

Education Reimbursement Cost Centers and Amounts 2023

U.S. and Canada

Country	Annual Benefit Amount
United States	USD \$10,000
Canada	CAD 14,052

APAC

Country	Where to Submit Claims	2023 Benefit Amount (local currency) *
Japan	Please submit claim through My Adobe Benefits	JPY 1,370,500
Country	Where to Submit Claims	2023 Benefit Amount (local currency) *
Australia	Please submit claim through My Adobe Benefits	AUD 14,825
China		CNY 71,131
Hong Kong		HKD 78,003
Korea		KRW 13,172,420
New Zealand		NZD 15,912
Singapore		SGD 13,641
Taiwan		TWD 307,744

EMEA

Country	Where to Submit Claims	2023 Benefit Amount (local currency) *
Armenia	Please submit claim through My Adobe Benefits	AMD 3,950,540
Austria		EUR 9,592
Belgium		EUR 9,592
Czech Republic		CZK 233,589
Denmark		DKK 71,333
Finland		EUR 9,592
France		EUR 9,592
Germany		EUR 9,592
Ireland		EUR 9,592
Israel		ILS 34,255
Italy		EUR 9,592
Netherlands		EUR 9,592
Norway		NOK 98,767
Poland		PLN 44,886
Romania		RON 47,240
South Africa		ZAR 173,028
Spain		EUR 9,592
Sweden		SEK 104,526
Switzerland		CHF 9,445
United Arab		AED 36,730
United Kingdom	GBP 8,265	

India

Country	Where to submit claims	2023 Benefit Amount (local currency) *
India	Please submit claim through My Adobe Benefits	INR 814,713

LATAM

Country	Where to submit claims	2023 Benefit Amount (local currency) *
Brazil	Please submit claim through My Adobe Benefits	BRL 52,502
Mexico		MXN 192,688
Chile		CLP 8,950,860
Colombia		COP 48,037,320

* The annual benefit amount is established by our finance team in local currency based on the applicable currency exchange rates as of the first Saturday in December prior to a new calendar year. For example, the 2023 annual benefit amounts were established from currency exchanges as of December 3, 2022. Local benefit amount may increase or decrease annually based on applicable currency exchange rates.