



### Offer Compensation Breakup - Member of Technical Staff

Job Code: ESDEP10

| Compensation Element  | Annual Value (INR) |
|---|--------------------|
| Basic Salary  | 7,60,800           |
| House Rent Allowance  | 3,80,400           |
| Conveyance Allowance  | 3,95,400           |
| Leave Travel Allowance  | 63,400             |
| Fixed Salary (Base Pay)                                       | 16,00,000          |
| Annual Incentive Plan (Variable)*                             | 10%<br>1,60,000    |
| Total Target Compensation (TTC)                               | 17,60,000          |
| PF Contribution (Employer)                                    | 91,296             |
| Gratuity**  | 36,594             |
| Total Annual Earning Potential (excludes Equity)              | 18,87,890          |
| Equity Award (USD)***   | 33,700             |
| Equity Award (INR), estimate based on current conversion rate | 28,47,650          |
| Joining Bonus   | 3,00,000           |
| Deferred Bonus (paid out after completion of first 12 months) | 3,00,000           |

\*Annual Incentive Plan is applicable to you. The amount is based on individual performance & management discretion.

\*\*You will be entitled to gratuity benefits on completion of prescribed years of continuous service with us as per provisions contained in the Payment of Gratuity Act, 1972.

\*\*\*This Equity Award is a one-time grant. Dynamic Value is in USD and based on current stock price ; RSU vests 25%/year for 4 years from date of grant, and grant is subject to Adobe Systems Incorporated Board approval. Adobe is traded on NASDAQ and stock price is subject to change. This value is subject to changes in stock price & company policies.



## Benefits Reimbursements

|  |   |
|--|---|
| Learning Fund                                    | <p>1. Educational Reimbursement<br/>Adobe's Learning Fund covers up to ₹8,22,000 for undergraduate, graduate, PhD and MBA degree programmes, as well as certain certifications, through accredited institutions.</p> <p>2. Professional Development<br/>Adobe's Learning Fund covers up to ₹82,200 for short-term learning opportunities (such as conferences, workshops, webinars, online learning, business-related books, language courses, re-certification fees and professional memberships) directly related to your career growth at Adobe.</p> |
| Wellness Reimbursement (Pro rated b/w Jan - Dec) | Reimbursement for services and activities that support you and your family's wellbeing: Annual limit of ₹48,900 (includes gym fee, cost of sports equipments / dance/zumba class fee and lot more)  |

For additional & more detailed benefits offered please visit - <https://benefits.adobe.com/in>

## Insurance - Health and Life

|                           |  |
|---------------------------|--|
| Group Health Insurance    | Hospitalisation benefits with a Family Floater maximum of ₹7,00,000 for the entire family and a sublimit of ₹5,00,000 for parents                |
| OPD Claims                | OPD cover up to INR 15,000 per family, on top of sum insured   |
| Group Term Life Insurance | Adobe provides group term life insurance at no cost to you. The benefit is three times your annual fixed salary, with a maximum of ₹3,50,00,000. |

## Others

|  |  |
|--|--|
| Employee Stock Purchase Program (ESPP) | Employee stock purchase plan (ESPP), with the purchase price locked in for two years and a minimum 15% discount on the purchase date |
| Employee Assistance Program (EAP)      | Counseling available for work life issues to help employees cope with stress situations  |