



# 2024 Sustainability Report

Helping women around  
the world live healthier lives.





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, see [About the Report](#) in the Appendix.

We welcome your feedback at [Sustainability@Hologic.com](mailto:Sustainability@Hologic.com).

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# 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.

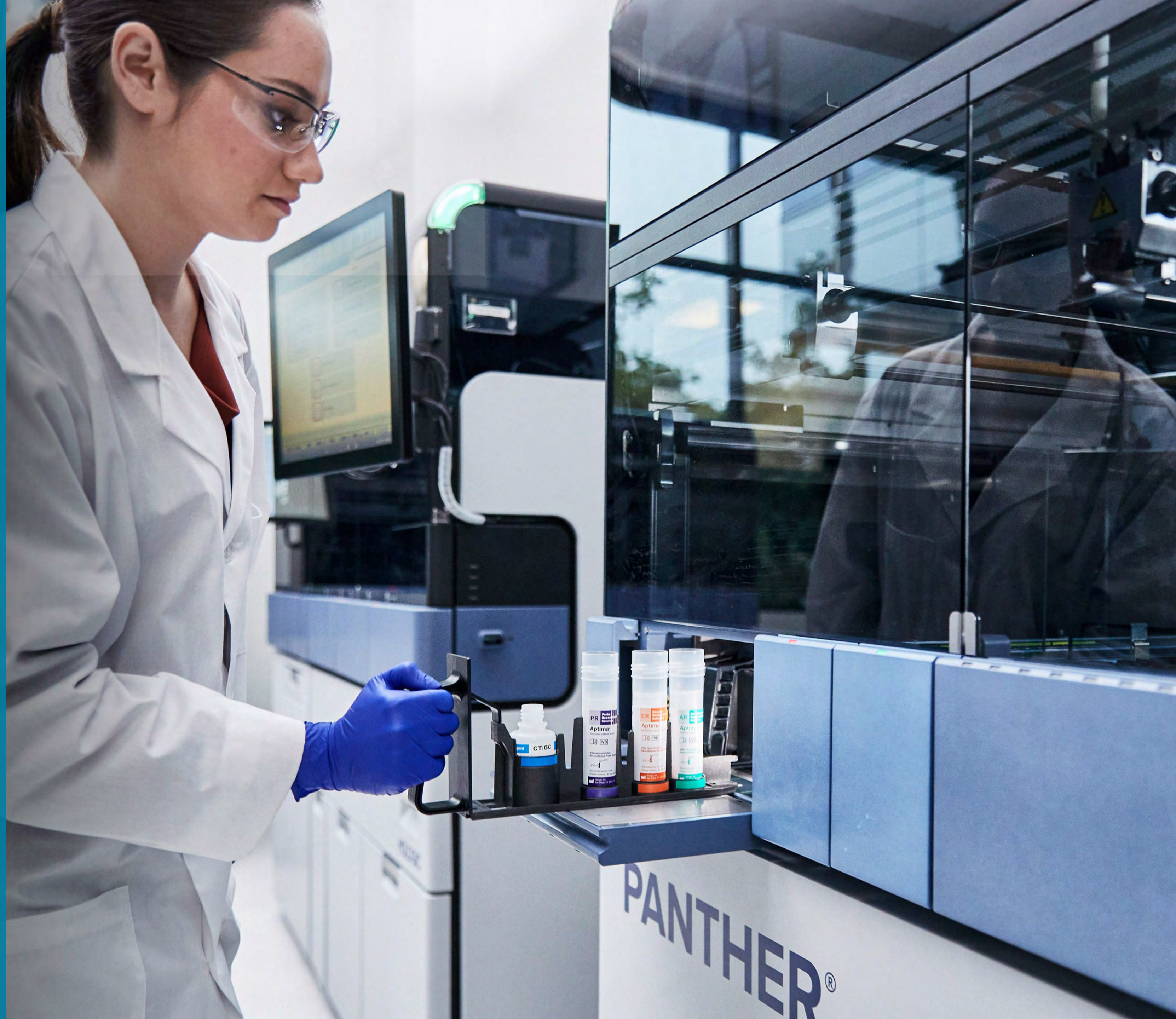
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Leadership Message

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**  
Chairman, President and Chief Executive Officer





# A Year in Review



## Business

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

Launched **Genius A™ 2.0 technology** for breast cancer detection.<sup>2</sup>

**> 210M COVID assays** shipped globally.<sup>3</sup>

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

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

## Access

**> 193M lives impacted** worldwide.<sup>4</sup>

**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.<sup>5</sup>

**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.<sup>6</sup>

**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

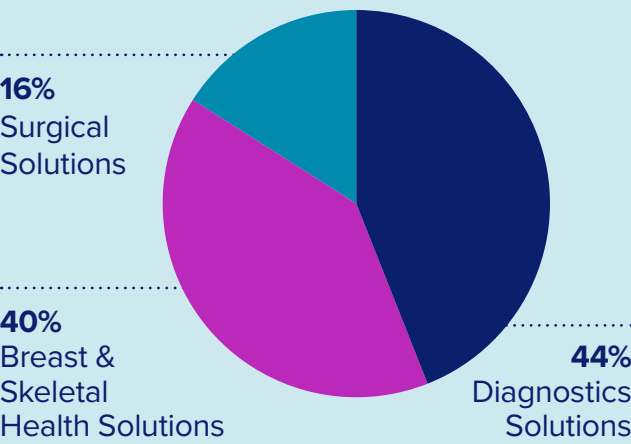
- Endometrial Ablation (NovaSure®)
- Tissue Removal (MyoSure®)
- Laparoscopic Products (Acessa®)
- Fluid Management (Fluent®/Aquilex®)
- Advanced Energy (CoolSeal®)

### Breast & Skeletal Health Solutions (BSHS)

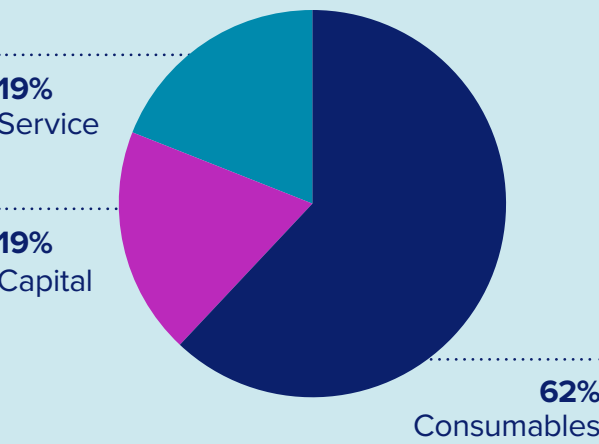
- Mammography (Dimensions®)
- Breast Biopsy (Brevera®, Eviva®, ATEC® & markers)
- Breast Surgery (Sentimag®, Magseed®, Magtrace®, LOCalizer®, TruNode®)
- Specimen Radiology (Trident® HD, Faxitron®)
- DXA & Body Composition (Horizon®)
- Mini C-Arm (InSight® FD)

Revenue Profile

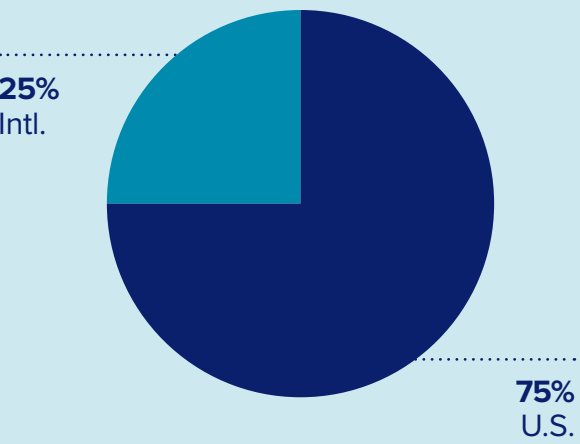
By Division



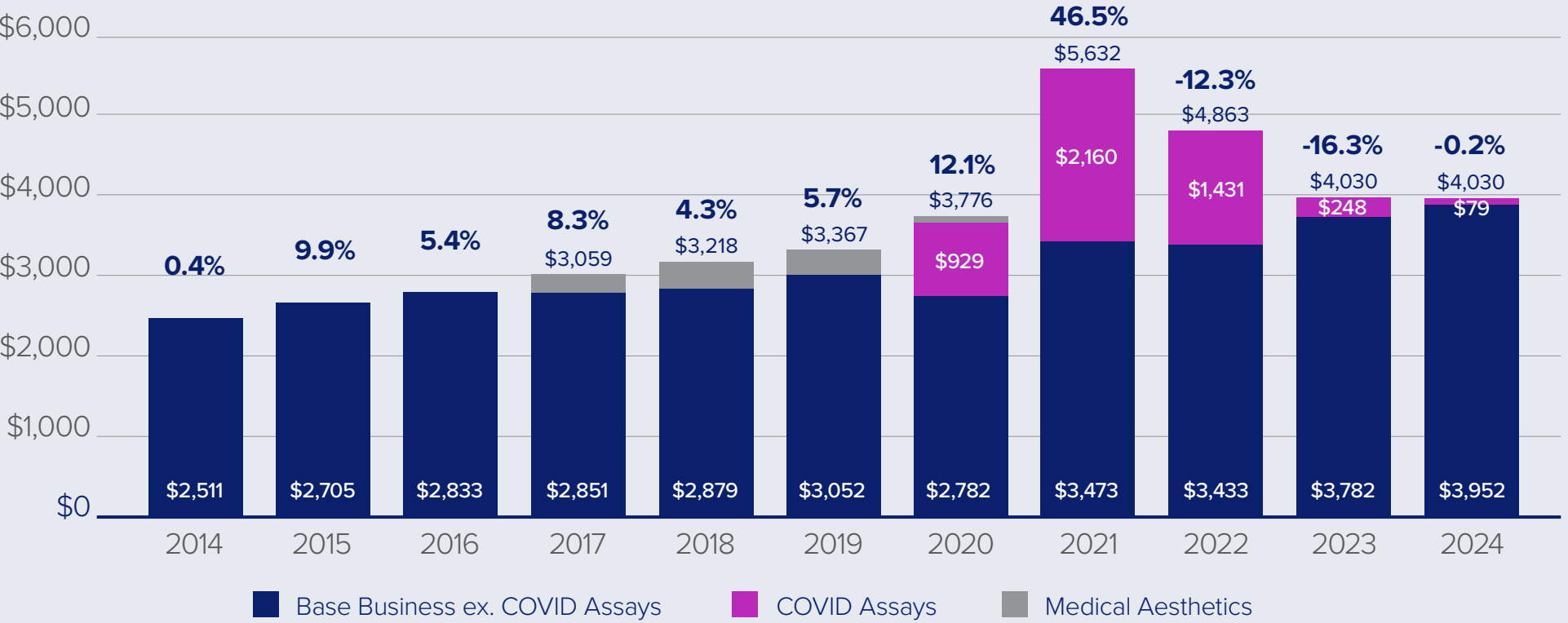
By Type



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

## Sustainability Governance

Sustainability is important to how we do business, and we have created a governance structure that facilitates accountability, transparency and continuous improvement.

The **Board of Directors** governs the oversight of our key sustainability issues across the environmental, social and governance themes.

The **Nominating and Corporate Governance Committee (Nom & Gov)** of our Board oversees all of our governance processes, including Hologic’s reporting, and efforts related to sustainability.

The **ESG & Sustainability Executive Steering Committee** is composed of functions relevant to the ESG & Sustainability strategy or whose work is informed by ESG & Sustainability. They provide guidance to the organization on strategy to help up move forward in the most impactful way. The Steering Committee also provides input to the Board in its oversight of the company’s sustainability program.

[Learn more: Governance Documents](#)





SUSTAINABILITY STRATEGY AND GOVERNANCE, CONTINUED

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

Stakeholder Engagement



Customers



Employees



Investors



Patients



Suppliers



Healthcare Organizations



Distributors



Regulatory Agencies & Governments



Industry Leaders



The Local Communities Where We Operate



CDP



Dow Jones Sustainability Indices



GRI



SASB



SCIENCE BASED TARGETS



TCFD



United Nations Global Compact



UN WOMEN



Sustainable Development Goals



Sustainable Development Goals



1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS

Stakeholder Groups

We routinely engage with each of our stakeholder groups to gather insights. We believe in open and transparent communication as we seek to improve and evolve our sustainability programming.

Reporting Frameworks and Benchmark Standards

Our reporting efforts align with the leading frameworks and external benchmarking tools.

U.N. Sustainable Development Goals

As a purpose-driven company, our Sustainability Strategy focuses on delivering positive stakeholder impact and long-term shareholder value. We align our priorities and targets to support the 17 United Nations (U.N.) Sustainable Development Goals (U.N. SDGs) and have identified nine that Hologic can most uniquely affect.



SUSTAINABILITY STRATEGY AND GOVERNANCE, CONTINUED

Materiality\*

Hologic’s strategic areas of focus were identified through the process of a sustainability materiality assessment in 2020 and 2023. In 2024, we conducted a desktop refresh to confirm and update the most important topics deemed relevant for Hologic’s sustainability strategy based on previously reported themes. We used a combination of internal and external research to develop a list of initial topics deemed potentially relevant to our evolving sustainability strategy. Following the desktop assessment, informal interviews were conducted with internal and external stakeholders to validate and prioritize topics. Based on the insights gained, we synthesized the updated list of topics and used that information to organize our reporting around the priority focus areas of Access, Environment, People & Communities and Integrity.

We are prioritizing action on the most important environmental, social, and governance (ESG) issues, supported by robust governance, transparency and accountability.

Our materiality assessments guide the sustainability strategy by understanding which issues matter most to our business, our stakeholders, and our impact on society.

In this report, we use the terms “material” and “materiality” to refer to the topics and areas where we believe there can be meaningful Hologic environmental, social and governance impact. The use of such terms shall not be deemed to constitute an admission as to the materiality of any information in this report to Hologic or its stakeholders for purposes of applicable securities laws or any other laws of the United States or other jurisdictions, nor are we using them as they are used in the context of financial statements and financial reporting.

Hologic Sustainability Priority Focus Area	Environment (E)	Social (S)	Governance (G)
Advancing Women’s Health Access and Equity		<b>Access and Equity to Healthcare*</b>	<b>Innovation*</b> Market Presence Affordability
Protecting the Environment	<b>Climate Action*</b> <b>Sustainable Facilities*</b> <b>Sustainable Supply Chain*</b> <b>Sustainable Product*</b> Waste Minimization Water Conservation		
Supporting our People and Communities		<b>Talent Attraction, Development, Engagement and Retention*</b> Workforce Health and Safety Diversity and Inclusion Labor Practices	
Operating with Integrity			<b>Product Quality and Safety*</b> <b>Responsible Supply Chain*</b> <b>Business Ethics and Compliance*</b> <b>Artificial Intelligence (AI)*</b> Corporate Governance Public Policy and Advocacy Sustainable Economic Growth

Bold \* represent the most important issues



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	<div>1. Drive continued innovation and affordability</div> <div>2. Promote partnerships</div> <div>3. Raise awareness, and inspire action</div>	<div>1. Drive climate action</div> <div>2. Conserve natural resources and reduce our environmental footprint</div> <div>3. Integrate eco design in products and packaging</div>	<div>1. Curate an inclusive, engaged and innovative culture</div> <div>2. Provide opportunities for employee career development</div> <div>3. Invest in our communities</div>	<div>1. Uphold strong corporate governance and compliance</div> <div>2. Conduct responsible business practices</div> <div>3. Advance product quality and safety</div> <div>4. Engage a sustainable and responsible supply chain</div>
Accountability	<div>• Product innovation</div> <div>• Number of lives impacted</div> <div>• Number of learners reached</div> <div>• Hologic Global Women’s Health Index key indicators</div>	<div>• Science based emission reduction targets</div> <div>• Net zero</div> <div>• Renewable electricity</div> <div>• Landfill diversion</div> <div>• Water stewardship</div> <div>• Sustainable packaging and products</div> <div>• Circular economy opportunities</div>	<div>• Gender pay equity</div> <div>• Employee engagement score</div> <div>• Safety Injury and Illness rate</div> <div>• Employee training and development</div> <div>• Donations and volunteer hours</div> <div>• Leadership demographics</div>	<div>• Code of Conduct certification</div> <div>• Product quality</div> <div>• Supplier engagement</div> <div>• ESG Indices</div>
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

Drive Innovation and Affordability

Promote Partnerships

Raise Awareness and Inspire Action





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

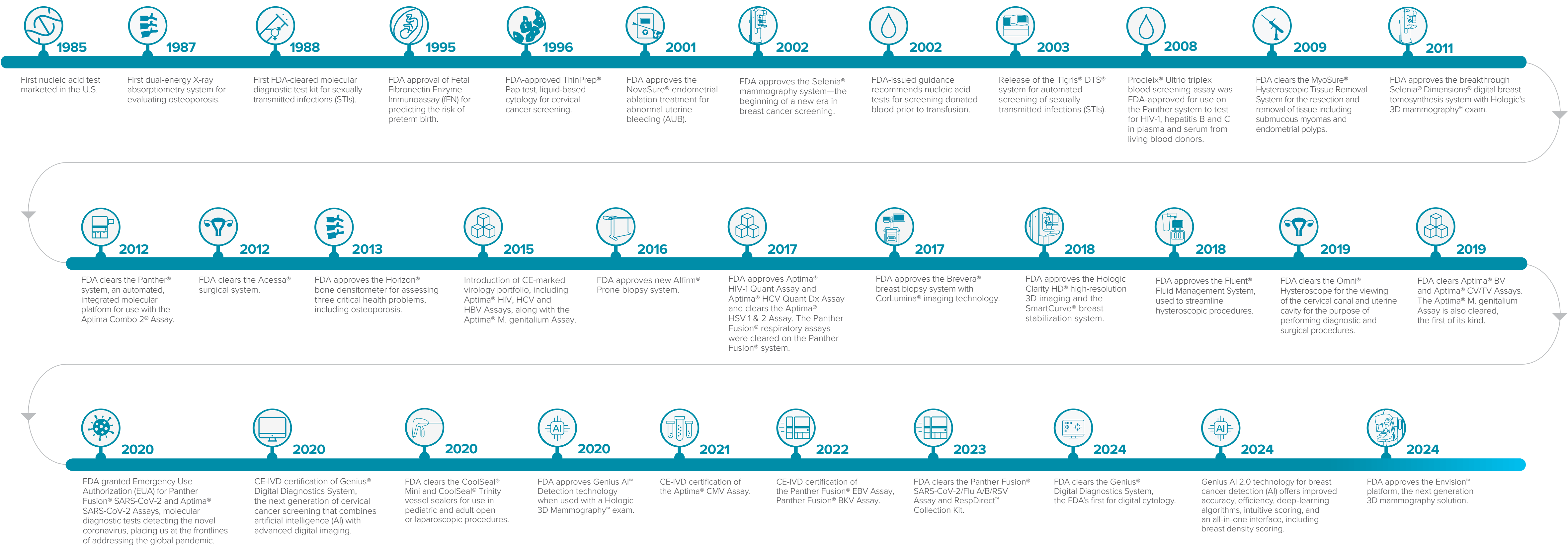
## Accountability

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



# Drive Innovation and Affordability

Our life-changing advances in breast, cervical, gynecologic, skeletal and sexual health during the past four decades are rooted in science and clinically proven to deliver greater certainty and peace of mind for patients everywhere. We revolutionize patient care by pioneering solutions that deliver superior outcomes in screening, diagnosis and treatment. We leverage our strength in women’s health to help create a world where every patient has access to exceptional care.





DRIVE INNOVATION AND AFFORDABILITY, CONTINUED

Innovation Highlights

We revolutionize patient care by pioneering solutions that deliver superior outcomes in screening, diagnosis and treatment. We aim to leverage our strength in women’s health to create a world where every patient has access to exceptional care.

Genius™ Digital Diagnostics System –  
First and Only FDA-Cleared Digital Cytology System

In 2024, our new Genius™ Digital Diagnostics System with the Genius™ Cervical AI algorithm became the first and only FDA-cleared digital cytology system. It combines novel artificial intelligence with advanced volumetric imaging technology to help identify pre-cancerous lesions and cervical cancer cells on a patient’s Pap test.



The system can help increase disease detection and provide greater laboratory workflow efficiency. Detecting and identifying cervical pre-cancer and cancer in the early stages is critical to effective prevention and treatment.<sup>1</sup> The new technology demonstrated an improvement in sensitivity, or disease detection – notably with high grade lesions.<sup>2</sup> Genius Digital Diagnostics helps provide greater collaboration across labs and other healthcare settings.

[Learn more](#)

References  
1. World Health Organization. (n.d.). Cervical cancer. World Health Organization. <https://www.who.int/news-room/fact-sheets/detail/cervical-cancer>.  
2. Genius Digital Diagnostics System with Genius Cervical AI. US Instructions for Use. AW-23890-001, Rev. 003 1-2024.

Envision™ Mammography Platform

In 2024, we revealed new technologies for reimagining the future of breast health. The cutting-edge Envision™ Mammography Platform offers patients a high-speed Hologic 3D™ mammogram with an industry-leading 2.5-second scan time.<sup>1\*</sup> This next-generation technology provides a more comfortable exam compared to their prior mammogram experience with tilt positioning, adapting to patients rather than the other way around.<sup>2</sup> As the first FDA-approved mammography technology of its kind,<sup>3</sup> the Envision Focusing Technology enhances the detection of subtle objects, minimizes focal spot blur and improves 3D image sharpness.<sup>4,5,6\*</sup>

[Learn more](#)

References  
\* Compared to the 3Dimensions™ Mammography System (3.7sec). DHM-05051\_002.  
1 Hologic data on file: VER-12082 (1.0).  
2 Hologic data on file: DHM-16430.  
3 FDA PMA Approval P080003/S009, 2024.  
4 Hologic data on file: DHM-16158.  
5 Hologic data on file: DHM-14517.  
6 Smith, A. Tushita, P. Improving Tomosynthesis Image Quality using Advanced X-ray Technologies, Hologic WP-00300 (2024).





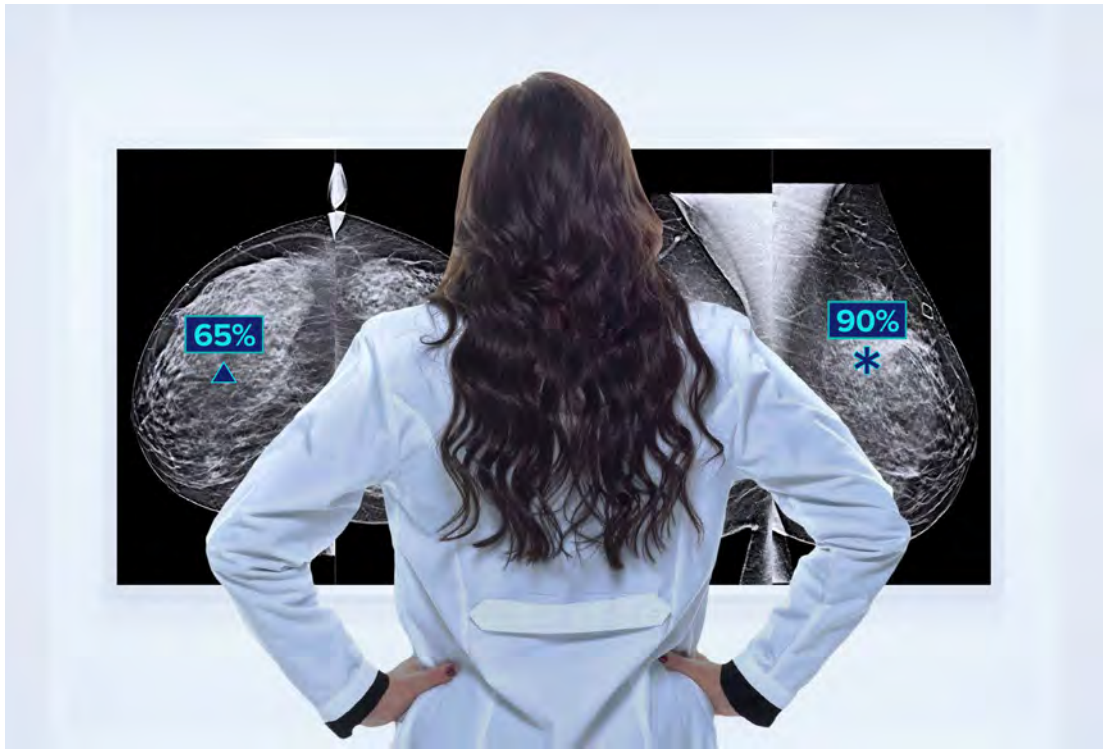
DRIVE INNOVATION AND AFFORDABILITY, CONTINUED

Product Innovation to  
Increase Equity and Reduce Bias

Artificial intelligence (AI) is increasingly used to aid in the diagnosis of breast cancer, as well as in predicting a patient’s risk level and breast density. The creation of AI algorithms starts with the collection of large, high-quality databases of patient information and images, which are used to develop, train and test the algorithms. It’s important that these databases reflect the diversity of racial and ethnic groups in the population across different regions, so the developed algorithms better avoid inherent biases that create disparities for any specific patient groups.

Significant racial disparities exist in breast cancer screening and treatment in the United States. Studies have shown that Black women in the U.S. have a 40% higher death rate<sup>2</sup> from breast cancer compared with white women.

In 2024, Hologic presented new research demonstrating the performance of our Genius AI Detection 2.0 software across diverse patient populations. The study, conducted with the Northwestern Feinberg School of Medicine, looked at more than 7,500 3D mammograms from women who identified as Asian, Black, Hispanic or white. Researchers found that the measured performance



of the algorithm was similar across all cohorts evaluated,<sup>8</sup> illustrating its ability to deliver results free of meaningful racial bias.

As a leader in women’s health, we are deeply committed to providing clinicians with effective, equitable solutions to advance the detection of breast cancer globally. A key part of that is making technology our customers can rely on to perform effectively for all patients regardless of race, ethnicity or background.

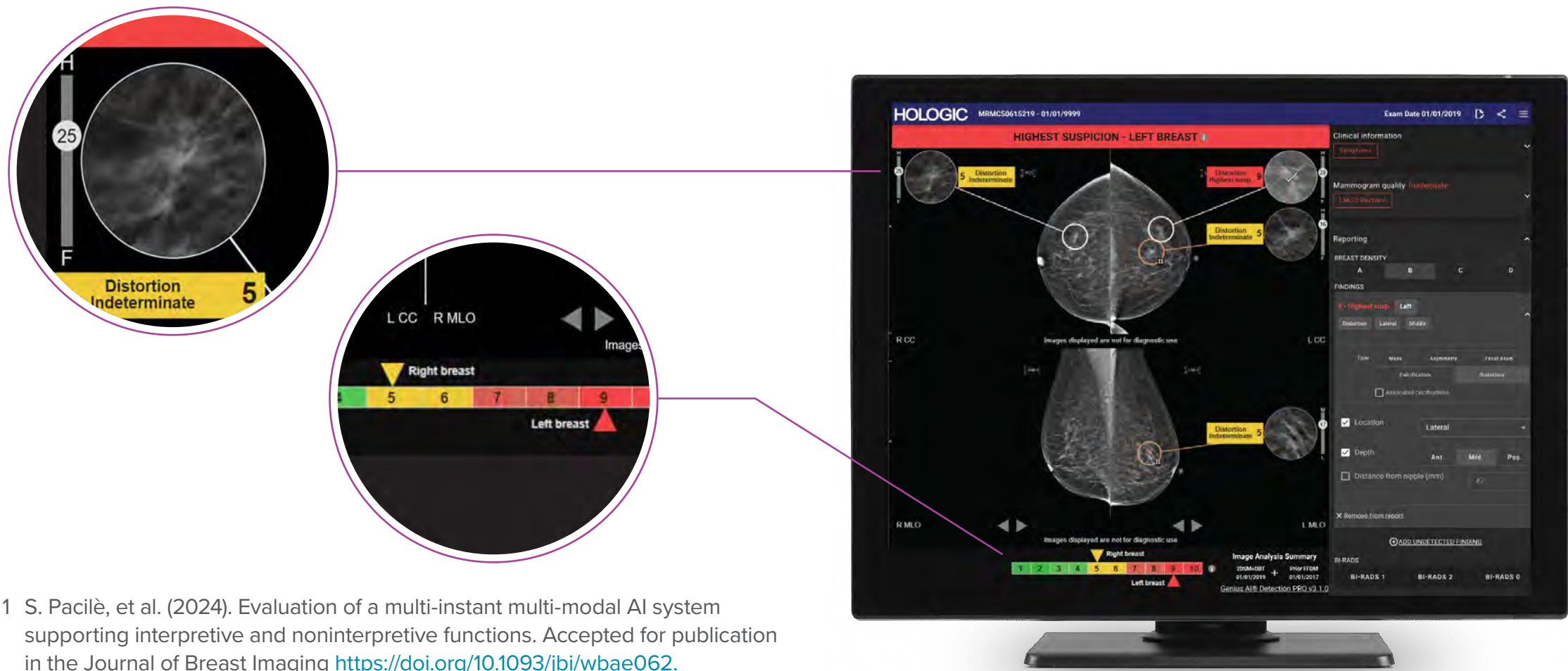
[Learn more](#)

Genius AI® Detection PRO Solution  
for Breast Imaging and Cancer Detection

Further demonstrating leadership in breast imaging AI, we introduced our next-generation Genius AI® Detection PRO solution. By harnessing the latest advances in artificial intelligence and transformative workflow features, we continue to push the boundaries of science to revolutionize mammography. This advanced cancer screening technology is designed to give radiologists more confidence and help reduce false positives.<sup>1,2</sup>

Specifically, this new mammography AI assistant provides a deep-learning 2D and 3D algorithm that improves specificity; intuitive case and lesion scoring and pre-populated exam reports designed to accelerate image review; and an all-in-one interface that conveniently includes deep-learning breast density scoring along with key patient and mammogram quality information.

[Learn more](#)



1 S. Pacilè, et al. (2024). Evaluation of a multi-instant multi-modal AI system supporting interpretive and noninterpretive functions. Accepted for publication in the Journal of Breast Imaging <https://doi.org/10.1093/jbi/wbae062>.  
2 K240301 510(k) summary distributed by Hologic, Inc.



DRIVE INNOVATION AND AFFORDABILITY, CONTINUED

Affordability

Hologic is committed to offering prices that enable broad access to our technology and products. We strive to maintain a responsible approach to pricing our products. We negotiate and partner with healthcare systems, payers and research institutions to make our products available.

Responsible Pricing

Hologic price increases were at or below worldwide inflationary indices while absorbing many of the temporary cost increases driven by global supply chain issues. For example, in the U.S. in 2024, the Hologic annual price change was below the U.S. Consumer Price Index. Hologic pricing reflects our value proposition and enables the company to continue to innovate for our customers, leading to continuous business growth and enduring financial success. These gains allow us to reinvest in programs and initiatives designed to nurture and support women’s health globally.

Hologic strives to compete fairly and ethically. This includes providing accurate pricing to our customers. Ensuring our innovations are accessible includes consideration of local market dynamics.

Market Access and Medical Affairs

We drive access initiatives to support expanding reimbursement opportunities, engage with trade organizations to provide input on key issues, educate external and internal stakeholders and collaborate with clinical partners on evidence generation

2024 Highlights

- Taiwan updated its breast screening guidelines age group from 45-69 to 40-75.
- The government in Thailand is working toward a breast screening policy for high-risk women.
- Most provinces across Canada have lowered the minimum age for breast cancer screening from 50 to 40.
- The United States Preventive Services Task Force released its recommendation that average-risk women begin breast cancer screening at age 40, instead of its previous minimum threshold of age 50.
- In the EU, partnered with IARC to update European Commission guidelines on Cervical Cancer (EC-CvC).
- Ongoing implementation of guidelines for STI systematic Screening in Spain and France.
- Introduction of osteoporosis screening programme the Czech Republic.
- The U.K. introduced a See & Treat tariff for gynaecological procedures.
- WHO prequalification for HIV-1.





DRIVE INNOVATION AND AFFORDABILITY, CONTINUED

Hologic Global Access Initiative: Innovation and Affordability with a Humanitarian Purpose

A Disruptive, Customer-Focused Approach to Diagnostic Testing for Resource-Limited Settings: Hologic Global Access Initiative (GAI)

Imagine a world with universal access to quality diagnostic testing and viral-load monitoring for the most prevalent viral diseases. As a leading provider of medical diagnostics, Hologic is working towards making this a reality. We are committed to creating sustainable pathways for testing in areas where access to healthcare can make all the difference.

GAI is our solution to promote simple, scalable and sustainable access to cost-effective and quality diagnostic testing for countries that need it most. The initiative provides access to testing for HIV, HCV, HBV, HPV and COVID-19 using our Panther system. The testing is delivered with an all-inclusive pricing structure and no requirement for capital expenditure.

GAI began as a partnership with the Clinton Health Access Initiative, Inc. and MedAccess (backed by the U.K. government) to mitigate the burden of viral diseases in areas with high prevalence by providing greater access to testing using the Panther system. We deliver an all-inclusive pricing structure, a market-disrupting offering across the sub-Saharan region of Africa that has allowed healthcare providers to save millions of dollars collectively. The test result price is inclusive of all necessary reagents and consumables, instrument placement, service and maintenance, freight and logistics, and replacement tests.

This program creates an accessible pathway for healthcare in resource-limited settings, where financial and operational challenges can create barriers to care. It was designed to help countries overcome these barriers so their citizens can access crucial testing.






Hologic aligns technology innovation with the needs of communities. Our partnerships help us integrate new diagnostic technologies and expand to new diseases, extending our reach and furthering our commitment to a healthier future all.

[Learn more](#)

HOLOGIC

global access initiative

Hologic supports the 2030 UNAIDS 95-95-95 targets for diagnosis and treatment to help end the AIDS epidemic through HIV detection and antiretroviral therapy, with the end goal of viral suppression for persons living with HIV/AIDS. The Global Access Initiative continues this support and expands this reach to include other common viral targets.
















 <div>Lives Impacted*</div>	 <div>Key Partnerships</div>	 <div>Product Menu</div>	 <div>Instruments**</div>	 <div>Pricing</div>
~14.4M	Ministries of health PEPFAR Global Fund UNICEF UNITAID UNDP WHO	HIV HCV HBV HPV HPV-GT PreservCyt® SARS-CoV-2	100+	Reduced by up to 50% among all diagnostic suppliers

\* Data on file  
\*\* Number of Panthers in Africa under GAI agreement.



# 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.

 <div>Hologic Global Women’s Health Index →</div>	 <div>WEF Women’s Health Initiative →</div>	 <div>Community investment grants →</div>	 <div>WEF Zero Health Gap Pledge →</div>	 <div>The Hologic Global Access Initiative →</div>
 <div>Women Tennis Association sponsorship →</div>	 <div>Project Health Equity →</div>	 <div>UN Global Compact participant →</div>	 <div>UN Women’s Generation Equality Initiative →</div>	 <div>Patient awareness campaigns →</div>
 <div>Healthcare provider education →</div>	 <div>UN Women Empowerment Principles signatory →</div>	 <div>Government affairs and policy advocacy →</div>	 <div>Patient focused programs →</div>	 <div>Market access reimbursement and coverage →</div>



# Promote Partnerships

## Hologic Global Women’s Health Index

Developing One of the World’s Most Comprehensive Studies of Women’s Health — Based on Women’s Perspectives.

We know what gets measured, gets changed. With a team of experts, Hologic and Gallup set out to understand which metrics would be most meaningful to study in a women-focused, international index of health built on national-level surveys conducted worldwide. Women’s health is a combination of physical health as well as social, economic and political factors (culture, poverty, discrimination, violence, system of provision of health services, geographic location, etc.). But not all of the issues facing women today can be measured in a non-epidemiological social science survey.

Developed in collaboration with international public health and medical experts and the Gallup World Poll research team, a set of survey questions was formulated to capture and measure women’s experiences with health and healthcare. These questions, in combination with existing World Poll questions, make up the Hologic Global Women’s Health Index.

Three key objectives underpin each survey cycle and subsequent data analysis:

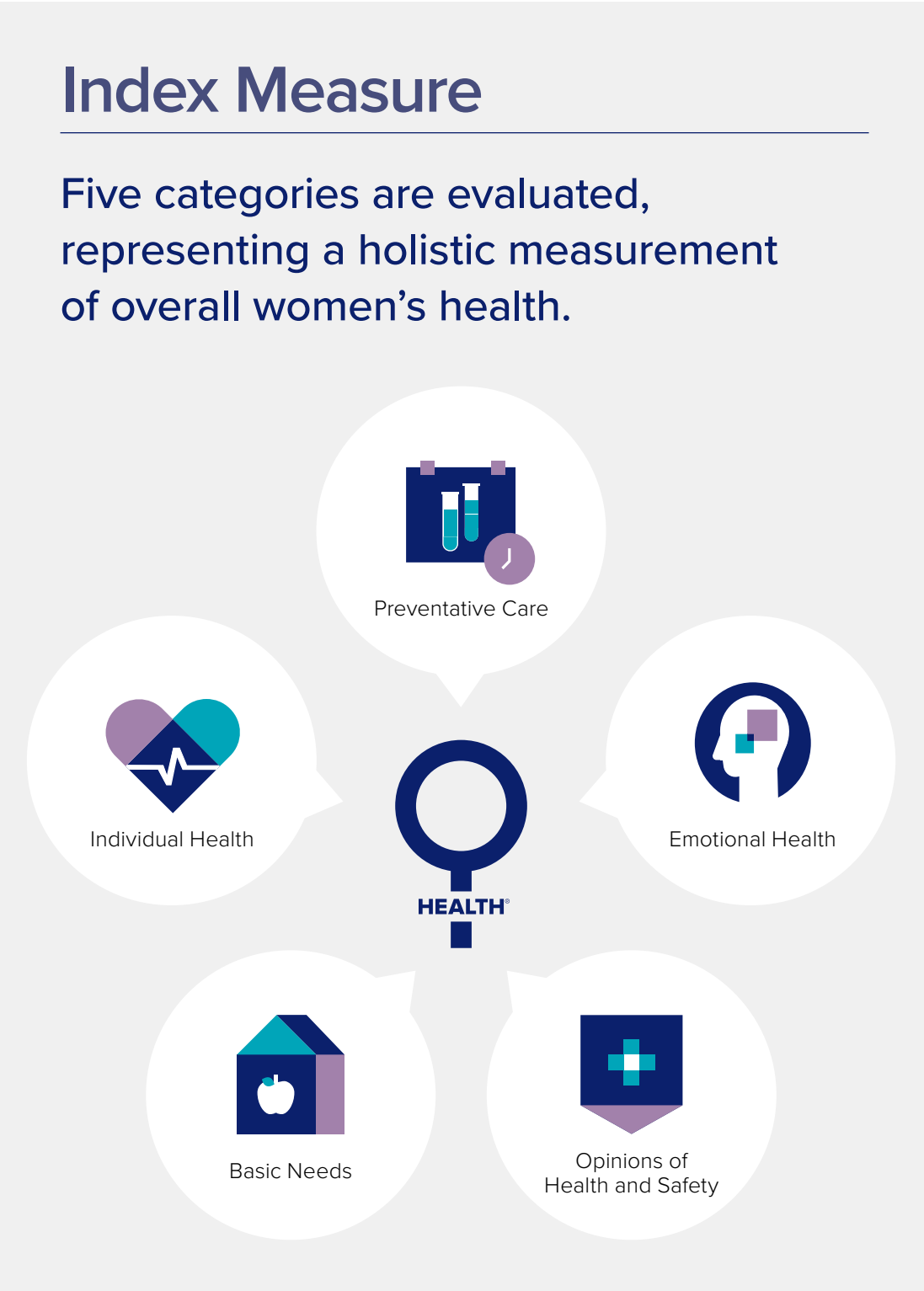
- 1. Capture knowledge, attitudes and behaviors related to health;
- 2. Focus on female-specific health issues; and
- 3. Bring attention to actionable areas to increase life expectancy and quality of life for women.

Harnessing the power and global reach of the Gallup World Poll, the Index represents the knowledge, attitudes and behaviors of women and girls aged 15+.

This multiyear effort contributes to international awareness that women’s health is a critical foundation for the advancement of humankind and that much more needs to be done to improve preventive care for women and girls everywhere.

The Index is a global indicator of a healthy future for women and an embodiment of our company’s purpose, passion and promise.

[Learn more](#)



### The Hologic Global Women’s Health Index represents:



Year four data was gathered in 2023 and analyzed in 2024. We believe the results show that prioritizing women’s health is more critical now than ever. The private and public sectors must partner together and take actionable steps toward improving women’s health. With data from the Index, we can get there. It’s one more way Hologic is bringing The Science of Sure® to life.



PROMOTE PARTNERSHIPS, CONTINUED

Project Health Equity

**The purpose...**  
support proven nonprofit organizations that work to increase healthcare access and quality for medically underserved women.

**The priority...**  
fund screening, diagnostic, treatment and outreach services at healthcare facilities in key communities across the United States.

**The partnerships...**  
Project Health Equity has collaborated with organizations such as the Black Women’s Health Imperative, the National Alliance for Hispanic Health, the Promise Fund of Florida and RAD-AID.

**The impact...**  
achieve progress toward the vision of lifesaving screening, treatment and education being accessible to as many women as possible, regardless of their background.

Project Health Equity invests in organizations driving positive change in the lives of medically underserved women through culturally competent care.





The breast cancer death rate is  
**~40% higher**  
in Black women.<sup>1</sup>



Hispanic women are **40% more likely** to be diagnosed with cervical cancer, and **30% more likely** to die from cervical cancer, as compared to non-Hispanic white women.<sup>2</sup>

\$20M invested in Project Health Equity

1 CDC; Breast Cancer Rates Among Black Women and White Women  
2 HHS Office of Minority Health; Cancer and Hispanic Americans



PROMOTE PARTNERSHIPS, CONTINUED

United Nations

The U.N. engages with private business by fostering partnerships, policy advocacy for responsible business practices, facilitating market access and providing guidance on achieving sustainable development. Hologic is committed to aligning our operations with ethical and sustainable principles as outlined by U.N. principles.



U.N. Global Compact

In 2024, Hologic became an official signatory of the United Nations Global Compact (UNGC). The UNGC is a voluntary initiative based on CEO commitments to implement universal sustainability principles, operate responsibly and take steps to support U.N. goals.

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. Hologic supports the 17 United Nations SDGs and has focused our efforts on nine goals that we can uniquely impact.

[Learn more: Sustainability strategy](#)

UN Women’s Generation Equality Initiative

Generation Equality is the world’s leading initiative to boost investment and implementation of gender equality. It brings together organizations from all corners of society to catalyze progress, push for change and take bold actions together. Hologic is a participant and has formally committed to field the [Hologic Global Women’s Health Index](#) for years to come.

As an official member of one of Generation Equality’s action coalitions, Hologic has the opportunity to share Index data directly with the world’s leading authorities on women’s health and rights. This access helps the Index inform policies and programs around the world as decision-makers rally to accelerate progress.

UN Women Empowerment Principles

In 2024, Hologic became an official signatory supporting the U.N. commitment to gender equality. The Women’s Empowerment Principles (WEPs) offer guidance to business on how to advance gender equality and women’s empowerment in the workplace, marketplace and community. Established by U.N. Women and U.N. Global Compact, the WEPs are informed by international labor and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women’s empowerment.



PROMOTE PARTNERSHIPS, CONTINUED

World Economic Forum

Hologic’s global leadership in women’s health anchors our work with the World Economic Forum (WEF), a key convener of the public and private sectors to address the world’s most pressing issues. WEF invited Hologic to join the organization in 2021, based largely on our track record in championing women and our groundbreaking Hologic Global Women’s Health Index.

WEF Global Health Equity Network and the Zero Health Gaps Pledge

The World Economic Forum initiated the Zero Health Gaps Pledge to reduce health inequity around the world. More than 70 private sector executives, government representatives, academics, civil society leaders and non-government organizations (NGOs) — including Hologic — have committed to promote that all individuals can fulfill their potential through health and well-being.

The pledge was created in direct support of the U.N. SDGs and specifically identifies three root causes of health disparities:

- Inequality in the healthcare system;
- Non-medical drivers of health; and
- Systemic flaws in healthcare delivery.

All organizations have a role to play in advancing health equity and eliminating disparities in health and well-being outcomes between and within countries. The Zero Health Gaps Pledge is a commitment from CEOs across industries and regions for their organizations to embed health equity in core strategies, operations and investments. Hologic is proud to be a signatory to this pledge.

WEF Women’s Health Initiative

The Women’s Health Initiative draws global attention to the need for investment in women’s and girls’ health. The initiative 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. Hologic contributes to the WEF Women’s Health Initiative 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.

The Women’s Health Initiative has three primary focus areas:

- 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.



From left to right: Hologic CEO Stephen P. MacMillan, Hologic Director of Global Health and Innovation Mia Keeys, Gavi CEO Dr. Sania Nishtar, Devex reporter Elissa Miolene and United Nations Population Fund Executive Director Dr. Natalia Kanem.



# Raising Awareness and Inspiring Action

## Medical Education

Hologic’s medical education mission is to improve patient care through excellence in education, communication of clinical and scientific evidence and partnerships with the healthcare community.

In 2024, Hologic and the U.K. Royal College of Obstetricians and Gynaecologists announced a new project focused on improving obstetric and gynecologic surgery. The project aims to modernize training by integrating newer technologies like robotics and artificial intelligence. Phase one focused on determining the baseline for obstetric and gynecologic surgery training and developing a set of recommendations for improving the quality of training programs.

Also in 2024, we formed a new partnership with the American Association of Gynecologic Laparoscopists (AAGL). Hologic becomes the chief provider of hysteroscopes for AAGL’s Essentials in Minimally Invasive Gynecologic Surgery hands-on hysteroscopy skills training for OB/GYN residents. Though not all residents will become minimally invasive gynecologic surgeons, nearly all will care for patients as practicing OB/GYNs.

Additionally, a new global partnership with Inovus Medical has enabled our teams to provide state-of-the-art technologies to improve surgical training through the use of augmented reality trainers. We continue to build partnerships with key societies to advance hysteroscopic and laparoscopic surgical competency.

[Learn more](#)

## Surgical Excellence Program

We believe that high quality medical education inspires positive change. In the fall of 2023, we formed a collaboration with the American Association of Gynecologic Laparoscopists (AAGL) and Inovus Medical, and announced our commitment to provide the infrastructure required to bring AAGL’s Essentials in Minimally Invasive Gynecologic Surgery (EMIGS) manual skills training to life. Over a multi-year period, we will be providing one Omni® hysteroscope, as well as hysteroscopic and laparoscopic training platforms, to all Accreditation Council for Graduate Medical Education (ACGME) accredited residency programs.

We take our responsibility as a market leader seriously. Through the Surgical Excellence Program, we aim to:

- Provide equitable access to high quality hands-on training for use in a safe environment.
- Create greater awareness of more treatment options for common gynecologic conditions.
- Drive improved proficiency with hysteroscopy, and a broader understanding of endometrial sampling under direct visualization.



### Surgical Excellence Program

5,000+<sup>\*</sup>  
Surgeons Trained

50%<sup>\*\*</sup>  
Installs Completed

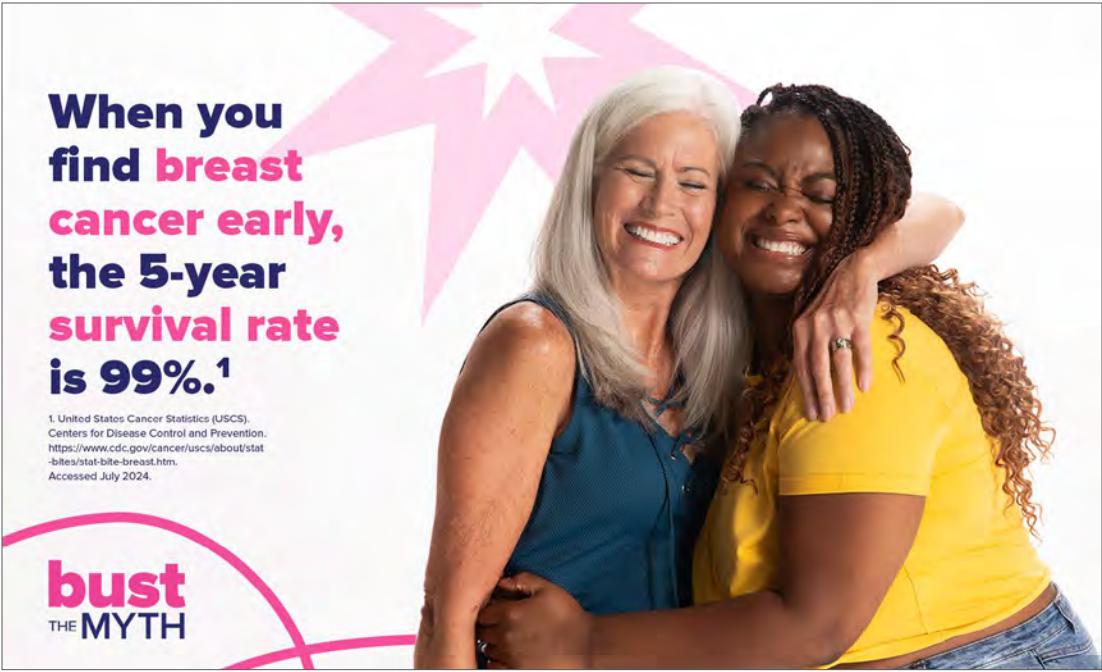


\* Reported numbers reflect the progress as of FY 2024 close.  
\*\* 50% of the almost 300 ACGME accredited programs in the U.S. have equipment installed as of fiscal year end 2024.



RAISING AWARENESS AND INSPIRING ACTION, CONTINUED

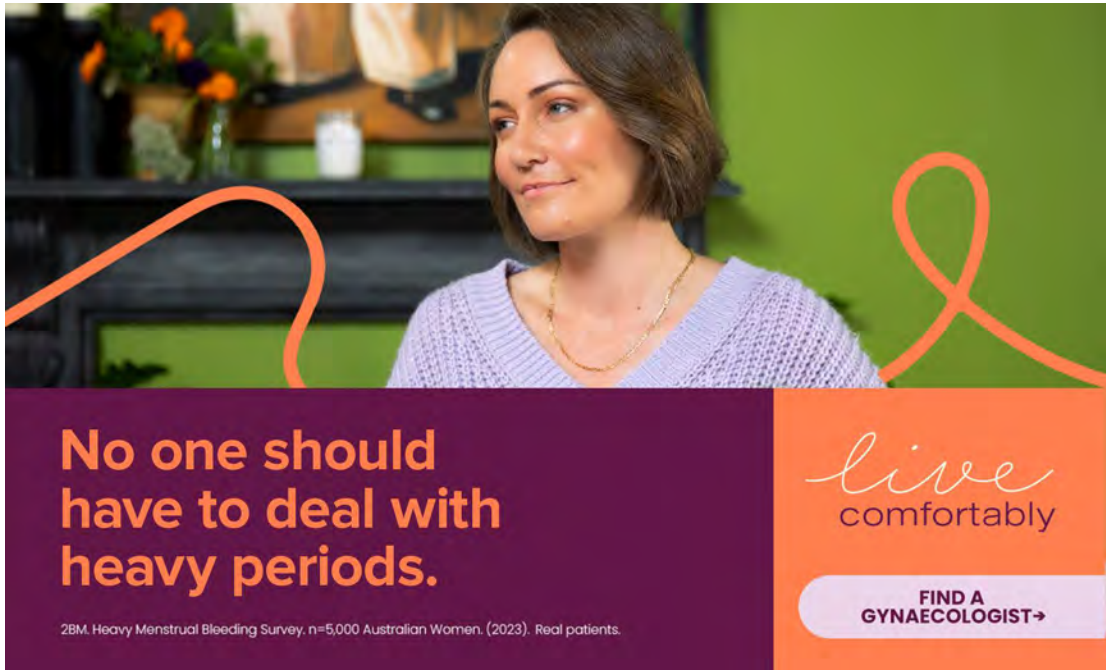
Patient Education:  
Empowering Women through Awareness Outreach Campaigns



#Bust the Myth

Pervasive myths about breast cancer can be hard to tackle. Whether it’s exercise, diet or wardrobe choices contributing to breast cancer, or being too young to worry about the disease, in 2024 we launched a special campaign — Bust the Myth — to dispel the myths that keep women from seeking preventive care for breast health.

[Learn more](#)



Live Comfortably

Most women will experience a heavy period in their lifetime, but 25% experience heavy periods regularly and many of these women are unaware that their condition — called abnormal uterine bleeding — can be treated in a minimally invasive way. The Live Comfortably campaign provided new consumer research about heavy periods and provided easy-to-understand, authoritative guidance from medical experts.

[Watch the video](#)

Over 7.3M video views  
of the “Better is Possible”  
uterine health awareness video



Better Is Possible™

Women are often told painful periods and heavy bleeding are a normal part of their cycle. At Hologic, we know that’s not the case. Through our Better is Possible campaign, we aim to raise awareness about the disruptive symptoms many women endure, provide education on the minimally invasive treatment options available, and empower women to engage in shared decision-making with their healthcare providers.

[Learn more](#)





RAISING AWARENESS AND INSPIRING ACTION, CONTINUED

Global Consumer Awareness:  
A Smashing Partnership Between Hologic  
and the Women’s Tennis Association

Women’s health keeps winning with Hologic and the Women’s Tennis Association (WTA). As the WTA’s top global sponsor, we partner to elevate women’s health awareness worldwide through digital communications and to bring community outreach and advocacy to key tennis tour stops. 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 players and retired legends, we inspire women to make their health a greater priority through preventive care.

WTA stars amplify messaging about women’s health via social media, videos, media interviews, press releases, live panels and other onsite activities. They reflect the geographic, ethnic/racial and age diversity of this partnership.

The WTA also partnered with Hologic to create an international Women’s Health Taskforce. This important initiative seeks to address a broad range of health issues impacting women by setting a standard to support healthy lifecycles for female athletes and women at large.

Throughout 2024, we used the powerful platform of women’s sports to promote wellness and the life-saving power of preventive care. Together, we raised funds to promote care for medically underserved women around the world and raise patient awareness.



1 in 4 fans visited a HCP  
from awareness messaging\*

\* One in four tennis fans visited a healthcare professional because of awareness messaging from the Hologic-WTA partnership, according to research by YouGov.



ACEing Cancer

Hologic proudly supports ACEing Cancer, the WTA Foundation’s 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 donates to ACEing Cancer. Each year, our donation and other fundraising help support a new research project and various nonprofit groups.



From left to right: Hologic International Group President Jan Verstreken, WTA Finals doubles champions Erin Routliffe and Gabriela Dabrowski, and WTA Foundation Executive Director Ann Austin.



RAISING AWARENESS AND INSPIRING ACTION, CONTINUED



1. ABU DHABI, UNITED ARAB EMIRATES:  
Hologic Global Women’s Health Index

Hologic hosted two speaker panels looking at the state of women’s health in the Middle East and worldwide, as underscored by data from the Hologic Global Women’s Health Index. The speakers emphasized achievements and identified areas where further progress can be made.

2. EASTBOURNE, UNITED KINGDOM:  
Winning on Court, Winning in Life

Breast cancer survivors participated in a tennis clinic hosted by Hologic and the WTA Foundation. These guests represented the nonprofit organization Prevent Breast Cancer, which raises awareness about the disease and extends support to patients and their caregivers. They help promote the lifesaving potential of 3D mammography in the U.K.

3. SEOUL, SOUTH KOREA:  
Breast Health Awareness and Advocacy

Hologic partnered with the WTA Foundation to support one of South Korea’s largest patient advocacy groups — the Union of Korea Breast Cancer Patients — with a grant.

We also hosted 100 breast cancer survivors at a symposium on the latest advancements for the detection and treatment of breast cancer.

4. MIAMI, UNITED STATES:  
Serving Up Greater Equity Against Breast Cancer

This event raised awareness and funds for prevention and treatment services for medically underserved women. Through donations from Hologic and other supporters, the nonprofit Promise Fund of Florida has built a blueprint to provide outreach, screenings, case management and other aspects of preventive care for medically underserved women.

At the Miami Open tournament, the WTA Foundation and ATP jointly presented a \$25,000 donation to the Promise Fund. This event builds on a tradition of Hologic participating in the tournament’s charitable projects, including supporting women’s programs at a homeless shelter, planting a garden in an inner-city neighborhood and beautifying homes for low-income military veterans.

5. RIYADH, SAUDI ARABIA:  
Championing Women’s Health Together

At the WTA Finals tournament, Hologic collaborated with the WTA Foundation, the Gates Foundation, UNICEF and the Saudi ministries of health and sports to showcase preventive care during a women’s health brunch. The event also spotlighted the Global Women’s Health Fund, which raises money for women’s health and nutrition in developing countries. Hologic provided the inaugural donation for this fund.

6. TORONTO, CANADA:  
The Power of One, the Power of Many

Tennis legend Venus Williams underscored the theme of “one and many” during the UNMATCHED Gender Equity in Sports Conference, which Hologic co-sponsored. She told the audience: “If you see an injustice, don’t stay quiet. Do something about it and get others to join your cause.”

Hologic and the WTA then co-hosted eight patient-advocacy nonprofits with panel discussions focused on how to improve preventive care for women. These organizations were the Breast Cancer Support Fund, Humber River Health Foundation, Ontario Association of Radiologists, Rethink Breast Cancer, Scarborough Health Network Foundation, Women’s Health Coalition, Women’s College Hospital and Women’s Health Collective Canada.



RAISING AWARENESS AND INSPIRING ACTION, CONTINUED

Patient Focused Programs

Reducing barriers to accessing healthcare means helping patients in a variety of ways. We support nonprofit healthcare organizations that provide patient assistance. These nonprofits provide key resources like patient navigators to help with translation services, transportation, scheduling logistics and support for attending and following-up with medical appointments.

PARTNER SPOTLIGHT:  
Promise Fund of Florida

The Promise Fund’s mission is to increase survivorship from breast cancer, cervical cancer and other women’s health challenges by providing guided support and access to screenings, as well as early detection, treatment and beyond. The nonprofit strives to give every woman the opportunity to attain healthcare, regardless of who she is, where she lives, or what her level of income.



PARTNER SPOTLIGHT:  
Neighborhood Healthcare

As part of our community investment program Hologic helps fund initiatives that expand access and equity to women’s healthcare.

Neighborhood Healthcare — a nonprofit based near Hologic’s campus in San Diego, California — brings vital health services to local women who might otherwise have to go without. This community clinic network serves a highly diverse population of patients, including recent refugees and other medically underserved populations, as well as families living below the U.S. federal poverty level.

Dr. Rakesh Patel, CEO of Neighborhood Healthcare, shared: “We are committed to our mission of providing high-quality, compassionate and comprehensive care to everyone, regardless of their circumstances. This commitment drives us to remove barriers that hinder individuals and families from accessing healthcare providers. We are deeply grateful to Hologic for its support in enhancing access to essential care for women in San Diego County.”

Hologic’s grants have enabled Neighborhood Healthcare to continue providing a mobile mammography program and increase cancer screenings for women. In addition to these efforts, Hologic has supported Neighborhood Healthcare’s expanded use of cancer navigators. These navigators assist patients with education and provide full-circle surveillance for cervical and breast cancers. They guide patients through their care journey, to help them receive necessary support and resources.



Cancer navigators also help patients follow up on recommendations for routine screenings and additional care, helping to avoid gaps in treatment and cancer prevention.

Dr. Patel said: “We are dedicated to partnering with community organizations to raise awareness about cancer prevention and broaden access to care. By offering onsite screenings and collaborating with local partners, we ensure that women facing challenges in accessing care have a trusted resource where they feel recognized, understood and receive compassionate support. We thank Hologic for its continued support in our efforts to improve healthcare access and outcomes for our community.”

2024 Impact

- 20 mobile mammography events that together screened 650 patients.
- 20 after-hours cervical health clinics that collectively screened 176 patients.
- Patient navigators who together supported >3,200 patients’ cases.





# 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

Driving climate action is deeply connected to our purpose to enable healthier lives everywhere, every day and our approach to operating responsibly. We believe climate action creates business value, reduces risk, promotes resilience in our operations and protects patients and the planet.

Hologic supports the conclusions of international frameworks that address climate change, the greenhouse gas reduction path in line with the Paris Agreement and the conclusions from the Intergovernmental Panel on Climate Change. We acknowledge the need to keep the global temperature rise to well below 1.5 degrees Celsius to avoid the most significant consequences to human health and well-being. We endorse the use of scientific consensus and science-based targets addressing efforts to reduce carbon emissions. Our decarbonization plan aims to reduce our absolute emissions by 50% by 2030 and we have committed to aim for net zero by 2050.

[Learn more: Sustainability Policy](#)



## Targets\*

### Near-term targets

- Reduce Scope 1 and 2 emissions by 50%.
- Achieve 100% renewable electricity.
- Reduce Scope 3 emissions by 25% from categories Purchased Goods and Services, Capital Goods and Upstream Transportation.

### Long-term targets

- Reduce Scope 1, 2 and 3 by 90% by 2050.

### Net zero

- Reach net-zero by 2050 across Scope 1, 2 and 3.

## About SBTi

The Science Based Targets initiative (SBTi) is a partnership between the United Nations Global Compact, the World Resource Institute, the World Wildlife Fund for Nature and CDP. More than 4,000 signatories have engaged with SBTi.

Hologic has submitted our letter of commitment to set near-term science-based emission reduction targets and long-term net-zero targets and expect the validation process with SBTi to occur in 2025.

[Learn more](#)

\* Targets are set for 2030 unless otherwise noted.  
Targets are absolute reductions from baseline year 2020.



CLIMATE ACTION, CONTINUED

Our Path to Net Zero

Scope 1, 2, 3 Emissions

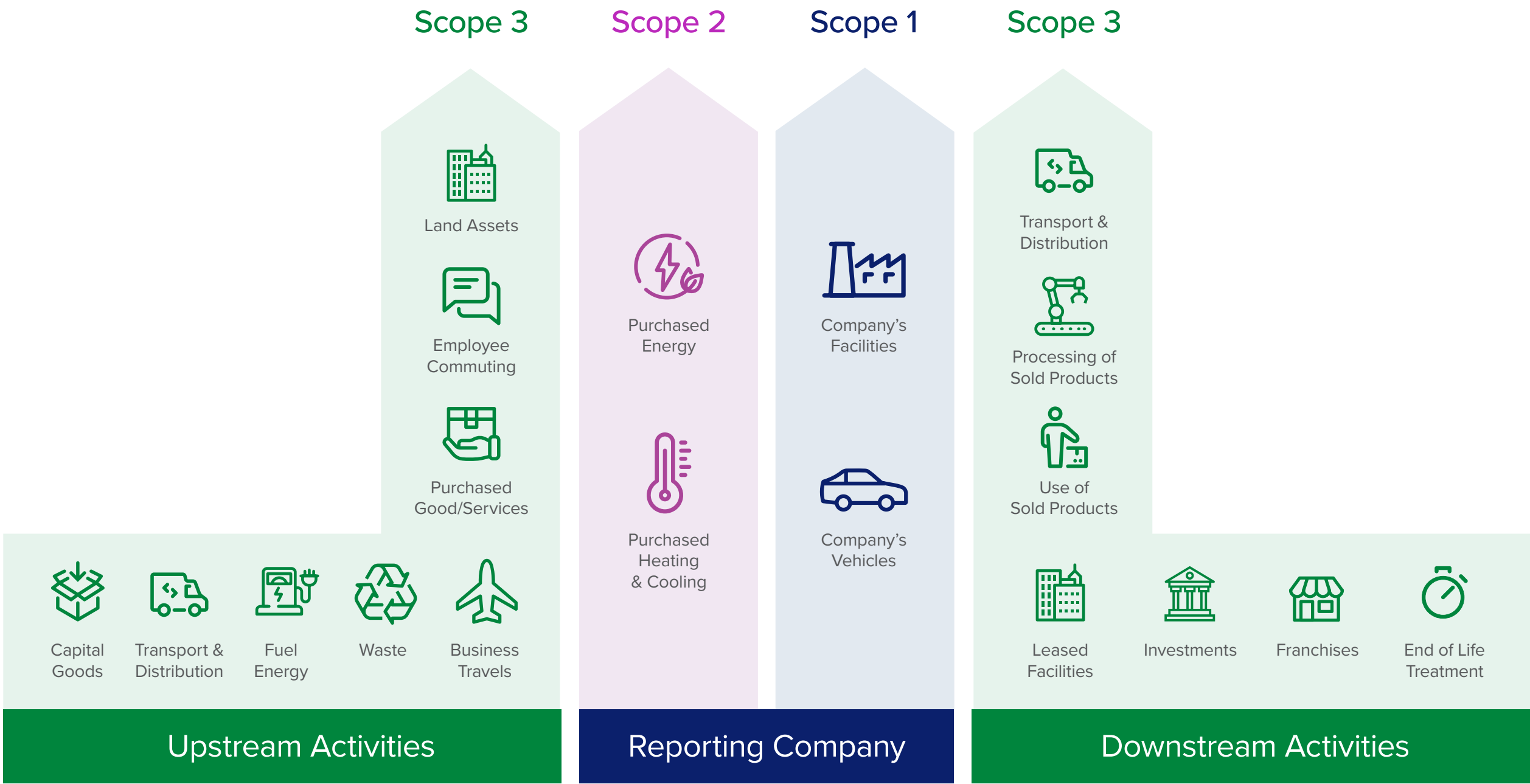
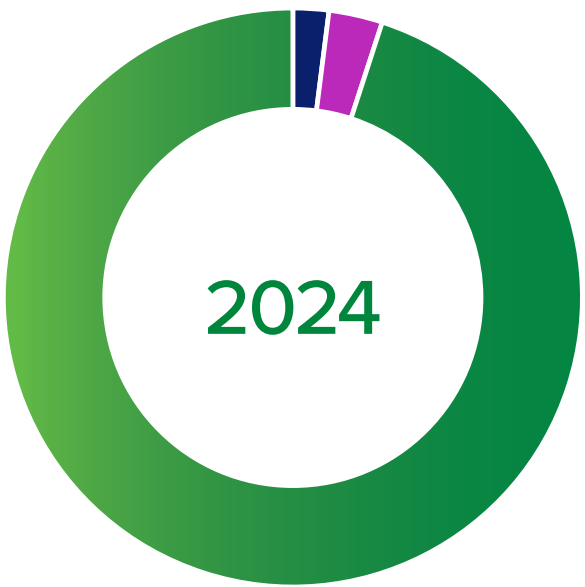
Scope 1, 2 and 3 refer to a classification system used to categorize a company’s greenhouse gas emissions. The system provides a comprehensive carbon footprint for the activities associated with an organization’s activities. This includes direct and indirect impact that extends to the full value chain.

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

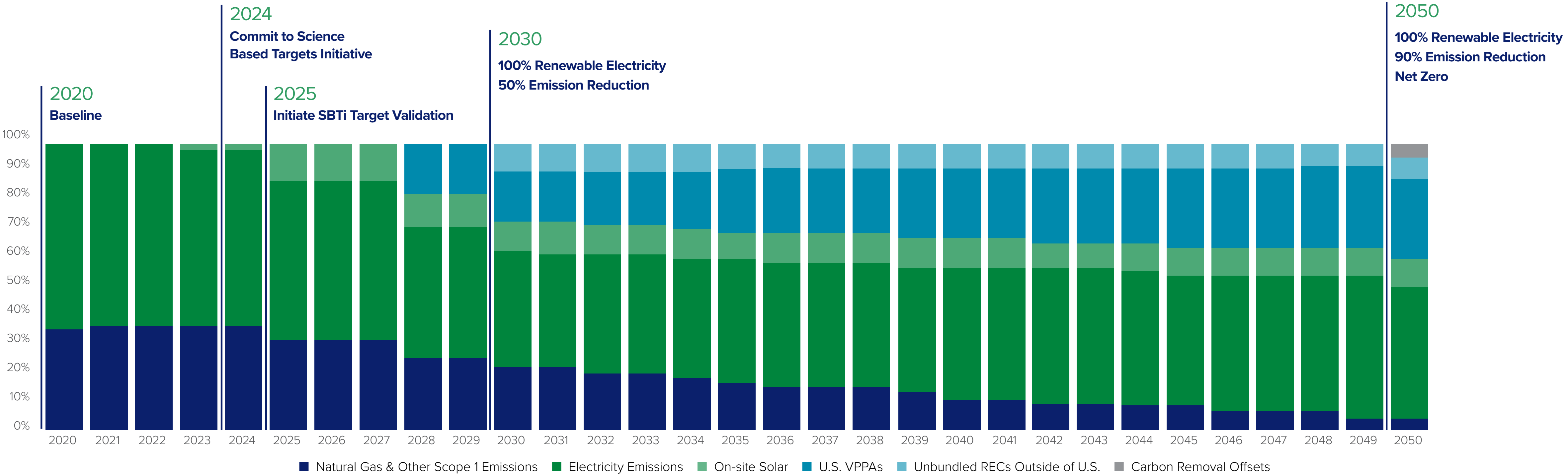
Our Decarbonization Path

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%

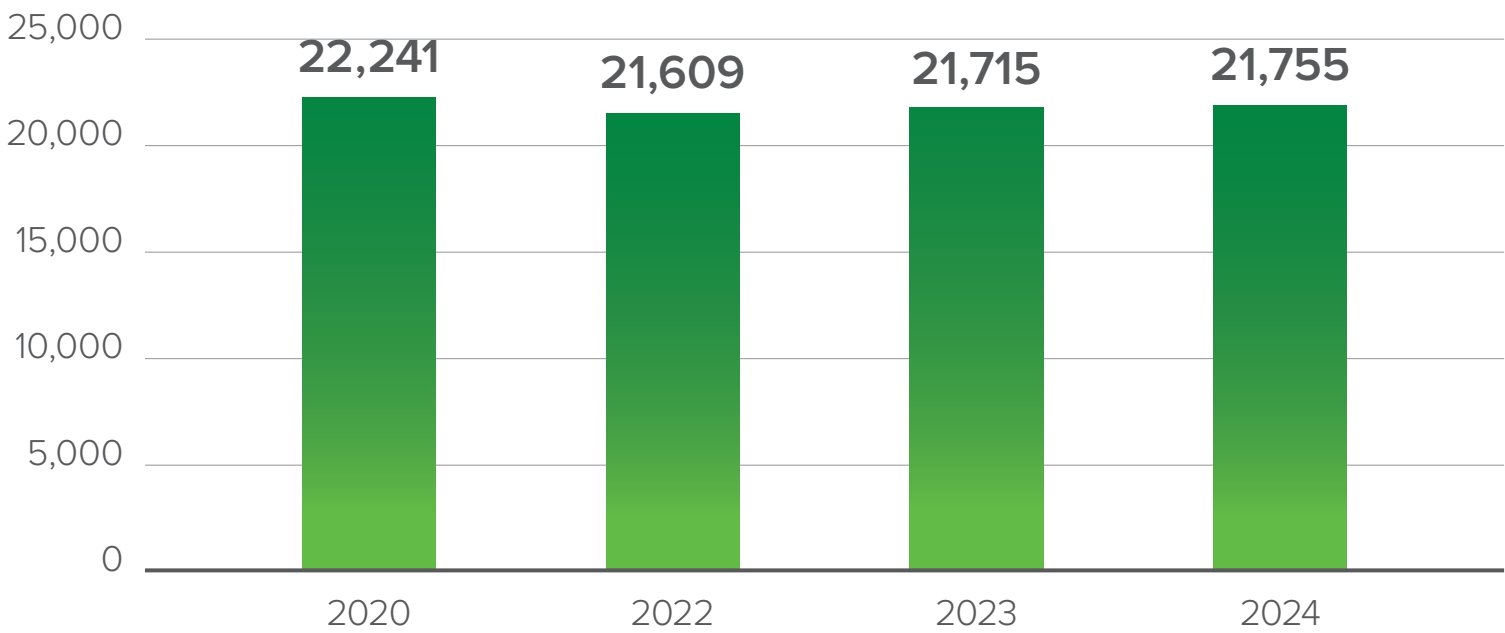
Sourced from renewable electricity

3%

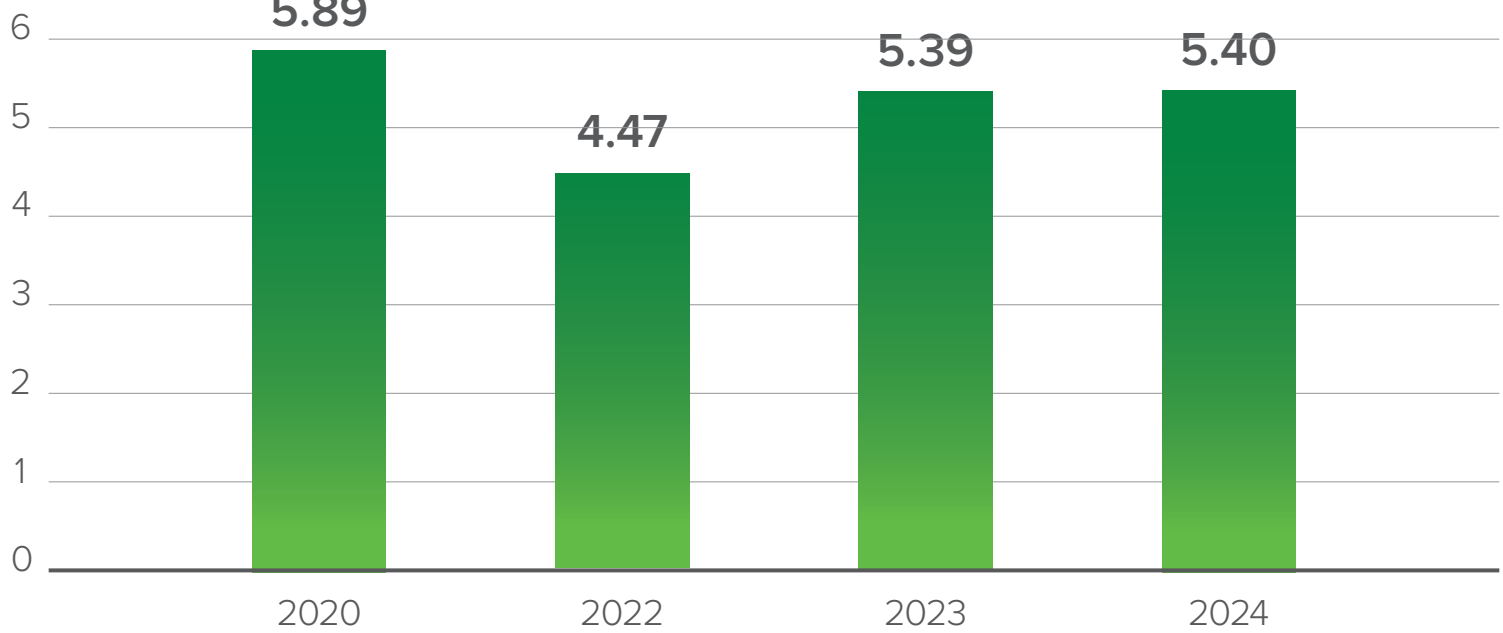
Scope 2 reduction from 2020

Learn more: [Environment Appendix Data Summary](#)

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.

43%

Reduction in Category 4, Upstream Transportation and Distribution

54,774

MT CO2e absolute reduction

16%

Reduction in Scope 3 emission intensity

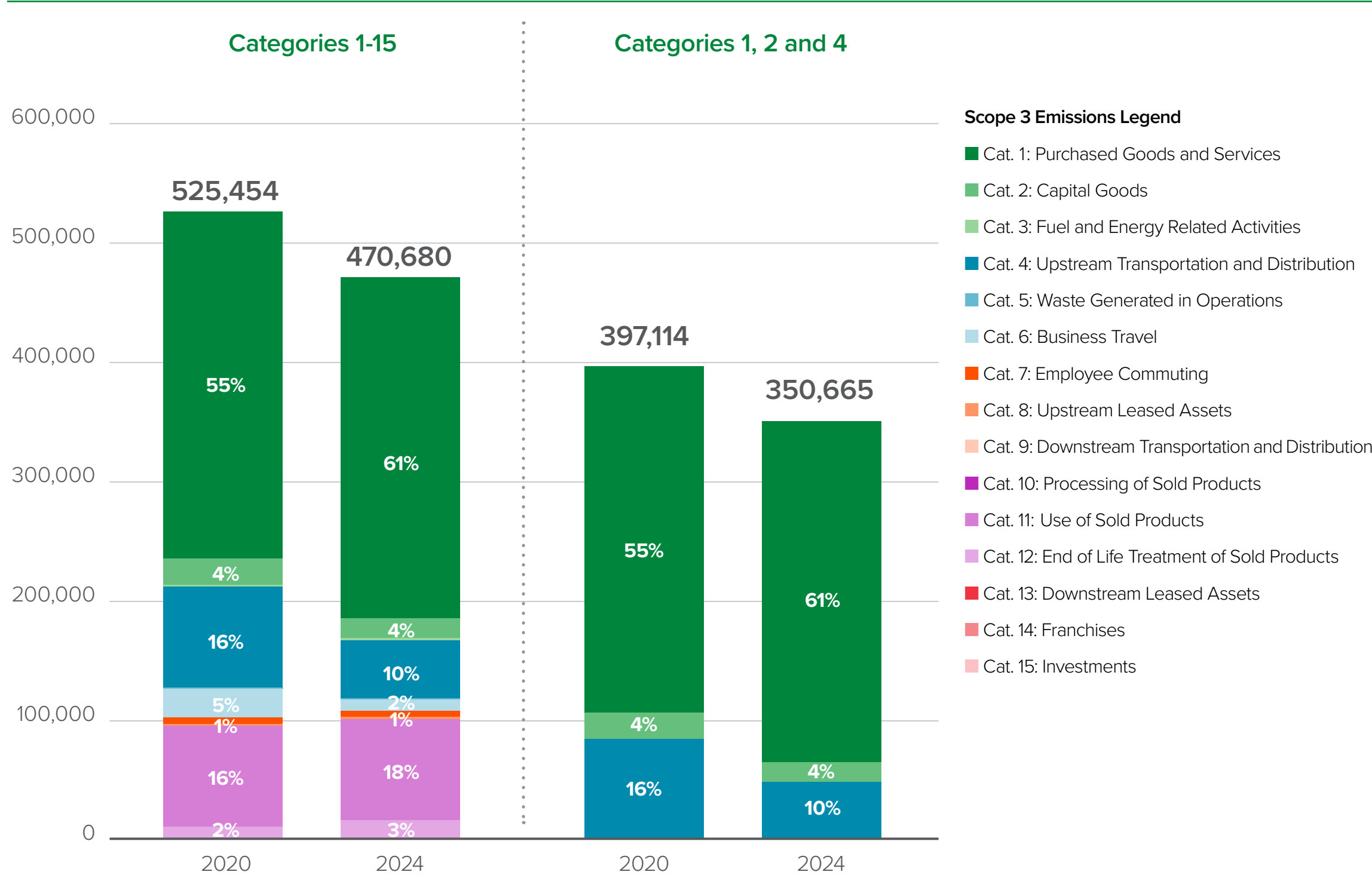
Learn more: [Environment Appendix Data Summary](#)

\* 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.

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.

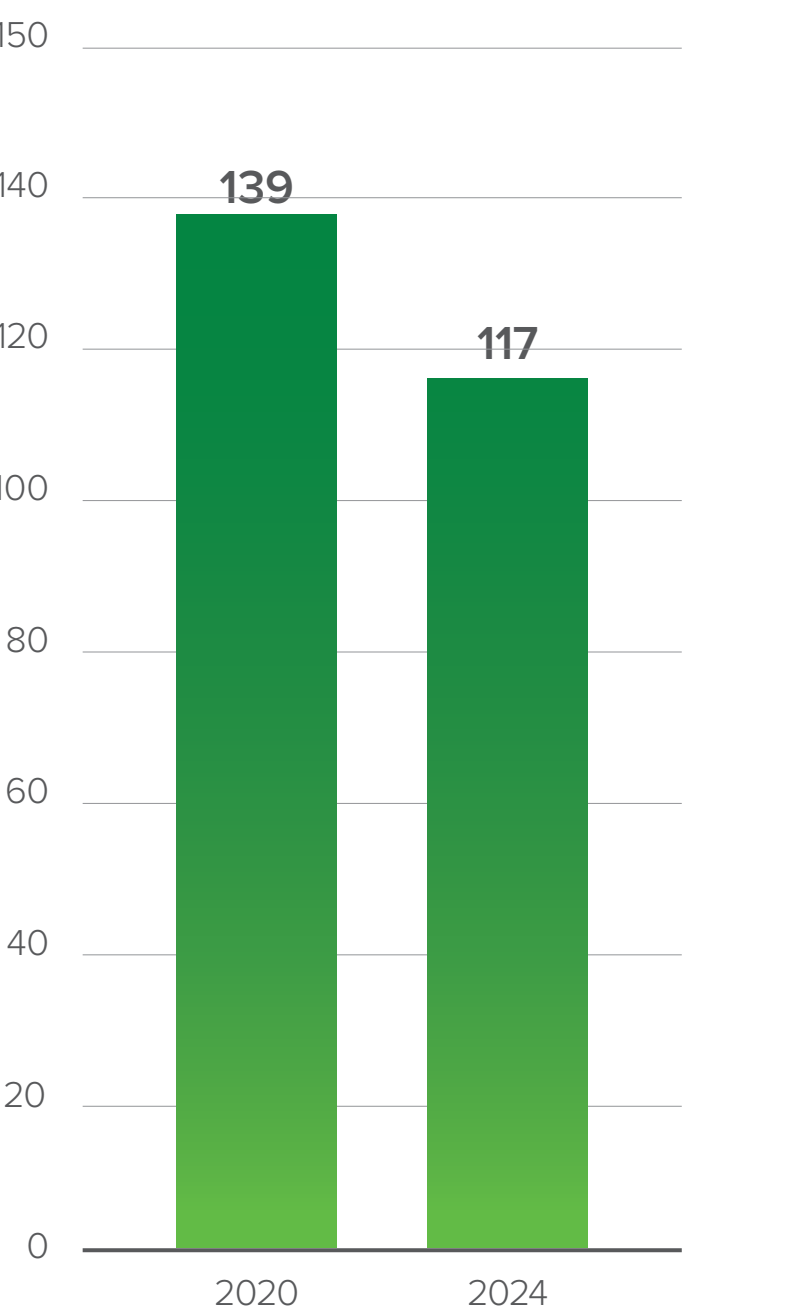
Based on our baseline assessment, the following categories have been prioritized with the potential to create meaningful impact: Category 1, Purchased Goods and Services; Category 2, Capital Goods; and Category 4 Upstream Transportation and Distribution. We recognize the importance of our supply chain 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





CLIMATE ACTION, CONTINUED

Scope 3 Impact

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.

Purchased Goods and Services

We are engaging our suppliers and focusing on the top 200 who contribute to more than 80% of our Category 1 emissions. We aim to promote science-based targets with our suppliers and partner to identify opportunities to reduce impact.

Upstream Transportation and Logistics

We are exploring opportunities to shift from air freight to ocean or road, optimize logistics and load management, and source materials locally.

- Since 2020, our Scope 3 Category 4 Upstream Transportation and Distribution has been reduced by 43%.

Supplier Engagement and Collaboration

- 34% of Hologic direct and indirect suppliers who are classified as strategic and preferred have committed to Science Based Targets.
- In 2024, we updated our Procurement and Supplier Guidebook with supplemental expectations related to environment, social and governance requirements.

[Learn more: Procurement and Supplier Quality Guidebook \(Supplier Code of Conduct\)](#)

Local Supplier Sourcing

- In 2024, we shifted several key suppliers to a regional approach.
- In Costa Rica, 36% of the suppliers supporting that site are sourced locally, decreasing the emission footprint of deliveries and providing investment opportunities for the local community.

Transportation and Logistics: Shifting from Air to Ocean Shipments

- Air transport is the highest polluting mode of transportation per ton kilometer. Maritime transport emits one of the lowest amounts of carbon dioxide per ton kilometer transported. We are focused on opportunities to reduce air transport and in 2024, we converted over 50 containers for transatlantic ocean shipping — resulting in approximately 6,000 Metric Tons CO2 equivalent savings and cost reduction.

Employee Green Commute

- Hologic provides 34 electric vehicle charging stations with plans for an additional 20 located in the U.S., U.K., Belgium, Germany and Costa Rica.
- In select countries around the globe, Hologic offers reimbursement for commuting to the office without the use of an automobile.
- Our Manchester, U.K. site offers electric vehicle leasing through a company program. More than 35 employees have taken advantage of this program.

Packaging

We aim to reduce waste, minimize packaging and further integrate eco-design criteria in future products.

[Learn more: Eco Design section](#)

Product End of Life

We aim to expand our equipment refurbishment program to promote a circular economy, increase access and conserve natural resources.

[Learn more: Eco Design Impact Stories](#)





CLIMATE ACTION, CONTINUED

Climate Risk and Opportunity

	PHYSICAL		TRANSITION RISK		
	Acute	Chronic	Policy and legal	Reputation and market	New materials and technologies
Risk	Increased severity of extreme weather events such as severe storms, floods and wildfires.	Changes in climate patterns that may disrupt supply chain, impact commercial operations or increase insurance claim liability.	Increased climate-related disclosure and regulatory requirements as well as carbon taxes that could increase direct and indirect costs.	Customer and investor preferences toward low-carbon products and expectations on climate action.	Supply chain disruptions due to weather, raw material cost and increased expenses.
Mitigation	<ul style="list-style-type: none"> <li>Transitioning away from fossil fuels and accelerating adoption of renewable electricity to power our facilities</li> <li>Business continuity planning</li> </ul>	<ul style="list-style-type: none"> <li>Incorporation of climate risk in the enterprise risk management program</li> <li>Monitoring new and emerging environmental regulations</li> </ul>	<ul style="list-style-type: none"> <li>Operational redundancy</li> <li>Supply chain redundancy</li> <li>Capital investments like onsite solar</li> <li>Energy-, water- and waste-efficiency projects</li> </ul>	<ul style="list-style-type: none"> <li>Disclosure and tax requirements</li> <li>Sustainable and responsible sourcing</li> <li>Incorporation of eco-design principles in our products and packaging</li> </ul>	<ul style="list-style-type: none"> <li>Participation in coalitions for strategic partnerships with key industries, governments, customers and suppliers</li> </ul>
Opportunities	<ul style="list-style-type: none"> <li>Resource efficiencies contributing to operational, energy, water, waste and emission reductions</li> <li>Increased resilience</li> <li>Market differentiation for our products and the impact of climate change on human health may increase need for our products</li> </ul>				
Scenarios Evaluated	SSP1-1.9   SSP3-7.0   RCP2.6   RCP4.5   RCP8.5				

\* The chart is a summary of potential risks across a number of timelines and scenarios and is not intended to be a reflection of all anticipated risks.

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. Climate related risks are included in our enterprise risk management reviews. Regular updates and discussions on climate matters occur at both the Board and executive management levels. Climate risks include categories of acute and chronic physical risk as well as transition-related risks. Hologic’s business continuity plan (BCP) provides a structure for maintaining our operational continuity during disruptive incidents and outlines climate-related events that require preparation. These events

include physical disruption to sites, equipment or supply chains from serious long-term weather-related actions such as flooding, winds or fires. Our BCP also includes preparing for natural disasters like earthquakes, volcanoes or forest fires. COVID highlighted the deep interconnection between environmental health and human health. For future pandemic readiness, we have set up planning and structures to deal with public health crises.

Our business model is designed to be resilient and adaptable to a wide range of external factors, including climate variability. Regular monitoring and adaptive strategies are meant to help us effectively respond to climate-related changes. We conducted climate-scenarios analysis to better understand

the implications of climate change and identify opportunities to build resilience. We utilized standardized, third-party climate modeling data such as the Shared Socioeconomic Pathways (SSPs) and the Intergovernmental Panel on Climate Change (IPCC) and Representative Concentration Pathways (RCP). We have applied the combination of SSP and RCPs for a holistic model approach for the 2030, 2050 and 2100 timelines across our key facilities. Scenario coverage included organization-wide scope current key facility locations. Risk types considered in each scenario included acute physical, chronic physical, liability and market risks. A range of temperature alignments were applied using various models from 1.5°C to 5.7°C.

We are committed to transparency and accountability on our climate action journey. We have aligned our reporting with recommendations from the Task Force on Climate-related Financial Disclosures (TCFD). Details on climate risk and opportunity governance, strategy, risk management, metrics and targets can be found in the TCFD Index in the appendix of this report.

[Learn more:](#)

[TCFD climate risk and management Index](#)  
[Water stress risk assessment](#)  
[Biodiversity risk assessment](#)  
[Enterprise risk management](#)



# 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.





CONSERVE NATURAL RESOURCES AND REDUCE OUR ENVIRONMENTAL FOOTPRINT, CONTINUED

Water Stewardship

As part of our resource conservation and environmental footprint reduction commitments, we have assessed the potential water stress risk for each of our key manufacturing operations sites. We have compared our water withdrawal to the water stress risk ranking according to the World Resources Institute and its Aqueduct Water Risk Atlas. Each site’s overall water risk is rated as low, low-medium, medium-high, high or extremely high. The overall water risk measures water-related risks by aggregating all selected indicators from the Physical Quantity, Quality and Regulatory & Reputational Risk categories. Higher values indicate higher water risk. [\(WRI Aqueduct 4.0 source\)](#)

For sites that have been identified as operating in water-stressed regions, we have focused additional efforts on water conservation planning. For future trends, we intend to continue to seek opportunities to reduce water withdrawal and consumption at our sites and gather data to normalize metrics against revenue as an intensity measurement.

Cooling Tower Water Reclamation

A condensate recovery system was installed in San Diego to reduce cooling tower water consumption by supplementing it with condensate water from the air handlers. The recovery system collects the condensate from the rooftop air handlers and is gravity-fed through a modified piping

system to a catch basin in the central plant. The condensate is treated and then pumped directly into the cooling towers. Starting in 2024 the site has two condensate recovery systems in operation. Together, they recovered 2.2 million gallons of water that was recycled into the cooling towers, impacting the site’s largest water source. This equates to a cooling tower water use reduction of 17% and a cost savings of \$19K for 2024. Since 2009, total water saved from the systems is 20.2 million gallons and counting. At this time, cooling tower water reduction is at 16-year average of 9.3% annually and expected to rise to about 17% as the systems continue to operate.

Yearly Rainwater Capture and Use

- In El Coyol, Costa Rica, we captured over 2,400 m3 of rainwater.
- In Brussels, Belgium, our distribution center captured over 230 m3 of rainwater.

RO/DI Water Reuse

- In El Coyol, Costa Rica, over 600 m3 of reverse osmosis deionized (RO/DI) wastewater was collected for reuse in FY24. The site is expected to collect 2400 m3 in FY25 and beyond.

Key manufacturing operations sites	Water risk assessment	2030 water targets
Danbury, CT	Low - Medium	Reduce water intensity by 10%.
El Coyol, Costa Rica	Low - Medium	
Londonderry, NH	Low - Medium	
Manchester, UK	Low - Medium	
Marlborough-Simarano, MA	Low - Medium	
Newark, DE	Low - Medium	
San Diego, CA	Extremely High*	

\*According to the WRI Aqueduct Water Risk Atlas, San Diego is in a region of high water stress.

20% reduction in water intensity since 2020 baseline.



Cooling Tower Water Project  
Saves > 1 million gallons of reclaimed condensate water each year.



CONSERVE NATURAL RESOURCES AND REDUCE OUR ENVIRONMENTAL FOOTPRINT, CONTINUED

Waste Minimization

Committed to preserving our natural capital, our sites are applying efforts to effectively manage waste and help minimize our operational minimize our operational footprint. Globally, we are aiming for 90% diversion from landfill by 2030. In 2024, we achieved global landfill diversion of 65% with three sites achieving over 90%.

We leverage a hierarchy approach with a focus on waste avoidance, elimination or reduction as our first line of management. Our next line of management pursues reuse, recycle, or waste to energy. Lastly we utilize incineration and landfill.

Our hazardous-waste management is linked to our pollution prevention and environmental-, health- and safety-management systems. We have dedicated programs for the responsible management, disposal and minimization of hazardous waste. We apply the principles of the U.N. Global Compact Principle 7 and use the precautionary approach to protect the environment.

We are committed to reducing packaging waste across our expanding product portfolio. Our waste-management strategy extends to the impact of our products and packaging throughout our value chain. We are partnering with key suppliers to reduce the waste and packaging coming into our facilities and adding related requirements for our procurement processes. We are integrating eco design into our own product development and addressing in-market products to reduce packaging to better support our customers and their sustainability journeys.

[Learn more: Eco Design section](#)

Impact Stories

Waste Volume Reduction

Our Manchester, U.K. site has invested in new equipment to support various sustainability efforts. A plastic bailer, a shredder and steel drum recycling have resulted in less waste and thus a reduced frequency of waste collections required. This saves approximately 50% of volume of our plastic waste per year, increases operational efficiency, reduces waste costs and shrinks the emission footprint because of fewer pick-ups and lower waste volume for disposal.



Waste Management Improvements

Our Londonderry, New Hampshire, site diverted 72 tons of trash from the landfill to a waste-to-energy treatment facility. It also diverted 74 tons of trash from the landfill to new recycling waste streams.

In Costa Rica, our site’s waste-reduction efforts were recognized through Total Resource Use and Efficiency (TRUE) zero waste pre-certification. The campus is on track to attain full certification in 2025, which would make it Hologic’s first certified zero waste facility.

Scrap Reduction and Circular Economy

Our Costa Rica team reduced the waste associated with scrap by recovering high value metals and components for recovery, reuse and recycling. Previously, rejected manufacturing units were sent to an external supplier for disposal. These units are now expected to be pulled apart in an onsite waste management center, and their various components split into recyclable pieces for our external partners to return to the market for reuse and repurposing. The replacement methodology allows between 60% and 90% eco-friendly treatment and diverting more than 863,000 kg of material.

Organic Waste Management

Our team in Costa Rica partnered with the onsite cafeteria food service provider to transform organic waste into compost, resulting in 1.6 tons of organic waste diverted as compost each month.

Waste Reclamation

Our Costa Rica team has implemented an oil-reclamation project aimed at reducing oil consumption. The site uses a centrifugation machine to separate solid particles and impurities from the oil and captures the clean material for reuse in site operations. In 2024, this system saved more than \$200,000 and reduced oil waste by over 6,000 gallons from approximately 120 drums that were recovered.



3 sites achieved >90% diversion from landfill in 2024



CONSERVE NATURAL RESOURCES AND REDUCE OUR ENVIRONMENTAL FOOTPRINT, CONTINUED

Biodiversity Conservation

Biodiversity Risk Assessment

Beyond our emission-reduction efforts related to climate action, we recognize the risks and opportunities — to the economy and our planet — associated with natural capital, resource conservation and biodiversity. The main drivers of nature loss are reported to include land- and sea-use changes, climate change, natural-resource use and exploitation, pollution and invasive species.

The governance model associated with our climate action also applies to nature-related dependencies as part of our holistic environmental sustainability management approach and umbrella ESG priorities.

Understanding our Impact

- Using the general framework set out by the Taskforce on Nature-related Financial Disclosures (TNFD) and the goals of the Kunming-Montreal Global Biodiversity Framework:
- We reviewed key natural capital usage and evaluated the potential impact on business continuity and other dependencies.
  - We utilized the ENCORE Biodiversity Assessment Tool, UN Environmental Programme (UNEP) Sectoral Material Mapping Tool and World Economic Forum Nature Risk Rising to help provide scoping inputs.
  - We assessed our value stream, including relevant activities recommended by TNFD and the LEAP framework (Locate, Evaluate, Assess and Prepare).
  - Compared the locations of our direct manufacturing operations for proximity to areas of high biodiversity importance using the international Finance Corporation’s (IFC’s) critical habitat definition and the UNEP Global Critical Habitat screening tool.

- From this review, we identified the following connection points:
- Upstream: raw materials, energy, water.
  - Operations: product design, manufacturing process, plastics, energy, water, waste.
  - Downstream: product packaging, distribution, end of life, waste, recycling.

Taking Action

- We have developed targets and commitments related to the relevant natural capital and resource conservation themes. These align to the potential impact areas outlined by TNFD and sector-specific guides on the dependencies.
- Facility goals for water and waste.
  - Product-related goals around packaging, product design and end-of-life management.
  - Alignment to relevant UN SDGs for natural capital protection with our priority focus areas including U.N. SDG 12 Responsible Consumption and Production and U.N. SDG 13 Climate Action.

IMPACT STORIES

Costa Rica Wildlife Conservation Center

Rescate Wildlife Rescue Center is a Costa Rican nonprofit foundation dedicated to conserving the country’s biodiversity and wildlife. The animal sanctuary and wildlife rehabilitation center focuses on rehabilitating and releasing wildlife, preserving habitat and providing lifetime care for animals that cannot survive on their own in the wild. Support of the foundation contributes to the conservation and protection of Costa Rica’s rich biodiversity. Hologic employees support the local center with annual fundraisers and volunteer activities. Support sponsorship has enabled the Hologic “adoption” of a resident Jaguar named Guapo, who was rescued as a cub following an extreme weather event. Hologic’s help for the center reflects our dedication to preserving the remarkable biodiversity of the communities where our teams live and work.





CONSERVE NATURAL RESOURCES AND REDUCE OUR ENVIRONMENTAL FOOTPRINT, CONTINUED

Green Building Design

As we expand, our global real estate portfolio changes with facility upgrades, site expansions and new construction projects. We work to increasingly integrate sustainable principles into our facilities design, execution and operations. We use BREEAM, LEED or equivalent sustainability design frameworks as guiding principles.

Green Building in Action

Newark, Delaware, United States

- Investment in new, energy-efficient mechanical infrastructure including boilers, air handlers and air compressors.
- Improved energy management.
- Installation of LED lighting.

Manchester, United Kingdom

- LED lighting and implementation of passive infrared sensors for automation and detection of occupancy.

San Diego, California, United States

- LED lighting projects.
- Optimization of buildings’ automation systems.

El Coyol, Costa Rica

- Certification to the ISO 50001 has provided access to preferential electrical rates, saving Hologic approximately \$70,000 per year and establishes a system to regularly improve energy use, performance and efficiency.



Newark Expansion

Despite an 11% increase in square footage with the site expansion, there was a

31% decrease in kWh

from the 2020 baseline due to energy efficiency investments.



LED lighting projects:  
Newark, Manchester, U.K.  
and San Diego

Hologic has replaced fluorescent lights with more efficient LED lighting at sites around the globe. The new LED lights emit less heat, have a longer lifespan and are more energy efficient compared to fluorescent lights. LEDs use up to

90% less energy

and last up to 25 times longer than traditional bulbs.



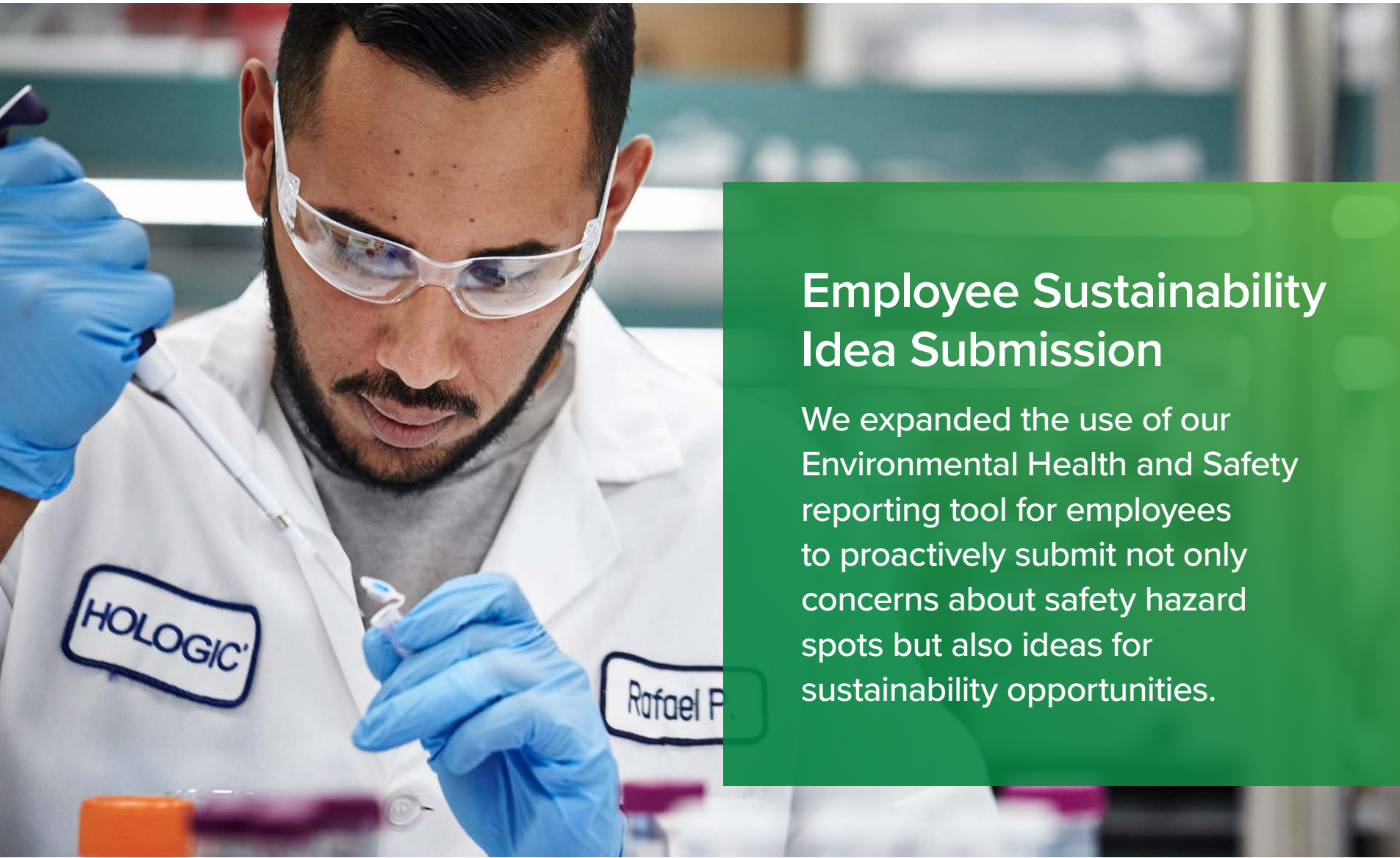
CONSERVE NATURAL RESOURCES AND REDUCE OUR ENVIRONMENTAL FOOTPRINT, CONTINUED

Sustainability in Our Culture:  
Employee Engagement

Our employees are passionate about creating a positive impact in the world through our purpose, passion and promise, which by extension includes living out our commitment to operate responsibly and protect the environment. Employees have opportunities to support onsite green initiatives to further embed sustainability into our culture.

Greening our labs and embedding a culture  
of sustainability in our science.

- Led by a group of passionate scientists at our Marlborough, MA, USA campus, our Scientific Product Support Lab spearheaded a pilot engagement with My Green Lab® (MGL). Employees from the lab conducted baseline assessments, identified opportunities for improvement and partnered with the local teams from Facilities, Environmental Health and Safety, Procurement and Finance to execute on the initiatives. Their work resulted in achieving a Green Level Certification, the highest level of recognition awarded by the MGL Certification Program.
- Improvement highlights:
  - Increased knowledge sharing across internal functions.
  - Incorporated sustainability into procedures.
  - Evaluated and improved recycling workflows and water usage.
  - Reorganized fume hoods to optimize air flow.
  - Installed light sensors to reduce energy usage.
  - Evaluated material inventory levels and updated pull-tag ordering system.



About My Green Labs



MGL is a distinguished, nonprofit organization dedicated to fostering a culture of sustainability in laboratory environments. It is globally recognized by the U.N. Race to Zero campaign as the gold standard of sustainability lab practices globally. It was formed to unify and lead scientists in a common drive toward a world in which all research reflects the highest standards of social and environmental responsibility.

[Learn more: My Green Labs](#)

My Green Lab  
Certification Program

The program encompasses 14 critical areas that affect sustainability, offering laboratories a comprehensive baseline assessment, actionable feedback and educational materials. These resources guide laboratories in implementing best practices before they apply for certification, supporting a robust approach to sustainability.



CONSERVE NATURAL RESOURCES AND REDUCE OUR ENVIRONMENTAL FOOTPRINT, CONTINUED

Costa Rica Site Feature:  
Our Purpose in Action

“Our Costa Rica site is deeply connected to sustainability. We harness the sun for onsite solar power production, capture the rain for use in our cooling towers and collect nitrogen from the air for our processes. We are building world class medical devices using the sun, the rain and the air of Costa Rica. Most of all, we have green in our hearts.”

Nilo Caravaca, Vice President Supply Chain — Multi-Site Manufacturing Operations, Costa Rica



Local supply chain with 36% of suppliers located in the region.

2,400 m3 water collected from Onsite rainwater catchment

Biodiversity conservation.

Shingo Prize recipient for operational excellence.

Manufacturing Leadership Council awards.

96% landfill diversion and Zero Waste TRUE recognition

Employee development programs.

15% of site energy from Onsite Solar power.

Scrap reduction programs for employees and outside partners.

Community investment, including scholarship programs and philanthropic grants to nonprofits focused on women’s health and STEM education.

Employee wellness programs, onsite medical services and health campaigns.

70% employee participation in proactive safety and sustainability reporting.

Management System Certifications ISO 50001, 14001, 45001 and 13485

100% renewable electricity.

Total Resource Use and Efficiency (TRUE) zero waste certification has provided precertification that the site has implemented the fundamental actions and policies needed to effectively pursue zero waste and has demonstrated a commitment to achieving TRUE certification as verified by the Green Business Certification.



# 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.





INTEGRATE ECO DESIGN IN PRODUCTS AND PACKAGING, CONTINUED

Product Stewardship  
and Chemical Compliance

Hologic is committed to eliminating or limiting the use of chemical substances in accordance with governmental regulations and industry standards in order to protect the environment. Our policy is to provide products and services that are safe to use and that have a low environmental and user health impact throughout their life-cycle based on information obtained from supply chain risk assessment, manufacturers’ material certifications and/or external compliance product testing when necessary.

Where feasible, we aim to replace materials of concern with alternatives. We adhere to global regulatory requirements and regularly monitor changes in order to take a proactive approach to remain compliant. As regulations and best management practices evolve, we will seek opportunities for improved safety and sustainability.

Hologic’s Chemical Compliance team, along with Engineering and Procurement, are responsible for assuring the compliance of our products to the following regulations and directives: EU RoHS, EU REACH, EU MDR and IVDR for hazardous substances, CA Proposition 65, PFAS Identification, and U.S. Conflict Minerals.

PFAS

We are preparing for compliance-related changes in requirements associated with the set of chemicals known as per and polyfluoroalkyl substances (PFAS). PFAS is the family name of a group of durable, synthetic chemicals that have been widely used since the 1940s. They include fluorocarbons, refrigerant gases, coatings, liquids, oils, greases, elastomers and polymers. They make tight carbon-fluorine bonds that provide desired properties but also make it difficult for PFAS to break down, giving them the nickname “forever chemicals”.

Hologic is evaluating the current use, collecting data from suppliers, updating supplier agreements for new engagements and investigating alternatives. Hologic is engaged with industry groups, such as AdvaMed to keep up to date on the enforcement and impact of PFAS regulations.





INTEGRATE ECO DESIGN IN PRODUCTS AND PACKAGING, CONTINUED

Eco Design Impact Stories

Optimizing ThinPrep® Packaging

15,790 kg

avoided by reducing padding, extra divider inserts and right sizing package ratios. We further optimized the Cytolyt tube packaging configuration from Hologic’s ThinPrep consumables that support cervical cancer screening. In addition, we optimized the size of the product to package ratio for our stain. The re-design of our quart-sized boxes eliminated additional assembly, adhesives and reduced the overall amount of cardboard by lowering the gauge from 270lb to 200lb.



Removal of the Backer Card

93,700 kg

of packaging material reduced from several of the Hologic Aptima collection kits by removing the cardstock paper inserts.



Circular Economy with Equipment Refurbishment

30,000 kg

of equipment collected through takeback programs.\* Starting during the COVID global semiconductor chip shortage, Hologic implemented a new refurbishment program using returned units from the field exchanged during routine service. Critical components were refurbished at our U.S. manufacturing sites and rigorously tested to Hologic’s quality standard before being returned to the company’s field service engineers. This year, we expanded the program to our EU region and have already refurbished 10 units, returning over 6,000 kg. of equipment to the market.

Reduction of Paper Instructions-for-use (IFU) Inserts

370,000

IFU inserts removed. Hologic’s multi-test collection kit for Panther is shipped without paper instructions for use in select geographies. The paper inserts have been replaced with a QR code from which users can quickly pull up a digital reference. The initiative eliminated 370,000 IFUs and provided a \$800,000 cost savings.

Reducing the emission footprint of our products

>10%

positive change in emissions per unit on 3 key products. Our Scope 3 assessment provided key data insights from Category 11, Use of Sold Products including improvements in the emissions per unit from several priority products.

Emissions per unit % reduction

- Panther 17%
- Fusion module 11%
- ThinPrep 12%

Master Box Tertiary Packaging Reduction

32,755 kg

material reduced from Hologic’s breast biopsy products Eviva and ATEC by removal of extra master boxes in tertiary shipping configurations.



Re-usable Pallet-sized Cold Chain Packaging System

239,037 kg

of packaging reduced with re-usable containers and

16,505 kg

of product scrap avoided with improvements in the cold chain distribution system. The change positively impacted the amount of packaging waste and reduced emission with cold chain materials, larger quantities per shipment and re-usable containers. It also provided cost savings and increased access to regions in Africa due to improved temperature integrity.

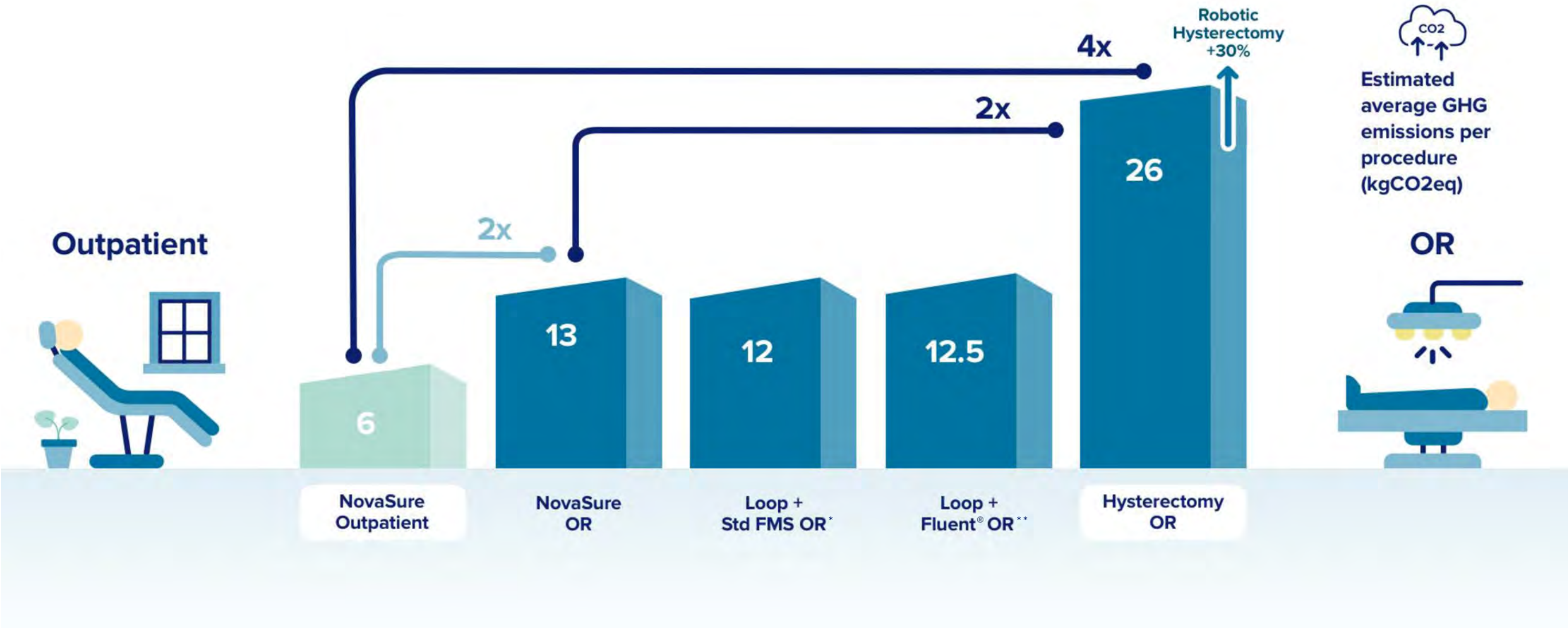
\* Product takeback tracking currently includes Panther and Gantry units.



INTEGRATE ECO DESIGN IN PRODUCTS AND PACKAGING, CONTINUED

Sustainability With Innovation:  
A Life Cycle Assessment Demonstrates Carbon Emission Reduction in Novel Technology

Reduction in Greenhouse Gas Emission linked to minimally invasive surgery enabled through safe novel technology



Methodology included review of GHG emissions associated with production of disposable devices, waste management of disposable devices, sterilization of reusable devices, energy consumption from electrical equipment used during the procedures and anesthetics. Input is reflective of data collected based on six representative countries: United Kingdom, Netherlands, Germany, France, Spain and Sweden. Data was collected on activities before, during and after each surgical procedure.

\* Loop + Std FMS: Loop Resection and Standard Fluid Management  
\*\* Loop + Fluent: Loop Resection and Fluent Fluid Management System  
\*\*\* 75% less emissions based on review of hysterectomy in an operating rooms vs. use of MyoSure or NovaSure in outpatient settings.

We are committed to putting the patient and planet at the center of all we do. The healthcare ecosystem is responsible for approximately 4.6% of global carbon emissions, making it a significant contributor to greenhouse gas emissions worldwide. In the U.S., over 80% of the healthcare segment’s emissions comes from the supply chain, with medical devices accounting for 7%. Ensuring both patient safety and sustainability are addressed, our team gathered data to provide visibility on the holistic view of greenhouse gas emissions with the lens of a procedural review rather than just a product assessment or waste management.

We conducted a life cycle assessment to compare a hysterectomy in an operating room versus the minimally invasive, outpatient surgery using MyoSure® or NovaSure® procedures. The data showed using MyoSure or NovaSure generated 75% less in CO2 emissions. Equipment enabling minimally invasive procedures outside the OR will help benefit both patient and environmental outcomes.

MyoSure or NovaSure generate  
75% less CO2 emissions.\*\*\*



# 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.

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Our Ambition, Approach and Accountability

Curate an Inclusive, Engaged and Innovative Culture

Provide Opportunities for Employee Career Development

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

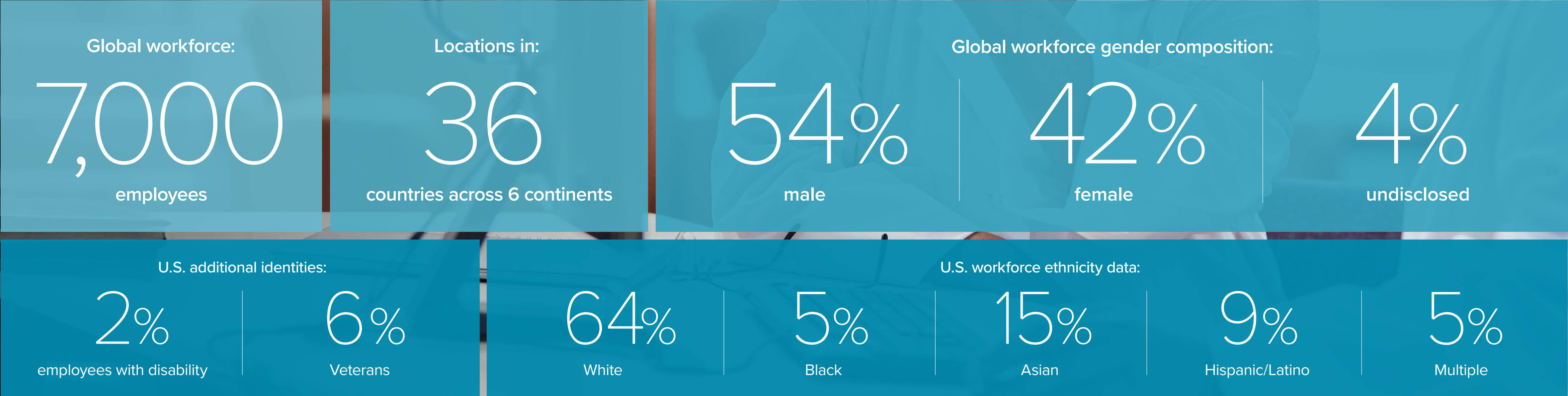
- Curate an inclusive, engaged and innovative culture.
- Provide opportunities for career development.
- Invest in our communities.

## 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.

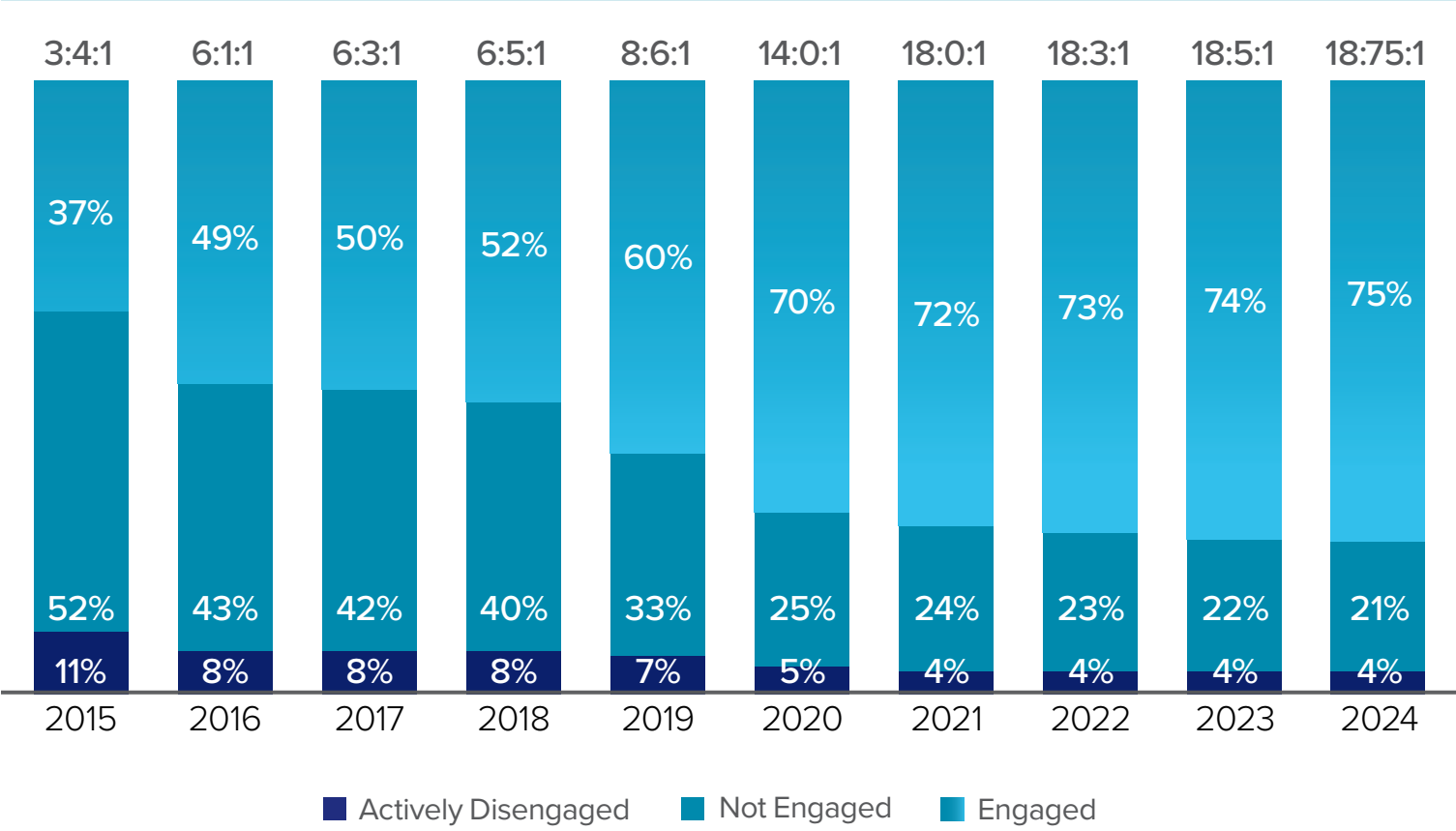
Gallup

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 36<sup>th</sup> percentile of similarly-sized organizations. In 2024, we ranked in the 97<sup>th</sup> percentile! Hologic’s percentage of engaged employees also increased from 37% in 2015 to 75% in 2024.

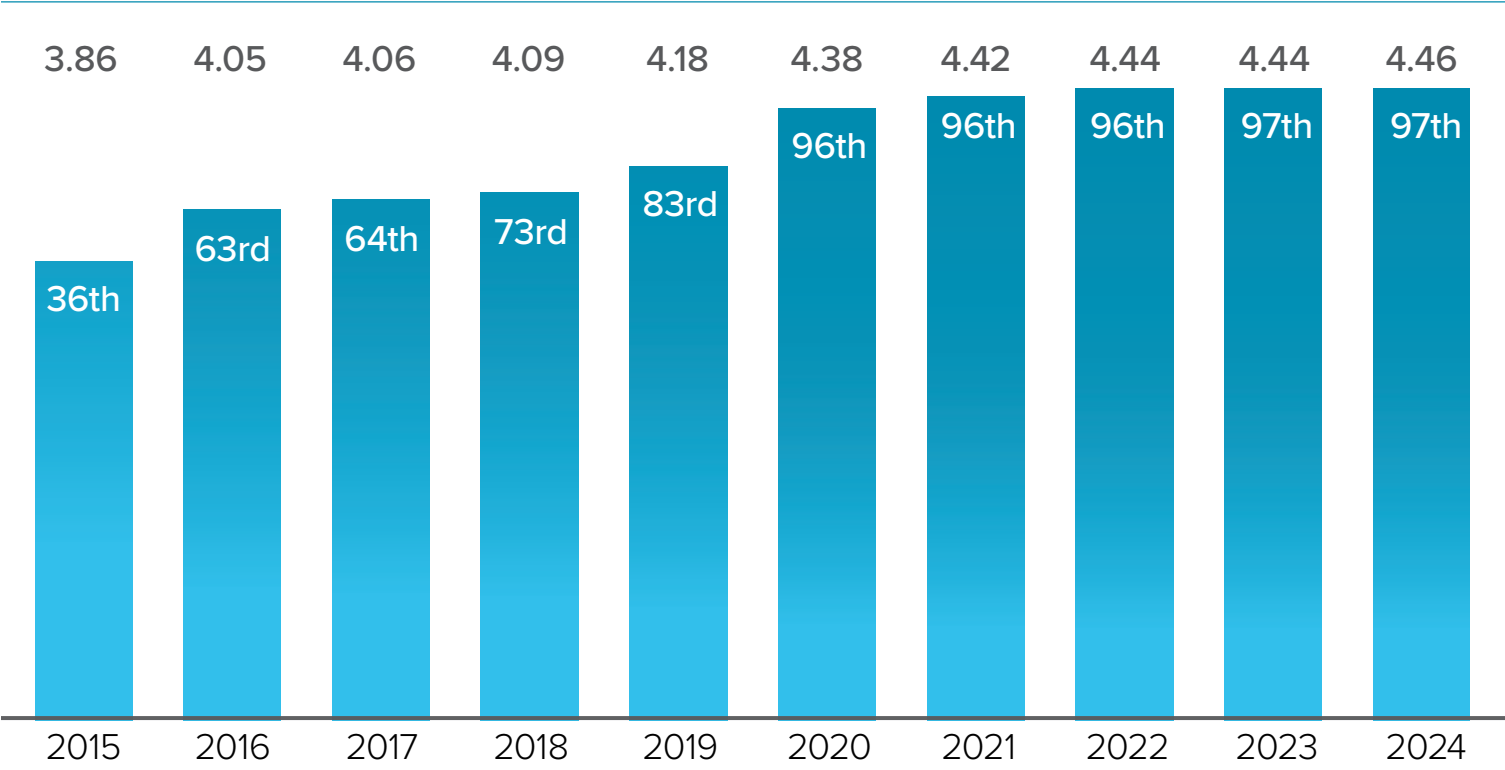
98%

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

#WhyHologic Campaign

Gianluca Cirillo

Field Applications Specialist,  
Cytology  
Italy



Being part of Hologic means to belong to a community, to a family sharing the same objective: fighting against cancer. To achieve that, we give our best effort, our time, our energy, our passion to improve, defend, protect our patients’ health. That is the level of commitment from each of us. That is why I work at Hologic.

Tarpit Patel

Product Owner and  
R&D Associate Manager,  
Danbury, CT



Being an engineer, I am motivated by the fact that through Hologic’s mission of Purpose, Passion, and Promise, I am contributing to making a positive impact on thousands of lives. This mission, characterized by continuous innovation and a collaborative environment, have given me a strong sense of purpose.

Brenda Mejia Gonzalez

Lab Support Lead  
San Diego, CA



Being a lab support lead at Hologic has surrounded me with passionate and hardworking individuals every day who push me to become the best version of myself. It is exciting to be a part of a team that is continuously growing and helping the lives of our patients.

Nely Psico

Field Service Engineer,  
New South Wales, Australia



My favorite part of working as an engineer at Hologic is being able to work in an amazing team to deliver excellent service to our customers. Leaving a site with a satisfied customer puts a smile on my face. We live our purpose every day and I love that.

Sophie Melzer

R&D Manager, Somatex,  
Berlin, Germany



I see myself as a creator and innovator. Hologic allows me to combine my two passions. From goal-oriented product development and close customer and patient communication to extensive personal development and self-progression, I have the opportunity to incorporate my own ideas and new approaches. You can really have an impact here.

Bibo Shi

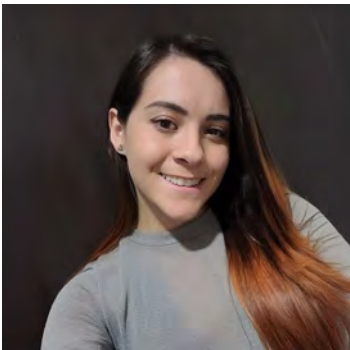
Principal Scientist, R&D, AI  
Santa Clara, CA



As an AI scientist and engineer at Hologic, I am deeply proud to be part of a team that is fervently committed to leveraging AI to combat breast cancer and save lives. It is inspiring to collaborate closely with clinicians on developing more advanced and responsible AI algorithms every day to enable the early detection and precise diagnoses for the betterment of patients.

Erika Meneses

R&D V&V Supervisor,  
Costa Rica



At Hologic, I enjoy embracing new, challenging assignments that push me beyond my comfort zone, fostering continued personal and professional growth. What truly motivates and brings me joy every working day is the presence of individuals who believe in my capabilities, encouraging a growth mindset and supporting my development. Being part of this nurturing environment, where I see my colleagues thrive both professionally and personally, is a source of immense satisfaction for me.

Joy Yi Zhou

Principal Systems Engineer,  
R&D MIBS Product Owner  
Marlborough, MA



Patients are not merely names on paper. They could be my friends, my family or even myself. Therefore, as a female engineer, I find my daily work meaningful because I am dedicated to helping them — helping us.



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.

[Learn more](#)



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.

[Learn more](#)

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.

[Learn more](#)



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.

[Learn more](#)



CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED

Inclusion Impact in Action

Days of Cultural Interest

We celebrate days of interest to expand awareness and build community.



Japan



Brussels



Manchester, UK



Costa Rica



Korea



VETERANS DAY  
HONORING ALL WHO SERVED



San Diego



Pride Month



JUNETEENTH  
JUNE 19, 2024



Canada



Women's History Month



Singapore

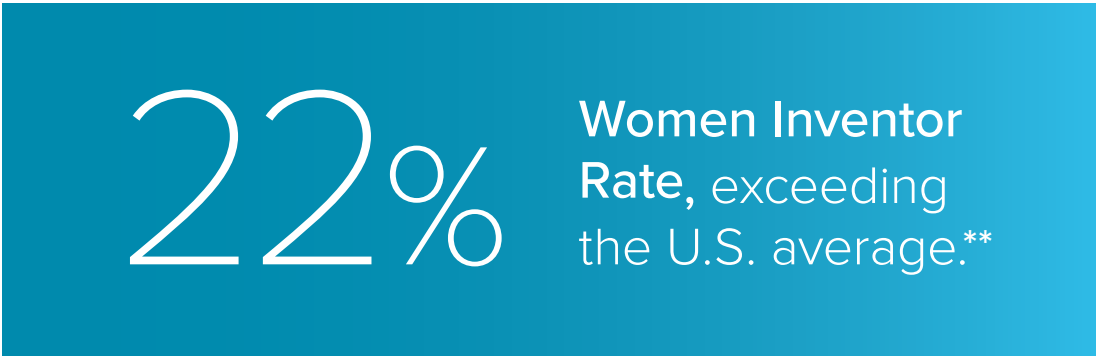


CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED

Women and Patents

We believe creating an inclusive culture, where all innovative employee ideas and contributions are sought after and valued, will result in significant economic benefits for Hologic. According to the World Economic Forum’s latest Global Gender Gap Report,\* women inventors have made gains but gender disparities remain. To encourage broad inclusion in the invention disclosure process at Hologic, we:

- Updated our global policy for patent awards to further incentivize submissions.
- Increased awareness of the invention disclosure process.
- Organized informal training sessions to educate the technical workforce on all aspects of patent law.



\* The WEF Global Gender Gap Report, 2024 reported that women represented 10% of all U.S. patents in 2022.

\*\* Women Inventor Rate: Number of unique women inventors among all inventors on issued Hologic patents between 2007-2019. The United States Patent and Trademark Office published a study on the participation of women in the U.S. patent system and found that the women inventor rate, i.e., the share of inventors receiving U.S. patents who are women, was 12.8% in 2019.

Inclusion: Community Investment

Supporting the communities where our employees live and work is central to Hologic’s mission. Our philanthropic efforts make a positive difference in the lives of patients, communities and innovation-minded students.



Impact Story: San Diego Squared

Our San Diego campus hosted high school fellows from San Diego Squared, a nonprofit dedicated to increasing diversity in STEM by connecting under-represented students with access to education, mentorship and other resources they need to lead the talent pipeline. A Hologic team of scientists and other innovators showed the students how they’re working to improve women’s health through technology and provided a tour of the campus for direct exposure to various STEM jobs.

[Learn more: San Diego Squared](#)

Impact Story: Scholarship Programs

In addition to providing tuition reimbursement for our employees, Hologic gives financial support to scholarship programs that help employees’ family members and students in the community attend college or vocational/trade-schools. We focus on programs operated by proven nonprofit organizations operating in places where our company has the most employees: Costa Rica, San Diego, Marlborough and Newark.

For example, the Hologic Scholarship Program helps qualifying employees’ eligible family members fulfill their educational goals. Hologic established the scholarship fund to further our purpose of enabling healthier lives everywhere, every day – which includes improving the greater well-being of our own employees and their families. Scholarship funds are provided to further their pursuit of making a bigger, more positive impact on their communities and the world through higher education. The scholarships, which they can apply to renew for up to five years, can be used for tuition, room and board, books and other educational expenses.



Meet one of our recent scholarship recipients: **Jade Hom**, daughter of Manufacturing Technician **Harry Hom**

**School:**  
University of Massachusetts Amherst

**Areas of focus:**  
Law and kinesiology

[Learn more: Community Impact Section](#)



CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED

Benefits:  
Better Rewards for a Better You

We take pride in providing benefits that cater to the holistic needs of our employees and their families. Our benefits are designed to empower our employees to thrive. Through our Better Rewards program\*, we affirm our commitment to our employees’ well-being, fostering a supportive environment that encourages a balanced and fulfilling life. We regularly review our benefit programs so they continue to support employees’ financial, physical and emotional health. Our holistic approach to well-being is embedded in our culture, career development, policies and pay principles. We take a data-driven approach to the development of our benefit programs, regularly gather input from our employees and frequently benchmark against industry peers, regional applications and market trends.

The Better Rewards program invites employees to:

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



~1,750

Volunteer hours taken  
by employees in fiscal 2024

87

The average number of days  
new mothers take for family leave

35

The average number of days  
new fathers take for family leave

40

Hologic pays up to 40 days  
for parental pay above and  
beyond State pay

99.5%

of employees are eligible  
to use Hologic’s subsidized  
childcare benefit

79.5%

Hologic’s average share  
of healthcare premium

\* Some country variations to benefits may apply.



CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED

Better Pay

- Pay for performance
- Total rewards package
- Deliver competitive pay to attract and retain top talent
- Incentive opportunities across levels
- Fair and equitable pay across geographies

Better Health

- Healthcare insurance
- Dental insurance
- Vision insurance
- Life, critical illness, accident insurance
- Flexible Spending Accounts
- Health Savings Account
- Mental health programs
- Fertility and family-building benefits
- Peri- and menopause support
- Telehealth
- Physical therapy and pelvic health support
- Chronic disease and lifestyle management programs

Better Future

- Healthcare provider referrals and second-opinion resources
- Medicare support resources
- Supplemental life and AD&S insurance
- Short-term and long-term disability
- Accident insurance
- Critical care insurance
- 401 (k) plan
- Employee Stock Purchase Plan
- Sick time off
- Retirement savings plans

Better Life

- Healthy Living program with various financial incentives for preventive care
- Vacation paid time off
- Volunteer paid time off
- Flexible work schedules
- Employee philanthropic donation match
- Sick paid time off
- Company holidays and floating holidays
- Parental leave and pay
- Family care leave and pay
- Employee discounts program for various business in communities worldwide
- Breast milk delivery program
- Caregiving resources that include back-up, short-term care for children, adults, seniors and pets
- Employee assistance programs
- Legal services access
- Adoption and surrogacy reimbursement
- Financial education program
- Hologic Scholarship Program

Better Career

- Talent investment
- Tuition reimbursement
- Leadership training and development
- Internal promotion opportunities
- Company-sponsored seminars and professional development

Other

- Travel reimbursement for green transportation
- Onsite gym facilities or gym membership reimbursement
- Onsite health check-ups or days off for annual physicals
- Foreign language lessons

BETTER  
REWARDS

Benefits for a better you

Some country variations to benefits may apply.



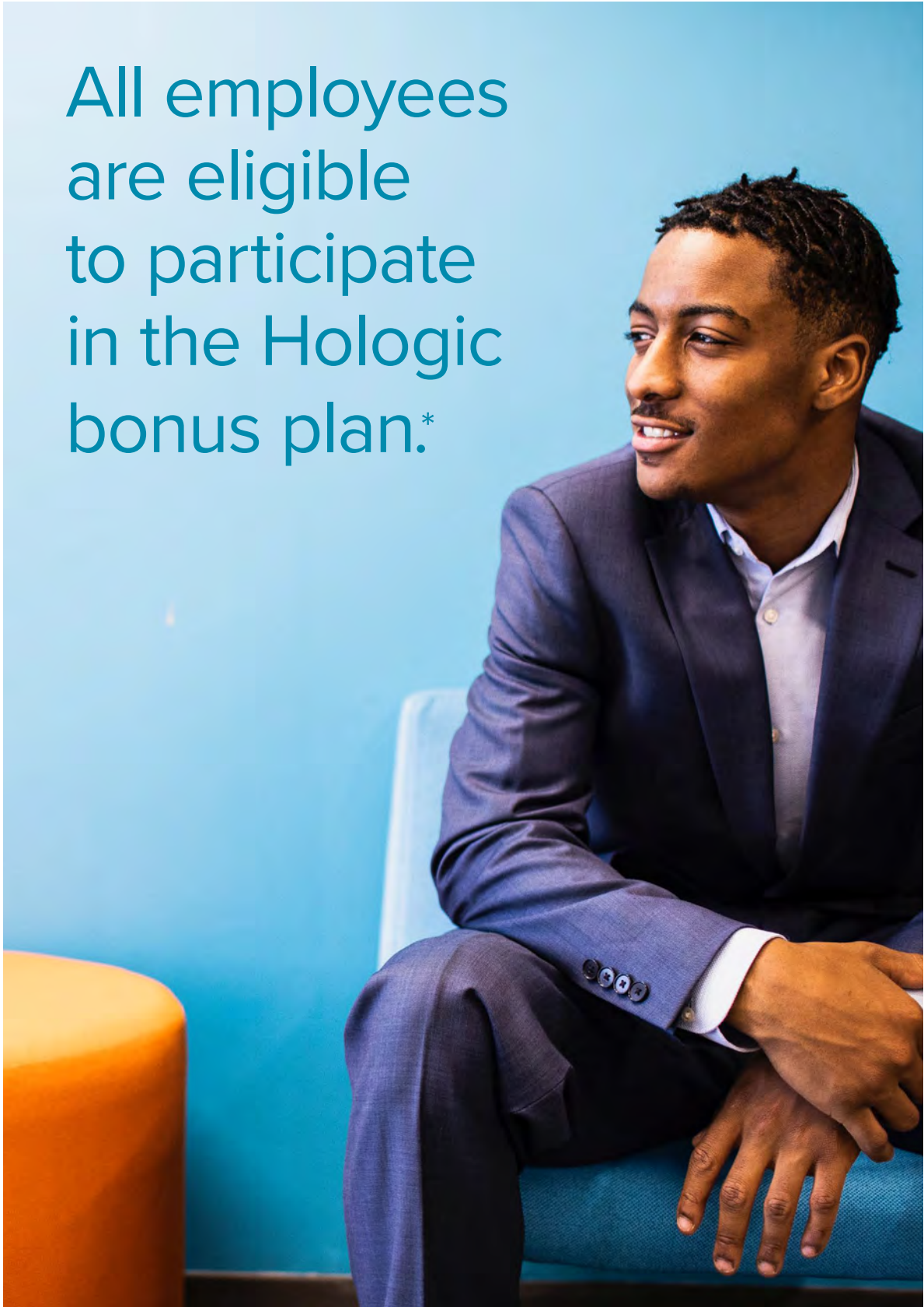
CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED

Global Compensation Management Principles

Hologic’s global compensation programs are designed to align compensation with our business strategies. We provide competitive and differential levels of pay based on corporate and individual performance to attract, motivate and retain our workforce. The managing principles of our global compensation program are:

Pay for Performance	Competitive Pay and Benefits	Fair Pay
Reward high performance and innovation.	Achieve financial success.	Provide unbiased access to pay.
Promote an entrepreneurial incentive-driven culture with compensation levels that reward the achievement of short- and long-term performance objectives.	Deliver competitive pay across all elements and geographies to attract high-performing talent.	Promote fair pay as an integral part of our compensation strategy.
	Offer a diverse pay package via a mix of fixed and variable compensation.	Build fair pay practices into our key talent acquisition and talent management strategies to achieve high performance.
	Deliver programs to help create future wealth.	Provide fair compensation to employees through consideration of individual skills, talents, experiences and performance to all employees.
	Offer long-term incentive performance plans including: Employee Stock Purchase. Stock options. Restricted Stock Units.*	

All employees are eligible to participate in the Hologic bonus plan.\*



Some country variations to benefits may apply.  
\* All employees are eligible to participate in the Hologic bonus plan, except those who are on a company commission-based plan. Interns and temporary employees are generally not eligible to receive a bonus under the program.



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

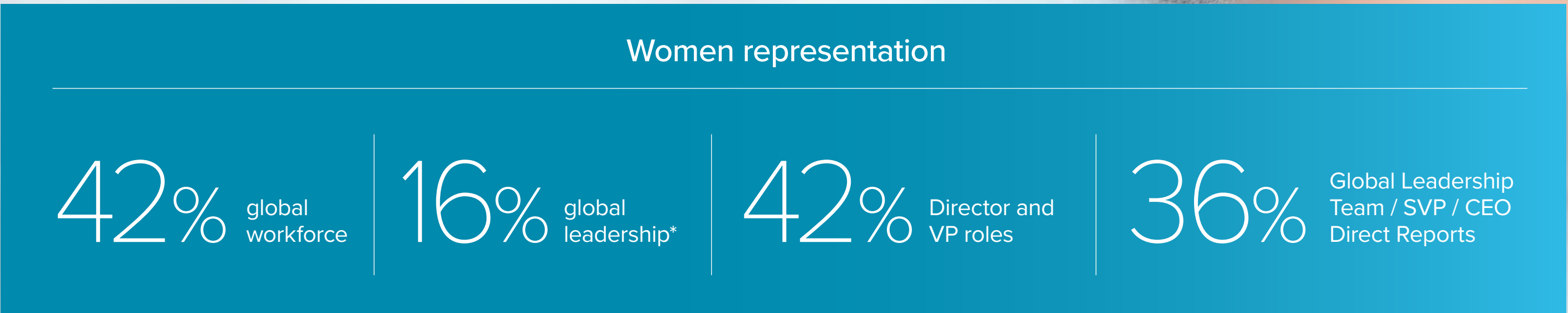
Employee Category	Progress
Leadership	.99
Individual Contributors	.97

\* 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](#)





CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED

## Unique Benefits Supporting Women’s Health

Hologic is a leading innovator in women’s health so it makes sense that we would team up with standout healthcare partners to offer a robust suite of health benefits designed to support women at various stages of their lives. We believe Hologic’s comprehensive health benefits demonstrate a deep understanding of women’s health needs. These services range from breast health screenings to mental health support.

By offering services that cater to physical, mental and logistical aspects of health and well-being, Hologic encourages women to live their best lives.

- Robust fertility and family planning coverage and resources.
- Adoption and surrogacy reimbursement.
- Comprehensive mental health benefits, including access to experts on postpartum depression.
- Peri- and menopause support program.
- Virtual physical therapy with comprehensive care for pelvic disorders, reproductive health, bladder and bowel disorders.
- Waived health plan cost-sharing on breast health imaging.
- Traveling mothers who breastfeed can find lactation support services with MilkStork’s\* no-cost home delivery service, lactation consultations and nutrient testing.
- Expanded healthcare coverage to pay for health-related travel — including out-of-town trips for family planning services not provided locally.



\* Benefits available for Hologic’s U.S. employees. Benefits for Hologic employees outside the United States vary by country.



CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED



Support for Our Working Moms,  
No Matter Where They Are

MilkStork\*: Lactation Support While Traveling

In support of Hologic breastfeeding moms on business travel, we offer MilkStork as a no-cost service for safely shipping their breast milk home. The program helps ensure they can maintain their breastfeeding routines while traveling for work, providing peace of mind and continuity of care for both mother and child.

Onsite Mother’s Rooms

For breastfeeding mothers working in one of Hologic’s facilities, we offer private and comfortable mother’s room spaces.

Family-Friendly Work Policies

Hologic provides holistic leave and pay policies for employees caring for newborns or family members with serious health conditions. Our progressive approach includes both paid parental as well as family leave, allowing new parents to bond with their child without financial worry. Recognizing the challenges of returning to work post-parental leave, Hologic offers flexibility to new parents, easing the transition back to their professional roles. This gradual return helps maintain a work-life balance during a critical time of adjustment.

Subsidized Emergency Care Days\*

Balancing work and family responsibilities is a challenge faced by many workers. Hologic seeks to help alleviate this stress by offering a free premium membership to Care.com, which provides various childcare and caregiving resources. We also offer Hologic-subsidized days for emergency child/elder back-up care from Care.com.

Mental Health Support

Recognizing the importance of mental well-being, Hologic provides no-cost therapy or coaching sessions through Lyra in the U.S. and other country specific Employee Assistance Programs (EAP) around the globe. Th programs address a wide range of mental health support, including daily stress, baby blues, anxiety and depression. With a focus on accessibility and discretion, the programs help our employees have the resources to manage their mental health effectively.

\* Benefits available for Hologic’s U.S. employees. Benefits for Hologic employees outside the United States vary by country.



CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED

Employee Safety and Wellness

Environmental Health and Safety Global Policy

Hologic is committed to the health and safety of our employees and to protecting the environment for the benefit of our customers, patients and the communities in which we operate. Under the guidance of the Global Environmental Health and Safety (EHS) organization, we look to Hologic’s leadership and employees:

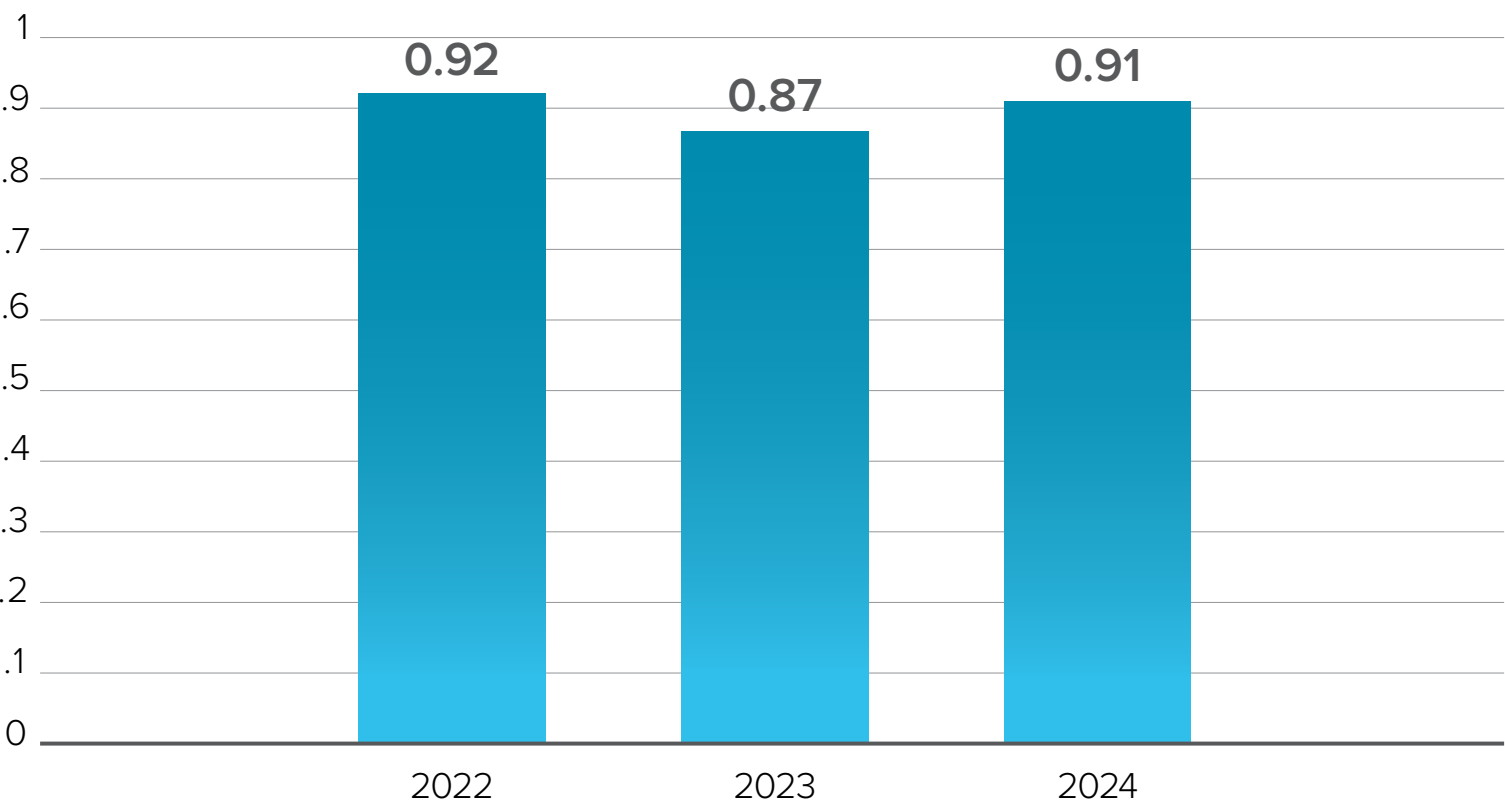
- Foster an environment of emotional and physical safety for every individual.
- Comply with all applicable laws and regulations.
- Follow all standards endorsed by the company.
- Operate safely and minimize negative environmental impact, including promoting sustainability initiatives in all operations.
- Contribute to the continuous improvement of our work practices and objectives by personal engagement in the activities, policies and procedures that form the EHS management system.

Learn more:  
[EHS Global Policy](#)  
[ISO 45001 Certifications](#)  
[ISO 14001 Certifications](#)

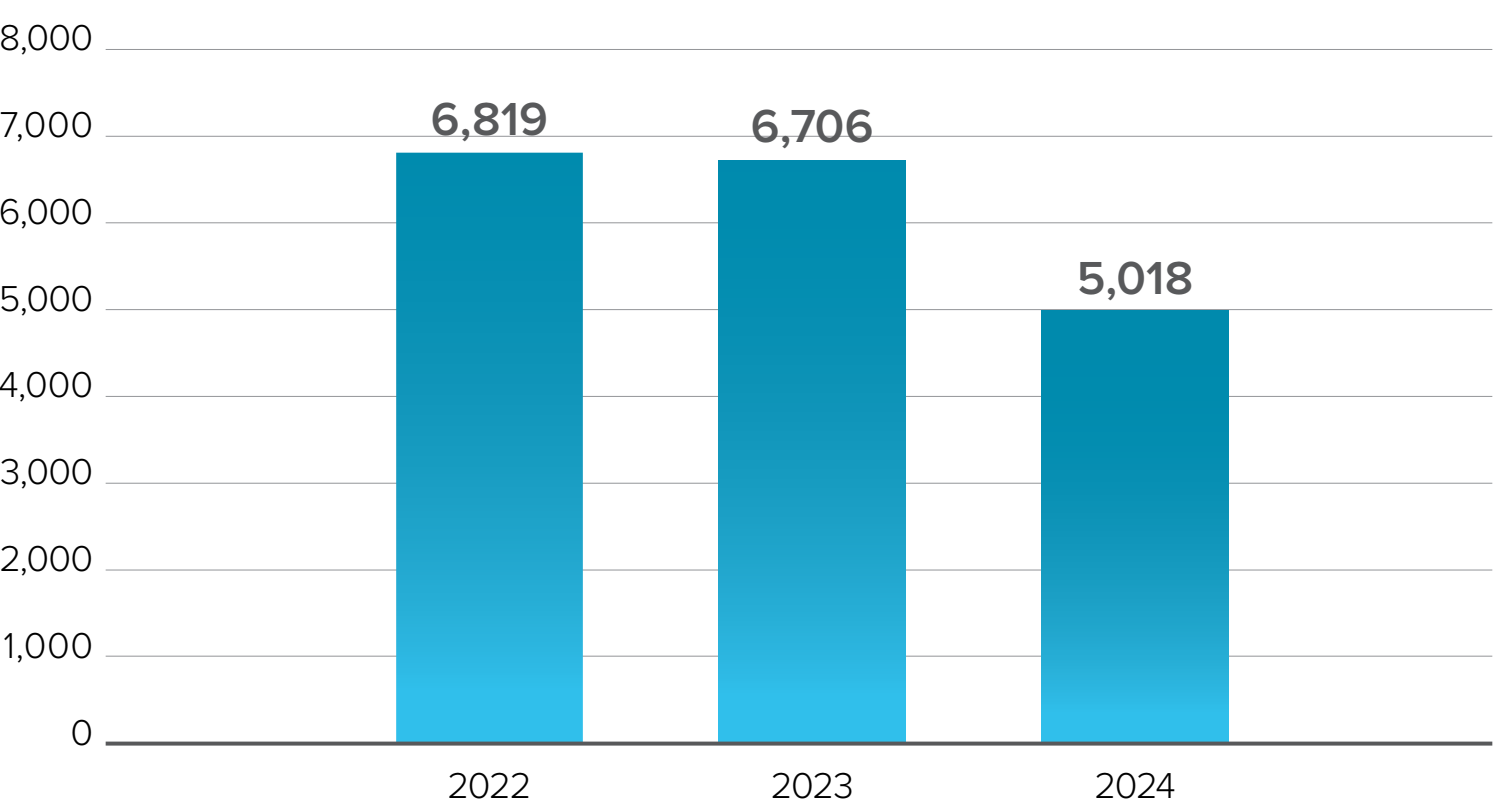
\* TRIR: Total Recordable Incident Rate calculated by the number of recordable incidents by 100 full time workers and total work hours of all employees. Number of recordable X 200,000 divided by total number of hours worked by all employees during the year.



Total Recordable Incident Rate (TRIR)\*



Proactive preventive reporting





# Promoting Opportunities for Development

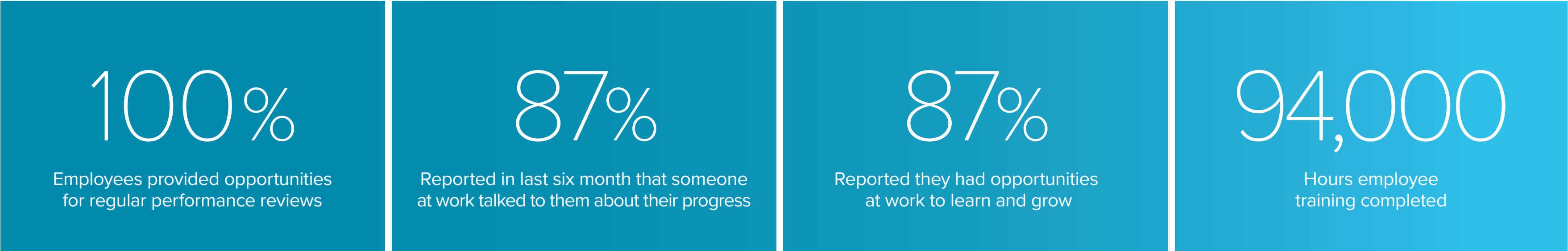
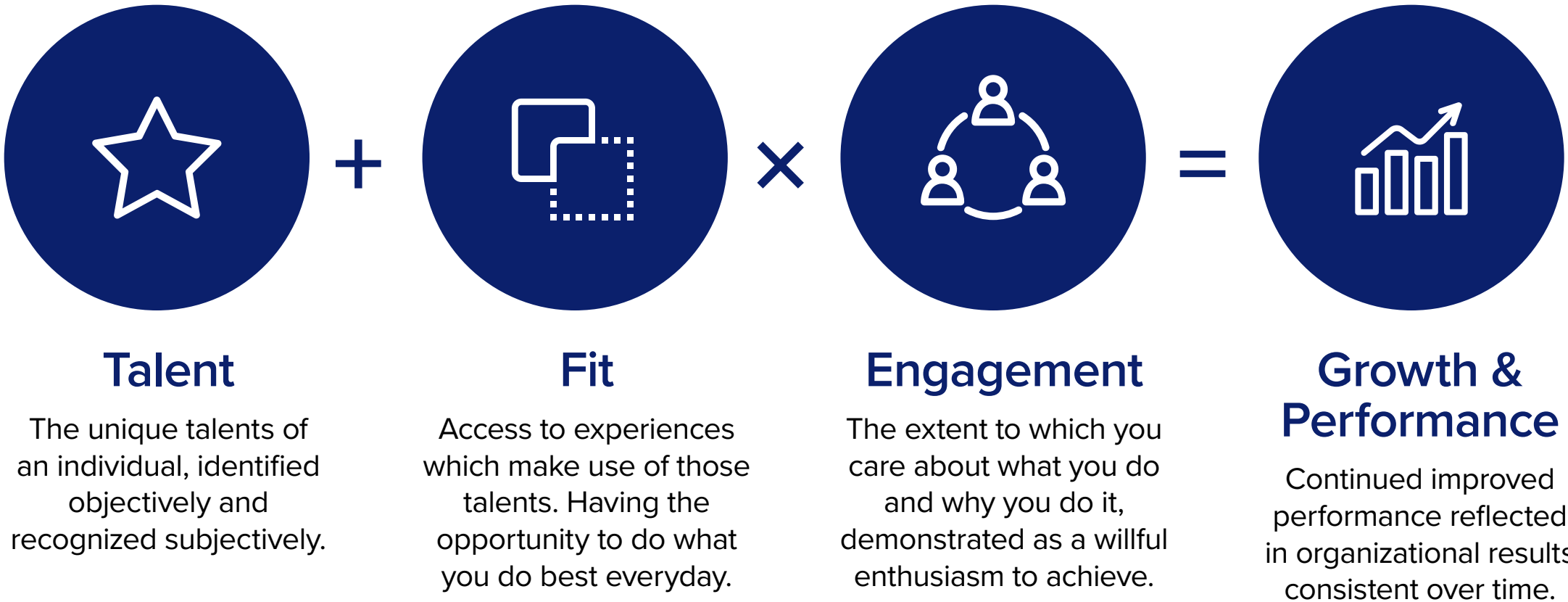
At Hologic, talent and purpose are our differentiators. A diverse mix of innovative minds enables us to fulfill our mission of helping women around the world live healthier lives — and, by extension, their families and communities. We are dedicated to supporting each employee’s career growth and development through our employee-led, community-supported approach. By providing a wide range of growth tools and training experiences, we invest in our long-term growth, drive high performance and innovate for the future.

We are committed to development based on clear expectations and ongoing, meaningful feedback. Effective coaching focuses on improving future behaviors and driving future achievements. That’s why we build a culture that inspires, energizes and motivates employees to bring their passion to work every day.

Our Global Talent Organization develops strategic solutions for Hologic’s unique talent needs by developing programs to enhance talent selection and overall experience. These programs, tools and experiences make Hologic an employer of choice and a career destination for top talent.

- Employees meet with their managers at least quarterly to discuss performance and progress on goals.
- All regular Hologic employees are invited to participate in the annual Employee Engagement Survey.
- Employees meet with their teams to discuss insights from the annual engagement survey and plan goals and timelines for continued improvement opportunities.
- Employees have the opportunity to plan annual goals for the fiscal year and lead conversations with their managers.
- Tools are provided to guide goal setting, performance evaluations, personal SWOT analysis, individual development plans and progress review conversation resources.

## Hologic’s Talent and Performance Formula





PROMOTING OPPORTUNITIES FOR DEVELOPMENT, CONTINUED

Employee Development

We are dedicated to supporting each employee’s career growth and development through our employee-led, community-supported approach. By providing a wide range of growth tools and training experiences, we invest in our long-term growth, drive high performance and innovate for the future. We aim to cultivate a mindset of continuous learning and curiosity and create a safe space to innovate. Developing individuals, teams and leaders is crucial for our business and our future. By recognizing and valuing the unique talents we each bring, we create an environment where everyone feels challenged, supported and integral to our mission. This collective understanding and collaboration contribute to our goal of creating a better future for women everywhere.



Steve MacMillan, addressing interns

\* Internship program available in the U.S. and Costa Rica.

Tools for Employee Development:  
CliftonStrengths

According to Gallup, a talent is a natural way of thinking, feeling or behaving while a strength is the consistent application of that talent to achieve near-perfect performance. Hologic uses Gallup’s CliftonStrengths system as our shared language for understanding and discussing these talents.

This strength-based framework fosters deeper conversations about individual employees and teams, helping us continue to promote a culture of inclusion.

- Uncovers natural inclinations.
- Helps employees understand each other.
- Breaks down stereotypes.
- Shows individuals’ unique value.
- Promotes a strengths-based culture.
- Supports a work culture of respect.

At every level, Hologic relies on diverse sets of complementary skills to achieve performance. By recognizing and valuing the unique talents we each bring, we create an environment where everyone feels challenged, supported and integral to our mission.

Early Career Talent Development:  
Hologic College Relations Program

The College Relations Team partners with Hologic’s leadership to identify meaningful and challenging internship and co-op experiences for top university talent. These opportunities provide career opportunities while educating tomorrow’s leaders about the value of Hologic’s lifesaving and life-changing mission.\*

Maximizing Talent from Intern to FTE

Hologic actively seeks innovators, recruits bright minds and champions long-term development. The internship program is a crucial component of these efforts, which ultimately supports our purpose of enabling healthier lives worldwide.



Meghan Donahue, a Revenue Accountant in the U.S., started her Hologic career as an intern with the Treasury department and progressed through an internal development program into a full-time role. After her summer internship, Donahue returned to college for her senior year and came back to Hologic that summer as an associate in the Finance Rotation Program, a two-year program that helps young talent grow and develop skills by working in different areas within the Finance organization. After completing two years in the rotational program, she joined the Revenue Accounting team in a permanent role. Donahue shared: “Despite part of my internship occurring during the challenges of COVID, the experience spoke volumes to me about the company and how they demonstrated Hologic’s commitment to its people and mission even during uncertain times.”



PROMOTING OPPORTUNITIES FOR DEVELOPMENT, CONTINUED

Leadership Development

We hold in high regard the responsibility our managers have as leaders at Hologic. They are a critical success factor in Hologic realizing its potential to revolutionize women’s health and improve lives everywhere, every day. We trust them with the privilege of leading our people and value their diverse approaches to building talent and engagement. We firmly believe that every employee deserves a world-class manager. We are committed to supporting our managers as they hone their skills and continue to develop into our organizational coaches.

To support our managers, we created an internal program called Raising the Bar (Bar) to provide resources — both self-guided content and training connected to in-person trainings — centered on good management practices. Bar acts as a digital resource for current or aspiring managers to build leadership muscles. Its content is continually evolving and responding to the most pressing challenges managers are facing. Training, resources and tools are available, providing content on effective meetings, goal setting, performance reviews, team engagement, well-being conversations, manager processes, onboarding, engagement, development, assessing strengths and leadership expectations.

The Raising the Bar *Live* program brings this content to life in person. This program was developed internally and has been delivered around the world to over 500 Hologic Managers.

Teams

A tenet of Hologic’s management training is the idea that high-performing teams carry forward basic working principles to ensure success. We intend for employees to organically support a culture that values every voice, rewards teamwork, celebrates different points of view and reflects the diversity of the communities the company serves. The tenets of Hologic’s high-performing teams include the following working principles to support our success:

- Trusting each other to be vulnerable.
- Challenging others in a healthy way.
- Committing energy to the greater good of the team.
- Being accountable and holding others to the same standard.
- Focusing on collective results.



Recognizing Top Performers and Team Members

Our approach to employee recognition is to ensure they feel valued, engaged and appreciated for their contributions in helping make Hologic a great company. We offer Connect, a recognition program designed to celebrate outstanding efforts and achievements of Hologic employees around the world.

- All employees can recognize other Hologic employees in the Connect “Thank You” system.
- Supervisors and above can nominate individual employees or teams in award categories that include points. A points-based recognition program is designed to celebrate the outstanding efforts and achievements of Hologic employees worldwide. Employees can redeem those points in the Connect portal for the reward of their choice.
- Service Anniversary Awards.
- Site-specific and functional group recognitions.

Hologic’s 5 Leadership Expectations

1

Be aware of your personal impact.

2

Focus on performance.

3

Inspire and drive others.

4

Cultivate and motivate talent.




5

Communicate your vision.



# 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).



INVESTING IN OUR COMMUNITIES, CONTINUED

Community: Impact Stories 2024

Sew Hope  
Guatemala

Routine screening is a key reason cervical cancer has gone from being the top killer of women in the U.S. to one of the most preventable cancers in the nation. However, many low- to middle-income countries haven’t achieved similar progress against the disease. In these parts of the world, sometimes creativity and generosity are required to improve the quality of care.

Sew Hope organizes volunteer workers who conduct Pap tests in the rural Petén region of Guatemala, providing care for women who would otherwise have to go without. Since 2008, Hologic’s philanthropic support of SewHope has provided ThinPrep® Pap test vials and collection devices, a grant to build a screening and education clinic in Guatemala, and a showcase of the nonprofit at conference symposiums to promote volunteerism.

Together, we currently deliver up to 2,500 Pap tests a year for women in Guatemala.

Camp Harbor View  
United States

Camp Harbor View, a nonprofit organization in Boston, Massachusetts, provides free, year-round leadership development, scholarships and college and career planning for youths. The group also hosts summer camps that focus on six core values: fun, respect, responsibility, character, courage and community.

In addition to awarding grants to Camp Harbor View, we have also extended support for the organization’s 5K fundraising run. Members of the Hologic Legal Team in Marlborough participated in a summer volunteer day at Camp Harbor View. They washed windows, assembled backpacks for campers, scrubbed the oceanfront docks, cleaned equipment sheds, organized sports equipment and performed landscaping work.

Fundeso  
Costa Rica

Costa Rica’s capital, San Jose, is the destination for many breast cancer patients from throughout the country. Many of those patients must travel considerable distances from rural areas, creating barriers to healthcare that could prove detrimental.

Hologic provides grants, food and other resources to this nonprofit hostel that offers free lodging, food and basic health services to women who travel to the capital for breast cancer care.

Fibroid Awareness Month  
Global activation

July is Fibroid Awareness Month. Many women may not have heard of uterine fibroids, yet 75% of women will be diagnosed with them at some point in their lives. Women may deal with the symptoms of abnormal uterine bleeding or fibroids because they are unaware that treatment options exist.

Boston Marathon  
United States

Our Chief Operating Officer, Essex Mitchell, and Betsy Kunz, Senior Corporate Counsel and a cancer survivor, completed the Boston Marathon. They raised thousands of dollars to support the Leukemia and Lymphoma Society.

**GO Day**  
Spain

Hologic cyclists in Iberia rode in GO Day, a charitable fundraising drive organized by ASACO, a nonprofit organization dedicated to supporting those affected by ovarian and gynecologic cancers in Spain. This includes patients, their families and caregivers.

Sew Hope



Camp Harbor View



Fundeso



Boston Marathon





INVESTING IN OUR COMMUNITIES, CONTINUED

Stepping Up  
for a Cause Worldwide

Hologic team members around the world aren’t afraid to work up a sweat to earn funds for charitable causes. This year, we saw employees walk and run marathons; some even hopped on their bicycles or surfboards to be champions for health access and disease cures.

Three Peaks Challenge  
United Kingdom

Sixteen members of the Hologic United Kingdom team recently donned their hiking boots and took part in the Three Peaks Challenge, which involved climbing the three highest mountains in the U.K. in succession: Ben Nevis in Scotland (4,413 feet), Scafell Pike in England (3,210 feet) and Snowdon in Wales (3,560 feet). They raised money to support a coworker’s family member undergoing cancer treatment.

Breast Cancer Awareness Walks  
United States

U.S. employees across the East Coast participate in the American Cancer Society’s Making Strides Against Breast Cancer walks. In San Diego, Hologic has been an event sponsor of the Susan G. Komen More Than Pink Walk each November since 2015 and has strong employee team participation. Together, with our employees we provide financial support and create awareness to combat breast cancer.

Ask Eve  
United Kingdom

This specialist gynecologic health information service answers questions people may have about any gynecologic symptoms, concerns or cancers. Ask Eve nurses can communicate in clients’ preferred languages, providing translation services in over 250 languages, over email or live on the phone.

Surfing for Cancer  
United States

Our San Diego surf team recently hit the waves, surfing alongside legend Jojo Roper at the 31st Annual Luau & Legends of Surfing Invitational to raise research funds for the Moores Cancer Center at UC San Diego Health. This annual event has raised over \$11 million for cancer research since its inception.

Serving Unique Community Needs

- Hologic workers around the world have served their communities in diverse ways in the past year.
- Sorting and preparing items at food pantries or free clothing stores.
  - Volunteering at food kitchens and shelters.
  - Providing school supplies through backpack drives.
  - Sponsoring sports camps for children with disabilities.
  - Cleaning up litter at local parks and beaches.

Breast Cancer Awareness Month

While women may be generally more aware of breast cancer than other diseases, that doesn’t always translate to proactive participation in preventive screening. We encourage women to take full advantage of the care available in their area to detect cancers early, offering them the best outlook for treatment.

We support a variety of organizations that provide mobile mammograms that aim to make breast cancer testing more accessible.

Creating Awareness

Our teams worldwide raise awareness for women’s health causes in their regional markets and through social media.

Three Peaks Challenge



Breast Cancer Awareness Walks



Surfing for Cancer



Serving Unique Community Needs



Mobile Mammogram







# 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.



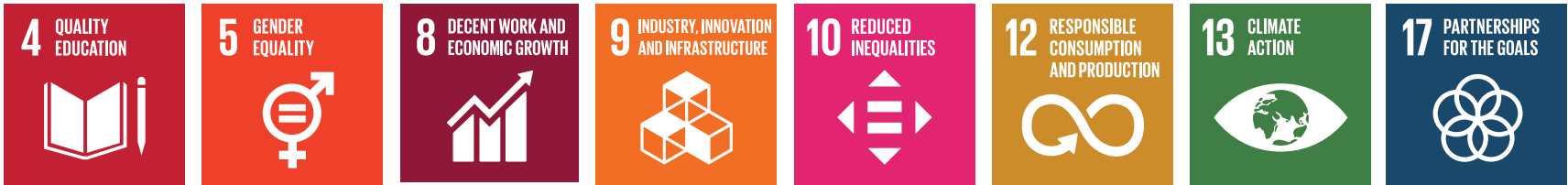
- Our Ambition, Approach, and Accountability
- Uphold Strong Corporate Governance and Compliance
- Conduct Responsible Business Practices
- Advance Product Quality and Safety
- Engage a Sustainable and Responsible Supply Chain





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.



CORPORATE GOVERNANCE AND COMPLIANCE, CONTINUED

Roles of the Board

One of the Board’s key responsibilities is overseeing the Company’s corporate strategy. In addition, the Board also assesses risk, evaluates management’s performance, plans for successors and provides overall guidance and direction.

Independent and Diverse Board

As outlined in our Corporate Governance Guidelines, the Nominating and Corporate Governance Committee (Nom & Gov) considers skills, experience and industry backgrounds, along with independence, character, reputation, personal integrity and diversity, as factors in the Board member selection process as well as the ability of members (and candidates for membership) to devote sufficient time to performing their duties in an effective manner. Members of the Board bring a mix of experience, diversity and fresh perspectives. Each member is highly engaged and actively contributes to an environment that fosters his or her voice being heard while supporting and appropriately challenging management. We have an ongoing commitment to thoughtful Board refreshment and to ensure that highly qualified, independent voices sit in our boardroom — which has resulted in an exceptionally well-balanced group. All of our directors currently serving on the Board, with the exception of Mr. MacMillan who is an active officer of the Company, meet the standards of independence set forth in the applicable Nasdaq listing standards and the rules of the Securities and Exchange Act of 1934, as amended.

Learn more:  
[Corporate Governance Guidelines](#)  
[Code of Conduct](#)

Committees

Our Board has established three standing committees. Each committee is composed entirely of independent directors.

Audit and Finance Committee
<ul style="list-style-type: none"><li>Cybersecurity Risk</li><li>Financial Risk</li><li>Internal Controls</li></ul>
Compensation Committee
<ul style="list-style-type: none"><li>Compensation</li><li>Human Capital Management</li></ul>
Nom & Gov Committee
<ul style="list-style-type: none"><li>Governance Processes</li><li>Sustainability Efforts and Reporting</li><li>Succession Planning</li></ul>

Learn more:  
[Audit and Finance Committee Charter](#)  
[Compensation Committee Charter](#)  
[Nom & Gov Committee Charter](#)

Risk and Board Oversight

Risk oversight is handled by the full Board as well as at the individual committee level. Hologic’s risk management process focuses on a comprehensive but targeted annual enterprise risk management assessment that is presented to the Board as well as periodic reports, as warranted. The Board reviews the enterprise risk management report compiled

by business leaders throughout the organization, focusing on financial risk, legal/compliance risk, and operational/strategic risk over a three-year horizon. The report details mitigating actions and plans relating to those risks. The executive leadership team’s individual performance objectives are aligned with the top risks identified in the annual enterprise risk management process.

Sustainability and ESG Board Oversight

The full Board has official oversight of the company’s practices and reporting on ESG and sustainability. The Nominating and Corporate Governance Committee (Nom & Gov) is tasked with assisting the Board in its oversight of Hologic’s principles, programs and practices on sustainability topics. This committee and the full Board oversee our sustainability progress, understanding the importance of sustainability to investors, customers, employees and other stakeholders.

Learn more: [Sustainability, ESG Strategy and Governance](#)

Engagement

The Board members are 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 when they are not present. Feedback from investors has helped shape our compensation programs, as well as our governance structures.

In 2024, management met or offered to meet with stakeholders representing 55% of our outstanding shares.

Board Compensation Philosophy and Structure

Hologic is dedicated to growth, efficient use of capital and shareholder value. We use measures of adjusted revenue, adjusted EPS (earnings per share), adjusted ROIC (return on invested capital), adjusted free cash flow and relative TSR (total shareholder return) that assure management’s interest to drive performance and shareholder value. The design of our executive compensation program and the decisions made by the Board’s Compensation Committee are guided by the following principles:

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

Learn more: [Proxy](#)



CORPORATE GOVERNANCE AND COMPLIANCE, CONTINUED

Compliance

Hologic is committed to maintaining the highest level of integrity and ethical behavior in our business operations. We maintain a comprehensive compliance program including our written code of conduct, management and governance oversight, employee training, reporting, audits, investigations and enforcement.

Our Board believes good governance requires not only an effective set of specific practices, but also a culture of responsibility and accountability throughout the organization. Governance at Hologic is intended to achieve both.

**The Hologic Code of Conduct** and associated policies, procedures and programs outline our commitment to compliance with applicable laws, integrity and ethical conduct.

- Compliance with the Code of Conduct (“Code”) is required of everyone who acts on behalf of Hologic, including our directors, officers, employees and agents worldwide.
- We also have a Code of Ethics that applies specifically to senior financial officers (included as Appendix A to our Code of Conduct) setting the tone from the top.
- We review our “Code” annually and make revisions as needed.

Compliance Program Governance

- Hologic maintains a comprehensive compliance program, which is overseen by the Audit and Finance Committee, and a library of compliance policies that provide more detailed guidance to employees on a variety of topics, such as anti-bribery and anti-corruption laws, anti-discrimination and anti-harassment laws, privacy laws and many others.
- Hologic’s General Counsel has been designated by the Board of Directors to oversee compliance with the Code.
- Our compliance team has responsibility for monitoring and following up on matters to senior management, as well as to the Board of Directors.
- Hologic is committed to conducting itself in compliance with applicable rules and regulations. As part of this commitment, Hologic is a proud supporter of the ideals and values articulated by AdvaMed and a signatory to the AdvaMed Code of Ethics.

Risk Management

- The effectiveness of the compliance program is regularly reviewed internally, with modifications made for continuous improvement, business changes and regulatory requirements.

Disciplinary Action

- Anyone who violates our Code or other corporate policies is acting outside the scope of their employment and is to be subject to disciplinary action. “Disciplinary action” for purposes of this Code shall mean a disciplinary response as determined by Hologic and can include termination of employment and, where appropriate, civil liability and criminal prosecution. All employees must read, acknowledge and agree to adhere to the “Code”, as well as our other policies and procedures. They must strive to uphold the principles of integrity and ethics in our written standards. Employees train annually through our learning management system, the Hologic Learning Edge (HLE).

Reporting

- Hologic is committed to creating an environment where employees are comfortable raising their concerns about violations or potential violations of the Code and has created various mechanisms for employees to communicate these concerns.
- Reporting of violations, potential violations, conflicts of interests and questions or feedback related to the Code can be raised to employee managers, Human Resources, the Legal Department or the General Counsel.
- Employees can also report these issues by calling the Hologic Compliance Hotline or by visiting the Hologic Compliance Website and will have the option of remaining anonymous to the extent allowed by local laws.

Call the Hologic Compliance Hotline at 1-888-320-6579. Submit a report by visiting <http://secure.ethicspoint.com>.

Learn more:  
[Code of Conduct](#)  
[AdvaMed Code of Ethics](#)

9 Published languages for the Code of Conduct

100% Employees assigned Code of Conduct annual certification

99.8% Employees completed and certified training to the Code 2024

Hologic is a proud supporter of the ideals and values articulated by AdvaMed and is a signatory to the AdvaMed Code of Conduct.



CORPORATE GOVERNANCE AND COMPLIANCE, CONTINUED

**Anti-Corruption, Anti-Bribery and U.S. Foreign Corrupt Practices Act (FCPA) Policy**

Hologic is committed to conducting its business ethically and in compliance with applicable laws and regulations, including the U.S. Foreign Corrupt Practices Act (FCPA) and other laws that prohibit improper payments to obtain a business advantage. Hologic prohibits all forms of bribery or corrupt payments, regardless of whether they involve government officials or those in the private sector. Anti-bribery and anti-corruption laws prohibit companies from offering or giving anything of value, directly or indirectly, to a government official or business representative for purposes of securing an improper advantage or obtaining or retaining business. These laws also apply to the actions of third parties acting on our behalf. When selecting third parties, we apply caution and seek to perform proper due diligence to ensure that we engage only those third parties who are committed to our high ethical standards.

**Antitrust and Competition**

Antitrust laws are designed to foster and preserve fair and honest competition within the free enterprise system. Hologic requires employees to comply with applicable antitrust laws. We are committed to prohibiting any actions that result in unfair methods of competition or restraint of trade.

**Fair Dealing**

Hologic competes vigorously, but fairly. Employees are prohibited from misrepresenting or exaggerating our products, services or capabilities. As a medical products manufacturer, Hologic has the added responsibility of ensuring that representations regarding our products are consistent with the approved label. Employees are expected to communicate clearly and accurately so customers understand the features and benefits, but also limitations, of our products. Customers and patients, as well as our business partners and suppliers worldwide, rely on our honest and accurate communications.

**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 our business ethically and in compliance with applicable laws and regulations. In addition, as a medical products manufacturer, Hologic has the added responsibility of ensuring that representations regarding our products are consistent with their approved label. Our commitment to ethics is part of everything we do, and we work to ensure our employees understand how to achieve business objectives with transparency, honesty and integrity.

**Pricing**

Hologic is committed to offering prices that enable broad access to our technology and products. We maintain a responsible approach to pricing our products. We negotiate and partner with healthcare systems, payers, and research institutions to make our products available at a fair net price.

[Learn more:](#)

[Access and Equity Responsible Pricing section](#)

**Ethical Interactions With Healthcare Professionals**

Strict regulations govern our interactions with healthcare professionals, which include physicians, nurses and hospital or medical office administrators. We seek to ensure our employees are aware of the potential compliance risks inherent in these interactions. Our policies and robust employee training programs are designed so 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 have processes to disclose payments and transfers of value made to physicians and other healthcare entities in every state and country where disclosure is required by law.



CORPORATE GOVERNANCE AND COMPLIANCE, CONTINUED

**Healthcare Anti-inducement and Anti-Kickback Policy**

Hologic is dedicated to the improvement of patient care by providing innovative, high quality, cost-effective healthcare technology. We recognize that adherence to ethical standards and compliance with applicable laws and regulations is critical to achieving those objectives. Anti-kickback/anti-inducement laws are aimed at ensuring that medical decision-making is free of improper industry influence. Hologic respects the obligation of healthcare professionals to make independent decisions and has developed this policy as guidance to employees regarding their interactions with healthcare professionals.



**Sunshine Act**

Hologic is dedicated to the improvement of patient care through the provision of innovative, high quality and cost-effective healthcare technologies. Hologic recognizes that adherence to ethical standards and compliance with applicable laws and regulations is critical to achieving this objective. Signed into law in 2010 as part of the Affordable Care Act, the Physician Payments Sunshine Act (the “Sunshine Act”) requires biological, drug and medical device makers to track and report certain payments and transfers of value provided to U.S. healthcare professionals and teaching hospitals. Hologic respects the interest of providing transparency in its relationships with healthcare providers and has disclosed applicable payments and transfers of value to the federal government in accordance with applicable law. Hologic is committed to ensuring that all data disclosed under the Sunshine Act is accurate and complete. Hologic requires employees to follow our company’s guidelines with respect to recording such transactions, including the requirements of our Travel and Entertainment Policy and other policies and procedures implemented to ensure the accuracy of tracking and reporting payments. In addition, Hologic must comply with the Stark Law. The Stark Law is a United States federal law that prohibits physicians from referring Medicare or Medicaid patients to entities where they have a financial relationship to prevent conflicts of interest in healthcare decision-making.

**Global Trade Compliance**

The Global Trade Compliance Policy at Hologic outlines guidelines to ensure the company’s international business operations comply with all relevant laws and regulations. This policy highlights Hologic’s commitment to legal and ethical standards in areas such as export, import, sanctions, and anti-boycott compliance. Adhering to these guidelines helps protect the company from legal risks, promotes fair trade practices, and supports Hologic’s reputation as a responsible global business.

**Learn more:**

- [Healthcare Anti-Inducement and Anti-Kickback Policy](#)
- [U.S. Foreign Corrupt Practices Act \(FCPA\) and Anti-Bribery Policy](#)
- [Sunshine Act](#)
- [Corporate Global Trade Compliance Policy](#)



# 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](#)



RESPONSIBLE BUSINESS PRACTICES, CONTINUED

Data Privacy

Overview

Hologic recognizes the importance of data privacy and is committed to protecting the personal information of our customers, employees, partners, and individuals who interact with us.

We recognize that the correct and lawful treatment of personal information will maintain confidence in our organization and is a prerequisite for the success of our business operations, customer commitments and global obligations.

We are committed to our statutory privacy obligations to our clients and employees to handle their personal data ethically, lawfully and transparently. Hologic’s privacy policies, and associated procedures, govern personal data processing and employee behavior to manage privacy risks. Hologic has a dedicated

global team of privacy professionals delivering and maintaining our privacy capabilities. As a global organization, our employees are expected to abide by all applicable data privacy laws in the jurisdictions in which we operate.

Alignment to Approved Frameworks

Hologic’s plan is to become an active member of the EU Data Privacy Framework, which is approved by the EU Commission and managed by the Department of Commerce.

[Learn more: Hologic website privacy policy](#)



Hologic Privacy Principles:



Notice

to disclose ways in which we use personal data.



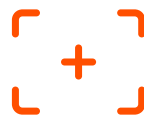
Consent

provide choice on how we use personal data.



Data Minimization

only use personal data that is needed.



Purpose Limitation

only use personal data for specific purposes.



Appropriate Use

personal data is processed ethically, lawfully and transparently.



RESPONSIBLE BUSINESS PRACTICES, CONTINUED

Cybersecurity

Information System

Hologic’s Information Security department is responsible for the protection of Hologic’s data, information assets and services. To achieve this goal, the Information Security team deploys state-of-the-art security capabilities, develops and maintains comprehensive security policies and standards, and conducts regular security training and education for our employees.

Governance Structure

The governance structure of the Information Security team is designed to ensure that security efforts are risk-based and aligned with the strategic and cross-functional business objectives.

At the Board of Directors, the Audit and Finance Committee has cybersecurity included in its charter. In addition, Hologic has an executive Cybersecurity Steering Committee composed of members of the Hologic Global Leadership Team. The steering committee provides overarching governance and oversight for the Information Security program.

The steering committee’s responsibilities for the Information Security program include:

- Setting program goals and objectives.
- Promoting security education and awareness.
- Understanding cyber risks and associated causes.
- Providing oversight on program improvements.

Cybersecurity Employee Training

All Hologic employees, contractors and consultants are required to undergo annual and other periodic cybersecurity training and education. Examples:

- Identifying and reporting different forms of social engineering attacks, such as phishing and smishing.
- Secure data handling practices.
- Local and regional privacy regulations and best practices.
- Special presentations, contests and other activities during Hologic’s annual Cybersecurity Awareness Month.

Product Cybersecurity

Hologic is committed to delivering and maintaining our products in the rapidly changing environment of cybersecurity threats. Hologic continually monitors the current state of computer and network security to assess potential threats to our systems. Hologic performs a risk analysis to determine the potential consequences of cyber attacks. Hologic also has an ongoing maintenance program for the entire life cycle of our products consisting of:

- Vulnerability assessments.
- Penetration testing.
- Critical security updates validation.
- Maintain coordinated vulnerability disclosure program with the security research community.



IMPACT STORY

Hologic Strengthens Innovation Leadership in Costa Rica With New Cybersecurity Center

In 2024, Hologic expanded our operations in Costa Rica with our first Cybersecurity Operations Center (SOC). This advanced SOC symbolizes Hologic’s commitment to the highest standards of security in protecting its data and that of its customers. The SOC, which serves as our primary cyber incident response command center, is the first of its kind for Costa Rica’s life sciences sector.

The newly unveiled SOC is an integral part of the Global Information Technology (IT) Shared Services Center. It monitors, detects and responds to cyber threats that may affect Hologic, our employees, clients and other strategic partners. Moreover, it protects critical assets and maintains stakeholders’ trust in our company.

**Paul Malenchini**  
Chief Information Officer  
Hologic



“In addition to Hologic’s valuable experience obtained with other operations in the country, our company selected Costa Rica as the headquarters of the SOC due to the talented workforce and the investment that the government makes in continuing education programs on cybersecurity. This strategic hub allows us to respond effectively to the dynamic cyber threat landscape and align cybersecurity efforts with the business goals of the company.”



RESPONSIBLE BUSINESS PRACTICES, CONTINUED

Responsible Artificial Intelligence

Hologic Responsible AI Position Statement

From the day we opened our doors, we have been innovating to advance the standard of care for patients everywhere. Digital functionality and the application of artificial intelligence are providing new opportunities for innovation and the potential to transform the healthcare ecosystem.

We recognize the value that AI can provide in advancing our purpose, passion and promise.\* At Hologic, we are using AI and harnessing its massive computational power for data analytics, and to develop dynamic algorithms, optimize workflow efficiency and increase precision in the clinical setting.

We are committed to ethical and responsible application of AI to purposefully benefit our patients, customers, healthcare professionals and the global community. As with all our business operations, we apply Hologic’s core values of honesty, integrity, trust, respect, responsibility and citizenship to the design and application for AI.

Key principles guiding our approach to responsible AI include:

- Innovation based on scientific principles.
- Privacy and data stewardship.
- Ethical conduct.
- Promotion of fairness, equity, inclusion and the avoidance of bias.

We acknowledge the new and unique risks that AI tools may introduce as this emerging application evolves. We will continue to remain agile and adjust as the technology and regulatory landscape evolves. We will remain vigilant on data stewardship, privacy, equity in design and application, quality, transparency and accountability.

Inside Hologic’s AI Solutions

As a market leader with over 30 years at the forefront of developing software solutions for enhanced breast cancer detection, we are experts at harnessing the massive computational power of AI to aid radiologists in their mission of providing the best care to patients. Hologic’s deep learning algorithm is fed by the accumulation of a large, diverse patient base, giving us the rich insight and intelligence necessary to develop the meticulous and dynamic algorithm powering our AI solutions.

Confident Cancer Detection

The Genius AI Detection solution integrates seamlessly across the breast care continuum for key benefits in essential areas, with a reader study showing +9% improvement in observed reader sensitivity for cancer cases, compared to radiologists not using the Genius AI Detection solution. This equates to finding approximately one additional cancer for every 10 cancers correctly identified by a radiologist.<sup>1</sup>

Breaking Boundaries With Automated Lesion Correlation Feature

The Hologic Genius AI Detection 2.0 solution creates automated lesion correlation markings between CC and MLO views that can be viewed in the SecurView® 12.0 software.\*\* Marks can be displayed on individual tomosynthesis slices and overlaid on 3DQuorum SmartSlices, as well as both FFDM and synthesized 2D images. These are advanced tools to provide quick navigation to locate the correlated lesion.



\* Compared to radiologists not using Genius AI Detection solution.

1. U.S. Food and Drug Administration, Center for Device and Radiological Health. (2020, November 18). Genius AI Detection K201019 510(k) Summary. IN1FDA Clearance: K201019 \*\*Based on analyses that do not control type I error and therefore cannot be generalized to specific comparisons outside this particular study. In this study: The average observed AUC was 0.825 (95% CI: 0.783, 0.867) with CAD and 0.794 (95% CI: 0.748, 0.840) without CAD. The difference in observed AUC was +0.031 (95% CI: 0.012, 0.051). The average observed reader sensitivity for cancer cases was 75.9% with CAD and 66.8% without CAD. The difference in observed sensitivity was +9.0% (99% CI: 6.0%, 12.1%). The average observed recall rate for non-cancer cases was 25.8% with CAD and 23.4% without CAD. The observed difference in negative recall rate was +2.4% (99% CI: 0.7%, 4.2%). The average observed case read-time was 52.0s with CAD and 46.3s without CAD. The observed difference in read-time was 5.7s (95% CI: 4.9s to 6.4s). [www.accessdata.fda.gov/cdrh\\_docs/pdf20/K201019.pdf](http://www.accessdata.fda.gov/cdrh_docs/pdf20/K201019.pdf). FDA clearance K221449 Make #1 2 and add FDA 510(k) Clearance K230096. 2. U.S. Food and Drug Administration, Center for Device and Radiological Health. (2022, October 6). Genius AI Detection 2.0 K221449, K230096, 510(k) Summary. [www.accessdata.fda.gov/cdrh\\_docs/pdf22/K221449.pdf](http://www.accessdata.fda.gov/cdrh_docs/pdf22/K221449.pdf). 3. Kshirsagar, A. (2023). Comparison between ImageChecker CAD and GAID algorithm on sequestered FDA database. Refer to Hologic document (DHM-14593).



RESPONSIBLE BUSINESS PRACTICES, CONTINUED

Clinical Trials

Clinical Trials Overview

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

Clinical Trial Governance

All clinical trials are designed to comply with applicable U.S. and international regulations, standards and guidelines for human subjects protection and ethical review of clinical trials, including Standard 14155 (Clinical investigation of medical devices for human subjects — good clinical practice) of the International Organization for Standardization (ISO) and the Declaration of Helsinki. 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 seek to 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 must comply with applicable 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 (PI) at clinical sites is responsible for participant care. The PI is aided by Hologic’s Technical Support and Clinical Affairs, who act 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, such as the FDA’s Biomedical Research Program. To date, these 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

Our clinical trials are managed by Hologic’s Clinical Affairs department. The Clinical Affairs teams, in partnership with R&D, is responsible for ensuring 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.

Registration of Clinical Trials in Publicly Available Databases

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

We are also committed to preserving the health and dignity of individuals with whom we interact, including, but not limited to, conducting our clinical trials in compliance with the highest ethical, scientific and clinical standards.

Transparency

We are committed to the principle of transparency. We uphold high ethical, scientific and medical standards in our R&D activities, and this includes reporting of clinical trial results.

Diversity in Clinical Trials

We continue to seek ways to remove barriers to clinical trial participation and provide equitable and inclusive participation.

[Learn more: Clinical Trials Statement](#)

Animal Studies

Hologic Animal Studies Position Statement

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.

As a science-based company, Hologic has a long-standing approach to operate responsibly and sustainably.

We recognize that 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. In these instances, Hologic works with animal labs to ensure their accreditation for animal welfare. 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. Hologic supports accepted international standards, such as the 3R principles (reduction, replacement and refinement), reflecting our expectation that all animals should be treated humanely.

[Learn more: Animal Studies Statement](#)



RESPONSIBLE BUSINESS PRACTICES, CONTINUED

Risk Management

Enterprise Risk Management

Hologic has adopted a company-wide approach to assess and manage risks.

Our enterprise risk management framework has been established to identify, assess, monitor, manage, mitigate and report on risks to our business and identify emerging issues and opportunities.

Our legal department helps the organization accomplish our objectives through evaluation of and continued improvement in the effectiveness of internal controls, systems and compliance with applicable government and industry regulations.

In addition to our legal department, our internal audit team provides independent, objective assurance and consulting services designed to add value and strengthen the integrity of Hologic business operations.

Insights are reported to the Audit and Finance Committee of the Board of Directors. Our Board of Directors review potential challenges with our strategic plan and conducts an annual review of our ERM program while also regularly overseeing other areas of potential risk.

[Learn more: Corporate Governance](#)

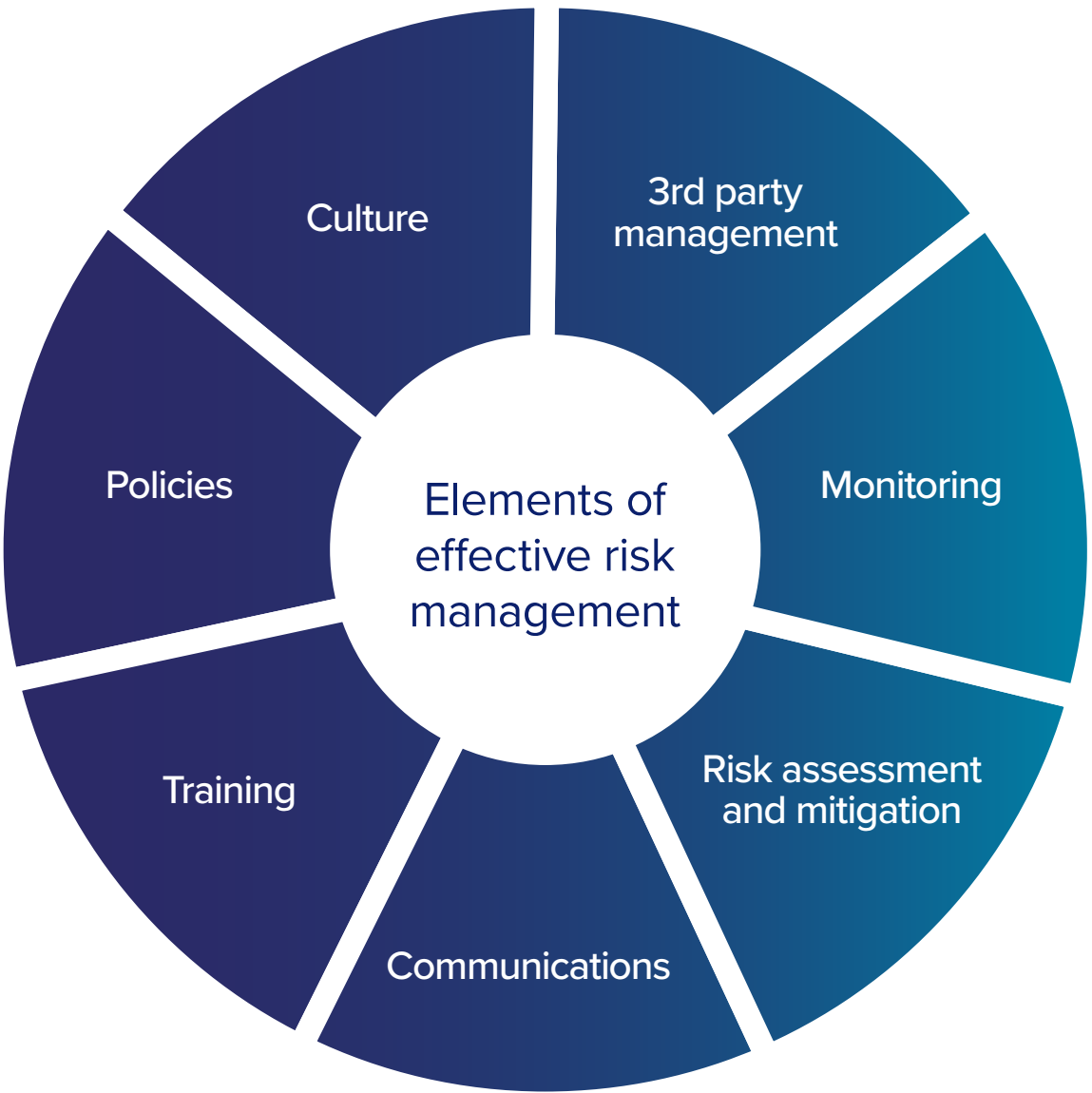
Our risk assessments consider various inputs, including:

- Brand and reputation
- Business development and competition
- Climate
- Compliance and regulatory
- Cybersecurity
- EHS
- Financial
- Geopolitical
- Macroeconomic
- Operational
- Product quality and safety
- Strategic
- Talent and Employee

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.

Our corporate global business continuity program (BCP) is designed to reduce risk exposure and mitigates negative events to business operations referencing the ISO 22301 as a business continuity framework. We also seek to align our quality management systems with relevant regulations and international standards including ISO 13485.

[Learn more: 10-K](#)



Climate Risk

As a science-based company, we recognize the risk posed by global climate change and the importance of a healthy environment for people, the planet and the economy. Climate-related risks are included in our enterprise risk management reviews. Climate risk includes acute physical, chronic physical, and transition-related risks.

Hologic’s business continuity plan provides a structure for maintaining our operational continuity during disruptive incidents and outlines climate-related events that require preparation. We conducted climate scenarios analysis to better understand the implications of climate change and identify opportunities to build resilience. We utilized standardized third-party climate modeling data, such as the Shared Socioeconomic Pathways (SSPs) and the Intergovernmental Panel on Climate Change Representative Concentration Pathways (RCPs).

We are committed to transparency and accountability on our climate action journey. We have aligned our reporting with the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD). Details on climate risk and opportunity governance, strategy, risk management, metrics and targets can be found in the [TCFD Index](#) in the Appendix of this report and in the [environment chapter](#).

[Learn more:](#)  
[TCFD appendix](#)  
[Environment chapter](#)



RESPONSIBLE BUSINESS PRACTICES, CONTINUED

Government Affairs

Hologic Political Contribution and Public Policy Position Statement

We work to champion women’s health by developing life-changing medical technologies that deliver exceptional results essential to effectively detect, diagnose and treat health conditions that affect women.

Putting our purpose to enable healthier lives everywhere, every day into action, we have a unique responsibility to operate with the highest level of integrity. We honor our patients and their providers by operating responsibly. This includes our engagement with governments, governmental agencies and public officials.

Operating responsibly is grounded in our Code of Conduct and our values of honesty, integrity, trust, respect, responsibility and citizenship. Additional principles, policies and position statements related to ethical business conduct, compliance, accountability and transparency support our approach and guide our employees and others acting on behalf of Hologic and affiliates worldwide.

[Learn more:](#)  
[Political Contribution and Public Policy Statement](#)



“Tackling women’s health issues takes collaboration from all stakeholders and, of course, public-private partnerships. Together, we are making strides in women’s health and reinforcing the necessity of global collaboration to address these critical issues.”

**Julie Khani**  
*Corporate Vice President,  
Government Affairs and Corporate  
Communications, Hologic*

Guiding Principles

- Hologic is committed to dealing with governments, governmental agencies and public officials according to high ethical standards and in compliance with applicable laws.
- Lobbying activity, political engagement or government contacts on behalf of our company are coordinated through the Hologic Government Affairs Department.
- Hologic encourages the advancement of sound public policy that supports women’s health globally.
- Hologic participates in the political and public policy process with governments and organizations around the world to engage and educate policymakers and key stakeholders on issues that impact our business.
- We respect the rights of individuals to voluntarily participate in the political process; however, employees must make it clear that their views and actions are their own and not representative of Hologic. Employees are prohibited from company resources to support personal choices for political parties, causes or candidates.
- Hologic does not currently operate a political action committee (PAC).
- Hologic may retain outside strategic advisors who support our global engagement with policymakers and key stakeholders. These advisors may also provide expertise on policy and specific regional issues.
- Hologic seeks to comply with applicable laws and requirements in connection with our global political and public policy activities. These laws generally require reporting on lobbying activities and compliance with applicable gift laws. Reports filed on behalf of Hologic are publicly available in government-hosted databases.

**Sample government hosted databases:**  
[House of Representatives](#)  
[Senate](#)  
[California](#)  
[Europe](#)



# 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.



ADVANCE PRODUCT QUALITY AND SAFETY, CONTINUED

Compliance Monitoring and External Audits

Hologic is committed to maintaining the highest standards of compliance and quality. Our Corporate Quality team conducts internal audits with the purpose of confirming compliance of the Quality Management Systems to regulatory requirements and Hologic policies. Product Quality teams continually monitor, assess, and act on post market data regarding product performance, patient safety, and customer experience. Announced and unannounced external audits are to be conducted by third parties, including the FDA and Notified Bodies, in accordance with their individual regulatory requirements.

Employee Training

All Hologic employees are required to complete training in accordance with the Quality Management System requirements. Employees must acknowledge and adhere to the Hologic Quality Policy.

Continuous Improvement

Hologic has an established Corrective and Preventive Action Procedure that provides requirements for initiating, investigating and implementing corrective and preventive actions. These activities are initiated to correct and prevent nonconforming products or processes from recurring. Timeliness and effectiveness of this process are closely reviewed metrics to support appropriate implementation of solutions.

Product Complaints

Hologic conducts annual training to assure employees understand the importance of reporting complaints related to Hologic products through the appropriate Hologic channels. There are processes in place to review complaints, assure the complaints are handled in accordance with regulatory reporting requirements, and appropriate assessments are completed regarding implementation of solutions.

Product Chemical Compliance

Hologic has implemented a Chemical Compliance evaluation and assessment process for Hologic products. This process is designed to ensure that substances included in chemical regulations are identified, monitored and reported as applicable. REACH, ROHS, and CA Prop 65 are some of the chemical regulations included in this process.

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



Recall Metrics	2020	2021	2022	2023	2024
Class I	0	0	0	0	1
Class II	3	1	3	2	4

Recall metrics presented above are fiscal-year data and inclusive of recalls opened or initiated in the reporting period.  
Note: For definitions of a Class I and Class II recall, please visit: <https://www.fda.gov/safety/industry-guidance-recalls/recalls-background-and-definitions>

~100%

Hologic facilities participate in third-party audit program for manufacturing

~100%

Hologic Tier 1 supplier facilities participate in third-party audit program



# 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.

7,800

Suppliers\*

\$1.8B

payments  
to suppliers\*\*

80

Countries

\$897M

Spend with  
direct suppliers

\$155M

U.S. Spend with  
diverse suppliers

34%

of strategic and preferred  
suppliers that have committed  
to Science Based Targets

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



ENGAGE A SUSTAINABLE AND RESPONSIBLE SUPPLY CHAIN, CONTINUED

Supplier Compliance

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 Risk Management

At Hologic, we view our supply chain as an extension of our business, and we are committed to partnering with organizations that share our values on operating responsibly and sustainably.

To manage the full supplier life cycle process and management, we engage with a variety of internal teams including procurement, supplier quality, Environmental Health and Safety, trade compliance, sustainability and ESG, legal, commercial, product compliance and operations. The teams regularly assess, monitor and mitigate risk.

We have a formal process to identify potential risks in the supply chain. Sample themes include quality, supply continuity, information services data risk, sustainability and human rights. Assessments are based on risk, spending, geographic, product and financial considerations.

Supplier Diversity

We aim to reflect the diversity of our global communities in our supplier base and recognize the potential innovation and business value that can be found in a diverse supply chain.

Contributing to the U.N. Sustainable Development Goal 8 for decent work and economic growth, we work to reduce inequities and contribute to sustainable economic growth. Partnering with diverse suppliers creates impact in the communities and local economies where they operate.

Diverse suppliers in the U.S. are defined as at least 51% owned, managed and controlled by a qualifying diverse group. These include, but are not limited to, small, women-owned, minority-owned, veteran-owned and/or disabled-person-owned businesses.

Globally, we encourage the use of local businesses wherever possible to support the economies where our employees work and live.

Learn more:

- Hologic Procurement & Supplier Guidebook
- Hologic Human Rights Policy
- Hologic Code of Conduct

16%

of U.S. supplier spend was with U.S. Diverse Suppliers.

36%

of our Costa Rica site suppliers are local.

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 Confidentiality Obligations

Hologic suppliers are required to adhere to the non-disclosure and confidentiality clauses that impose confidentiality obligations. This includes, but is not limited to, any non-public 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 have processes in place to review that our key suppliers (and their suppliers) have well-defined, documented plans to identify and mitigate supply chain risks.



ENGAGE A SUSTAINABLE AND RESPONSIBLE SUPPLY CHAIN, CONTINUED

Responsible Minerals

Hologic Responsible Minerals Position Statement

In line with our purpose to enable healthier lives everywhere, every day, Hologic is committed to responsible sourcing of minerals and to work with business partners that share our values.

Background

As directed by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, the Securities and Exchange Commission (SEC) adopted rules implementing disclosure requirements related to “conflict minerals.” The rules are intended in part to bring greater supply chain transparency to the use of such specific minerals originating from the Democratic Republic of Congo (DRC) and adjoining countries in an effort to help end the violent conflict in the covered region. These rules require companies that file certain reports with the SEC to disclose whether the product they manufacture or contract to manufacture contain “conflict minerals” originating from that region.

The term “conflict minerals” specifically designates tin, tantalum, tungsten and gold minerals associated with the DRC and neighboring countries.

[Learn more:](#)  
[Conflict Minerals Policy](#)  
[Annual conflict minerals disclosure report](#)

Objectives

- Hologic supports the goal of ending human rights violations, violence and harmful environmental impacts in the covered countries and around the globe.
  - **Step 1:** Establish strong company management systems.
  - **Step 2:** Identify and assess risks in the supply chain.
  - **Step 3:** Design and implement a strategy to respond to identified risks.
  - **Step 4:** Carry out independent third-party audit of smelter(s)/refiner(s) due diligence practices.
  - **Step 5:** Report annually on supply chain due diligence.
- We are committed to complying with required reporting and disclosures.
  - We complete a good faith assessment for reasonable country of origin inquiry to reasonably determine whether any of the necessary Conflict Minerals originated in the covered countries or came from recycled or scrap sources are used in our products.
  - We conduct complete due diligence procedures as outlined by the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.
  - We use reference materials from international industry coalitions such as the Responsible Business Alliance/Responsible Minerals Initiative Conflict Minerals Reporting Template to gather input suppliers.
  - We request suppliers to assess their suppliers for country of origin and potential conflict minerals and source responsible and conflict free minerals.
  - We expect our suppliers to provide the required information and support compliance.

Product Components and Conflict Minerals Policy

Hologic is committed to complying with applicable laws, governmental regulations, rules, requirements, ordinances and other requirements of local, state, federal and foreign authorities.

The Product Components and Conflict Minerals Policy covers REACH, RoHs, and Conflict Minerals. Hologic acknowledges the existence and importance of humanitarian, health and environmental issues related to its supply chain. Hologic has put procedures in place that enable it to review its manufacturing operations and survey its purchase and supply chain to identify product components, the composition of those components and trace any conflict minerals to their source of origin, with a goal of assuring that no conflict minerals are derived from sources that directly or indirectly finance or benefit armed groups in the DRC or an adjoining country.

Hologic requires its suppliers to cooperate with and assist Hologic in complying with all laws, rules and regulations including, where applicable, assisting Hologic in any due diligence required in connection with ascertaining the composition of parts and components and determining the chain of custody and source of conflict minerals.

[Learn more:](#)  
[Environmental requirements and Product Stewardship](#)





# Appendix

- About the Report
- Data Summary
- GRI, SASB, TCFD Indices
- Assurance Statements
- Safe Harbor Disclosures





## About the Report

This document reflects the progress we have made and our commitments toward building a better and healthier world. Our report has been designed to provide an integrated view of our sustainability program and most important environmental, social and governance themes.

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Safe Harbor Disclosure

## Reporting Period

Our annual sustainability report reflects our purpose in action covering fiscal year October 1, 2023, to September 28, 2024, unless otherwise noted.

## Boundaries and Exclusions

The boundary of our sustainability and ESG reporting include Hologic, Inc. and consolidated subsidiaries.

## Currency

US dollars unless otherwise indicated.

## Stakeholder Engagement and Feedback

We routinely engage with each of our stakeholder groups to gather insights. We believe in open and transparent communication as we seek to improve and evolve our sustainability programming.

[Learn more](#)

We welcome your feedback at [Sustainability@Hologic.com](mailto:Sustainability@Hologic.com)

## Independent Review and Assurance

A third party independent review and limited assurance has been provided in accordance with AA1000 Assurance Standard with reference to ISO 14064 and the WRI/WBCSD GHG Protocol at a moderate assurance type 2 level covering our energy and Scope 1,2,3 emissions.

[Learn more](#)

## Sustainability Materiality

The content of this report is aligned with the sustainability materiality assessment and themes identified to help us prioritize the environmental, social and governance topics that matter most to our business and where we can uniquely impact. In this report, we use the terms “material” and “materiality” to refer to the topics and areas where we believe there can be meaningful Hologic environmental, social and governance impact. The use of such terms shall not be deemed to constitute an admission as to the materiality of any information in this report to Hologic or its stakeholders for purposes of applicable securities laws or any other laws of the United States, nor are we using them as they are used in the context of financial statements and financial reporting. [Learn more](#)

## Re-statements

As our reporting methodology matures, we will flag any significant change in data or information as a re-statement. We will evaluate each potential re-statement and use a general guide of a 5% change as a threshold for modifications.

## Signatory Participation

- United Nations Global Compact (UNGC)
- U.N. Women Empowerment Principles
- U.N. Women Generation Equality Initiative
- World Economic Forum Zero Health Gap Pledge
- We Mean Business Coalition 1.5 degree C
- Science Based Targets initiative

## External Reporting Standards

Our reporting efforts align with the leading frameworks and external benchmarking tools including:

- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- United Nations Sustainable Development Goals (UN SDGs)
- CDP
- Dow Jones Sustainability Indices
- U.N. Global Compact
- Science Based Targets initiative (SBTi)

We reference the following ISO standards:

- 13485 related to Quality Management Systems for medical devices
- 14001 for Environmental Management
- 45000 for Workplace Safety Management
- 50001 for Energy Management
- 26000 as a reference guide for integration of Social Responsibility

We are currently evaluating future integration of the International Sustainability Standards Board and preparing for new mandatory disclosures such as EU Corporate Sustainability Reporting Directive (CSRD) and the California Climate Disclosure rules.



# Data Summary

About Hologic	2020	2024
Name	Hologic, Inc.	Hologic, Inc.
HQ	Marlborough, MA, U.S.	Marlborough, MA, U.S.
# Countries with locations	21	36
Ownership type	Public	Public
Revenue	\$3.7B	\$4.03B
Building square footage	1,557,165	2,185,099

Advancing Access and Equity for Women’s Health	2024
# Lives Impacted*	193M
Investment R&D spend (\$)	\$272.8M
Investment R&D spend (%)	6.8%

Protecting the Environment	2024
Reduce Scope 1 and 2 emissions by 50% from 2020 baseline (absolute)	Scope 1 increased 0.4% Scope 2 decreased 3% Scope 1 and 2 combined decreased 2%
Achieve 100% renewable electricity for Scope 2	13%
Reduce scope 3 emissions 25% from the Categories Purchased Goods and Services, Capital Goods and Upstream Transportation. (Categories 1,2,4)	12%
Net zero by 2050 with 90% reduction for Scope 1,2,3 (absolute)	10%
Increase landfill diversion to 90% at key operational sites	65%
Reduce water intensity by 10% at key operational sites	20%

\* Lives impacted defined by number of assays, mammograms, surgical treatments and other Hologic procedures.

- GAAP R&D expense per annual report on form 10-K.
- Represents GAAP R&D expense as a percentage of GAAP net sales per annual report on form 10-K.
- Key operational sites include the following manufacturing sites: U.S. locations: Danbury, Londonderry, Newark, Simarano, San Diego. International: Costa Rica, Manchester, U.K.
- Metrics tables include data for the reporting year, the two years prior to the reporting year, and a baseline year, where applicable and available.
- Some segments may not add up to total due to rounding.





DATA SUMMARY, CONTINUED

Protecting the Environment

Energy Consumption (Gigajoules)	2020	2022	2023	2024^
Total fuel consumption from nonrenewable sources	139,569	136,613	144,132	139,638
Total fuel consumption from renewable sources	NA	NA	NA	NA
Total fuel consumption (renewable + nonrenewable)	139,569	136,613	144,132	139,638
Purchased electricity	208,479	208,184	203,054	205,365
Generated electricity (onsite solar)	2,424	2,705	3,653	4,266
Total electricity (purchased + generated)	210,903	210,889	206,707	209,630
Total energy consumption (total electricity + total fuel)	350,472	347,501	350,839	349,268

Renewable Electricity Consumption	2020	2022	2023	2024^
Onsite solar generation (Gigajoules)	2,424	2,705	3,653	4,266
Renewable electricity purchased (Gigajoules)	16,298	20,941	23,483	22,604
Covered by voluntary carbon offsets	0	0	0	0
Covered by voluntary purchased renewable energy credits	0	0	0	0
% Renewable electricity	9%	11%	13%	13%

Emissions (Metric Tons CO2 e)	2020	2022	2023	2024^
Scope 1 GHG emissions	7,024	6,894	7,273	7,050
Scope 2 GHG emissions (market based)	15,217	14,714	14,442	14,705
Scope 2 GHG emissions (location-based)	15,217	14,714	14,442	14,705
Total Scope 1 & 2 GHG emissions (market-based)	22,241	21,609	21,715	21,755
Total Scope 1 & 2 GHG emissions (location-based)	22,241	21,609	21,715	21,755

Emission Intensity (Metric Ton CO2 e)	2020	2022	2023	2024^
Scope 1 and 2 GHG emission intensity per million dollars revenue	5.89	4.47	5.39	5.40
Scope 3 GHG emission intensity per million dollars revenue	139.14	N/A	N/A	116.79

^ Denote assured data

- MT CO2e: Metric tons carbon dioxide equivalent.
- Targets are by 2030 unless otherwise noted.
- Key operational sites include the following manufacturing sites: U.S. locations: Danbury, Londonderry, Newark, Simarano, San Diego. International: Costa Rica, Manchester, U.K.
- GHG Protocol: A Corporate Accounting and Reporting Standard methodology applied.
- Metrics tables include data for the reporting year, the two years prior to the reporting year, and a baseline year, where applicable and available.
- Some segments may not add up to total due to rounding.
- N/A: Data not available.

Energy Consumption by Region (Gigajoules)	2020	2022	2023	2024^
North America	319,489	314,416	311,175	309,743
South America	0	111	0	0
EMEA	30,909	30,736	36,657	35,354
APAC	74	2,238	3,007	4,171

Emissions by Region (Metric Tons CO2 e)	2020	2022	2023	2024^
Scope 1 & 2 North America region (market-based)	20,126	19,015	18,780	18,489
Scope 1 & 2 South America region (market-based)	0	9	0	0
Scope 1 & 2 EMEA region (market-based)	2,105	2,088	2,268	2,379
Scope 1 & 2 APAC region (market-based)	10	497	667	887

Scope 3 Emissions	2020 Baseline		2024		% Change in Emissions from Baseline
	Metric Tons CO2 e	% of Total Scope 3	Metric Tons CO2 e	% of Total Scope 3	
Category 1: Purchased Goods and Services	290,411	55.3%	285,558	60.7%	-2%
Category 2: Capital Goods	21,863	4.2%	16,510	3.5%	-24%
Category 3: Fuel and Energy Related Activities	1,521	0.3%	1,720	0.4%	+13%
Category 4: Upstream Transportation and Distribution	84,840	16.1%	48,597	10.3%	-43%
Category 5: Waste Generated in Operations	466	0.1%	1,095	0.2%	+135%
Category 6: Business Travel	24,350	4.6%	9,707	2.1%	-60%
Category 7: Employee Commuting	5,241	1.0%	4,831	1.0%	-8%
Category 8: Upstream Leased Assets	1,851	0.4%	2,287	0.5%	+24%
Category 9: Downstream Transportation & Distribution		Assessed, but not relevant			
Category:10: Processing of Sold Products		Assessed, but not relevant			
Category 11: Use of Sold Products	84,016	16.0%	84,150	17.9%	0%
Category 12: End-of-Life Treatment of Sold Products	10,895	2.1%	16,225	3.4%	+49%
Category 13: Downstream Leased Assets		Assessed, but not relevant			
Category 14: Franchises		Assessed, but not relevant			
Category 15: Investments		Assessed, but not relevant			
Total	525,454	100%	470,680	100%	
Total Scope 3 Reduction	54,774	10%			
Total Scope 1, 2 and 3 Reduction	46,449	12%			



DATA SUMMARY, CONTINUED

Protecting the Environment

Water (Megaliter)	2020 Baseline	2022	2023	2024
Total				
Global water withdrawal from key manufacturing sites	153.099	183.619	158.337	131.77
Regional				
Regional water withdrawal North America	143.642	174.812	149.308	123.759
Regional water withdrawal South America region	0	0	0	0
Regional water withdrawal EMEA region	9.458	8.807	9.029	8.011
Regional water withdrawal APAC region	0	0	0	0
% manufacturing sites in water stressed region	11%	13%	11%	13%
Water intensity (withdrawal/revenue)	0.041	0.038	0.039	0.033

Waste	2020	2022	2023	2024
Non hazardous waste (Metric Tons) by type and disposal method				
Non-hazardous waste total	910	2,823	3,029	2,647
Recycling and Reuse	299	1,091	1,068	1,621
Composting	65	21	13	19
Recovery (including waste to energy recovery)	17	78	25	121
Landfill	529	1,633	1,922	887
Hazardous waste (Metric Tons) by type and disposal method				
Non-hazardous waste total	148	51	148	154
Recycling	3	5	10	9
Recovery (including waste to energy recovery)	74	38	79	66
Incineration	2	4	10	20
Landfill	54		34	31
Other	16	5	16	28

Waste	2020 Baseline	2022	2023	2024
Total hazardous waste	148	51	148	154
Total non-hazardous waste	910	2,823	3029	2612
Non-hazardous landfill diversion				
Global				
Total landfill diversion	41%	41%	36%	65%
North America (U.S.)				
Danbury, CT	N/A	N/A	N/A	28%
Londonderry, NH	N/A	N/A	31%	100%
Simarano, MA	N/A	N/A	N/A	56%
San Diego, CA	47%	33%	28%	49%
Marlborough, MA	N/A	N/A	N/A	17%
Newark, DE	N/A	N/A	N/A	30%
South America				
Coyol, Costa Rica	71%	97%	94%	96%
EMEA				
Manchester, U.K.	100%	100%	100%	100%

Product Stewardship	# Units 2024
Total products collected through takeback programs (refurbished, redeployed, remanufactured, or recycled, or donated)	77
Number of product units collected for takeback and reuse	37

- Product take back tracking currently includes Panther® and Gantry units.
- GHG Protocol: A Corporate Accounting and Reporting Standard methodology applied.
- Water intensity: total water withdrawal from key operational sites normalized by annual revenue.
- Landfill diversion: non hazardous waste % diverted from landfill from total non hazardous waste.
- Key operational sites include the following manufacturing sites: U.S. locations: Danbury, Londonderry, Newark, Simarano, San Diego. International: Costa Rica, Manchester, U.K.
- Metrics tables include data for the reporting year, the two years prior to the reporting year, and a baseline year, where applicable and available.
- N/A: Data not available.



DATA SUMMARY, CONTINUED

Supporting Our People and Communities

General Workforce (Global)	2020 Baseline	2022	2023	2024
Total employees (FT + PT)	5,650	6,943	6,942	7,063
Full time employees	5,605	6,882	6,880	7,012
Part time employees	45	61	62	51
Contingent / contract workforce	372	582	541	515

Age (Global)	2024
< 28   Gen Z   1996 - 2012	13%
29 - 47   Gen Y   Millennials   1977 - 1995	48%
48 - 59   Gen X   1965 - 1976	31%
60 - 78   Boomer   1946 - 1964	8%
Other	0%

Additional Identities U.S. (Self-Reported)	2024
Veterans	6%
Persons with disabilities	2%

Supporting our People & Communities	2022	2023	2024
Safety			
Total recordable injury and illness rate	0.92	0.87	0.91
Lost time injury rate	0.36	0.45	0.34
Fatalities employees	0	0	00
Fatalities contractors	0	0	0
Prevention reporting hazard spots	6,819	6,706	5,018
Employee Engagement			
Annual survey response participation rate	97%	96%	96%
% engaged*	73%	74%	75%
Percentile ranked	96th	97th	97th

General Workforce	2024
Global	
Total employees (FT + PT)	7,063
Full time employees	7,012
Part time employees	51
Contingent / contract workforce	515
Regional (North America)	
Total employees (FT + PT)	4,095
Full time employees	4,090
Part time employees	5
Contingent / contract workforce	257
Regional (South America)	
Total employees (FT + PT)	1,051
Full time employees	1,051
Part time employees	0
Contingent / contract workforce	91
Regional (EMEA)	
Total employees (FT + PT)	1,471
Full time employees	1,427
Part time employees	44
Contingent / contract workforce	111
Regional (APAC)	
Total employees (FT + PT)	446
Full time employees	444
Part time employees	2
Contingent / contract workforce	56

• Metrics tables include data for the reporting year, the two years prior to the reporting year, and a baseline year, where applicable and available.

• Some segments may not add up to total due to rounding.



DATA SUMMARY, CONTINUED

Supporting Our People and Communities

Gender Representation (Global)	2020 Baseline	2022	2023	2024
Women	2,380	3,038	3,057	2,984
	42%	44%	44%	42%
Men	3,270	3,766	3,866	3,783
	58%	55%	56%	54%
Undisclosed	0	103	19	296
	0%	1%	0%	4%
Women in leadership*	376	488	501	477
	16%	16%	16%	16%

Gender Representation (Global)	2024
Women full time	2,948
Women part time	36
Men full time	3,769
Men part time	14
Undisclosed full time	295
Undisclosed part time	1

Women in Leadership (Global)	2024
Women Individual Contributors	42%
Women Managers	45%
Women in Director and Vice President	42%
Global Leadership Team / SVP / CEO Direct Reports	36%

Gender Representation	2024
Functional Group Representation	
Women in revenue-generating roles	43%
Women in IT roles	22%
Women in engineering roles	15%
Women in STEM-related roles	39%
Regional (North America)	
Women	1,715
Men	2,360
Undisclosed	20
Regional (South America)	
Women	565
Men	485
Undisclosed	1
Regional (EMEA)	
Women	516
Men	697
Undisclosed	258
Regional (APAC)	
Women	188
Men	241
Undisclosed	17

\* Women in leadership: People leaders / women with direct reports.

- Women in STEM based on % of women in the total STEM roles.
- Metrics tables include data for the reporting year, the two years prior to the reporting year, and a baseline year, where applicable and available.
- Some segments may not add up to total due to rounding.



DATA SUMMARY, CONTINUED

Supporting Our People and Communities

New Hire	2020 Baseline	2022	2023	2024
Global				
Total New Hire	N/A	N/A	1140	1,246
Women	48%	42%	46%	42%
Men	52%	48%	53%	50%
Undisclosed	0%	9%	1%	8%
Regional				
North America	N/A	N/A	N/A	659
South America	N/A	N/A	N/A	331
EMEA	N/A	N/A	N/A	182
APAC	N/A	N/A	N/A	74

Promotions	2023	2024
Global		
Women	44%	44%
Men	56%	55%
Undisclosed	0%	0.1%
Regional		
North America	66%	59%
South America	15%	14%
EMEA	14%	22%
APAC	4%	5%

Retention	2022	2023	2024
Global			
Total turnover (involuntary + voluntary)	17%	16%	17%
Total involuntary turnover	4%	5%	7%
Total voluntary turnover	13%	11%	10%
Regional (North America)			
Total turnover (involuntary + voluntary)	%	%	14%
Total involuntary turnover	%	%	6%
Total voluntary turnover	%	%	8%
Regional (South America)			
Total turnover (involuntary + voluntary)	%	%	26%
Total involuntary turnover	%	%	6%
Total voluntary turnover	%	%	20%
Regional (EMEA)			
Total turnover (involuntary + voluntary)	%	%	29%
Total involuntary turnover	%	%	14%
Total voluntary turnover	%	%	15%
Regional (APAC)			
Total turnover (involuntary + voluntary)	%	%	18%
Total involuntary turnover	%	%	7%
Total voluntary turnover	%	%	11%

Retention by Gender Global	2023	2024
Voluntary turnover women	N/A	5%
Involuntary turnover women	N/A	3%
Voluntary turnover men	N/A	5%
Involuntary turnover men	N/A	4%
Voluntary turnover undisclosed	N/A	0.07%
Involuntary turnover undisclosed	N/A	0.1%

• Metrics tables include data for the reporting year, the two years prior to the reporting year, and a baseline year, where applicable and available.

• Some segments may not add up to total due to rounding.

• NA: Data is not available for this metric.



DATA SUMMARY, CONTINUED

Supporting Our People and Communities

New Hires by Gender / Ethnic / Racial Diversity U.S.	2023	2024
Female	44%	43%
White	25%	25%
Black or African American (Black)	2%	4%
Hispanic or Latino	5%	4%
Asian	5%	5%
Native American	0%	0.3%
Native Hawaiian and Other Pacific Islander	0.2%	0%
Two or More	3%	3%
Undisclosed	5%	1%
Male	56%	56%
White	31%	31%
Black or African American (Black)	5%	7%
Hispanic or Latino	4%	4%
Asian	6%	6%
Native American	0%	0.2%
Native Hawaiian and Other Pacific Islander	0.4%	0%
Two or More	4%	5%
Undisclosed	4%	2%
Undisclosed	0%	0.9%
White	0%	0.8%
Black or African American (Black)	0%	0.2%
Hispanic or Latino	0%	0%
Asian	0%	0%
Native American	0%	0%
Native Hawaiian and Other Pacific Islander	0%	0%
Two or More	0%	0%
Undisclosed	0%	0%

Promotions by Gender / Ethnic / Racial Diversity U.S.	2023	2024
Female	44%	44%
White	18%	17%
Black or African American (Black)	1%	1%
Hispanic or Latino	4%	2%
Asian	6%	3%
Native American	0.2%	0%
Native Hawaiian and Other Pacific Islander	0%	0.1%
Two or More	1%	2%
Undisclosed	14%	19%
Male	56%	55%
White	23%	23%
Black or African American (Black)	2%	2%
Hispanic or Latino	3%	5%
Asian	8%	5%
Native American	0.3%	0.1%
Native Hawaiian and Other Pacific Islander	0.1%	0%
Two or More	2%	1%
Undisclosed	19%	19%
Undisclosed	0%	0.1%
White	0%	0%
Black or African American (Black)	0%	0%
Hispanic or Latino	0%	0%
Asian	0%	0%
Native American	0%	0%
Native Hawaiian and Other Pacific Islander	0%	0%
Two or More	0%	0%
Undisclosed	0%	0.1%

Retention by Gender / Ethnic / Racial Diversity U.S.	2023	2024
Female Voluntary	50%	48%
White	15%	13%
Black or African American (Black)	1%	1%
Hispanic or Latino	2%	2%
Asian	4%	3%
Native American	0%	0%
Native Hawaiian and Other Pacific Islander	0.3%	0%
Two or More	0%	2%
Undisclosed	28%	27%
Female Involuntary	45%	46%
White	18%	9%
Black or African American (Black)	0.3%	1%
Hispanic or Latino	2%	2%
Asian	5%	2%
Native American	0.3%	0%
Native Hawaiian and Other Pacific Islander	0%	1%
Two or More	0%	1%
Undisclosed	18%	32%
Undisclosed Voluntary	1%	1%
White	0%	0.1%
Black or African American (Black)	0%	0%
Hispanic or Latino	0%	0%
Asian	0%	0%
Native American	0%	0%
Native Hawaiian and Other Pacific Islander	0%	0%
Two or More	0%	0%
Undisclosed	1%	0.8%

Retention by Gender / Ethnic / Racial Diversity U.S.	2023	2024
Male Voluntary	49%	51%
White	14%	15%
Black or African American (Black)	2%	2%
Hispanic or Latino	2%	2%
Asian	6%	3%
Native American	0.1%	0%
Native Hawaiian and Other Pacific Islander	0%	0%
Two or More	0.4%	2%
Undisclosed	24%	27%
Male Involuntary	55%	53%
White	24%	17%
Black or African American (Black)	3%	3%
Hispanic or Latino	4%	2%
Asian	7%	4%
Native American	0%	0%
Native Hawaiian and Other Pacific Islander	0%	0.2%
Two or More	0%	2%
Undisclosed	18%	25%
Undisclosed Involuntary	1%	1%
White	0%	0.2%
Black or African American (Black)	0%	0%
Hispanic or Latino	0%	0%
Asian	0%	0%
Native American	0%	0%
Native Hawaiian and Other Pacific Islander	0%	0%
Two or More	0%	0%
Undisclosed	1%	0.8%

• Metrics tables include data for the reporting year, the two years prior to the reporting year, and a baseline year, where applicable and available.

• Some segments may not add up to total due to rounding.



DATA SUMMARY, CONTINUED

Supporting Our People and Communities

U.S. Workforce Composition	2022	2023	2024
General			
Total U.S.	4045	3998	4095
Individual Contributor	80%	80%	80%
Managers	12%	14%	12%
GLT (Global) Ethnic / Racial Diversity / Non White	8%	6%	8%
Ethnic / Racial Diversity Summary			
Total US Ethnic / Racial Diversity / Non White / Self Reported	32%	33%	35%
Individual Contributor Ethnic / Racial Diversity / Non White	35%	36%	38%
Managers Ethnic / Racial Diversity / Non White	24%	25%	26%
Director and VPs Ethnic / Racial Diversity / Non White	18%	18%	19%
GLT (Global) Ethnic / Racial Diversity / Non White	18%	20%	25%

Ethnic / Racial Diversity (U.S.)	2023	2024
White	66%	64%
Total Ethnic/Racial Diversity (all non-white)	34%	36%
Black or African American (Black)	4%	5%
Hispanic or Latino	8%	9%
Asian	14%	15%
Native American	0.3%	0.2%
Native Hawaiian and Other Pacific Islander	1%	0.6%
Two or More	4%	5%
Undisclosed	2%	0.8%

Ethnic / Racial Diversity by Gender	2022	2023	2024
Female	42%	42%	42%
White	28%	27%	27%
Black or African American (Black)	1%	1%	2%
Hispanic or Latino	3%	3%	4%
Asian	7%	7%	7%
Native American	0.1%	0.1%	0.02%
Native Hawaiian and Other Pacific Islander	0.2%	0.3%	0.2%
Two or More	1%	2%	2%
Undisclosed	0.4%	1%	0.2%
Male	58%	58%	58%
White	38%	38%	37%
Black or African American (Black)	3%	3%	4%
Hispanic or Latino	5%	5%	5%
Asian	8%	8%	8%
Native American	0.2%	0%	0.1%
Native Hawaiian and Other Pacific Islander	1%	1%	0.4%
Two or More	2%	2%	3%
Undisclosed	1%	1%	0.3%
Undisclosed	0.02%	0.1%	0.5%
White	0%	0.03%	0.1%
Black or African American (Black)	0%	0%	0.02%
Hispanic or Latino	0%	0%	0%
Asian	0%	0%	0%
Native American	0%	0%	0%
Native Hawaiian and Other Pacific Islander	0%	0%	0%
Two or More	0%	0%	0%
Undisclosed	0.02%	0.03%	0.4%

• Metrics tables include data for the reporting year, the two years prior to the reporting year, and a baseline year, where applicable and available.

• Some segments may not add up to total due to rounding.



DATA SUMMARY, CONTINUED

Supporting Our People and Communities

Ethnic / Racial Diversity by Gender and Level (U.S.)	Individual Contributor		Managers		Director and VPs		GLT	
	2023	2024	2023	2024	2023	2024	2023	2024
Female	41%	42%	45%	45%	40%	42%	40%	36%
White	26%	26%	32%	33%	33%	35%	30%	27%
Black or African American (Black)	2%	2%	1%	1%	1%	1%	0%	0%
Hispanic or Latino	4%	4%	2%	3%	1%	2%	10%	9%
Asian	7%	7%	7%	7%	4%	3%	0%	0%
Native American	0.1%	0.03%	0%	0%	0.3%	0%	0%	0%
Native Hawaiian and Other Pacific Islander	0.3%	0.2%	0.2%	0.2%	1%	0%	0%	0%
Two or More	2%	2%	1%	1%	0%	2%	0%	0%
Undisclosed	1%	0.3%	0.4%	0%	0%	0%	0%	0%
Male	59%	58%	55%	55%	60%	57%	60%	64%
White	37%	36%	41%	41%	49%	46%	50%	55%
Black or African American (Black)	3%	4%	2%	1%	2%	2%	10%	9%
Hispanic or Latino	5%	6%	3%	4%	1%	2%	0%	0%
Asian	9%	9%	6%	6%	5%	5%	0%	0%
Native American	0.2%	0.1%	0%	0%	0.3%	0.6%	0%	0%
Native Hawaiian and Other Pacific Islander	1%	0.4%	1%	1%	0%	0%	0%	0%
Two or More	2%	3%	1%	1%	1%	1%	0%	0%
Undisclosed	1%	0.3%	1%	0.2%	0.3%	0%	0%	0%
Undisclosed	0.03%	0.1%	0%	0.2%	0.3%	0.6%	0%	0%
White	0.03%	0.06%	0%	0%	0%	0.6%	0%	0%
Black or African American (Black)	0%	0%	0%	0.2%	0%	0%	0%	0%
Hispanic or Latino	0%	0%	0%	0%	0%	0%	0%	0%
Asian	0%	0%	0%	0%	0%	0%	0%	0%
Native American	0%	0%	0%	0%	0%	0%	0%	0%
Native Hawaiian and Other Pacific Islander	0%	0%	0%	0%	0%	0%	0%	0%
Two or More	0%	0%	0%	0%	0%	0%	0%	0%
Undisclosed	0%	0.03%	0%	0%	0.3%	0%	0%	0%

\* Excludes commissioned employees

- Metrics tables include data for the reporting year, the two years prior to the reporting year, and a baseline year, where applicable and available.
- Some segments may not add up to total due to rounding.

Supporting Our People & Communities	2024
Learning and Development	
Average learning and development hours per employee	13
Total employee training hours	94,000
Community Investment	
Hours donated by employees for volunteer	~1,750
Corporate cash grant donations	\$1.8M
Number of organizations supported with donations	>200
Partners in giving employee match paid by corporate	\$136,487
Representation	
% Employees covered by collective bargaining agreements or independent unions	Proxy
% Employees eligible for annual bonus	All employees except commissioned roles
% Employees eligible to participate in employee stock purchase plan	All employees



DATA SUMMARY, CONTINUED

Operating with Integrity

Operating with Integrity	2024
Code of Conduct	
Employees completed annual certification training	99.8%
ISO	
Sites with ISO 13485	12*
Sites with ISO 14001	3
Sites with ISO 45001	3
Sites with ISO 50001	1
% manufacturing sites with active ISO 14001 certificates	43%
Supply Chain	2024
Spend with direct suppliers	\$896,794,789
# of suppliers	7,790 total unique 951 — direct categories 6906 — indirect & unclassified
Estimate monetary value of payments made to suppliers	\$1,770,684,037
Number of active diverse suppliers in U.S.	255
% of U.S. spend with diverse suppliers (U.S.)	16%
Spend with small business (U.S.)	\$78,129,702
Spend with diverse owned business (U.S.)	\$ 154,701,820

Quality Indicators	2024
% of Hologic facilities participating in third-party audit program for manufacturing and product quality	100%
% of Hologic Tier 1 supplier's facilities participating in third-party audit program for manufacturing and product quality	100%
# FDA Recalls Class I	1
# FDA Recalls Class II	4
List of products on FDA MedWatch safety alerts for human medical products databased	BioZorb Markers
Number of fatalities related to products as reported in FDA Manufacturer and User Facility Device Experience	1
Number of FDA enforcement actions taken in response to violations of Current Good Manufacturing Practices (GMP). Number of 483 observations, warning letters, seizures, consent decrees, other	Costa Rica received one 483 with two observations. Marlborough received one 483 with five observations.
Compliance	2024
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Proxy
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	0

\* [ISO 13485 certificates](#).

- For US, only included suppliers that were definitively in US (such as excluding int'l shipping):
  - Assumed "Estimate monetary...." was total spend for indirect and direct.
  - Assumed for all other categories, it included direct and indirect.
- Metrics tables include data for the reporting year, the two years prior to the reporting year, and a baseline year, where applicable and available.
- Some segments may not add up to total due to rounding.



# Global Reporting Initiative (GRI)

GRI	Disclosure	Reference
GRI 1: Foundation		
1	Statement of use	Hologic has reported the information cited in this GRI content index for the period covering fiscal year Oct 1, 2023, to September 28, 2024 with reference to the GRI Standards.
GRI 2: General Disclosures		
2-1	Organizational details	About Hologic, Appendix
2-2	Entities included in the organization’s sustainability reporting	About Hologic, Appendix, About this Report
2-3	Reporting period, frequency and contact point	Table of Contents, Appendix, About this Report
2-4	Restatements of information	Appendix, About this Report
2-5	External assurance	Appendix, Independent Assurance Statement
2-6	Activities, value chain and other business relationships	About Hologic, Access, Environment, Integrity, Appendix
2-7	Employees	People and Communities, Appendix
2-9	Governance structure and composition	About Hologic, Integrity, Appendix
2-10	Nomination and selection of the highest governance body	About Hologic, Integrity, Appendix
2-11	Chair of the highest governance body	About Hologic, Integrity, Appendix
2-12	Role of the highest governance body in overseeing the management of impacts	About Hologic, Integrity, Appendix
2-13	Delegation of responsibility for managing impacts	About Hologic, Integrity, Appendix
2-14	Role of the highest governance body in sustainability reporting	About Hologic, Integrity, Appendix
2-16	Communication of critical concerns	About Hologic, Integrity
2-17	Collective knowledge of the highest governance body	Integrity
2-18	Evaluation of the performance of the highest governance body	Integrity, Proxy
2-19	Remuneration policies	Integrity, Proxy

GRI	Disclosure	Reference
2-20	Process to determine remuneration	Integrity, Proxy
2-21	Annual total compensation ratio	Integrity, Proxy
2-22	Statement on sustainable development strategy	About Hologic Leadership Message, Environment
2-23	Policy commitments	About Hologic, Environment, People and Communities, Integrity
2-24	Embedding policy commitments	About Hologic, Environment, People and Communities,Integrity
2-25	Processes to remediate negative impacts	Integrity, Appendix
2-26	Mechanisms for seeking advice and raising concerns	Integrity
2-27	Compliance with laws and regulations	Environment, People and Communities, Integrity, Appendix
2-28	Membership associations	About Hologic, Access, Environment, Integrity, Appendix
2-29	Approach to stakeholder engagement	About Hologic
2-30	Collective bargaining agreements	Appendix
GRI 3: Material Topics		
3-1	Process to determine material topics	About Hologic
3-2	List of material topics	About Hologic
3-3	Management of material topics	About Hologic, Access, Environment, People and Communities, Integrity
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	About Hologic, Proxy
201-2	Financial implications and other risks and opportunities due to climate change	Environment, Integrity, Appendix
201-3	Defined benefit plan obligations and other retirement plans	People and Communities, Appendix
GRI 202: Market Presence		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	People and Communities, Appendix





GLOBAL REPORTING INITIATIVE, CONTINUED

GRI	Disclosure	Reference
GRI 203: Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	<a href="#">About Hologic, Access, Environment, People and Communities, Integrity</a>
203-2	Significant indirect economic impacts	<a href="#">About Hologic, Access, Environment, People and Communities</a>
GRI 204: Procurement Practices		
204-1	Proportion of spending on local suppliers	<a href="#">Integrity, Appendix</a>
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	<a href="#">Integrity, Appendix</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Integrity, Appendix</a>
205-3	Confirmed incidents of corruption and actions taken	<a href="#">Appendix</a>
GRI 206: Anti-competitive Behavior		
206-1	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	<a href="#">Appendix</a>
GRI 301: Materials		
301-1	301-1 Materials used by weight or volume	<a href="#">Environment, Appendix</a>
301-2	301-2 Recycled input materials used	<a href="#">Environment, Appendix</a>
301-3	301-3 Reclaimed products and their packaging materials	<a href="#">Environment, Appendix</a>
GRI 302: Energy		
302-1	302-1 Energy consumption within the organization	<a href="#">Environment, Appendix</a>
302-2	302-2 Energy consumption outside of the organization	<a href="#">Environment, Appendix</a>
302-3	302-3 Energy intensity	<a href="#">Environment, Appendix</a>
302-4	302-4 Reduction of energy consumption	<a href="#">Environment, Appendix</a>
302-5	302-5 Reductions in energy requirements of products and services	<a href="#">Environment, Appendix</a>
GRI 303: Water and Effluents		
303-1	303-1 Interactions with water as a shared resource	<a href="#">Environment, Appendix</a>
303-2	303-2 Management of water discharge-related impacts	<a href="#">Environment, Appendix</a>

GRI	Disclosure	Reference
303-3	303-3 Water withdrawal	<a href="#">Environment, Appendix</a>
303-4	303-4 Water discharge	<a href="#">Environment, Appendix</a>
303-5	303-5 Water consumption	<a href="#">Environment, Appendix</a>
GRI 304: Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Environment</a>
304-2	Significant impacts of activities, products and services on biodiversity	<a href="#">Environment</a>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Environment</a>
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	<a href="#">Environment, Appendix</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Environment, Appendix</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Environment, Appendix</a>
305-4	GHG emissions intensity	<a href="#">Environment, Appendix</a>
305-5	Reduction of GHG emissions	<a href="#">Environment, Appendix</a>
GRI 306: Effluents and Waste		
306-3	Significant spills	<a href="#">Environment, Appendix</a>
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	<a href="#">Environment, Appendix</a>
306-2	Management of significant waste-related impacts	<a href="#">Environment, Appendix</a>
306-3	Waste generated	<a href="#">Environment, Appendix</a>
306-4	Waste diverted from disposal	<a href="#">Environment, Appendix</a>
306-5	Waste directed to disposal	<a href="#">Environment, Appendix</a>
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	<a href="#">Environment, Integrity, Appendix</a>
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">Environment, Integrity</a>



GLOBAL REPORTING INITIATIVE, CONTINUED

GRI	Disclosure	Reference
GRI 401: Employment		
401-1	New employee hires and employee turnover	<a href="#">Appendix</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">People and Communities, Appendix</a>
401-3	Parental leave	<a href="#">People and Communities, Appendix</a>
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	<a href="#">Environment, People and Communities, Appendix</a>
403-2	Hazard identification, risk assessment and incident investigation	<a href="#">Environment, People and Communities, Appendix</a>
403-3	Occupational health services	<a href="#">Environment, People and Communities, Appendix</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Environment, People and Communities, Appendix</a>
403-5	Worker training on occupational health and safety	<a href="#">Environment, People and Communities, Appendix</a>
403-6	Promotion of worker health	<a href="#">Environment, People and Communities, Appendix</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Environment, People and Communities, Appendix</a>
403-8	Workers covered by an occupational health and safety management system	<a href="#">Environment, People and Communities, Appendix</a>
403-9	Work-related injuries	<a href="#">Environment, People and Communities, Appendix</a>
403-10	Work-related ill health	<a href="#">Environment, People and Communities, Appendix</a>
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	<a href="#">People and Communities, Appendix</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">People and Communities, Appendix</a>
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">People and Communities, Appendix</a>
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	<a href="#">About Hologic, People and Communities, Appendix</a>
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">About Hologic, People and Communities, Integrity, Appendix</a>

GRI	Disclosure	Reference
GRI 406: Non-Discrimination		
406-1	Incidents of discrimination and corrective actions taken	<a href="#">Integrity, Appendix</a>
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Appendix</a>
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Integrity, Modern Slavery Disclosures</a>
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Integrity, Modern Slavery Disclosures</a>
GRI 410: Security Practices		
410-1	Security personnel trained in human rights policies or procedures	<a href="#">Integrity</a>
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Access, People and Communities, Appendix</a>
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	<a href="#">Integrity, Appendix</a>
GRI 415: Public Policy		
415-1	Political contributions	<a href="#">Integrity</a>
GRI 417: Marketing and Labeling		
417-1	Requirements for product and service information and labeling	<a href="#">Access, Integrity</a>
417-2	Incidents of non-compliance concerning product and service information and labeling	<a href="#">Appendix</a>
417-3	Incidents of non-compliance concerning marketing communications	<a href="#">Appendix</a>
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Appendix</a>



# Sustainability Accounting Standards Board

This report is informed by the frameworks outlined by the SASB. As of August 2022, the International Sustainability Standards Board (ISSB) of the International Financial Reporting Standards (IFRS) Foundation assumed responsibility for the SASB Standards. Hologic reports to SASB Standards relevant to the medical equipment and supplies category within the health care sector as defined by the Sustainable Industry Classification System (HC-MS) under the ISSB stewardship.

Topic	SASB Code	SASB Metric	Response
Affordability and Pricing	HC-MS-240a.1	Ratio of weighted average rate of net price increases to the annual increase in the U.S. Consumer Price Index.	<a href="#">Access, Integrity</a>
	HC-MS-240a.2	Description of how price information for each product is disclosed to customers.	<a href="#">Access Integrity</a>
	HC-MS-240a.3	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period.	<a href="#">Access, Integrity</a>
Product Safety	HC-MS-250a.1	(1) Number of recalls issued, (2) total units recalled.	<a href="#">Integrity, Appendix</a>
	HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database.	<a href="#">Appendix</a>
	HC-MS-250a.3	Number of fatalities associated with products.	<a href="#">Appendix</a>
	HC-MS-250a.4	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type. Description nature, context and any corrective actions taken due to monetary losses.	<a href="#">Integrity, Appendix</a>
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims, description the nature, context and any corrective actions taken because of monetary losses.	<a href="#">Appendix</a>
	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products.	<a href="#">Access, Integrity, Policies</a>
Product Design & Lifecycle Management	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.	<a href="#">Integrity</a>
	HC-MS-410a.2	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies.	<a href="#">Environment, Integrity, Appendix</a>
Supply Chain Management	HC-MS-430a.1	Percentage of (1) entity’s facilities and (2) Tier 1 suppliers’ facilities participating in third-party audit programmes for manufacturing and product quality.	<a href="#">Integrity, Appendix</a>
	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain.	<a href="#">Integrity, Appendix</a>
	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials.	<a href="#">Environment, Integrity</a>
Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption. Description the nature, context and any corrective actions taken because of the monetary losses.	<a href="#">Appendix</a>
	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals.	<a href="#">Integrity, Policies</a>
Activity	HC-MS-000.A	Number of units sold by product category.	<a href="#">Proxy</a>



# The Task Force on Climate-Related Financial Disclosures Index

## Governance

Disclose the organization’s governance around climate-related risks and opportunities.

### a. Describe the board’s oversight of climate-related risks and opportunities

Sustainability is integral to how we do business, with a governance structure that facilitates accountability, transparency, and continued improvement. The Board of Directors governs the oversight of our sustainability issues across the environmental, social, and governance topics. The Nominating and Corporate Governance Committee oversees all our governance processes, including Hologic’s reporting, and efforts related to sustainability. The ESG & Sustainability Executive Steering Committee includes representatives from the functions relevant to ESG and provides input to the board to help maximize impact. The ESG & Sustainability functional group supports the strategy and program implementation.

Enterprise risk oversight is conducted by the full Board and the individual committees. The Board focuses on the evolving business and risk landscape. An annual enterprise risk management report is presented to the Board, along with periodic reports on evolving risks and mitigating actions relevant changes. Regular updates and discussions on climate matters occur at both the Board and executive management levels. Significant climate related risks would be escalated to the Board and appropriate committees through our ESG & Sustainability Steering Committee and our enterprise risk management framework.

### b. Describe management’s role in assessing and managing climate-related risks and opportunities

Our commitment to sustainability starts at the top with our Board and Executive Leadership. As the chair of the Board of Directors, Hologic’s CEO is responsible for directing all aspects of company strategy, planning, and operations. Climate-related issues and projects are reviewed at least annually by the full Board and can be escalated through the CEO and the CEO’s direct reports. Each direct report manages their climate related responsibilities within their functional area. At least annually, the Board receives updates on current performance and future strategic plans, with additional updates provided if material changes occur. The Board provides oversight, guidance and direction on ESG and sustainability risk and opportunities. Together with our Chairman, CEO and President, the ESG & Sustainability Committee oversee climate related strategy, risk, operations and progress on our goals. The ESG & Sustainability functional group reports to the Chief Procurement Officer, who reports to the SVP of Global Supply Chain, Quality and Regulatory. That SVP is a member of the executive leadership team and reports to the Chief Operating Officer.

The executive leadership team’s individual performance objectives are aligned with the top risks identified in the annual enterprise risk management process.

## Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.

### a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.

#### Climate-Related Risks

Risk Type	Climate Link	Time Horizon	Magnitude of Impact	Description of Impact
Physical, Acute	Extreme weather	Short term Medium term	Low - medium	<ul style="list-style-type: none"><li>Decreased revenue due to reduced production</li><li>Disrupt supply chains or commercial activity</li><li>Additional capital and operating expenditure</li></ul>
Physical, Chronic	Weather	Medium term Long term	Low - medium	<ul style="list-style-type: none"><li>Decreased revenue due to reduced production</li><li>Disrupt supply chains or commercial activity</li><li>Additional capital and operating expenditure</li><li>Increased insurance claims liability</li></ul>
Transition	Policy and Legal, Emerging Regulation	Short term Medium term Long term	Low	<ul style="list-style-type: none"><li>Increased energy cost</li><li>Increased carbon taxes</li><li>Additional capital and operating expenditure</li><li>Cost to transition to lower emission technologies</li></ul>
Transition	Reputation	Short term Medium term Long term	Low	<ul style="list-style-type: none"><li>Decreased revenue due to reduced demand</li><li>Reduced shareholder investments</li><li>Loss of preferred supplier status with customers</li><li>Additional capital and operating expenditure</li></ul>
Transition	New Materials and Technologies	Medium term Long term	Low - medium	<ul style="list-style-type: none"><li>Increased raw material costs</li><li>Potential supply chain disruptions due to weather</li></ul>

#### Climate-Related Opportunities at Hologic

Risk Type	Climate Link	Time Horizon	Magnitude of Impact	Description of Impact
Resource efficiency	Greenhouse gas emission reduction Water conservation Waste reduction	Short term Medium term Long term	Low	<ul style="list-style-type: none"><li>Financial savings from more cost-competitive renewable energy</li><li>Increased resilience from diverse energy source utilization</li><li>Reduced operating cost from efficiencies in energy, water, and waste</li></ul>
Water conservation	Sustainable Innovation	Medium term Long term	Low	<ul style="list-style-type: none"><li>Increased revenue from increased demand for sustainable products</li><li>Increased demand for our products and services due to the increased health impacts linked to climate change</li></ul>



THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX, CONTINUED

b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.

Driving climate action is deeply connected to our purpose to enable healthier lives everywhere, every day and our approach to operating responsibly. We believe climate action creates business value, reduces risk, promotes resilience in our operations and protects patients and the planet.

Recognizing the inextricable connection between the health of the planet and the health of our patients and communities, we have expanded our environmental efforts. We have committed to science-based targets and net zero by 2050. We have invested in on-site solar power capital projects, renewable energy procurement, and energy efficiency projects. We are addressing climate action with supplier engagement and value chain opportunities including our products and packaging.

Hologic believes that integrating climate-related risks and opportunities into our business strategy is important for our long-term success and benefits all our stakeholders. 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. In the long-term, Hologic’s climate strategy is focused on maximizing returns and is integrated into long-term environmental targets, operations, and supply chain. Although climate related opportunities are included in our 2030 and 2050 sustainability plans, they are unlikely to have a substantive impact on our business.

c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Our business model is designed to be resilient and adaptable to a wide range of external factors, including climate variability. Continued monitoring and adaptive strategies to help us to ensure that we can effectively respond to climate-related changes.

We conducted climate scenarios analysis using future representations linked to global warming to better understand the implications of climate change and identify opportunities to build resilience. These scenario analysis tools help inform our organization’s business strategy and efforts to support the global transition to a sustainable economy.

We used standardized, third-party climate modeling data such as the Shared Socioeconomic Pathways (SSPs) and the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways (RCP). We have applied the combination of SSP and RCPs for a holistic model approach for the 2030, 2050 and 2100 timelines across our key facilities. Scenario coverage included organization wide with the scope including current key facility locations. Risk types considered in each scenario included acute physical, chronic physical, liability and market. A range of temperature alignments were applied using various models from 1.5°C to 5.7°C.

Scenarios evaluated: SSP1-1.9 | SSP3-7.0 | RCP2.6 | RCP4.5 | RCP8.5

[Learn more: Protecting the Environment chapter, Climate Risk and Opportunities section](#)

**Water Stress Risk Assessment:** As part of our resource conservation and environmental footprint reduction commitments, we also have assessed our key operational facility locations with manufacturing and against potential water stress risk in the area. We compared our water withdrawal to the water stress risk ranking according to the World Resources Institute and its Aqueduct Water Risk Atlas.

[Learn more: Protecting the Environment chapter, Water section](#)

**Biodiversity Risk Assessments:** Beyond our emission reduction efforts related to climate action, we recognize the risks and opportunities associated with natural capital, resource conservation, and biodiversity management to the economy and our planet. We used the general framework set out by Taskforce on Nature-related Financial Disclosures and the goals of the Kunming-Montreal Global Biodiversity Framework to identify key natural capital, assess potential impact, evaluate how disruptions could impact business continuity and other dependencies. In addition, we utilized ENCORE Biodiversity Assessment Tool, UNEP Sectoral Material Mapping Tool and the World Economic Forum Nature Risk Rising to help provide scoping inputs.

[Learn more: Protecting the Environment chapter, Biodiversity section](#)

Hologic is committed to building resilience against climate-related risks. Initiatives and mitigation efforts include increasing the use of renewable electricity to power our facilities; business continuity planning; incorporation of climate risk in the enterprise risk management program; operational redundancy; supply chain redundancy; supply base diversification; sustainable and responsible sourcing; capital investments like onsite solar; implementing energy-, water- and waste-efficiency projects; investing in research and development to create environmentally sustainable products and the incorporation of eco-design principles in our products and packaging; monitoring new and emerging environmental regulations; monitoring emerging disclosure and tax requirements; participation in coalitions for strategic partnerships with key industries, governments, customers and suppliers.

Risk Management

Disclose how the organization identifies, assesses, and manages climate-related risks.

a. Describe the organization’s processes for identifying and assessing climate-related risks.

b. Describe the organization’s processes for managing climate-related risks.

c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management

Hologic’s sustainability strategic areas of focus were identified through the process of materiality assessments in 2020 and 2023. In 2024, we conducted a desktop refresh to confirm our update of the priority topics deemed relevant for Hologic’s sustainability strategy based on previously reported themes. We used a combination of internal and external research to develop a list of initial topics deemed potentially important to our evolving sustainability strategy. Following the desktop assessment, informal interviews were conducted with internal and external stakeholders to validate and prioritize topics. Based on the insights gained, we synthesized the updated list of topics and used that information for updating the reporting organization around the priority focus areas of Access, Environment, People & communities, and Integrity.



THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX, CONTINUED

We are prioritizing action on the following environmental, social, and governance (ESG) issues, supported by robust governance, transparency, and accountability.

Environment

- 1. Climate Action
- 2. Resource Conservation (water, waste)
- 3. Sustainable sourcing, product and packaging

Social

- 1. Access and Equity to Women’s Healthcare
- 2. Innovation
- 3. Talent (human capital management)

Governance

- 1. Product Safety and Quality
- 2. Business Ethics and Compliance
- 3. Responsible Supply Chain

We define substantive financial or strategic risk as climate-related risks that could result in a change in business operations, revenue or expenditure at a level prompting disclosure in other company filings such as our US SEC 10-K. Substantive risk could include an event which could have an impact on our direct operations or value chain to a level that would significantly disrupt our customers and markets we serve.

We consider the time horizons defined by short, medium, and long term. A short-term time horizon to be up to three years in the context of climate-related risks and opportunities. This is aligned with our annual corporate strategy for financial and operational planning. Medium-term time horizons are defined as three to seven years in alignment with our multi-year strategy and financial planning incorporating longer lead capital planning requirements. Long-term time horizons are defined as seven to thirty years. This is linked to strategic and financial planning for our extended long-term growth and stakeholder values that are aligned with environmental and social impacts to our business.

When considering climate-related risks and opportunities, we define the magnitude of potential impact as low, medium, or high. Low is defined as insignificant impact on revenues, minor disruption of operations, ability to absorb financial, operational, and reputational impact. Medium is defined as some impact on revenues, some disruption to operations, some impact to reputation, limited in geography, limited to specific business units, etc. High is defined as significant impact on revenues, severe disruption to operations, substantive financial, operational, strategic, reputational impact, likely affecting multiple regions, likely impacting multiple business units, likely would result in financial materiality reporting such as the SEC 10K disclosure. We use the following categories of qualitative descriptions to identify the likelihood of impact: not likely, as likely as not, more likely than not, likely and virtually certain.

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 called for.

Our risk assessments consider various inputs including strategic, financial, operational, technology, compliance, regulatory, macroeconomic, geopolitical, brand, reputation, product quality and safety, talent and employee, environmental, health and safety, cybersecurity, business development, competition and climate risk. Climate risk includes acute physical, acute chronic and transition related risks.

Hologic has site business continuity plan (BCP) groups who oversee securing, assessing and recovering the site following any disruptive event. They prepare an assessment of disruptive events, which are reviewed and updated annually. Our corporate global BCP reduces risk exposure and mitigates negative events to business operations referencing the ISO 22301 as a business continuity framework. Hologic’s business continuity plan (BCP) provides a structure for maintaining our operational continuity during disruptive incidents and outlines climate-related events that require preparation. These events include physical disruption to sites, equipment or supply chains from serious long-term weather-related actions, such as flooding, wind or fire. The BCP also includes preparing for natural disasters like earthquakes, volcanoes or forest fires. COVID has highlighted the deep interconnection between environmental health and human health. For future pandemic readiness, we also have set up planning and structure to deal with public health crises.

The Enterprise Risk Management report is presented to and discussed with the Board each year and includes a rolling three-year evaluation period that reflects mitigation activity progress and risk rating changes.

The Audit and Finance Committee focuses on cybersecurity risk, financial risk and internal controls. Hologic considers climate change’s risk to our operations and future plans. The Compensation Committee focuses on risks related to compensation. The Nominating and Governance Committee oversees all our governance processes, including Hologic’s reporting efforts related to sustainability.

Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

- Scope 1 and 2 absolute reduction
- Scope 3 absolute reduction
- Categories 1 Purchased Goods and Services, Category 2 Capital Goods and Category 4 Upstream Transportation and Distribution
- Renewable electricity
- Landfill diversion
- Water intensity
- Packaging-material efficiency and package-to-product ratios.
- Recyclable, reusable or compostable content in secondary and tertiary packaging



THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX, CONTINUED

b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.

	2020 (MT CO2e)	2024 (MT CO2e)	% Change since Baseline
Scope 1	7,024	7,050	Increased 0.4%
Scope 2	15,217	14,705	Decreased 3%
Scope 3	525,454	470,680	Decreased 10%

[Learn more: Environment Appendix Data Summary](#)

c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Accountability metrics include the following Targets for 2030 with a 2020 baseline, unless otherwise noted:

Drive Climate Action

- Commit to science-based emission reduction targets across Scope 1, 2 and 3 in line with the 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 and Distribution.
- 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.

Integrate eco design 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 (LCA) or product carbon footprints (PCF) for priority products.

Performance 2024

Environmental Targets	2024
Reduce Scope 1 and 2 emissions by 50% from 2020 baseline (absolute)	Scope 1 increased 0.4% Scope 2 decreased 3% Scope 1 and 2 combined decreased 2%
Achieve 100% renewable electricity for Scope 2	13%
Reduce Scope 3 emissions 25% from the categories Purchased Goods and Services, Capital Goods and Upstream Transportation. (Categories 1,2,4)	12%
Net zero by 2050 with 90% reduction for Scope 1,2,3 (absolute)	10%
Increase landfill diversion to 90% at key operational sites	65%
Reduce water intensity by 10% at key operational sites	20%

[Learn more: Environment Appendix Data Summary](#)



# Third Party Independent Limited Assurance Report



ISOS Group, Inc. [“ISOS” or “we”] were engaged by Hologic [“Client” or “Hologic”] to conduct moderate level type 2 assurance of environmental data [“Reported Information”], covering the period beginning October 1, 2023 and ending September 28, 2024 (“FY24”).

We have performed our moderate assurance engagement in accordance with the AccountAbility 1000 Assurance Standard v3 (“AA1000AS”). Our review was limited to the Reported Information comprising of:

- Energy consumption
- Scope 1 GHG emissions
- Scope 2 GHG emissions
- Scope 3 GHG emissions

We have not performed any procedures with respect to other sustainability-related information and, therefore, no conclusion on information outside of this scope of work is expressed.

**Hologic’s responsibilities**

The Company’s management are responsible for:

- Preparing the data in accordance with generally accepted reporting practices,
- The accuracy and completeness of the information reported,
- The design, implementation and maintenance of internal controls relevant to the preparation of the report to provide reasonable assurance that the report is free from material misstatement, whether due to fraud or error,
- Ensuring the data performance is fairly stated in accordance with the applicable criteria and for the content and statements contained therein.

**Criteria**

The assurance process was intended to provide an independent opinion confirming that the Client has complied with procedures for data management at the company and minimized degrees of error by adequately:

- Sourcing utility, vendor and internal data to populate relevant data management systems,
- Enforcing management and quality controls across the reporting period,
- Aggregating and converting metrics into the correct unit of measure, and
- Calculating greenhouse gas emissions.

**Boundary**

Organizational Boundary	Hologic is a medical technology company specializing in women’s health.
Assurance Boundary	The boundary of assurance included all sixty-six (66) of the Client’s global facilities.
GHG Emissions Consolidation Approach	The GHG emissions boundary followed the operational control methodology specified in the GHG Protocol.

**Methodology**

The assurance procedures undertaken were to determine the strength of the systems in place. ISOS Group:

- Engaged a sample of individuals responsible for performance measurement,
- Evaluated current management systems for performance data collection, compilation, calculation, reporting, and validation,
- Determined consistency of assessing materiality, management approach, and application of quality control procedures,
- Reviewed sustainability disclosures, supporting data, and justification for rectifying discrepancies,
- Validated alignment to standard reporting protocols to ensure accurate claims to the quantitative methodology and approach and assurance claims,
- To verify quantitative claims, both at the aggregate level and on a sample basis, and test accuracy, consistency, completeness, and reliability, ISOS Group:
  1. Conducted a portfolio assessment analyzing performance results to uncover any errors, misstatements, gaps, or performance anomalies,
  2. Brought all findings to the Client’s attention to address and confirmed resolution,
  3. Selected the following properties for testing and analysis, including cross-reference to primary source data to uncover variances and address any exclusions and other limitations:
    - a. San Diego GCD1 (San Diego, California, United States)
    - b. Newark (Newark, Delaware, United States)
    - c. MAN -Innovation House (Manchester, United Kingdom)

**Limitations and Exclusions**

Greenhouse gas quantification is unavoidably subject to inherent uncertainty because of both scientific and estimation uncertainty and for other non-financial performance information the precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.

Several smaller scope 1 GHG emission sources (i.e., refrigerant releases and mobile combustion sources) have been excluded from this review. No visit to the Client’s headquarters or facilities was conducted throughout this engagement. However, a sample set of properties were reviewed in more granularity and tested for data accuracy. It was determined that these limitations and exclusions do not materially impact the performance criteria or assurance engagement.

**Findings**

Based on the process and procedures conducted, there is no evidence that the Reported Information is not materially correct and provide a fair representation of the Client’s environmental impacts to stakeholders for the stated period and reporting boundary.

**Application of the AA1000AP**

Findings and conclusions concerning adherence to the AA1000 AccountAbility Principles:

Inclusivity	Hologic’s routinely engages with stakeholder groups including customers, employees, investors, patients, suppliers, healthcare organizations distributors, regulatory agencies & governments, industry leaders and local communities.
Materiality	Hologic conducted a materiality assessment in 2020, 2023 and refreshed it in 2024. The assessment identified 11 material topics across their four focus areas.
Responsiveness	Hologic disclosed their material topics in their 2025 public sustainability report.
Impact	Hologic has four focus areas that each have an ambition, approach, accountability, status, and UN Sustainable Development Goal tied to it as part of their sustainability strategy.

**Restriction of use**

This assurance report is provided exclusively to the Client under the terms of our engagement, including agreed disclosure arrangements. Our work is intended solely to address the matters outlined in this moderate assurance report and is not intended for any other purpose. This report is not suitable for use or reliance by any party other than the Client. Any third party, accessing or relying on this report, does so at its own risk. To the fullest extent permitted by law, we disclaim any responsibility or liability to any party other than the Client for our work, this report, or the conclusions stated herein.

**Statement of Competency and Independence**

ISOS Group is an independent professional services firm that specializes in sustainability reporting and is a provider of external assurance services. ISOS Group is a Global Reporting Initiative Certified Training Partner and a CDP Silver Solutions Partner. Our team of experts have the technical expertise and competency to conduct assurance to the AA1000 assurance standard, which meets the criteria for assurance of sustainability information.

No member of the assurance team has any business relationship with the Client, its directors or managers beyond the scope of this assignment. We conducted this assurance independently and, to our knowledge, without any conflicts of interest. ISOS Group upholds a strong code of ethics, ensuring high professional standards in all business activities. The assurance team has extensive experience in conducting assurance engagements over sustainability-related information, systems and processes.

Further information, including a statement of competencies, can be found at [www.isosgroup.com](http://www.isosgroup.com).

**Signed on behalf of ISOS Group:** San Diego, California – USA, March 11, 2025.

**Brian Noveck**  
CSAP Practitioner

**Hannah Emery**  
Sustainability Analyst





# Disclosures and 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, initiatives, goals, 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. Such statements are not intended to create legal rights or obligations.

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 development of new or improved competitive technologies and products and competition; the anticipated development of markets the company sells its products into and the success of the company’s products in these markets; the company’s ability to predict accurately the demand for its products, and products under development and to develop strategies to address markets successfully; the anticipated performance and benefits of the company’s products; the company’s business strategies; the effect of consolidation in the healthcare industry; the ability to execute acquisitions and the impact and anticipated benefits of completed acquisitions and acquisitions the company may complete in the future; the coverage and reimbursement decisions of third-party payors; the uncertainty of the impact of cost containment efforts and federal healthcare reform legislation on our business and results of operations; the guidelines, recommendations, and studies published by various organizations relating to the use of the company’s products; the company’s ability to obtain and maintain regulatory approvals and clearances for its products, including the implementation of the European Union Medical Device and In Vitro Diagnostic Regulation requirements, and maintain compliance with complex and evolving regulations and quality standards, as well as the uncertainty of costs required to obtain and maintain compliance with such regulatory and quality matters; the possibility that products may contain undetected errors or defects or otherwise not perform as anticipated; the impact and costs and expenses of investigative and legal proceedings and compliance risks the company may be subject to now or in the future; potential negative impacts resulting from climate change or other environmental, social, and governance and sustainability related matters; the impact of future tax legislation; the ongoing and possible future effects of global challenges, including macroeconomic uncertainties, such as inflation, bank failures, rising interest rates and availability of capital markets, wars, conflicts, 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 regulations 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; conducting business internationally; potential cybersecurity threats and targeted computer crime; the ongoing and possible future effects of supply chain constraints, including the availability of critical raw materials and components, 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 ability to consolidate certain of the company’s manufacturing and other operations on a timely basis and within budget, without disrupting the company’s business and to achieve anticipated cost synergies related to such actions; the company’s ability to meet production and delivery schedules for its products; the effect of any future public health pandemic or other crises, including the timing, scope and effect of U.S. and international governmental, regulatory, fiscal, monetary and public health responses to such crises; the ability to successfully manage ongoing organizational and strategic changes, including the company’s ability to attract, motivate and retain key employees and maintain engagement and efficiency in remote work environments; the company’s ability to protect its intellectual property rights; anticipated trends relating to the company’s financial condition or results of operations, including the impact of interest rate and foreign currency exchange fluctuations; estimated asset and liability values; compliance with covenants contained in the company’s debt agreements; and the company’s liquidity, capital resources and the adequacy thereof. 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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, regardless of any historical practice of doing so.





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