



2024 Sustainability Report

Helping women around
the world live healthier lives.

EXECUTIVE SUMMARY



For us, women’s health is more than a business, it is our purpose.

Our report has been designed to provide an integrated view of our sustainability program. It also reflects the most important environmental, social and governance themes affecting our business. This report has been prepared with reference to the Global Reporting Initiative (GRI), the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) and is aligned to the Sustainability Accounting Standards Board (SASB) sections applicable to our industry.

Our annual sustainability report reflects our purpose in action covering fiscal year October 1, 2023, to September 28, 2024, unless otherwise noted. This document reflects the progress we have made and our commitments toward building a healthier world.

For additional information, [download the full Sustainability Report](#).

We welcome your feedback at Sustainability@Hologic.com.

Table of Contents

2 About Hologic

- 3 Leadership Message
- 4 A Year in Review: 2024 Highlights
- 5 Business Overview
- 6 Sustainability Governance
- 7 Embedding Sustainability

8 Advancing Access and Equity for Women’s Health

- 9 Our Ambition, Approach and Accountability
- 10 Promote Partnerships

11 Protecting the Environment

- 12 Our Ambition, Approach and Accountability
- 13 Drive Climate Action
- 17 Conserve Natural Resources and Reduce our Environmental Footprint
- 18 Integrate Eco Design in Products and Packaging

19 Supporting Our People and Communities

- 20 Our Ambition, Approach and Accountability
- 22 Nurture an Inclusive and Engaged Culture
- 26 Invest in Our Communities

27 Operating With Integrity

- 28 Our Ambition, Approach and Accountability
- 29 Uphold Strong Corporate Governance and Compliance
- 30 Conduct Responsible Business Practices
- 31 Advance Product Quality and Safety
- 32 Engage a Sustainable and Responsible Supply Chain



About Hologic

Hologic helps women around the world live healthier lives. We develop life-changing medical technologies that deliver exceptional results essential to effectively detect, diagnose and treat health conditions that affect women globally.

Leadership Message

2024 Highlights

Business Overview

Sustainability Strategy and Governance



Leadership Message

For nearly four decades, Hologic has championed greater health and well-being for all women — no matter where they live, how much money they make or what their education is — because we believe that women are the cornerstones of society and improving women’s health has a powerful ripple effect on families and communities. We firmly believe that our success as a company is fundamentally tied to our ability and commitment to help millions of women worldwide live healthier lives. Because of this belief, we focus on developing industry-leading innovative technologies that enable early detection, diagnosis and treatment of life-changing health conditions that affect women. This is our reason for being.

Our purpose is to enable healthier lives everywhere, every day. Our passion is to champion women’s health globally. Our promise is to deliver The Science of Sure®, a commitment to provide healthcare professionals — and thus patients — with clinically differentiated, high-quality products.

For us, sustainability means delivering strong financial results and creating long-term value for our stakeholders so we can further advance women’s health.

Expanded Sustainability Priorities

While we have long integrated sustainability into our strategies and business priorities, this year we have boosted our efforts to create greater impact.

We have expanded our sustainability ambitions and evolved our approach on key environmental, social and governance priorities to better reflect our commitments to a more sustainable and equitable future.

As a science-based company, and with The Science of Sure® as our promise, we have aligned our environmental targets to the

Science Based Targets initiative (SBTi), developed Net Zero emission ambitions by 2050 and submitted our intent for verification. We maintained a gender zero net pay gap and became a signatory to the United Nations (U.N.) Women Empowerment Principles.

An Enhanced Way of Reporting

Our reporting is now organized into the following focus areas representing the most important topics: advancing women’s access and equity in healthcare, protecting the environment, supporting our people and communities, as well as operating with integrity.

This year, we celebrate a decade of growth. During the course of fiscal 2024, each of our divisions grew revenue in the mid-single digits and our core business is now 30% larger compared to 2019. Our innovation engine launched the first and only FDA-cleared digital cytology system — the Genius™ Digital Diagnostics System for cervical cancer screening. In December 2024, we unveiled our next generation Envision™ mammography platform. The Envision platform improves upon our already industry-leading image quality, scan times, workflow and overall patient experience. We also expanded our portfolio through the acquisitions of Endomagnetics® and Gynesonics®. We reached new milestones with more than 210 million COVID assays shipped globally since the pandemic started and more than 193 million lives impacted by Hologic products in FY 2024.

We continue to partner with Gallup® to collect data and insights pertaining to the state of women’s health through the Hologic Global Women’s Health Index. At Hologic, we are committed to using this data to raise awareness of women’s health disparities, advance the standard of care, improve patients’ lives and influence change that will drive global policy change.

Additionally, the partnership between Hologic and the Women’s Tennis Association® continues to heighten awareness of the importance of

women’s health globally, emphasizing the critical importance of early detection and treatment.

I invite you to read more about these and many more highlights in this sustainability report which demonstrates our purpose, passion and promise in action.

Thank you to our employees, customers and partners for championing women’s health. We will continue our efforts to deliver the highest standard of care and stand steadfast by our lifelong commitment to providing every woman access to the best products as we help build a more sustainable and equitable future.

Stephen P. MacMillan

Stephen P. MacMillan
 Chairman, President and Chief Executive Officer



Stephen P. MacMillan, Chairman, President and CEO
 Annual celebration at NASDAQ opening bell to commemorate October as Breast Cancer Awareness Month

A Year in Review



Business

FDA clearance for **Genius™ Digital Diagnostics System** for cytology (cervical cancer screening).¹

Launched **Genius A™ 2.0 technology** for breast cancer detection.²

> **210M COVID assays** shipped globally.³

Acquired **Endomagnetics** and **Gynesonics**.

3,300+ Panther® molecular diagnostic systems installed worldwide.

Access

> **193M lives impacted** worldwide.⁴

146,000 participants and **142 countries and territories** represented in fourth year of **Hologic Global Health Index**.

Joined **United Nation Women Empowerment Principles** as signatory.

> **7.3M views** of “**Better is Possible**” and **#BustTheMyth** women’s health awareness campaigns.

Sustainability

10% emission reduction.⁵

20% water intensity reduction.

65% global landfill diversion.

Completed **Scope 3 assessment**.

Committed to **SBTi** and established **net zero ambition for 2050**.

People

Zero gender net pay gap.⁶

42% women in global workforce.

98% employees feel our mission makes their job important.

> **25,000 training courses** completed by our workforce.

> **500 employees** completed training in the **Raise the Bar** leadership program.

~**\$1.8M donated** community grants.

Governance

99.8% of our employees completed **Code of Conduct** training.

12 sites with **ISO 13485 Certifications**.

50% gender diversity on Board of Directors.

90% independent Directors on Board.

Recognition 2024

- Barron’s — The 100 Most Sustainable U.S. Companies.
 - Eras — Best Employers Eastern Region (U.K.; gold accreditation).
 - Forbes — America’s Best Midsize Employers.
 - Fortune — Best Workplaces in Health Care.
 - Fortune — Best Workplaces for Parents.
 - Gallup — Exceptional Workplace Award.
- Great Place To Work — GPTW certification (U.S., Australia and New Zealand).
 - IMV ServiceTrak — Customer awards in mammography: best service, best customer satisfaction and best system performance.
 - IMV ServiceTrak — Customer awards in molecular diagnostics: best customer service and best system performance.
 - Newsweek — America’s Greenest Companies.
- Newsweek — America’s Most Responsible Companies.
 - NorthFace — Scoreboard Service Award.
 - Top Workplaces: The Boston Globe — Top Places to Work in Massachusetts.
 - Top Workplaces: The News Journal — Top Places to Work in Delaware.
 - Top Workplaces: The San Diego Union-Tribune — Best Large Companies.
 - The Wall Street Journal’s Top 250: Drucker — Institute’s Best-Managed Companies.

1 FDA clearance followed CE Mark.
2 Available in Europe, Australia, New Zealand and the United States.
3 Cumulative total for all COVID-19 assays, including Panther Fusion® SARS-COV-2/Flu A/B/RSV assay.
4 Lives impacted: number of assays, mammograms, surgical treatments and other Hologic procedures.
5 Scope 1,2,3.
6 We target a gender compensation ratio of 1.0, meaning men and women in similar roles with similar knowledge, levels of performance and responsibilities are paid equally.

Business Overview

Business Divisions

Diagnostic Solutions (DX)

- Perinatal (Rapid fFN®)
- Cytology (ThinPrep®)
- Molecular Diagnostics (Panther®)
- Biomarker Testing (Biotheranostics®)

Surgical Solutions

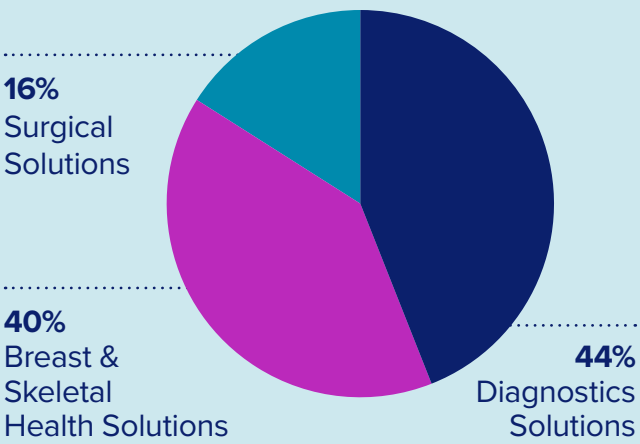
- Endometrial Ablation (NovaSure®)
- Tissue Removal (MyoSure®)
- Laparoscopic Products (Acessa®)
- Fluid Management (Fluent®/Aquilex®)
- Advanced Energy (CoolSeal®)

Breast & Skeletal Health Solutions (BSHS)

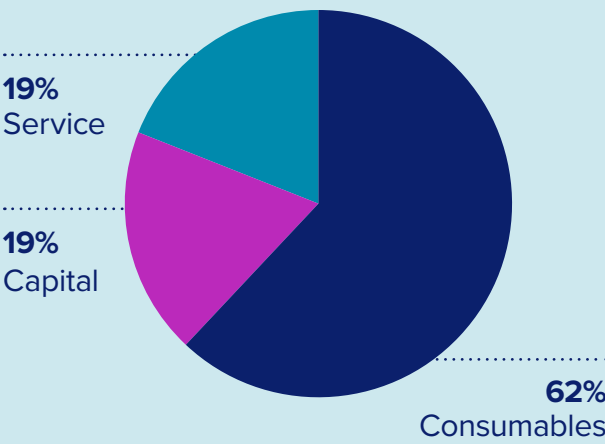
- Mammography (Dimensions®)
- Breast Biopsy (Brevera®, Eviva®, ATEC® & markers)
- Breast Surgery (Sentimag®, Magseed®, Magtrace®, LOCalizer®, TruNode®)
- Specimen Radiology (Trident® HD, Faxitron®)
- DXA & Body Composition (Horizon®)
- Mini C-Arm (InSight® FD)

Revenue Profile

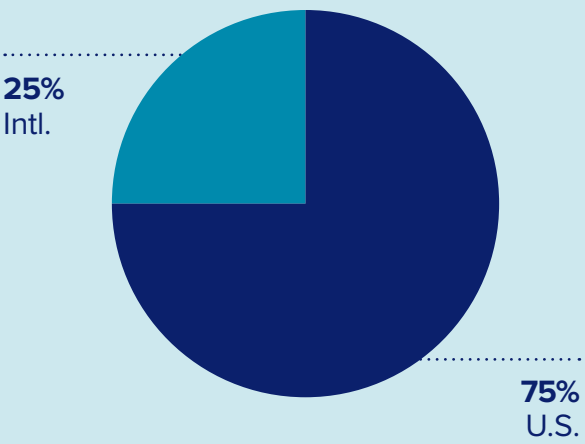
By Division



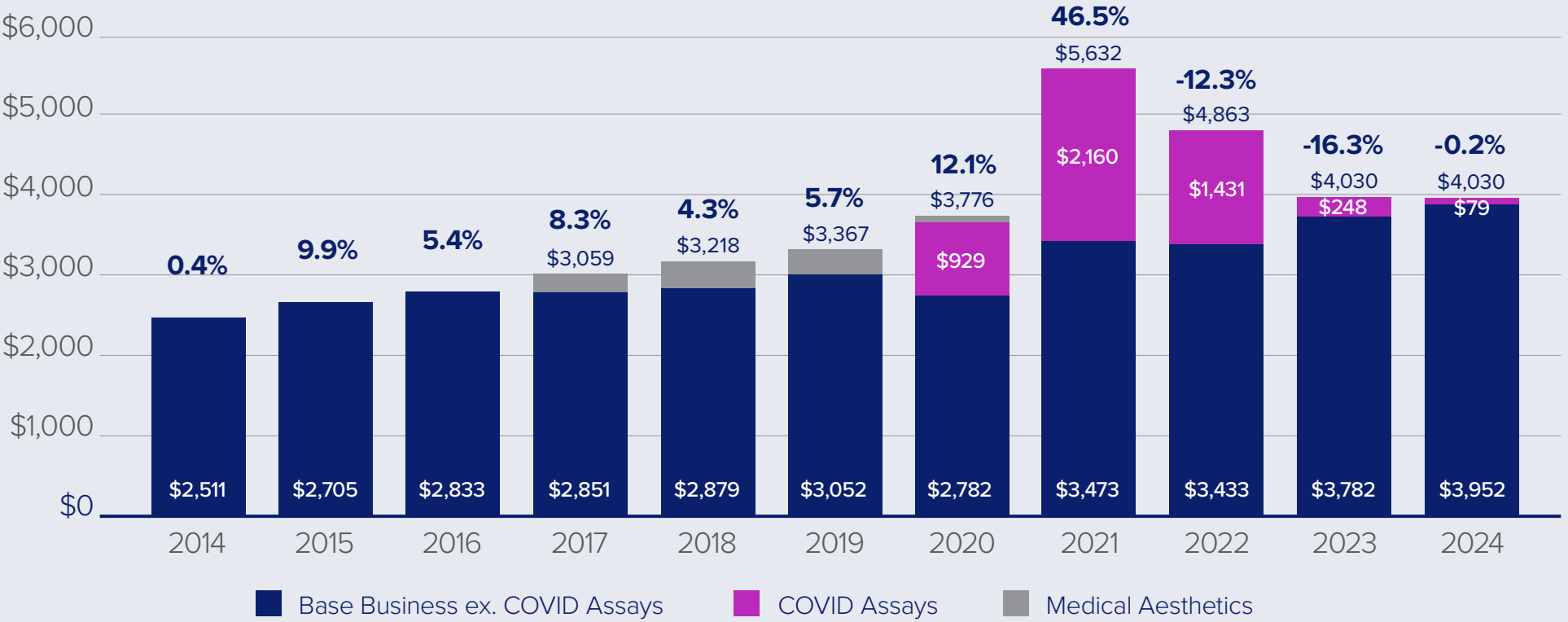
By Type



By Geography



A Decade of Growth



Growth Since 2014

+4.8%
Total Hologic CAGR

+6.4%
Global DX CAGR

+4.5%
Global BSHS CAGR

+7.6%
Global Surgical CAGR

At a Glance

- Founded in 1985
- Chairman, President & CEO
Stephen P. MacMillan
- Fiscal 2024 Revenue
\$4.03 billion
- NASDAQ Stock Exchange
HOLX
- Global Headquarters
Marlborough, MA, USA
- Employees
~7,000 worldwide
- Patents
4,500+
- Estimated Number of Lives Impacted
>193M in 2024
- Global Reach
Locations in 36+ countries and a market presence in more than 100 countries

Note: Growth rates in constant currency, which reflect the revenue results for the applicable period as if the foreign exchange rates were the same as those in the prior year period. Total revenue as reported, except 2014 which excludes \$20.1 million one-time revenue impact from amending Roka license. Global Diagnostics CAGR excludes Roka royalty payment of \$20.1 million in 2014 and revenue from the divested Blood Screening business of \$223.3M in 2014 and \$30.3M in 2024. Global Breast & Skeletal Health Solutions CAGR excludes revenue from the divested SSI business of \$2.6M in 2024. Base Business revenue decline in 2022 driven by lower capital sales in our Breast & Skeletal Health Solutions business as a result of semiconductor supply chain shortages.

Sustainability Strategy and Governance

Embedding Sustainability into Our Business and Culture

At Hologic, women’s health is more than a business, it is our purpose.

Hologic helps women around the world live healthier lives. We develop life-changing medical technologies that deliver exceptional results essential to effectively detect, diagnose and treat health conditions that affect women.

For us, sustainability means delivering strong financial results and creating long-term value for our stakeholders so we can further advance women’s health.

Our Purpose

To enable healthier lives everywhere, every day.

Our Passion

To champion women’s health globally.

Our Promise

To deliver the Science of Sure®, a commitment to provide healthcare professionals with clinically differentiated, high-quality products.

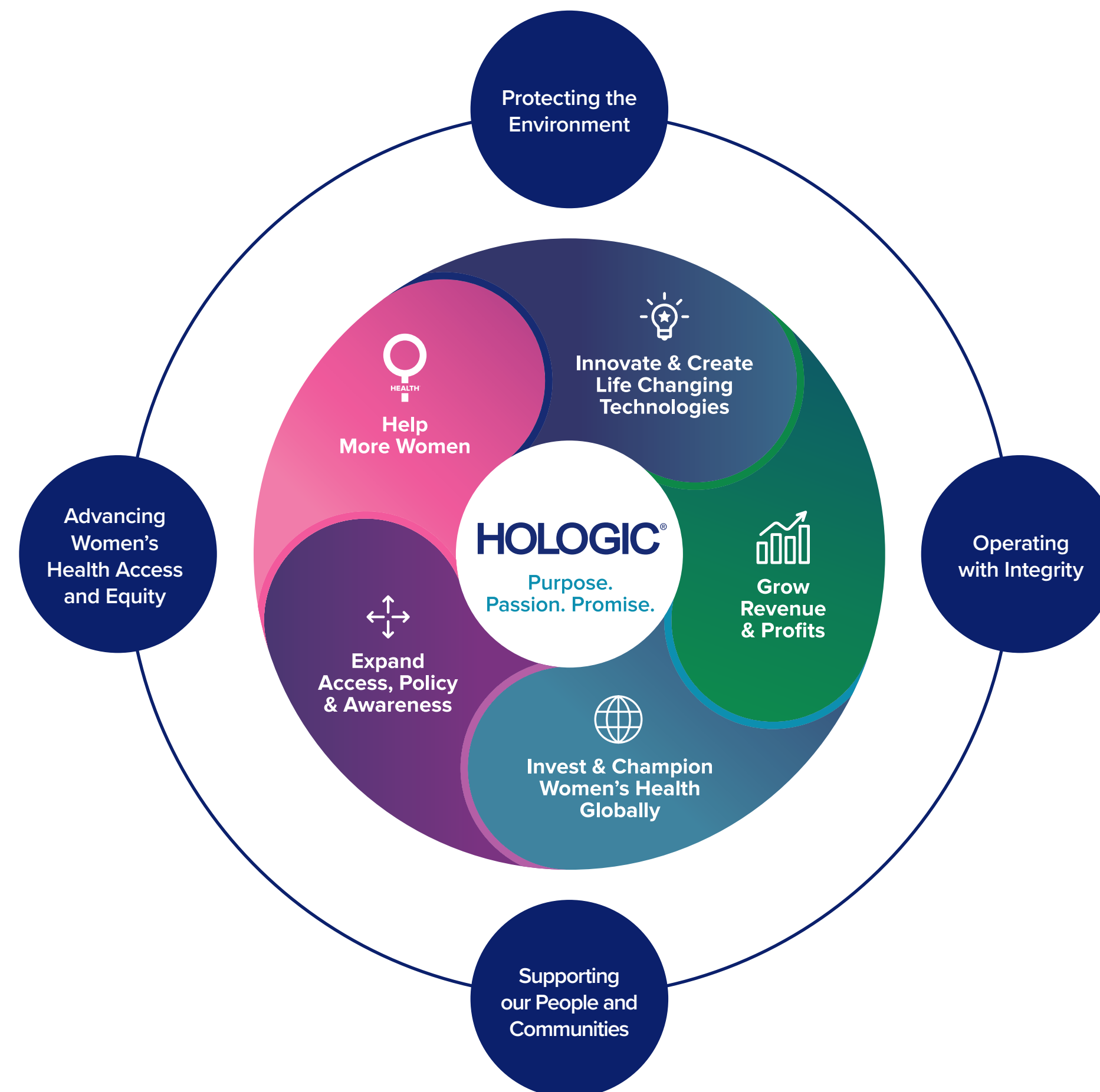
Our Values

Honesty, integrity, trust, respect, responsibility, citizenship.

Our Sustainability Focus

Advancing Women’s Health Access & Equity, Protecting the Environment, Supporting our People & Communities, Operating with Integrity.

[Learn more: Sustainability Policy](#)



Hologic’s Virtuous Circle

We are a company that does well by doing good. Hologic’s Virtuous Circle represents our corporate objectives and illustrates how delivering better patient outcomes with industry-leading technology generates sustainable business growth while driving benefits for all our stakeholders.

As a science-based company, Hologic has a long-standing approach to operate responsibly and sustainably with unwavering dedication to product quality, clinical differentiation, customer relationships, remarkable talent, engagement, community investment and environmental stewardship.

Our commitments extend beyond our products. We are a catalyst for positive change in the world and as change makers, we are driven to be a force for good.

We are steadfast on our course to improve women’s health. With sustainability embedded in our business, we are putting our corporate objectives and our purpose in action. We will continue our efforts to advance the highest standard of science — and work toward providing every woman access to the science we develop as we build a more sustainable and equitable future.

SUSTAINABILITY STRATEGY AND GOVERNANCE, CONTINUED

Sustainability Framework

Our Sustainability strategy, *Our Purpose In Action*, directly supports our corporate objectives and efforts to improve women’s health around the world. We are taking action with targeted goals, ambitions, and commitments across our four focus areas where we see the most opportunity for meaningful and measurable change by mitigating risk and magnifying opportunities. We will continue our efforts to advance the highest standard of science — and work toward providing every woman access to the science we develop as we build a more sustainable and equitable future.

	Advance Women’s Health Access & Equity	Protect the Environment	Support Our People & Communities	Operate with Integrity
Ambition	We are committed to greater health and well-being for all women, their families and their communities. We are committed to advancing the highest standard of science — and providing every woman access to the science we develop.	We are committed to respecting the inextricable connection between the health of the planet and the health of our patients and communities.	We are committed to developing people in a culture where everyone is given the opportunity to thrive and cultivate a sense of shared purpose.	We are committed to maintaining the highest level of integrity and ethical behavior in our business operations.
Approach	<ol style="list-style-type: none"> 1. Drive continued innovation and affordability 2. Promote partnerships 3. Raise awareness, and inspire action 	<ol style="list-style-type: none"> 1. Drive climate action 2. Conserve natural resources and reduce our environmental footprint 3. Integrate eco design in products and packaging 	<ol style="list-style-type: none"> 1. Curate an inclusive, engaged and innovative culture 2. Provide opportunities for employee career development 3. Invest in our communities 	<ol style="list-style-type: none"> 1. Uphold strong corporate governance and compliance 2. Conduct responsible business practices 3. Advance product quality and safety 4. Engage a sustainable and responsible supply chain
Accountability	<ul style="list-style-type: none"> • Product innovation • Number of lives impacted • Number of learners reached • Hologic Global Women’s Health Index key indicators 	<ul style="list-style-type: none"> • Science based emission reduction targets • Net zero • Renewable electricity • Landfill diversion • Water stewardship • Sustainable packaging and products • Circular economy opportunities 	<ul style="list-style-type: none"> • Gender pay equity • Employee engagement score • Safety Injury and Illness rate • Employee training and development • Donations and volunteer hours • Leadership demographics 	<ul style="list-style-type: none"> • Code of Conduct certification • Product quality • Supplier engagement • ESG Indices
Status	In progress	In progress	In progress	In progress
U.N. SDGs	<div> <div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> </div> <div> <div>4</div> <div>QUALITY EDUCATION</div> </div> <div> <div>5</div> <div>GENDER EQUALITY</div> </div> <div> <div>10</div> <div>REDUCED INEQUALITIES</div> </div> <div> <div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> </div>	<div> <div>9</div> <div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> </div> <div> <div>10</div> <div>REDUCED INEQUALITIES</div> </div> <div> <div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> </div> <div> <div>13</div> <div>CLIMATE ACTION</div> </div>	<div> <div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> </div> <div> <div>4</div> <div>QUALITY EDUCATION</div> </div> <div> <div>5</div> <div>GENDER EQUALITY</div> </div> <div> <div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> </div> <div> <div>10</div> <div>REDUCED INEQUALITIES</div> </div> <div> <div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> </div>	<div> <div>4</div> <div>QUALITY EDUCATION</div> </div> <div> <div>5</div> <div>GENDER EQUALITY</div> </div> <div> <div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> </div> <div> <div>9</div> <div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> </div> <div> <div>10</div> <div>REDUCED INEQUALITIES</div> </div> <div> <div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> </div> <div> <div>13</div> <div>CLIMATE ACTION</div> </div> <div> <div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div> </div>



Advancing Access and Equity in Women's Health

We are committed to greater health and well-being for all women, their families and their communities. We are committed to advancing the highest standard of science — and providing every woman access to the science we develop.



Our Ambition, Approach and Accountability
Promote Partnerships



Advancing Access and Equity in Women’s Health:

Our Ambition, Approach and Accountability



Ambition

We are committed to advancing the highest standard of science — and providing every woman access to the science we develop. We are committed to greater health and well-being for all women, their families and their communities — no matter where they live, how much money they make or what their level of education.

Hologic is uniquely focused on helping improve the lives of women around the world. We combine our life-changing products and technologies with a resolute commitment to influence change through science and data.

We know that health is about more than healthcare. Systemic biases, stigmas, environmental factors and economics all affect women’s health. We know that improving women’s health can have a powerful ripple effect on families, communities and society.

For nearly 40 years, Hologic has championed greater health and well-being for all women. This is our reason for being. We firmly believe that our success as a company is fundamentally tied to our ability to improve the health of millions of women and families globally. From the day we opened our doors, we have transformed early detection, championed preventive care and fueled innovative surgical solutions to advance the standard of care and improve patients’ lives. Our breakthroughs in breast, cervical, gynecologic, skeletal and sexual health are rooted in science and clinically proven to deliver greater certainty and peace of mind for patients everywhere.

Approach

- Drive innovation and affordability
- Promote partnerships
- Raise awareness and inspire action

Accountability

- Product innovation
- Lives impacted
- Learners reached
- Hologic Global Womens Health Index participation rate

Promoting Partnerships, Raising Awareness and Inspiring Action to Break Down Barriers

We champion women’s health globally, working in partnership with others to raise awareness, inspire policy and take action to break down barriers that affect women disproportionately and prevent them from receiving the care they need and deserve. We are a catalyst for change in the world.

[Download the full report to learn more](#)



Hologic Global Women’s Health Index



WEF Women’s Health Initiative



Community investment grants



WEF Zero Health Gap Pledge



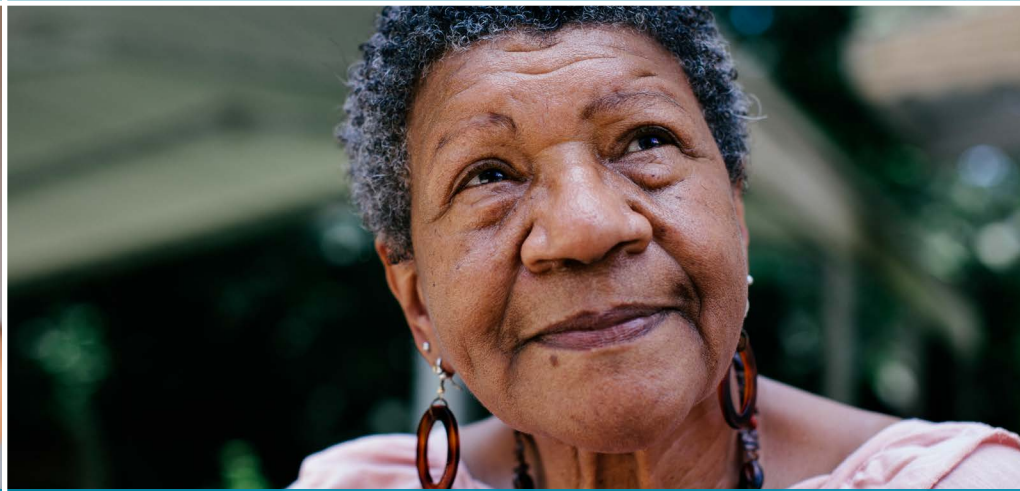
The Hologic Global Access Initiative



Women Tennis Association sponsorship



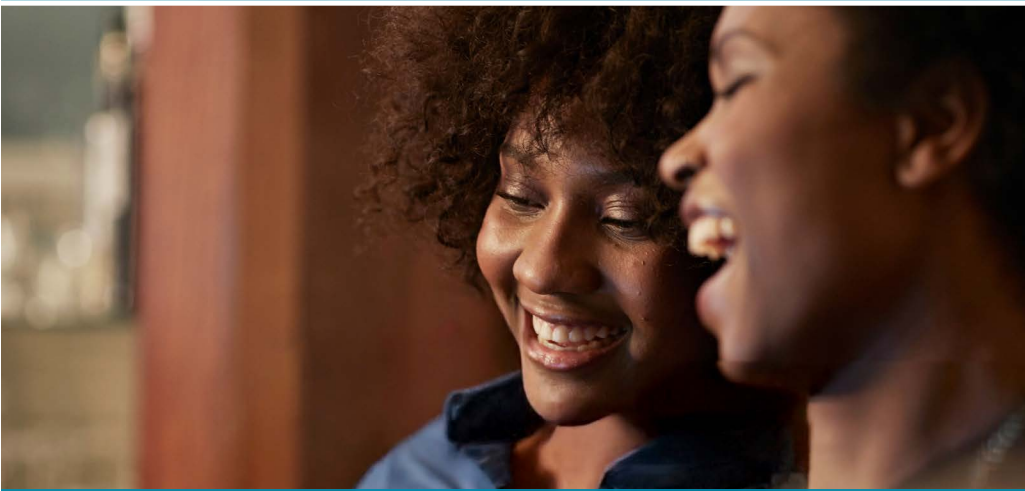
Project Health Equity



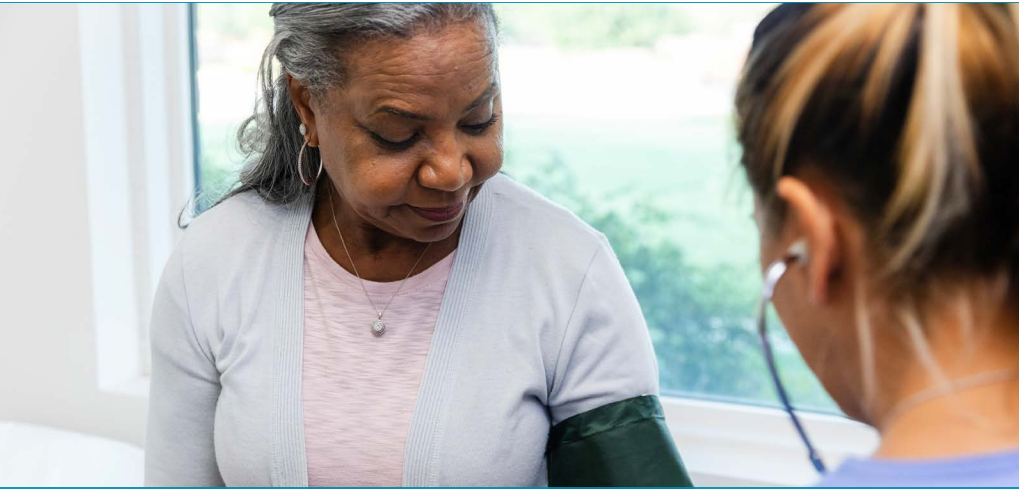
UN Global Compact participant



UN Women’s Generation Equality Initiative



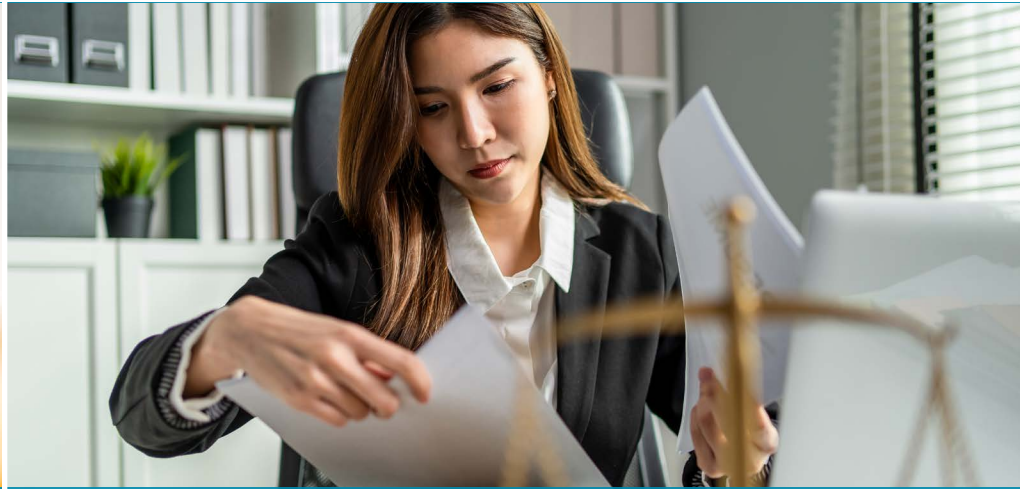
Patient awareness campaigns



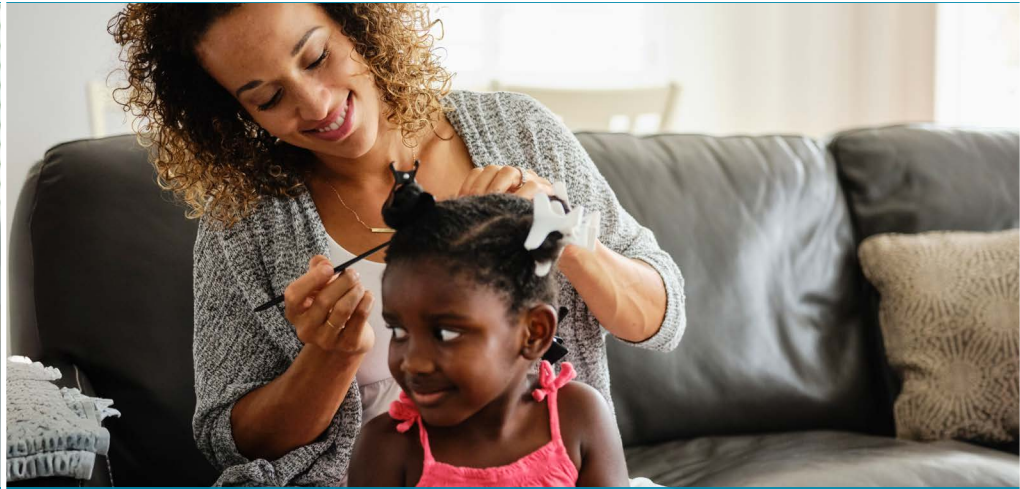
Healthcare provider education



UN Women Empowerment Principles signatory



Government affairs and policy advocacy



Patient focused programs



Market access reimbursement and coverage



Protecting the Environment

We are committed to respecting the inextricable connection between the health of the planet and the health of our patients and communities.



Our Ambition, Approach and Accountability

Drive Climate Action

Conserve Natural Resources and
Reduce our Environmental Footprint

Integrate Eco Design in Products and Packaging



Protecting the Environment:

Our Ambition, Approach and Accountability



Ambition

As a science-based company, we recognize the inextricable connection between the health of the planet and the health of our patients and communities. We recognize the risk posed by global climate change and the importance of a healthy environment for people, the planet and the economy. We are committed to putting the patient and planet at the center of all we do.

While sustainability has long been deeply integrated into our strategy and business priorities, we regularly evaluate our approach with a lens of continuous improvement considering our business, changing regulations, stakeholder expectations and the general marketplace. We are expanding our sustainability ambitions and have evolved our key environmental, social and governance priorities to better reflect our approach toward a more sustainable and equitable future as we continue to help women around the world live healthier lives.

* Target dates are 2030 unless otherwise noted.
Baseline year 2020.

Approach

- Drive climate action and decarbonize our operations and value chain.
- Conserve natural resources and reduce our environmental footprint.
- Integrate eco design criteria into our products and packaging.

Accountability

Climate Action*

- Commit to science-based emission reduction targets across Scope 1, 2 and 3 in line with the Science Based Targets initiative (SBTi).
- Reduce Scope 1 and 2 absolute emissions by 50%.
- Achieve 100% renewable electricity for Scope 2.
- Reduce Scope 3 emissions by 25% from the categories Purchased Goods and Services, Capital Goods and Upstream Transportation.
- Reach net zero by 2050 with a 90% absolute emission reduction for Scopes 1, 2 and 3.

Conserve Natural Resources and Reduce our Environmental Footprint

- Increase landfill diversion to 90% at key operational sites.
- Reduce water intensity by 10% at key operational sites.
- Integrate green building design in new construction.
- Continue to implement energy efficiency opportunities.
- Support employee engagement in sustainability culture with onsite green initiatives.

Product Eco Design

- Integrate eco design criteria in our products and packaging.
- Seek additional opportunities to engage in a circular economy.
- Improve packaging-material efficiency and optimize package-to-product ratios.
- Increase recyclable, reusable or compostable content in secondary and tertiary packaging.
- Conduct environmental life cycle assessments or product carbon footprints for priority products.

Climate Action

Our Path to Net Zero

Scope 1, 2, 3 Emissions

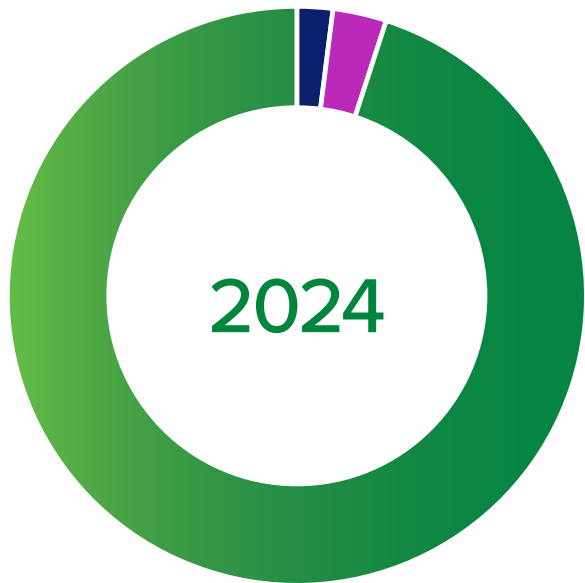
Scope 1, 2 and 3 refer to a classification system used to categorize a company’s greenhouse gas emissions. The system provides a comprehensive carbon footprint for the activities associated with an organization’s activities. This includes direct and indirect impact that extends to the full value chain.

Scope 1 and 2 include the direct operational impact. Scope 3 emissions are associated with upstream and downstream elements ranging from our employees’ commutes, our purchased goods and the way our customers utilize our products.

In 2024, we conducted assessments to gather the baseline and current emission inventory associated with our full Scope 1, 2 and 3 footprint. We applied the internationally recognized emission accounting methodology from the GHG Protocol Corporate Accounting and Reporting Standard.

Carbon Footprint

- 2% Scope 1
- 3% Scope 2
- 95% Scope 3



10%

Scope 1, 2 and 3 absolute emission reduction from 2020 baseline

About the Greenhouse Gas Protocol

Internationally recognized as the methodology for standards, guidance, tools and training for business and government to measure and manage climate-warming emissions. It was developed by the World Resources Institute and the World Business Council for Sustainable Development. The protocol defines three “Scopes” for emissions accounting.

Learn more

* Image source: Accenture, Decarbonizing the Healthcare Value Chain, April 2023

CLIMATE ACTION, CONTINUED

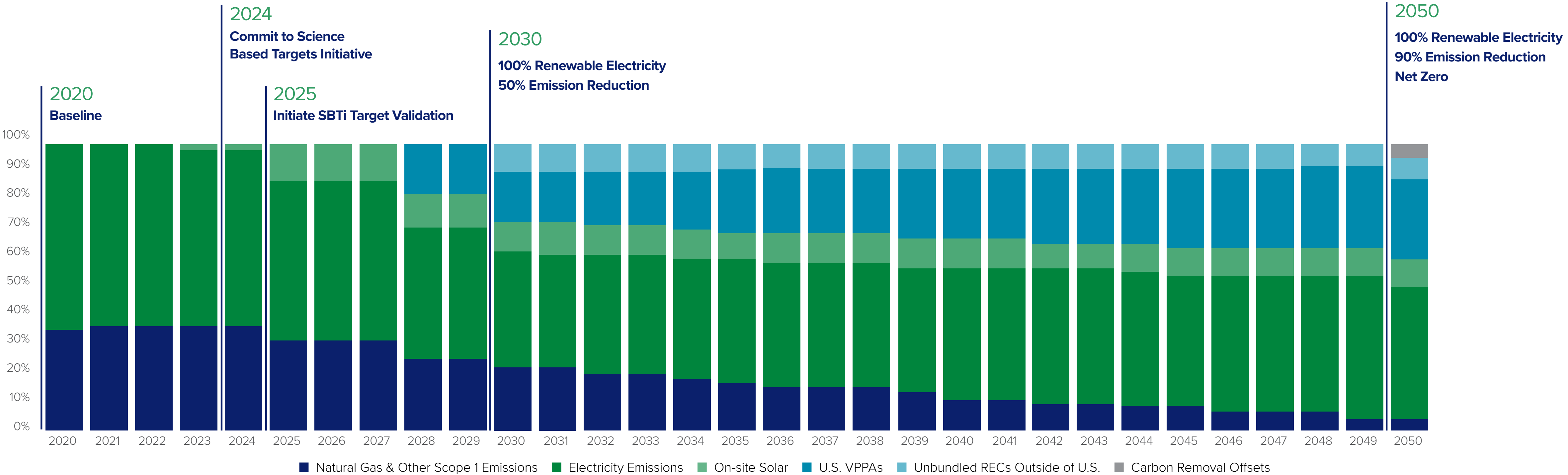
Our Decarbonization Path

To achieve our net zero ambition, we will employ a variety of tools for our climate action ambitions including: energy conservation and efficiency projects; onsite solar and energy systems; procurement of renewable energy from local power utility providers; application of renewable energy certificates (REC); assessment of virtual

power purchase agreement (VPPAs); use of green e-certified carbon offsets where emissions are unavoidable; employee engagement and awareness; supplier engagement, education and collaboration; adjustments to our transportation and logistics approach; integration of eco design in our products; reduced packaging; and establishment

of criteria regarding our sustainability expectations with our suppliers. We monitor our progress against our goals by collecting and reviewing our year-over-year emissions.

Operational Roadmap to Decarbonization



The greenhouse gas emissions shown here for 2025 and beyond are for illustrative purposes only. They do not reflect the Company’s expectations for year-over-year emissions changes. The Company’s progress towards it goals may not be linear and is subject to numerous assumptions and expectations.

CLIMATE ACTION, CONTINUED

Scope 1 and 2

2030 Target

Reduce absolute Scope 1 and 2 emissions by 50% from 2020 baseline.

2050 Target

Reduce absolute Scope 1 and 2 emissions by 90% toward net zero emissions from 2020 baseline.

Progress From 2020 Baseline

Scope 1 increased 0.4%.
Scope 2 decreased 3%.
Scope 1 and 2 combined decreased 2%.

4,266

Gigajoules on site solar generation

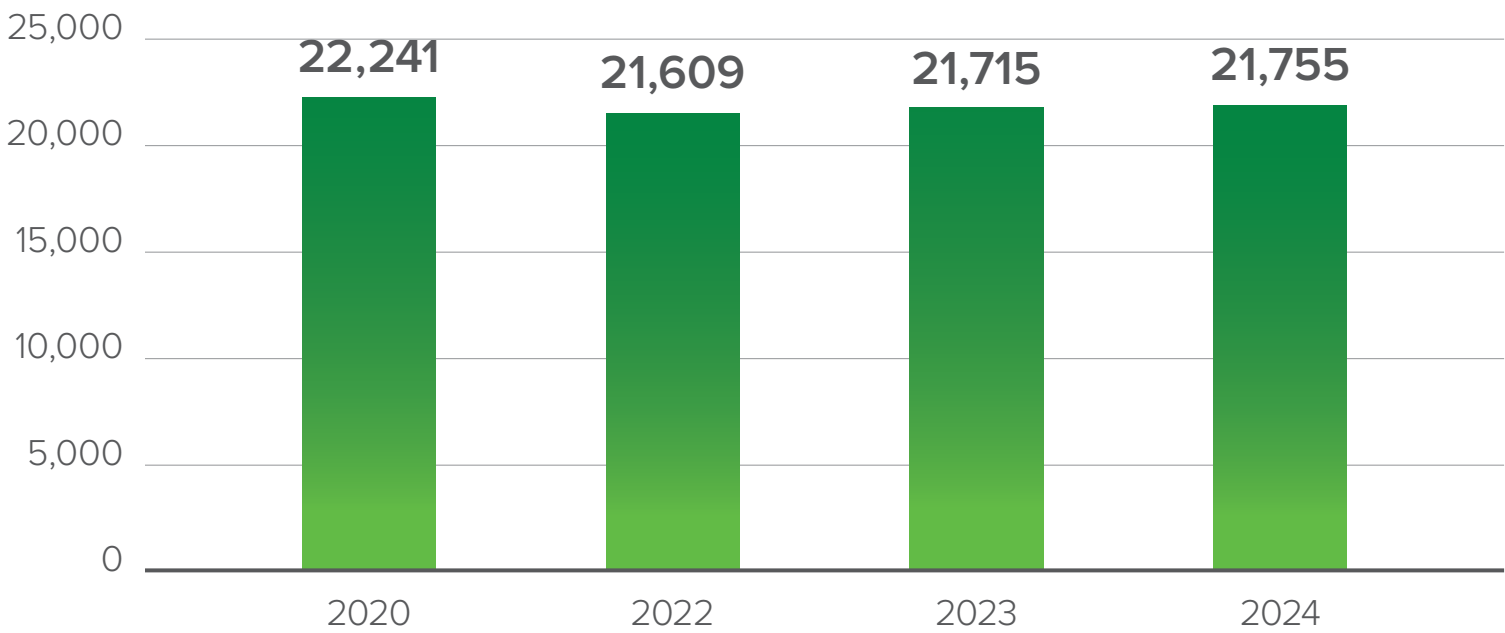
13%

Sourced from renewable electricity

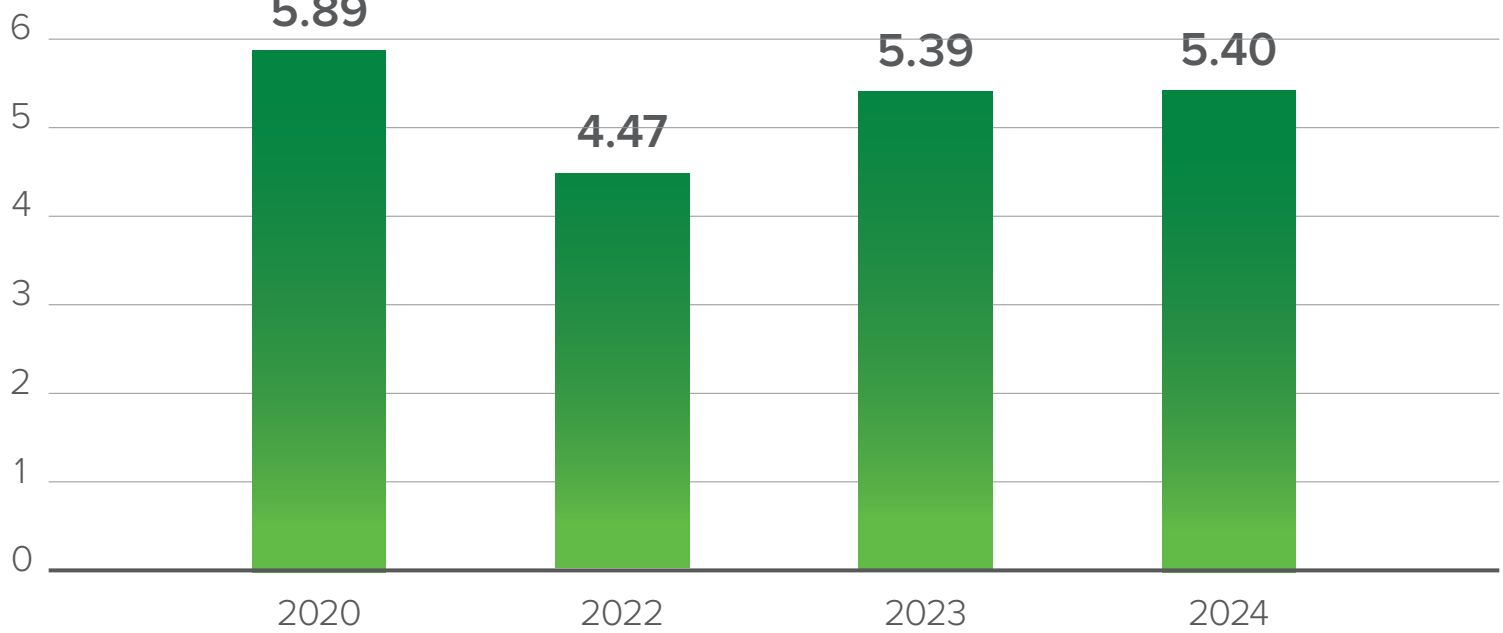
3%

Scope 2 reduction from 2020

Scope 1, 2 Emission Footprint (Metric Tons CO2e)



Emission Intensity*



Onsite Solar Expansion

San Diego, U.S.: Expected to complete construction in 2025, the new 2.5 megawatt solar photovoltaic system is designed to offset about 18% of the total electricity cost for the San Diego site. This expansion builds on the existing solar portfolio and will increase the energy sourced from on-site renewables.

El Coyol, Costa Rica: In 2024, the site generated over 1,150 Megawatt hour, supporting 15% of the site’s energy needs a from renewable on-site solar. The site is completing an expansion project coming online in 2025 which is expected to generate an .96 MW and increase the site renewable footprint to 1.6 MW.



Data includes the current reporting year, the two years prior to the reporting year, and our baseline year, as referenced in both charts.
* Calculated as Scope 1 and 2 emissions per year normalized per million dollars revenue.

CLIMATE ACTION, CONTINUED

Scope 3

2030 Target

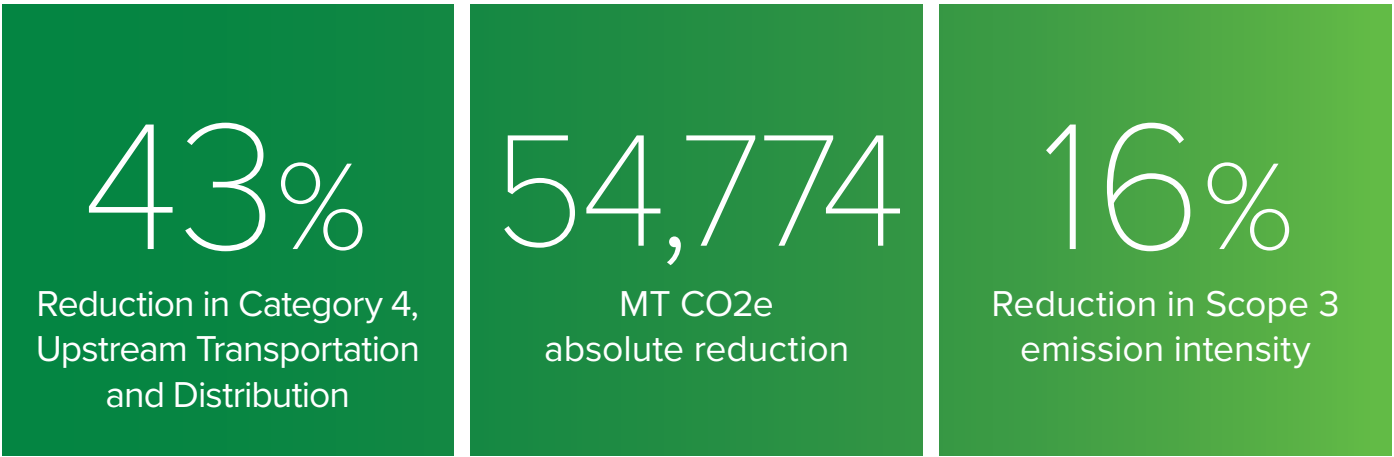
Reduce Scope 3 emissions by 25% from the categories representing two-thirds of total Scope 3 footprint.*

2050 Target

Reduce absolute emissions from Scope 3 by 90% from 2020 baseline.

Progress From 2020 Baseline

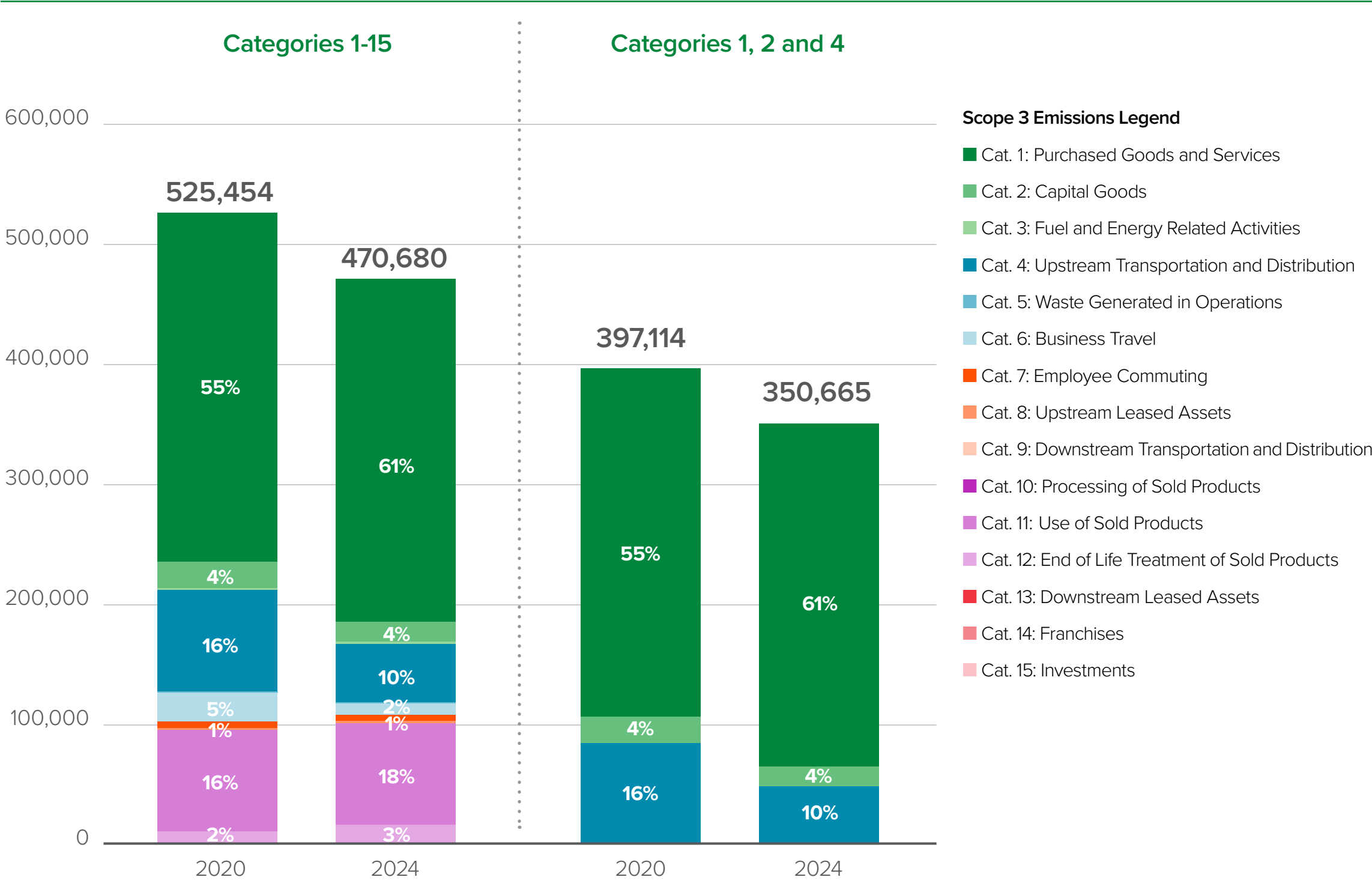
10% reduction in Scope 3 emissions from 2020 baseline.
12% reduction in Scope 3 categories 1, 2 and 4.



We assessed our Scope 3 emissions using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. We evaluated all 15 categories for applicability. Categories 9, 10, 13, 14 and 15 were identified as not relevant or material. We have included Categories 1—8, 11 and 12 in our Scope 3 footprint. We will continue to refine our Scope 3 measurement processes.

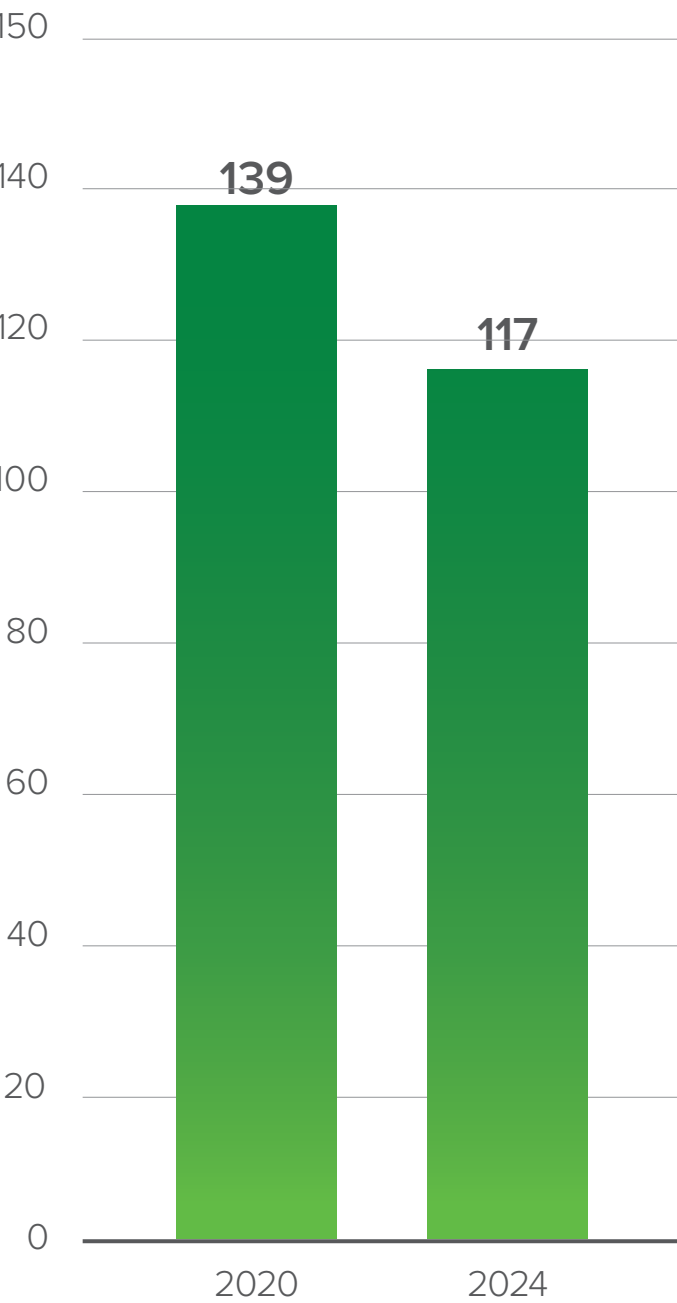
Based on our baseline assessment, the following categories have been prioritized with the potential to create meaningful impact: Category 1, Purchased Goods and Services; Category 2, Capital Goods; and Category 4 Upstream Transportation and Distribution. We recognize the importance of our supply chain partners and will continue to work together to create positive progress on emission-reduction efforts.

Scope 3 Emissions



Emission Intensity**

16% reduction in emission intensity



* Category 1 Purchased Goods and Services, Category 2 Capital Goods and Category 4 Upstream Transportation and Distribution collectively make up 75% of our scope 3 footprint.
** Emission intensity calculated as emissions per year normalized per million dollars revenue.

Conserve Natural Resources and Reduce our Environmental Footprint

In addition to our enterprise-wide approach to emission reduction for Scope 1, 2 and 3, we are focused on reducing our overall operational environmental footprint. We prioritize energy conservation, landfill diversion of non-hazardous waste and reduced water usage in our efforts. Conserving our natural resources provides opportunities to protect natural capital, identify operational efficiencies, reduce operating cost and increase business resilience.

Target	Progress 2024
Water Reduce water intensity by 10% at key operational sites by 2030.	20% reduction since 2020 baseline.
Waste Increase landfill diversion to 90% at key operational sites by 2030.	65% global landfill diversion.
Integrate green building design in new construction.	In progress.
Continue to implement energy efficiency opportunities.	3% reduction in Scope 2 since 2020 baseline.
Support employee engagement in sustainability culture with onsite green initiatives.	In progress.

• Key operational facilities are defined as these manufacturing innovation hubs:
– United States: San Diego, California; Marlborough-Simarano, Massachusetts; Newark, Delaware; and Londonderry, New Hampshire.
– Europe: Manchester, United Kingdom.
– Latin America: El Coyoil, Costa Rica.

• Water intensity calculated using water withdrawal normalized as a percent of revenue.

• Waste landfill diversion calculated using non-hazardous materials.

• Energy efficiency progress is calculated using electricity usage normalized as a percent of revenue.



Integrate Eco Design in Products and Packaging

We aim to reduce the environmental impact of our business footprint including our facilities, supply chain and portfolio of products. We are integrating eco design criteria into our product development by addressing the plastic and packaging of existing products. We are in the early stages of gathering product level data to help translate data-driven decisions into sustainability impact. We will continue to monitor product stewardship regulations and best practices to adopt greener alternatives wherever feasible.

Target	Progress
Integrate eco design criteria into products and packaging.	In progress.
Seek additional opportunities to engage in a circular economy.	In progress.
Improve packaging material efficiency and optimize package-to-product ratios.	In progress.
Increase recyclable, reusable or compostable content in secondary and tertiary packaging.	In progress.
Conduct environmental life cycle assessments or product carbon footprints for priority products.	In progress.





Supporting Our People and Communities

We are committed to developing our people in a culture where everyone has the opportunity to thrive and contribute to a shared purpose: enabling healthier lives everywhere, every day.

Our Ambition, Approach and Accountability

Curate an Inclusive, Engaged and Innovative Culture

Invest in Our Communities



Supporting our People and Communities:

Our Ambition, Approach and Accountability



Ambition

We are committed to developing people in a culture where everyone has the opportunity to thrive and contribute to a shared purpose: enabling healthier lives everywhere, every day. We are committed to investing in our communities to make a positive impact in women’s health and in education as a bridge to prosperity for the underserved.

Hologic was founded by passionate innovators who set the stage and the standards for a culture of purpose and progress that inspires our people to this day. Across the world, Hologic’s employees power our company’s thoughtful, unconventional and courageous approach to developing innovations that benefit humanity and tackle some of the world’s most complex health challenges.

Our employees are our greatest asset, and their talent and engagement propel us forward. We consider “human capital management” to include our strategies for attracting, developing and retaining a world-class, diverse and engaged workforce. We support career development through our employee-led, community-supported approach. By providing a wide range of resources and training

experiences, we invest in long-term growth, drive high performance and innovate for the future.

We support our employees with an array of benefits and programs grounded in a comprehensive definition of health that aims to improve the many aspects of well-being for our team members, their families and their communities.

We focus on maximizing our impact in communities around the globe in ways that align with our business. Hologic’s community engagement, philanthropy and volunteerism magnify the impact of our business by investing in health programs supporting access to the education that promotes an innovative workforce of tomorrow; and increasing social equity in healthcare and education. Our philanthropic efforts make a positive difference in the lives of patients, underserved communities and underserved students.

We aim to be an employer of choice. We believe that everyone should feel welcome, heard and valued because great ideas come from a diversity of views and experiences. We create opportunities for those who want to make a meaningful difference in improving women’s health globally.

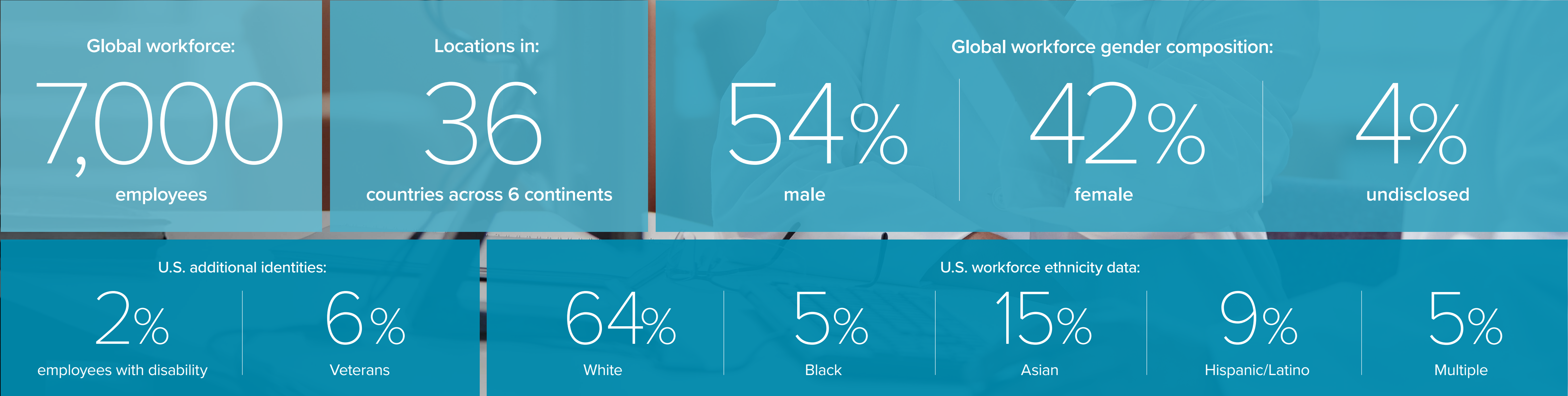
Approach

- Curate an inclusive, engaged and innovative culture.
- Provide opportunities for career development.
- Invest in our communities.

Accountability

- Workforce demographics reflecting our communities worldwide.
- World-class employee engagement scores.
- Gender pay equity.
- Employee training and development.
- Safety, injury and illness rates.
- Donations and volunteer hours.

Our People Personify Our Purpose, Passion and Promise



Curating an Inclusive, Engaged and Innovative Culture

We believe everyone should feel welcome, heard and valued because great ideas come from a diversity of views and experiences. We create opportunities for those who want to make a meaningful difference in improving women's health globally.

Hologic enables employees to organically support a culture that values every voice, rewards teamwork, celebrates different points of view and reflects the diversity of the communities our company serves.

We focus on the best talent for each role. We believe that by casting a wider net for talent and making a deeper, richer commitment to developing employees from many backgrounds, we create a true merit-based culture where everyone believes and is given the opportunity to grow. This mindset creates a strong competitive advantage with a broader, more diverse group of leaders to invest and cultivate.

Our strategy for an inclusive culture is embedded in how we operate. It is reflected in our employee experience, product innovation, value chain management and community investment. It shows up in our Board diversity, leadership team and approach policies and values. It is included in our innovation pipeline and the voice of our customers.



Hologic Employees' 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.

CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED

Exceptional Employee Engagement

We believe that high engagement translates to high performance. Our purpose-driven employees feel an incredible connection to our lifesaving and life-changing work in medical technology, especially in our focus area of women’s health. In the past decade, Hologic has built an increasingly world-class culture of employee engagement. We measure engagement on a regular basis to gather feedback on areas of strength and opportunities to become even stronger.

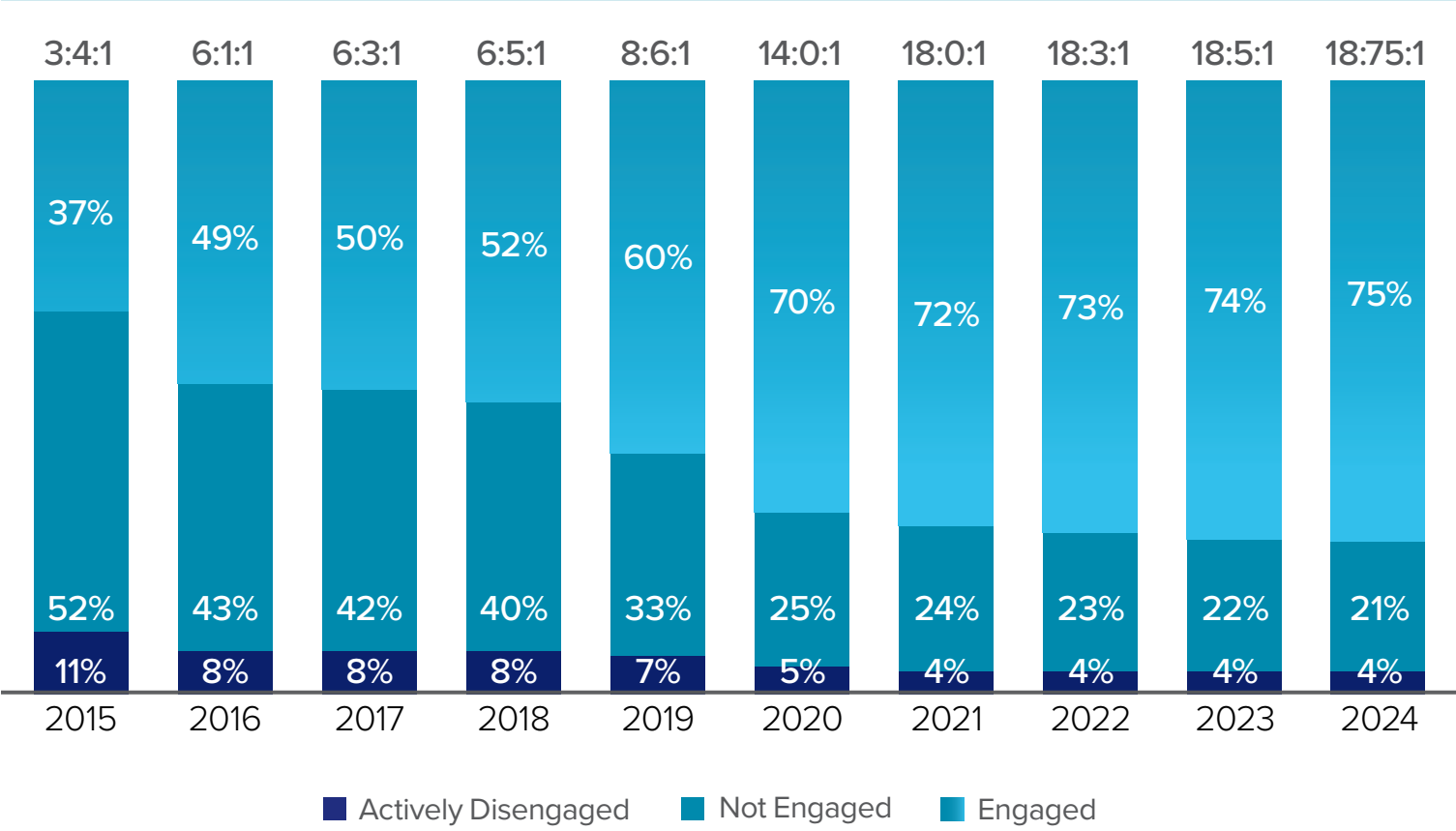
Gallup

In 2024, Hologic received Gallup’s top employee engagement honor — the Gallup Exceptional Workplace Award — for the fourth consecutive year. The achievement reflects Hologic’s remarkable progress in building employee engagement as measured by the annual Gallup Q12 Survey. When our company first participated in the survey in 2015, we ranked in the 36th percentile of similarly-sized organizations. In 2024, we ranked in the 97th percentile! Hologic’s percentage of engaged employees also increased from 37% in 2015 to 75% in 2024.

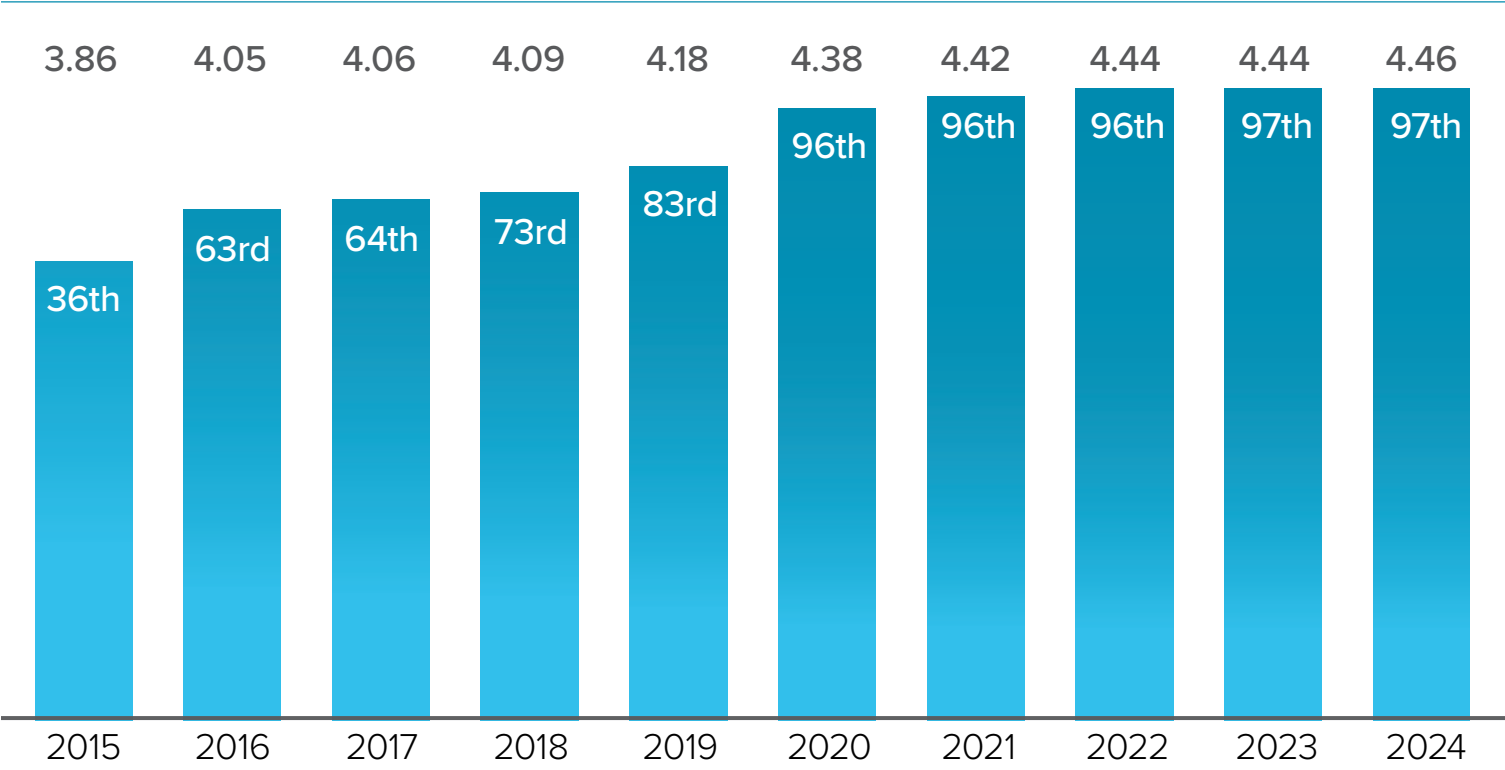
98%

The mission or purpose of my company makes me feel my job is important.

Hologic Engagement Ratio



Hologic Grand Mean



Great Place To Work

Another leading measurement of employee engagement comes from the Great Place To Work (GPTW) organization. Through its Trust Index survey, GPTW found that 89% of Hologic’s U.S. employees said our company is a great place to work, compared with 57% for a typical company in the same country. Hologic performed exceptionally well on the survey in other categories of U.S. employee engagement.

U.S. Employee Engagement Survey Results

93%

When I look at what we accomplish, I feel a sense of pride.

94%

I’m proud to tell others I work here.

94%

I am able to take time off from work when I think it’s necessary.

94%

I feel good about the ways we contribute to the community.

92%

Our customers would rate the service we deliver as “excellent.”

90%

My work has special meaning. This is not just “a job”.

CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED

Equity and Inclusion

Employee Experience

Creating a culture that values every voice, rewards teamwork, celebrates different points of view and reflects the diversity of the communities our company serves.

- Pay equity.
- Equal opportunity employer.
- Recruit, develop and retain our diverse workforce.
- Inclusive leadership.
- CliftonStrengths®.
- Inclusive benefits.
- Safe and healthy workplace.



Community Investment

Supporting external efforts to expand access and equity for women’s health around the globe.

- Hologic Global Access Initiative.
- Hologic Global Women’s Health Index.
- Project Health Equity.
- U.N. Women’s Generation Equality Initiative.
- Education and awareness.
- STEM education for under-resourced communities.

Responsible Value Chain

Embedding equity and inclusion in our business practices, policies and processes.

- Supplier diversity.
- Human rights, modern slavery, anti-discrimination and anti-harassment policies.



Innovation

Nurturing an innovative and inclusive culture where all employee ideas and contributions are valued. Innovating our products with equity and inclusion in mind for patients and our healthcare provider partners.

- New product innovation with equity and inclusion in mind.
- Inclusive patent and innovation pipeline participation.

CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED

Pay Equity

As a leading medical technology company focused on women’s health, we strongly advocate for equal pay for equal work. We achieve this through equitable employment policies, practices and annual pay equity audits. Our results show no significant pay gap throughout our workforce. We target a gender compensation ratio of 1.0, meaning men and women in similar roles with similar knowledge, levels of performance and responsibilities are paid equally. At the end of our fiscal 2024, our female-to-male compensation ratio was .98.

Annual Pay Equity Audits

Hologic compensation experts regularly benchmark salaries and conduct external pay audits with independent third-party contractors using regression analysis. This data-driven approach controls for variables that influence compensation, such as job position, tenure, years of experience, performance and location. We use the regression analysis to help identify and address potential pay disparities.

Pay Equity

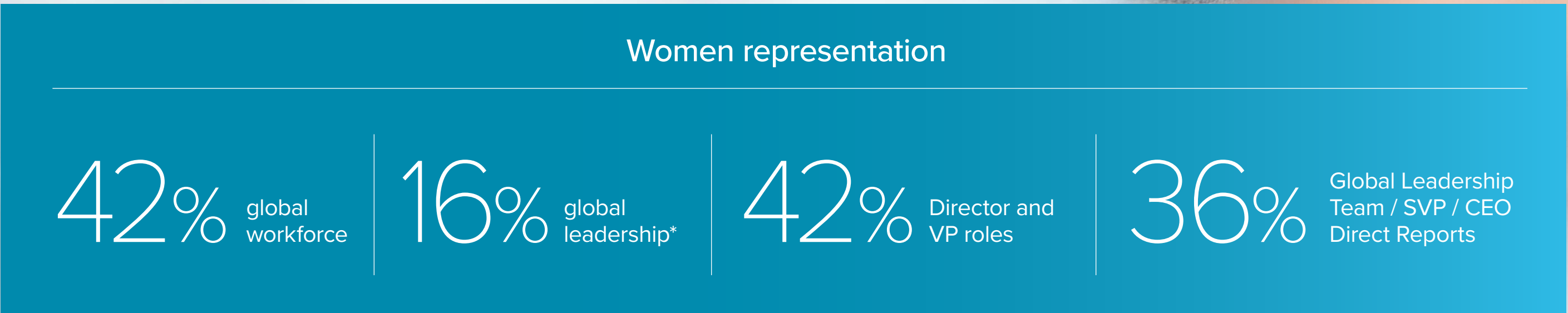
Employee Category	Progress
Leadership	.99
Individual Contributors	.97

* Women in leadership: people leaders / women with direct reports
** Calculated as % women of the total population for that level

Equal opportunity




Hologic is an Equal Opportunity Employer. All employees and applicants are afforded equal opportunity without regard to any characteristic protected by applicable law. This policy applies to all phases of the employment relationship, including hiring practices, promotion decisions, selection for training programs, compensation administration and participation in benefit programs. The company is committed to creating a work environment that is free of verbal or physical harassment or bullying. Harassment of a sexual nature or harassment on the basis of race, color, national origin, gender, age, disability, veteran status or any other characteristic protected by applicable law will not be tolerated by the company. All employees must be treated with dignity and respect. Employees are expected to conduct themselves in a manner appropriate for the workplace and exercise the normal standards for courtesy and consideration when dealing with colleagues, as well as any other individuals who may have dealings with the company. Employees are encouraged, and have a responsibility, to report potential violations of such policies, and all reports will be thoroughly investigated in accordance with applicable procedures.

[Read the EEO-1 Report](#)



Investing in Our Communities

Hologic’s community engagement, philanthropy and volunteerism aim to magnify the impact of our business focus. Our philanthropic efforts make a positive difference in the lives of patients, underserved communities and students. Supporting the communities where our employees live and work is central to Hologic’s mission. Our employees give back to their communities with donations of money, time and talent.

Area of Focus	<div></div> <div>Women’s Health</div> <div>Access and Equity</div>	<div></div> <div>Education</div> <div>With inclusion of students from underserved communities</div>	<div></div> <div>Equity</div> <div>Promoting equity, especially in education and healthcare</div>	
Program Benefits	<div>8 hours Paid Volunteer Time Off</div> <div>8 hours of paid time off for volunteering available to employees in the U.S. and U.K. are provided as part of the benefits package</div>		<div>\$500 Donation Match</div> <div>Hologic’s Partners in Giving program provides a “matching” contribution for employee donation of money or time with a qualifying nonprofit.**</div>	
Impact	<div>200+</div> <div>Organizations supported in FY 2024</div>	<div>~8,000</div> <div>Volunteer hours donated by U.S. employees since 2020</div>	<div>94%</div> <div>Employees reported that they feel good about the ways we contribute to the community*</div>	<div>\$22.5M</div> <div>Community support since 2015</div>

* Source: Great Place To Work annual survey of U.S. employees.

** Every six months, Hologic donates \$500 for 10 hours of volunteer time and \$250 for five hours of volunteer time to nonprofit groups. For employee donations to nonprofit groups, Hologic matches up to \$1,000 per year. Matching contributions are paid by The San Diego Foundation, which oversees the Hologic philanthropic fund. The foundation can provide grants to qualified public charities classified as 501(c)(3).



Operating with Integrity

We are committed to putting our purpose, passion and promise into action while maintaining the highest level of integrity and ethical behavior in our business operations.

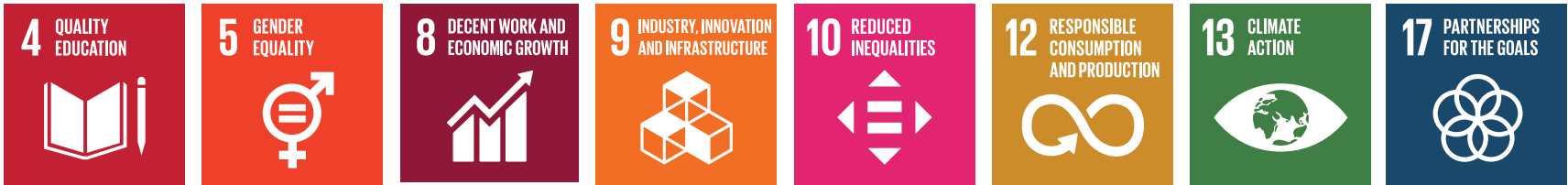


- Our Ambition, Approach, and Accountability
- Uphold Strong Corporate Governance and Compliance
- Conduct Responsible Business Practices
- Advance Product Quality and Safety
- Engage a Sustainable and Responsible Supply Chain



Operating with Integrity:

Our Ambition, Approach and Accountability



Ambition

We are committed to putting our purpose, passion and promise into action while maintaining the highest level of integrity and ethical behavior in our business operations.

We honor the patients and healthcare providers who use our products and count on us to deliver on our commitments.

As a global organization focused on women’s health and committed to gender equity, we believe Hologic has a unique responsibility to operate with the highest degree of integrity. The work we do impacts the lives of millions of people every day.

Strong corporate governance and independent oversight help us uphold our company values, safeguard against risks and maintain the stakeholder trust essential to our continuing success. Our culture of doing well by doing good enables us to positively impact our shareholders, employees, patients, customers, communities and planet.

How we operate is as important as what we do. When we operate as positive global corporate citizens, our purpose, passion and promise come alive and make our business stronger. We believe every step we make toward a more sustainable business and planet helps us deliver long-term value for all our stakeholders.

Approach

- Uphold strong corporate governance and compliance.
- Conduct responsible business practices.
- Advance product quality and safety.
- Engage a sustainable and responsible supply chain.

Accountability

- Code of conduct certification.
- Product quality.
- Supplier engagement.
- ESG indices.

Corporate Governance and Compliance

Corporate Governance

Hologic is committed to upholding sound corporate governance practices and providing independent oversight to safeguard the interests of Hologic’s shareholders. Hologic’s governance principles and responsibilities are built on a foundation of engaging in transparent and open dialogue among board members and with stockholders, fostering strong independent leadership in our boardroom with a focus on enhancing long-term value.

Our board is committed to acting with the highest integrity and regularly improving individual and collective performance. This commitment will help us sustain our success, build trust in the company and continue to create long-term stockholder value.



Stephen P. MacMillan
Chairman, President and Chief Executive Officer



Amy M. Wendell
Independent Lead Director, Former Senior Vice President, Strategy and Business Development, Covidien plc



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



Stacey D. Stewart
CEO, Mothers Against Drunk Driving (MADD)



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



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



Martin Madaus
Operating Executive, Carlyle Group



Nanaz Mohtashami
Managing Director, Russell Reynolds Associates

Director Profile



* Individual directors may be included in more than one segment.

Percent of Women on Hologic Board



* Reflects director nominees.

Responsible Business Practices

We aim to create and deliver innovative healthcare solutions in an ethical and compliant way.

Human Rights

We are committed to upholding and respecting human rights globally by conducting business with the highest ethical standards and in compliance with applicable global laws, regulations and Hologic policies.


We are a catalyst for change in the world. We champion women’s health globally, working in partnership with others to raise awareness and inspire policy and action to break down barriers that affect women disproportionately and prevent them from receiving the care they need and deserve. We know that improving women’s healthcare has a powerful ripple effect on families, communities and society; it is one of the many reasons that drives us to relentlessly pursue better health for women everywhere.


Guided by our purpose, passion and promise, we strive to exemplify the positive societal benefits that private enterprise can drive. We embrace our responsibility to be a leading corporate citizen in the communities in which our employees work and live. Our values of honesty, integrity, respect, trust, citizenship and responsibility are the foundation of our culture and guide our interactions with our employees, customers, business partners, communities and planet.


Guiding Principles


- We are committed to treating every person with dignity, respect and professionalism.
- We are committed to respecting, protecting and championing the human rights of all who engage with our operations, including employees, our supply chain, customers and local communities.
- We respect the right to clean air, clean water and a sustainable environment.
- We aim to be a positive impact on the communities where we operate.
- We are a signatory participant in the United Nations Global Compact. Hologic supports the fundamental principles found in the International Bill of Rights; the U.N. Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work; and the U.N. Guiding Principles on Business and Human Rights.
- We are committed to applying this policy within our own operations and expect our business partners to do the same.


Key Topics Covered in the Policy:


- 

Equal opportunity, anti-discrimination, anti-harassment and fair compensation.
- 

Prohibition of child labor, forced labor, prison labor, modern slavery and other exploitative labor practices.
- 

Safety.
- 

Freedom of association.
- 

Environmental stewardship.
- 

Disciplinary action, reporting concerns and prohibition of retaliation.

Supply Chain

Under our policies, we do not allow unlawful child or forced labor by our company, and we do not knowingly work with suppliers or business partners that employ children or forced labor. We are committed to ensuring that our supply chain is free from any form of coercive or involuntary labor, in compliance with international standards and applicable laws. We encourage stakeholders to report concerns confidentially and uphold human rights and legal requirements. Hologic seeks to comply with modern slavery and human rights due diligence disclosure requirements in various countries.

[Learn more: Hologic disclosure reports](#)

Security

Security personnel are trained in policies and procedures concerning aspects of human rights relevant to their operations.

[Learn more:](#)
[Human Rights Policy](#)
[U.K. Modern Slavery Disclosure](#)
[Australia Modern Slavery Disclosure](#)
[California Supply Chain Transparency](#)

Advance Product Quality and Safety

Product Quality and Safety

Quality Management System (QMS)

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 support 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.

The Hologic Corporate Quality Manual covers management responsibility, which includes our commitment to providing for the suitability, adequacy and effectiveness of the QMS. These processes support compliance of our marketing materials and product claims.

[Learn more:](#)
[Quality Policy](#)
[ISO 13485 Certificates](#)



Quality Policy

We commit to quality excellence, product safety, regulatory compliance and an effective Quality Management System that drives continued improvement to bring The Science of Sure to life for our customers through every action, every day.

Our Quality Policy in Action*:

Quality excellence

Quality is everyone’s responsibility. As an accountable individual on the Hologic team, I am committed to supporting the development of innovation technologies and best-in-class medical products that improve the quality of life of our customers.

Product safety

I act with the highest integrity and in full compliance with all the applicable laws, standards, and regulations to support, maintain effectiveness, and drive continuous improvement of our Quality Management System.

The Science of Sure

The Science of Sure reflects who we are as a leading innovator in women’s health, helping healthcare professionals around the world diagnose and treat their patients with precision, certainty, and confidence.

Action, every day

Every action and decision I make at Hologic ensures the quality of our product and empowers healthier lives, everywhere, every day.

*Reflects aspirational quotes we want employees to bring to life.

Engage a Sustainable and Responsible Supply Chain

Supply Chain Management

We are committed to being a company that reflects the very best of our employees as they carry out our purpose, passion and promise. We hold ourselves accountable to these commitments and we extend the same expectations across our value chain around the globe. Accordingly, Hologic aims to partner with suppliers and business partners that strive to be good corporate citizens, practice environmental stewardship and operate responsibly.

Supplier Categories

The Hologic global supply chain consists of suppliers, manufacturing sites, distribution centers and customers. We consider it business-critical to work with suppliers who share our values.

Strategic Suppliers

Suppliers that meet and/or exceed the requirements of preferred suppliers, often by demonstrating best-in-class performance. Strategic Suppliers are willing to make investments at risk to provide access to cutting-edge technology or services that provide Hologic a marketplace advantage.

Preferred Suppliers

Suppliers who offer distinguished value, quality, service, and technical capabilities.

Core Suppliers

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

Direct Supplied

Business partners that provide materials relating to our products.

Indirect Supplied

Business partners that supply materials and services relating to business operations.



* Excludes Travel and Expense (T&E) card supplier counts.
** Includes T&E card supplier payments.



A single purpose.
A common passion.
A lifelong promise.

Investor Relations:

Michael Watts
Corporate Vice President, Investor Relations
(01) 858-410-8514
michael.watts@hologic.com

Media Relations:

Bridget Perry
Senior Director, Corporate Communications
(01) 508-263-8654
bridget.perry@hologic.com



Follow Hologic's sustainability journey at
hologic.com/sustainability

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