

RETIREMENT ALLOWANCE REGULATIONS

Adobe Systems Co., Ltd.

(Purpose)

Article 1. These Regulations set forth matters concerning the retirement allowance to the employees.

(Scope of Eligibility for Payment)

Article 2. The retirement allowance shall be payable to the employee who has served in the Company for full one year or more and retires from the Company or takes office as the Company's officer pursuant to Article 16 of the Office Regulations, provided, however, that the retirement allowance shall not be payable to the employee coming under any of the following Subparagraphs.

- (1) The employee who has served in the Company for less than full three years retires from the Company for personal reasons.
- (2) The employee is subjected to the disciplinary punishment as provided for in Article 63 of the Office Regulations.
- (3) The employee retires from the Company or dies as a result of any wrongdoing similar to the preceding Subparagraph.

2. In the case of Subparagraph 2 or 3 of the preceding Paragraph, the Company may pay the retirement allowance in part to such employee in consideration of any extenuating circumstances.

(Computation Method)

Article 3. The retirement allowance shall be payable in the amount computed by multiplying the employee's monthly base salary at the time of retirement by the payment ratio according to the employee's service period as set forth in the Schedule.

2. The payment ratio of retirement allowance applicable to each event of retirement shall be categorized as follows.

Payment Ratio A:

- (1) When the employee reaches the age limit;
- (2) When the employee retires owing to injury or sickness approved by the Company;
- (3) When the employee dies.
- (4) When the employee takes office as the Company's officer;
- (5) When the employee retires for reasons of the Company; or
- (6) When the employee retires over the age of 60.

Payment Ratio B:

- (1) When the employee retires for personal reasons.

3. Any fraction less than ¥100 arising from calculation of the retirement allowance shall be rounded up to ¥100.

(Calculation of Service Period)

- Article 4. Except where otherwise provided for separately, the employee's service period shall be from the date of employment up to and including the date of the event for payment in Article 2, provided, however, that the period of suspension from office shall not be counted in the service period.
2. For calculation of the service period, any fraction less than one year shall be counted by month, and any fraction less than one month shall be counted as one month.

(Additional Amount for Meritorious Services)

- Article 5. For the employee who rendered distinguished meritorious services to the Company, the Company may pay the retirement allowance by adding to the amount computed in Article 3 an amount considered to be appropriate by the Company according to the degree of merits.

(Date of Payment and Payment Method in Case of Employee's Death)

- Article 6. The retirement allowance shall be paid within the following month of resignation.
2. In the case of death of the employee, the retirement allowance shall be paid to the entitled recipient(s) as stipulated in Articles 42 through 45 of the Enforcement Regulations of the Labor Standards Law.

Supplementary Provision

(Operative Date)

- Article 7. These Regulations shall become operative as from April 1, 1999.
2. These Regulations shall be amended as from December 1, 1999.
 3. These Regulations shall be amended as from April 1, 2000.
 4. These Regulations shall be amended as from December 1, 2004.
 5. These Regulations shall be amended as from March 1, 2006.
 6. These Regulations shall be amended as from April 1, 2008.
 7. These Regulations shall be amended as from December 3, 2011.

(Grandfathering clause)

- Article 8. To those who are eligible for Sales Compensation Plan as of December 2, 2011, the following grandfathering clauses may be applied. However, these clauses shall not be applied to them once they have become ineligible for Sales Compensation Plan.

The Company shall pay

- (i) the amount computed by multiplying 1/12 of employee's TTC as of December 2, 2011 by the payment ratio according to employee's service period as of the same date as set forth in the Schedule, and
- (ii) the amount computed by multiplying the monthly base salary as of December 2nd 2011 or the monthly base salary at the time of retirement or termination, whichever is higher, by the adjusted payment ratio which equals to the difference between the payment ratio corresponding to employee's service period at the time of retirement or termination as set forth in the Schedule and the payment ratio corresponding to employee's

service period as of December 2, 2011.

Schedule

Table of Payment Ratio of Retirement Allowance

Number of Service Years	Payment Ratio A	Payment Ratio B	Number of Service Years	Payment Ratio A	Payment Ratio B
1	1.0	0	21	23.1	23.1
2	2.0	0	22	24.2	24.2
3	3.0	0.9	23	25.3	25.3
4	4.0	1.8	24	26.4	26.4
5	5.0	2.7	25	27.5	27.5
6	6.0	3.6	26	28.6	28.6
7	7.0	4.5	27	29.7	29.7
8	8.0	5.4	28	30.8	30.8
9	9.0	6.3	29	31.9	31.9
10	10.0	7.2	30	33.0	33.0
11	11.0	8.1	31	33.0	33.0
12	12.0	9.0	32	33.0	33.0
13	13.0	9.9	33	33.0	33.0
14	14.0	10.0	34	33.0	33.0
15	15.0	13.0	35 or more	33.0	33.0
16	16.0	14.0			
17	17.0	15.0			
18	18.0	16.0			
19	19.0	17.0			
20	22.0	22.0			

(Calculation method of the retirement allowance for the number of service years with a certain fractional months)

Where the number of service years at the time of retirement is X years with fractional Y months,

The payment ratio for X years and Y months of service =
 payment ratio for X years + {payment ratio for (X + 1) years - payment ratio for X years} x Y /12

(Any fraction in the third decimal place is to be rounded to the nearest number in two decimal places.)