



## México Minor Medical Plan Overview

<b>General Coverage Description</b>	The Minor Medical Plan is a reimbursement plan that covers expenses that shall be understood as those incurred by the employee for required medical services that are excluded, or not covered, by the Major Medical Expenses policy, including deductible and coinsurance.
<b>Participants</b>	All regular, full-time employees and their eligible dependents are included upon date of hire.
<b>Coverage Limit</b>	Maximum annual limit per family is MXN \$50,000
<b>Main Conditions</b>	Covered expenses should be seen as those incurred by the "Participant" for required medical services. Eligible expenses will be reimbursed via payroll, including prescriptions, deductible and coinsurance.
<b>Exclusions</b>	<ul style="list-style-type: none"> <li>- Claims submitted after employment ends.</li> <li>- Accidents.</li> <li>- Treatments for aesthetic purposes, capillary bio-organ therapeutics, anti-seborrheic capillaries, facial or capillary lotions.</li> <li>- C-section and delivery.</li> <li>- Experimental treatments.</li> <li>- Injuries resulting from participation in military service, acts of war, rebellion, or insurrection.</li> <li>- Injuries as a consequence of intentional criminal acts where the participant is part of the assault.</li> <li>- Injuries as a consequence of any suicide attempt, or voluntary mutilation, even when diagnosed as mentally unstable.</li> <li>- Injuries sustained when the participant is part of a professional manner or as a passenger in any vehicle during racing competition, endurance or speed tests, in motor vehicles, motorboats, gliding, etc.</li> <li>- Injuries suffered as a result of the practice of the following dangerous sports: Boxing, Wrestling, Martial Arts, (judo, karate, etc.) It does not matter if they are practiced in an amateur way.</li> <li>- Personal Expenses of the insured</li> </ul>

<b>Reimbursement Process</b>	<p>Complete the reimbursement form found on <a href="https://benefits.adobe.com/mx">benefits.adobe.com/mx</a> and attach supporting documentation (invoices must be in the name of the employee or eligible dependent).</p> <p>Submit claims via the "<a href="#">My Adobe Benefits</a>" portal.</p> <p>If approved, reimbursement is made via payroll.</p>
------------------------------	---

### Questions?

Adobe Benefits Support Team

Email: [adobebenefits@darwin.com](mailto:adobebenefits@darwin.com)

Call 213-325-6437 (2:30am to 12pm Zona Centro)

*This document provides an overview of certain health care plan provisions under the Adobe Inc. Minor Medical Reimbursement plan for employees in Mexico. This overview is not intended to be a complete description of these benefits. Adobe reserves the right to modify or terminate any of the benefits described in this overview at any time. The descriptions of these benefits are not guarantees of current or future employment or benefits. References to Adobe or the Company apply to Adobe Inc.*