



MOZILLA CORPORATION NEW ZEALAND PLAN HIGHLIGHTS

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| <p>Parental Leave</p> | <p>Parental leave is available under the following circumstances:</p> <ul style="list-style-type: none"> • When a female employee is having a baby • When the spouse/partner of an employee is having a baby • In the event of adoption of a child 6 years of age; the 2 spouses/partners decide which of them is primarily eligible for parental leave • When an employee assumes the care of a child he/she intends to adopt alone |
| <p>Unpaid Maternity Leave: <i>Statutory</i></p> | <ul style="list-style-type: none"> • 14 continuous weeks that may start up to 6 weeks prior to birth or adoption. • Special leave: up to 10 days can be taken by a mother before maternity leave for reasons connected with pregnancy <p>This leave is paid by social security. Female employees with at least 6 months of service and either parent with at least 6 months of service are entitled to leave payments. The employee must apply for parental leave from Mozilla and to Inland Revenue for the payments.</p> |
| <p>Unpaid Parental Leave:</p> | <ul style="list-style-type: none"> • Partner's paternity leave: 1 week with 6 months of service; 2 weeks with 12 or more months of service. The leave can be taken 21 days before the expected delivery date or date care of a child is assumed (adoption) and 21 days after the actual date. In certain circumstances, this leave may be extended. Upon agreement with Mozilla, the leave can be taken at any other time. • Extended leave of up to 52 weeks: available to employees with at least 12 months of service. The leave can be up to 52 continuous weeks less any maternity leave taken. The leave is available for up to 12 months after birth or the date the employee assumes care of a child in the event of adoption. The leave can be shared by both parents. The leave can start at any time after the end of maternity or partner's paternity leave. The 52 week total includes maternity leave and paid parental leave. |
| <p>Compassionate Leave / Bereavement:</p> | <ul style="list-style-type: none"> • 3 days paid leave for demise of spouse, parents, parents-in-laws, children, siblings. • All other relationships - 1 day paid leave |



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| Public Holidays: | In addition to the paid public holidays shown below, Provincial Anniversary Days are observed in each province. | |
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| | New Year's Day | January 1 |
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| | Day after New Year's Day | January 2 |
| | Waitangi Day | February 6 |
| | Good Friday | Date varies |
| | Easter Monday | Date varies |
| | ANZAC Day | April 25 |
| | Queen's Birthday | 1st Monday in June |
| | Labour Day | 4th Monday in October |
| | Christmas Day | December 25 |
| Boxing Day | December 26 | |
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| If Christmas, Boxing Day, New Year's and January 2nd fall on a falls on a Saturday or Sunday, the following Monday is usually a public holiday. All other holidays that fall on a weekend cannot be recuperated. | | |

Mozilla reserves the right, in its sole discretion, to terminate, withdraw, replace, amend, change or alter from time to time any benefit plan or program that it provides, or may provide in the future, to employees. Furthermore, subject to applicable laws, Mozilla shall not at any time be required to compensate any employee for any loss resulting from the termination, withdrawal, replacement, amendment, change or alteration of any benefit plan or program it offers."

This document is provided only as summary of your leaves and benefits; if you have specific questions, please contact the H/R Department.

