



2025 U.S. Benefits -at-a-Glance

At Allegro, innovation with purpose is the core to everything we do, even down to our benefits. In addition to comprehensive health plans, we offer programs that support work/life balance, community involvement and continued education.

This brochure gives a brief overview of benefits for eligible U.S. employees. Unless stated otherwise, this includes employees who work at least 17.5 hours per week and their eligible dependents. Coverage is available on the first day of work.

Healthcare

Medical Plan

Allegro offers 2 High Deductible Health Plans, coupled with a Health Savings Account. Our medical plans are offered to all eligible employees. Eligible dependents may also be covered.

Highlights Include:

- Allegro HSA Contribution
- \$0 cost-share for preventative care
- Medical Procedure Location shopping tool

Dana Farber Direct Connect Partnership

Our partnership provides dedicated care coordination at Dana-Farber Cancer Institute for you or your family members. Dana-Farber partners with a range of community providers to expand access to clinical trials, education, and programmatic support.

Dental Plan

Your dental benefit plan will provide a comprehensive PPO program to ensure your dental health. Coverage is included for important preventative care, and also for treatment needed as a result of dental disease or accidental injury.

Vision Plan

This plan helps offset the costs of an annual eye exam, prescription glasses and contact lenses. For lower out-of-pocket costs, you should see a vision provider within the PPO network.

Work/Life and Family

Time Off

Allegro offers a variety of time off policies to contribute to your overall well-being and work-life balance.

<ul style="list-style-type: none">• Vacation Time• Sick/Personal Leave• Parental Leave• Family Leave	<ul style="list-style-type: none">• Volunteer Time Off• Holidays (8 Corporate, 3 Floaters)• Short Term Disability• Long Term Disability
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Matching Gift Program

Allegro provides matching contributions annually for each employee who donates to qualified organizations/institutions.

Dollars for Doers

Allegro will award up to two grants per employee, per calendar year to qualified organizations/institutions where employees volunteer their time.

Wellness

The Allegro Wellness Team offers robust wellness programming, including wellness activity challenges, robust wellness intranet site, discounts on fitness products, and more. Many U.S. facilities also offer on-site exercise amenities. A café is available in the Manchester NH facility, with larger subsidies provided by the company on healthy snack/meal options.

Employee & Family Assistance Program

Our Employee & Family Assistance program provides free, confidential counseling, work-life referrals, life-coaching and more. A free benefit in the workplace, this program can provide support for anyone in your household.

Health Advocate

The Health Advocate benefit provides services to employees and their dependents (including in-laws and parents) at no cost to employees. This service aids with insurance-related issues, including Medicare assistance, and medical claim resolution.

Fertility & Hormonal Health with Carrot

Allegro partners with Carrot to provide inclusive hormonal health, fertility and family-building benefits - including funds to help pay for eligible care.

Financial Resources

Tuition Reimbursement

Tuition reimbursement assistance is available after three (3) months of service if related to skills needed for positions within Allegro.

Student Debt Assistance

Student debt assistance is offered to employees with student debt from a U.S. based lender in their name. Employees with eligible student loans will receive extra payments from Allegro on a monthly basis up to the lifetime maximum.

Retirement Plan

The 401(k) Plan allows employees to save up to 75% of their eligible wages (including annual bonus) on a pre-tax, after-tax, and/or Roth basis, up to the annual IRS limits. Employees are 100% vested in the plan. The first 5% of eligible wages deferred by the employee is matched dollar for dollar by Allegro.

Employee Stock Purchase Plan (ESPP)

The ESPP provides an affordable, convenient, innovative method to purchase stock and share in Allegro's potential future success after 3 months of service.

Life & Accident Death (ADD) Insurance

Allegro provides 1x your annual basic earnings of coverage for both Life & ADD insurance, to a maximum of \$300,000, at no cost. Allegro also offers the opportunity for you to purchase additional life insurance coverage in increments of \$10K, up to \$600K (with Guaranteed Issue up to \$300K upon hire), as well as dependent life insurance coverage.

Flexible Spending Accounts

A Healthcare FSA is open to employees who waive coverage in the Allegro medical plan. A Limited Purpose FSA is open to employees who enroll in the Allegro medical plan. A Dependent Care FSA is open to all employees, and allows you to set aside pre-tax money each year to use for qualified dependent expenses throughout the year.

Voluntary Benefits

Accident

For when a member experiences an unexpected injury as defined by the policy. Coverage is open to employees and their dependents. The cost for accident insurance will vary based on the amount of coverage.

Critical Illness

For when a member experiences a serious illness as defined by the policy. Coverage is open to employees and their dependents. The cost for critical illness insurance will vary based on the persons covered and amount of coverage elected.

Hospital Indemnity

For when a member experiences a hospitalization. Coverage is open to all employees and their dependents. The cost will vary based on coverage selected.

Pet Insurance

Allegro provides the opportunity to purchase pet insurance for your dogs, cats, birds or exotic animals. The suite of options includes emergent care coverage, offering the greatest pet insurance plans available today at an exclusive group rate.

Identity Theft

ID theft protection plans provide identity and credit monitoring, high-risk alerts, digital exposure reports and much more. This coverage can be elected for you or your family; the cost for coverage will depend on the plan chosen.

Legal Assistance

With the legal assistance plan, you and your family gain access to a network of licensed attorneys. When you enroll in the plan, it covers the cost of routine legal services. The cost for coverage will depend on the plan chosen and covers you and your family.