



## Registered Group Life Assurance Policy Schedule

This Policy consists of this Policy Schedule and the Policy Terms and Conditions reference Nov-18 together with any endorsements expressly stated to be incorporated in the Policy.

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### A. Policy Definitions

<b>Policy Name:</b>	Adobe Systems Europe Limited Life Assurance Policy.
<b>Policy Number:</b>	100006 & 100007
<b>Trustee:</b>	The Trustee or Trustees for the time being of the Adobe Systems Europe Limited Life Assurance Policy.
<b>Principal Employer:</b>	Adobe Systems Europe Limited
<b>Participating Employer:</b>	None
<b>Commencement Date:</b>	1 <sup>st</sup> August 2012
<b>Policy Effective Date:</b>	1 <sup>st</sup> April 2022
<b>Policy Eligibility Conditions:</b>	All permanent, temporary and fixed term contract Employees aged 16 to 64.  Entry to the Policy is immediate upon fulfilling the above conditions.
<b>Annual Revision Date:</b>	1 <sup>st</sup> April
<b>Premium Frequency:</b>	Annual
<b>Premium Rate:</b>	100006 - 0.569‰ of Lump Sum Benefit 100007 - 2.209% of Pension Benefit
<b>Free Cover Limit:</b>	£1,800,000 of Capitalised Death Benefit
<b>Event Limit:</b>	£130,000,000 of Capitalised Death Benefit
<b>Associated Policies:</b>	100008
<b>Rate Guarantee Expiry Date:</b>	1 <sup>st</sup> April 2024



## **B. Category Definitions**

<b>Category:</b>	001 - Adobe Employees
<b>Category Eligibility Conditions:</b>	All Members of the Policy who are Adobe Employees
<b>Insured Salary:</b>	Current basic notional salary as at the date of death. Current basic notional salary is defined as being basic annual salary plus the annualised value of the Employer's regular replacement pension contributions under the company-wide pension plan (or named pension plan) in respect of the Member's salary sacrifice
<b>Pensionable Salary:</b>	Current basic notional salary as at the date of death. Current basic notional salary is defined as being basic annual salary plus the annualised value of the Employer's regular replacement pension contributions under the company wide pension plan (or named pension plan) in respect of the Member's salary sacrifice.
<b>Lump Sum Benefit:</b>	4.00 x Insured Salary
<b>Pension Benefit:</b>	Flat amount of 20.00% Pensionable Salary
<b>Escalation Rate:</b>	0%
<b>Capitalisation Factor:</b>	17:1
<b>Period of Temporary Absence:</b>	Cover will continue to Termination Age if absence is due to illness or injury and for 36 Year(s) in respect of any other cause. Benefits during periods of Temporary Absence may increase in line with general pay increases up to a maximum rate of 5% per annum
<b>Termination Age:</b>	65 years

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<b>Category:</b>	002 - Former Macromedia Employees
<b>Category Eligibility Conditions:</b>	All Members of the Policy who were previously employed by Macromedia
<b>Insured Salary:</b>	The Member s Total Target Cash as at the date of death. Total Target Cash is defined as being the Members current basic notional salary before any salary sacrificed, plus on target earnings or Bonus, as at the date of death. Current basic notional salary is defined as being basic annual salary plus the annualised value of the Employer s regular replacement pension contributions under the company wide pension plan (or named pension plan) in respect of the Members salary sacrifice.
<b>Pensionable Salary:</b>	The Member s Total Target Cash as at the date of death. Total Target Cash is defined as being the Member s current basic annual salary before any salary sacrificed, plus on target earnings or Bonus, as at the date of death. Current basic notional salary is defined as being basic annual salary plus the annualised value of the Employer s regular replacement pension contributions under the company wide pension plan (or named pension plan) in respect of the Member s salary sacrifice.
<b>Lump Sum Benefit:</b>	4.00 x Insured Salary
<b>Pension Benefit:</b>	Flat amount of 25.00% Pensionable Salary
<b>Escalation Rate:</b>	0%
<b>Capitalisation Factor:</b>	17:1
<b>Period of Temporary Absence:</b>	Cover will continue to Termination Age if absence is due to illness or injury and for 36 Year(s) in respect of any other cause. Benefits during periods of Temporary Absence may increase in line with general pay increases up to a maximum rate of 5% per annum
<b>Termination Age:</b>	65 years

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<b>Category:</b>	006 - Adobe Employees who joined on or after 01/04/2021
<b>Category Eligibility Conditions:</b>	All Members of the Policy who are Adobe Employees and who joined on or after 01/04/2021
<b>Insured Salary:</b>	Current basic notional salary as at the date of death. Current basic notional salary is defined as being basic annual salary plus the annualised value of the Employer s regular replacement pension contributions under the company-wide pension plan (or named pension plan) in respect of the Member s salary sacrifice
<b>Lump Sum Benefit:</b>	4.00 x Insured Salary



**Escalation Rate:**

**Capitalisation Factor:**

:1

**Period of Temporary Absence:**

Cover will continue to Termination Age if absence is due to illness or injury and for 36 Year(s) in respect of any other cause. Benefits during periods of Temporary Absence may increase in line with general pay increases up to a maximum rate of 5% per annum

**Termination Age:**

65 years

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## C. Special Conditions

Notwithstanding anything stated to the contrary in the Policy Terms and Conditions the following shall apply:-

### Actively at Work Condition

The Actively at Work condition for this arrangement will be Any Member not Actively at Work as at the date will receive Temporary Cover only until they have returned to active employment. On the basis that we have been provided with full information in respect of long term sick members then the Actively at Work condition will be waived for all Employees as at the Commence.

### Specific Conditions

- Please note that our terms are based on the information you have provided being correct as at 20/01/2022. If this should not be the case we will have to review our terms
- When you collect personal data from employees you must give them sufficient information regarding how their data will be processed. This information should include details of the personal data you share with employee benefits providers such as Generali. You and your employees can see how Assicurazioni Generali S.p.A UK Branch will use personal data you send to us by visiting [www.generali.co.uk/Info/Privacy-Information](http://www.generali.co.uk/Info/Privacy-Information) or contacting our Data Protection Officer by emailing [privacy@generali.co.uk](mailto:privacy@generali.co.uk) or writing to The Data Protection Officer, Assicurazioni Generali S.p.A. - UK Branch, 4 Thomas More Square, London, E1W 1YW.
- The Policy will remain in force until: the date Generali receive written confirmation from the Policyholder to cease risk; or the Policyholder fails to pay Premiums due or fails to comply with the Policy terms and conditions and Generali have notified the Policyholder, with 30 days notice, that cover has ceased.
- Deferred Retirement is included within the Policy to age 75 for Lump Sum Benefit only subject to the following terms; Cover must be continuous from the Member's 65th birthday and subject to confirmation that the Member was Actively at Work on their 65th birthday. Any Member not Actively at Work as at that date will receive Temporary Cover only until they have returned to active employment. Benefits over the Free Cover Limit will be subject to satisfactory evidence of health. Temporary Cover will apply in respect of benefits in excess of the Free Cover Limit for a maximum period of 90 days. Cover during Temporary Absence will be limited to a maximum of 12 months. Members over Termination Age will be costed within the Premium Rate to a maximum age of 75. Cover for Death in Service Pension will cease at age 70.

**Signed for and on behalf of the Company this 13<sup>th</sup> day of April 2023.**

**Assicurazioni Generali S.p.A**