is a summary of the current insured benefits. No benefit entitlements can be derived from this overview. The company may - based on the legal framework conditions - adjust or suspend the benefits in the insurance and pension contracts at any time. The provisions and benefit definitions of the relevant insurance and pension contracts always apply. Please note that the benefits in regards to the first pillar are described on a high level. Details need to be checked with the responsible equalization funds.

## OVERVIEW OF POLICIES MANAGED BY MERCER

Type of insurance	Insurer	Policy No.
Mandatory accident insurance	Generali	Adobe Systems: 22807154 Adobe Research: 22807152
Supplementary accident insurance	Generali	Adobe Systems: 22807154 Adobe Research: 22807152
Daily indemnity insurance	Generali	Adobe Systems: 22807151 Adobe Research: 22807153
Pension insurance	AXA	Adobe Systems: 1/101835 Adobe Research: 1/82827

## CONTACTS

Mercer (Insurance Broker)	1 <sup>st</sup> pillar information
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## OLD-AGE AND SURVIVOR'S INSURANCE (OASI - 1<sup>ST</sup> PILLAR)

<b>Eligibility</b>	<p>All natural persons whose legal domicile under civil law is in Switzerland or natural persons who are gainfully employed in Switzerland.</p> <p><b>Obligation to pay contributions</b></p> <p>Gainfully employed persons: 1<sup>st</sup> January after turning 17 years old</p> <p>Non-gainfully employed persons: 1<sup>st</sup> January after turning 20 years old</p>	
<b>Insured risks</b>	<p>Old age (Retirement)</p> <p>Death (due to accident or sickness)</p> <p>Long-term disability (due to accident or illness)</p>	
<b>Basis for the calculation (for annual pensions)</b>	Income, number of contribution years, educational and care-giving credits	
<b>Insured benefits</b>	<p><b>Death</b></p> <ul style="list-style-type: none"> <li>Spouse pension of 80% of the corresponding old-age pension</li> <li>Half orphan's pension of 40% of the corresponding old-age pension (until age 18 or 25 if in first education)</li> <li>Full orphan's pension of 60% of the corresponding old-age pension (until age 18 or 25 if in first education)</li> </ul> <p><b>Old-age / Retirement</b></p> <ul style="list-style-type: none"> <li>Retirement pension of 100% of the corresponding pension (calculated based on the average income incl. care-giving credits and number of contribution years). If married persons both receive an OASI pension, the two pensions are capped at 150%.</li> <li>Retirement children's pension of 40% of the corresponding old-age pension (until age 18 or 25 if in first education)</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>Medical aids</li> <li>Care allowance</li> </ul>	
<b>Key figures</b>	Maximum insured salary:	CHF 90'720
	Minimum old-age pension:	CHF 15'120
	Maximum old-age pension:	CHF 30'240
<b>Financing</b>	<p>Employee contribution: 4.35% of the OASI salary</p> <p>Employer contribution: 4.35% of the OASI salary</p>	

## DISABILITY INSURANCE (DI - 1<sup>ST</sup> PILLAR)

<b>Eligibility</b>	<p>All natural persons whose legal domicile under civil law is in Switzerland or natural persons who are gainfully employed in Switzerland.</p> <p><b>Obligation to pay contributions</b></p> <p>Gainfully employed persons: 1<sup>st</sup> January after turning 17 years old</p> <p>Non-gainfully employed persons: 1<sup>st</sup> January after turning 20 years old</p>
<b>Requirements</b>	<p>Insured person is unable to restore, maintain or improve ability of work despite reasonable rehabilitation / integration measures.</p> <p>Insured person is unable for work for an average of at least 40% during one year without significant interruption.</p> <p>Insured person is unable for work for at least 40% after the one year.</p>
<b>Insured risks</b>	<p>Long-term disability (due to accident or sickness)</p> <p>Long-term care and integration (due to accident or sickness)</p>
<b>Basis for the calculation (for annual pensions)</b>	Income, number of contribution years, care-giving credits, disability degree
<b>Insured benefits</b>	<p><b>Integration</b></p> <ul style="list-style-type: none"> <li>Medical measures</li> <li>Professional, educational, integrational measures</li> <li>Daily allowances and travel allowances</li> <li>Medical aids required in professional/private life</li> </ul> <p><b>Disability</b></p> <ul style="list-style-type: none"> <li>Disability pension of 100% of the corresponding pension (calculated based on the average income incl. care-giving credits and number of contribution years)</li> <li>Disability children's pension of 40% of the corresponding disability pension (until age 18 or 25 if in first education)</li> </ul>

## Insured benefits

The disability pension depends on the degree of disability using the following scale: <b>Disability Degree</b>	<b>Pension</b>
< 40.0%	No pension
40.0%	25.0%
45.0%	37.5%
46.0%	40.0%
47.0%	42.5%
48.0%	45.0%
49.0%	47.5%
50.0% - 69.0%	50.0% - 69.0%
≥ 70.0%	100.0%

### Other

- Long-term care

## Key figures

Maximum insured salary:	CHF 90'720
Minimum disability pension:	CHF 15'120
Maximum disability pension:	CHF 30'240

## Financing

Employee contribution: 0.7% of the OASI salary
Employer contribution: 0.7% of the OASI salary

## MANDATORY ACCIDENT INSURANCE (UVG - 2<sup>ND</sup> PILLAR)

<b>Eligibility</b>	All employees are insured for occupational and non-occupational accidents from the first day of employment. Employees who work less than 8 hours per week are insured for occupational accidents only (the corresponding accident coverage must be added to the personal health insurance).
<b>Insured risks</b>	<p>Short-term disability due to occupational accident, non-occupational accident and occupational illnesses</p> <p>Long-term disability due to occupational accident, non-occupational accident and occupational illnesses</p> <p>Death due to occupational accident, non-occupational accident and occupational illnesses</p>
<b>Insured salary</b>	OASI salary up to a maximum of CHF 148'200
<b>Insured benefits</b>	<p><b>Short-term disability</b></p> <ul style="list-style-type: none"> <li>Medical costs (outpatient treatment, general ward in hospital, prescribed medication, prescribed spa therapies)</li> <li>Daily allowance of 80% of the insured salary after a waiting period of 2 days</li> </ul> <p><b>Long-term disability</b></p> <ul style="list-style-type: none"> <li>Disability pension of 80% of the insured salary</li> <li>Impairment compensation (one-off lump-sum payment)</li> <li>Long-term care allowance depending on the degree of long-term care needed</li> </ul> <p><b>Death</b></p> <ul style="list-style-type: none"> <li>Spouse's pension of 40% of the insured salary</li> <li>Half orphan's pension of 15% of the insured salary (until age 18 or 25 if in first education)</li> <li>Full orphan's pension of 25% of the insured salary (until age 18 or 25 if in first education)</li> <li>The total survivor's pensions are capped at 70% of the insured salary</li> </ul>
<b>Geographic coverage</b>	The insurance coverage applies worldwide. Benefits abroad are limited. Treatment costs are covered to the extent that they do not exceed twice the amount that the treatment would have cost in Switzerland. Unless it is an emergency, treatment and benefits provided abroad must be agreed with the insurer in advance.
<b>Duration of insurance coverage</b>	<p>Coverage starts with the first day of employment and ends after 31 days after entitlement to at least half of the salary.</p> <p>Voluntary continuation of coverage for non-occupational accidents possible by taking out an interim accident insurance for up to 6 months.</p>

## SUPPLEMENTARY ACCIDENT INSURANCE (UVGZ - 2<sup>ND</sup> PILLAR)

<b>Eligibility</b>	All employees from the first day of employment
<b>Insured Risks</b>	<p>Short-term disability due to occupational accident, non-occupational accident and occupational illnesses</p> <p>Long-term disability due to occupational accident, non-occupational accident and occupational illnesses</p> <p>Death due to occupational accident, non-occupational accident and occupational illnesses</p>
<b>Insured Salary</b>	<p><b>UVG / LAA salary</b> OASI salary up to a maximum of CHF 148'200</p> <p><b>Exceeding salary</b> OASI salary above CHF 148'200 up to a maximum of CHF 300'000</p> <p><b>Insured salary</b> UVG / LAA salary + exceeding salary (max. CHF 300'000)</p>
<b>Insured Benefits</b>	<p><b>Short-term disability</b></p> <ul style="list-style-type: none"> <li>Medical costs, private ward in hospital</li> <li>Daily allowance of 80% of the exceeding salary after a waiting period of 60 days</li> </ul> <p><b>Long-term disability</b></p> <ul style="list-style-type: none"> <li>Disability lump-sum of 200% of the insured salary</li> </ul> <p><b>Death</b></p> <ul style="list-style-type: none"> <li>Death lump-sum of 100% of the insured salary</li> </ul> <p><b>Additional benefits</b></p> <ul style="list-style-type: none"> <li>Protection against the reduction of benefits due to gross negligence</li> <li>Coverage during unpaid leave for max. 7 months</li> </ul>
<b>Geographic coverage</b>	<p>The insurance coverage applies worldwide.</p> <p>Unless it is an emergency, treatment and benefits provided abroad must be agreed with the insurer in advance.</p>
<b>Duration of insurance coverage</b>	Analogous to compulsory accident insurance (UVG)

## DAILY INDEMNITY INSURANCE (KTG - 2<sup>ND</sup> PILLAR)

<b>Eligibility</b>	All employees from the first day of employment
<b>Insured Risks</b>	Short-term disability due to sickness
<b>Insured Salary</b>	Last known OASI salary up to a maximum of CHF 300'000
<b>Insured Benefits</b>	<b>Short term disability</b> <ul style="list-style-type: none"><li>▪ Daily allowance of 80% of the insured salary for 730 days, after a waiting period of 60 days</li></ul>
<b>Duration of insurance coverage</b>	Insurance coverage begins on the first day of employment and ends on the last day of employment. It is possible to transfer to an individual insurance without a health check within 3 months of the last day of employment. For the transfer, a corresponding application must be submitted to the insurance company.



## STATUTORY MATERNITY & PATERNITY BENEFITS (EO - 1<sup>ST</sup> PILLAR)

<b>Eligibility</b>	All natural persons whose legal domicile under civil law is in Switzerland or natural persons who are gainfully employed, self-employed receive insurance benefits / allowances (exceptions apply if the person was not insured under the OASI at the beginning of the pregnancy).
<b>Insured Risks</b>	Salary continuation after childbirth
<b>Insured Salary</b>	Last known OASI salary up to a maximum of CHF 99'000
<b>Insured Benefits</b>	<p><b>Maternity</b></p> <ul style="list-style-type: none"><li>▪ Daily allowance of 80% of the insured salary for a maximum of 14 weeks (98 days)</li><li>▪ The allowance starts on the day of birth</li></ul> <p><b>Paternity</b></p> <ul style="list-style-type: none"><li>▪ Daily allowance of 80% of the insured salary for a maximum of 2 weeks (14 days resp. 10 working days)</li><li>▪ The allowance needs to be drawn within 6 months after the birth</li></ul>
<b>Financing</b>	Employee contribution: 0.25% of the OASI salary Employer contribution: 0.25% of the OASI salary

## PENSION FUND SOLUTION (BVG - 2<sup>ND</sup> PILLAR)

<b>Eligibility</b>	<p>All employees from the first day of employment who:</p> <ul style="list-style-type: none"> <li>Are above the age of 18 (1<sup>st</sup> January after turning 17 years old) and have not yet reached the OASI retirement age</li> <li>Have an annual salary above the entry threshold (CHF 22'680)</li> <li>Have a permanent or fixed-term employment contract of more than 3 months</li> </ul> <p>Employees are insured for the risk benefits from the 1<sup>st</sup> of January after turning 17 years old. The retirement savings process starts on the 1<sup>st</sup> of January after turning 24 years old.</p>										
<b>Pensionable salary</b>	Annual OASI salary										
<b>Coordination offset</b>	CHF 26'460										
<b>Insured salary</b>	Pensionable salary minus coordination offset										
<b>Retirement savings</b>	<p><b>Retirement savings on insured salary</b></p> <table> <tr> <th>Age</th><th>Total savings</th></tr> <tr> <td>25 - 34:</td><td>8%</td></tr> <tr> <td>35 - 44:</td><td>11%</td></tr> <tr> <td>45 - 54:</td><td>16%</td></tr> <tr> <td>55 - 65:</td><td>19%</td></tr> </table>	Age	Total savings	25 - 34:	8%	35 - 44:	11%	45 - 54:	16%	55 - 65:	19%
Age	Total savings										
25 - 34:	8%										
35 - 44:	11%										
45 - 54:	16%										
55 - 65:	19%										
<b>Insured benefits</b>	<p><b>Long-term disability</b></p> <ul style="list-style-type: none"> <li>Disability pension of 60% of the insured salary after a waiting period of 24 months</li> <li>Disability child's pension of 8% of the insured salary after a waiting period of 24 months</li> <li>Waiver of contribution after waiting period of 3 months (accident &amp; sickness covered)</li> </ul> <p><b>Death before retirement</b></p> <ul style="list-style-type: none"> <li>Spouse's pension of 40% of the insured salary</li> <li>Partner's pension of 40% of the insured salary (accident &amp; sickness covered)</li> <li>Orphan's pension of 8% of the insured salary (until age 20 or 25 if in first education)</li> <li>Additional lump sum of 100% of insured salary (accident &amp; sickness covered)</li> <li>Additional lump sum of additionally purchased benefits (accident &amp; sickness covered)</li> </ul>										

## Insured benefits

### Death after retirement

- Spouse's pension of 60% of the old-age pension
- Orphan's pension of 20% of the old-age pension (until age 20 or 25 if in first education)

### Old-age / Retirement

- Lifelong old age pension (final retirement assets x applicable conversion rate) or
- One-time lump-sum payment of the final retirement assets or
- Mixed form of pension and lump-sum withdrawal

## Financing

### Retirement savings

Age	Total savings	Paid by employee	Paid by employer
25 - 34:	8%	4.0%	4.0%
35 - 44:	11%	5.5%	5.5%
45 - 54:	16%	8.0%	8.0%
55 - 65:	19%	9.5%	9.5%

### Risk and administration costs

- Employer: 100% of risk and 100% administration costs
- Employee: 0% of risk and 0% administration costs

## Key figures

Minimum interest rate:	1.25% on the mandatory retirement assets
Maximum insurable salary:	CHF 907'200
Entry threshold:	CHF 22'680
Coordination deduction BVG*:	CHF 26'460
Minimum insured salary BVG*:	CHF 3'780
Maximum insured salary BVG*:	CHF 64'260

*\*minimum benefit / definition according to law*