



HOLOGIC®

2022

# Sustainability Report

Making a World of Difference

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# A Message From Our Chairman, President and CEO

## Dear Hologic Stakeholders,

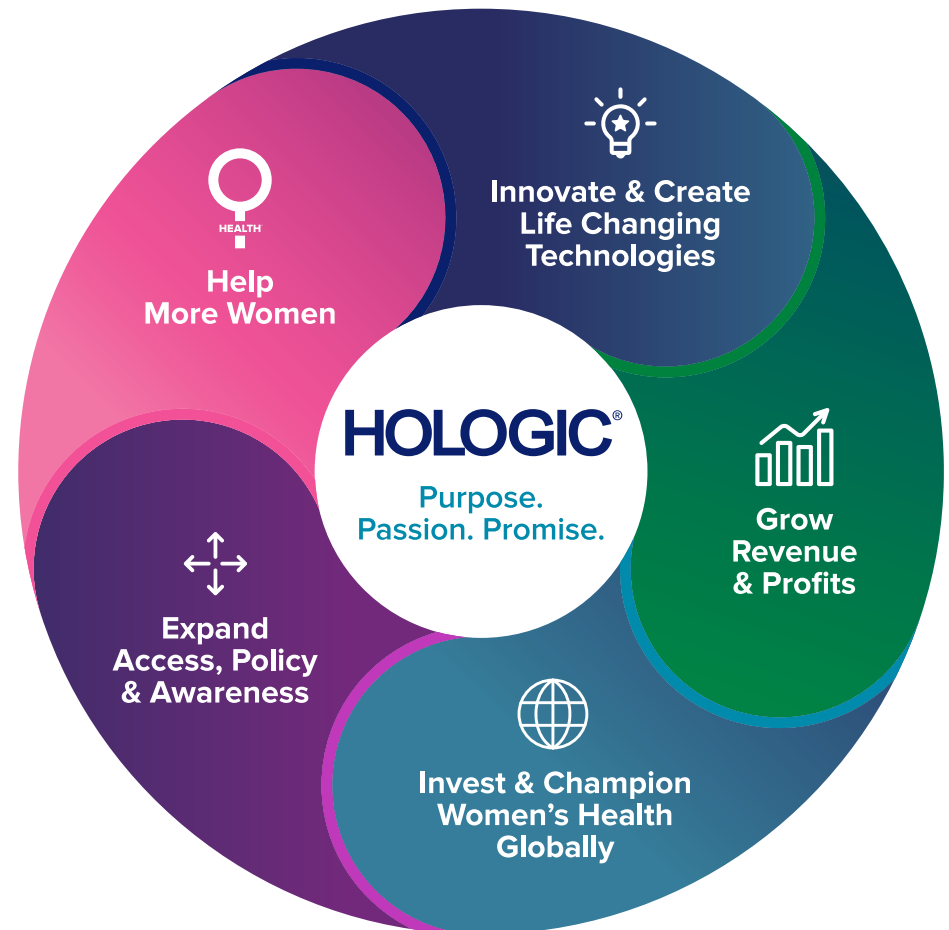
Thanks to all of you for taking an interest in our sustainability journey. We are excited to showcase our 2022 report and the progress we continue to make living into our purpose, passion and promise:

- Our **purpose** is to enable healthier lives everywhere, every day.
- Our **passion** is to champion women's health globally.
- Our **promise** is *The Science of Sure®*, a commitment to provide healthcare professionals clinically differentiated, high-quality products.

Before diving into the highlights of this year's report, I'd like to reflect on the theme of false choices raised in the [introduction letter](#) to last year's Sustainability Report. These false choices, in which something is presented as undoubtedly true or false, have defined much of today's discourse — from politics to business to everyday conversations at the dinner table. Perhaps inevitably, the framing of false choices has also made its way into environmental, social and governance matters.

At Hologic, we believe the best companies don't have to choose between sustainability and maximizing performance. We commit to elevating women's health worldwide while generating strong financial returns for our shareholders. As you will see from the breadth and depth of our initiatives, each objective is intimately connected to our business strategy because doing the right thing is fundamental to who we are.

Our financial success, sustainability strategy, commitment to helping more women — all while reducing our carbon footprint and acting ethically in all matters with our stakeholders — are intertwined. This relationship led to the creation of our virtuous circle. Through our deep focus on innovation and *The Science of Sure*, we generate financial returns and leverage these benefits to invest in groundbreaking women's health initiatives like the Hologic Global Women's Health Index, Project Health Equality and work with the World Economic Forum. These achievements enable us to elevate women's health globally by advancing access, policy and awareness.



Hologic's virtuous circle represents our corporate objectives.



**On that note, we are excited to share four highlights and key initiatives that illustrate our commitment to helping improve women's health, as well as the lives of those who live in communities where Hologic conducts business:**

**First**, the [Hologic Global Women's Health Index](#), conducted annually in partnership with Gallup®, reveals unique insights directly from the experiences of women and provides a framework for making progress. As we highlight on page 15, the Index's results underscore that prioritizing women's health is more critical now than ever. It is striking and disheartening that even in developed economies, women's health has taken a step back in the past year. For example, more than 1.5 billion women worldwide lacked essential health screenings for cancer, heart disease, diabetes and sexually transmitted infections. This is unacceptable. With the multiyear Index initiative, we will continue to bring awareness to women's health at the highest levels, as evidenced by our inaugural participation at the 2022 World Economic Forum's gathering in Davos, Switzerland. We will relentlessly engage policymakers, business leaders, scholars, nonprofit advocates and others to join us in helping women around the world live longer and better.

**Second**, with [Project Health Equality](#), we collaborate with our partners to reduce the healthcare disparities gap that underserved women face. Research shows, for example, that Black women are almost 40% more likely to die from breast cancer compared to non-Hispanic white women. Together with our Project Health Equality partners, we aim to change these statistics. On page 21, we proudly highlight events, partnerships and programs that help women overcome systemic hurdles to high-quality healthcare.

**Third**, our global alliance with the [Women's Tennis Association](#) (WTA) creates what WTA President Micky Lawler describes as a "fantastic partnership — couldn't have asked for a better team of people, a better brand and a better shared mission." We and the WTA, two champions for women, have joined forces to realize further progress.

As the WTA's lead sponsor, Hologic works with the sport's legends and athletes to increase awareness of preventive care, advance equality for women on and off the court as well as raise money for the charitable ACEing Cancer program to fund researchers and nonprofit groups battling women's cancers (page 18).

**Fourth**, as detailed on pages 34-35, our employee engagement is best-in-class. It is a direct reflection of our vibrant culture, created by teams of people committed to living our organization's purpose. In 2022, Hologic received Gallup's Exceptional Workplace Award for the second year in a row. As I speak with both long-serving and new employees, our purpose shines through as a strong motivator for continued success.



Steve MacMillan at the World Economic Forum gathering in May 2022.

While we have made meaningful progress, our sustainability journey is by no means complete. Every day, we seek to improve and refine our strategy with heartfelt purpose, passion and promise. The women of the world deserve nothing less.

Steve MacMillan  
Hologic Chairman, President and CEO

# Our Purpose

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At Hologic, we live our purpose — to enable healthier lives everywhere, every day — bringing our virtuous circle to life. Our innovative, life-changing technologies lead to continuous business growth and financial success. These gains allow us to reinvest in programs and initiatives designed to nurture and support women’s health globally.

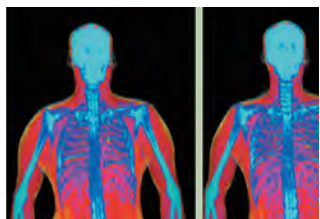


# Hologic Overview — *The Science of Sure*®

Hologic delivers detection, diagnostic and surgical innovations rooted in science, driven by technology and inspired by a desire to improve the health of millions of people everywhere around the world. Our solutions help healthcare professionals diagnose and treat their patients with ever-greater certainty and peace of mind.

From the day we opened our doors in 1985, Hologic has consistently introduced clinical advances that transform the delivery of healthcare:

- We developed the **first dual-energy X-ray absorptiometry system** for evaluating osteoporosis.
- Our **ThinPrep® Pap** technology is used to detect abnormal cells on the cervix, often before they develop into cervical disease.
- Our **Genius® 3D Mammography™** exam has revolutionized breast cancer detection for women of all ages and breast densities.
- Our **minimally invasive treatment options** restore quality of life for women facing uterine fibroids and abnormal uterine bleeding.
- To help fight COVID-19, we developed the **Panther Fusion® SARS-CoV-2 Assay** and the **Aptima® SARS-CoV-2 Assay**, molecular diagnostic tests to detect the novel coronavirus.
- Key assays in our **Aptima®** portfolio, which run on our **Panther®** molecular diagnostics system, have a proven record for accurate detection of sexually transmitted infections (STIs) including chlamydia, gonorrhea, human papillomavirus (HPV), trichomoniasis and vaginitis (BV and CV/TV — detailed on page 8), among other diseases.

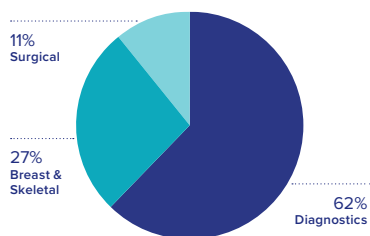


# Hologic at a Glance

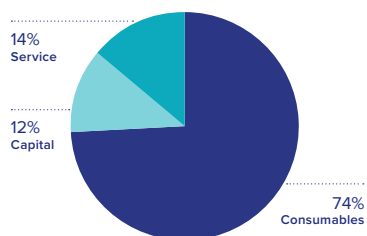
Hologic is a fundamentally different company than it was prior to the pandemic. We are more purpose-driven, more global, with more diverse, recurring revenue. Our strength enables us to make a unique difference, with a core focus on helping more women around the world.

## 2022 Revenue

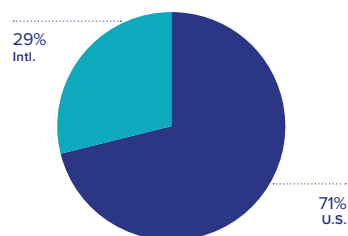
BY DIVISION



BY TYPE



BY GEOGRAPHY



“My sister was diagnosed with terminal breast cancer at age 40, and she passed on eight years later. The world fell in front me, and I told myself that this should not happen to other women in this world. I wanted to make my sister proud of my career choice. Hologic stands out because of our focus on championing women’s health and preventive care. Hologic is the connection I need to make a difference in women’s lives.”

**Linda Seah**

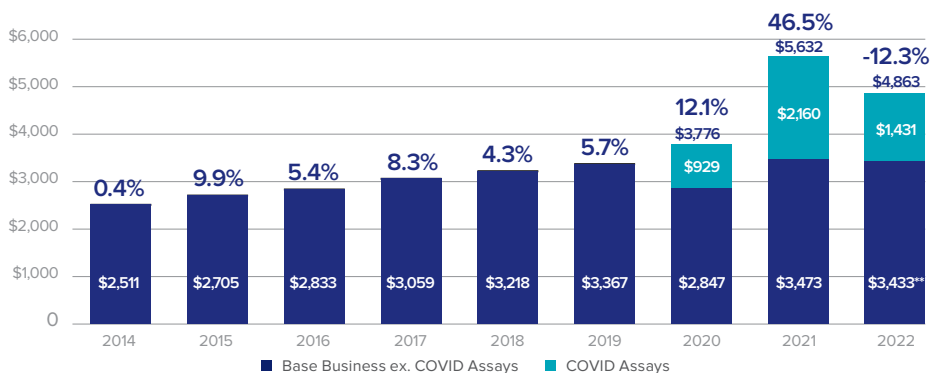
Vice President, General Manager for Emerging Asia

## Fast Facts

-  **Founded:**  
1985 by Jay Stein and David Ellenbogen
-  **Chairman, President and CEO:**  
Steve MacMillan
-  **Fiscal 2022 Revenue:**  
\$4.86 billion
-  **NASDAQ Stock Exchange:**  
HOLX
-  **Employees:**  
~7,000 worldwide
-  **Global Patents:**  
4,100+
-  **Estimated Number of Lives Impacted:**  
300+ million in fiscal 2022
-  **Awards Received:**
  - Drucker Institute’s Best-Managed Companies
  - Fast Company’s 2022 List of World’s Most Innovative Companies
  - Gallup Exceptional Workplace Award
  - IMV ServiceTrak Awards
  - LinkedIn 25 Top Healthcare Companies
  - NorthFace Service Award
  - Shingo Prize
  - The Boston Globe Top Places to Work
  - The San Diego Union-Tribune Top Workplaces
-  **Global Headquarters:**  
Marlborough, Massachusetts
-  **Global Reach:**  
Locations in 36+ countries with direct staff and a market presence in more than 100 countries

# Hologic at a Glance (continued)

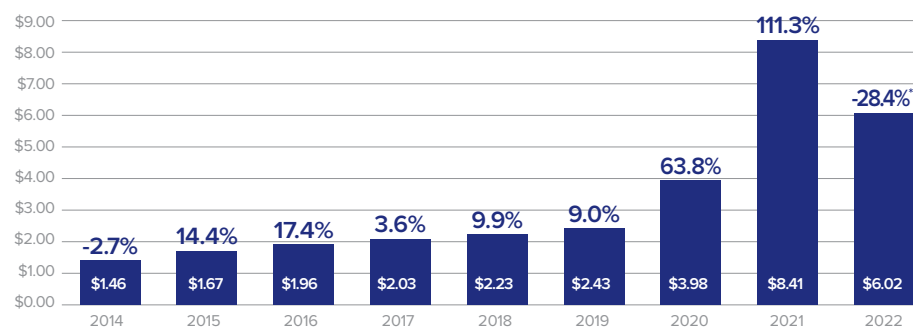
## Total Revenue\*



\* Total non-GAAP revenue growth in millions. Growth rates in constant currency. As reported except FY14, which excludes ~\$20 million one-time revenue from amending Roka license. Results include contributions from the Blood Screening business that was divested in 2017, the Medical Aesthetics business that was acquired in 2017 and divested in 2020, and other smaller acquisitions. Numbers may not foot due to rounding.

\*\*Decline in Total Revenue excluding COVID Assays is driven by lower capital sales in our Breast Health business, as a result of semiconductor supply chain shortages.

## Non-GAAP EPS\*



\* Non-GAAP EPS as presented in our earnings releases except FY14, which excludes ~\$0.05 one-time contribution from amending Roka license. Results include contributions from the Blood Screening business divested in 2017, the Medical Aesthetics business acquired in 2017 and divested in 2020, and other smaller acquisitions.

\*\*Decline in Non-GAAP EPS is driven by less COVID testing revenue and lower capital sales in our Breast Health business, as a result of semiconductor supply chain shortages.

## GAAP to Non-GAAP Reconciliation

	Year Ended								
Earnings per share (EPS)	9/24/22	9/25/21	9/26/20	9/28/19	9/29/18	9/30/17	9/24/16	9/26/15	9/27/14
GAAP earnings (loss) per share	5.13	7.21	4.21	(0.76)	(0.40)	2.64	1.16	0.45	0.06
Non-GAAP adjustments	0.89	1.20	(0.23)	3.19 <sup>1</sup>	2.63 <sup>2</sup>	(0.61)	0.80	1.22	1.45
Adjusted EPS	6.02	8.41	3.98	2.43	2.23	2.03	1.96	1.67	1.51
5-year average adjusted EPS growth	33%								

Numbers may not foot due to rounding.

1. Assumes dilution of 1.9 million shares for the year ended September 28, 2019. 2. Assumes dilution of 2.8 million shares for the year ended September 29, 2018.



# R&D Spotlight: BV and CV/TV Aptima® Assays

The healthcare markets we participate in are characterized by rapid technological change, frequent product introductions and evolving customer requirements. Investment in research and development (R&D) is critical to driving our future growth.

Hologic's longstanding commitment to R&D across all divisions is clear: we've invested nearly \$1.9 billion globally over the past eight years, including approximately \$282 million in 2022. Hologic's R&D pipeline remains robust, with strong product launches including our BV and CV/TV Aptima® assays, which diagnose 90% of vaginitis cases including bacterial vaginosis (BV), candidiasis (CV) and trichomonas vaginalis (TV). Vaginitis remains the leading reason why millions of women visit their OB/GYN each year, making the Aptima® BV and CV/TV assays a game-changer in women's health.



## What sparked the idea for these assays?

Hologic is committed to developing innovative technology grounded in evidence and clinical data. This is how we deliver the best results for our patients. Vaginitis is a complex health issue impacting millions of women and can result in a long journey for patients seeking answers to their vaginal symptoms and discomfort. It's incredibly personal. Many women feel embarrassed, self-conscious and frustrated by their symptoms.

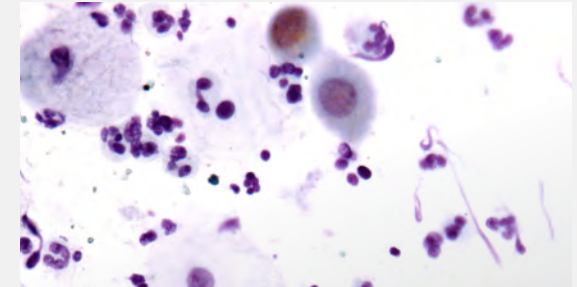
New methods for diagnosing vaginitis infections were needed. We developed these assays over a multi-year period that began by establishing close relationships with experts in microbiology and clinical medicine from around the world. We used these insights to develop our Aptima® BV and Aptima® CV/TV molecular assays, allowing for a more accurate vaginitis diagnosis, which is essential to treat and help reduce the potential for recurrent or persistent infections.



## Why is it so important for women to get tested for BV and CV/TV?

Diagnosis can be especially complicated due to the prevalence of co-infections. For example, one in five patients with symptoms of vaginitis have two causes of vaginitis. Accurate diagnosis is complicated by the subjective nature of traditional methods, which often leads to misdiagnosis and ineffective treatment. The inclination for many women to self-diagnose and self-treat before seeking treatment from their healthcare provider further exacerbates the problem.

When left untreated, these infections can put women at increased risk for sexually transmitted infections, pelvic inflammatory disease or other fertility-related complications. Therefore, it is particularly important for providers to accurately identify and treat the underlying cause of vaginitis symptoms. Nucleic acid amplification tests (NAATs) offer a more objective, comprehensive and accurate method for diagnosing the cause of vaginitis compared to traditional methods.

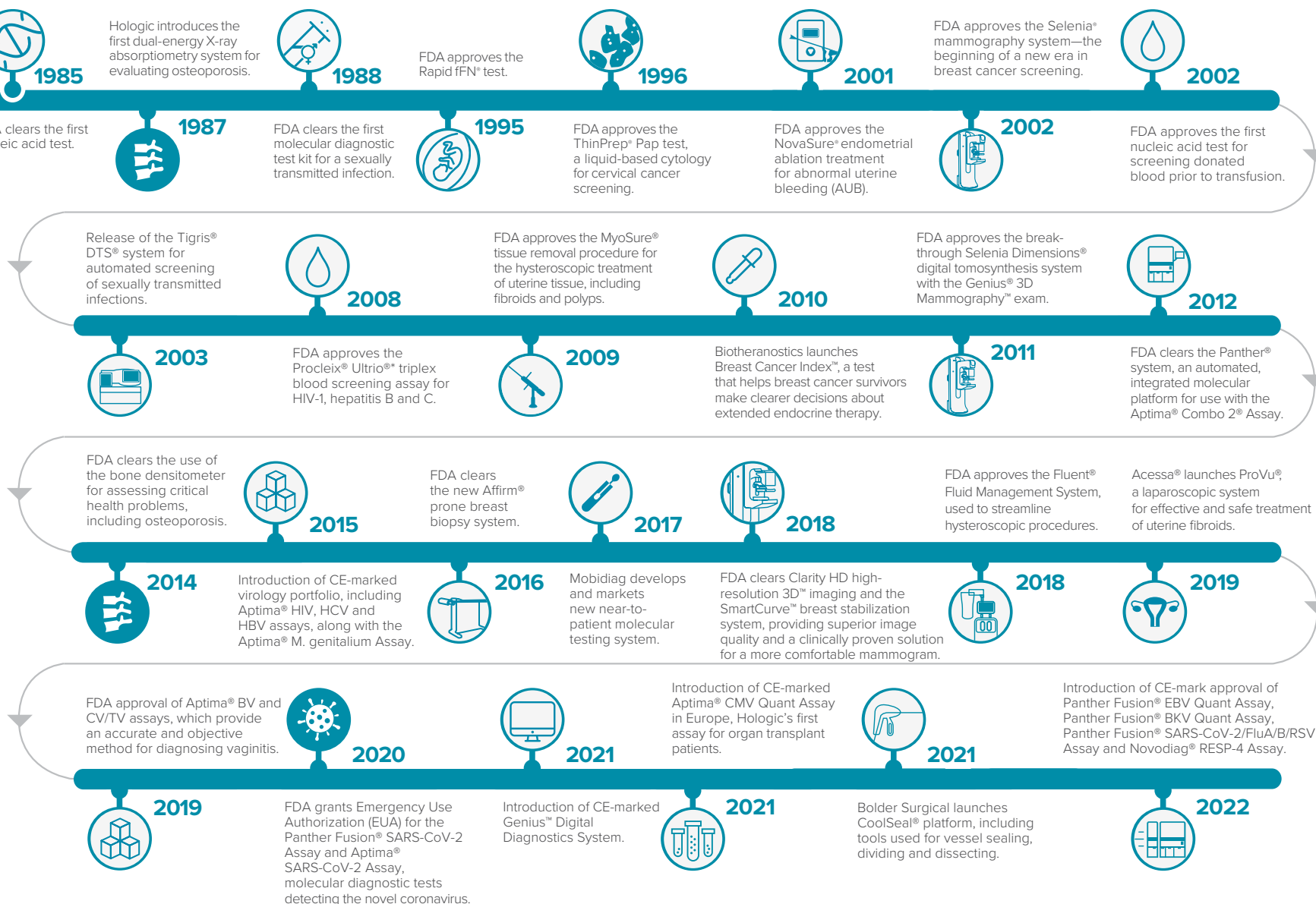


## What does the future look like for BV and CV/TV testing?

In 2021, the CDC updated its [STI Treatment Guidelines](#). The guidelines now note that vaginitis can be diagnosed by NAATs to detect the underlying cause of infection of vaginitis in symptomatic women. We are encouraged that the CDC is reinforcing the value of these molecular assays and hope it will foster faster adoption among clinicians.

We look forward to more healthcare providers and laboratories using these CDC-recommended assays to offer better clinical management for their patients.

# History of Innovation



# Shingo Prize: A World-Class Culture of Excellence

Hologic Costa Rica earned the prestigious [Shingo Prize](#), an assessment of how a company's culture drives world-class results and the guiding principles of the Shingo Model™:

- Respect every individual.
- Lead with humility.
- Seek perfection.
- Embrace scientific thinking.
- Focus on process.
- Assure quality at the source.
- Think systematically.
- Create consistency of purpose.
- Create value for the customer.



“Shingo Prize recipients are in a class of the best organizations in the world, regardless of industry or country,” Ken Snyder, executive director of the Shingo Institute, said in [announcing this year's award for Hologic](#).



Hologic Costa Rica has more than 1,000 employees.

The Shingo Prize “affirms the purpose-driven ethos of Hologic Costa Rica. It reflects what is at the heart of our mission: pursuing continuous improvement that allows us to deliver services and products of the highest quality with the goal of enabling healthier lives everywhere, every day,” said Nilo Caravaca, Vice President of Supply Chain and Manufacturing Operations, Costa Rica





# Materiality Assessment

A key component of developing our 2022 Sustainability Report included the evaluation of our materiality assessment to confirm the key environmental, social and governance issues that are most important to our stakeholders.

Our disclosures are managed by a cross-functional internal steering committee consisting of senior leaders from Operations, Finance, Legal, Human Resources, Global Communications and Investor Relations. The ongoing goal of this committee is to identify material sustainability topics and establish a corresponding sustainability reporting framework.

The committee relies on shareholders' feedback, sustainability frameworks and guidelines such as those published by the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI) and Task Force on Climate-Related Financial Disclosures and the U.N.'s Global Compact and

Sustainable Development Goals. In addition, we use external benchmarking and data providers' scoring methodologies to identify new areas of focus and opportunities. These insights, along with our management team's contributions, inform our materiality framework and help us identify relevant topics for disclosure.

We are committed to incorporating these topics into our business operations, to focusing on the topics that matter most to our business and stakeholders as well as evaluating our sustainability topics for the future.



## Sustainability Topics

### Championing Women, Our Communities and the Environment

- Access to healthcare
- Product innovation
- The environment
- Philanthropic impact

### Our People

- Talent
- Engagement
- Diversity

### Good Governance

- Board role, composition and structure
- Compensation
- Risk management
- Policies and ethics
- Sustainable supply chain
- Product quality and compliance

# Hologic's Commitment to U.N. Sustainable Development Goals

The [Sustainable Development Goals \(SDGs\)](#) were adopted by all United Nations Member States in 2015 with an aim to end poverty, protect the environment and ensure that all people enjoy peace and prosperity.

When performing our materiality assessment, we considered Hologic's unique opportunity to make a positive impact on the world. We identified the following areas most relevant to our business:

- Good Health and Well-Being (SDG 3)
- Quality Education (SDG 4)
- Gender Equality (SDG 5)
- Affordable and Clean Energy (SDG 7)
- Decent Work and Economic Growth (SDG 8)
- Industry, Innovation and Infrastructure (SDG 9)
- Reduced Inequalities (SDG 10)
- Responsible Consumption and Production (SDG 12)

We believe we have a key role measuring the state of women's health globally. The Hologic Global Women's Health Index highlights the importance of women's health represented in SDG 3, Good Health and Well-Being.

The results from Hologic's Global Women's Health Index, as detailed on page 15, are sadly consistent with recent gender findings from the U.N.'s Progress on the Sustainable Development Goals. Throughout the pandemic, women globally have experienced setbacks across a variety of crucial measures such as disruptions to essential health services, acute employment losses, and declining availability to mental health services.

In fact, only one of the U.N.'s 18 indicators that track the state of women's health is defined as being "close to target."

We are committed to addressing inequities relevant to the global state of women's health. We intend to use data from Hologic's Global Women's Health Index, in conjunction with gender findings from the U.N. Sustainable Development Goals, to influence decision-makers and improve access to essential healthcare for women.



# A Sustainability Discussion With Our CFO, Karleen Oberton

“I would like to share Hologic’s sustainability strategy, goals and journey of growing leadership. This is an increasingly important area of focus for our leadership team. I am incredibly proud to be part of an organization whose purpose-driven mission authentically informs our business strategies and initiatives.”

**Karleen Oberton**  
Chief Financial Officer



## The key aspects of Hologic’s sustainability efforts and impact:

### Our Approach to Sustainability

We focus on areas where we know we can make a unique difference, such as providing access to our best-in-class products for underserved communities, funding [STEM](#) education and driving global policy change to improve early detection and treatment of disease.

Our sustainability strategy is directly linked to our business strategy. By driving innovation, we deliver strong financial results, enabling us to invest in key initiatives such as the [Hologic Global Women’s Health Index](#) and [Project Health Equality](#). By helping more women, we are driving meaningful societal benefits.

### CFO’s Role in Sustainability Oversight

Traditionally, a CFO’s job is to ensure financial returns. In today’s world, the role has evolved. It’s “and” instead of “or.” In other words, how do I ensure financial return AND make a difference?

The difference between a good CFO and a great one is the ability to deliver financial success while also making the world a better place for stakeholders — and for society more broadly.

Connecting Hologic’s sustainability strategy with our business strategy helps me lead in a purpose-driven way, deliver financial returns to our shareholders and drive meaningful initiatives to improve the lives of our customers and patients around the world.

### Development of the Sustainability Industry

It is clear this expanding investment thesis will only strengthen over the next few years. Hologic finds this encouraging, and we are excited to share our story and grow our investor base with shareholders who share our vision of helping more women.

We also see sustainability becoming more formalized, with more disclosure expectations and reporting. Our teams are working to understand how newly proposed rules may impact Hologic and how to best prepare as an organization.

Finally, we believe as the movement towards sustainability gains further traction, this will create more opportunities to attract and retain key talent. We have confidence that connecting Hologic’s purpose, passion and promise with our business strategy will resonate strongly with the next generation of leaders.

### Our Sustainability Momentum and Impact

We formalized our sustainability journey in 2019. It was the same year we launched our first annual sustainability report. Since that time, we’ve come a long way.

We describe this sustainability journey as one of continuous improvement. At the start, we set out to define what was central to our mission with Hologic’s purpose, passion and promise. By expanding our societal footprint, launching important initiatives such as the [Hologic Global Women’s Health Index](#), [Project Health Equality](#) and the [Global Access Initiative](#), we help more patients globally, where we know we can make a difference based on our unique capabilities as an organization.

As we move forward on our sustainability journey for 2023 and beyond, we are excited to build on our progress and unwavering commitment to help more women.



# Championing Women

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We see so often that women put themselves last, often to their detriment. Despite advances in healthcare, women's health is not a priority in much of the world. In 2022, health situations for women and girls did not get better. The divide between women in high-income and low-income economies grew even larger than the year before. Hologic works tirelessly to ensure that women's health is prioritized and that more women can access world-class technologies that have the potential to improve and save lives.



# Hologic Global Women's Health Index

## A Powerful Framework for Understanding the State of Women's Health

This breakthrough survey, conducted annually in partnership with Gallup®, measures the experiences of women and girls across 122 countries and territories, accounting for 94% of the female global population aged 15 and older. The latest findings underscore that the disparities in women's health continue to grow, making the need for prioritizing women's health policies more important than ever. These key results reflect the five dimensions of health (Preventive Care, Emotional Health, Opinions of Health and Safety, Basic Needs and Individual Health) that together account for more than 80% of variances contributing to women's life expectancy.

Global  
Women's  
Health  
Index



HOLOGIC®



### Preventive Care

Worldwide, **40%** of women said they had not gone to a healthcare professional in the last year. Similarly, only **60%** of women said they were tested for any type of cancer, diabetes, blood pressure or STDs/STIs.

### Opinions of Health and Safety

More than **37%** of women worldwide said they did not feel safe walking alone at night, up from 32% in 2020, the first year of the Hologic Global Women's Health Index.

### Individual Health

**1 in 4** women said they experienced health problems that prevent them from doing things people their age normally could do.

### Emotional Health

More than **4 in 10** women worldwide said they experienced worry during the previous day, a record high since the Gallup World Poll began polling on this topic a decade ago. Record percentages of women also experienced stress (**41%**), sadness (**32%**) and anger (**26%**).

### Basic Needs

About **1 in 3** women said they struggled to afford adequate food or shelter for themselves or their families during the previous 12 months.

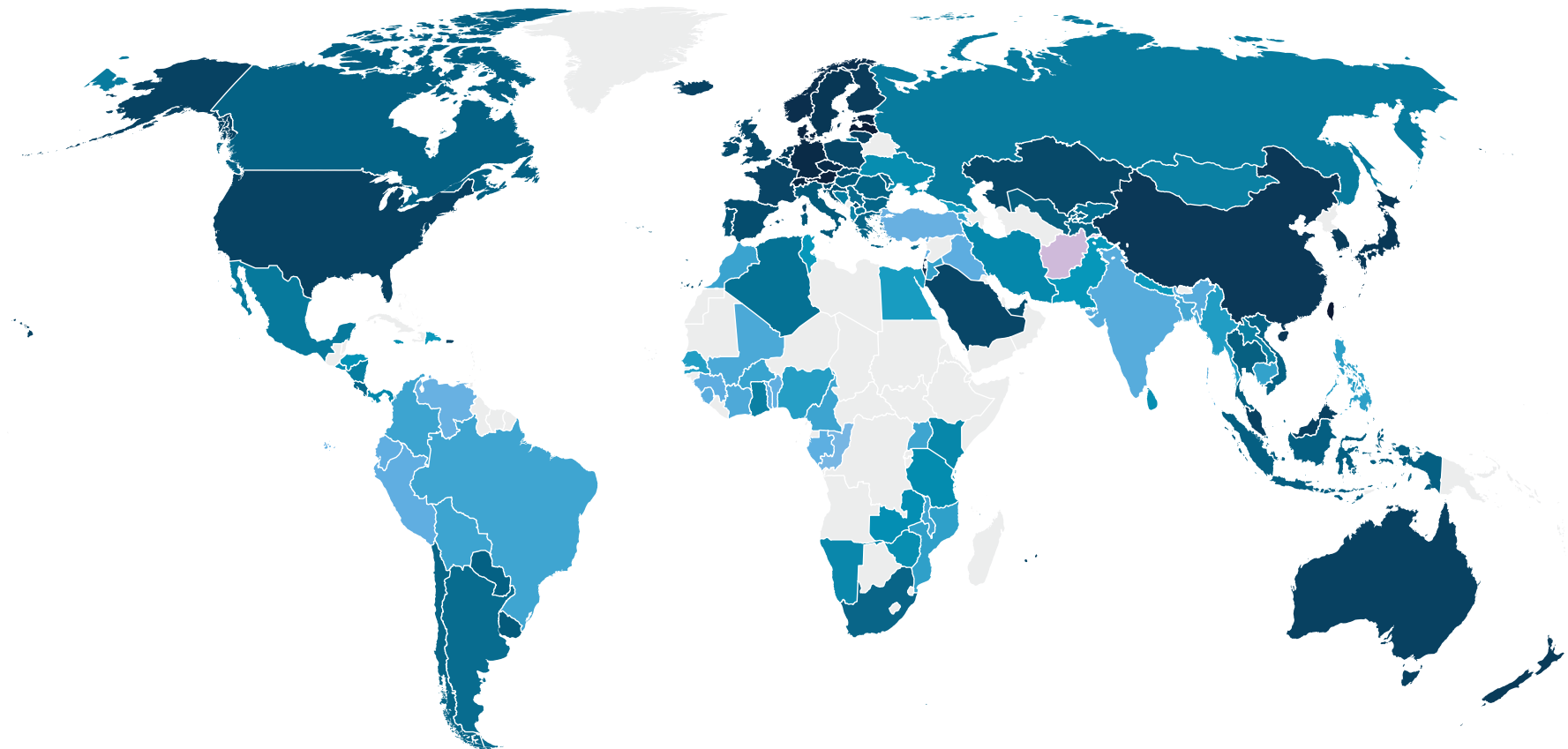
**Increased Longevity** | Routine visits with healthcare professionals correspond with up to two more years of life expectancy for women, even after accounting for differences in per-capita GDP across countries and territories.



# Women's Health Around the World

## The World Has Much Work To Do To Improve Women's Health

With the overall score of just 53 out of 100 on the Hologic Global Women's Health Index — one point lower than the previous year's score — the health of the world's women and girls did not improve last year. Scores ranged from a high of 70 in Taiwan to a low of 22 in Afghanistan. See how your country ranks at [womenshealthindex.com](https://www.womenshealthindex.com).



\* Countries in gray do not participate in the Gallup World Poll and are not included in the Hologic Global Women's Health Index.



# A Worldwide Call to Action

Hologic continues to meet with policymakers and other stakeholders at events around the world, including the prestigious [World Economic Forum](#) (WEF) and [Concordia Annual Summit](#), to discuss how women's health can be improved using data from the study and other resources.



## An Innovative Partnership With the World Economic Forum

Hologic's global leadership in women's health anchors our work with WEF, an important convener of the public and private sectors to address the world's most pressing issues. This collaboration includes Hologic's key role in the Women's Health Initiative at WEF.

For all the progress we have made in the last few decades, women's health around the world is still lagging despite the clear evidence that improving women's health results in stronger families, higher income and more effective, thriving societies.



The Women's Health Initiative draws global focus to the need for investment in women's and girls' health. It supports and amplifies leading efforts; connects ecosystems across sectors; and engages global leaders and communities through sustained, impactful dialogue and the enablement of action plans.

There are three active projects in the Women's Health Initiative:

- Protecting women's and girls' reproductive and maternal health.
- Capturing women's and girls' perspectives on cancer care.
- Offering family planning programming to protect the health of vulnerable women and girls.

Hologic contributes to each of these projects through the provision of data and other insights from the Hologic Global Women's Health Index — findings that provide important perspective at the global, regional and country levels.

Left: Jan Verstreken, Tanja Brycker, Laura Gillespie and Steve MacMillan at the World Economic Forum in Davos, Switzerland.

## CONCORDIA ANNUAL SUMMIT

Timed to the United Nations General Assembly in New York City, Hologic released data from the second year of the Hologic Global Women's Health Index during the Concordia Annual Summit. Dr. Susan Harvey, Hologic's Vice President of Global Medical Affairs, joined Kolinda Grabar-Kitarović, former president of the Republic of Croatia, and Dr. Lia Tadesse, health minister for the Federal Democratic Republic of Ethiopia, at the summit for a discussion about women's health.



Dr. Harvey and other Concordia Summit panelists discuss the state of women's health.

# Serving the Greater Good With the WTA

## Two Champions for Women Join Forces On and Off the Court

Hologic is the [WTA's](#) official health partner and equality champion. Our organizations jointly amplify the message that women's health is foundational to the well-being of families, communities and societies. In collaboration with current WTA legends and players, we inspire women to make their health a greater priority through preventive care.



The launch of the Hologic-WTA partnership included a media panel at the BNP Paribas Open in Indian Wells, California in March 2022. From left to right: Tennis Channel reporter Blair Henley, WTA athlete Jessica Pegula, WTA President Micky Lawler, Hologic Senior Vice President Lisa Hellmann, WTA legend Pam Shriver and WTA athlete Christina McHale.

## ACEing Cancer Program

Hologic proudly supports ACEing Cancer, the WTA Charities' first global philanthropic program supporting women's health and wellness with a focus on women's cancers. The program has three main objectives:

- Raising awareness through public service announcements and player ambassadors.
- Storytelling to share firsthand experiences.
- Fundraising to support the fight against women's cancers.

For every ace that players hit at 500- and 1000-level tournaments worldwide, Hologic makes a monetary donation to ACEing Cancer. Each year, these funds then support a new researcher and various nonprofit groups.

"We couldn't ask for a better partner to champion women's health. We are grateful for Hologic's support of ACEing Cancer and because of it, we will be able to expand our ability to help women around the world."

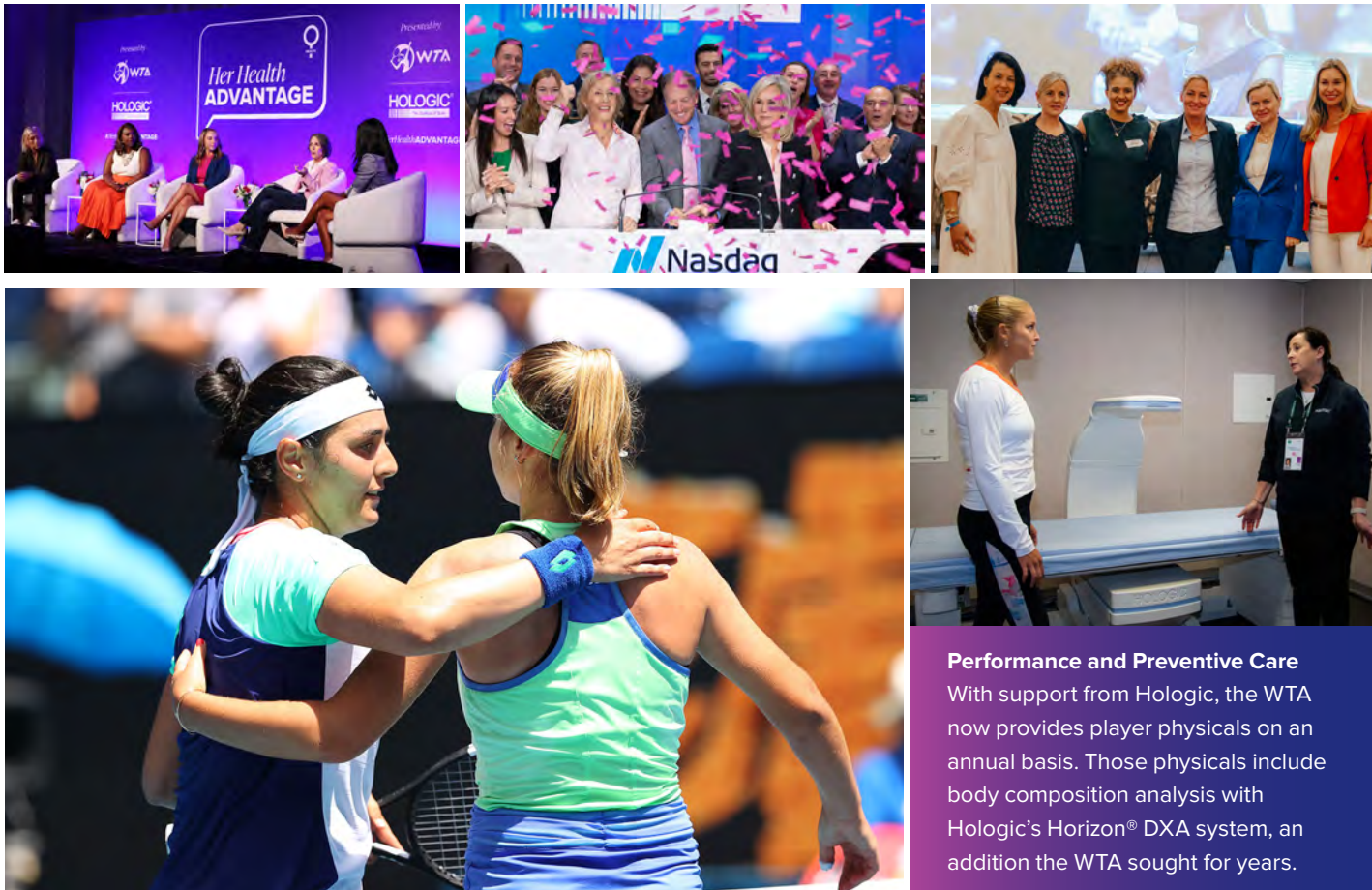
### Ann Austin, WTA

Vice President of Community Development and Charitable Programs



# A Smashing Partnership With the Women's Tennis Association

## Game, Set, Match for Preventive Care Awareness: Special Event Highlights from 2022



Clockwise from top left: 1. Dr. Susan Harvey at “Her Health Advantage” with WTA legend Martina Navratilova and WTA athletes Sloane Stephens and Madison Keys in New York, New York. 2. CEO Steve MacMillan, WTA legend Martina Navratilova and WTA President Micky Lawler at NASDAQ headquarters in New York City to kick off Breast Cancer Awareness Month. 3. Béatrice Lemberg (far left), Hologic’s Senior Director of Surgical Marketing for EMEA and Canada, joins other female leaders at Bett1 Open in Berlin, Germany. 4. WTA tennis pro Shelby Rogers talks with Hologic’s Joan Spoden about the Horizon DXA body composition system. 5. WTA athlete Ons Jabeur (left) connects with a competitor after their tennis match.

## Powerful Voices

WTA legends and athletes contributed their high-profile voices to the Hologic WTA Tour’s efforts to elevate women’s health, raising awareness and normalizing conversations about preventive care. They include:

- Martina Navratilova.
- Chris Evert.
- Carla Suárez Navarro.
- Iga Świątek.
- Sloane Stephens.
- Simona Halep.
- Bianca Andreescu.
- Petra Kvitová.
- Ons Jabeur.
- Anett Kontaveit.
- Jessica Pegula.
- Madison Keys.
- Coco Gauff.
- Maria Sakkari.
- Paula Badosa.
- Garbiñe Muguruza.
- Shelby Rogers.

**Performance and Preventive Care**  
With support from Hologic, the WTA now provides player physicals on an annual basis. Those physicals include body composition analysis with Hologic’s Horizon® DXA system, an addition the WTA sought for years.

## Tournament Showcases

**Hologic has provided special, onsite engagements at WTA tournaments in:**

- Indian Wells, California.
- San Diego, California.
- Fort Worth, Texas.
- Madrid, Spain.
- Berlin, Germany.
- Tokyo, Japan.

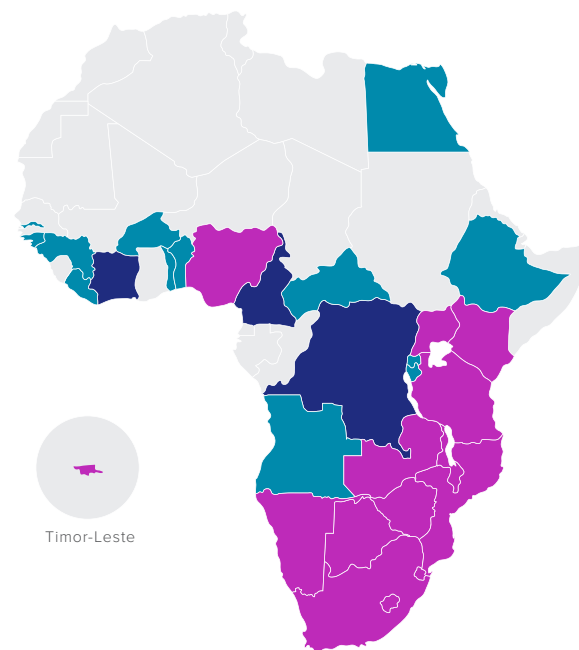


# Global Access Initiative

## The Global Access Initiative (GAI) — Innovation With a Humanitarian Purpose — Transforms HIV and Cervical Cancer Screening for Many Countries

The [GAI](#) is a partnership with the Clinton Health Access Initiative and MedAccess. It provides access to testing for HIV, HCV, HBV, HPV and COVID-19 using our Panther® system. This testing is delivered with a cost-effective pricing structure and no requirement for capital expenditure.

The GAI brings a holistic model of pricing, training and service to a region in dire need of innovative solutions. Thanks to our ability to adapt and meet market needs, more people can be helped through advanced diagnostics screening and co-testing for cervical cancer, greatly improving the quality of life for those throughout Africa.



- **Supported:**  
Botswana, Eswatini, Kenya, Lesotho, Malawi, Mozambique, Namibia, Nigeria, Tanzania, Uganda, Zambia and Zimbabwe
- **Planned Additions:**  
Cameroon, Cote d'Ivoire and Democratic Republic of Congo
- **Eligible:**  
Angola, Benin, Burkina Faso, Burundi, Cape Verde, Central African Republic, Comoros, Egypt, Ethiopia, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Rwanda, Timor-Leste and Togo

The Global Access Initiative began with two countries and has grown to a dozen participants. To date, it has saved \$27 million in direct procurement for governments, donors and public entities.



Hologic's Global Access Initiative team, shown here at an international AIDS conference, has provided millions of diagnostic tests across sub-Saharan Africa.

# Project Health Equality

## Helping Provide Greater Awareness and Access for Underserved Women

Since our founding in 1985, Hologic has dedicated itself to advancing greater well-being for all women. Through [Project Health Equality](#), Hologic and our partners champion underserved women through greater awareness about the importance of preventive care, access to care at strategic locations and culturally informed research. Systemic racism, bias and a well-documented history of mistrust between people of color and the medical establishment continue to drive disparities in access to healthcare. We created Project Health Equality to fund initiatives that help overcome these disparities. Some of Project Health Equality's 2022 featured highlights include:



### College of American Pathologists (CAP) Foundation “See, Test, Treat”

Hologic joined the CAP Foundation in Jackson, Mississippi on August 20, 2022, for its “See, Test, Treat” day. The event provided a wide range of preventive-care services to underserved residents, from screening for cervical and breast cancers to gynecologic health checks.



These health professionals provided “See, Test, Treat” services.

### Promise Fund of Florida

Hologic's financial support helps the Promise Fund of Florida employ 20 patient navigators to guide patients through the care process across a dozen health facilities in Palm Beach County and Broward County, Florida. These specialists conduct outreach, book appointments, arrange transportation, provide translation services, explain medical procedures and coordinate follow-up care.



Promise Fund co-founder Nancy Brinker and First Lady Dr. Jill Biden tour a women's imaging center.

### National Alliance for Hispanic Health (NAHH)

Hologic supports the NAHH program “Mi Hermana, Latina Health Champions,” which has developed a seminar series for community health workers on wellness, partnered with community groups to train health workers, funded 10 university teams' research on health disparities and provided messaging about how race, ethnicity and gender matter in healthcare.



Community health workers during “Mi Hermana” training in the U.S. city of Chicago, Illinois.

### Breast Cancer Support Fund

In Ontario, Canada, Hologic and the Breast Cancer Support Fund (BCSF) joined forces to promote the importance of routine screenings — and to highlight practical resources that help more women access those screenings.



BCSF takes breast cancer screenings to the community.



# Breast Care for Washington

Hologic's leadership in championing healthcare for underserved women — raising awareness, increasing access and promoting equitable access while inspiring early screening and disease detection — reached another milestone on October 24, 2022.

Hologic leaders and legendary entertainer Mary J. Blige, a partner of our Project Health Equality initiative, came together in Washington, D.C. to elevate the profile of women's health. Blige delivered remarks at The White House about preventive care for breast and cervical cancers alongside First Lady Dr. Jill Biden, then witnessed firsthand how Hologic's collaboration with the nonprofit organization Breast Care for Washington makes a lifesaving difference for patients.

"I'm here today as a Black woman who is passionate about using my platform to encourage other women to prioritize their health — namely, their annual Well Woman visits, mammograms and Pap + HPV tests. I've dedicated a great deal of time to increasing awareness of the importance of preventive care — reminding people that their health is their wealth and urging them to make it a priority."

Mary J. Blige



Clockwise from top: 1. Mary J. Blige and First Lady Dr. Jill Biden meet at The White House. 2. Erik Anderson, president of Hologic's Breast and Skeletal Health Solutions Division, meets with Grammy Award-winning and Academy Award-nominated artist, actress, producer and preventive care advocate Mary J. Blige and Dr. Regina Hampton, co-founder, medical officer and interim CEO of Breast Care for Washington. 3. Mary J. Blige speaking at The White House.



# Helping Underserved Women Worldwide

In addition to Project Health Equality, Hologic partners with organizations in other ways to deliver care and improve access to underserved women around the world. These partners connect women with culturally competent care through awareness, education, clinical resources and research.



## Fundeso

Costa Rica

Hologic provides grants, food and other resources to this nonprofit hostel that offers free lodging, food and basic health services to women across Costa Rica who come to the capital, San Jose, for breast cancer treatment.



## Kanjanabaramsee Foundation

Thailand

Hologic's Genius® 3Dimensions® mammography systems are installed on this foundation's fleet of buses, which travel the country to provide free mammograms as part of a comprehensive health check-up.



## Mobile Mammography

Taiwan

Hologic's mammography systems are part of a mobile program that visits remote areas of Taiwan to provide easy access to breast health screenings, free of charge.



## Breast Cancer Initiative East Africa

Rwanda

Hologic's support enables this nonprofit, which started with 27 breast-cancer survivors, to increase outreach activities to low-income communities across East Africa. The organization educates women about optimal breast health, which includes learning about risk factors and gaining access to regular screenings.



## Ewang'an Nadede Advocacy Initiative

Kenya

With a grant from Hologic, this organization is increasing its screening program for breast cancer, cervical cancer and sexually transmitted infections among women in Kajiado County. It's also expanding education efforts to lower the region's rate of teenage pregnancies.



## Community Clinics

San Diego County (U.S.)

Funded with grants from Hologic, these San Diego County community clinics provide preventive care for a diverse range of women:

- La Maestra Family Clinic.
- Neighborhood Healthcare.
- Vista Community Clinic.
- Southern California Care Community.



# Our Communities

Strengthening Communities  
Through Philanthropy ..... 25

Supporting a Diverse Range  
of Causes ..... 26

A global company has a responsibility to help wherever it can — not only where it conducts business. That means serving unique populations with different needs. Hologic listens to the specific needs of many local audiences to deliver support that resonates within the community.



# Strengthening Communities Through Philanthropy

Supporting the communities where our employees live and work is central to our mission. We are proud of the positive impact our philanthropy is making on cancer patients, underserved women, innovation-minded students and many others.

To maximize our impact in ways that align with our business, we concentrate our giving efforts locally, and in three areas:

- Women's health and other healthcare fields in which we operate.
- [STEM](#) education, especially for underprivileged students.
- Social and racial equality, especially in healthcare.

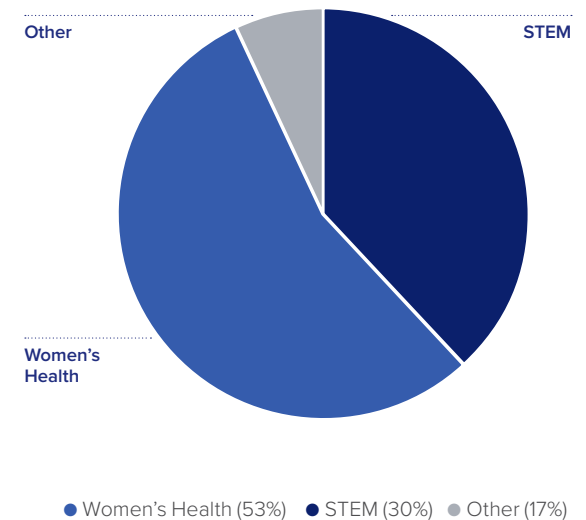
185  
organizations  
worldwide

received philanthropic assistance from Hologic. We have donated millions of dollars to these non-profit organizations, directly and through Partners in Giving, a program in which Hologic matches employees' donations to charitable groups.

## Dozens of Communities Supported, Including:

Ann Arbor, Michigan, U.S.	Needham, Massachusetts, U.S.
Boston, Massachusetts, U.S.	Newark, Delaware, U.S.
Cartago, Costa Rica	Phoenix, Arizona, U.S.
Cleveland, Ohio, U.S.	Pocatello, Idaho, U.S.
Dallas, Texas, U.S.	Quebec, Canada
Danbury, Connecticut, U.S.	Raleigh, North Carolina, U.S.
Hartford, Connecticut, U.S.	Rochester Hills, Michigan, U.S.
Holmes, Pennsylvania, U.S.	San Diego, California, U.S.
Indianapolis, Indiana, U.S.	San Jose, Costa Rica
Kajiado, Kenya	San Marcos, California, U.S.
Kigali, Rwanda	Syracuse, New York, U.S.
London, United Kingdom	West Palm Beach, Florida, U.S.
Los Angeles, California, U.S.	Wilmington, Delaware, U.S.
Manchester, United Kingdom	Worcester, Massachusetts, U.S.

## Corporate Philanthropy Grant Breakdown





# Supporting a Diverse Range of Causes



## Fundación Ayúdenos Para Ayudar Costa Rica

Fundación Ayúdenos Para Ayudar (Museo de los Niños) operates a science, technology, engineering, arts and mathematics (STEAM) learning project through a public-private partnership. This program raises awareness among young people in Costa Rica about their opportunities to pursue STEAM education and careers. The museum's STEAM Room is where young people from diverse backgrounds learn together.



## Room to Read® International

This global literacy program strives to create a world free from illiteracy and gender inequality, helping more children in low-income communities develop reading skills while also supporting girls' efforts to succeed in secondary school. To date, Room to Read has benefited more than 32 million children across 21 countries.



## Ellie Fund® Massachusetts

The Ellie Fund provides essential services such as grocery gift cards, meal deliveries and transportation to treatment sites for breast cancer patients residing or receiving treatment in Massachusetts, regardless of economic circumstances.



## OneUnited Bank® and Hologic: Investing in Urban Communities

Hologic strives to make a difference in the communities in which we operate. As such, we continue to expand our relationship with OneUnited Bank, a Massachusetts-based institution that provides financial services to support economic development in urban communities.

OneUnited has recently purchased a building in Roxbury, Massachusetts to build its national headquarters. The bank also sponsors the Mass Black Expo, which provides financial literacy and financial opportunities for small businesses throughout the state.

OneUnited is a leader in providing innovative products and services that increase access to critically needed financial services for underserved communities, including its CashPlease program, which offers short-term small dollar loans to consumers who would ordinarily only have predatory lenders as an option. In the past few years, the bank has financed nearly \$1 billion in loans mostly in U.S. communities such as:

- South Central Los Angeles, California.
- Compton, California.
- Liberty City, Florida.
- Roxbury, Massachusetts.





# The Environment

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Hologic contributes to the greater good for both the communities of today and those of future generations. While we specialize in healthcare innovation, we recognize that basic human needs affect health issues at a much higher level. At Hologic, growing while being mindful of our environmental impact is key. We are working to ensure that our progress is also measured by a diminished carbon footprint.

# Environmental Goals

Hologic aims to make business decisions that have a positive impact on the environment and we manage our environmental strategy as an integral part of our business. In our quest to responsibly limit our carbon footprint, our initiatives focus on expanding the use of renewable energy sources and incorporating more sustainable practices into our operations. Contributing to the greater good only matters if we preserve our world for future generations. Given this philosophy, we are pleased to reaffirm our long-term environmental targets<sup>†</sup> from last year.

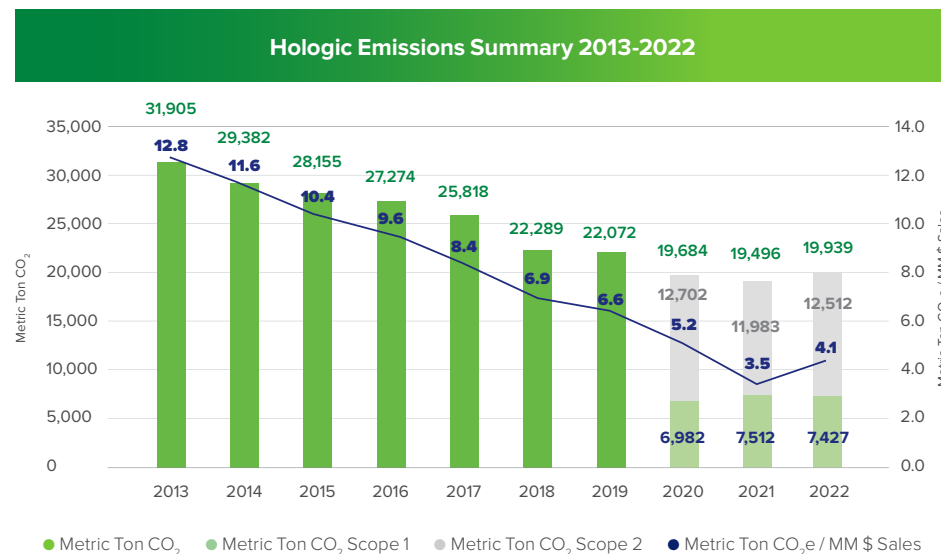
## Achieve a 15% reduction in non-hazardous/non-recyclable waste by 2025\*

Hologic is currently operating or launching several initiatives globally in support of our goal to achieve a 15% reduction in non-hazardous/non-recyclable waste by 2025. Many of our U.S. sites are utilizing a dedicated single stream methodology for waste usage, ensuring zero hazardous waste is going to landfills. In addition, we are piloting an initiative at our Londonderry, New Hampshire facility to reduce plastic waste via recycling by 25% and are studying the feasibility of rolling this program out at other U.S. locations. We remain on target in other countries, pursuing zero-waste certification by 2025 at our Costa Rica location while sharing these best practice efforts with our European sites, ensuring all our global enterprise pursues best-in-class sustainability practices.



## Achieve a 30% reduction of Scope 1 & 2 GHG emissions by 2030\*

Although our emissions as a percentage of sales increased modestly in FY22, this was driven by higher COVID revenue in 2021. Hologic continues to achieve material reductions in its greenhouse gas (GHG) emissions since 2013, while also growing sales globally. Relative to our 2020 baseline, emissions as a percentage of revenue have declined approximately 20%. To achieve our future emissions target, we will focus on supply-side initiatives, while also working to incorporate future initiatives that are aligned with the Science Based Targets Initiative.



Note: Above emissions summary chart breaks out Scope 1 and 2 GHG emissions starting in Hologic's fiscal 2020, as this is the base year for the emissions reduction goal.

<sup>†</sup> Environmental goals are expressed as a percentage of revenue.

\* Reduction compared to fiscal 2020.



# Environmental Goals (continued)

## Achieve a 40% reliance on self-generated renewable energy at owned sites by 2030

Hologic has procured proposals to construct several types of solar generation systems at our owned sites. In addition to the energy generation component, we forecast a reduction in our annual energy consumption by continuing to invest in more energy efficient properties, plants and equipment over the next eight years. We will continue to explore other renewable energy opportunities, giving us confidence that the necessary means are in place to achieve the 2030 goal.

## Convert to 50% renewable electricity by 2030 and 75% renewable electricity by 2035

Hologic will procure energy in accordance with the renewable energy targets stipulated in our long-term goals. In addition, Hologic partnered with an external consultant, Sustainability Roundtable and their Net Zero Consortium for Buyers. This consortium is a confidential buyers' community and a leading transaction platform committed to facilitating renewable energy transactions.

Further, we are again pleased to disclose data pertaining to electricity, waste and water consumption — metrics that we track internally to measure our environmental footprint. The table below is based on data available and quantifiable through the end of our fiscal 2022. This data has been normalized to exclude sites that have been closed.

	2019	2020	2021	2022
Electricity (MWh)	50,470	47,542	47,841	48,479
Solid Waste <sup>1</sup> (MT)	1,511	1,351	1,925	1,942
Regulated Waste <sup>2</sup> (MT)	242	245	255	267
Water Consumption (Cubic Meters)	136,741	137,856	156,169	156,596

## Environmental Goals and Data Presented Are for Operational Sites

The Environmental Goals, Emissions Summary Chart and Environmental Data table presented above are for Operational Sites. Operational Sites are defined as those where Hologic has a manufacturing presence and/or the ability to manage utilities. Data includes estimates where necessary.

**1.** Solid waste is defined as the quantity of waste disposed as landfill, recycled, composted, and other (ex. reclaimed for energy). **2.** Regulated waste is defined as the quantity of waste disposed as hazardous waste, biohazardous or medical waste, universal waste, or radioactive waste.

Note: Historical data may differ from Hologic's 2021 Sustainability Report. In fiscal 2022, Hologic conducted an internal audit of environmental data and this year's report has adjusted figures as necessary based on this exercise.

# Hologic Costa Rica Climate Initiatives

## Solar Panels and Battery System

Our Costa Rica team continues to lead Hologic forward with innovative solutions to help address climate change. Since 2018, when the Costa Rica site initially installed solar panels, the team has harnessed the power of solar electricity to deliver environmental benefits and financial savings. For example, these solar panels have reduced the facility's carbon footprint by 25.5 tons of CO<sub>2</sub> per year; saving the equivalent of 8,000 trees, while also saving approximately \$71,000 per year in electricity costs.

Given these outstanding benefits, in June of 2022, the Costa Rica team chose to expand its solar panel capacity. We expect the new panels to generate 220 kilowatts (kW) of power at maximum capacity, which represents more than 456 thousand kilowatt-hours (kWh) of power per year, equivalent to the average annual consumption of more than 200 houses in Costa Rica.

The facility is also implementing a battery system to save and store electricity generated during periods of low energy usage, with a goal to offset activity during periods of peak energy consumption.

These initiatives are part of our global strategy to achieve a 40% reliance on self-generated renewable energy at Hologic-owned sites by 2030.

## Water Reclamation

In addition to expanding solar panel capacity and introducing an efficient battery system, Hologic Costa Rica's tremendous commitment to sustainability is evidenced by the team's water reclamation project. The team has created an ingenious solution to collect rainwater from the facility's roof and reuse it in the site's air conditioning system. With the project, Hologic Costa Rica expects to save more than 1,500 cubic meters of rainwater annually and save \$4,700.00 USD in annual air conditioning costs.

## Zero Waste

By fiscal 2025, Hologic Costa Rica aims to achieve "zero waste" status as defined by the Zero Waste International Alliance. This initiative has led to multiple process improvements since the program was launched, including more sustainable packaging, more efficient material segregation and site meal preparation that is more data oriented. This is yet another example of the site's exceptional commitment to environmental stewardship.

Hologic's Costa Rica site achieved zero waste to landfill as part of a pilot project.

In addition, the team's efforts support Hologic's strategy to contribute to the United Nations Sustainable Development Goals (SDGs 7 and 12).

7 AFFORDABLE AND CLEAN ENERGY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Hologic Costa Rica celebrates its commitment to solar power.

# Environmental Initiatives in Our Diagnostics Division



A Hologic operations team member inspects an order prior to shipment.

## Packaging

Hologic's Diagnostics team set out to reduce paper use associated with our collection devices. Our collection devices originally included package insert pamphlets that clinicians could give to patients, detailing how to use the product. Hologic's Operations and Commercial teams collaborated to remove these inserts from our Aptima® Multitest Swab Specimen Collection Kits and replaced them with a simple business card instructing clinicians where to find, and if needed, print the package insert information online. Approximately 500kg of paper is saved each year as a result of this initiative.

## Shipping

To reduce carbon emissions and the use of environmentally unfriendly plastics, our Diagnostics team redesigned several insulated shipping containers. These temperature-controlled containers were reconfigured with better insulation while also using less material.

## Manufacturing

Our Diagnostics team designed, developed and implemented new "flow wrapper" production lines for our collection devices. These lines use significantly less material and energy to manufacture each collection device. The new production process successfully helps to reduce the carbon footprint of our facilities in San Diego, California, and Manchester, United Kingdom.



# Climate Risks and Opportunities

## Risks

Hologic is committed to identifying and mitigating climate-related risks in accordance with the Task Force on Climate-Related Financial Disclosures (TCFD). We assess and manage these risks through our enterprise risk management process (ERM), which identifies environmental, social and governance issues having the potential to cause disruption to our business. Our ERM process guides our Board of Directors and management team in mitigating the most critical climate-related risks facing Hologic.

## Opportunities

We view climate-related opportunities through the lens of TCFD and specifically look to areas in resource efficiency, energy sources as well as products and services to add value. As with the current renovation of our facility in Newark, New Jersey, we continue to look to improve efficiency and sustainability across our production, distribution and facilities management.

We pursue opportunities to lower our emissions with alternative energy sources like adding capacity to our solar panel system in Costa Rica.

Finally, we continue to look at ways to lower our carbon footprint with our products and services.



An employee at Hologic's Newark, Delaware facility processes a critical component of our mammography systems.

# Our People

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Passion for the work Hologic does every day can be felt in our offices around the globe. We were founded by passionate innovators and thousands of equally inspired employees continue to carry that flame to this day. After all, who hasn't been impacted by the health crisis of a loved one? The motivation that so many Hologic employees bring to work every day creates a culture of progress and change.



# People First

## World-Class Employee Engagement

“Our world-class engagement results in 2022 reflect the commitment of each employee to Hologic’s purpose, our colleagues and our global work culture.

We know that when employees are engaged, they perform at their best. Hologic’s teams across three dozen countries are driven by our singular purpose – to enable healthier lives everywhere, every day.

We maintained a high level of engagement amid a great deal of uncertainty and complexity, including record-setting business growth, organizational changes, a stream of acquisitions and supply chain challenges driven by COVID. Our progress results from people truly committing and working together.”

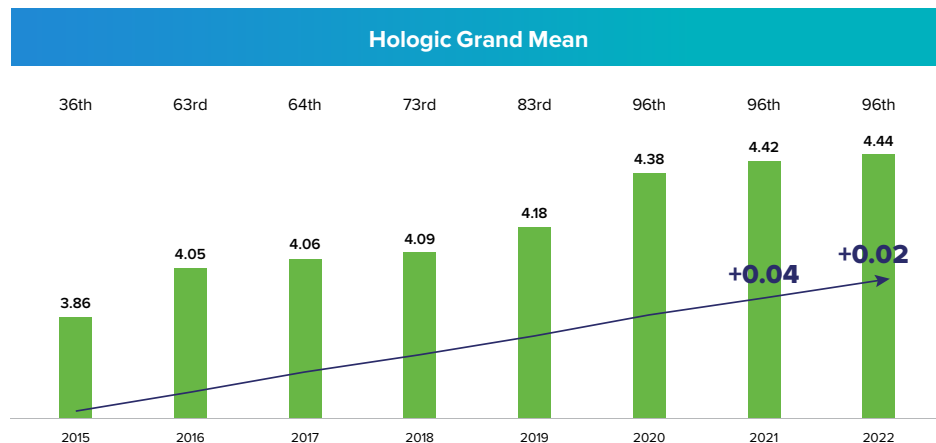
**Lisa Hellmann**

Senior Vice President, Global Human Resources and Corporate Communications



## Engagement on the Rise

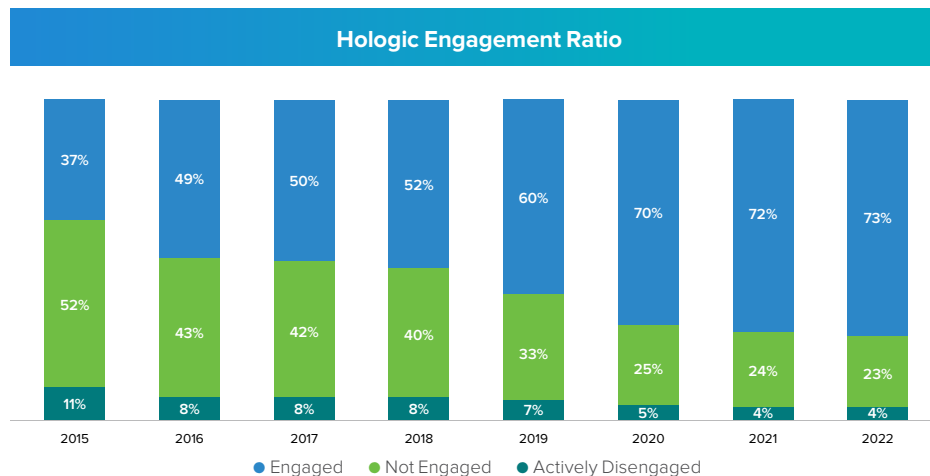
It isn’t enough to garner high scores in a single year. Our track record is a result of our concerted, consistent effort to dynamically engage our employees. While scores from 2021 were already impressive, we managed to continue making progress in key areas in 2022.



The grand mean is scored out of 5 and represents overall feedback to all questions asked by Gallup in its employee survey.

## More Engaged than Ever

The percentage of Hologic employees who say they are engaged with the company continues to increase.





# Key Indicators of Engagement

Gallup's global employee engagement survey asks 12 questions. We proudly share these highlights from Hologic employees' responses.



# Our People Drive Our Passion

“What I am empowered to do each day, which is to set the strategic direction of our sales organization, has an impact not only on the livelihood of all employees, but also on every patient who receives a diagnosis based on the surety of our products. When there is tight alignment between mission and performance, and the right talent in every role, engagement thrives.”

## Keith Reed

Vice President of Sales, Breast and Skeletal Health Solutions  
Orlando, Florida



“I love being surrounded by people I can trust, lean on and who inspire me every day. These close relationships lead to exciting moments of ideating, collaborating and problem-solving together. There is a mutual respect for each other’s perspectives and a yearning to accomplish our goals. Our collaborative outcome is so much greater than what I could ever dream of accomplishing alone.”

## Mark Olsem

Senior Director, Brand and Healthcare Provider Marketing  
Ann Arbor, Michigan



“I joined the organization at a time when everything in the world was uncertain due to COVID. Hologic embraced these challenges and ensured that we felt secure in an unnerving situation. We did not lose those interpersonal connections that tie our purpose to our people. I found myself connecting more and cultivating my leadership skills, which created an excellent sense of belonging for me. I am certain that my purpose to enable healthier lives is aligned to my daily responsibilities in the organization and that growth is inevitable.”

## Dikeledi Khoza

Applications and Support Lead  
Global Access Initiative  
Johannesburg, South Africa

“My goal in life is to leave the world a better place for having had me in it. As a nurse, I was able to do that through direct patient care – one patient at a time. As someone who has worked in the medical technology industry, I’ve been able to help develop world-class treatment and diagnostic technologies that impact far more people. Moving to Hologic was a no-brainer. You’re working with amazing technology that helps to diagnose earlier, bring treatment sooner and help women in particular get back to healthy lives and their families a lot faster.”

## Tanja Brycker

Vice President of International Strategic Development for Surgical, Breast and Skeletal Health  
Field, United Kingdom

“Hologic has been a great champion for the well-being of its people and the communities where it does business. This is a game-changer for both the employee and the company — a two-way, win-win approach. What could be more engaging than working for a company that genuinely cares about people? Hologic means pride and hope.”

## Elidieth Gonzalez

Director, Human Resources  
El Coyoil, Costa Rica

# Our People Deliver Our Promise



“I feel and see that who we are gets into everything. What we do. How we show up. Engagement for me is the unspoken beauty when we truly connect. It’s not always easy, but it is an everyday choice we all must make. I own my engagement and I work every day to expand its reach.”

**Veerle Dierynck**  
Senior Director, EMEAC Customer  
and Technical Service  
Brussels, Belgium

“The main driving force at Mobidiag was the feeling of belonging to a team, almost a family, and this bond was one of the strongest drivers of engagement. Extending the family circle into a larger company like Hologic requires a purpose. Joining Hologic during COVID has really demonstrated the strong sense of purpose and dedication throughout the organization. Knowing that our solutions help our customers better serve patients is something that drives our motivation a step further.”

**Yann Marcy**  
Vice President of R&D at Mobidiag  
Acquired by Hologic in 2021  
Paris, France

“I feel so proud when I speak to healthcare professionals and patients about how Hologic has positively impacted them. There is so much work that still needs to be done to ensure that women and girls in all corners of the world are cared for and protected. Not only does Hologic support this through proven technology solutions, but also through initiatives like the Hologic Global Women’s Health Index and Project Health Equality. I know that every day, my role at Hologic plays a part in advancing women’s health here in Canada and beyond.”

**Elizabeth Coll**  
Marketing Manager, Surgical Solutions Division  
Mississauga, Canada

“I still remember when I was first diagnosed with HSIL (cellular abnormalities) during a cervical cancer screening. When I told my colleagues, they were very supportive and ensured that I was not under too much stress, helping me in every possible way. I am very thankful for the support system I have at Hologic.”

**Sandy Li**  
Senior Applications Specialist  
Hong Kong, China





# Raising the Bar: Championing World-Class Managers

At Hologic, we have a relentless focus on talent, performance, the experiences of our employees and developing the best teams and leaders. With that in mind, we created an internal resource for our employees known as the “Bar.”

**What is the Bar?** A resource for self-guided content, centered around good management practices. The Bar acts as a digital resource for current or aspiring people managers to build managerial muscles. Its content is continually evolving and responding to the most pressing challenges managers are facing.



**We help our managers by clearly setting expectations and providing guidance on those topics that matter most to developing talent and delivering strong performance. We aim to raise the bar on leadership practices at Hologic.**

## Leadership Expectations

- Driving personal impact on individuals and team culture.
- Effectively managing individual and team performance.
- Learning how to inspire others.
- Cultivating and motivating talent.
- Defining, interpreting and sharing a vision.

## Employee Engagement

- Understanding why engagement is so important.
- Measuring engagement.
- Hologic’s process and the role of managers.

## Development

- Effectively using one-to-ones to build trust and drive performance.
- Setting clear expectations.
- Learning how to trigger development and ensure it “sticks.”
- Discovering how to make difficult conversations productive.
- Creating high-performing teams.

## Onboarding

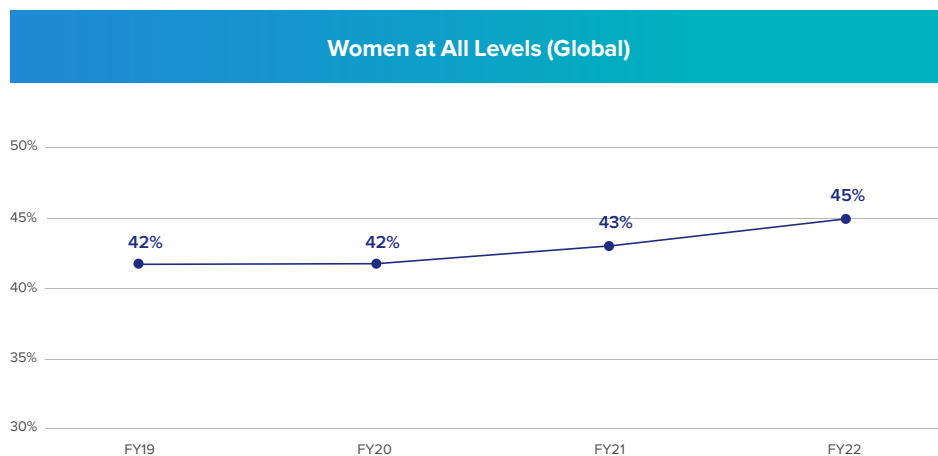
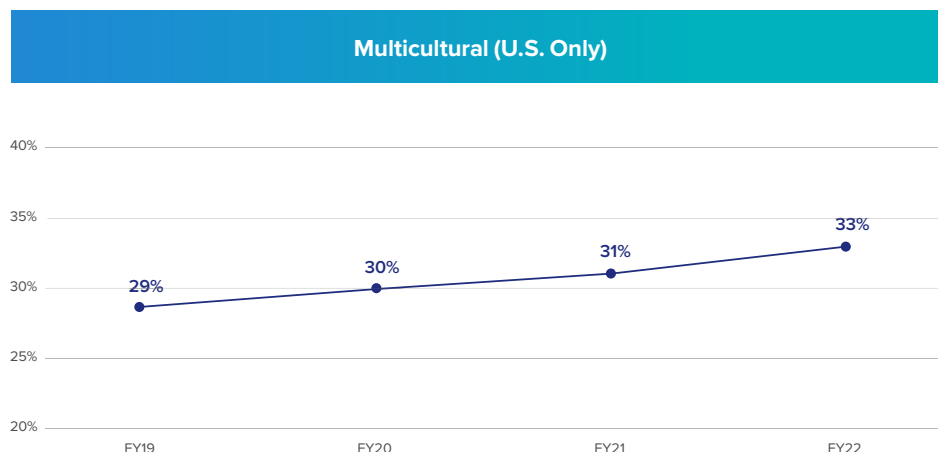
- Designing an impactful pre-joining experience.
- Creating first touchpoints once a new employee is onboard.

## Manager Processes

- Incentivizing and rewarding performance.
- Setting goals.
- Assessing strengths.

# Employee Workforce Composition

## Progression of Workforce (Women and Multicultural) Over Time



## Workforce Data

2022 General Employee Data	Global	U.S.
Full-Time Employees	6,883	4,038
Part-Time Employees	61	7
Total Full- and Part-Time Employees	6,944	4,045
New Hires	1,274	625
<b>Total Employee Turnover</b>	<b>1,250</b>	<b>713</b>

2022 Global Employees	Women	Men
Individual Contributor	45%	55%
Manager	45%	55%
Director and VPs	37%	63%
Global Leadership Team	33%	67%
<b>Total Company</b>	<b>45%</b>	<b>55%</b>

Note: Gender data is not available for 103 employees.

2022 Age Diversity	Global	U.S.
Gen Z (1996 - 2012)	12%	7%
Gen Y/Millennials (1977 - 1995)	63%	50%
Gen X (1965 - 1976)	20%	26%
Baby Boomers (1946 - 1964)	4%	17%
Other	1%	0%

Note: No birthday data for 29 International employees - included in "Other" category.

# Employee Workforce Composition (continued)

2022 United States Workforce Composition	Ethnicity	Women	Men
<b>Individual Contributor</b> (3,227 Employees)	White	27%	38%
	Minority Race and Ethnicity	15%	20%
	<b>Gender Total</b>	<b>42%</b>	<b>58%</b>
<b>Managers</b> (490 Employees)	White	37%	40%
	Minority Race and Ethnicity	10%	13%
	<b>Gender Total</b>	<b>47%</b>	<b>53%</b>
<b>Director and VPs</b> (310 Employees)	White	31%	50%
	Minority Race and Ethnicity	8%	11%
	<b>Gender Total</b>	<b>39%</b>	<b>61%</b>
<b>GLT*</b> (12 Employees)	White	25%	50%
	Minority Race and Ethnicity	8%	17%
	<b>Gender Total</b>	<b>33%</b>	<b>67%</b>
<b>Total U.S.</b> (4,045 Employees)	White	28%	39%
	Minority Race and Ethnicity	14%	19%
	<b>Gender Total</b>	<b>42%</b>	<b>58%</b>

\*Global Leadership Team includes Non-U.S. Senior Leadership  
Note: Ethnicity data is not available for 48 U.S.-based employees.



# Employee Workforce Composition (continued)

2022 Current U.S. Population Percentages	Total Population	White	Black	Hispanic	Asian	Nat. Am.*	NHOPI**	Two or More
Female	42%	28%	1%	4%	7%	0%	0%	2%
Male	58%	39%	3%	5%	8%	0%	2%	2%
<b>All</b>		<b>67%</b>	<b>4%</b>	<b>8%</b>	<b>15%</b>	<b>0%</b>	<b>2%</b>	<b>4%</b>

Note: No ethnicity data for 48 U.S. based employees. Numbers may not foot due to rounding.

\* Native American

\*\* Native Hawaiian and Other Pacific Islander

2022 Hired U.S. Population Percentages (Incumbents by Sub-Group)	Total Population	White	Black	Hispanic	Asian	Nat. Am.*	NHOPI**	Two or More
Female	49%	27%	2%	5%	9%	0%	1%	5%
Male	51%	31%	3%	4%	9%	1%	1%	4%
<b>All</b>		<b>58%</b>	<b>4%</b>	<b>9%</b>	<b>17%</b>	<b>1%</b>	<b>1%</b>	<b>9%</b>

Note: No ethnicity data for 107 U.S. hires. Numbers may not foot due to rounding.

\* Native American

\*\* Native Hawaiian and Other Pacific Islander

2022 Promoted U.S. Population Percentages (Incumbents by Sub-Group)	Total Population	White	Black	Hispanic	Asian	Nat. Am.*	NHOPI**	Two or More
Female	46%	30%	1%	5%	10%	0%	0%	0%
Male	54%	36%	3%	5%	7%	0%	1%	3%
<b>All</b>		<b>65%</b>	<b>3%</b>	<b>11%</b>	<b>16%</b>	<b>0%</b>	<b>1%</b>	<b>3%</b>

Note: No ethnicity data for 39 U.S. promotions. Numbers may not foot due to rounding.

\* Native American

\*\* Native Hawaiian and "Other" Pacific Islander

# Employee Workforce Composition (continued)

2022 Terminated U.S. Population Percentages (Incumbents by Sub-Group)	Total Population	White	Black	Hispanic	Asian	Nat. Am.*	NHOPI**	Two or More
<b>Involuntary and Voluntary (All)</b>	<b>92%</b>	<b>61%</b>	<b>6%</b>	<b>8%</b>	<b>14%</b>	<b>0%</b>	<b>1%</b>	<b>2%</b>
Female	43%	30%	2%	4%	6%	0%	0%	1%
Male	57%	37%	4%	5%	10%	0%	1%	1%
<b>Retirement/Death</b>	<b>8%</b>	<b>7%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
Female	43%	36%	4%	0%	2%	0%	0%	0%
Male	57%	51%	2%	0%	2%	0%	0%	2%

Note: No ethnicity data for 149 U.S. terminated employees. Numbers may not foot due to rounding.

\* Native American

\*\* Native Hawaiian and "Other" Pacific Islander

# Employee Workforce Composition (continued)

2022 U.S. Management Level Workforce Representations by Sub-Group	Total Population	White	Black	Hispanic	Asian	Nat. Am.*	NHOPI**	Two or More
<b>Individual Contributor</b>	<b>80%</b>	<b>51%</b>	<b>4%</b>	<b>8%</b>	<b>13%</b>	<b>0%</b>	<b>1%</b>	<b>3%</b>
Female	42%	27%	1%	4%	8%	0%	0%	2%
Male	58%	38%	3%	6%	9%	0%	1%	2%
<b>Managers</b>	<b>12%</b>	<b>9%</b>	<b>0%</b>	<b>1%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
Female	47%	37%	1%	2%	6%	0%	0%	1%
Male	53%	39%	2%	3%	6%	0%	1%	1%
<b>Director and VPs</b>	<b>8%</b>	<b>7%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
Female	39%	31%	1%	1%	5%	1%	0%	1%
Male	61%	50%	1%	2%	6%	0%	0%	1%
<b>GLT</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
Female	36%	27%	0%	10%	0%	0%	0%	0%
Male	64%	55%	9%	0%	0%	0%	0%	0%

Note: No ethnicity data for 149 U.S. terminated employees. Numbers may not foot due to rounding.

\* Native American

\*\* Native Hawaiian and "Other" Pacific Islander



# Good Governance

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As a leading global healthcare company, Hologic has a responsibility to provide transparency into our business practices and operate with the highest degree of integrity. Our governance policies guide our work in clinical trials, supply chain management, supplier risk management, quality management, workplace health and safety as well as information security.

Strong governance is essential to our success as a growing company with a direct impact on the lives and health of millions of women around the world.

# Governance and Shareholder Engagement

Our Board believes that good governance requires an effective set of specific practices, as well as a culture of responsibility and accountability throughout the organization.

The Board is engaged with management, with each other and with Hologic's shareholders. In 2015, we implemented a year-round approach to shareholder engagement. In addition to conversations just before our annual meeting, we initiate discussions during a quieter period several months later, reaching out to a number of our largest investors to discuss business highlights, compensation and governance matters — or whatever else is on their minds. Directors participate in these discussions as requested, and are updated on calls for which they are not present.

Our Board takes feedback from investors seriously. Feedback from investors has helped shape our compensation programs, as well as our governance structures.

## Board Structure and Composition

A nine-member team brings a mix of experience, diversity and fresh perspectives. Given the Board's smaller size, each member is highly engaged and actively contributes to an environment that fosters his or her voice to be heard, while supporting and appropriately challenging management. It has an ongoing commitment to Board refreshment and to having highly qualified, independent voices in the boardroom — which has resulted in an exceptionally well-balanced group.



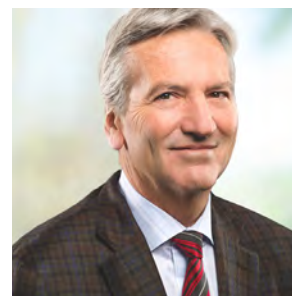
**Steve MacMillan**  
Chairman, President and Chief Executive Officer



**Sally W. Crawford**  
Independent Lead Director, Former Chief Operating Officer, Healthsource Inc.



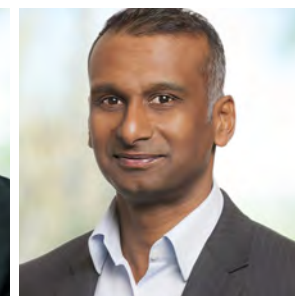
**Charles J. Dockendorff**  
Former CFO and Executive Vice President, Covidien plc



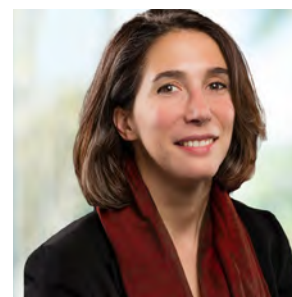
**Scott Garrett**  
Senior Operating Partner, Water Street Healthcare Partners



**Ludwig N. Hantson**  
Former Chief Executive Officer, Alexion Pharmaceuticals Inc.



**Namal Nawana**  
Executive Chairman of Sapphiros



**Christiana Stamoulis**  
Executive Vice President and Chief Financial Officer, Incyte Corporation



**Stacey D. Stewart**  
Former President and CEO, March of Dimes Inc.



**Amy M. Wendell**  
Former Senior Vice President, Strategy and Business Development, Covidien plc

# Governance and Shareholder Engagement (continued)

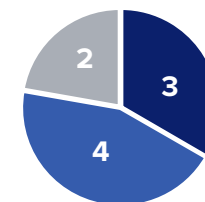
## Board Composition

The Board is composed of a majority of independent directors, and each of the three Board committees (Audit and Finance, Compensation, and Nominating and Corporate Governance) is composed entirely of independent directors. The current membership of our Board and each committee is listed below.

Director and Principal Occupation	Age	Since	Independent	Current Committee Membership
<b>Steve MacMillan</b> Chairman, President and Chief Executive Officer, Hologic Inc.	59	2013		• N/A
<b>Sally W. Crawford</b> Former Chief Operating Officer, Healthsource Inc.	69	2007	✓	• Lead Independent Director • Compensation • Nominating and Corporate Governance (CHAIR)
<b>Charles J. Dockendorff</b> Former Chief Financial Officer and Executive Vice President, Covidien plc	68	2017	✓	• Audit and Finance (CHAIR)
<b>Scott T. Garrett</b> Senior Operating Partner, Water Street Healthcare Partners	71	2013	✓	• Compensation (CHAIR) • Nominating and Corporate Governance
<b>Ludwig N. Hantson</b> Former Chief Executive Officer Alexion Pharmaceuticals Inc.	60	2018	✓	• Compensation • Nominating and Corporate Governance
<b>Namal Nawana</b> Executive Chairman, Sapphiros	52	2018	✓	• Compensation • Nominating and Corporate Governance
<b>Christiana Stamoulis</b> Executive Vice President and Chief Financial Officer, Incyte Corporation	52	2011	✓	• Audit and Finance
<b>Stacey D. Stewart</b> Former President and CEO, March of Dimes Inc.	58	2023	✓	• Audit and Finance
<b>Amy M. Wendell</b> Former Senior Vice President, Strategy & BD&L, Covidien plc	62	2016	✓	• Audit and Finance

### Board Tenure Diversity

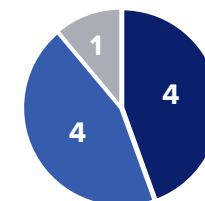
- Newer (≤5 yrs.)
- Medium-tenured (6-10 yrs.)
- Experienced (>10 yrs.)



7 years average tenure

### Board Age Diversity

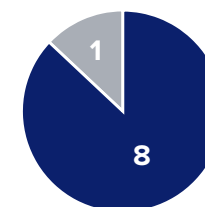
- 50s
- 60s
- 70s



Median age is 60

### Board Independence

- Independent
- Not Independent

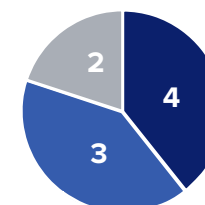


Approximately 89% of our Board is Independent

### Board Diversity

Individual directors may be included in more than one segment noted below.

- Female
- Born outside of U.S.
- Underrepresented minority



Gender, geographic and demographic background diversity



# Governance and Shareholder Engagement (continued)

## Roles of the Board

The Board assesses risk, evaluates management's performance, plans for successors and provides overall guidance and direction.

### Committee Risk Oversight:

- The Audit and Finance Committee focuses on cybersecurity risk, financial risk and internal controls.
- The Compensation Committee focuses on risks related to compensation.
- The Nominating and Governance Committee oversees all our governance processes, including Hologic's reporting and efforts related to sustainability.

Each year, the Board also reviews an enterprise risk management report compiled by business leaders who have assessed risks throughout the organization over a three-year horizon, focusing on financial risk, legal/compliance risk and operational/strategic risk. The report details Hologic's top 10 risks, as well as mitigating actions and plans relating to those risks.

Steve MacMillan with Sally Crawford at NASDAQ for Breast Cancer Awareness Month.



### NACD Directorship 100™ Names Hologic Board Member Sally W. Crawford as an Honoree

Hologic Lead Independent Director, Sally W. Crawford, was recognized by the National Association of Corporate Directors (NACD) as part of its 2022 NACD Directorship 100™ — honoring the most influential peer-nominated leaders in the boardroom and corporate governance community.

Now in its 16th year, the NACD evaluates nominees in four key categories: integrity, mature confidence, informed judgment and high-performance standards.

A selection committee reviews the nominees' histories of advancing board performance and leading corporate governance practices in accordance with established NACD principles. The principles provide a framework that encourages excellence in areas that include risk oversight, corporate strategy, compensation and transparency.

## Board Compensation Philosophy and Structure

The design of our executive compensation program and the decisions made by the Board's Compensation Committee are guided by these principles:

- Pay for performance.
- Competitive pay.
- A focus on total direct compensation.

Further, Hologic is focused on growth, efficient use of capital and shareholder value. Consequently, we use measures of adjusted revenue, adjusted EPS (earnings per share), ROIC (return on invested capital), adjusted free cash flow and relative TSR (total shareholder return) that align management's interest to shareholders are structured to drive performance.

### Our Board believes that our directors and officers should hold a meaningful financial stake in Hologic to further align their interests with those of our stockholders.

- Each non-employee director is expected to achieve equity ownership in Hologic with a value of five times annual base cash retainer within five years of his or her election to the Board.
- Our CEO is expected to achieve equity ownership in Hologic with a value of five times his then-current base salary.
- Each of our other executive officers is expected to achieve equity ownership in Hologic with a value of two times his or her then current base salary, within five years.

All our non-employee directors and all of our executive officers who have been subject to these guidelines for over five years have achieved ownership in excess of them.\*

Mr. MacMillan owns equity in the company that makes him one of our 25 largest stockholders. He purchased approximately 11% of his shares in the open market. Mr. MacMillan's interests are well-aligned with those of our stockholders.

\* Only shares of stock issued and outstanding (or vested and deferred under our deferred equity plan) are credited towards the ownership goals. No unvested RSUs or PSUs or outstanding stock options (regardless of whether or not vested) are credited towards the ownership goals.

# Clinical Trial Governance

**Hologic is committed to preserving the health and dignity of individuals with whom we interact. This includes conducting our clinical trials in compliance with the highest scientific, ethical and regulatory standards.**

All clinical trials comply with applicable U.S. and international regulations, standards and guidelines for Human Subjects Protection and Ethical Review of Clinical Trials. This includes obtaining participants' free and prior informed consent before they participate in any clinical trial. When we can use leftover remnant samples for which we do not know the identity of the individual who provided it in our clinical studies, we ensure the samples are collected ethically.

All clinical trial protocols are reviewed by an Independent Institutional Review Board (IRB) or Ethics Committees (EC) as required for each region. These IRBs and ECs have the authority to approve, modify or stop clinical trials.

We have departments of highly trained employees dedicated to conducting clinical trials in the U.S. and globally. These personnel are governed by Hologic policies and procedures designed to meet regulations, standards and best practices in clinical trials.

## **Confidentiality and Privacy Assurance and Grievance Mechanisms for Clinical Trial Participants**

Hologic recognizes the importance of maintaining the privacy of an individual's health information when participating in a clinical trial. We comply with U.S. and international regulations such as those limiting the health information we are allowed to collect for our trials, and those requiring strong security of clinical trial databases. A Principal Investigator at clinical sites is responsible for participant care with Hologic's Technical Support and Clinical Affairs available as first-line contacts for our investigational clinical sites.

## **Reporting on Violations in Clinical Trials and Corrective Actions**

Some of our clinical trials are subject to clinical trial site and sponsor audits under global regulatory bodies including FDA's Biomedical Research Program. Regulatory audits and inspections of clinical trials have resulted in no major findings at either the clinical site or Hologic. Hologic is committed to a quality system approach and conducts regular internal audits of procedures and policies.

## **Risk Management Prior to and During Ongoing Clinical Trials**

Our clinical trials are managed by Hologic's Clinical Affairs department. The Clinical Affairs teams, in partnership with R&D, ensure compliance with product development procedures, which include phase exit reviews. In addition, our core teams have internal department-level documents that contain risk mitigation processes.

## **Clinical Trial Data Transparency**

### **Registration of Clinical Trials in Publicly Available Databases**

When required, we register clinical trial data and results, including terminated clinical trials, on public websites such as [ClinicalTrials.gov](https://clinicaltrials.gov). This transparency helps our customers make informed decisions about the safety and efficacy of our products.

## **Animal Research Policy**

Animal studies are sometimes required by regulatory agencies to better understand treatment outcomes and to ensure surgical procedures or medical devices are safe and effective. Hologic conducts mandatory animal testing for the development of products primarily related to breast health, skeletal health and gynecological surgery. FDA approval is required prior to marketing such products, which must be supported by data including preclinical animal studies to demonstrate safety and effectiveness of the products and their designs. Hologic is committed to complying with currently applicable scientific, legal, regulatory and ethical requirements, guidelines and policies to ensure animal welfare. Studies are carried out by individuals who are trained and qualified in the proper care, handling and use of animals, including experience with the species being studied.

# Supply Chain Management

Hologic recognizes that proper governance, oversight and compliance with regulations related to procurement are critical to the sustainability of our businesses and to meeting customer expectations.

## Supplier Diversity

Hologic continuously pursues supplier diversity, both voluntarily and through a range of federal, state and local regulations that require we develop and track efforts to use suppliers that are minority-owned, veteran-owned and woman-owned. Approximately 10% of Hologic's 2022 total supplier spend was with diverse suppliers.



Hologic team members celebrate the opening of a new distribution center in our Asia-Pacific region.

## Supplier Compliance



### Supplier Code of Conduct

All suppliers must comply with the laws of their respective countries related to the environment, child labor, wages and hours, discrimination and gifts.



### Supplier Non-Disclosure and Confidentiality

All Hologic suppliers are required to sign and adhere to non-disclosure agreements. This includes, but is not limited to, any information concerning current or planned products, designs or volumes.



### Supplier Notification

Suppliers must notify Hologic in a timely manner of any event that could impact the supply or quality of product.



### Supplier Use of Intellectual Property

Information that is provided to suppliers and/or developed by a supplier and paid for by Hologic is considered the property of Hologic.



### Business Continuity and Risk Management

We ensure that our suppliers (and their suppliers) have well-defined, documented plans to identify and mitigate supply chain risks.



# Supplier Risk Management

**We have a formal process to identify potential risks in the supply chain. Our supplier risk assessments are performed from three vantage points: quality risk, supply continuity risk and information services data risk. We maintain tracking metrics on the percentage of the supply chain covered by risk assessments.**

Our suppliers are classified based on their potential risk level. These classifications influence how we interact with our suppliers and how critical suppliers are identified. We track the annual spend with our most critical suppliers. Periodically, or as needed, our supply chain teams review our current supplier segmentation to determine if any changes are warranted.

## **Strategic Suppliers**

We evaluate whether these suppliers meet and/or exceed the requirements of preferred suppliers, plus are willing to make investments at risk to provide access to cutting-edge technology or services that provide Hologic a marketplace advantage.

## **Preferred Suppliers**

These suppliers provide best-in-class pricing, prototyping, technical support and innovation. Preferred suppliers are allowed to work with R&D and sustain engineering on new projects and changes.

## **Core Suppliers**

These suppliers meet an acceptable level of quality, delivery, service and cost. New suppliers start at this level.

## **Restricted Suppliers**

Restricted suppliers do not meet the business needs of Hologic or are a potential new supplier eligible for use in limited capacity. Management authorization is required before any new business is awarded.

## **Unapproved Suppliers**

These suppliers do not meet Hologic's quality and business expectations.



# Quality Management Systems

The purpose of Hologic's Quality Management System (QMS) is to consistently meet customer requirements and enhance customer satisfaction. QMS performance is documented and maintained to ensure its effectiveness in accordance with applicable standards and regulatory requirements.

The Hologic QMS includes multiple regulatory certifications, such as the current ISO 13485:2016 certifications, which are held at each of our sites along with EU MDR and IVDR certifications.



Hologic team members perform quality control checks.

## Procedures and Compliance

### Field Action Procedure

This defines the requirements and conditions under which a recall (field correction or removal), customer notification, safety alert, market withdrawal and/or field safety corrective action take place. All Hologic entities follow the minimum requirements defined in our Corporate Standard Operating Procedures.

### Quality Audit Procedure

Internal audits are conducted to ensure our QMS at all global sites and regions complies with applicable internal and external requirements. All Hologic employees are required to complete training in Quality System requirements and to acknowledge and adhere to our Hologic Quality Policy.

### Complaint Handling Procedure

This includes complaint handling for marketed products in accordance with established regulations across all sites that are governed by our corporate quality system. The requirements of these procedures apply to all finished products manufactured or distributed by Hologic.

### Chemical Compliance

To comply with applicable chemical regulations, Hologic has implemented a process and system to ensure all substances controlled by chemical regulations within Hologic products are identified, monitored and reported as applicable.

Recall Metrics	FY'18	FY'19	FY'20	FY'21	FY'22
Class I	0	0	0	0	0
Class II	2	3	2	1	3

Note: Class I recall: a situation in which there is a reasonable probability that the use of, or exposure to, a violative product will cause serious adverse health consequences or death. Class II recall: a situation in which the use of, or exposure to, a violative product may cause temporary or medically reversible adverse health consequences or where the probability of serious adverse health consequences is remote.

<https://www.fda.gov/safety/industry-guidance-recalls/recalls-background-and-definitions>

# Workplace Health and Safety

Every day, Hologic employees strive for zero health and safety incidents in their workplaces. We collaborate to improve safety, increase productivity and reduce waste. Three of our manufacturing sites are ISO 14001/ISO 45001-certified, and all other sites are audited annually against the concepts of the ISO 14001/ISO 45001 standards.

Hologic maintains health and safety programs conforming to best practices in the industry and all applicable regulations. Safety rules and procedures are in place to prevent behaviors and work practices that can lead to accidents and injuries. Safety performance is assessed throughout the year by management and during annual performance reviews.

Year	Hologic TRIR*	Industry Avg. TRIR*
2016	1.6	3.3
2017	1.2	3.2
2018	1.0	3.2
2019	0.8	3.0
2020	0.9	2.9
2021	0.7	2.9
2022	0.8	2.8

## Hologic rewards positive safety performance and encourages employees to:

### Refuse

Employees are directed to stop work when an unsafe condition or incident occurs. They are empowered to inform and/or correct the unsafe condition.

### Report

Employees must report unsafe acts and conditions, safety incidents and injuries to their management and EH&S immediately.

### Remind

Employees are encouraged to remind each other to work safely.



\*TRIR = Total Recordable Incident Rate Industry Average provided by U.S. Bureau of Labor Statistics (BLS)  
<https://www.bls.gov/iif/oshsum.htm>

2022 compared to 2021 BLS data for private industry >1000 employees; 2021 compared to 2020 BLS data for private industry >1000 employees; 2020 compared to 2019 BLS data for private industry >1000 employees; 2019 compared to 2018 BLS data for private industry >1000 employees; 2017 & 2018 compared to 2017 BLS Data for private industry >1000 employees; 2016 compared to 2016 BLS Data for private industry >1000 employees



# Information Security Governance

The Hologic Information Technology (IT) Department is responsible for developing, maintaining and revising policies, procedures and standards that pertain to the security and protection of Hologic's information assets and services. The governance structure of the IT organization is designed to ensure that Hologic's technology investments are aligned with strategic and cross-functional business objectives.

## Decision-Making Structure

The decision-making structure for Hologic's information security governance includes: Hologic's Chief Information Officer, Chief Information Security Officer, IT senior leadership, IT investment council, IT risk management committee and IT project management office leadership committee.

Our IT department established the Hologic Information Technology Risk Management framework to identify the risks associated with Hologic information resources and IT processes and operations and to mitigate those risks.

## Information Security Governance

The two main components of Hologic's Information Security Governance are:

- The creation of decision-making mechanisms, whether committees, review boards or written policies.
- The assignment of decision-making authority and accountability.

## Cybersecurity Training

### Regular Employee Training on Cybersecurity Issues

All Hologic employees, contractors and consultants are required to undergo annual cybersecurity training and education. Training is communicated:

- At the onset for new employees, contractors and consultants.
- When required by information system changes.
- On an annual basis.

### Examples of Employee Training:

- Enabling and using secure authentication.
- Identifying and reporting different forms of social engineering attacks, such as phishing, phone scams and impersonation calls.
- Recognizing and reporting potential indicators of insider threats.
- Identifying and properly storing, transferring, archiving and destroying protected information based on the Information Protection Policy.
- Awareness of unintentional data exposures, such as losing mobile devices or emailing the wrong person due to autocomplete in email.



## Data Privacy Protection

### Information Management System Aligned to Standards

Data privacy protection is covered in our employee Code of Conduct and is regularly reviewed by Hologic's Internal Audit Department and external experts.

We also conduct weekly internal vulnerability assessments and engage with a third-party testing organization to support annual assessments.

Internal policies that govern employee behavior and educate employees on how to effectively manage risks include:

- Information Protection Policy.
- Information Security Policy.
- Information Security Management Policy.
- Social Media Policy.
- Acceptable Use Policy for Technology.
- Cybersecurity Training, Education and Awareness Policy.
- IT Risk Management Policy.

### Intellectual Property and Data Privacy Protection

Hologic is not currently certified to ISO 27001 standards, however our cybersecurity program is aligned with the National Institute of Technology (NIST) Cybersecurity Framework (CSF). The NIST CSF offers a simple, yet effective construct that represents a set of cybersecurity practices and outcomes, as well as technical, operational and managerial security controls designed to support the five risk management functions: identify, protect, detect, respond and recover.

# Governance Policies and Procedures

Our [Code of Conduct](#) outlines Hologic's commitment to integrity and ethical conduct. All employees must read and understand the Code of Conduct, as well as our other policies and procedures. They must strive to uphold the principles of integrity and ethics in our written standards.

## Diversity Policy

Our approach to diversity is supported internally through our global Anti-Discrimination and Anti-Harassment Policy, which explicitly prohibits any form of discrimination, harassment, sexual harassment or retaliation. All employees are required to undertake biannual anti-harassment and anti-discrimination training and to acknowledge and adhere to our Anti-Discrimination and Anti-Harassment Policy. Hologic is committed to the principle that those we interact with, whether employee, vendor, partner or customer, will be treated with respect, dignity and professionalism.

## Human Rights and Fair Working Conditions

Hologic supports fundamental human rights globally and is committed to a work environment that is free from human trafficking and slavery. We do not allow child or forced labor, nor do we knowingly work with business partners that employ children or forced labor. We also follow all applicable laws governing wages and working hours. For more information, please review [Hologic's International Modern Slavery Policy](#).

## Antitrust and Competition Laws Compliance

Hologic requires all employees to comply with all applicable antitrust laws. We are committed to prohibiting any actions that result in unfair methods of competition or restraint of trade.

## Formal Grievance Escalation Process

We encourage employees to feel comfortable approaching their supervisor or management in instances where they believe violations of policies or standards have occurred. However, in situations where employees prefer to place an anonymous grievance in confidence, they are encouraged to use our hotline provider, which is hosted by a third party. The information provided is sent to Hologic on a confidential and anonymous basis at the discretion of the employee.

## Hologic Employee Shared Values

-  **Honesty.** Being truthful and upfront with co-workers, customers, communities, suppliers, distributors and shareholders.
-  **Integrity.** Delivering what Hologic promises and standing up for what is right.
-  **Respect.** Treating each other with fairness and dignity and appreciating the unique abilities and strengths of each individual, as well as the advantages of diversity.
-  **Trust.** Building team spirit and confidence by communicating openly and honestly.
-  **Citizenship.** Obeying the laws of all the jurisdictions where the company does business.
-  **Responsibility.** Taking the initiative to speak up and report concerns regarding ethical conduct and seeking reliable guidance in cases of doubt.

# Governance Policies and Procedures (continued)

## Ethics in Sales and Marketing

We prioritize integrity as a fundamental aspect of our sales and marketing practices. Our products are tightly regulated by government agencies, health ministries and regulatory authorities worldwide. Hologic is committed to conducting its business ethically and in compliance with all applicable laws and regulations, including the U.S. Foreign Corrupt Practices Act and other laws that prohibit improper payments to obtain a business advantage. In addition, as a medical products manufacturer, Hologic has the added responsibility of ensuring that representations regarding our products are consistent with the approved label. Our commitment to ethics is part of everything we do, and we take the following steps to ensure our employees understand how to achieve business objectives with transparency, honesty and integrity.

## Ethical Interactions With Healthcare Professionals

Strict regulations govern our interactions with healthcare professionals, which include physicians, nurses and hospital or medical office administrators. We ensure our employees are aware of the potential compliance risks inherent in these interactions. Our policies and robust employee training programs ensure that any interaction Hologic employees have with a healthcare professional serves an appropriate and ethical business purpose, does not interfere with the healthcare professional's independent medical judgment and does not violate local law or regulation. We disclose payments and transfers of value made to physicians and other healthcare entities in every state and country where disclosure is required by law. In the United States, this information is published on the Centers for Medicare and Medicaid Services Open Payments site.

Our internal policies include:

- Medical Education and Healthcare Professional Interaction Policy.
- State Healthcare Professional Interactions Policy.
- Gifts and Other Incentives Policy.
- Healthcare Anti-Inducement and Anti-Kickback Policy.
- U.S. Foreign Corrupt Practices Act and Other International Bribery Laws Policy.
- [Sunshine Act Policy](#).

## Other Policies and Commitments:

### AdvaMed Code of Ethics

Hologic is a proud supporter of the ideals and values articulated by AdvaMed and a signatory to the [2022 AdvaMed Code of Ethics](#).

### Conflict Minerals

Hologic supports the goal of ending human rights violations, violence and harmful environmental impacts in the covered countries and around the globe.

### Management Oversight

Our compliance team has responsibility for monitoring and following up on matters to senior management, as well as to the Board of Directors. The Hologic Corporate Quality Manual covers management responsibility, which includes our commitment to ensure the suitability, adequacy and effectiveness of the QMS. These processes ensure compliance of all marketing materials and product claims.

### Risk Assessments

Hologic uses a risk-based approach, as per ISO 14971, for product risk management and these risk assessments are governed by our risk management procedure. This risk-based approach applies control to processes related to the oversight of marketing materials and product claims.

### Compliance Monitoring and External Audits

Hologic conducts internal audits using a risk-based approach at planned intervals to determine whether the QMS, which covers ethical marketing materials, is functioning as required. Additionally, announced and unannounced external audits are conducted by third parties, such as the FDA and Notified Body, in accordance with their individual regulatory requirements.

### Reporting of Violations and Incident Investigations/Corrective Actions

Our Hologic corporate field action procedure governs the process for managing field actions that apply to all products manufactured by or for Hologic.

### Hologic's Corrective and Preventive Action Procedure

This procedure provides the minimum requirements for initiating, investigating and completing corrective and preventive actions. The corrective and preventive action system is intended to identify actions needed to correct and prevent recurrence of nonconforming product or other quality problems.



# Reporting Frameworks

Hologic's sustainability reporting is aligned with the Sustainability Accounting Standard Board (SASB) reporting standards. In 2022, we expanded our sustainability reporting to include adhering to the Task Force on Climate-Related Financial Disclosures (TCFD) framework for the first time.

## Sustainability Accounting Standards (SASB)

Topic	SASB Code	SASB Metrics	Response
<b>Affordability &amp; Pricing</b>	HC-MS-240a.1	Ratio of weighted average rate of net price increases to the annual increase in the U.S. Consumer Price Index	Hologic operates primarily in mature markets, with stable pricing. This disclosure is not relevant to our business and therefore we do not consider this information to be material to our investors or external stakeholders.
	HC-MS-240a.2	Description of how price information for each product is disclosed to customers	Hologic competes vigorously, fairly and ethically. This includes providing transparent and accurate pricing to our customers, and not discussing the agreed upon terms or pricing with any external party, including other customers.
<b>Product Safety</b>	HC-MS-250a.1	Number of recalls issues, total units recalled	Metric is summarized in the Quality Management Systems section on page 51. There were three (3) recalls involving Hologic products reported in FDA's Medical Device Recalls database for fiscal 2022: <ul style="list-style-type: none"> <li>• Panther Fusion® Extraction Reagent-X [ID-Z-0750-2022].</li> <li>• Panther Fusion® GBS [ID-Z-0877-2022].</li> <li>• BioZorb® 3D Bioabsorbable Marker [ID-Z1858-2022].</li> </ul>
	HC-MS-250a.2	List of product listed in FDA's MedWatch Safety Alerts for Human Medical Products Database	There are zero (0) Hologic products listed in FDA's MedWatch Safety Alerts database for fiscal 2022 to date. This is reported in the Quality Management Systems section.
	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	Metric is reported in the Quality Management Systems section. We reported one fatality for the fiscal year related to Hologic products: <ul style="list-style-type: none"> <li>• MyoSure® Lite Tissue Removal Device [ID-1222780-2022-00176].</li> </ul> It was not possible to confirm a relationship between the device and the issue reported and a definitive root cause for the reported event could not be determined.
	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Hologic has not been a subject of any enforcement actions (e.g., untitled letters, warning letters, seizures, injunctions or criminal prosecution) in fiscal 2022 for any of the divisions. This information is reported in the Quality Management Systems section on page 51.
<b>Ethical Marketing</b>	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	There have been no monetary losses as a result of legal proceedings associated with false marketing claims. This is also reported in the ethical marketing summary within our Governance, Policies and Procedures section on page 54.
	HC-MS-270a.2	Description of code of ethics governing of off-label use of products	Reported in the ethical marketing summary within our Governance, Policies and Procedures section on page 54.

**SASB (continued)**

Topic	SASB Code	SASB Metrics	Response
<b>Product Design &amp; Lifecycle Management</b>	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Reported in the Good Governance Workplace Health & Safety section on page 52. A chemical compliance process is in place following corporate procedures for REACH CORP-00147 and corporate procedure for RoHS Compliance CORP-00146, EUMDR regulations. There is a corporate procedure on hazardous substances (CMR/EDs) CORP-00425. We work with a third party responsible for the collection of EU REACH, EU RoHS, EU MDR/IVDR Hazardous Substances and California Proposition 65 information on Hologic products. We also report to the EU WFD (SCIP) SVHCs above threshold. We continue a process improvement project, with the goal of expanding oversight on the identification of hazardous substances and to ensure our compliance with California Prop 65 and global environmental regulations.
	HC-MS-410a.2	Total amount of products accepted for take-back and reused, recycled, or donated	Reported in the Good Governance Workplace Health & Safety section on page 52, quantified below: <ul style="list-style-type: none"> <li>Breast &amp; Skeletal Health: remanufactured/refurbished (3,985), returns (9,732).</li> <li>Molecular Diagnostics: remanufactured/refurbished (121), returns (198).</li> <li>GYN Surgical: remanufactured/refurbished (1,072), returns (1,275).</li> </ul>
<b>Supply Chain Management</b>	HC-MS-430a.1	Percentage of entity's facilities and Tier 1 supplier's facilities participating in third-party audit programs for manufacturing and product quality	Reported in the Supply Chain Management and Supply Chain Risk Management Supplier compliance and classifications reported on pages 49-50.
	HC-MS-430a.2	Description of efforts to maintain traceability within the supply chain	Reported in the Supply Chain Management and Supply Chain Risk Management sections on pages 49-50.
	HC-MS-430a.3	Description of the management of risks associated with use of critical materials	Reported in the Supply Chain Management and Supply Chain Risk Management sections on pages 49-50.
<b>Business Ethics</b>	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	There have been no monetary losses as a result of legal proceedings associated with bribery or corruption. This is also reported in the Good Governance section's outline of ethical interactions with healthcare professionals.
	HC-MS-510a.2	Description of code of ethics governing interactions with healthcare professionals	Reported in the Good Governance section's outline of ethical interactions with healthcare professionals on page 55. This is also covered within the <a href="#">Hologic Code of Conduct</a> .

## Task Force on Climate-Related Financial Disclosures Index

Topic	Recommended Disclosure	Response
<b>Governance</b>	Describe the Board's oversight of climate-related risks and opportunities.	Led by our senior management team and overseen by our Nominating and Corporate Governance Committee along with the Board of Directors, Hologic's sustainability efforts are founded on the principle that virtually all business decisions have economic, environmental and social implications. We believe that integrating these considerations into our business strategy and decisions is an important part of growing the long-term success of the company and benefits our stockholders, customers and employees.
	Describe management's role in assessing and managing risks and opportunities.	Risk oversight is handled by the full Board as well as at the individual committee level, with the Board focusing on the evolving business and risk landscape as described on page 47. Hologic's risk management process focuses on a comprehensive but targeted annual ERM report, which is presented to the Board, as well as periodic reports on evolving risks and mitigating actions, as warranted. Additionally, the executive leadership team's individual performance objectives are aligned with the top risks identified in the annual enterprise risk management process.
<b>Strategy</b>	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	<p>Hologic considers a variety of risks, as described on pages 32 and 47, when evaluating what is relevant to our climate assessment, including: policy, legal, technology, reputational, acute physical and chronic physical risk.</p> <p>Short-term risks include (1) acute physical risk from extreme weather events, (2) transition risks emanating from potential regulation or utilization of alternative energy sources and (3) reputational risk as we continue to refine our sustainability strategy. All of which may necessitate additional capital expenditures or operating costs.</p> <p>Medium-term and long-term risks include chronic physical risk from longer-term changes in climate patterns, which may disrupt supply chains or commercial activity. Chronic physical risk also may increase capital expenditures, operating expenses or insurance claims liability.</p>
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	<p>Short-term opportunities described on page 32 include resource efficiency by utilizing more efficient production and distribution processes, which may contribute to operating and emissions savings and reputational benefits.</p> <p>Medium-term and long-term opportunities include (1) energy source, by utilizing lower emission sources of energy, which may contribute to operational efficiencies and reputational benefits and (2) products and services developed with lower emissions may improve our competitive position, reputation and generate efficiencies.</p> <p>Hologic believes that integrating climate-related risks and opportunities into our business strategy and decisions is an important part of growing the long-term success of the company and benefits our stockholders, customers and employees.</p> <p>In the short-term, Hologic's climate strategy is related to evaluating the preparedness of our physical facilities for extreme weather events, as well as making sure our products benefit from efficient production and distribution processes.</p> <p>In the long-term, Hologic's climate strategy is focused on maximizing returns for all of our stakeholders and is integrated into thought process around long-term environmental targets, operations, supply chain, as well as the related financial implications to revenue, direct and indirect costs and capital expenditures.</p>
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Hologic understands the significant challenges that climate change presents. We will continue to work to understand different climate-related scenarios and how to align environmental goals to avoid worldwide average temperatures increasing more than 2°C, recognizing the importance of the United Nations Climate Agreement.



**Task Force on Climate-Related Financial Disclosures Index (continued)**

Topic	Recommended Disclosure	Response
<b>Risk Management</b>	Describe the organization's processes for identifying and assessing climate-related risks.	Hologic's risk management process focuses on a comprehensive but targeted annual enterprise risk management assessment, which involves an enterprise risk management (ERM) report compiled by business leaders who have assessed risk throughout the business over a three-year horizon, focusing on financial risk, legal/compliance risk and operational/strategic risk. The ERM report details Hologic's top ten risks as well as mitigating actions and plans relating to those risks. The ERM report, presented to and discussed with the Board each year, includes a rolling three-year evaluation period that reflects mitigation activity progress and risk rating changes. See pages 32 and 47 for more information.
	Describe the organization's processes for managing climate-related risks.	Risk oversight, as described on pages 32 and 47, is handled by the full Board as well as at the individual committee level, with the Board focusing on the evolving business and risk landscape. Additionally, the executive leadership team's individual performance objectives are aligned with the top risks identified in the annual enterprise risk management process.
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Risk oversight, as described on pages 32 and 47, is handled by the full Board as well as at the individual committee level, with the Board focusing on the evolving business and risk landscape. The company's ERM report is presented annually to the Board along with periodic reports on evolving risks and mitigating actions, as warranted.
<b>Metrics &amp; Targets</b>	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Hologic monitors and reports on greenhouse gas emissions. We also track internal projects, such as installing solar panels at our Costa Rica facility, which are intended to reduce our carbon footprint, as described on page 30.
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	<p>2022 Scope 1 &amp; 2 GHG emissions: 7,427 Metric Ton CO<sub>2</sub>e Scope 1 and 12,512 Metric Ton CO<sub>2</sub>e Scope 2, as described on page 28.</p> <p>We have focused on Scope 1 and 2 emissions to inform our energy sourcing initiatives. As we continue to develop Hologic's sustainability program we will baseline our Scope 3 emissions.</p>
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<ul style="list-style-type: none"> <li>• Achieve a 15% reduction in non-hazardous/non-recyclable waste by 2025.</li> <li>• Achieve a 30% reduction of Scope 1 &amp; 2 emissions by 2030.</li> <li>• Achieve a 40% reliance on self-generated renewable energy on owned sites by 2030.</li> <li>• Convert to 50% renewable electricity by 2030 and 75% renewable electricity by 2035.</li> </ul> <p><i>All reduction targets use a 2020 baseline. The preceding goals pertain to Operational Sites and are expressed as a percentage of revenue. Details appear on pages 28-29.</i></p>

# Safe Harbor Statement

This report contains forward-looking information that involves risks and uncertainties, including statements about the company's plans, objectives, expectations and intentions. Such statements include, without limitation: financial or other information based upon or otherwise incorporating judgments or estimates relating to future performance, events or expectations; the company's strategies, positioning, resources, capabilities, and expectations for future performance; and the company's outlook and financial and other guidance. These forward-looking statements are based upon assumptions made by the company as of the date hereof and are subject to known and unknown risks and uncertainties that could cause actual results to differ materially from those anticipated.

Risks and uncertainties that could adversely affect the company's business and prospects, and otherwise cause actual results to differ materially from those anticipated, include without limitation: the ongoing and possible future effects of global challenges, including macroeconomic uncertainties, the war in Ukraine, other economic disruptions and U.S. and global recession concerns, on the company's customers and suppliers and on the company's business, financial condition, results of operations and cash flows and the company's ability to draw down its revolver; the effect of the worldwide political and social uncertainty and divisions, including the impact on trade regulation and tariffs, that may adversely impact the cost and sale of the company's products in certain countries, or increase the costs the company may incur to purchase materials, parts and equipment from its suppliers; the ongoing and possible future effects of supply chain constraints, including the availability of critical raw materials and components, including semiconductor chips, as well as cost inflation in materials, packaging and transportation; the possibility of interruptions or delays at the company's manufacturing facilities, or the failure to secure alternative suppliers if any of the company's sole source third-party manufacturers fail to supply the company; the development of new competitive technologies and products and competition; the company's ability to predict accurately the demand for its products, and products under development and to develop strategies to address markets successfully; continued demand for the company's COVID-19 assays; the timing, scope and effect of further U.S. and international governmental, regulatory, fiscal, monetary and public health responses to the COVID-19 pandemic and any future public health crises; potential cybersecurity threats and targeted computer crime; the ability to execute acquisitions and the impact and anticipated benefits of completed acquisitions and acquisitions the company may complete in the future; the ability to consolidate certain of the company's manufacturing and other operations on a timely basis and within budget, without disrupting its business and to achieve anticipated cost synergies related to such actions; the ability of the company to successfully manage leadership and organizational changes, including the ability of the company to attract, motivate and retain key employees and maintain engagement and efficiency in remote work environments; the ability to obtain regulatory approvals and clearances for the company's products, including the implementation of the European Union Medical Device Regulations, and to maintain compliance with complex and evolving regulations; the company's reliance on third-party reimbursement policies to support the sales and market acceptance of its products, including the possible adverse impact of government regulation and changes in the availability and amount of reimbursement and uncertainties for new products or product enhancements; changes to applicable laws and regulations, including tax laws, global health care reform, and import/export trade laws; changes in guidelines, recommendations and studies published by various organizations that could affect the use of the company's products; uncertainties inherent in the

development of new products and the enhancement of existing products, including FDA approval and/or clearance and other regulatory risks, technical risks, cost overruns and delays; the risk that products may contain undetected errors or defects or otherwise not perform as anticipated; risks associated with strategic alliances and the ability of the company to realize anticipated benefits of those alliances; the risks of conducting business internationally; the risk of adverse exchange rate fluctuations on the company's international activities and businesses; the early stage of market development for certain of the company's products; the company's leverage risks, including the company's obligation to meet payment obligations and financial covenants associated with its debt; risks related to the use and protection of intellectual property; expenses, uncertainties and potential liabilities relating to litigation, including, without limitation, commercial, intellectual property, employment and product liability litigation; and technical innovations that could render products marketed or under development by the company obsolete.

The risks included above are not exhaustive. Other factors that could adversely affect the company's business and prospects are described in the filings made by the company with the SEC, including its most recent Annual Report on Form 10-K and Quarterly Report on Form 10-Q. The company expressly disclaims any obligation or undertaking to release publicly any updates or revisions to any such statements presented herein to reflect any change in expectations or any change in events, conditions or circumstances on which any such statements are based. Hologic and associated logos are trademarks and/or registered trademarks of Hologic, Inc. and/or its subsidiaries in the United States and/or other countries.

This report contains certain financial measures that have not been prepared in accordance with U.S. generally accepted accounting principles ("GAAP"). The non-GAAP financial measures used in this report adjust for specified items that can be highly variable or difficult to predict. The company generally uses these non-GAAP financial measures to facilitate management's financial and operational decision-making, including evaluation of Hologic's historical operating results, comparison to competitors' operating results and determination of management incentive compensation. These non-GAAP financial measures reflect an additional way of viewing aspects of the company's operations that, when viewed with GAAP results and the reconciliations to corresponding GAAP financial measures, may provide a more complete understanding of factors and trends affecting Hologic's business.

These non-GAAP financial measures should be considered supplemental to, and not a substitute for, financial information prepared in accordance with GAAP. The company's definition of these non-GAAP measures may differ from similarly titled measures used by others.

Because non-GAAP financial measures exclude the effect of items that will increase or decrease the company's reported results of operations, management strongly encourages you to review the company's consolidated financial statements and publicly filed reports in their entirety. A reconciliation of the non-GAAP financial measures to the most directly comparable GAAP financial measures are included in this report.

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Enabling healthier lives everywhere, every day.

Follow Hologic's sustainability journey at [hologic.com/sustainability](https://hologic.com/sustainability)

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