

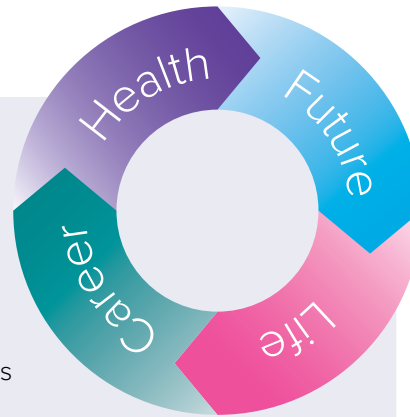
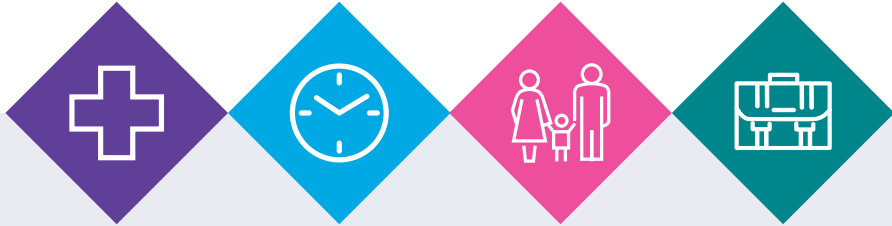
Benefits eCATALOG

Plan Year July 1, 2024 — June 30, 2025



Welcome to Your Benefits Experience

At Hologic, we take pride in providing benefits that cater to the holistic needs of our employees. Whether you're just starting out or well into your life's journey, our progressive benefits are designed to empower you to thrive. Through our Better Rewards program, we affirm our commitment to your wellbeing, fostering a supportive environment that encourages a balanced and fulfilling life.



Better Rewards for a Better You

In our commitment to your overall wellbeing, we are pleased to provide a comprehensive benefits program, inclusive of rewards and opportunities aimed at fostering your personal and professional growth.

The Better Rewards program invites you to:

- Be at your best with Hologic's **health** plans and holistic support resources
- Plan for a sure **future** with savings plans and financial security benefits
- Feed your mind, body and spirit with time away from work, healthy living and a healthy work-**life** balance
- Realize your potential and take advantage of opportunities for **career** growth

Disclaimer

This eCatalog is for informational purposes only and is neither an offer of coverage nor medical advice. It contains only a partial, general description of the Hologic benefits program and does not constitute a contract. Consult your plan documents (Summary Plan Descriptions and Group Insurance Certificates) for a complete description of all governing contractual provisions, including benefits, exclusions, limitations and procedures relating to your plans. All of the terms and conditions of the plans are subject to applicable laws, regulations and policies. In case of a conflict between your plan documents and the information contained in this eCatalog, the plan documents will always govern.



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Make Smart Choices and Enroll

- This eCatalog provides an overview of Hologic benefits for July 1, 2024 – June 30, 2025 to help you learn about the many available benefit options.
- Be sure to visit the **Better Rewards Benefits** page on **MyHologic** for in-depth information to help you make informed decisions.
- Contact the **Benefits Service Center** with questions at **844.319.3420**, Monday through Friday 9 a.m. to 7 p.m. ET.
- Visit **Benefits Self Service** at **HologicBenefits.com** to enroll or make changes to your benefits within 31 days of a qualifying life event or during Open Enrollment.



CLICK IT!

Click the colored and bold text in the eCatalog for detailed information on specific benefits.



BENEFITS SELF SERVICE IS ACCESSIBLE FROM ANYWHERE, AT ANY TIME

If you haven't already registered, set up an account at **HologicBenefits.com** with your:

- Social Security number
- Date of birth
- Company key of **“hologic”** (all lower case)

Enroll or Make Changes in Just 3 Easy Steps

1	2	3
PLAN	CHOOSE	ENROLL
<p>Learn about your options and consider what would best meet your coverage needs and budget.</p> <p>Consider other sources of coverage (such as through your spouse's or domestic partner's employer).</p>	<p>Compare your healthcare options to see what's best for you and your family.</p> <p>Explore the tax savings offered by the Flexible Spending Accounts (FSAs) and Health Savings Account (HSA).</p> <p>Gather Social Security numbers and dependent verification documents before you enroll (see page 5).</p>	<p>Select your benefits using Hologic's online Benefits Self Service within 31 days of a qualifying life event or during Open Enrollment.</p> <p>Print a Benefits Summary for your records.</p>



Who's Eligible?

Employees

Benefits eligibility depends on your work status as follows.

If you are...

- **A regular full- or part-time employee scheduled to work at least 30 hours per week**, you are eligible for all benefits summarized in this eCatalog.
- An **intern working 30 hours or more per week**, you are eligible to participate in the medical plan after a 90-day waiting period. You are immediately eligible for a prorated allotment of sick time and may join the 401(k) plan upon attainment of 1,000 hours worked and age 21.
- **Scheduled to work between 20 and 30 hours per week**, you are eligible for prorated vacation and sick time, the Employee Assistance Program and Employee Stock Purchase Plan.

All employees are eligible to enroll in the 401(k) plan with the exception of interns who are eligible after 1,000 work hours and attaining age 21.



For Newly Eligible Employees

If you want to enroll in benefits, you must make your elections within 31 days of your eligibility date. There is no waiting period for benefit coverage. If you do not enroll for coverage when you are first eligible, you will have to wait until the next Open Enrollment period or within 31 days of a qualifying life event to enroll.

Upon hire, you're instantly eligible and enrolled in various no-cost, Company-paid benefits detailed in this guide.

Eligibility Effective and Termination Date

Benefits start on your first day of work or upon a qualifying life event election.

Benefits end on your employment separation date (not the last day of the month), when you drop coverage due to a qualifying life event or if your working hours fall below the required threshold described above.

Who's Eligible?, continued

Your Dependents

You may enroll eligible dependents for medical, dental, vision, optional life, critical illness and accident insurance coverages. Eligible dependents include your:

- Legal spouse or domestic partner
- Child(ren)* up to the end of the month in which they turn 26
 - Natural, adopted, stepchild(ren), legal guardianship, child(ren) placed with you for adoption, child(ren) of your domestic partner, child(ren) of a covered dependent child

Your family members may also be eligible for additional benefits that you do not need to enroll in, including chronic disease prevention and lifestyle management, mental health benefits, employee assistance program and more.

* For purposes of life insurance, stepchildren, foster children, children of your dependent child and children of your domestic partner who are not dependent on you for support are not eligible for child coverage.

Enrollment Basics

Open Enrollment

You may enroll in or change your benefit elections every spring during Open Enrollment. These changes will have an effective date of July 1. You will not be able to make any changes to this coverage until the next Open Enrollment period unless you have a qualifying life event.

Qualifying Life Event

You have the opportunity to make benefit changes within 31 days of a qualifying life event. However, you can make changes to your Health Savings Account (HSA) contributions (if enrolled in the Consumer Driven Health Plan (CDHP)), 401(k) elections or optional life insurance coverage at any time.

Find more information about qualifying life events [here](#).



VERIFY YOUR DEPENDENTS' ELIGIBILITY

Before starting, ensure you have proof of relationship documents for dependents and their Social Security numbers. Coverage won't start without submitting required documents like birth/marriage certificates or tax returns. Follow the provided instructions during enrollment.

For eligibility details and plan specifics, visit the [Eligibility for Health and Benefits Plans](#) page. Written plan documents are the definitive authority for program provisions.



Manage Your Benefits

Using Hologic's Benefits Self Service System

- **LOG ON** to **HologicBenefits.com**.
 - Accessible from anywhere, at any time.
 - Register for an account with your Social Security number, date of birth and the Company key of **"hologic"** (all lower case).
- **ENROLL** or make changes to your benefits.
- **DESIGNATE** a beneficiary as required for basic and optional life insurance, accident insurance and critical illness insurance.
- **PRINT** a Benefit Summary.
- **SUBMIT** required documents. (for example, to prove a qualifying life event)
- **REVIEW** important messages.
- **LIVE CHAT** online for technical support, enrollment guidance, etc.



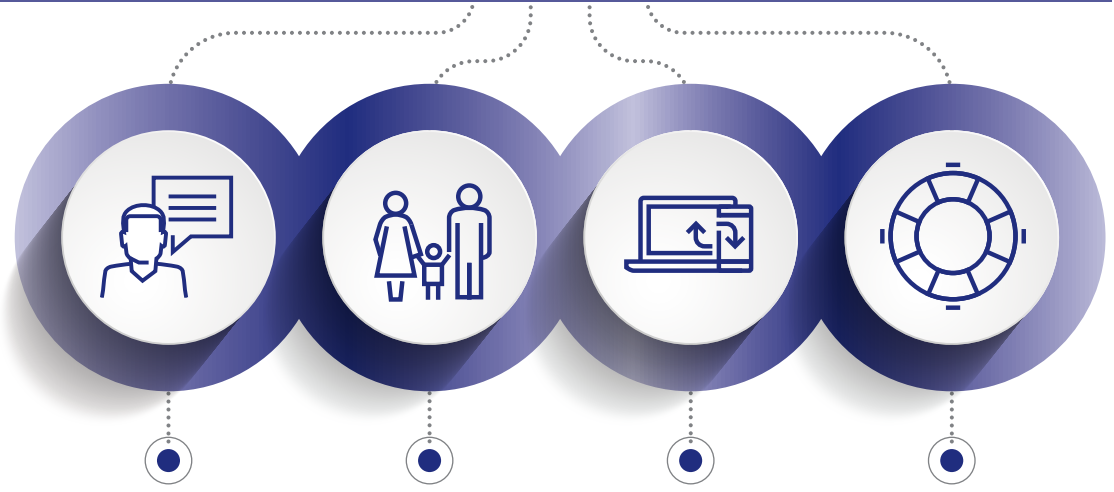
MYCHOICE MOBILE APP

The MyChoice mobile app provides 24/7 access to benefits information right from your mobile device...enroll or update your elections, upload and save pictures of your ID cards, update your beneficiaries, find benefit information and more! Download the MyChoice app from the **App Store** or **Google Play**.

You'll need to login to **HologicBenefits.com** and click on **"Access the App"** to obtain your personalized QR code to scan and complete your registration.

You can also easily find the app on your Hologic-assigned smartphone or tablet home screen.

Benefits Service Center



Enrollment guidance

- How to enroll
- How to make qualified changes
- How to access resources

Eligibility advisement

- Information on qualifying events
- Dependent verification and documentation assistance

Technical/navigational support

- Website assistance
- Help downloading benefit confirmations and resources
- Help uploading dependent verification documentation

Advocacy

- Guidance to help you understand your plans
- Assistance in resolving eligibility and coverage issues
- Help with ID cards

QUESTIONS?

Contact the Benefits Service Center:

Telephone 844.319.3420 / Monday through Friday 9 a.m. to 7 p.m. ET

Live chat **HologicBenefits.com** / Monday through Friday 8:30 a.m. to 6:30 p.m. ET

3 Ways to Receive Important Alerts!

- Opt in to texting for benefits information on the MyChoice app or through **Benefits Self Service** at **HologicBenefits.com** (under your profile).
- Check your Message Center on your home page.
- Watch for email notifications from **Messenger@HologicBenefitSelfService.com**.



Your Benefits At-a-Glance

Health...Future...Life...Career...Benefits at Your Fingertips

Benefit Plan	Coverage Highlights	Cost
HEALTH		
Medical Blue Cross Blue Shield of MA (BCBSMA)	<ul style="list-style-type: none"> • Consumer Driven Health Plan (CDHP) with Health Savings Account (HSA) • PPO • PPO Plus 	You and Hologic share the cost Your premiums are pre-tax
Telehealth and Virtual Primary Care Visits BCBSMA	On-demand, video access to board-certified physicians and behavioral health therapists from your mobile device or computer anywhere, 24/7	Included with medical plan premium No cost share for medically necessary visits (subject to deductible when enrolled in the CDHP with HSA)
Prescription Drug Plan CVS Caremark	Coverage for generic, preferred brand name, non-preferred brand name and specialty medications purchased through retail pharmacies or mail order for maintenance medications	Included with medical plan premium
Fertility and Family Building Benefits Progyny	Customize your treatment journey with evidence-based care decisions and have equitable access to the tools needed to achieve your goal of growing your family	BCBS member cost share applies
Peri/Menopause Support Progyny	Hot flashes, mood swings and more – tackle peri/menopause and midlife care head on with dedicated resources	Hologic pays the full cost
Dental Delta Dental of MA	Core plan Enhanced plan with orthodontia	You and Hologic share the cost Your premiums are pre-tax
Vision EyeMed	Coverage for no-cost routine annual exams, as well as frames, lenses and contact lenses	You pay the cost Your premiums are pre-tax
Virtual Physical Therapy and Pelvic Health Support Sword Health	Comprehensive virtual care for back, joint and muscle pain, as well as female pelvic health support	Hologic pays the full cost

Your Benefits At-a-Glance, continued

Benefit Plan	Coverage Highlights	Cost
HEALTH, continued		
Health Savings Account (HSA) HealthEquity	Hologic contributes \$700 for employee only coverage or \$1,400 for employee + 1 and family coverage per rolling 12 months; in addition, you can contribute up to the IRS maximum	Both you and Hologic make contributions to the plan
Healthcare Flexible Spending Account (FSA) HealthEquity	Contribute up to \$3,200 per plan year	You contribute pre-tax dollars to your account
Mental Health Benefit Lyra Health	Your go-to for evidence-based mental healthcare; receive mental health services with 1-on-1 coaching or therapy sessions with a mental health provider or utilize the self help guides and programs	Hologic pays the full cost
Chronic Disease Prevention and Lifestyle Management Program Omada®	Ongoing support that combines the latest digital technology and personalized approach for those that are at risk for certain chronic diseases such as obesity, type 2 diabetes, hypertension or heart disease and more	Hologic pays the full cost
Expert Medical Opinions and Support Included Health	Provides you and your family members with help navigating a health condition, discussing treatment options, assistance with finding high-quality physicians and/or obtaining a second opinion	Hologic pays the full cost
Medicare Decision Support SmartConnect	Receive assistance in navigating, understanding and enrolling in Medicare	Hologic pays the full cost

Your Benefits At-a-Glance, continued

Benefit Plan	Coverage Highlights	Cost
FUTURE, continued		
Basic Life and AD&D Insurance Lincoln Financial	Full Commission Sales plan eligible: Flat \$175,000 All others: 2x base annual salary up to \$500,000 AD&D coverage is equal to basic life coverage	Hologic pays the full cost
Optional Life and AD&D Insurance for Yourself Lincoln Financial	Increments of \$10,000, not to exceed \$1,000,000 AD&D coverage is equal to optional life coverage	You pay the cost with after-tax premiums
Dependent Life Insurance Lincoln Financial	Spouse/Domestic Partner: Increments of \$10,000, up to a maximum of the lesser of \$500,000 or your combined basic and optional employee life coverage amount Child(ren): \$2,500, \$5,000 or \$10,000	You pay the cost with after-tax premiums
Short-Term Disability (STD) Lincoln Financial	After a 1-week waiting period, 100% of pre-disability earnings* for weeks 2 through 8 60% of pre-disability earnings* for weeks 9 through 13 No maximum	Hologic pays the full cost
Long-Term Disability (LTD) Lincoln Financial	After 90 days of disability, 60% of pre-disability earnings* up to \$25,000 monthly maximum benefit	Hologic pays the full cost
Accident Insurance Lincoln Financial	Pays a cash benefit to help with out-of-pocket expenses if you or a covered family member is injured in a qualified accident	You pay the cost with after-tax premiums
Critical Illness Insurance Lincoln Financial	Provides a cash benefit if you or a covered family member is diagnosed with a covered illness or event; you may also qualify for a \$100 Health Assessment Benefit payment	You pay the cost with after-tax premiums
401(k) Plan Fidelity	Plan highlights include pre-tax, Roth and catch-up contributions, an employer match, 100% vested from day one, a match true-up, Roth conversions, rollovers and loans/withdrawals	Both you and Hologic make contributions to the plan
Employee Stock Purchase Plan Fidelity	A voluntary program that allows you to purchase Hologic stock at a 15% discount through payroll deductions	You can make contributions on an after-tax basis

* Pre-disability earnings for non-sales employees include weekly gross base pay only. Pre-disability earnings for field sales employees include weekly gross pay plus commission.

Your Benefits At-a-Glance, continued

Benefit Plan	Coverage	Cost
LIFE		
Healthy Living Program	Embrace a healthier lifestyle with Hologic Healthy Living and Virgin Pulse. Earn cash rewards and improve your wellbeing	Hologic pays the full cost
Vacation	Hologic provides you with vacation time so you can take regular time away from work to maintain balance between work and your personal life	Hologic pays the full cost
Sick Time	Hologic provides 7 paid days per fiscal year, prorated if hired mid-fiscal year; the fiscal year ends on the last Saturday of September Non-AK/CA/CO/MT/NE based employees may use 3 of these days as personal time absences	Hologic pays the full cost
Holidays	12 paid holidays per calendar year – a combination of nationally-observed holidays and one floating holiday	Hologic pays the full cost
Volunteer Time Off	Hologic provides you with paid time off to volunteer to participate in improving the health and wellbeing of our communities	Hologic pays the full cost
PerkSpot	Access to discounts on travel, entertainment, cell phones, restaurants, apparel and more	You pay a discounted rate when purchasing through this vendor
Parental Leave and Pay	Birth and non-birth parents may receive up to 16 weeks (or more where required by state law) of job-protected parental leave for the care of a newborn or a newly-adopted child Birth and non-birth parents are eligible for 8 weeks of parental pay at 100%; for birth parents, this is in addition to receiving STD for weeks 2 through 8 at 100%	Hologic pays the full cost
Family Care Leave and Pay	You may take up to a total of 12 weeks (26 weeks for military caregiver leave) of leave (except where state law mandates a different leave period) to care for a family member with a serious medical condition You may receive up to 4 weeks of pay at 100% when on an approved leave to care for a family member with a serious health condition	Hologic pays the full cost

Your Benefits At-a-Glance, continued

Benefit Plan	Coverage	Cost
LIFE, continued		
Support to Help You Thrive Milk Stork	On-the-go breast milk storage, toting and transportation assistance while traveling for work, as well as lactation support consulting	Hologic pays the full cost
Care for Loved Ones Care@Work by Care.com	Access to ongoing and short-term care for children, adults, seniors, pets and more through a no-cost premium membership, along with 5 Hologic partially-subsidized back-up care days	Hologic pays the full cost of premium membership and partially subsidizes 5 back-up care days
Dependent Care Flexible Spending Account (FSA) HealthEquity	Contribute up to \$5,000	You contribute pre-tax dollars to your account
Employee Assistance Program (EAP) Lyra	Balance work and life with services such as legal and financial advice, identity theft and dependent care needs	Hologic pays the full cost
Personal Legal Matters and Identity Protection MetLife Legal Plan	Assistance with personal legal matters as well as identity and data risk management, resolution and education services	You pay the cost with after-tax contributions
Adoption and Surrogacy Reimbursement	Reimbursement for eligible expenses related to the adoption and surrogacy of a child	Hologic pays up to \$10,000 each
Workplace Financial Education Program Ameriprise Financial	Periodic financial educational seminars A free 30-minute consultation with a financial advisor	Hologic pays the full cost
Philanthropy Partners in Giving Program	Partner with Hologic to donate to your favorite non-profit organization	Both you and Hologic make contributions
Hologic Scholarship Program	Money is awarded for undergraduate college, vocational and technical school programs	Hologic-sponsored scholarship

Your Benefits At-a-Glance, continued

Benefit plan	Coverage	Cost
CAREER		
Talent Investment	An ongoing partnership between you, your manager and your team to identify and commit to opportunities and experiences that generate results	No cost
Tuition Reimbursement	Provides reimbursement for eligible expenses related to undergraduate and graduate courses	Hologic reimburses up to \$5,250 per calendar year for undergraduate and graduate level classes

For benefit questions, contact the **Benefits Service Center** at **844.319.3420** or visit **HologicBenefits.com**.

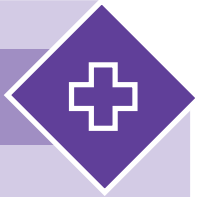


Health...be at your best

There's nothing more important than good health! Feeling your best enables peak performance every day. That's why we provide a wide array of comprehensive benefits empowering you to prioritize your health. From preventive care services to top-notch medical, dental, vision, mental health and more, we ensure access to quality care precisely when you need it. Additionally, our health support services and tax-advantaged flexible spending account are tailored to help you maximize your resources and prioritize your wellbeing.



Healthcare Benefits



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Know the Lingo – Terms to Know



Review the following terms to help you make the most of your medical plan:



Plan Year Deductible – The amount you pay each plan year before the plan begins to pay for certain medical services.



Routine Preventive Care – This includes plan year checkups, immunizations and wellness exams to help identify potential health risks and keep you and your covered dependents healthy.



Coinsurance – The amount you pay after the deductible is met. For example, once you reach your deductible with the PPO Plan, the plan covers in-network inpatient hospital services at 80%. Your coinsurance is the remaining 20%.



Copay/Copayment – The specified dollar amount you pay for certain services after meeting the deductible, such as doctor's visits and prescription drugs. For example, once you reach your deductible with the PPO Plan, you only need to pay a \$30 copay for primary care office visits.



Consumer Driven Health Plan (CDHP) – A high-deductible medical plan designed to give you more control over how your healthcare dollars are spent and allows you to participate in a Health Savings Account (HSA).



Health Savings Account (HSA) – A tax-advantaged savings account available if you enroll in the CDHP. The HSA allows you to build tax-free savings to pay for qualified healthcare expenses, including deductibles, copayments, coinsurance and prescription drugs. Hologic contributes to your HSA each pay period. Unused HSA funds roll over and accumulate in your account for future use.



Out-of-Pocket Maximum – The most you have to pay for covered services in a plan year. After you spend this amount on deductibles, copayments and coinsurance, your plan pays 100% of the cost for covered benefits for the remainder of the plan year. This puts a limit in place to avoid incurring extraordinary healthcare expenses.

INDIVIDUAL MANDATE FOR HEALTH COVERAGE

Despite the federal health coverage mandate penalty being \$0, certain states still enforce their own mandates. To dodge state penalties, get insured via our benefits or through state/federal exchanges. For more on healthcare reform and mandates, check [healthcare.gov](https://www.healthcare.gov) or your state's exchange site.



Understanding Your Medical Options



Hologic offers three PPO medical plans to choose from through **Blue Cross Blue Shield of Massachusetts (BCBSMA)**:

- Consumer Driven Health Plan (CDHP) with a Health Savings Account (HSA)
- PPO
- PPO Plus

All three options offer quality coverage for a broad range of services.

They differ in the amount you pay for coverage (payroll premiums) and in how you pay at the time of service. It's important that you take the time to understand how each plan works so you can choose the coverage that's best for you and your family. Easily compare plans using the **Plan Comparison Tool** or by checking each plan's **Summary of Benefits and Coverage (SBC)**.

All plans:

- Provide 100% coverage for in-network preventive care
- Offer the same broad range of services and quality of care
- Use the BCBSMA nationwide network of preferred providers
- Include coverage for office visits, hospitalization, surgery, maternity care, vision exams and supplies, prescription drugs through CVS Caremark and more
- Require you to pay a deductible for most non-preventive medical services before plan payments begin

BCBSMA Medical Option	Payroll Premium	Deductible	Coinsurance (a % after deductible)	Copays (a flat \$ after deductible)
CDHP with HSA	Lowest	Highest (offset by Company-funded HSA)	Low	N/A
PPO	Moderate	Moderate	Moderate	Moderate
PPO Plus	Highest	Lowest	Lowest	Lowest

Know the Difference

The CDHP, PPO and PPO Plus all utilize the same PPO network of providers...and work in similar ways. However, it's important to understand the differences in the way deductibles and out-of-pocket maximums are met under each option.

	CDHP with HSA Plan	PPO and PPO Plus Plans
How is the deductible met?	When enrolled as employee only , you must first meet the employee only deductible before the plan pays for non-preventive services. When enrolled as employee + 1 or family , there is no individual deductible. All family members collectively must meet the family deductible before non-preventive services are covered. Prescription costs do count toward the medical deductible.	The family deductible can be met by any combination of covered family members , but no individual family member will have to pay more than the per person deductible before coverage is provided. Prescription costs do not count toward the medical deductible.
How is the out-of-pocket maximum met?	When enrolled as employee only and you meet the employee only out-of-pocket maximum, covered services will be paid at 100%. When enrolled as employee + 1 or family , there is no individual out-of-pocket maximum. Covered services will be paid at 100% when all family members collectively meet the family out-of-pocket maximum. Prescription costs do count toward the medical out-of-pocket maximum.	The family plan year out-of-pocket maximum can be met by any combination of covered family members , but no individual family member will have to pay more than the per person out-of-pocket maximum before that family member receives 100% coverage for the remainder of the plan year. Note: There are separate out-of-pocket maximums for prescription costs.

Visit the **Medical** page of **MyHologic** to learn more about the Hologic medical plans, find plan summaries, compare medical plan costs and review the **CDHP with HSA eGuide**.



CLICK IT!

Click the colored and bold text in the eCatalog for detailed information on specific benefits.

Are you eligible for Medicare? You have support options – see **page 28**.



Medical Plans At-a-Glance

	CDHP with HSA Plan	PPO Plan	PPO Plus Plan
	In-Network You Pay	In-Network You Pay	In-Network You Pay
Plan year deductible	\$1,600 employee only ¹ \$3,200 family ¹	\$1,000 per person \$2,000 per family ²	\$750 per person \$1,500 per family ²
Plan year out-of-pocket maximum	\$3,200 employee only ³ \$6,400 family ³	\$3,500 per person \$7,000 per family ⁴	\$2,500 per person \$5,000 per family ⁴
Eligibility for tax-savings account	Health Savings Account (HSA) (see limits on page 17)	Healthcare Flexible Spending Account (FSA) (see limits on page 26)	
Hologic annual contribution to HSA	\$700 employee only \$1,400 family Prorated and funded per pay period	N/A	N/A
Preventive visits	No cost	No cost	No cost
Telehealth visits	No cost ⁵	No cost	No cost
Primary care office visit	15% ⁵	\$30 copay ⁵	\$25 copay ⁵
Other covered providers (specialists) office visit	15% ⁵	\$50 copay ⁵	\$40 copay ⁵
Diagnostic X-rays and lab tests, including CT scans, MRIs, PET scans and nuclear cardiac imaging tests	15% ⁵	20% ⁵	10% ⁵
Breast health imaging (Ultrasounds, MRIs, CT, PET scans)	No cost ⁵	No cost	No cost
Fertility and family building benefits	3 Smart Cycles provided by Progyny. See page 22 for details. BCBS Medical Plan cost share applies.		
Peri/menopause support	Women: Get Progyny expert help for symptoms like hot flashes, weight gain, brain fog, aches, hormone changes and more. (BCBS Medical Plan cost share applies.)		
Inpatient hospitalization	15% ⁵	20% ⁵	10% ⁵
Chiropractic care (90 visits per calendar year)	15% ⁵	\$50 copay ⁵	\$40 copay ⁵
Acupuncture (20 visits per calendar year)	15% ⁵	\$50 copay ⁵	\$40 copay ⁵
Emergency room	15% ⁵ applies to in-network deductible only	\$150 per visit; no deductible	\$150 per visit; no deductible
Outpatient mental health/substance use treatment	15% ⁵	\$30 copay ⁵	\$25 copay ⁵
Prescription drug	See page 20	See page 20	See page 20

Employee Premiums

Rates shown are effective July 1, 2024 — June 30, 2025

	CDHP with HSA Plan	PPO Plan	PPO Plus Plan
Biweekly Rate* (26 pay periods)			
Employee Only	\$32.56	\$54.87	\$122.85
Employee + 1	\$91.17	\$124.83	\$252.93
Family	\$136.76	\$187.25	\$379.39
Semi-monthly Rate** (24 pay periods)			
Employee Only	\$35.77	\$59.45	\$133.09
Employee + 1	\$98.77	\$135.25	\$274.01
Family	\$148.16	\$202.85	\$411.01

* Biweekly means you are paid every other Friday.

** Semi-monthly means you are paid on the 15th and the last day of the month.

MEDICAL PLAN PREMIUM CREDIT

Take advantage of earning a \$300 medical premium credit for the following plan year (July 1, 2025 – June 30, 2026) with Healthy Living's Virgin Pulse program. Visit the [Wellness Guide](#) for more information.



- CDHP with HSA: The entire deductible must be satisfied before benefits are paid.
- PPO and PPO Plus: The family deductible can be satisfied by eligible costs incurred by any combination of covered family members. No individual family member will have to pay more than the per person deductible before benefits are provided for that family member.
- CDHP with HSA: The out-of-pocket maximum must be satisfied before any covered member receives 100% coverage for the remainder of a plan year, including prescription drugs.
- PPO and PPO Plus: The family plan year out-of-pocket maximum can be satisfied by eligible costs incurred by any combination of covered family members. No individual family member will have to pay more than the per person out-of-pocket maximum before the family member receives 100% coverage for the remainder of the plan year, excluding prescription drugs.
- After the plan year deductible is met.



Understanding the CDHP with HSA



The Consumer Driven Health Plan (CDHP) with Health Savings Account (HSA) has the lowest payroll premium and gives you the most control over healthcare spending. It has a higher yearly deductible, but the Company's contribution to your tax-friendly HSA eases the deductible expense, making the plan an affordable option.

CDHP with HSA Rules

There are incentives with the CDHP with HSA to keep you healthy and encourage you to spend your healthcare dollars wisely, though some special rules apply:

- To be eligible you must not be covered by any other medical plan, such as another employer's plan (as through a spouse, domestic partner or as a retiree), a government health plan such as Medicare or Medicaid or an individual medical insurance plan or have a Healthcare FSA.
- Your domestic partner, their children or your non-tax dependent can be enrolled in the CDHP plan, but are not eligible to use the HSA for their healthcare expenses.
- You can use your HSA funds to cover qualified healthcare expenses for any of your eligible dependents (as defined by the IRS), regardless of whether they are covered under a Hologic medical or dental plan.

FIND MORE INFORMATION ON THE CDHP WITH HSA

Read [Your Guide to the CDHP with HSA](#) to:

- Find out what's considered a qualified expense
- Learn how the plan works
- Know the difference between an HSA and FSA

6 BENEFITS OF THE HSA

- 1. Contributions from Hologic*** – Hologic contributes \$700 for employee only coverage or \$1,400 for employee + 1 and family coverage per rolling 12 months. The employer HSA contribution is prorated and funded per pay period.**
- 2. Contributions from you** – You can contribute to your HSA on a pre-tax basis, up to the annual IRS maximum. For 2024, you and Hologic (combined) can contribute up to \$4,150 for employee only coverage and \$8,300 for employee + 1 and family coverage (Per the IRS, the family maximum applies per household). If you are age 55 or older in 2024, you can make an additional annual catch-up contribution of up to \$1,000.
- 3. Triple tax savings†** –
 - The money you put in is tax-free.
 - Interest and investment earnings are tax-free.
 - Distributions for qualified healthcare expenses are tax-free, even when you retire.
- 4. Easy to use** – You will be provided with a HealthEquity Visa® Health Account debit card so you can easily pay qualified expenses directly from your account. You can also pay providers directly from your online account at [HealthEquity.com](https://www.healthequity.com) or via the HealthEquity mobile app.
- 5. Choice** – It is up to you to decide whether to use your funds for qualified expenses now or to save them for use in the future.
- 6. Convenient** – Since the money rolls over at the end of each year (unlike an FSA) and stays in the account that you own, you can take the account balance with you if you leave the Company for any reason.

* Company HSA contributions are subject to change in the future. You will not receive the Company contribution if you are not enrolled in the HSA.

** Company contributions are divided evenly over 24 pay periods, skipping any 3rd pay period within a month. The employer contribution will be funded up to the \$700 amount for those covering only non-tax dependents such as a domestic partner and domestic partner's child.

† Contributions to the HSA are subject to state income taxes if you live in CA or NJ. Interest and investment earnings are subject to state taxes in CA, NJ, NH and TN.



Virtual Care from Anywhere



Eliminate wait times and gain flexibility and convenient access to care with these solutions.

Telehealth

Telehealth enables 24/7 remote medical consultations with BCBSMA healthcare providers through digital devices, offering a convenient way to access care for non-urgent health needs from anywhere you are at no cost* to you when enrolled in Hologic's medical plan.

Virtual Primary Care

BCBSMA members have access to **virtual primary care** at no cost*. Virtual primary care allows patients to have routine check-ups, manage chronic conditions and receive general health guidance from primary care physicians online, without an in-person visit.



* Subject to deductible when enrolled in the CDHP.

** Subject to your Hologic medical plan deductible and coinsurance.

Peri/Menopause Support

Comprehensive benefits are provided to support you during the many transitions in a woman's life. When enrolled in Hologic's medical plan**, this program can help you manage your unique symptoms – weight fluctuations, anxiety, insomnia, brain fog, fatigue, joint pain and hot flashes.

- Virtually connect to OB/GYNs, nurse practitioners, registered dietitians and mental health clinicians for integrative and ongoing care.
- Receive personalized hormonal and non-hormonal treatment plans, lifestyle support and symptom relief.
- Access early screenings for chronic conditions including cancer, cardiovascular and metabolic issues and more.

Provided through **Progyny**, get the care you deserve, manage your symptoms and boost your overall health.

Virtual Physical Therapy and Pelvic Support

Programs provided through **Sword Health** help prevent and relieve pain, improve strength, mobility and flexibility after an injury or pre/post a surgery from anywhere with a personalized plan designed by your dedicated physical therapist.

- Digital physical therapy utilizes best-in-class technology for data collection, real-time feedback, check-ins and support to eliminate pain in your back, joint and muscles.
- Work with a physical health specialist and a tracking device to keep moving and eliminate recurring chronic pain and injury with the Move program.
- Women have access to comprehensive care for pelvic disorders, reproductive health, bladder and bowel disorders right from the comfort of their own home through the Bloom program, which utilizes the Elvie pod trainer.

You must be enrolled in a Hologic medical plan to use this free benefit.



Stay In-Network – and Save



Hologic's medical plans use the Preferred Provider Organization (PPO) network. Utilizing in-network **BCBSMA** providers saves you money due to their reduced negotiated rates.

In-network:

- The plan pays a higher percentage of the covered charge.
- Preventive care is fully covered, with no deductible.
- Your network provider files claims on your behalf.

Out-of-network:

- There is a separate higher out-of-network deductible you must pay first.
- The plan will pay a lower percentage of the cost, based on usual and customary charges.
- You are responsible for any charges over usual and customary and they do not apply towards the out-of-network deductible or the out-of-pocket maximum.
- You must complete and submit claim forms.



FIND A BCBSMA MEDICAL PROVIDER

Find a provider:

1. Visit provider.bcbs.com
2. Click on “**Choose Location and Plan**”
3. Enter your zip code and “**HLX**” as the plan prefix

Note: Members residing in NH must first log in to their **MyBlue account** at BlueCrossMA.org to find an in-network provider.

NEED MORE CARE ASSISTANCE?

Find help navigating a health condition, discussing treatment options, assistance with finding high quality physicians and/or obtaining a second opinion with **Included Health**. Visit IncludedHealth.com/Hologic to get started.



Feel Better – Prescription Drugs



CVS Caremark offers prescription coverage for all medical plans, covering generic and brand name drugs, which can be obtained at network pharmacies or via mail order for maintenance medications.

In-Network Coverage At-a-Glance

When enrolled in:	CDHP with HSA Plan ¹	PPO or PPO Plus Plan
Fill at ² : CVS Caremark Network Pharmacy: 30-day supply CVS Retail Store Pharmacy using Maintenance Choice: 90-day supply ³ Mail Order: 90-day supply ³		
Generic (Tier 1)	\$10 copay at retail ⁴ \$20 copay at mail order ⁴	\$10 copay at retail \$20 copay at mail order
Preferred brand name (Tier 2)	25% ⁴	\$30 copay at retail \$60 copay at mail order
Non-preferred brand name (Tier 3)	35% ⁴	\$50 copay at retail \$100 copay at mail order
Specialty medication (Tier 4)⁵	Covered within respective tier level or \$0 with PrudentRx ⁶	\$150 copay through specialty pharmacy or \$0 with PrudentRx
<div style="background-color: #4a5568; color: white; padding: 5px; border-radius: 10px; display: inline-block;"> Save with PrudentRx - find information on the following page </div>		
Out-of-pocket maximum	Combined with medical out-of-pocket maximum \$3,200 per employee only coverage \$6,400 per family coverage	A separate out-of-pocket maximum applies PPO: \$3,500 per person \$7,000 per family PPO Plus: \$2,500 per person \$5,000 per family

¹ Certain preventive drugs are not subject to the medical plan year deductible.
² Fill options may be limited for specialty and diabetic medications.
³ If you fill a maintenance medication at a CVS retail pharmacy or through mail order, you may receive a 90-day supply for the cost of a 60-day supply when enrolled in the PPO or PPO Plus plan and a discount when enrolled in the CDHP plan.
⁴ After medical plan year deductible is met.
⁵ These medications are typically used to treat complex conditions such as autoimmune disorders, multiple sclerosis and hemophilia, for example.
⁶ Specialty medications filled through PrudentRx on the CDHP with HSA Plan apply toward the deductible but not out-of-pocket maximum.

FIND A PHARMACY



Find an in-network pharmacy near you with CVS Caremark's **Pharmacy Locator** or call a Customer Care Representative at **855.217.6598**.

Know the Difference

CDHP with HSA Plan	PPO or PPO Plus Plan
<ul style="list-style-type: none"> • Prescription costs count toward the medical plan deductible. • Deductible must be met for prescription copays/coinsurance to begin. • Certain preventive care drugs are exempt from the deductible. • Visit the Prescription page on MyHologic for the exempt drug list. • Out-of-pocket maximum must be met for full coverage for rest of the plan year. 	<ul style="list-style-type: none"> • Prescription costs are exempt from medical plan deductible in PPO and PPO Plus plans. • Separate out-of-pocket maximum applies to prescription drugs. • Refer to the table for out-of-pocket maximum





Cost Saving Prescription Programs

Generics

Maximize your prescription coverage and minimize your out-of-pocket costs when you use generics as a practical and cost-effective option to managing your healthcare needs.

Maintenance Medications

Save on maintenance medications when you purchase a 90-day supply for the cost of a 60-day supply through mail order or at a local CVS retail pharmacy.

Refer to the [Prescription](#) page of **MyHologic** for more information on prescription drug coverage.



PrudentRx Specialty Drug Discount Program

When enrolled in a Hologic medical plan, some specialty medications are eligible for a copay discount when you enroll in the PrudentRx program, a partner of Caremark. Specialty medications are typically used to treat complex conditions such as autoimmune disorders, multiple sclerosis and hemophilia.

This program is designed to lower your out-of-pocket costs when **filling a non-essential medication** by assisting you with enrollment in drug manufacturers' copay card assistance programs.

- When enrolled in the PrudentRx Copay Program and **filling a covered medication**, your copay lowers to \$0.*
- When **filling a medication not available at a CVS Specialty Pharmacy**, and therefore not part of the PrudentRx Copay Program, you pay a \$150 copay per fill when enrolled in the PPO or PPO Plus plans and the respective tier coinsurance when enrolled in the CDHP plan.*
- If you **choose to not enroll in the PrudentRx Discount Program** for which there is a manufacturer discount copay card available, you pay 30% of the cost of the medication.*
- Medications considered an **Essential Health Benefit are excluded** from this program and have a \$150 copay per fill when enrolled in the PPO or PPO Plus plans and the respective tier coinsurance when enrolled in the CDHP plan.*

Members on eligible specialty medications will receive communications directly from Caremark and PrudentRx. You must enroll to take advantage of significant cost savings.

A NOTE FOR PROGYNY USERS

Fertility medications that are prescribed by a Progyny provider are filled through a Progyny pharmacy and not CVS Caremark. Find more information on the Progyny Fertility and Family Building Benefit on the [next page](#).

* For those enrolled in the CDHP with HSA Plan, the discounts are applicable after the medical plan deductible has been met.



Fertility and Family Building Benefits – Progyny



Inclusive fertility and family building benefits are available through Progyny, providing superior clinical outcomes, flexible treatment plans and exceptional member experience. The journey to become a parent can be physically, emotionally and financially challenging. With this in mind, the Progyny benefit includes:

- Comprehensive treatment coverage leveraging the latest technologies and treatments
- Access to high-quality care through a premier network of fertility specialists
- Integrated fertility medication coverage with Progyny Rx
- Personalized emotional support and guidance for every path to parenthood from dedicated Patient Care Advocates (PCAs)

To make your fertility benefit easier to understand and utilize, Progyny bundles all the individual services, tests and treatments you may need into Smart Cycles. Each treatment or service is valued as a portion of a Smart Cycle and is expressed as a fraction, so you always know your benefit balance. You and your physician work together to create a customized treatment path.



Coverage is available for three Smart Cycles. Covered services, treatments and tests include, but are not limited to:

- In vitro fertilization (IVF) – fresh cycle, freeze-all, reciprocal
- Intrauterine Insemination (IUI)
- Frozen Embryo Transfer (FET)
- Pre-Transfer Embryology Services
- Egg, Embryo and Sperm Freezing

FIND MORE INFORMATION

Call your dedicated Progyny Patient Care Advocate at **866.946.0633** Monday - Friday from 9 a.m. to 9 p.m. ET to learn more and activate your benefit.

Visit [Progyny.com/Education](https://www.progyny.com/education) for podcasts, expert interviews, video tutorials and information on treatment options.

Adoption and Surrogacy Resources

Hologic offers assistance to cover adoption-related and surrogacy services up to \$10,000 each through Hologic's **Adoption Reimbursement Policy** and **Surrogacy Reimbursement Policy** for all eligible full-time employees.

Additionally, BCBSMA members can contact a Progyny Patient Care Advocate who can provide counseling related to these paths to parenthood, including:

- Details and average costs
- Explanation of various processes and pathways
- Resources to find legal advice for state-specific laws that impact your options
- Specific counseling for same-sex and transgender couples

NOTE: Elective services may be considered a taxable benefit and the value of which will be imputed in your income.



Something to Smile About – Dental



You have two options for dental coverage through **Delta Dental of Massachusetts**:

- **Core plan**
- **Enhanced plan with orthodontia**

You will have easy access and great value through Delta Dental's PPO Plus Premier network of providers with either plan.

About the Network

Delta Dental's PPO Plus Premier network provides access to Delta PPO and Premier providers for savings. While discounts are available in both networks, the Delta Dental PPO network typically offers the largest savings, with discounts up to 30%.

Using Non-Participating Dentists

If you receive care from non-participating dentists, you will pay higher out-of-pocket costs since the Delta Dental contract rates do not apply. You must pay the difference between the non-participating maximum plan allowance and the full fee charged by the dentist. You will also need to file claims yourself.

RIGHT START 4 KIDSSM BENEFIT

The earlier good oral health habits are created, the easier it is to prevent cavities, pain and infections. That's why Right Start 4 Kids covers 100% of the cost of covered care with in-network dentists for children up to their 13th birthday. This means no deductibles or coinsurance for covered preventive, diagnostic, basic and major services up to the annual plan year maximum.

Dental Plans At-a-Glance

	Core Plan	Enhanced Plan
Plan year deductible	\$100 per individual \$300 per family	\$50 per individual \$150 per family
Plan year maximum benefit	\$750 per individual	\$2,000 per individual
	In-Network	
Preventive ¹ Exams, cleanings, sealants, X-rays	100%	100%
Restorative Fillings, extractions, root canals, oral surgery	80% ²	80% ²
Major treatment Crowns, dentures	50% ²	60% ²
Orthodontia Adults and children	Not covered	50%
Separate lifetime orthodontia maximum	N/A	\$2,500 per individual

Employee Premiums

	Core Plan	Enhanced Plan
	Biweekly Rate ³ (26 pay periods)	
Employee Only	\$3.65	\$8.51
Employee + 1	\$6.97	\$16.26
Family	\$10.22	\$23.83
	Semi-monthly Rate ⁴ (24 pay periods)	
Employee Only	\$3.96	\$9.22
Employee + 1	\$7.55	\$17.61
Family	\$11.08	\$25.82

¹ The cost of preventive care services do not count toward the plan year maximum benefit.

² After dental plan year deductible is met.

³ Biweekly means you are paid every other Friday.

⁴ Semi-monthly means you are paid on the 15th and the last day of the month.

Note: Percentages above apply to discount contracted rates for Delta Dental dentists.

FIND A DENTIST

Visit DeltaDentalMA.com or call Member Services at **800.872.0500** to find a network dentist (Group Number: **001495**).





Rollover Max Feature

If you meet certain criteria, you can roll over dental plan dollars from one year to the next. This feature gives you the ability to plan ahead and save money for more expensive procedures like root canals, bridges and crowns. You must be enrolled for dental coverage before the 4th quarter (April 1, 2025 – June 30, 2025) of the plan year to be eligible for the Rollover Max Feature.

ROLLOVER FEATURE



You'll have access to additional plan dollars... if you have one cleaning or oral exam in the plan year (July 1 – June 30).

And your total yearly claims don't exceed:

Core	\$300
Enhanced	\$800

Then you can roll over to use each year:

Core	\$200
Enhanced	\$600

Rollover amount is capped at no more than:

Core	\$500
Enhanced	\$1,500



Know Before You Go

If you require a procedure that exceeds \$300, your dentist must submit a **pre-treatment estimate** to Delta Dental. Having an estimate in advance will help you plan for any out-of-pocket expenses you may incur and also confirm if the services are covered in your plan.

To learn more, visit DeltaDentalMA.com or call Member Services at **800.872.0500** (Group Number: **001495**).



Seeing Brighter – Vision



Brighten your view with routine exams, lenses, frames, contact lenses and even prescription sunglasses.

All benefit-eligible employees can enroll in this standalone vision plan through **EyeMed**. You do not need to be enrolled in the medical plan.

Save money by using an in-network or PLUS Provider. To find one in your area, visit EyeMed.com or call **866.800.5457**.

FRAMES OR CONTACTS?

There's no need to choose! You can get both frames AND contacts in the same year. That's a \$500 value!

ADDITIONAL SAVINGS

Don't miss out on these additional in-network discounts:

- 40% off a second pair of glasses
- 20% off blue light filtering and non-prescription sunglasses
- Hearing aids discounts
- Lasik or PRK from U.S. Laser Network



Vision Plan At-a Glance

All services and material are covered once every plan year (July 1 – June 30).

Covered Services/Material	In-Network You Pay	Out-of-Network You are Reimbursed
Eye exam	\$0	Up to \$57
Frames	Covered up to \$250 ¹ , then 20% discount	Up to \$200
Lenses (Choose either Eyeglass Lenses OR Contact Lenses)		
Eyeglass Lenses		
Single, bifocal, trifocal, lenticular, standard progressive	\$0	Between \$47 and \$113, depending on the lens type
Progressive premium tier 1-4	Covered between \$85-\$215	Up to \$95
Contact Lenses		
Conventional	Covered up to \$250, then 15% discount	Up to \$200
Disposable	Covered up to \$250	Up to \$200
Medically necessary	\$0	Up to \$300

Employee Premiums

	Biweekly Rate ² (26 pay periods)
Employee Only	\$5.42
Employee + 1	\$10.30
Family	\$15.12
	Semi-monthly Rate ³ (24 pay periods)
Employee Only	\$5.87
Employee + 1	\$11.16
Family	\$16.38

¹ Coverage increases to \$300 when you visit a PLUS Provider.

² Biweekly means you are paid every other Friday.

³ Semi-monthly means you are paid on the 15th and the last day of the month.



Stretch Your Dollars – Healthcare Flexible Spending Account (FSA)



Save on healthcare costs with the pre-tax **HealthEquity** Healthcare FSA. Enroll to have contributions taken from your paycheck over 24 pay periods, skipping the third pay period in a month.

Reimburse yourself for qualified expenses with your FSA funds.

Note: Enrollees in the CDHP with HSA cannot join the Healthcare FSA and must deplete any prior year FSA funds by July 1.

Account Feature	Healthcare FSA
Purpose	Pay for qualified healthcare expenses for yourself and eligible family members.
Plan year pre-tax election	Minimum amount: \$100 Maximum amount: \$3,200
Qualified healthcare expenses	Medical, dental and vision out-of-pocket expenses Over-the-counter medications without a prescription, including feminine care products Glasses and contact lenses not already paid for by the medical plan, as well as LASIK surgery
Reimbursement	Use your HealthEquity Visa® Health Account debit card or complete a claim form and submit it along with your receipts via fax, mail or online at HealthEquity.com . A 2 ½ month grace period applies . All claims incurred by September 15, 2025 must be submitted for reimbursement within 90 days of the plan year end date (June 30) which is September 28, 2025. The plan does not allow for any unused funds to be rolled over. Unused funds will be forfeited at the end of the grace period.
Managing your Healthcare FSA account	You can use your HealthEquity Visa® Health Account debit card at qualified merchants where Visa® is accepted. Manage account expenses online or through the HealthEquity mobile app.

FSA TOOLS AND RESOURCES

Visit [HealthEquity.com](https://www.healthequity.com) for education and planning tools, such as:

- A calculator to help you estimate your healthcare expenses and tax savings
- A reference library on FSAs
- Learning tools and helpful forms to assist you with your FSAs

Visit the [Eligibility and Changes](#) page on **MyHologic** for more information on making changes throughout the year.



MORE INFORMATION

- For information on the Dependent Care FSA account, see [page 44](#).
- For a list of qualified healthcare expenses, visit [HealthEquity's website](https://www.healthequity.com).



Cultivate a Foundation of Mental Wellbeing – Lyra Mental Health Benefits



Lyra Mental Health Benefits is a Hologic-sponsored benefit that provides evidence-based care for your and your dependents' emotional and mental health how, when and where you need it with **up to 16 no-cost sessions**.

In as little as 5 minutes, Lyra will match you to care options based on your needs and lifestyle whether that's working with a mental health coach, therapist, a medication physician* or accessing self-led mental health tools. Receive therapy right from home virtually or in person with a highly-skilled therapist who will develop a care plan personalized to you, along with support between sessions.

Who is eligible for Lyra Mental Health Benefits?

All regular full- or part-time employees scheduled to work at least 30 hours per week and their spouse/domestic partner and dependent children to age 26.

Lyra's Mental Health Benefits include:

Mental Health Coaching

- Virtual meetings and messaging with a coach
- Evidence-based support to tackle challenges and achieve lasting change

Mental Health Therapy

- Immediate appointments with top providers, both virtually and in-person
- Personalized care plans for conditions like depression, anxiety, PTSD, etc.
- Tools and support to practice skills and track progress

Guided Self-Care

- Personalized 6-week self-care plan after initial session
- Exercises and strategies to practice independently
- Digital tools and coach support through messaging

Self-Led Mental Wellness Tools

- On-demand resources for meditation, stress management and sleep
- Accessible anytime, anywhere on mobile device or computer

* Medication management is only available to members enrolled in Hologic's BCBSMA medical plan.

MENTAL HEALTH SPECTRUM OF SUPPORT



Powered by Lyra

WATCH THIS VIDEO TO LEARN HOW LYRA CAN SUPPORT YOUR MENTAL HEALTH

Register with Lyra today at Hologic.LyraHealth.com. Whether you're feeling stressed, anxious or depressed, you can find the fastest path to feeling your best with Lyra Mental Health Benefits.



Chronic Disease Prevention and Lifestyle Management – Omada



Omada® combines the latest digital technology and a personalized approach for ongoing support to those that are at risk for certain chronic diseases such as type 2 diabetes, heart disease or hypertension due to weight, blood pressure, cholesterol, family history or health habits (nutritional, physical activity and smoking).

This program will help you make small, meaningful changes to the way you eat, move, sleep and manage stress. Lose weight, gain energy and take control of your health.

Omada includes:

- **A personalized home page** to inspire action
- **A professional health coach** for support and guidance
- **Smart device integration** for seamless tracking
- **Weekly online lessons** to educate and empower you
- **A small online peer group** for real-time motivation

Even if you are not enrolled in the Hologic medical plan, the Omada program is available at **no cost** to you, your spouse or domestic partner and your dependent children over the age of 18 who meet the health risk criteria.

Find out more at Go.OmadaHealth.com/Hologic and take a short survey to find out if you or your eligible family members qualify for Omada.

Note: The Omada program does not currently support individuals with type 1 diabetes because this condition requires different types of support and technology integrations. However, type 1 diabetes support is provided by CVS Caremark's diabetes care program which offers comprehensive clinical support and savings.

Expert Medical Opinion and Support – Included Health



Feel confident while navigating a health condition discussing treatment options, assistance with finding high-quality physicians and/or obtaining a second opinion. **Included Health** is here to help and is offered to you and your immediate family members at **no cost**.

Included Health provides:

- **Expert second medical opinions** – World-leading experts will review your medical records and help you and your doctor define and optimize the right treatment plan for your situation.
- **Treatment decision support** – Receive information about a new diagnosis or treatment, support deciding if surgery is right for you or advice on recommendations your doctor has made.
- **An extra hand** – Get help finding top-ranking highly-qualified physicians in your area, booking specialist appointments or gathering medical records.

Find out more about what Included Health can do for you at

IncludedHealth.com/Hologic.

Medicare Support – SmartConnect

65+

Receive guidance and support when considering Medicare options as you become eligible. Whether you are still working or are starting to transition into retirement, this is available at **no cost**.

SmartConnect includes:

- **Concierge call center** – Connect with licensed Medicare agents.
- **Online resources** – Utilize the plan comparison website, Medicare 101 eBook and FAQs.
- **Webinars** – Get your questions answered.

Explore your options at gps.smartmatch.com/hologic or call **833.859.1160**.



Future...plan for a sure tomorrow

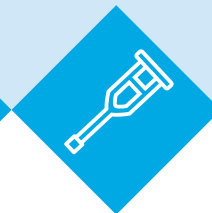
As a part of our Better Rewards program, we're dedicated to securing a brighter future for you and your loved ones. We offer a comprehensive suite of benefits tailored to provide peace of mind and stability. This includes valuable income protection through life and disability insurance, ensuring financial security during challenging times. Additionally, we provide retirement and investment options to help you build a solid financial foundation for the future.



Financial Security



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Value to You – Basic Life and AD&D Insurance



To help protect your family from the financial burden of death or severe injury, Hologic provides all eligible employees with life and accidental death and dismemberment (AD&D) insurance through **Lincoln Financial**. If you pass away from an accidental injury, your beneficiary will receive both the basic life and AD&D benefit. AD&D insurance also pays benefits if you are severely injured and suffer a loss, such as the loss of a limb or eyesight.

Coverage for:	Benefit Amount	Maximum
Full Commission Sales Plan eligible employees	\$175,000	N/A
All other eligible employees	2x base annual salary	Up to a maximum of \$500,000

Name Your Beneficiaries

It's important to designate a beneficiary for your life insurance policy, as this provides an easy way to pay out a life insurance benefit. It is important to keep your beneficiary information up to date so there are no unintended delays for the ones you planned to protect after you pass away. Beneficiary designations take priority over estate planning documents, such as a will or trust.

It is recommended that you review your beneficiary designations regularly and update them within **Benefits Self Service** to be sure the benefit is provided to your intended loved one.



PLANNING AHEAD

Do you have a will or trust in place? If not, the MetLife Legal Plan offers legal advice and services for a wide range of personal legal matters, including the preparation of wills, trusts and more for a small fee. See **page 46** for details. You may only enroll during Open Enrollment or as a newly-eligible employee.



CLICK IT!

Click the colored and bold text in the eCatalog for detailed information on specific benefits.



Protect Your Income – Optional Life



To help you protect what counts, you may purchase optional life insurance coverage through **Lincoln Financial** for you and your family. The full cost will be paid by you with after-tax payroll deductions.

Coverage for:	Coverage Amount	Maximum
Employee	Increments of \$10,000	Up to a maximum of \$1,000,000
Spouse/domestic partner	Increments of \$10,000	The lesser of \$500,000 or your combined basic and optional employee life coverage amount
Child(ren)	\$2,500, \$5,000 or \$10,000	N/A

You may apply for coverage any time throughout the year. However, electing or increasing optional employee and spouse life insurance requires you to complete Evidence of Insurability (EOI) before coverage is approved. Child life insurance does not require EOI and can be elected at any time.



What is Evidence of Insurability (EOI)?

- Evidence of Insurability (EOI) is a health questionnaire that helps determine whether you, and/or your spouse or domestic partner qualify for new coverage or an increase in coverage.
- You may be eligible to enroll up to a guarantee issue amount without needing to complete EOI.

Type of coverage	Guarantee Issue – the amount you can elect within 31 days of the following events without completing EOI	
	Employee optional life and AD&D insurance	Spouse or domestic partner optional life insurance
New hire	\$200,000	\$40,000
Birth/marriage/ establishment of domestic partnership	\$200,000	\$40,000

Other features of optional life and AD&D insurance:

- Portability of insurance provision
- Accelerated benefit
- Repatriation benefit
- Right to convert provision
- Waiver of premium
- Air bag benefit
- Seat belt benefit
- Child care benefit
- Child education benefit



How to apply for optional life insurance:

Log on to **Benefits Self Service** at [HologicBenefits.com](https://www.hologicbenefits.com) and select **“Update Life Insurance Elections”**. Once you elect your new coverage level, you will be provided instructions on how to complete EOI, if applicable. Amounts elected outside of a newly-eligible window or over the guarantee issue amount will be pended until approved by Lincoln Financial.





Optional Life and AD&D Insurance for You

Age	Monthly rate per \$1,000 of coverage
Under age 25	\$0.068
25-29	\$0.078
30-34	\$0.098
35-39	\$0.118
40-44	\$0.128
45-49	\$0.168
50-54	\$0.268
55-59	\$0.478
60-64	\$0.718
65-69	\$1.378
70+	\$2.210

How to calculate your cost

Assume you are 40 years old and wish to purchase **\$200,000** of optional life and AD&D insurance for yourself.

- Monthly rate per \$1,000 of coverage is **\$0.128**
- $\$200,000 \div \$1,000 = \mathbf{\$200}$
- $\$200 \times \$0.128 = \mathbf{\$25.60/month}$
 $\$25.60 \times 12 = \mathbf{\$307.20}$
- \div by 26 for biweekly
 $= \mathbf{\$11.82 \text{ biweekly}}$
 – OR –
- \div by 24 for semi-monthly
 $= \mathbf{\$12.80 \text{ semi-monthly}}$

Optional Life Insurance for Your Child(ren)

You may purchase optional life insurance for your child(ren) in the amount of **\$2,500**, **\$5,000** or **\$10,000**. EOI is not required, so you may elect this coverage at any time. The table below shows the cost for each coverage amount and includes coverage for all eligible children. See definition of eligible child on [page 5](#).

Coverage option	Biweekly cost	Semi-monthly
\$2,500	\$0.42	\$0.45
\$5,000	\$0.83	\$0.90
\$10,000	\$1.66	\$1.80

Optional Life Insurance for Your Spouse/Domestic Partner

Age	Monthly rate per \$1,000 of coverage
Under age 25	\$0.050
25-29	\$0.060
30-34	\$0.080
35-39	\$0.100
40-44	\$0.110
45-49	\$0.150
50-54	\$0.250
55-59	\$0.460
60-64	\$0.700
65-69	\$1.360
70+	\$2.200

How to calculate your cost

To calculate the cost of coverage for your spouse or domestic partner, follow the steps shown above to calculate the cost using the monthly rate shown here, based on the age of your spouse or domestic partner.



Have Peace of Mind – Disability Insurance



Hologic provides short- and long-term disability insurance through **Lincoln Financial**. Disability insurance provides a safety net for your paycheck and savings should you experience an illness, accident or injury incurred outside of work that prevents you from working.

Short-Term Disability (STD) Insurance

After seven days, the STD plan pays:

- 100% of your pre-disability earnings for weeks 2 through 8
- 60% of your pre-disability earnings for weeks 9 through 13



Long-Term Disability (LTD) Insurance

After 90 days of disability, the LTD plan pays:

- 60% of your pre-disability earnings up to a maximum monthly benefit of \$25,000



DISABILITY BASICS

- Pre-disability earnings for non-sales employees include weekly gross base pay only. Pre-disability earnings for sales employees include weekly gross pay plus commissions.
- You are considered disabled under the STD and LTD plans if you are unable to perform with reasonable continuity the material duties of your own occupation, as a result of physical disease, injury, pregnancy or mental disorder. You must also suffer a loss of at least 20% of earnings when working in your own or any other occupation.
- STD and LTD benefits may be reduced by other sources of income such as Social Security disability or retirement benefits, workers' compensation, state disability benefits and similar programs.

The cost of the LTD premium is added to your taxable income so any LTD benefits you receive are tax-free. Pre-existing condition limitations and other plan limits may apply.

Benefits are paid for up to 24 months if you are disabled and cannot perform the duties of your **own occupation**. After 24 months, benefits will continue to be paid only if you are unable to perform the duties of any **gainful occupation** for which you are reasonably qualified by education, training or experience.



Mishaps Happen – Accident Insurance



Accident insurance from **Lincoln Financial** can help with out-of-pocket expenses if you or a loved one is injured in a covered accident. This coverage pays a cash payment directly to you to help pay for medical expenses, the mortgage, car payments or even utility bills. You decide how to use the funds.

Some examples of benefits you or your covered family members will receive include:

Accident results in:	Your cash benefit
Ambulance	\$300
Concussion	\$150
Dislocation	\$100-\$2,625
Emergency care	\$200
Fracture	\$100-\$3,500
Hospital Admission	\$1,250
Laceration	\$35-400

The Child Sport Injury Benefit increases the payable injury benefit by 25% if a child age 18 years or younger is injured in a sanctioned school sport or a competitive sport requiring registration.



You may purchase accident insurance for the following premiums:

Coverage Level	Monthly Premium
Employee Only	\$9.53
Employee and Spouse/Domestic Partner	\$15.60
Employee and Child(ren)	\$16.77
Employee and Family	\$22.77

You are eligible to enroll and make changes to this coverage for yourself and your dependents each Open Enrollment. You may also make changes to your enrollment within 31 days of a qualified change in family status such as a birth, marriage or establishment of domestic partnership.



Help Along the Road to Recovery – Critical Illness Insurance



Lincoln Financial's critical illness coverage offers a flexible cash benefit for you or an enrolled family member if diagnosed with a covered illness or event, helping with potential financial difficulties.

Depending on the coverage you elect and who the coverage is for, the lump sum ranges from \$2,500 to \$20,000. There are different levels and percentages of payment, depending on the specific illness. Such as but not limited to:

If you or a family member has:	Covered at:
Advanced COPD	100%
Cystic fibrosis	100%
Heart attack	100%
Invasive cancer	100%
Noninvasive cancer	30%
Traumatic brain injury	100%
Type 1 diabetes	100%
Vascular disease	25%

You can enroll or change this coverage for yourself and dependents during Open Enrollment or within 31 days of a family status change like birth, marriage or establishment of domestic partnership.

EARN UP TO \$600 WITH PROACTIVE HEALTH MAINTENANCE

Receive \$100 per person per plan year when you and your covered family members complete one of the following policy-covered services:

- Electrocardiogram
- Stress test
- Mammogram
- Colonoscopy
- Pap smear
- Diabetes screening
- See the [plan summary](#) and [critical illness health assessment benefit document](#)

With \$100 for each enrolled member, **critical illness coverage may pay for itself!** This benefit is **in addition to** the [\\$300 Preventive Care Incentive](#) available to you through the [Hologic Healthy Living program](#).

You may purchase critical illness insurance for:

- **Yourself** in coverage amounts of \$10,000 or \$20,000
- **Your spouse/domestic partner** in coverage amounts of \$5,000 or \$10,000
- **Your child(ren)** in coverage amounts of \$2,500 or \$5,000

You may only elect critical illness insurance for your spouse and child(ren) when you choose coverage for yourself. These amounts may not exceed 50% of the employee coverage elected.

Critical Illness Insurance for You and Your Spouse/Domestic Partner and child(ren)

Age	Monthly rate per \$1,000 of coverage*
17-24	\$0.316
25-29	\$0.412
30-34	\$0.493
35-39	\$0.621
40-44	\$0.887
45-49	\$1.319
50-54	\$1.834
55-59	\$2.437
60-64	\$3.416
65-69	\$4.776
70-99	\$4.776

How to calculate your cost

Assume you are 40 years old and wish to purchase **\$10,000** of critical illness insurance for yourself.

- Monthly rate per \$1,000 of coverage is **\$0.887**
- $\$10,000 \div \$1,000 = \mathbf{\$10}$
- $\$10 \times \$0.887 = \mathbf{\$8.87/month}$
 $\$8.87 \times 12 = \106.44
- \div by 26 for biweekly = **\$4.09 biweekly**
 – OR –
 \div by 24 for semi-monthly = **\$4.44 semi-monthly**

The rate/\$1,000 of coverage is \$4.72 for dependent child(ren):

Coverage option	Biweekly cost	Semi-monthly
\$2,500	\$0.54	\$0.59
\$5,000	\$1.09	\$1.18

* Premium rates for critical illness insurance are determined using your age for your coverage and your spouse/domestic partner's age for their coverage.



Saving for the Future – 401(k) Plan



Hologic offers a 401(k) plan through **Fidelity Investments** for immediate tax savings and retirement planning, with eligibility starting immediately.*

Plan highlights:

- **Pre-tax contributions** – You can contribute between 1% and 80% of your eligible pay on a pre-tax basis and/or Roth 401(k) basis, up to the annual IRS dollar limit. For 2024, the IRS limit is \$23,000. You may change your elections at any time throughout the year.
- **Roth contributions** – You can also contribute between 1% and 80% of your eligible pay on an after-tax basis up to the combined annual IRS dollar limit. Earnings on Roth contributions will be tax-free when distributed provided you have the Roth 401(k) account for five years or more and are at least age 59½.
- **Catch-up contributions** – If you are age 50 or older during the 2024 tax year, you are eligible to save \$7,500 more in the plan as a catch-up contribution.
- **Employer match** – Hologic will match 100% of the first 3% you contribute and 50% of the next 2% you contribute. The Hologic Company match is funded each payroll and is 100% vested from day one.
- **Match true-up** – The plan includes a year-end match “true-up” feature that enables you to receive the matching contribution in situations where you max out your contributions mid-year and miss receiving the match in subsequent payrolls.
- **In-plan Roth conversion option** – Allows you to convert eligible account balances from pre-tax to a designated Roth account within your Hologic 401(k) plan. Tax implications will apply. Contact Fidelity for details.

* Interns are eligible after 1,000 work hours and attaining age 21.

- **Investment options** – The plan offers you a variety of investment options that range from more conservative to more aggressive. You may also invest in a self-directed brokerage account with Fidelity for additional investment choices.
- **Rollovers** – You may roll over funds from another qualified retirement account at any time.
- **Loans/withdrawals** – You may borrow up to 50% of your vested account balance to obtain either a general loan or a primary residence home loan. Withdrawals are also permitted when you terminate your employment, retire, reach age 59½, become permanently disabled or have a severe financial hardship, as defined by the plan.
- **Auto increase** – The plan offers an auto increase feature that will allow you to set up an automatic increase to your 401(k) annually each December.

For more information about the 401(k) plan, refer to the Summary Plan Description under the [401\(k\)](#) page on **MyHologic**.

NEW HIRES AND THE 401(K)

There are several features of the 401(k) new hires must keep in mind:

- **Auto-enroll** – Hologic will automatically enroll you at a contribution rate of 5% of your pre-tax eligible earnings after 45 days of employment.
- **Auto increase** – If you are auto-enrolled, you will also be enrolled in the Automatic Increase Program.
- **Participation** – If you do not want to be auto-enrolled at a 5% pre-tax contribution, you must elect to contribute 0% or another amount before your 45th day of employment.
- **Changing contributions** – You can change your contributions at any time by logging into Fidelity’s [NetBenefits.com](#).



Sharing Success – Employee Stock Purchase Plan (ESPP)



Hologic wants you to feel invested in its success by offering a discounted Employee Stock Purchase Plan (ESPP) through **Fidelity Investments**. Eligibility requires a regular schedule of 20+ hours per week.

Plan highlights:

- **Enrollment periods** – You may enroll in the ESPP twice per year – in June and December. Once you are enrolled, you remain enrolled in the plan and do not need to re-enroll unless you are changing your contribution amount.
- **Offering periods** – There are two offering periods:
 - January 1 – June 30
 - July 1 – December 31

During these periods, your contribution amount is deducted per pay period on an after-tax basis and deposited into your ESPP account.
- **Contributions** – You may contribute up to 10% of your base pay* to the program through payroll deductions on an after-tax basis. Once the offering period begins you can no longer increase your percentage, but can reduce your selected contribution amount one time.
- **Stock discount** – At the end of each offering period, your accumulated funds will be used to purchase Hologic stock on your behalf at a 15% discount. The discount is applied to the lesser of the closing price on the:
 - Day the plan begins (offering commencement date)
 - Purchase date (offering termination date) – you may purchase up to 500 shares during each offering period, up to a maximum of \$25,000 in value per calendar year

For more information, refer to the **ESPP** page on **MyHologic**.

* Base pay for the ESPP is regular straight-time earnings and, if applicable, commissions, but excluding payments for overtime, bonuses, reimbursements and any other special payments.

Build Financial Security – Fidelity Investments



There are many ways to boost your financial wellness. **Fidelity Investments** is more than just our 401(k) plan provider. They offer an array of solutions along with their third-party providers, including:

Protection	Savings and Investing	Long-Term Debt	Budgeting	Personal Services	College
Identity protection	Short-term saving and investing	Student debt refinancing	Credit counseling	Online legal services	College savings
Emergency savings	Tax preparation	Mortgages	Debt management	Estate planning	Student loans
					Test preparation
					Admission counseling

Find out more at [NetBenefits.com](https://www.netbenefits.com).

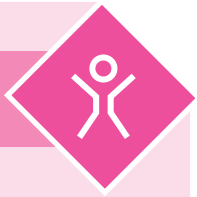


Life...feed your mind, body, spirit

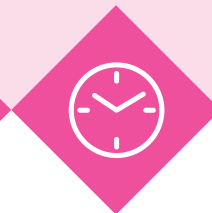
Our Better Life programs provide essential tools and resources to help you and your family thrive, ensuring a healthy work-life balance which is key to your overall happiness and satisfaction. Benefits from paid time off, higher educational support for your family members and round-the-clock assistance enhance your wellbeing at work and home.



Wellbeing and Family Resources



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Discover your Healthy – Virgin Pulse and the Healthy Living Program

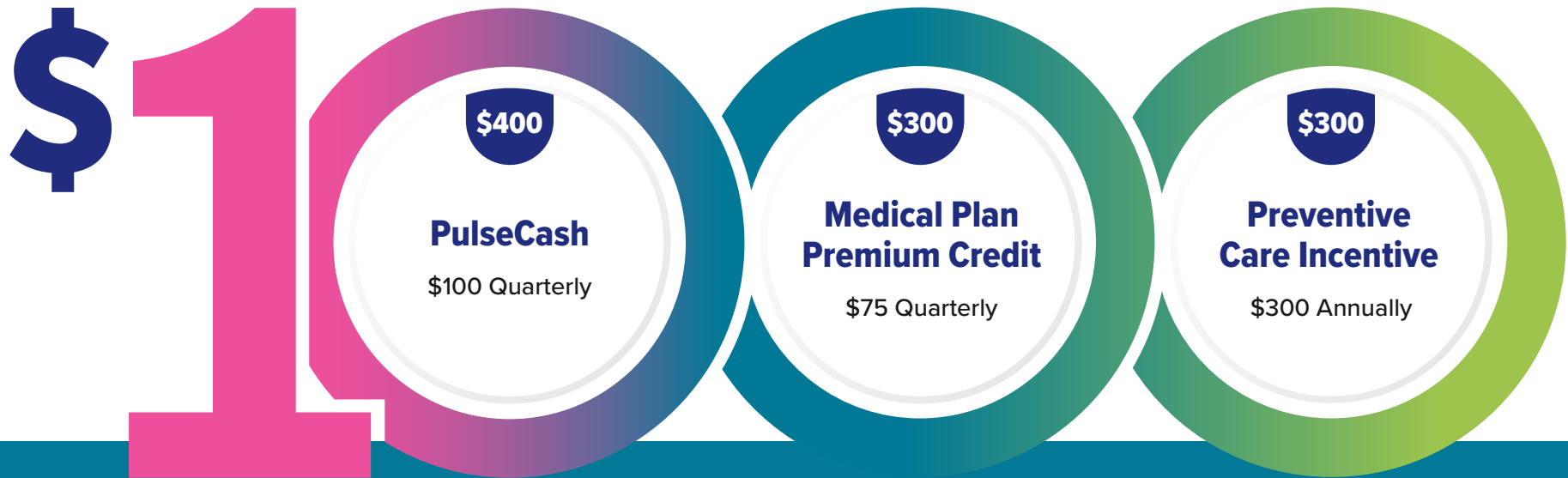


Hologic offers many games, challenges, resources, tools, tips and support to help you and your family achieve your unique health goals. With Virgin Pulse and other partners, we've got what you need to join in and win with Healthy Living.

Participate in healthy activities to unlock new levels for a healthier, happier you, with the added bonus of cash rewards. Virgin Pulse supports not just your physical fitness, but also your emotional, social and financial wellness. Visit Holx.co/HealthyLiving to learn more.

Earn Rewards and the Ultimate Jackpot

Boost your earning power with Virgin Pulse during the wellness plan year (April 1 – March 31).



healthyliving

For all the lives you lead.

Play every day,
rack up points and
earn more cash

Advance to Level 3
and unlock your
premium credit

Complete your
Health Check Survey,
Biometric Screening
and Two Preventive
Activities



Discover your Healthy – Virgin Pulse and the Healthy Living Program, continued



How to Participate

Log into iam.virginpulse.com or use the app. Download it here.



Activities = Points = \$\$\$

The more healthy activities you participate in, the more points you receive, the more levels you reach and the more rewards you earn. Your points reset at the beginning of each quarter.

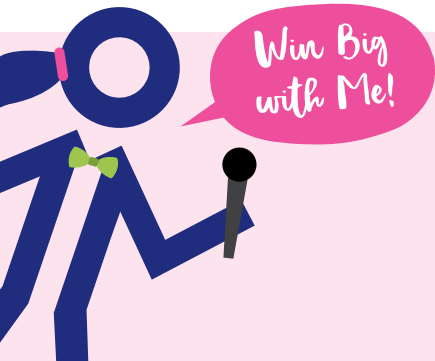
Points help you earn up to \$400 in PulseCash and a \$300 medical plan premium credit.

And, you can earn an additional \$300 each year by completing:

- Health Check Survey
- Biometric Screening
- Two specific preventive activities

Everyone Can Earn Rewards!

You can still participate in Virgin Pulse activities and earn rewards even if you are not enrolled in a Hologic medical plan, you just won't be able to receive a medical plan premium credit.



Let me, Logic, be your host as you work toward earning the ultimate jackpot of \$1,000. There's some information on this page, but follow me to the **Healthy Living** page on **MyHologic** to learn more ways to help you on your quest for healthy living.

Level	Points Earned	PulseCash*	Medical Plan Premium Credit**	Preventive Care Incentive
1	2,000	\$25	N/A	There are 3 steps to earn this reward. Click here to learn more.
2	7,000	\$25	N/A	
3	14,000	\$25	\$75	
4	21,000	\$25	N/A	
Total Per Quarter		\$100	\$75	
Total Per Year		\$400	\$300	\$300

Ultimate Jackpot = Up to \$1,000

* Program rewards are taxable when earned (not redeemed). However, Hologic will pay the tax on recipients' behalf for PulseCash and prizes. This will be reflected in YTD totals under Vpulseaward on your pay statements.

** Employees enrolled in Hologic's medical plan will receive the premium credit in the following plan year.



Join the Healthy Living community and check out **Your Wellness eGuide** to learn more.

Get connected and be part of the conversation with your **Healthy Living community**.



Time to Recharge – Time Off



Vacation

Hologic encourages work-life balance by offering vacation time to full- and part-time employees from the start of employment. If you work a standard 40-hour week, you'll accrue vacation each pay period, as detailed in the accompanying chart.*

Service Year	Annual Vacation Accrual**
From date of hire through year 5	Three weeks (4.62 hours per pay period)
6	Three weeks and one day (4.92)
7	Three weeks and two days (5.23)
8	Three weeks and three days (5.54)
9	Three weeks and four days (5.85)
10	Four weeks (6.154)
11	Four weeks and one day (6.46)
12	Four weeks and two days (6.77)
13	Four weeks and three days (7.08)
14	Four weeks and four days (7.39)
15	Five weeks (Maximum 7.69)

* Employees on a Full Commission Sales Incentive Plan who do not receive a base salary are excluded from the Vacation Policy as they are eligible for discretionary time off. Please see the **Discretionary Time Off policy** on **MyHologic** for details.

** These amounts will be prorated for employees who are regularly scheduled to work 20 – 39 hours a week.

Vacation carryover

Residents of Alaska/California/Colorado/Montana/Nebraska

If you reside in one of these states, you will be able to accrue no more than 1 ½ times your annual accrual rate on a rolling basis, based on state law. Once you reach the maximum accrual limit at any time during the year, you will not accrue additional vacation time until you use vacation time. You will not receive retroactive credit for missed accruals because you were at the maximum

Residents of all other states

Up to 120 hours of vacation time can be carried over each fiscal year (October through September). Any amounts over 120 hours will be forfeited.

Refer to the **Vacation policy** on the **Policies** page of **MyHologic** for more details.

PLANNING A VACATION? REMEMBER PERKSPOT

Hologic employees can access **PerkSpot** for exclusive discounts, special deals and access to preferred seating and tickets to top attractions, theme parks, shows, sporting events, movie tickets, hotels and much more.



CLICK IT!

Click the colored and bold text in the eCatalog for detailed information on specific benefits.



Time to Recharge – Time Off, continued



Sick Time

Hologic provides seven days (56 hours) of paid sick time per fiscal year* to all employees who are regularly scheduled to work at least 20** hours per week.

Sick time may be used for your personal illness, medical emergency or disability. You may also use a portion of your time to attend to an illness of your child, spouse, domestic partner or parent or other reasons as allowed by state or local law.

Residents outside Alaska/California/Colorado/Montana/Nebraska

Three of these days may be used to conduct personal business.

* Prorated to date of hire within the fiscal year, but no less than 40 hours will apply.

** Prorated for those working less than 40 hours per week.

Holidays

Each calendar year Hologic observes 12 paid holidays, including nationally-observed holidays and one floating holiday. To be eligible for a floating holiday, you must be regularly scheduled to work 20 or more hours.

Volunteer Time Off

Volunteer up to one day to enhance and serve the community in which you live and work. If you are regularly scheduled to work at least 20 hours per week, you are granted one volunteer day each January 1. Take time to work with a cause you care about and not use your vacation time.

SICK TIME CARRYOVER

You can carry over up to three days of unused time to the following fiscal year if you do not use all of your sick time by the end of the fiscal year. Any time in excess of three days will be forfeited.

IMPORTANT INFORMATION FOR HOLIDAYS AND VOLUNTEER TIME OFF

Employees with a hire date between January 1 – June 30 will receive the floating holiday and volunteer day for that calendar year. Employees with a hire date after July 1 will not be eligible to receive these days until the following calendar year.

Residents of Alaska/California/Colorado/Montana/Nebraska

Unused floating holidays and volunteer time carry over to the following calendar year and a balance of no more than two unused floating holidays may be maintained.

Residents of all other states

Any unused floating holiday and volunteer time will not carry over to the following calendar year.



Welcoming a New Addition – Parental Leave and Pay



Hologic’s generous **Parental Leave and Pay policy** enables you to take time away from work to care for a new child. Birth and non-birth parents may receive up to **16 weeks** (or more where required by state law)[†] of job-protected parental leave for the care of a newborn or a newly-adopted child. Birth and non-birth parents are eligible for **8 weeks** of parental pay at 100%. For birth parents, this is in addition to receiving short-term disability (STD) for weeks 2 through 8 at 100%.

Birth Parent (1-16 weeks)															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
PTO* 100%	STD 100% Vaginal and Cesarean							Parental Pay 100%							
Non-Birth Parent** (1-16 weeks)															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Parental Pay 100%								Unpaid or Accrued Paid Time Off (PTO)							

* 7-day elimination period for STD; PTO (paid time off) can be used.

** Also includes leave for adoption.

[†] For more information on state leave laws such as state disability and/or state paid family leave, please visit the **Leave of Absence Process** page on **MyHologic**.

Short-Term Disability (STD)

See **page 33** for more information on STD.

Hologic Parental Pay

Birth and non-birth parents can get **8 weeks** of paid Parental Leave from Hologic, in addition to other disability or state family leave benefits. The leave:

- Is allowed once per rolling 12-month period
- Must be taken in at least 4-week increments

Parental Flexible Return to Work Policy

For an easier transition after childbirth or adoption, Hologic offers eligible parents a chance to work reduced hours with full pay for the first **4 weeks** post-leave, with a minimum of 20 hours per week required.

Check out the **Leave and Pay Policies** on the **Better Rewards Benefit** pages on **MyHologic** to learn how much time you can take off, how you will be paid and if your job is protected.

Milk Stork – Support Service to Help you Thrive

Milk Stork makes it easy to get your breast milk home when you’re away on business. With Milk Stork, you can ship or tote your milk from your hotel or business site back home to your baby. Milk Stork also offers tele-lactation consultations and additional breastfeeding support.

Visit **MilkStork.com/Hologic** for more information and to enroll.



Be Tax Savvy – Dependent Care Flexible Spending Account (FSA)



The Dependent Care FSA, administered through **HealthEquity**, allows you to pay for qualified expenses incurred for custodial dependents (children under age 13) or elder care expenses you incur while you and your spouse work or search for work.

Account Feature	Dependent Care FSA
Purpose	Pay for qualified dependent care expenses
Plan year pre-tax election*	Minimum amount: \$100 Maximum amount: \$5,000** (\$2,500 if married but filing separate tax returns)
Reimbursement	Complete a claim form and submit it along with your receipts via fax, mail or online at HealthEquity.com . A 2 ½ month grace period applies . All claims incurred by September 15, 2025 must be submitted for reimbursement within 90 days of the plan year end date (June 30) which is September 28, 2025. The plan does not allow for any unused funds to be rolled over. Unused funds will be forfeited at the end of the grace period.

For a list of qualified dependent care expenses, visit **HealthEquity's** website.

Under IRS guidelines, you can only be reimbursed for dependent care that has already taken place and up to the amount you have already contributed to your Dependent Care FSA. Remember to save your receipts, as they may be needed to satisfy IRS rules.

* The annual contribution elected is divided evenly over 24 pay periods, skipping any 3rd pay period within a month.
** Highly-compensated employees may be limited in how much they are allowed to elect or experience a reduction.

FSA Tools and Resources

Visit **HealthEquity.com** for education and planning tools, such as:

- A calculator to help you estimate your dependent care expenses and tax savings
- A library to reference on FSAs
- Learning tools and helpful forms to assist you with your FSAs

For information on the Healthcare FSA, see **page 26**.



Find your Balance – Lyra EAP (Employee Assistance Program)



Lyra offers work-life services to help you and your family balance some of life's challenges:

- **Up to 16 no-cost counseling sessions** with an elite therapist. Lyra's diverse range of providers specialize in working with adults, couples, families, adolescents and children. Access care through Lyra Mental Health Benefits.
- **Legal services** include a free 30-minute consultation with an attorney or mediator and access to 24-hour emergency support.
- **Financial services** include a free 30-minute consultation with a financial counselor and a free 30-minute consultation with a CPA.
- **Identity theft services** include a free 30-minute consultation with a fraud resolution specialist and a free identity emergency response kit.
- **Dependent care services** include resources and referrals for child, elder, and pet care and 24-hour online and phone support.

NAVIGATE WORK-LIFE CHALLENGES

Experts beyond mental health are available to resolve emergencies, guide you through challenges and help you stay on top of your busy life.

Contact Lyra:

- Call **877.301.0911**
- Visit **Hologic.LyraHealth.com/Worklife**
 - Use Company Code "LyraHologic" when accessing dependent care services

For those working fewer than 30 hours, contact ComPsych at **888.628.4824** or visit **GuidanceResources.com** (username: **LFGsupport**; password: **LFGsupport1**).



Care@Work by Care.com



Care@Work by Care.com is a no-cost premium membership that provides flexibility in providing care for those who matter the most.

Feel assured in your care decisions with:

- 5 back-up care days partially subsidized by Hologic, for when your regular care coverage falls through. Care is available at a center or in a home.
- Referrals for ongoing and short-term care for children, adults, seniors, pets and more.
- Access to senior care advisors for a personalized, caring approach to match your loved one with the appropriate care.

For more information, visit **Hologic.Care.com**.



Sound Advice – MetLife Legal Plan



For help with your legal needs, Hologic offers an affordable solution with the **MetLife Legal Plan**. For a small premium, you have access to more than 12,000 attorneys and can receive legal advice and services for a wide range of personal legal matters, including:

- Protection from fraud and identity theft
- Preparation of wills, trusts and powers of attorney
- Debt collection defense
- Real estate matters
- Civil litigation defense

During your consultation, your attorney will recommend a course of action. If additional assistance is needed, your attorney will fully represent you up to four hours in a legal situation. For more information, refer to the **MetLife Legal Plan Overview**.

You may enroll in this program upon becoming newly eligible for benefits or during Open Enrollment. Once you are enrolled in the plan, you may not waive out of coverage until the following Open Enrollment period.

Visit Info.LegalPlans.com for more information (Access code: **6091281**). You may also call the MetLife Legal Plan Client Service Center at **800.821.6400** Monday through Friday from 8 a.m. to 7 p.m. ET.

MetLife Legal Plan

Plan	Employee Only
Biweekly Rate*	\$8.08
Semi-monthly Rate**	\$8.75

* Biweekly means you are paid every other Friday.

** Semi-monthly means you are paid on the 15th and the last day of the month.

Life's Extras – Additional Perks



- **Adoption Reimbursement Policy** and **Surrogacy Reimbursement Policy** – Up to \$10,000 net reimbursement each to eligible employees who are adopting a child or using surrogacy services. To be eligible, you must work at least 30 hours per week and have completed 90 days of continuous service when the expenses are incurred.
- **Ameriprise Financial Workplace Financial Education Program** – You will have access to periodic financial seminars through the Workplace Financial Education Program, administered by Ameriprise Financial. Topics include assessing your family's insurance needs, managing cash flow, reducing debt, reviewing your need for a will or a trust, opening a 529 plan for your child's education and more. You will also be eligible for a complimentary consultation with an Ameriprise financial advisor.
- **Partners in Giving** – Partner with Hologic to donate to your favorite non-profit organization.
- **Scholarship Program** – Through the Hologic Scholarship Program, employees' children, stepchildren and grandchildren are eligible to apply for a scholarship grant to help fund undergraduate college, vocational and technical school programs. Scholarships are awarded through a competitive process overseen independently by an outside foundation. The application period takes place each January to March.



Career...realize your potential

At Hologic, you are the essence of what sets us apart and empowers us to fulfill The Science of Sure.

We recognize that the talent and dedication of our employees drive our organization forward, enabling us to promote healthier lives, consistently and everywhere. It's you who makes the difference.

Our commitment extends to fostering your career growth and development. Through our employee-led, community-supported approach, you are empowered to take ownership of your career path.

We are steadfast in our dedication to nurturing an engaged workforce, providing you with the essential growth tools and experiences necessary to achieve high performance. Your success is our priority, and we are here to support you every step of the way.



Grow Your Career



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Tools for Growth – Talent Investment



Your Hands are on the Wheel

At Hologic, every individual is in the driver's seat of their development. We believe that meaningful learning and growth happens through applied, continuous and contextualized experiences, exposure and education. We call this **Talent Investment**.

Our employee-led, community-supported approach to Talent Investment enables individuals to apply their unique talents, skills and knowledge to drive high performance. This requires an ongoing partnership between you, your manager and your team to identify and commit to opportunities and experiences that generate results.

Make an Investment in Yourself Today

Join an onsite or virtual workshop or visit the e-Learning course library by visiting **Hologic's Learning Edge** page on **MyHologic**.

Don't Break the Bank – Tuition Reimbursement



To encourage your ongoing growth and learning, you have access to a robust tuition reimbursement program. Hologic is dedicated to helping working adults navigate the process of going back to school and completing programs successfully and efficiently.

Hologic will reimburse tuition and book costs of approved courses if a grade of C or better is maintained for undergraduate courses and B for graduate courses. Reimbursement is up to \$5,250 per calendar year.

Read the **Tuition Reimbursement Policy** for more information.



CLICK IT!

Click the colored and bold text in the eCatalog for detailed information on specific benefits.



Plan Resources

To review benefit plan summaries and documents, visit the **Better Rewards Benefits** page of **MyHologic** to help you make confident enrollment decisions:

Medical plan cost comparison tool

Medical and Dental plans At-a-Glance

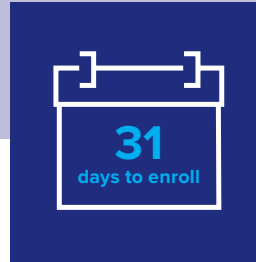
Plan	Vendor	Website	Phone Number
Learn about all the benefits Hologic has to offer you and your family	Better Rewards Benefits page on MyHologic	Holx.co/MyHologic.USbenefits	N/A
Benefits Self Service	Benefits Service Center	Live chat: HologicBenefits.com	844.319.3420
Medical (including telehealth coverage)	Blue Cross Blue Shield of MA	BlueCrossMA.org	800.358.2227
Back-up Care Support	Care@Work by Care.com	Hologic.Care.com	855.781.1303
Prescription Drug Program	CVS Caremark	Caremark.com/wps/portal	855.271.6598
Dental	Delta Dental of Massachusetts	DeltaDentalMA.com	800.872.0500
Vision	EyeMed	EyeMed.com	866.800.5457
Financial Health	Fidelity Investments Ameriprise Financial	NetBenefits.com Email: Tom.g.duval@ampf.com	800.890.4015 617.367.1006
Health Savings Account (HSA), Flexible Spending Accounts (FSAs)	HealthEquity	HealthEquity.com	877.694.3938
Personal Healthcare Assistant, Second Medical Opinions and Treatment and Condition Support	Included Health	IncludedHealth.com/Hologic	800.929.0926
Life, AD&D, Short- and Long-Term Insurance, Critical Illness and Accident Insurance	Lincoln Financial	Email: Hologic.Benefits@hologic.com	844.319.3420 800.423.2765
Employee Assistance Program (EAP)	Lyra	Hologic.LyraHealth.com/worklife (Company code: LyraHologic)	877.301.0911
Mental Health	Lyra Mental Health Benefits	Hologic.LyraHealth.com Watch this video to learn more	877.301.0911
Personal Legal Matters	MetLife Legal Plan	Info.LegalPlans.com Access code: 6091281	800.821.6400
Support for Nursing Moms	Milk Stork	MilkStork.com/Hologic	510.356.0221
Chronic Disease Prevention and Management Program	Omada	OmadaHealth.com/Hologic	888.409.8687
Fertility and Family Building	Progyny	N/A	866.946.0633
Peri/Menopause Support	Progyny	N/A	866.946.0633
Medicare Decision Support	SmartConnect	gps.SmartMatch.com/Hologic	833.859.1160
Virtual Physical Therapy and Pelvic Support	Sword Health	meet.SwordHealth.com/Hologic	888.492.1860
Virgin Pulse Member Services	Virgin Pulse	Iam.VirginPulse.com	888.671.9395

Disclaimer

This eGuide is for informational purposes only and is neither an offer of coverage nor medical advice. It contains only a partial, general description of the Hologic benefits program and does not constitute a contract. Consult your plan documents (Summary Plan Descriptions and Group Insurance Certificates) for a complete description of all governing contractual provisions, including benefits, exclusions, limitations and procedures relating to your plans. All of the terms and conditions of the plans are subject to applicable laws, regulations and policies. In case of a conflict between your plan documents and the information contained in this eGuide, the plan documents will always govern.

REMINDER

You have 31 days from a qualifying life event to enroll or make changes in benefits.



Have Benefit Questions?

- Chat live with a Benefits Service Center Representative or make benefit changes in the Benefits Self Service Center at [HologicBenefits.com](https://www.HologicBenefits.com)
- Need to speak to someone on the phone? **844.319.3420**
- For plan details, plan documents, summaries and more, visit the **Better Rewards Benefits** page on **MyHologic**.



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