

# ADOBE INC.

This Summary of Material Modifications (SMM) and Summary of Material Reductions (SMR) updates the Summary Plan Description for the Adobe Inc. Group Health and Welfare Plan (Plan), the Adobe Inc. Flexible Spending Accounts Benefit Summary, and provides an overview of some changes to the Plan. Please see the Adobe Summary Plan Description (SPD) which describes the employee welfare benefits provided under the Adobe Inc. Group Welfare Plan for additional information. Adobe Inc. reserves the right, at any time and at its discretion, to amend, supplement, modify or eliminate the benefits provided under the Plan.

If you would like a copy of the 2022 Summary Plan Description or have any questions, contact 855-898-4218 or log into the Adobe Benefits Enrollment Site to [send a secure message or chat](#).

## 2022 PLAN CHANGES

BENEFIT CHANGE	2022 CHANGE
<b>Aetna Medical</b>	
Telemedicine Primary Care	<ul style="list-style-type: none"><li>Addition of virtual channel to receive primary care (powered by Teladoc).</li></ul>
Out-of-Network Claim Filing	<ul style="list-style-type: none"><li>Out-of-Network claim filing limit will decrease from 27 months to 12 months</li></ul>
<b>Vision Service Plan</b>	
Provider Network	<ul style="list-style-type: none"><li>Addition of Walmart/Sam's Club in VSP Provider Network</li></ul>
Lens Enhancements	<ul style="list-style-type: none"><li>Decrease blue light blocking lens enhancement copay from \$35 to \$0</li></ul>
Addition of LightCare	<ul style="list-style-type: none"><li>Allows members to receive either sunglasses or select blue light blocking glasses at no additional cost</li></ul>
<b>Aetna Expatriate Plan</b>	
Addition of vHealth	<ul style="list-style-type: none"><li>Telemedicine solution for expat assignees</li></ul>
<b>Lincoln Financial Group</b>	
Addition of TravelConnect	<ul style="list-style-type: none"><li>TravelConnect will be available for personal travel assistance services</li></ul>
<b>Long Term Care</b>	
	<ul style="list-style-type: none"><li>Discontinue offering voluntary simplified underwriting for new long term care policies with TransAmerica</li></ul>
<b>Health Care Flexible Spending Account Contributions Limits</b>	
	<ul style="list-style-type: none"><li>Increase to \$2,850 per IRS guidelines</li></ul>