

Effective Date: 01-01-2026

Aetna HealthFund[™] Open Access[®] Managed Choice[®] POS - Massachusetts Hybrid HRA

PLAN DESIGN & BENEFITS FUND ADMINISTERED BY AETNA LIFE INSURANCE COMPANY -- ASC MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY -- INSURED

AETNA HEALTHFUND® FEATURES

HealthFund amount \$3,000 per Employee

\$6,000 per Family

This is the amount your employer puts into your HealthFund.

As a new employee, you will receive a pro-rated HealthFund amount for the current plan year. It is based on the month you start work.

If you have a family status change, you will receive the HealthFund amount consistent with the new status.

You lose any money left in the HealthFund when you are no longer covered by an Aetna HealthFund® plan or your coverage ends.

The family HealthFund amount is fully available to any individual member or combination of family members.

HealthFund rollover

Any HealthFund amount left at the end of your plan year rolls over to the next vear's HealthFund.

Healthfund coinsurance 100%

This is the percentage at which the HealthFund pays for services you receive.

The HealthFund covers eligible medical costs up to the full amount.

HealthFund administration

The HealthFund will pay for your deductible and coinsurance. Once you meet your deductible, your health plan provides coverage. If you have a balance in your HealthFund, it will pay your costs (i.e. your share of coinsurance) until

your reach your out-of-pocket limit. It continues to do so until there are no

HealthFund dollars left.

The HealthFund will not pay for:

Costs that are over the reasonable and customary limit

Costs that are over any plan limits

Any non-covered expenses

Any copays you pay

• Services covered at 100% with no deductible. These are paid by the plan.

Prescription drug expenses Your pharmacy expenses are not paid by your HealthFund.

PLAN FEATURES IN-NETWORK OUT-OF-NETWORK

Benefit limitations - Some service or supplies have limits on them per year. There might be a maximum number of visits or days, or a dollar limit per year. In such cases, the benefit year begins on January 1 (unless otherwise noted). Refer to your plan documents to learn more.

Deductible (per calendar year) \$5,000 per Individual \$10,000 per Family \$16,000 per Family

Covered expenses add up toward both your in-network and out-of-network deductible at the same time.

You must first meet the deductible before the plan begins paying benefits, unless otherwise noted.

The amount you pay (cost sharing) for some medical services does not count toward your deductible.

Prescription drug costs do not count toward the deductible. Refer to your plan documents for details.

Your family will have one deductible. You will meet it when the expenses of several family members add up to the

family deductible. No one person will have to pay more than the individual deductible.

Member coinsurance Covered 100% You pay 20%

Applies to all expenses except as noted.

Out-of-pocket limit (per calendar\$7,350 per Individual\$14,500 per Individual

year)

\$14,700 per Family \$29,000 per Family

Covered expenses add up toward both your in-network and out-of-network out-of-pocket limit at the same time.

Your pharmacy expenses count toward your out-of-pocket limit.

In-network expenses include coinsurance/copays and deductibles.

Your family will have one out-of-pocket limit. You will meet it when the expenses of several family members add up to the family out-of-pocket limit. No one person will have to pay more than the individual out-of-pocket limit amount.



Effective Date: 01-01-2026

Aetna HealthFund[™] Open Access[®] Managed Choice[®] POS - Massachusetts

Hybrid HRA

| First visit(s) mandate - This plan complies with first visit(s) in accordance with the mandate in your state. Lifetime maximum Unlimited except where otherwise indicated. Payment for out-of-network care** Does not apply Professional: 150% of Medicare Facility: 150% of Medicare Facility: 150% of Medicare Primary care physician selection Encouraged Does not apply Professional: 150% of Medicare Facility: 150% of Medicare Pacility: 150% of Medicare Pac | | surance and deductibles. Penalty amo | |
|---|--|--|--|
| Unlimited except where otherwise indicated. Payment for out-of-network care** Does not apply Professional: 150% of Medicare Facility: 150% of Medicare Primary care physician selection Encouraged Does not apply Precertification requirements Some out-of-network services need approval by us in advance (precertification). Without this approval, we reduce benefits by \$400. Refer to your plan documents for a full list of services that need this approval. Referral requirement None Telehaath consultations - You can access covered services for telehaalth visits from different kinds of providers in your network. Log on to Aetna.com to see a list of telehealth providers. You'll also find more about your options, including cost share amounts. Virtual care consultations - You can access covered services for virtual care visits from different kinds of providers in your network. Log on to Aetna.com to see a list of virtual care providers. You'll also find more about your options, including cost share amounts. CVS VIRTUAL CARE IN-NETWORK OUT-OF-NETWORK CVS Health Virtual Primary Care (VPC) - preventive care consultations Includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible VOS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable Not applicabl | | mplies with first visit(s) in accordance v | with the mandate in your state. |
| Primary care physician selection Primary care physician selection Precertification requirements Some out-of-network services need approval by us in advance (precertification). Without this approval, we reduce benefits by \$400. Refer to your plan documents for a full list of services that need this approval. None Referral requirement Not required Telehealth consultations - You can access covered services for telehealth visits from different kinds of providers in your network. Log on to Aetna.com to see a list of telehealth providers. You'll also find more about your options, notuding cost share amounts. Virtual care consultations - You can access covered services for virtual care visits from different kinds of providers in your network. Log on to Aetna.com to see a list of virtual care providers. You'll also find more about your options, notuding cost share amounts. Virtual care consultations - You can access covered services for virtual care visits from different kinds of providers in your network. Log on to Aetna.com to see a list of virtual care providers. You'll also find more about your options, notuding cost share amounts. CVS VIRTUAL CARE IN-NETWORK OUT-OF-NETWORK CVS Health Virtual Primary Care (VPC) - preventive care consultations Includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Govered 100%; no deductible Not applicable Not appl | | icated | |
| Primary care physician selection | | | Professional: 150% of Medicare |
| Primary care physician selection | rayment for out-of-network care | Does not apply | |
| Precertification requirements - Some out-of-network services need approval by us in advance (precertification). Without this approval, we reduce benefits by \$400. Refer to your plan documents for a full list of services that need this approval. Referral requirement Not required None Telehealth consultations - You can access covered services for telehealth visits from different kinds of providers in your network. Log on to Aetna.com to see a list of telehealth providers. You'll also find more about your options, noluding cost share amounts. Virtual care consultations - You can access covered services for virtual care visits from different kinds of providers in your network. Log on to Aetna.com to see a list of virtual care providers. You'll also find more about your options, noluding cost share amounts. CVS VIRTUAL CARE IN-NETWORK OUT-OF-NETWORK CVS Health Virtual Primary Care Covered 100%; no deductible (VPC) - preventive care consultations Includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care Covered 100%; no deductible (VPC) - consultations Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable No | Primary care physician selection | Encouraged | |
| Some out-of-network services need approval by us in advance (precertification). Without this approval, we reduce benefits by \$400. Refer to your plan documents for a full list of services that need this approval. Referral requirement Not required None Telehealth consultations - You can access covered services for telehealth visits from different kinds of providers in your network. Log on to Aetna.com to see a list of telehealth providers. You'll also find more about your options, noluding cost share amounts. Virtual care consultations - You can access covered services for virtual care visits from different kinds of providers in your network. Log on to Aetna.com to see a list of virtual care providers. You'll also find more about your options, noluding cost share amounts. CVS VIRTUAL CARE IN-NETWORK OUT-OF-NETWORK CVS VIRTUAL CARE IN-NETWORK OUT-OF-NETWORK CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable (VPC) - preventive care consultations Includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable (VPC) - consultations Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable GVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable To exame a consultations Covered 100%; no deductible Not applicable Not applicable Texame very 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 20%; after deductible To exame overy 12 months thereafter until age 22 months and paps mear per year, includes re | | Enocaragea | 2000 Not apply |
| Referral requirement Not required Not required Not required None Referral requirement Not required Not required None Referral requirement None Round retwork. Log on to Aetna.com to see a list of telehealth providers. You'll also find more about your options, ncluding cost share amounts. Wirtual care consultations - You can access covered services for virtual care visits from different kinds of providers in your network. Log on to Aetna.com to see a list of virtual care providers. You'll also find more about your options, ncluding cost share amounts. Wirtual Care Consultations Round Refer and None Round Refer and Refer | | pproval by us in advance (precertificat | tion). Without this approval, we reduce |
| Referral requirement Not required None Telehealth consultations - You can access covered services for telehealth visits from different kinds of providers in your network. Log on to Aetna.com to see a list of telehealth providers. You'll also find more about your options, neluding cost share amounts. Virtual care consultations - You can access covered services for virtual care visits from different kinds of providers in your network. Log on to Aetna.com to see a list of virtual care providers. You'll also find more about your options, neluding cost share amounts. CVS VIRTUAL CARE IN-NETWORK OUT-OF-NETWORK CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable (WPC) - preventive care consultations neludes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable (WPC) - consultations includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable (WS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable (WS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable (WS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable (WS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable (WS Health Virtual Care (VC) - Covered 100%; no deductible (WS applicable (WS applicable (WS Agents)) (WS Agents) | | | |
| Telehealth consultations - You can access covered services for telehealth visits from different kinds of providers in your network. Log on to Aetna.com to see a list of telehealth providers. You'll also find more about your options, netuding cost share amounts. Virtual care consultations - You can access covered services for virtual care visits from different kinds of providers in your network. Log on to Aetna.com to see a list of virtual care providers. You'll also find more about your options, netuding cost share amounts. CVS VIRTUAL CARE IN-NETWORK CVS Health Virtual Primary Care (VPC) - preventive care Covered 100%; no deductible (VPC) - preventive care Consultations Includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible CVS Health Virtual Care (VC) - Covered 100%; no deductible PREVENTIVE CARE IN-NETWORK OUT-OF-NETWORK PREVENTIVE CARE IN-NETWORK OUT-OF-NETWORK Routine adult physical exams/ in exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 20%; after deductible immunizations Covered 100%; no deductible Covered 100%; no deductible 20%; after deductible Covered 100%; no deductible Covered 100%; no deductible 20%; after deductible | | | • • |
| your network. Log on to Aetna.com to see a list of telehealth providers. You'll also find more about your options, nocluding cost share amounts. Virtual care consultations - You can access covered services for virtual care visits from different kinds of providers in your network. Log on to Aetna.com to see a list of virtual care providers. You'll also find more about your options, nocluding cost share amounts. CVS VIRTUAL CARE IN-NETWORK OUT-OF-NETWORK CVS Health Virtual Primary Care (Covered 100%; no deductible (Not applicable) (VPC) - preventive care consultations Includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care (VPC) - consultations information. CVS Health Virtual Primary Care (VC) - Covered 100%; no deductible Not applicable (VPC) + General medicine (VPC) - Covered 100%; no deductible Not applicable (VPC) + General medicine (VPC) - Covered 100%; no deductible Not applicable (VPC) + General medicine (VPC) - Covered 100%; no deductible Not applicable (VPC) + General medicine (VPC) - Covered 100%; no deductible Not applicable (VPC) + General medicine (VPC) - Covered 100%; no deductible Not applicable (VPC) + General medicine (VPC) - Covered 100%; no deductible (VPC) - General medicine (VPC) - Covered 100%; no deductible (VPC) - General medicine (VPC) - Covered 100%; no deductible (VPC) - General medicine (VPC) - Covered 100%; no deductible (VPC) - General medicine (VPC) - Genera | | | n visits from different kinds of providers in |
| Not applicable Not applicable Not applicable | | | |
| Virtual care consultations - You can access covered services for virtual care visits from different kinds of providers in your network. Log on to Aetna.com to see a list of virtual care providers. You'll also find more about your options, including cost share amounts. VIRTUAL CARE IN-NETWORK CVS VIRTUAL CARE IN-NETWORK CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable VPC) - preventive care consultations ncludes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable VPC) - consultations ncludes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable Not app | | · | , , |
| your network. Log on to Aetna.com to see a list of virtual care providers. You'll also find more about your options, ncluding cost share amounts. CVS VIRTUAL CARE IN-NETWORK OUT-OF-NETWORK CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable (VPC) - preventive care consultations Includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable (VPC) - consultations Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable general medicine CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable general medicine CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable mental health PREVENTIVE CARE IN-NETWORK OUT-OF-NETWORK Routine adult physical exams/ Covered 100%; no deductible 20%; after deductible mmunizations 1 exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 20%; after deductible 2 exams from age 13 months to 24 months 3 exams from age 13 months to 24 months 4 exam every 12 months thereafter until age 22 months general per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deduct | | access covered services for virtual ca | are visits from different kinds of providers in |
| CVS VIRTUAL CARE IN-NETWORK CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable (VPC) - preventive care consultations Includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Routine adult Virtual Care (VC) - Routine adult physical exams/ I exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 7 exams in the first 12 months 3 exams from age 13 months to 24 months 4 exam every 12 months threafter until age 22 Immunizations Covered 100%; no deductible | | | • |
| CVS Health Virtual Primary Care (VPC) - preventive care consultations includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care (Covered 100%; no deductible (VPC) - consultations includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable general medicine CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable with the prevention of | | · | |
| CVS Health Virtual Primary Care (VPC) - preventive care consultations includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care (Covered 100%; no deductible (VPC) - consultations includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable general medicine CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable with the prevention of | · · | | |
| (VPC) - preventive care consultations Includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable (VPC) - consultations Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable general medicine CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable PREVENTIVE CARE IN-NETWORK OUT-OF-NETWORK Routine adult physical exams/ Covered 100%; no deductible 20%; after deductible immunizations 1 exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 20%; after deductible 20%; after deductible 20%; a exams from age 25 months to 24 months 28 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 immunizations Covered 100%; no deductible Covered 100%; no deductible 20%; after deductible 20 | CVS VIRTUAL CARE | IN-NETWORK | OUT-OF-NETWORK |
| Includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable (VPC) - consultations Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Routine adult physical exams/ Routine adult physical exams/ To exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams To exam every 12 months to 24 months 3 exams from age 13 months to 24 months 3 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 Immunizations Covered 100%; no deductible Covered 100%; after deductible Covered 100%; after deductible Covered 100%; after deductible Covered 100%; no deductible Covered 100%; after deductible | CVS Health Virtual Primary Care | Covered 100%; no deductible | Not applicable |
| Includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information. CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable (VPC) - consultations Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable general medicine CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable mental health PREVENTIVE CARE IN-NETWORK OUT-OF-NETWORK Routine adult physical exams/ Covered 100%; no deductible 20%; after deductible immunizations 1 exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 20%; after deductible 20%; after deductible 20%; as exams from age 13 months to 24 months 3 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 Immunizations Covered 100%; no deductible Covered 100%; no deductible 20%; after deductible 20%; after deductible Routine gynecological care exams Covered 100%; no deductible 20%; after deductible 20%; aft | | | |
| refer to Aetna.com for more information. CVS Health Virtual Primary Care Covered 100%; no deductible Not applicable (VPC) - consultations (Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable (Includes Prevention of Prevent | consultations | | |
| CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Mot applicable General medicine CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable Mot applicable Routine adult physical exams/ I exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams To evered 100%; no deductible To exams in the first 12 months To exams from age 13 months to 24 months To exam every 12 months thereafter until age 22 lemmunizations Covered 100%; no deductible Routine gynecological care exams Covered 100%; no deductible Covered 100%; after deductible Covered 100%; no deductible Covered 100%; after deductible | naludas saraspina and saunsalina as | | |
| (VPC) - consultations Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable general medicine CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable mental health PREVENTIVE CARE IN-NETWORK OUT-OF-NETWORK Routine adult physical exams/ Covered 100%; no deductible 20%; after deductible immunizations 1 exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 20%; after deductible 7 exams in the first 12 months 3 exams from age 13 months to 24 months 3 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 immunizations Covered 100%; no deductible Covered 100%; no deductible Routine gynecological care exams Covered 100%; no deductible 20%; after deductible 1 exam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible | | | mary Care for members age 18 and older; |
| Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable General medicine CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable Mot applicable Not | refer to Aetna.com for more information | on. | |
| and older; refer to Aetna.com for additional information. CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable Mot applicable Not applicabl | refer to Aetna.com for more information CVS Health Virtual Primary Care | on. | |
| CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable Mot applicable Not applicable 1 evam every 12 months until age 20%; after deductible Not applicable 1 evam every 12 months until age 20, after deductible Not applicable 1 evam every 12 months until age 20, after deductible Not applicable 1 evam every 12 months until age 20, after deductible Not applicable 1 evam every 12 months until age 20, after deductible Not applicable 1 evam every 12 months until age 20, after deductibl | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations | Covered 100%; no deductible | Not applicable |
| general medicine CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable mental health PREVENTIVE CARE IN-NETWORK OUT-OF-NETWORK Routine adult physical exams/ Covered 100%; no deductible 20%; after deductible immunizations 1 exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 20%; after deductible 7 exams in the first 12 months 3 exams from age 13 months to 24 months 3 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 Immunizations Covered 100%; no deductible Covered 100%; no deductible Routine gynecological care exams Covered 100%; no deductible 20%; after deductible 1 exam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service core | Covered 100%; no deductible nsultations through CVS Health Vir | Not applicable |
| CVS Health Virtual Care (VC) - Covered 100%; no deductible Not applicable mental health PREVENTIVE CARE IN-NETWORK Routine adult physical exams/ Covered 100%; no deductible 20%; after deductible immunizations 1 exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 20%; after deductible 7 exams in the first 12 months 3 exams from age 13 months to 24 months 3 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 immunizations Covered 100%; no deductible Covered 100%; no deductible Routine gynecological care exams Covered 100%; no deductible 20%; after deductible 1 exam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service cortain and older; refer to Aetna.com for a | Covered 100%; no deductible nsultations through CVS Health Vir | Not applicable tual Primary Care for members age 18 |
| PREVENTIVE CARE IN-NETWORK OUT-OF-NETWORK Routine adult physical exams/ Covered 100%; no deductible 20%; after deductible immunizations 1 exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 20%; after deductible 7 exams in the first 12 months 3 exams from age 13 months to 24 months 4 exam every 12 months to 36 months 5 exams from age 25 months to 36 months 6 1 exam every 12 months thereafter until age 22 Immunizations Covered 100%; no deductible Covered 100%; no deductible Routine gynecological care exams Covered 100%; no deductible 20%; after deductible 1 exam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service cortain and older; refer to Aetna.com for a | on. Covered 100%; no deductible nsultations through CVS Health Virudditional information. | Not applicable tual Primary Care for members age 18 |
| Routine adult physical exams/ Routine adult physical exams/ I exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 7 exams in the first 12 months 3 exams from age 13 months to 24 months 3 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 Immunizations Covered 100%; no deductible Covered 100%; no deductible Covered 100%; no deductible Covered 100%; no deductible 1 exam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - general medicine | Covered 100%; no deductible nsultations through CVS Health Viridditional information. Covered 100%; no deductible | Not applicable tual Primary Care for members age 18 |
| Routine adult physical exams/ immunizations 1 exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 20%; after deductible 7 exams in the first 12 months 3 exams from age 13 months to 24 months 3 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 Immunizations Covered 100%; no deductible Covered 100%; no deductible Routine gynecological care exams Covered 100%; no deductible 1 exam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - general medicine | Covered 100%; no deductible nsultations through CVS Health Viridditional information. Covered 100%; no deductible | Not applicable tual Primary Care for members age 18 Not applicable |
| Inmunizations 1 exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 20%; after deductible 2 rexams in the first 12 months 3 exams from age 13 months to 24 months 3 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 Immunizations Covered 100%; no deductible Covered 100%; no deductible Routine gynecological care exams Covered 100%; no deductible 1 exam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - general medicine CVS Health Virtual Care (VC) - mental health | Covered 100%; no deductible nsultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible | Not applicable tual Primary Care for members age 18 Not applicable Not applicable |
| 1 exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child exams Covered 100%; no deductible 20%; after deductible 7 exams in the first 12 months 3 exams from age 13 months to 24 months 3 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 Immunizations Covered 100%; no deductible Covered 100%; no deductible Routine gynecological care exams Covered 100%; no deductible 1 exam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - general medicine CVS Health Virtual Care (VC) - mental health PREVENTIVE CARE | Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible IN-NETWORK | Not applicable tual Primary Care for members age 18 Not applicable Not applicable OUT-OF-NETWORK |
| Routine well child exams Covered 100%; no deductible 7 exams in the first 12 months 3 exams from age 13 months to 24 months 3 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 Immunizations Covered 100%; no deductible Covered 100%; no deductible Routine gynecological care exams Covered 100%; no deductible 1 exam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - general medicine CVS Health Virtual Care (VC) - mental health PREVENTIVE CARE Routine adult physical exams/ | Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible IN-NETWORK | Not applicable tual Primary Care for members age 18 Not applicable Not applicable OUT-OF-NETWORK |
| 7 exams in the first 12 months 3 exams from age 13 months to 24 months 3 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 Immunizations | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - general medicine CVS Health Virtual Care (VC) - mental health PREVENTIVE CARE Routine adult physical exams/ | Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible IN-NETWORK Covered 100%; no deductible | Not applicable tual Primary Care for members age 18 Not applicable Not applicable OUT-OF-NETWORK 20%; after deductible |
| 23 exams from age 13 months to 24 months 23 exams from age 25 months to 36 months 24 exam every 12 months thereafter until age 22 25 mmunizations Covered 100%; no deductible Covered 100%; after deductible Covered 100%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care CVPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - Include a medicine CVS Health VIII - Include a medicine CVS Health VIII - Include a medicine CVS | Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible IN-NETWORK Covered 100%; no deductible then 1 exam every 12 months age 65 | Not applicable tual Primary Care for members age 18 Not applicable Not applicable OUT-OF-NETWORK 20%; after deductible |
| 3 exams from age 25 months to 36 months 1 exam every 12 months thereafter until age 22 mmunizations Covered 100%; no deductible Covered 100%; no deductible Covered 100%; no deductible 20%; after deductible Lexam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care VPC) - consultations includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - general medicine CVS Health Virtual Care (VC) - mental health PREVENTIVE CARE Routine adult physical exams/mmunizations il exam every 12 months until age 65, Routine well child exams | Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible IN-NETWORK Covered 100%; no deductible then 1 exam every 12 months age 65 | Not applicable tual Primary Care for members age 18 Not applicable Not applicable OUT-OF-NETWORK 20%; after deductible |
| the tax of the exam every 12 months thereafter until age 22 mmunizations Covered 100%; no deductible Covered 100%; no deductible Covered 100%; no deductible 20%; after deductible 1 exam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care CVPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - Include The Include CVS Health VII - Include The I | Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible IN-NETWORK Covered 100%; no deductible then 1 exam every 12 months age 65 Covered 100%; no deductible | Not applicable tual Primary Care for members age 18 Not applicable Not applicable OUT-OF-NETWORK 20%; after deductible |
| mmunizationsCovered 100%; no deductibleCovered 100%; no deductibleRoutine gynecological care examsCovered 100%; no deductible20%; after deductible1 exam and pap smear per year, includes related fees.20%; after deductibleRoutine mammogramCovered 100%; no deductible20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - general medicine CVS Health Virtual Care (VC) - mental health PREVENTIVE CARE Routine adult physical exams/mmunizations 1 exam every 12 months until age 65, Routine well child exams 27 exams in the first 12 months 3 exams from age 13 months to 24 reservances. | Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible IN-NETWORK Covered 100%; no deductible then 1 exam every 12 months age 65 Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible The state of t | Not applicable tual Primary Care for members age 18 Not applicable Not applicable OUT-OF-NETWORK 20%; after deductible |
| Routine gynecological care exams Covered 100%; no deductible 20%; after deductible 1 exam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - Includes Health Health Virtual Care (VC) - Includes Health Hea | Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible IN-NETWORK Covered 100%; no deductible then 1 exam every 12 months age 65 Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Insultations through CVS Health Virudditional information. | Not applicable tual Primary Care for members age 18 Not applicable Not applicable OUT-OF-NETWORK 20%; after deductible |
| 1 exam and pap smear per year, includes related fees. Routine mammogram Covered 100%; no deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - general medicine CVS Health Virtual Care (VC) - mental health PREVENTIVE CARE Routine adult physical exams/ mmunizations 1 exam every 12 months until age 65, Routine well child exams 2 7 exams in the first 12 months 3 exams from age 13 months to 24 re 3 exams from age 25 months to 36 re 4 1 exam every 12 months thereafter of | Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible IN-NETWORK Covered 100%; no deductible then 1 exam every 12 months age 65 Covered 100%; no deductible months months until age 22 | Not applicable tual Primary Care for members age 18 Not applicable Not applicable OUT-OF-NETWORK 20%; after deductible and older 20%; after deductible |
| Routine mammogram Covered 100%; no deductible 20%; after deductible | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - general medicine CVS Health Virtual Care (VC) - mental health PREVENTIVE CARE Routine adult physical exams/ mmunizations 1 exam every 12 months until age 65, Routine well child exams 2 7 exams in the first 12 months 3 exams from age 13 months to 24 re 3 exams from age 25 months to 36 re 1 exam every 12 months thereafter unmunizations | Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible IN-NETWORK Covered 100%; no deductible then 1 exam every 12 months age 65 Covered 100%; no deductible months months months until age 22 Covered 100%; no deductible | Not applicable tual Primary Care for members age 18 Not applicable Not applicable OUT-OF-NETWORK 20%; after deductible and older 20%; after deductible Covered 100%; no deductible |
| | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - general medicine CVS Health Virtual Care (VC) - mental health PREVENTIVE CARE Routine adult physical exams/ mmunizations 1 exam every 12 months until age 65, Routine well child exams 7 exams in the first 12 months 9 3 exams from age 13 months to 24 r 9 3 exams from age 25 months to 36 r 9 1 exam every 12 months thereafter of mmunizations Routine gynecological care exams | Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible IN-NETWORK Covered 100%; no deductible Interpretation of the covered 100%; no deductible Covered 100%; no deductible Covered 100%; no deductible Covered 100%; no deductible | Not applicable tual Primary Care for members age 18 Not applicable Not applicable OUT-OF-NETWORK 20%; after deductible and older 20%; after deductible Covered 100%; no deductible |
| | refer to Aetna.com for more information CVS Health Virtual Primary Care (VPC) - consultations Includes basic medical service core and older; refer to Aetna.com for a CVS Health Virtual Care (VC) - general medicine CVS Health Virtual Care (VC) - mental health PREVENTIVE CARE Routine adult physical exams/ mmunizations 1 exam every 12 months until age 65, Routine well child exams 7 exams in the first 12 months 9 3 exams from age 13 months to 24 re 9 3 exams from age 25 months to 36 re 9 1 exam every 12 months thereafter to mmunizations Routine gynecological care exams 1 exam and pap smear per year, inclu | Covered 100%; no deductible Insultations through CVS Health Virudditional information. Covered 100%; no deductible Covered 100%; no deductible IN-NETWORK Covered 100%; no deductible Interpretation of the covered 100%; no deductible Interpretation of the covered 100%; no deductible Covered 100%; no deductible Interpretation of the covered 100%; no deductible Covered 100%; no deductible Covered 100%; no deductible Covered 100%; no deductible Interpretation of the covered 100%; no deductible Covered 100%; no deductible Interpretation of the covered 100%; no deductible Interpretation of the covered 100%; no deductible Covered 100%; no deductible Interpretation of the covered 100%; no deductible | Not applicable tual Primary Care for members age 18 Not applicable Not applicable OUT-OF-NETWORK 20%; after deductible 5 and older 20%; after deductible Covered 100%; no deductible 20%; after deductible |



Effective Date: 01-01-2026

Aetna HealthFund™ Open Access® Managed Choice® POS - Massachusetts Hybrid HRA

| Women's health | Covered 100%; no deductible | 20%; after deductible |
|---|--|---|
| | abetes, HPV (Human- Papillomavirus) DN | |
| | screening for human immunodeficiency | |
| | preastfeeding support, supplies and count | |
| | (ACA mandated contraceptives, including | |
| | dures (including tubal ligation), patient ed | |
| apply. | duroo (molading tabar ilgation), pationi od | dodition and obditioning. Elithio may |
| Pre-natal maternity | Covered 100%; no deductible | 20%; after deductible |
| Routine digital rectal exam | Covered 100%; no deductible | 20%; after deductible |
| Recommended: For members age 40 | · · · · · · · · · · · · · · · · · · · | 2070, and addadas |
| Prostate-specific antigen test | Covered 100%; no deductible | 20%; after deductible |
| Recommended: For members age 40 | | 2070, and addadas |
| Colorectal cancer screening | Covered 100%; no deductible | 20%; after deductible |
| Recommended: For members age 45 | | 2070, and addadnot |
| Routine eye exams | Covered 100%; no deductible | 20%; after deductible |
| 1 routine exam per 24 months. | Covered 10070, no addaction | 2070, and addadas |
| Routine hearing screening | Covered 100%; no deductible | 20%; after deductible |
| PHYSICIAN SERVICES | IN-NETWORK | OUT-OF-NETWORK |
| Office visits to primary care | \$30 office visit copay; no deductible | 20%; after deductible |
| physician (PCP) | que emes nen copaj, ne academic | _0 /0, a.i.o. a.a.a.a.a.a.a |
| | ral physician, family practitioner or pediat | rician. |
| Telehealth consultation with non- | \$30 office visit copay; no deductible | 20%; after deductible |
| specialist | que emes nen copaj, ne academic | _0 /0, a.i.o. a.a.a.a.a.a.a |
| Specialist office visits | \$50 office visit copay; no deductible | 20%; after deductible |
| Includes audiometric exams. | 4.0 000 0 0 0 0 0 0 | |
| Telehealth consultation with | \$50 office visit copay; no deductible | 20%; after deductible |
| i Gigiigaitii Goiiguitatioii Witti | | |
| | too onice visit copay, no academic | |
| specialist | | |
| specialist Walk-in clinics | Covered 100%; no deductible | 20%; after deductible |
| <mark>specialist</mark> Walk-in clinics Walk-in clinics are free-standing healtl | Covered 100%; no deductible h care facilities. Sometimes they may be | 20%; after deductible within a pharmacy, drug store, |
| specialist Walk-in clinics Walk-in clinics are free-standing healtl supermarket, or other retail store. The | Covered 100%; no deductible | 20%; after deductible within a pharmacy, drug store, vices. |
| specialist Walk-in clinics Walk-in clinics are free-standing healtl supermarket, or other retail store. The | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depa | 20%; after deductible within a pharmacy, drug store, vices. |
| specialist Walk-in clinics Walk-in clinics are free-standing healtl supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depa | 20%; after deductible within a pharmacy, drug store, vices. |
| specialist Walk-in clinics Walk-in clinics are free-standing healtl supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and sers, emergency rooms, the outpatient departs. | 20%; after deductible within a pharmacy, drug store, rvices. irtment of a hospital, ambulatory Your cost sharing amount depends |
| specialist Walk-in clinics Walk-in clinics are free-standing healtl supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depa | 20%; after deductible within a pharmacy, drug store, rvices. irtment of a hospital, ambulatory Your cost sharing amount depends |
| specialist Walk-in clinics Walk-in clinics are free-standing healtl supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices Allergy testing | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depa | 20%; after deductible within a pharmacy, drug store, rvices. artment of a hospital, ambulatory Your cost sharing amount depends on the type of service and where you |
| specialist Walk-in clinics Walk-in clinics are free-standing healtl supermarket, or other retail store. The Not walk-in clinics: Urgent care center | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depa . Your cost sharing amount depends on the type of service and where you receive it. | 20%; after deductible within a pharmacy, drug store, rvices. artment of a hospital, ambulatory Your cost sharing amount depends on the type of service and where you receive it. |
| specialist Walk-in clinics Walk-in clinics are free-standing healtl supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices Allergy testing | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depa Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends | 20%; after deductible within a pharmacy, drug store, rvices. urtment of a hospital, ambulatory Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends |
| specialist Walk-in clinics Walk-in clinics are free-standing healtl supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices Allergy testing | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depa Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you | 20%; after deductible within a pharmacy, drug store, rvices. urtment of a hospital, ambulatory Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you |
| specialist Walk-in clinics Walk-in clinics Walk-in clinics are free-standing healtl supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices Allergy testing | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depa . Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. Covered 100% when an | 20%; after deductible within a pharmacy, drug store, rvices. urtment of a hospital, ambulatory Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you |
| specialist Walk-in clinics Walk-in clinics are free-standing health supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices Allergy testing Allergy injections | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depa . Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. Covered 100% when an | 20%; after deductible within a pharmacy, drug store, rvices. urtment of a hospital, ambulatory Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you |
| Walk-in clinics Walk-in clinics are free-standing health supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices Allergy testing Allergy injections DIAGNOSTIC PROCEDURES Diagnostic X-ray (Other than | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depart Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. Covered 100% when an office visit charge is not applicable. | 20%; after deductible within a pharmacy, drug store, rvices. Introduction Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. |
| walk-in clinics Walk-in clinics are free-standing health supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices Allergy testing Allergy injections DIAGNOSTIC PROCEDURES Diagnostic X-ray (Other than complex imaging services) | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depart Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. Covered 100% when an office visit charge is not applicable. IN-NETWORK Covered 100%; no deductible | 20%; after deductible within a pharmacy, drug store, rvices. urtment of a hospital, ambulatory Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. OUT-OF-NETWORK 20%; after deductible |
| Walk-in clinics Walk-in clinics are free-standing health supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices Allergy testing Allergy injections DIAGNOSTIC PROCEDURES Diagnostic X-ray (Other than complex imaging services) When your physician performs and bil | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depa . Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. Covered 100% when an office visit charge is not applicable. IN-NETWORK Covered 100%; no deductible Is for this service at their office, you pay y | 20%; after deductible within a pharmacy, drug store, rvices. Introduction of a hospital, ambulatory Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. OUT-OF-NETWORK 20%; after deductible |
| Walk-in clinics Walk-in clinics are free-standing health supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices Allergy testing Allergy injections DIAGNOSTIC PROCEDURES Diagnostic X-ray (Other than complex imaging services) When your physician performs and bil | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depart Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. Covered 100% when an office visit charge is not applicable. IN-NETWORK Covered 100%; no deductible | 20%; after deductible within a pharmacy, drug store, rvices. urtment of a hospital, ambulatory Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. OUT-OF-NETWORK 20%; after deductible |
| walk-in clinics Walk-in clinics Walk-in clinics are free-standing health supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices Allergy testing Allergy injections DIAGNOSTIC PROCEDURES Diagnostic X-ray (Other than complex imaging services) When your physician performs and bil Diagnostic laboratory | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depa . Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. Covered 100% when an office visit charge is not applicable. IN-NETWORK Covered 100%; no deductible Is for this service at their office, you pay y | 20%; after deductible within a pharmacy, drug store, rvices. urtment of a hospital, ambulatory Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. OUT-OF-NETWORK 20%; after deductible |
| walk-in clinics Walk-in clinics Walk-in clinics are free-standing health supermarket, or other retail store. The Not walk-in clinics: Urgent care center surgical centers, and physician offices Allergy testing Allergy injections DIAGNOSTIC PROCEDURES Diagnostic X-ray (Other than complex imaging services) When your physician performs and bil Diagnostic laboratory | Covered 100%; no deductible h care facilities. Sometimes they may be y offer some limited medical care and ser s, emergency rooms, the outpatient depa . Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. Covered 100% when an office visit charge is not applicable. IN-NETWORK Covered 100%; no deductible Is for this service at their office, you pay y Covered 100%; no deductible | 20%; after deductible within a pharmacy, drug store, rvices. urtment of a hospital, ambulatory Your cost sharing amount depends on the type of service and where you receive it. Your cost sharing amount depends on the type of service and where you receive it. OUT-OF-NETWORK 20%; after deductible |



Effective Date: 01-01-2026

Aetna HealthFund™ Open Access® Managed Choice® POS - Massachusetts

Hybrid HRA

| EMERGENCY MEDICAL CARE | IN-NETWORK | OUT-OF-NETWORK |
|---|--|-------------------------------------|
| Urgent care provider | \$50 office visit copay; no deductible | 20%; after deductible |
| Non-urgent use of urgent care | Not Covered | Not Covered |
| provider | | |
| Emergency room | \$250 copay; no deductible | Same as in-network care |
| Copay waived if admitted | | |
| Non-emergency care in an | Not Covered | Not Covered |
| emergency room | | |
| Emergency use of ambulance | Covered 100%; no deductible | Same as in-network care |
| Non-emergency use of ambulance | Not Covered | Not Covered |
| HOSPITAL CARE | IN-NETWORK | OUT-OF-NETWORK |
| Inpatient coverage | Covered 100%; after deductible | 20%; after deductible |
| When you're admitted into a hospital fo | r the care you need, your cost sharing a | mount counts toward all covered |
| benefits you receive. | | |
| Inpatient maternity coverage | Covered 100%; after deductible | 20%; after deductible |
| (includes delivery and postpartum | | |
| care) | | |
| When you're admitted into a hospital fo | r the care you need, your cost sharing a | mount counts toward all covered |
| benefits you receive. | | |
| Outpatient hospital | Covered 100%; after deductible | 20%; after deductible |
| | hospital but don't stay overnight, your co | st sharing amount counts toward all |
| covered benefits during your visit. | | |
| Outpatient surgery - hospital | Covered 100%; after deductible | 20%; after deductible |
| When you receive outpatient care at a | hospital but don't stay overnight, your co | st sharing amount counts toward all |
| covered benefits during your visit. | | |
| Outpatient surgery - freestanding | Covered 100%; after deductible | 20%; after deductible |
| facility | | |
| When you receive outpatient care at a | hospital but don't stay overnight, your co | st sharing amount counts toward all |
| covered benefits during your visit. | | |

| MENTAL HEALTH OFFINION | IN NETWORK | OUT OF METWORK |
|--------------------------------------|---|---|
| MENTAL HEALTH SERVICES | IN-NETWORK | OUT-OF-NETWORK |
| Inpatient | Covered 100%; after deductible | 20%; after deductible |
| When you're admitted into a hospital | for the care you need, your cost sharing a | amount counts toward all covered |
| benefits you receive. | | |
| Mental health office visits | \$30 copay; no deductible | 20%; after deductible |
| Mental health telehealth | \$30 office visit copay; no deductible | 20%; after deductible |
| consultations | | |
| Other mental health services | Covered 100%; no deductible | 20%; after deductible |
| When you receive outpatient care at | a facility but don't stay overnight, your cos | st sharing amount counts toward all |
| covered benefits during your visit. | | |
| SUBSTANCE ABUSE | IN-NETWORK | OUT-OF-NETWORK |
| Inpatient | Covered 100%; after deductible | 20%; after deductible |
| When you're admitted into a hospital | for the care you need, your cost sharing a | amount counts toward all covered |
| benefits you receive. | _ | |
| Residential treatment facility | Covered 100%; after deductible | 20%; after deductible |
| • | or the care you need, your cost sharing an | mount counts toward all covered benefit |
| you receive. | | |



Effective Date: 01-01-2026

Aetna HealthFund[™] Open Access[®] Managed Choice[®] POS - Massachusetts Hybrid HRA

| Substance abuse office visits | \$30 copay; no deductible | 20%; after deductible |
|--|---|--|
| Substance abuse telehealth | \$30 office visit copay; no deductible | 20%; after deductible |
| consultations | que em copay, no academic | 2070, arter deddetible |
| Other substance abuse services | Covered 100%; no deductible | 20%; after deductible |
| | facility but don't stay overnight, your cos | |
| covered benefits during your visit. | racility but don't stay overlight, your cos | a sharing amount counts toward an |
| THERAPY SERVICES | IN-NETWORK | OUT-OF-NETWORK |
| Spinal manipulation therapy | \$50 copay; no deductible | 20%; after deductible |
| Limited to 20 visits per year | φου copay, no deductible | 2076, after deductible |
| Outpatient rehabilitative speech | \$50 copay; no deductible | 20%; after deductible |
| therapy | 450 copay, no deductible | 2076, after deductible |
| Outpatient rehabilitative | ¢50 conovi no doductible | 20%; after deductible |
| occupational therapy | \$50 copay; no deductible | 20%, after deductible |
| | | |
| Limited to 20 visits per year. | ¢50 conovi no doductible | 200/: ofter deductible |
| Outpatient rehabilitative physical | \$50 copay; no deductible | 20%; after deductible |
| therapy | | |
| Limited to 20 visits per year. | Covered 1000/s no deductible | 200/ Loftor doductible |
| Habilitative physical therapy | Covered 100%; no deductible | 20%; after deductible |
| Habilitative occupational therapy | Covered 100%; no deductible | 20%; after deductible |
| Habilitative speech therapy | Covered 100%; no deductible | 20%; after deductible |
| Autism related physical therapy | Covered 100%; no deductible | 20%; after deductible |
| Autism related occupational | Covered 100%; no deductible | 20%; after deductible |
| therapy | - | |
| Autism related speech therapy | Covered 100%; no deductible | 20%; after deductible |
| Autism related behavioral therapy | \$30 copay; no deductible | 20%; after deductible |
| These benefits are combined with out | | |
| Autism related applied behavior | Covered 100%; no deductible | 20%; after deductible |
| analysis | | |
| | ie same as any other outpatient mental h | |
| OTHER SERVICES | IN-NETWORK | OUT-OF-NETWORK |
| Skilled nursing facility | Covered 100%; after deductible | 20%; after deductible |
| Limited to 60 days per year | | |
| | r the care you need, your cost sharing am | nount counts toward all covered benefits |
| you receive. | | |
| Home health care | Covered 100%; after deductible | 20%; after deductible |
| Private duty nursing not included. | | |
| Limited to three visits per day by staff | from a home health care agency. One vis | sit equals a period of four hours or less. |
| Hospice care - inpatient | Covered 100%; after deductible | 20%; after deductible |
| When you're admitted into a facility for | r the care you need, your cost sharing am | nount counts toward all covered benefits |
| you receive. | | |
| Hospice care - outpatient | Covered 100%; after deductible | 20%; after deductible |
| When you receive outpatient care at a | facility but don't stay overnight, your cos | t sharing amount counts toward all |
| covered benefits during your visit. | | |
| Private duty nursing | Not Covered | Not Covered |
| Early intervention services | Covered 100% for children from birth | Covered 100%; no deductible |
| - | to age 3; no deductible | • |
| Covers occupational, physical, and sp | eech therapy, nursing care, and psychological | ogical counseling for children from birth |
| until third birthday. | , | <u> </u> |
| · · · · · · · · · · · · · · · · · · · | | |



Effective Date: 01-01-2026

Aetna HealthFund™ Open Access® Managed Choice® POS - Massachusetts Hybrid HRA

| Durable medical equipment | Covered 100%; after deductible | 20%; after deductible |
|--|--|---|
| Diabetic supplies | , | , |
| • If not covered under the prescription | You pay your PCP visit cost sharing | You pay your PCP visit cost sharing |
| drug benefit | amount | amount |
| If covered under the prescription | You pay your applicable prescription | You pay your applicable prescription |
| drug benefit | drug cost sharing amount | drug cost sharing amount |
| Infusion therapy - home/office | \$50 copay; no deductible | 20%; after deductible |
| Infusion therapy - outpatient | Your cost sharing amount depends | Your cost sharing amount depends |
| hospital/freestanding facility | on the type of service and where you | on the type of service and where you |
| | receive it. | receive it. |
| Gene-based, Cellular, and other | Your cost sharing amount depends | Not Covered |
| Innovative Therapies (GCIT™) | on the type of service and where you | |
| | receive it. | |
| | \$50 copay; no deductible for gene | |
| | therapy drugs, if applicable | |
| | In-network coverage is provided at | |
| | GCIT™ designated facilities only. | |
| Hearing aids | Covered 100%; after deductible | 20%; after deductible |
| 1 Per Ear Per 36 months | 0 14000/ 6 1 1 (7) | N . O |
| Transplants | Covered 100%; after deductible | Not Covered |
| | In-network coverage is only available | Out-of-network coverage applies |
| | at Institutes of Excellence (IOE) contracted facility. | when you use a non-IOE facility. You |
| | CONTRACTED TACILITY | will pay more out of pocket when |
| | contracted facility. | |
| Pariatria augustus | • | using a non-IOE facility. |
| Bariatric surgery | Not Covered | using a non-IOE facility. Not Covered |
| Acupuncture | • | using a non-IOE facility. |
| Acupuncture Limited to 10 visits per year | Not Covered \$30 copay; no deductible | using a non-IOE facility. Not Covered 20%; after deductible |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING | Not Covered \$30 copay; no deductible | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK |
| Acupuncture Limited to 10 visits per year | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial inseminations of the second of t | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. nation and the diagnosis and treatment o | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. If the underlying cause of infertility. |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial insemination and the second seco | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. nation and the diagnosis and treatment o Your cost sharing amount depends | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. f the underlying cause of infertility. Your cost sharing depends on the |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial inseminations of the second of t | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. nation and the diagnosis and treatment o | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. If the underlying cause of infertility. |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial insemit Advanced Reproductive Technology (ART) | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. nation and the diagnosis and treatment of Your cost sharing amount depends on the type of service and where you receive it. | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. If the underlying cause of infertility. Your cost sharing depends on the type of service and where you receive it. |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial insemination of the second of th | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. nation and the diagnosis and treatment or Your cost sharing amount depends on the type of service and where you receive it. tion (IVF), zygote intrafallopian transfer (2) | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. If the underlying cause of infertility. Your cost sharing depends on the type of service and where you receive it. ZIFT), gamete intrafallopian transfer |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial insemination of the second of t | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. nation and the diagnosis and treatment of Your cost sharing amount depends on the type of service and where you receive it. | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. If the underlying cause of infertility. Your cost sharing depends on the type of service and where you receive it. ZIFT), gamete intrafallopian transfer or ovum microsurgery, ovulation |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial insemination of the second of t | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. nation and the diagnosis and treatment or Your cost sharing amount depends on the type of service and where you receive it. tion (IVF), zygote intrafallopian transfer (2015); intracytoplasmic sperm injection (ICSI) | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. If the underlying cause of infertility. Your cost sharing depends on the type of service and where you receive it. ZIFT), gamete intrafallopian transfer or ovum microsurgery, ovulation |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial insemination of the second of | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. nation and the diagnosis and treatment or Your cost sharing amount depends on the type of service and where you receive it. tion (IVF), zygote intrafallopian transfer (2015); intracytoplasmic sperm injection (ICSI) | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. If the underlying cause of infertility. Your cost sharing depends on the type of service and where you receive it. ZIFT), gamete intrafallopian transfer or ovum microsurgery, ovulation |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial insemination of the semination of the semina | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. Ination and the diagnosis and treatment of Your cost sharing amount depends on the type of service and where you receive it. Ition (IVF), zygote intrafallopian transfer (its, intracytoplasmic sperm injection (ICSI) d storage. Maximum applies to all procedure of service and where you | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. If the underlying cause of infertility. Your cost sharing depends on the type of service and where you receive it. ZIFT), gamete intrafallopian transfer or ovum microsurgery, ovulation dures covered by any of our plans Your cost sharing depends on the type of service and where you |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial insemination of the semination of the seminat | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. Ination and the diagnosis and treatment or Your cost sharing amount depends on the type of service and where you receive it. Ition (IVF), zygote intrafallopian transfer (its, intracytoplasmic sperm injection (ICSI) d storage. Maximum applies to all procedure of service and where you receive it. | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. If the underlying cause of infertility. Your cost sharing depends on the type of service and where you receive it. ZIFT), gamete intrafallopian transfer or ovum microsurgery, ovulation dures covered by any of our plans Your cost sharing depends on the |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial insemination of the semination of the semina | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. Ination and the diagnosis and treatment or Your cost sharing amount depends on the type of service and where you receive it. Ition (IVF), zygote intrafallopian transfer (its, intracytoplasmic sperm injection (ICSI) d storage. Maximum applies to all process Your cost sharing depends on the type of service and where you receive it. | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. If the underlying cause of infertility. Your cost sharing depends on the type of service and where you receive it. ZIFT), gamete intrafallopian transfer or ovum microsurgery, ovulation dures covered by any of our plans Your cost sharing depends on the type of service and where you |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial insemination Advanced Reproductive Technology (ART) ART coverage includes in vitro fertiliza (GIFT), cryopreserved embryo transfer induction (OI) and cryopreservation an except where prohibited by law. Fertility preservation Includes coverage for cryopreservation | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. nation and the diagnosis and treatment or Your cost sharing amount depends on the type of service and where you receive it. tion (IVF), zygote intrafallopian transfer (2015), intracytoplasmic sperm injection (ICSI) and storage. Maximum applies to all procedure of service and where you receive it. In and storage for iatrogenic infertility yoccur as a result of certain types of medical contents. | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. If the underlying cause of infertility. Your cost sharing depends on the type of service and where you receive it. ZIFT), gamete intrafallopian transfer or ovum microsurgery, ovulation dures covered by any of our plans Your cost sharing depends on the type of service and where you receive it. |
| Acupuncture Limited to 10 visits per year FAMILY PLANNING Basic Infertility You have coverage for artificial insemination Advanced Reproductive Technology (ART) ART coverage includes in vitro fertiliza (GIFT), cryopreserved embryo transfer induction (OI) and cryopreservation an except where prohibited by law. Fertility preservation Includes coverage for cryopreservation | Not Covered \$30 copay; no deductible IN-NETWORK Your cost sharing amount depends on the type of service and where you receive it. Ination and the diagnosis and treatment of Your cost sharing amount depends on the type of service and where you receive it. Ition (IVF), zygote intrafallopian transfer (2) is, intracytoplasmic sperm injection (ICSI) ind storage. Maximum applies to all process Your cost sharing depends on the type of service and where you receive it. In and storage for iatrogenic infertility | using a non-IOE facility. Not Covered 20%; after deductible OUT-OF-NETWORK Your cost sharing amount depends on the type of service and where you receive it. If the underlying cause of infertility. Your cost sharing depends on the type of service and where you receive it. ZIFT), gamete intrafallopian transfer or ovum microsurgery, ovulation dures covered by any of our plans Your cost sharing depends on the type of service and where you receive it. |



Effective Date: 01-01-2026

Aetna HealthFund[™] Open Access[®] Managed Choice[®] POS - Massachusetts Hybrid HRA

PLAN DESIGN & BENEFITS FUND ADMINISTERED BY AETNA LIFE INSURANCE COMPANY -- ASC MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY -- INSURED

| PHARMACY | IN-NETWORK | OUT-OF-NETWORK |
|---------------------------------------|--|---|
| Pharmacy plan type | Advanced Control Plan - Aetna | |
| Prescription drug out-of-pocket limit | Prescription drug expenses apply to your medical out-of-pocket limit. | |
| Preferred generic drugs | | |
| Retail | \$20 copay | 20% of submitted cost; after applicable in-network cost share |
| Mail order | \$50 copay | 20% of submitted cost; after applicable in-network cost share |
| Preferred brand-name drugs | | • |
| Retail | \$40 copay | 20% of submitted cost; after applicable in-network cost share |
| Mail order | \$100 copay | 20% of submitted cost; after applicable in-network cost share |
| Non-preferred generic and brand-na | me drugs | |
| Retail | \$70 copay | 20% of submitted cost; after applicable in-network cost share |
| Mail order | \$175 copay | 20% of submitted cost; after applicable in-network cost share |
| Pharmacy day supply and requirement | ents | 11 |
| Retail | You can get up to a 30-day supply from Aetna National Network | |
| Mail order | You can get a 31-90-day supply from CVS Caremark® Mail Service Pharmacy. | |
| Specialty | You can get up to a 30-day supply of specialty drugs You must fill all specialty drugs through our preferred specialty pharmacy network. Advanced Control Formulary Aetna Insured List | |
| Your prescription drug plan also inc | | |

Your prescription drug plan also includes:

- Diabetic supplies
- \$25 copay maximum per fill per 30 day supply for formulary insulin drugs
- A limited list of over-the-counter medications when filled with a prescription

Family planning

- Oral and injectable fertility drugs included (physician charges for injections are not covered under RX, medical coverage is limited).
- Contraceptives covered up to a 12-month supply. Contraceptive copay strategy applies.

The following are covered 100% in-network:

- Oral chemotherapy drugs
- Seasonal vaccinations
- Preventive vaccinations
- Affordable Care Act (ACA) eligible preventive medications and contraceptives

Refer to **Aetna.com** for a complete list of eligible prescription drugs.



Effective Date: 01-01-2026

Aetna HealthFund[™] Open Access[®] Managed Choice[®] POS - Massachusetts Hybrid HRA

PLAN DESIGN & BENEFITS FUND ADMINISTERED BY AETNA LIFE INSURANCE COMPANY -- ASC MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY -- INSURED

Precertification requirements

Some covered prescription drugs need approval from us before we will cover the drug. If you are currently taking one of these drugs when you switch to this plan, you may get one fill of your prescription within the first 90 days of starting the plan.

Some covered prescription drugs require step therapy before we cover them. With step therapy, you must first try one or more drugs before we will pay for drugs that require step therapy. If you are currently taking one of these drugs when you switch to this plan. you may get one fill of your prescription within the first 90 days of starting this plan. To get the most up-to-date precertification requirements and a list of drugs that require step therapy, see your plan documents or go online to your member website.

Choose generics - Sometimes you or your provider may ask for a brand-name prescription drug when a generic is available. If so, you will pay the brand-name copay plus the difference between the generic price and the brand-name price.

GENERAL PROVISIONS

Dependents who are eligible to be on your plan

Spouse, children from birth to age 26. Student status of children does not matter.

**We cover the cost of services based on whether doctors are "in network" or "out of network." We want to help you understand how much we pay for your out-of-network care. At the same time, we want to make it clear how much more you will need to pay for this "out-of-network" care.

You may choose a provider (doctor or hospital) in our network. You may choose to visit an out-of-network provider. If you choose a doctor who is out of network, your health plan may pay some of that doctor's bill. Most of the time, you will pay a lot more money out of your own pocket if you choose to use an out-of-network doctor or hospital.

When you choose out-of-network care, we limit the amount it will pay. This limit is called the "recognized" or "allowed" amount.

- For doctors and other professionals the amount is based on what Medicare pays for these services. The government sets the Medicare rate. Exactly how much we "recognize" depends on the plan you or your employer picks.
- For hospitals and other facilities, the amount is based on what Medicare pays for these services. The government sets the Medicare rate. Exactly how much we "recognize" depends on the plan you or your employer picks.



Effective Date: 01-01-2026

Aetna HealthFund[™] Open Access[®] Managed Choice[®] POS - Massachusetts

Hybrid HRA

PLAN DESIGN & BENEFITS FUND ADMINISTERED BY AETNA LIFE INSURANCE COMPANY -- ASC MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY -- INSURED

Your doctor sets his or her own rate to charge you. It may be higher -- sometimes much higher -- than what your plan "recognizes." Your doctor may bill you for the dollar amount that we don't "recognize." You must also pay any copayments, coinsurance and deductibles under your plan. No dollar amount above the "recognized charge" counts toward your deductible or out-of-pocket maximums. To learn more about how we pay out-of-network benefits visit our website.

You can avoid these extra costs by getting your care from Aetna's broad network of health care providers. Go to www.aetna.com and click on "Find a Doctor" on the left side of the page. If you are already a member, sign on to your Navigator member site.

This applies when you choose to get care out of network. When you have no choice (for example: emergency room visit after a car accident, or for other emergency services), we will pay the bill as if you got care in network. You pay cost sharing and deductibles for your in-network level of benefits. Contact us if your provider asks you to pay more. You are not responsible for any outstanding balance billed by your providers for emergency services beyond your cost sharing and deductibles.

This way of paying out-of-network doctors and hospitals applies when you choose to get care out of network. When you have no choice (for example: emergency room visit after a car accident), we will pay the bill as if you got care innetwork. You pay your plan's copayments and deductibles for your in-network level of benefits. Contact us if your provider asks you to pay more. You are not responsible for any outstanding balance billed by your providers for emergency services beyond your copayments and deductibles.

MASSACHUSETTS REQUIREMENT TO PURCHASE HEALTH INSURANCE:

As of January 1, 2009, the Massachusetts Health Care Reform Law requires that Massachusetts residents, eighteen (18) years of age and older, must have health coverage that meets the Minimum Creditable Coverage standards set by the Commonwealth Health Insurance Connector, unless waived from the health insurance requirement based on affordability or individual hardship. For more information call the Connector at 1-877-MA-ENROLL or visit the Connector website (www.mahealthconnector.org).



User Note: PRINT TEXT BELOW ONLY IF PLAN MEETS MA MCC REQUIREMENTS, OTHERWISE DELETE This health plan meets **Minimum Creditable Coverage standards** and will satisfy the individual mandate that you have health insurance.

This health plan meets Minimum Creditable Coverage standards that are effective January 1, 2014 as part of the Massachusetts Health Care Reform Law. If you purchased this plan, you will satisfy the statutory requirement that you have health insurance meeting these standards.



[SEE MCC TEST DISCLOSURE]

If this health plan is not offered to you through your place of employment and you want to learn about other health plan options available to individuals, you may contact the Division of Insurance by calling (617) 521-7794 or visiting its website at www.mass.gov/doi, or the Connector by calling 1-877-MA-ENROLL or visiting its website at www.mahealthconnector.org.

THIS DISCLOSURE IS FOR MINIMUM CREDITABLE COVERAGE STANDARDS THAT ARE EFFECTIVE JANUARY 1, 2014. BECAUSE THESE STANDARDS MAY CHANGE, REVIEW YOUR HEALTH PLAN MATERIAL EACH YEAR TO DETERMINE WHETHER YOUR PLAN MEETS THE LATEST STANDARDS.

Plans are provided by: Aetna Health Inc. While this material is believed to be accurate as of the production date, it is subject to change.



Effective Date: 01-01-2026

Aetna HealthFund[™] Open Access[®] Managed Choice[®] POS - Massachusetts Hybrid HRA

PLAN DESIGN & BENEFITS FUND ADMINISTERED BY AETNA LIFE INSURANCE COMPANY -- ASC MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY -- INSURED

Health benefits and health insurance plans contain exclusions and limitations. Not all health services are covered.

See plan documents for a complete description of benefits, exclusions, limitations and conditions of coverage. Plan features and availability may vary by location and are subject to change. Providers are independent contractors and are not our agents. Provider participation may change without notice. We do not provide care or guarantee access to health services.

The following is a list of services and supplies that are *generally* not covered. However, your plan documents may contain exceptions to this list based on state mandates or the plan design or rider(s) purchased by your employer.

- All medical and hospital services not specifically covered in, or which are limited or excluded by your plan documents.
- · Cosmetic surgery, including breast reduction.
- · Custodial care.
- · Dental care and dental X-rays.
- Donor egg retrieval
- Experimental and investigational procedures, except for coverage for medically necessary routine patient care costs for members participating in a cancer clinical trial.
- Hearing aids
- Home births
- Immunizations for travel or work, except where medically necessary or indicated.
- Implantable drugs and certain injectable drugs including injectable infertility drugs.
- Infertility services, including artificial insemination and advanced reproductive technologies such as IVF, ZIFT, GIFT, ICSI and other related services, unless specifically listed as covered in your plan documents.
- Long-term rehabilitation therapy.
- Non-medically necessary services or supplies.
- Outpatient prescription drugs (except for treatment of diabetes), unless covered by a prescription plan rider and overthe-counter medications (except as provided in a hospital) and supplies.
- Radial keratotomy or related procedures.
- · Reversal of sterilization.
- Services for the treatment of sexual dysfunction/enhancement, including therapy, supplies or counseling or prescription drugs.
- · Special duty nursing.
- Therapy or rehabilitation other than those listed as covered.
- Weight control services including surgical procedures, medical treatments, weight control/loss programs, dietary regimens and supplements, appetite suppressants and other medications; food or food supplements, exercise programs, exercise or other equipment; and other services and supplies that are primarily intended to control weight or treat obesity, including Morbid Obesity, or for the purpose of weight reduction, regardless of the existence of comorbid conditions.

In case of emergency, call 911 or your local emergency hotline, or go directly to an emergency care facility.

Translation of this material into another language may be available. Please call Member Services at the number on the back of your ID card.

Puede estar disponible la traduccion de este material en otro idioma. Por favor llame a Servicios al Miembro al **1-888-982-3862.**

Plan features and availability may vary by location and group size.



Effective Date: 01-01-2026

Aetna HealthFund[™] Open Access[®] Managed Choice[®] POS - Massachusetts Hybrid HRA

PLAN DESIGN & BENEFITS FUND ADMINISTERED BY AETNA LIFE INSURANCE COMPANY -- ASC MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY -- INSURED

For more information about Aetna plans, refer to www.aetna.com.

Aetna and MinuteClinic, LLC (which either operates or provides certain management support services to MinuteClinic-branded walk-in clinics) are both within the CVS Health family.

***This plan document provides you with an overview of some of your benefits and your cost share obligations. This information is for illustrative purposes ONLY. This document is not an official document and may differ from your Certificate of Coverage (COC), which is your official document. Refer to your COC for your coverage and services and any obligations on your part.

© 2021 Aetna Inc.