

**HOLOGIC**

FY2025

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# Sustainability Report

Helping women around  
the world **live healthier lives.**

EXECUTIVE SUMMARY





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

Our annual sustainability report is designed to provide an integrated view of our sustainability program and reflect the most important environmental, social and governance themes affecting our business. This report was 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 report covers our purpose in action for Hologic’s fiscal year from October 1, 2024 to September 27, 2025 (hereafter referred to as “2025”) unless otherwise noted.\* This document describes the progress we have made and our commitments toward building a healthier world.

\*On October 21, 2025, Hologic announced it had entered into a definitive agreement to be acquired by Blackstone and TPG. The transaction closed April 7, 2026. Information contained within the report represent fiscal year 2025 as a publicly traded company.

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For additional information, see [About the Report](#) in the Appendix. We welcome your feedback at [sustainability@hologic.com](mailto:sustainability@hologic.com).



# About Hologic

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

- ↳ [Leadership Message](#)
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# Leadership Message

2025 marked Hologic's 40th anniversary, a milestone built on decades of innovation, dedication and impact. From early breakthroughs in osteoporosis and mammography to our global leadership in diagnostics, surgical solutions and breast health, we've stayed true to our mission: **to enable healthier lives for women everywhere, every day.**

We have always firmly believed 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. Equally important is how we put our purpose into action by operating sustainably and responsibly. 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 2025 results demonstrate the power of our purpose. We have delivered sales growth consistently since 2014 and non-GAAP EPS growth over that same period. This year, we received FDA approval and CE Markings for Panther Fusion® GI Bacterial and GI Expanded Bacterial Assays and we received CE Marking on our Affirm® Contrast Biopsy Software. There was new clinical evidence presented on Hologic's AI Powered Mammography Solutions and Breast Cancer Index® test along with broader utilization and adoption of our Genius® Digital Diagnostics System.

Working to advance access and equity in healthcare, we continued to **champion women's health** through our partnerships such as the Hologic Global Women's Health Index, Hologic Global Access Initiative, Project Health Equity, and the Women's Tennis Association. We further embedded sustainability and **protecting the environment** into our business. We received official validation from the Science Based Targets initiative (SBTi) on our emission reduction goals. We have reduced our operational emissions 42% since 2020, our value chain emissions by 15% and 54% of our electricity is now sourced from renewables. Reflecting our efforts to **support our people and communities**, 93% of our employees feel our mission makes their job important. For the fifth consecutive year, Hologic received Gallup's top employee engagement honor with our 2025 results ranking us in the 98th percentile compared to similarly sized organizations.

We invite you to read this report to learn more about how our strategy, actions and results are coming together to advance our mission and drive meaningful impact. To our employees, customers and partners: thank you for your ongoing dedication to advancing women's health. Together, we will continue to raise the standard of care and work to ensure that every woman has access to high-quality products and services as we pursue a more sustainable and equitable future for all.

On October 21, 2025, Hologic announced it had entered into a definitive agreement to be acquired by Blackstone and TPG. The transaction closed on April 7, 2026. We are excited about this next chapter for Hologic and our continued growth and impact opportunities.

**To our employees, customers and partners:** Thank you for your ongoing dedication to advancing women's health. Together, we will continue to raise the standard of care and work to ensure that every woman has access to high-quality products and services as we pursue a more sustainable and equitable future for all.

**Hologic Senior Leadership**



# A Year in Review

## Championing Women's Health

>199M lives impacted.<sup>1</sup>

>145,000 participants and 144 countries and territories represented.<sup>2</sup>

>60 million media impressions on women's health awareness campaigns.

~17,000 3D Mammography Gantries installed base.

>3,400 Panther® System installed base.

>1 billion total tests run on Panther System for automated molecular diagnostics.

## Protecting the Environment

27% emission reduction of Scope 1, 2 since 2020.

17% emission reduction of Scope 1,2,3 since 2020.

52% renewable electricity sourced.

Received validation from Science Based Targets initiative (SBTi) for emission reduction targets and net zero commitments.

13% water intensity reduction since 2020.

62% global landfill diversion.

43% manufacturing sites with ISO 14001 certification.

Costa Rica Zero Waste Certification.

## Supporting our People & Communities

Zero gender net pay gap.<sup>3</sup>

44% women in global workforce.

93% employees feel our mission makes their job important.

105,720 employee training hours completed.

\$3M donated community grants.

98th percentile Gallup employee engagement survey.

## Operating with Integrity

96% of employees completed Code of Conduct training.

12 sites with ISO 13485 certifications.

100% of Hologic facilities participating in third-party audit program for manufacturing and product quality.

## RECOGNITION 2025

- Barron's — 100 Most Sustainable Companies
- Boston Globe Media — Top Places to Work
- EcoVadis — Supply Chain Sustainability rating Silver Top 15 percentile (69/100)
- Forbes — America's Best Employers for Company Culture
- Forbes — America's Best Midsize Employer
- Fortune — Best Workplaces in Health Care
- Great Place to Work — Best Workplaces in Biotech & Pharma in Australia
- MedTech — Breakthrough Award for Best New Imaging Technology Solution
- Newsweek — World's Greenest Companies
- Newsweek — America's Greenest Companies
- Newsweek — America's Most Responsible Companies
- San Diego Union Tribune — Top Workplaces
- Service Council™ — Service is Humanity Award
- The Wall Street Journal — Top 250: Drucker Institutes' Best Managed Companies

- CDP — Climate Rating: B
- ISS — ESG Rating: 1,1,7 (C+ Prime Status)
- MSCI — ESG Rating: AA (Leader)
- Sustainalytics — ESG Risk Rating: 16.84, Low

HOLOGIC®

FISCAL  
2025

1 Lives impacted: number of assays, mammograms, surgical treatments and other Hologic procedures.

2 Participation and representation reflected in the Hologic Global Women's Health Index.

3 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

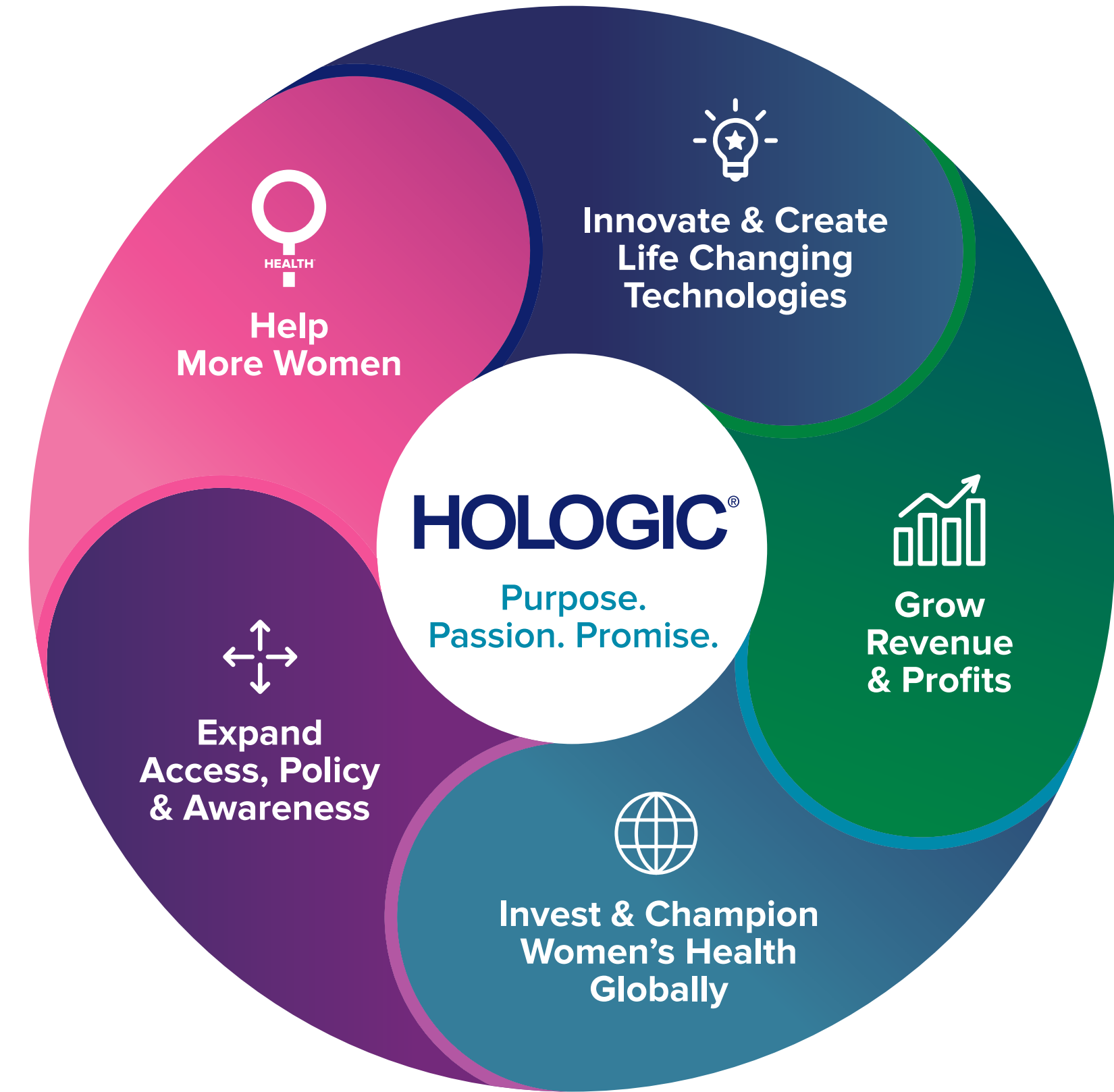
Hologic helps women around the world live healthier lives. We develop life-changing medical technologies that deliver exceptional results essential to effectively detect, diagnose and treat health conditions that affect women.

## Hologic's Virtuous Circle

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, employee 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.



## At a Glance



**Founded**  
in 1985



**Employees**  
~7,000 worldwide



**Patents**  
4,500+



**Fiscal 2025 Revenue**  
\$4.10 billion



**Global Headquarters**  
Marlborough,  
MA, USA



**Estimated Number of Lives Impacted**  
199M in 2025



**Global Reach** Locations in 36+ countries and a market presence in more than 100 countries



## BUSINESS OVERVIEW, CONTINUED

### Divisions

#### Diagnostic Solutions (Dx)

- Aptima® STI Assays
- Aptima® BV and CV/TV Assays
- Biomarker Testing (Biotheranostics)
- Breast Cancer Index® Test
- Cytology (ThinPrep®)
- Genius® Digital Diagnostics System
- Molecular Diagnostics Panther® System
- Panther Fusion® Assays

#### Surgical Solutions

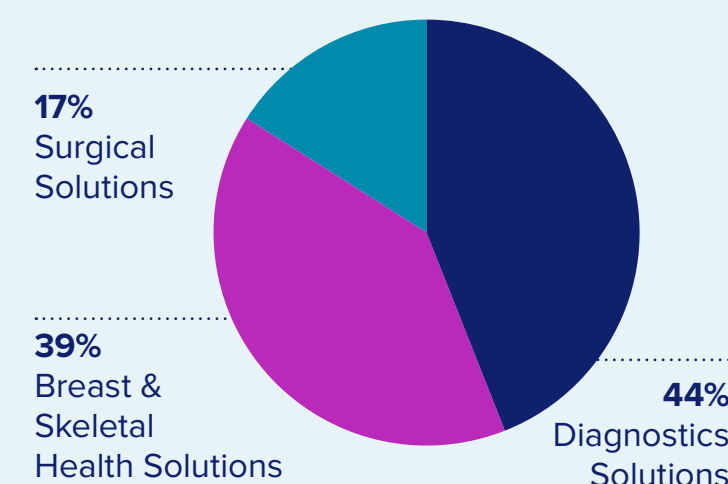
- Advanced Energy (CoolSeal®)
- Endometrial Ablation (NovaSure®)
- Fluid Management (Fluent®/Aquilex®)
- Laparoscopic Products (Acessa®)
- Transcervical Ablation (Sonata® system)
- Tissue Removal (MyoSure®)

#### Breast & Skeletal Health Solutions (BSHS)

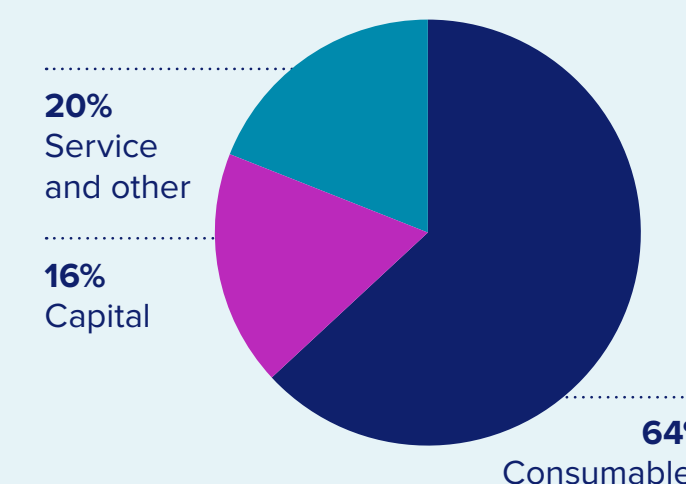
- Breast Biopsy Systems (Affirm®, Eviva®, ATEC® & markers)
- Breast Surgery Products (Sentimag®, Magseed®, Magtrace®, LOCALizer®, TruNode®)
- Genius AI® Detection Technology
- DXA Systems & Body Composition (Horizon®)
- Mammography Systems (Selenia® Dimensions®, 3Dimensions)
- Specimen Radiology Systems (Trident® HD, Faxitron®)

### Revenue Profile \$4.1B

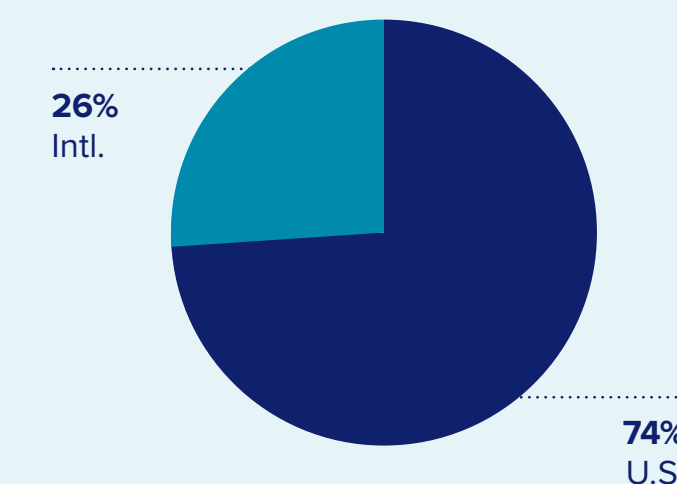
By Division



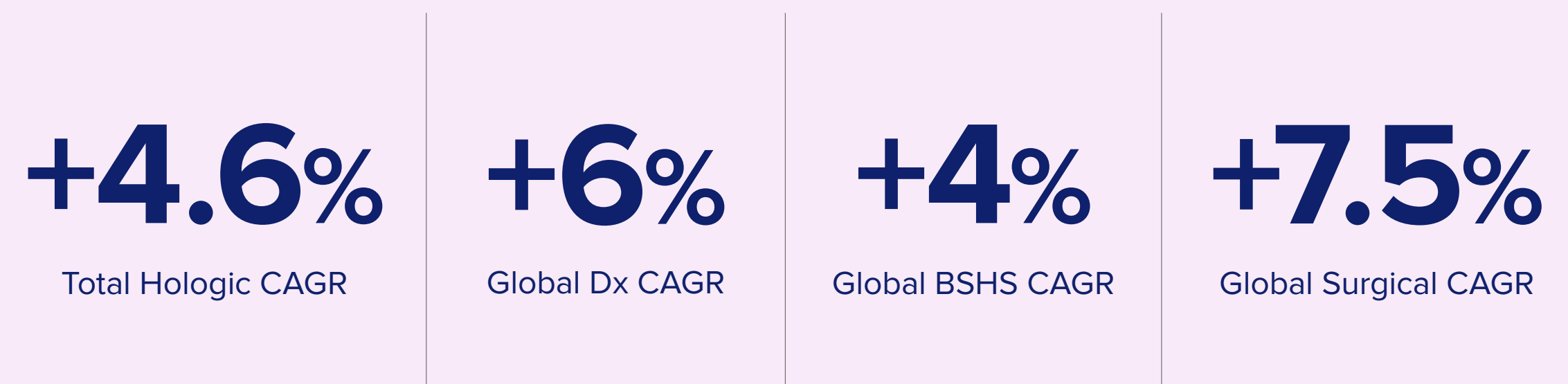
By Type



By Geography



### Compound Annual Growth Rates Since 2014



Dollars in millions:

- Revenue profile and growth calculations based on 2025 revenue.
- Total Hologic CAGR excludes Roka royalty payment of \$20.1M in 2014. Revenue from divested Blood Screening business is included in both periods. If Blood Screening revenue of \$223.3M in 2014 and \$28.2M in 2025 were excluded, CAGR would be 5.4%.
- Total Dx CAGR excludes Roka royalty payment of \$20.1M in 2014 and revenue from the divested Blood Screening business of \$223.3M in 2014 and \$28.2M in 2025.



# Sustainability Strategy and Governance

At Hologic, women's health is more than a business, it is our purpose. 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 Sustainability Focus

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.

[Learn more: Sustainability Policy](#)

### Championing Women's Health

- Drive continued innovation & affordability.
- Promote partnerships.
- Raise awareness and inspire action.

### Supporting Our People and Communities

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

### Protecting the Environment

- Drive climate action across our value chain.
- Reduce environmental footprint at our facilities.
- Integrate eco design in products and packaging.

### Operating with Integrity

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

## Sustainability Governance

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

[Learn more: Governance Documents](#)





SUSTAINABILITY STRATEGY AND GOVERNANCE, CONTINUED

Sustainability Framework

Our Sustainability strategy, as 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.

	Champion Women’s Health	Protect the Environment	Support Our People & Communities	Operate with Integrity
Ambition	We are committed to greater health and well-being for all women, their families and their communities. We are committed to advancing the highest standard of science — and providing every woman access to the science we develop.	We are committed to respecting the inextricable connection between the health of the planet and the health of our patients and communities.	We are committed to developing people in a culture where everyone is given the opportunity to thrive and cultivate a sense of shared purpose.	We are committed to maintaining the highest level of integrity and ethical behavior in our business operations.
Approach	<ol style="list-style-type: none"> <li>1. Drive continued innovation and affordability</li> <li>2. Promote partnerships</li> <li>3. Raise awareness and inspire action</li> </ol>	<ol style="list-style-type: none"> <li>1. Drive climate action across our value chain</li> <li>2. Reduce environmental footprint at our facilities</li> <li>3. Integrate eco design in products and packaging</li> </ol>	<ol style="list-style-type: none"> <li>1. Curate an inclusive, engaged and innovative culture</li> <li>2. Provide opportunities for employee career development</li> <li>3. Invest in our communities</li> </ol>	<ol style="list-style-type: none"> <li>1. Uphold strong corporate governance and compliance</li> <li>2. Conduct responsible business practices</li> <li>3. Advance product quality and safety</li> <li>4. Engage a sustainable and responsible supply chain</li> </ol>
Accountability	<ul style="list-style-type: none"> <li>• Product innovation</li> <li>• Number of lives impacted</li> <li>• Number of learners reached</li> <li>• Hologic Global Women’s Health Index key indicators of health</li> <li>• Hologic Global Women’s Health Index</li> </ul>	<ul style="list-style-type: none"> <li>• Science-based emission reduction targets</li> <li>• Net zero</li> <li>• Renewable electricity</li> <li>• Landfill diversion</li> <li>• Water stewardship</li> <li>• Sustainable packaging and products</li> <li>• Circular economy opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Gender pay equity</li> <li>• Employee engagement score</li> <li>• Safety injury and illness rate</li> <li>• Employee training and development</li> <li>• Donations and volunteer hours</li> <li>• Leadership demographics</li> </ul>	<ul style="list-style-type: none"> <li>• Code of conduct certification</li> <li>• Product quality</li> <li>• Supplier engagement</li> <li>• ESG indices</li> </ul>
Advancement	<ul style="list-style-type: none"> <li>• &gt;199M lives impacted 2025</li> <li>• 145,000 surveyed HGWHI</li> </ul> <p><a href="#">Learn more</a></p>	<ul style="list-style-type: none"> <li>• Emission targets officially validated by the SBTi</li> <li>• 52% renewable electricity sourced</li> <li>• 62% landfill diversion</li> <li>• 13% water intensity reduction</li> <li>• Zero Waste Certification (Costa Rica)</li> </ul> <p><a href="#">Learn more</a></p>	<ul style="list-style-type: none"> <li>• Zero gender net pay gap</li> <li>• 1.45 injury illness rate</li> <li>• 105,720 employee training hours</li> <li>• 98th percentile Gallup employee engagement survey</li> <li>• \$3M community grant donations</li> <li>• &gt;1,700 employee volunteer hours</li> </ul> <p><a href="#">Learn more</a></p>	<ul style="list-style-type: none"> <li>• 96% employees completed code of conduct training</li> <li>• 100% Tier 1 suppliers participated in third-party audits</li> <li>• EcoVadis: Silver Top 15 percentile 69/100</li> <li>• CDP Climate: B</li> <li>• ISS ESG: 1,1,7 (C+ Prime Status)</li> <li>• Sustainalytics: 16.84, Low ESG Risk</li> <li>• MSCI ESG: AA (Leader)</li> </ul> <p><a href="#">Learn more</a></p>



# Championing 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.

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↳ **Our Ambition, Approach, Accountability and Advancement**

↳ **Promote Partnerships**



CHAMPIONING WOMEN'S HEALTH:

# Our Ambition, Approach, Accountability and Advancement

## 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. 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 more than 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.
- Ongoing support for the Hologic Global Women's Health Index.

## Advancement

- FDA Clearance Aptima® SARS-CoV-2 Assay.
- CE Mark for Affirm® Contrast Biopsy Software.
- FDA approval and CE Mark for Panther Fusion® GI Bacterial and GI Expanded Bacterial Assays.
- Expanded CE Marking on Digital Pathology Capabilities.
- Launched Fluent® Pro to international markets.
- Expanded distribution of the AcuVu hysteroscopic solution to the U.K., Australia and New Zealand.
- 199M lives impacted (number of assays, mammograms, surgical treatments and other Hologic procedures).
- ~145,000 women and men aged 15 or older surveyed for the Hologic Global Women's Health Index.
- >\$20M invested in Project Health Equity since launch.
- >60 million media impressions from patient awareness campaigns "Bust the Myth", "Better is Possible" and "Live Comfortably".

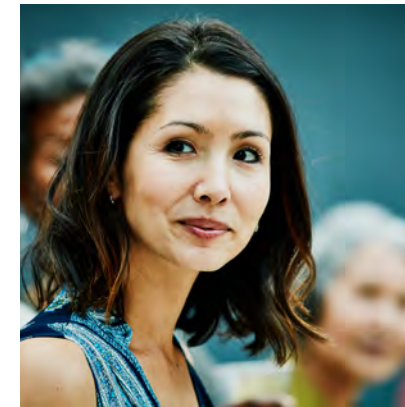


# Promoting Partnerships, Raising Awareness and Inspiring Action to Break Down Barriers

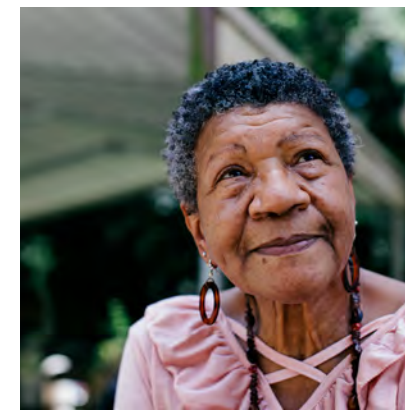
We champion women's health globally, working in partnership with others to raise awareness, inspire policy and take action to break down barriers that affect women disproportionately and prevent them from receiving the care they need and deserve. We are a catalyst for change in the world.



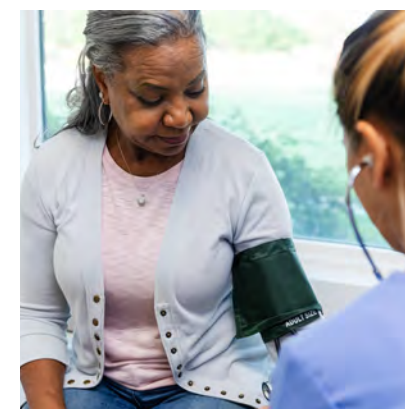
**Hologic Global Women's Health Index**



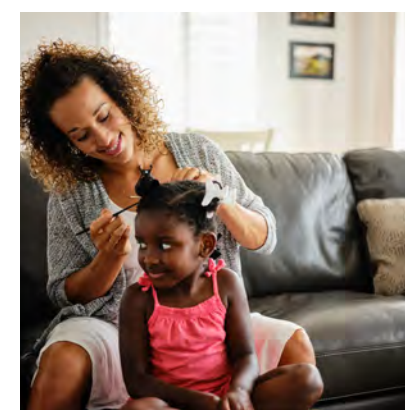
**WEF Zero Health Gap Pledge**



**UN Global Compact participant**



**Healthcare provider education**



**Patient focused programs**



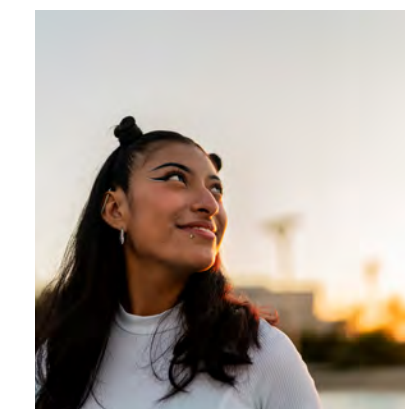
**WEF Women's Health Initiative**



**Hologic Global Access Initiative**



**UN Women's Generation Equality Initiative**



**UN Women Empowerment Principles signatory**



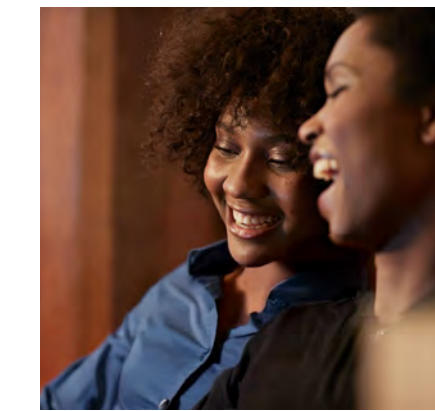
**Market access reimbursement and coverage**



**Community investment grants**



**Project Health Equity**



**Patient awareness campaigns**



**Government affairs and policy advocacy**



# 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, Accountability and Advancement**
- ↳ **Drive Climate Action Across Our Value Chain**
- ↳ **Reduce Environmental Footprint at our Facilities**
- ↳ **Integrate Eco Design in Products and Packaging**





PROTECTING THE ENVIRONMENT:

# Our Ambition, Approach, Accountability and Advancement

## 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.



## Approach

1. Drive climate action across our value chain.
2. Reduce environmental footprint at our facilities.
3. Integrate eco design criteria in our products and packaging.

## Advancement

- Emission targets officially validated by the Science-Based Targets initiative (SBTi)\*.
- 27% reduction Scope in 1 and 2.
- 22% reduction Scope in 3.
- 22% reduction Scope 3 Categories in 1, 2 and 4.
- 52% renewable electricity sourced.
- 62% landfill diversion.
- 13% water intensity reduction.

## Accountability

### Climate Action

Science-based commitment to reduce greenhouse gas emissions

- Commit to science-based emission reduction targets across Scope 1, 2 and 3 in line with the (SBTi) and the Paris Agreement's goal of keeping planetary warming to 1.5°C.
- Reduce absolute Scope 1 and 2 emissions by 50%. by 2030.
- Source 100% renewable electricity by 2030.
- Reduce Scope 3 emissions by 25% from categories Purchased Goods and Services, Capital Goods and Upstream Transportation by 2030.
- Reduce absolute Scope 1 and 2 by 90% by 2050.
- Reduce absolute Scope 3 by 90% by 2050.
- Reach net-zero by 2050 across the value chain.

### Reduce Environmental Footprint

- Increase landfill diversion to 90% at key operational sites by 2030.
- Reduce water intensity by 10% at key operational sites.
- Integrate green building design in new construction.
- Implement eco-efficiency opportunities.
- Support employee engagement in sustainability culture with onsite green initiatives.

### Integrate 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 lifecycle assessments or product carbon footprints for priority products.

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

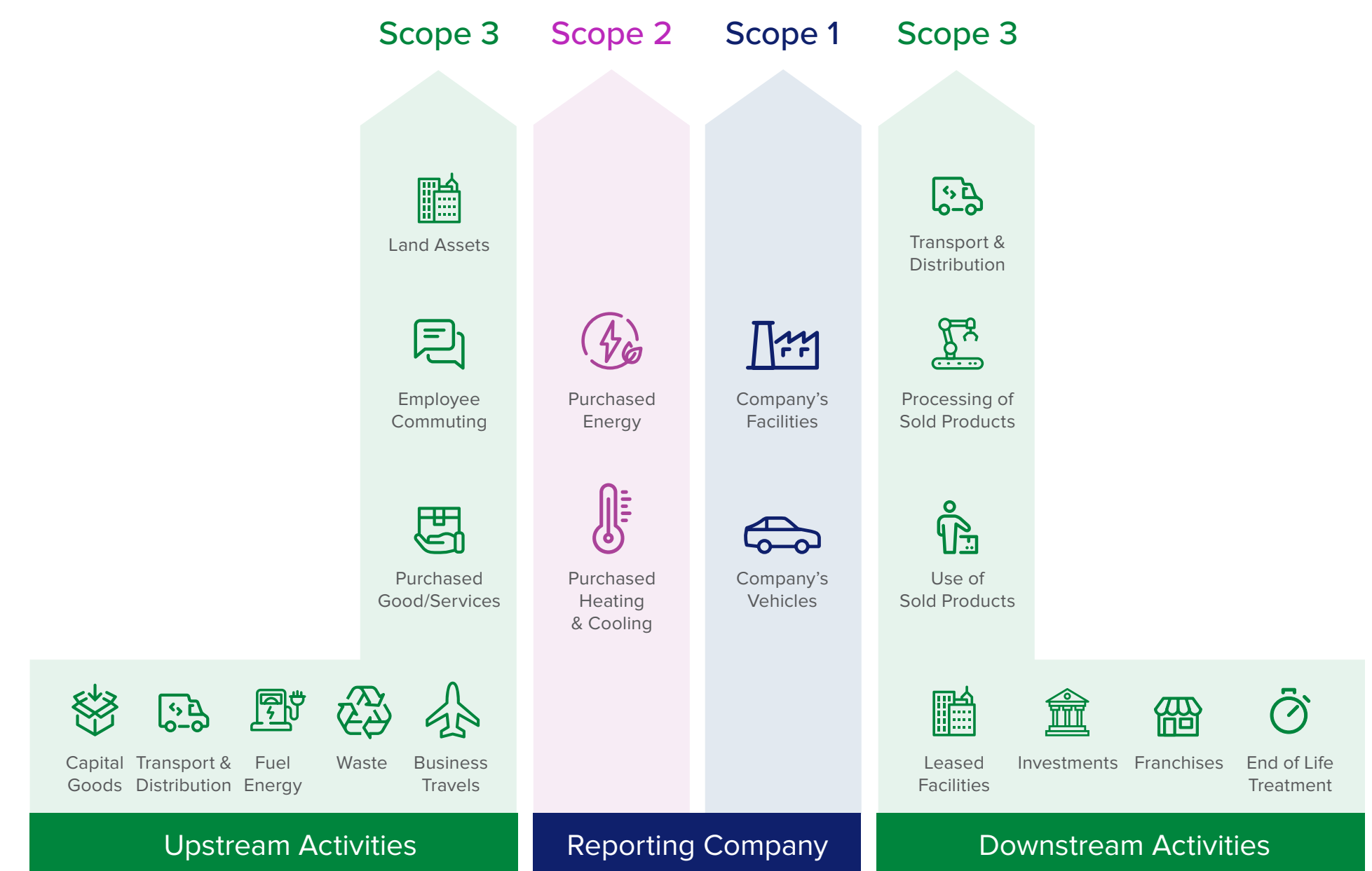
# Climate Action

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. In 2025, Hologic successfully received **validation** from the Science Based Targets initiative (SBTi)\* on our emission reduction targets and net-zero commitment.

[Learn more: Sustainability Policy](#)

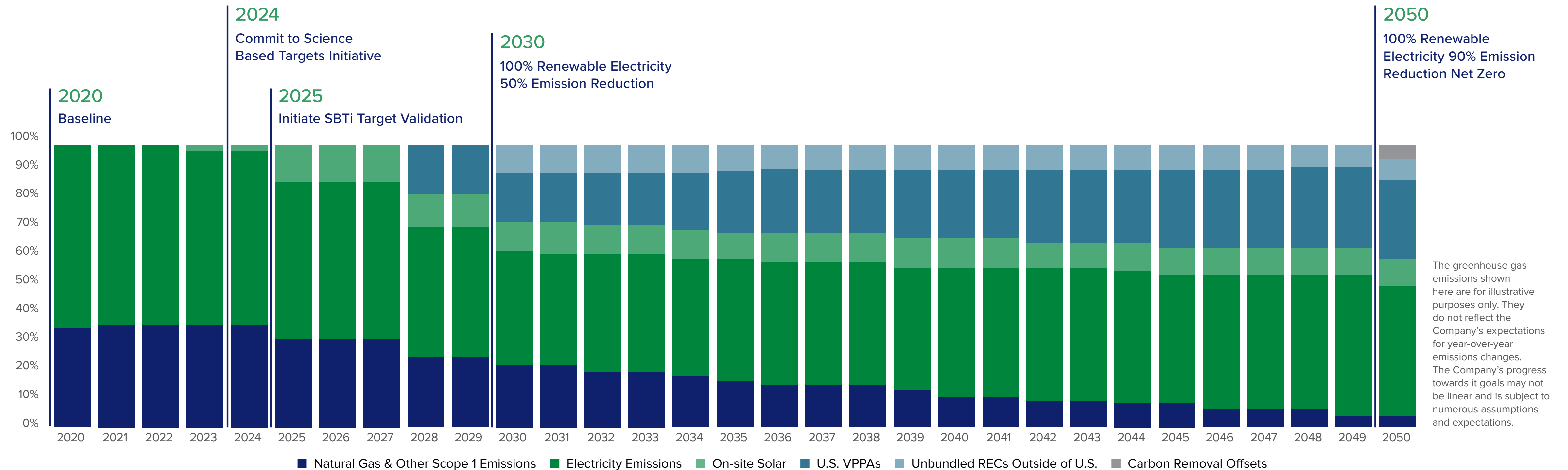
Target	Progress
<p><b>Science-based commitment to reduce greenhouse gas emissions</b></p> <ul style="list-style-type: none"> <li>Commit to science-based emission reduction targets across Scope 1, 2 and 3 in line with the SBTi and the Paris Agreement's goal of keeping planetary warming to 1.5°C.</li> </ul>	SBTi commitment and validation completed
<p><b>Near-term targets</b></p> <ul style="list-style-type: none"> <li>Reduce absolute Scope 1 and 2 emissions 50% by FY2030 from FY 2020.</li> <li>Source 100% renewable electricity by FY 2030 from the FY 2020 base year.</li> <li>Reduce Scope 3 emissions by 25% from categories Purchased Goods and Services, Capital Goods and Upstream Transportation by FY2030 from FY2020 base year.</li> </ul>	<p>27%</p> <p>52%</p> <p>22%</p>
<p><b>Long-term targets</b></p> <ul style="list-style-type: none"> <li>Reduce absolute Scope 1 and 2 emissions 90% by FY2050 from 2020 base year.</li> <li>Reduce absolute Scope 3 emissions 90% by FY2050 from 2020 base year.</li> </ul>	<p>27%</p> <p>16%</p>
<p><b>Net zero</b></p> <ul style="list-style-type: none"> <li>Reach net-zero by 2050 with 90% reduction for Scope 1,2,3 (absolute)</li> </ul>	17%

**About SBTi:** SBTi is a partnership between the United Nations Global Compact, the World Resource Institute, the World Wildlife Fund for Nature and CDP  
 \* **Image source:** Accenture, Decarbonizing the Healthcare Value Chain, April 2023



CLIMATE ACTION, CONTINUED

Our Decarbonization Path to Net Zero



To achieve our decarbonization roadmap and net zero ambition, we plan to employ a variety of tools:

- Energy conservation and eco 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, sustainability expectations, education and collaboration.
- Adjustments to our transportation and logistics approach.
- Integration of eco design in our products and packaging.

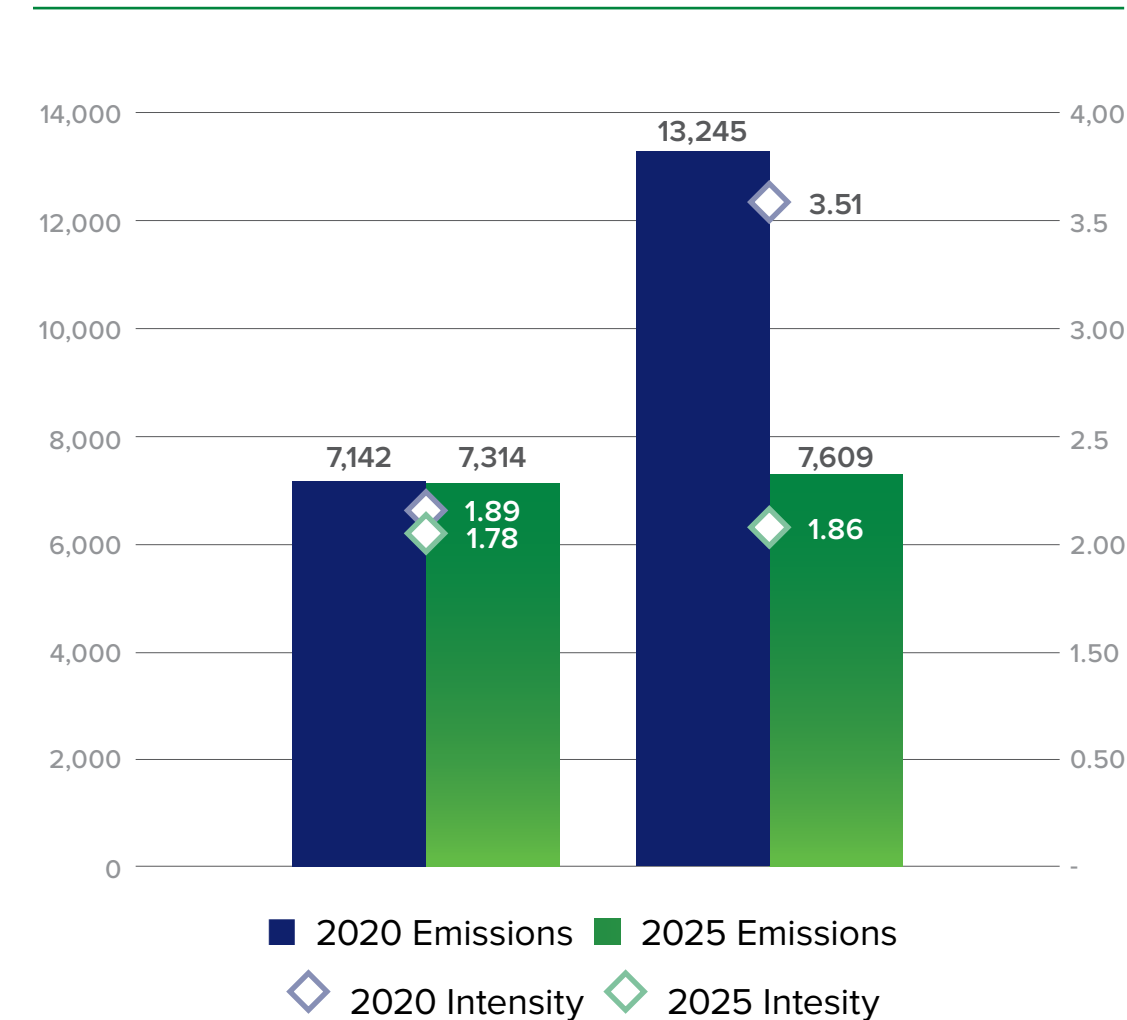
CLIMATE ACTION, CONTINUED

## Hologic Carbon Footprint

### Scope 1, 2, 3 Emissions

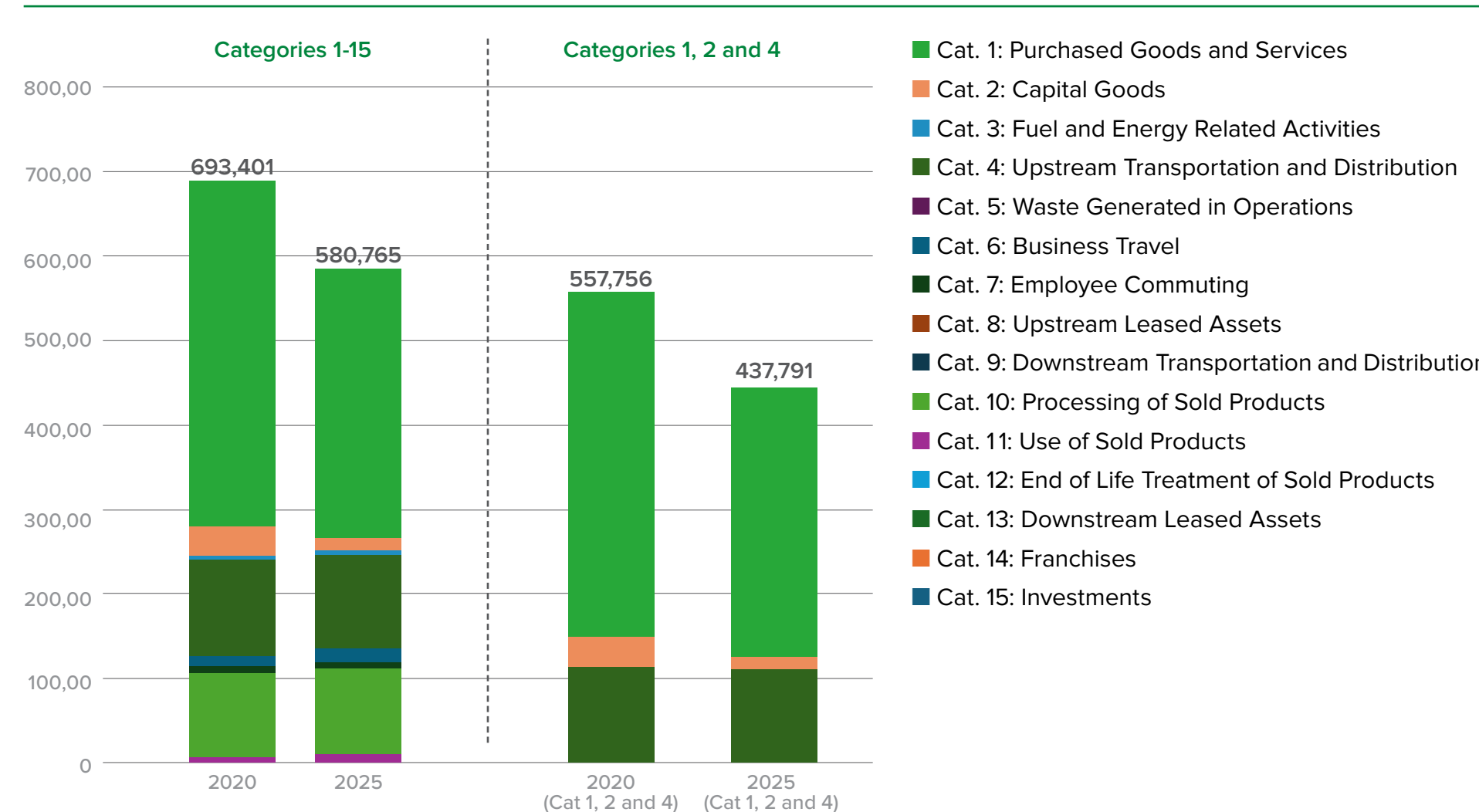
Scope 1, 2, 3 emissions refer to a classification system used to categorize a company's greenhouse gas emissions. Our greenhouse gas emission calculations are conducted using the internationally recognized emission accounting methodology from the [GHG Protocol Corporate Accounting and Reporting Standard](#).

### Scope 1 and 2 Emissions and Total Intensity



- Scope 1, 2 emission reduction by **27%**.
- Scope 1, 2 emission intensity reduction by **14%**.
- Scope 1, 2, 3 emission reduction by **17%**.
- Scope 1, 2, 3 emission intensity reduction by **23%**.

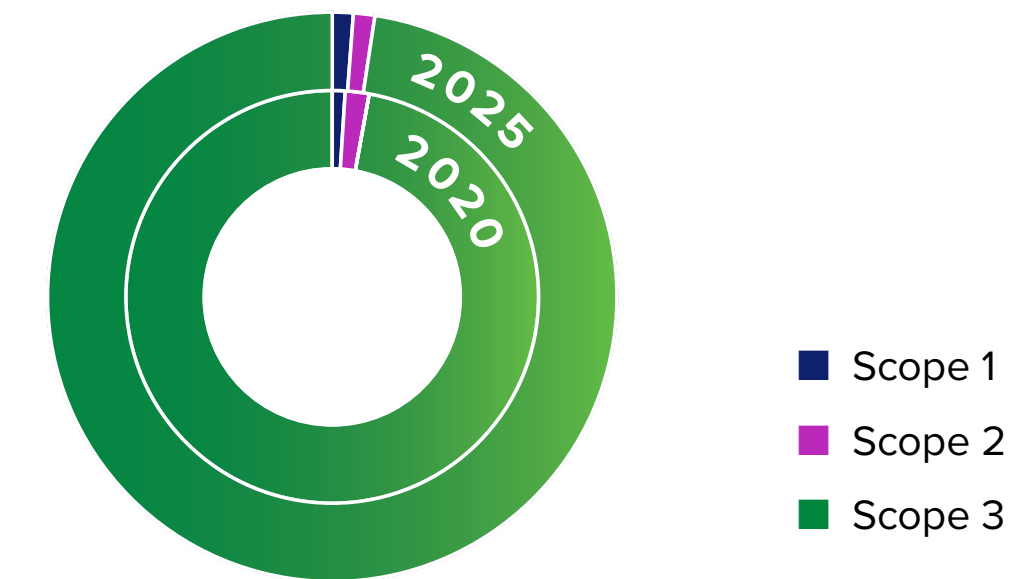
### Scope 3 Emissions



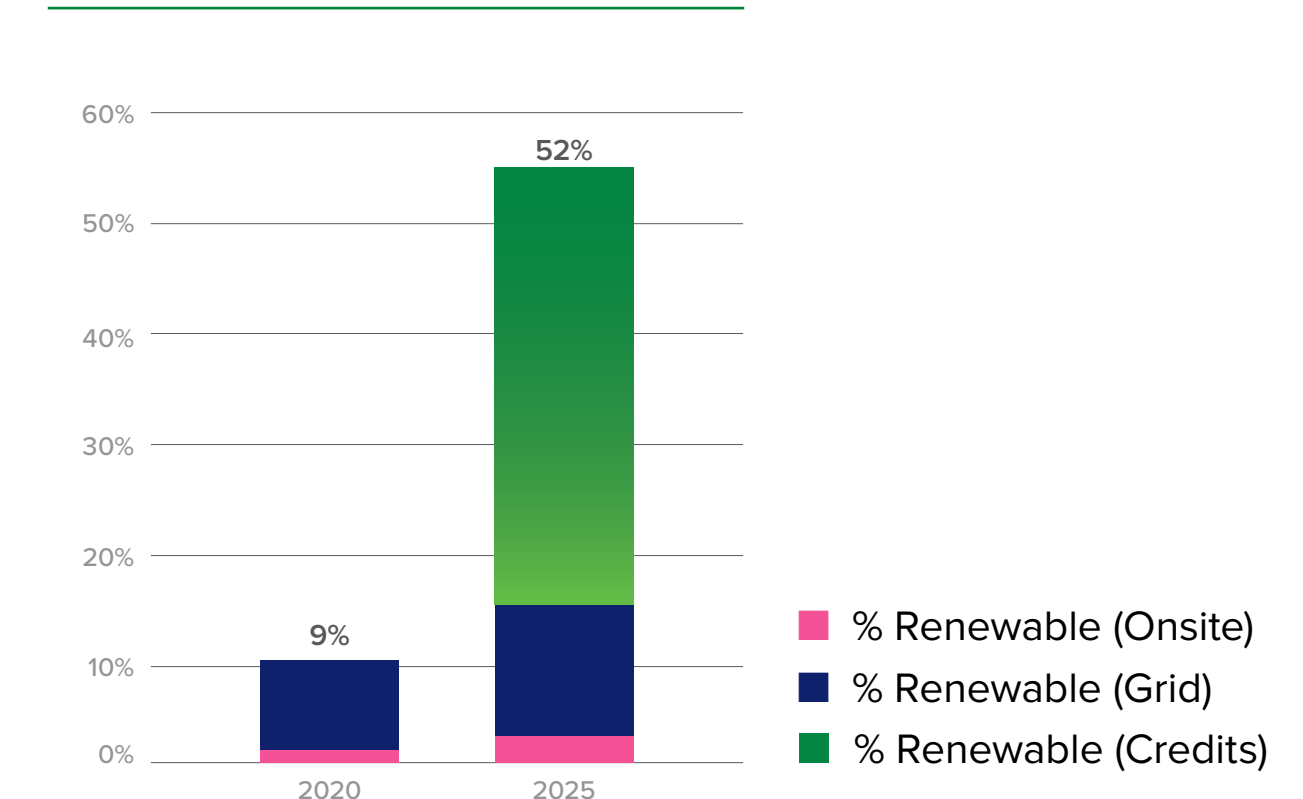
- Scope 3 emission reduction by **16%**.
- Scope 3 emission intensity reduction by **23%**.
- Scope 3 Categories 1, 2, 4 combined emission reduction by **22%**.
- Scope 3 Categories 1, 2, 4 combined emission intensity reduction by **28%**.

- Greenhouse gas emission calculations are conducted using the internationally recognized emission accounting methodology from the GHG Protocol Corporate Accounting and Reporting Standard.
- Scope 3 emissions using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
- Emission intensity calculated as emissions per year normalized per million dollars revenue.
- Scope 2 emissions reflect absolute market reductions.
- Renewable electricity increases include on-site solar expansion and purchase of renewable energy attribute certificates (RECs).
- \*Absolute change of renewable sourcing year over year.

### Carbon Footprint



### Renewable Electricity



- Renewable electricity increased to **52%**
- Renewable electricity improved **467%**
- Renewable sourcing increased **282% YoY\***

### GREENHOUSE GAS METHODOLOGY:

In 2025, we enlisted a new sustainability data management tool. Reported emissions have been recalculated for improved accuracy, to reflect changes in calculation methodology and in accordance with our internal recalculation policy.

[Learn more](#)

# Reduce the Environmental Footprint at Our Facilities

In addition to our enterprise-wide approach to emission reduction for Scope 1, 2, 3 we are focused on reducing our overall operational environmental footprint. We prioritize energy conservation, landfill diversion of waste and water stewardship 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
<b>Water</b>   Reduce water intensity by 10% at key operational sites by 2030.	13% reduction since 2020 baseline.
<b>Waste</b>   Increase landfill diversion to 90% at key operational sites by 2030.	62% global landfill diversion. 22% improvement since 2020 baseline.
<b>Green Building</b>   Integrate green building design in new construction.	In progress.
<b>Green Building</b>   Continue to implement energy efficiency opportunities.	In progress.
<b>Employee Engagement</b>   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 Coyol, Costa Rica.
- Water intensity calculated using water withdrawal normalized as a percent of revenue.
- Waste landfill diversion calculated using non-hazardous materials.
- Energy efficiency progress is calculated using electricity usage normalized as a percent of revenue.



# Integrate Eco Design in Products and Packaging

We aim to reduce the environmental impact of our business footprint including our facilities, supply chain and portfolio of products. We have integrated eco design criteria into our product development and existing products. We are in the early stages of gathering product level information with the aim of translating data-driven insights 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 lifecycle assessments or product carbon footprints for priority products.	In progress



INTEGRATE ECO DESIGN IN PRODUCTS AND PACKAGING, CONTINUED

Sustainability with Innovation  
Environmental Footprint Lifecycle Assessment

Reduction in Greenhouse Gas Emission Linked to Minimally Invasive Surgery Enabled Through Outpatient Myosure® or Novasure Procedures

In 2024, our team conducted an environmental lifecycle assessment to compare a hysterectomy in an operating room versus a minimally invasive, outpatient surgery using MyoSure or NovaSure procedures. Equipment enabling minimally invasive procedures outside the operating room demonstrates a benefit for both patient and environmental outcomes.



MyoSure or NovaSure generate **75% less CO2** emissions compared to the OR<sup>1</sup>

2025 Follow-up Assessment Completed with a Product Lifecycle Assessment Measuring the Environmental Footprint of our NovaSure® Device

In 2025, we furthered these efforts with a full cradle-to-grave LCA for a NovaSure device as outlined by ISO 14040. Across the areas below, this study evaluated greenhouse gas emissions, energy usage, water usage, pollution and waste generation.

**Upstream Impact**

Raw material extraction, assembly, packaging and transportation

**Device Material:**

Material composition, weight, transport origin and destination

**Packaging Material:**

Packaging material composition, weight, origin and destination, units per package

**Transportation Scenarios:**

- U.S. sales via air transport
- U.S. sales via ocean transport
- Europe sales via air transport
- Europe sales via ocean transport

**Use Phase Impact**

Energy and resources consumed during the customer use of NovaSure device

**Operation of NovaSure**

Energy consumption in single-use of NovaSure® device

**Scenarios of Use**

- U.S. representation application across all regions
- Europe representation application across seven cities (Germany, France, Netherlands, Switzerland, Austria, Sweden and Irelands)

**Downstream Impact**

Disposal of device and all packaging by the customer, including waste treatment

**Material, Product and Packaging Disposal**

- U.S. representation application across all regions
- Disposal of waste materials from product manufacturing
- Disposal of packaging materials
- Product disposal

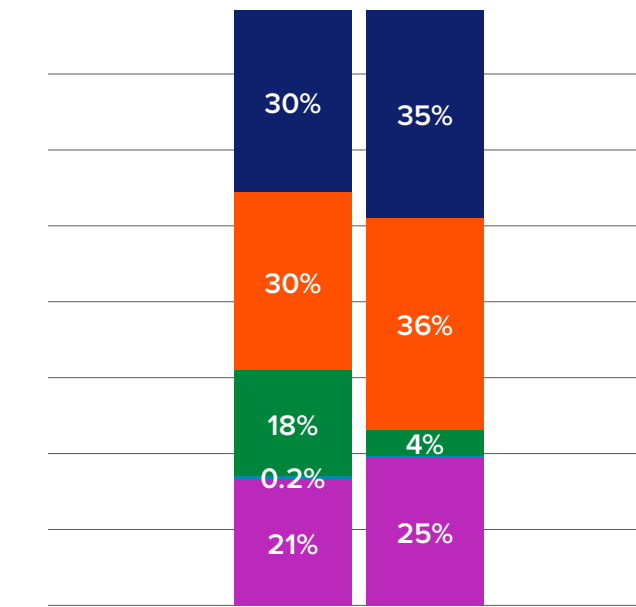
NovaSure Device Product Lifecycle Assessment Findings and Insights

Results will guide data driven decisions, inform supplier conversations, and create opportunities for innovation.

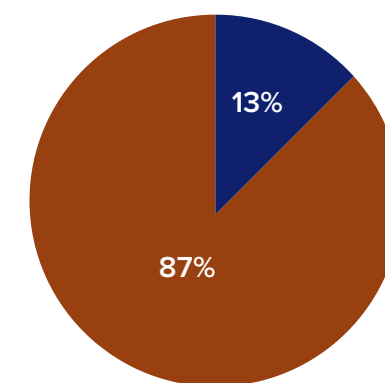
NOVASURE® TOTAL LIFECYCLE GHG EMISSION FOOTPRINT

- Air transport scenario: **air ~11 kg CO<sub>2</sub>e**
- Ocean vessel transport scenario: **~9.3 kg CO<sub>2</sub>e**

<sup>2</sup> Comparative LCA context: The carbon footprint of iPhone: 55 kg net GHG emissions CO<sub>2</sub>e

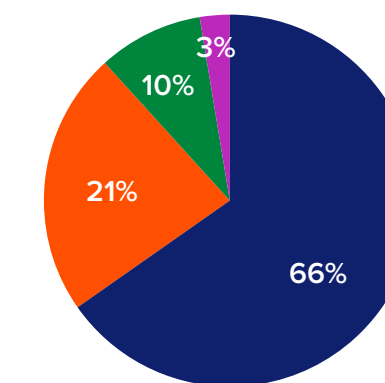


Operation phase <1%  
Transportation emissions reduced >90% with transitioning from air to ocean shipping.



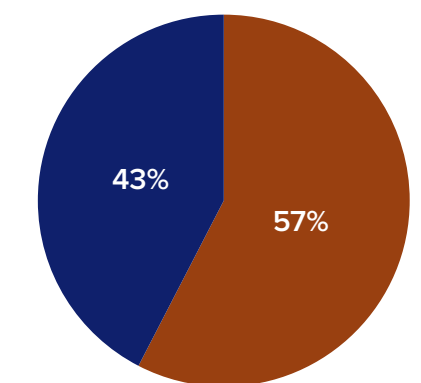
■ NovaSure Device ■ Packaging

**End-of-Life Emissions**  
87% of emissions associated with end-of-life attributed to packaging



■ Plastic ■ SBS ■ Cardboard ■ Foil ■ Paper

**Emissions from Plastic**  
account for 66% of upstream packaging and 34% of end-of-life



■ Packaging ■ All Other Emissions

**Total Packaging Impact on Emissions**  
represent 57% with ocean vessel transport

**Other Impacts – Water, Land Use, Pollutants**

- 99% of water usage comes from raw materials and end of life
- 96% of emissions associated with land use impact comes from packaging
- All air pollutants measured within acceptable healthy ranges<sup>3</sup>

<sup>1</sup>: 75% less CO2 emissions compared to a hysterectomy in an operating room vs. use of MyoSure or NovaSure in outpatient settings. 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.  
<sup>2</sup>: Apple environmental impact iPhone LCA  
<sup>3</sup>: Ranges defined from secondary sources Ecoinvent, ESU, UNEP, and Sondregger (2025) with conservative assumptions



# HOLOGIC®

## Supporting our People and Communities

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

- ↳ Our Ambition, Approach, Accountability and Advancement
- ↳ 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, Accountability and Advancement

## 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 on women's health and in education as a bridge to prosperity for the underserved.

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.

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 equal employment opportunity policies.
- World-class employee engagement scores.
- Gender pay equity.
- Employee training and development.
- Safety, injury and illness rates.
- Donations and volunteer hours.

## Advancement

- 44% representation of women global workforce.
- 98th percentile Gallup employee engagement survey.
- Zero gender net pay gap.
- >100,000 employee training hours.
- 1.45 Injury and Illness Rate (IIRR).
- \$3M donated community grants.
- 1,400 employee volunteer hours donated.



# 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 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 is included in our innovation pipeline and the voice of our customers.

## Hologic Employees' Shared Values



Honesty



Integrity



Respect



Trust



Citizenship



Responsibility

## 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](#)

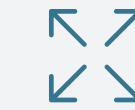


### Responsible Value Chain

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

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

[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](#)



### 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

### Exceptional Employee Engagement

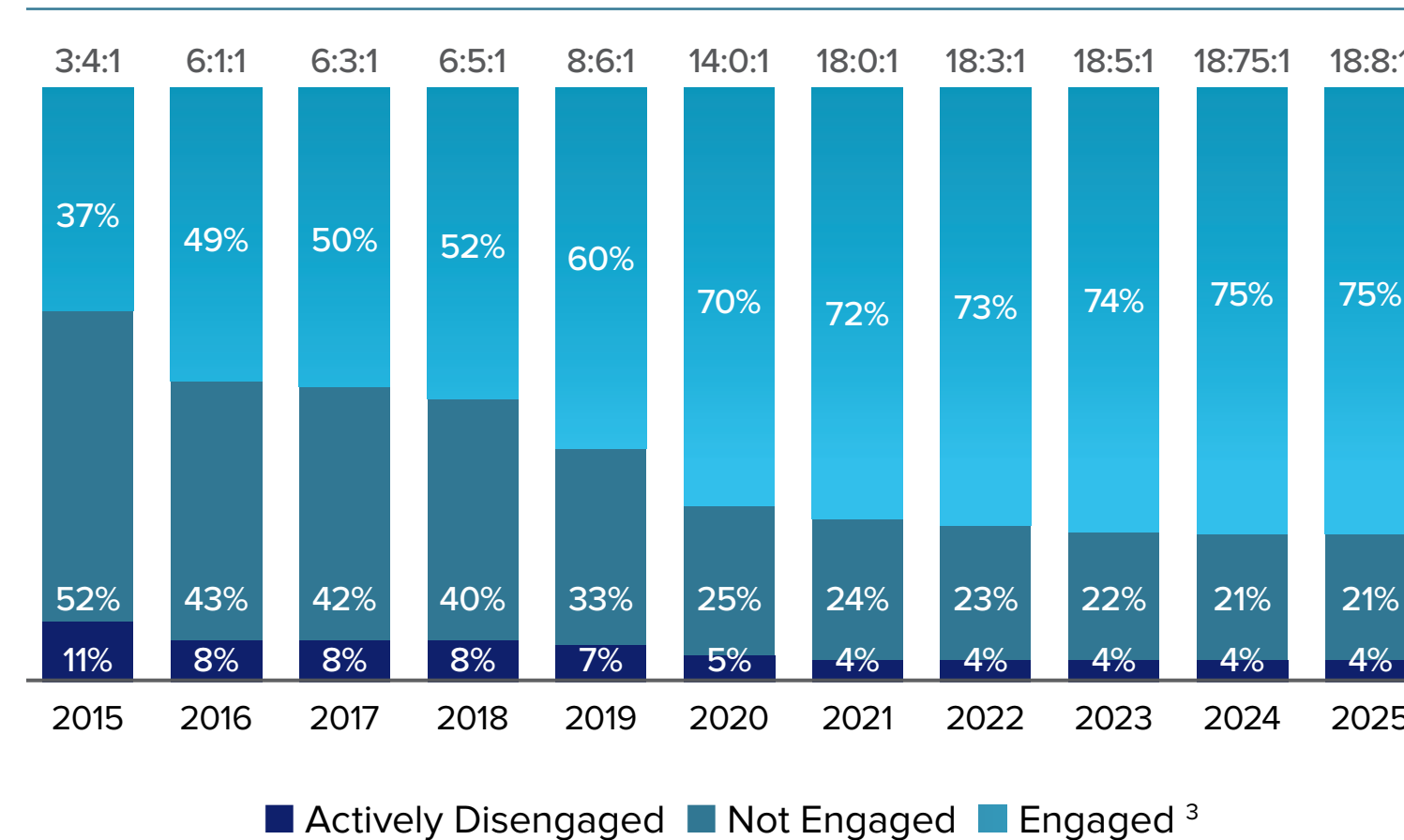
We believe that high engagement translates to high performance. Our purpose-driven employees feel an incredible connection to our lifesaving and life-changing work in medical technology, especially in our focus area of women's health. In the past decade, Hologic has built an increasingly world-class 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

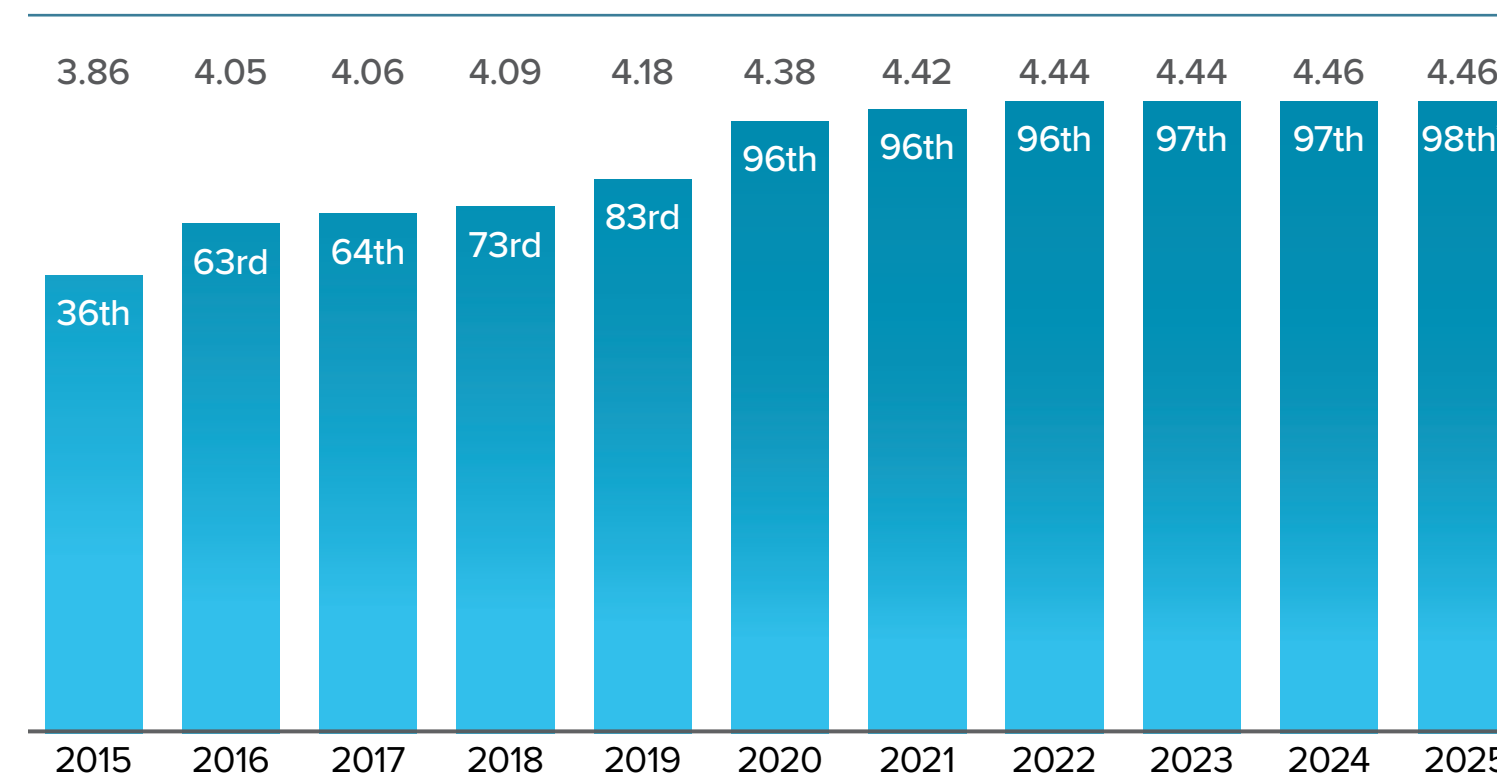
In 2025, Hologic received Gallup's top employee engagement honor — the Gallup Exceptional Workplace Award — for the fifth consecutive year. The achievement reflects Hologic's remarkable progress in building employee engagement as measured by the annual Gallup Survey. In 2025, we ranked in the 98th percentile.

**93%** | The mission or purpose of my company makes me feel my job is important.<sup>4</sup>

Hologic Engagement Ratio



Hologic GrandMean



### Great Place To Work

Another leading measurement of employee engagement comes from the Great Place To Work (GPTW)<sup>1</sup> organization. Through its Trust Index survey, GPTW found 85% of Hologic's U.S. employees said our company is a great place to work. Hologic performed exceptionally well on the survey in other categories of U.S. employee engagement.

U.S. Great Place to Work Survey Highlights<sup>2</sup>

<b>90%</b> When I look at what we accomplish, I feel a sense of pride.	<b>92%</b> I'm proud to tell others I work here.	<b>91%</b> I am able to take time off from work when I think it's necessary.
<b>92%</b> I feel good about the ways we contribute to the community.	<b>86%</b> Our customers would rate the service we deliver as "excellent."	<b>87%</b> My work has special meaning. This is not just "a job".

<sup>1</sup> Great Place to Work: <https://www.greatplacetowork.com>  
<sup>2</sup> Data represents percentage of respondents.  
<sup>3</sup> Ratios represent engaged to disengaged employees.  
<sup>4</sup> 93% of respondents agreed or strongly agreed.  
<sup>\*</sup> Average response on Gallup Q12 items across all employees out of possible 5.  
<sup>\*\*</sup> Percentile Rank in Comparison to Gallup's Company-Level Database (Companies with 1,000+ employees).



## 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 2025, our female-to-male compensation ratio was .99

#### 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 regression analysis to help identify and address potential pay disparities.

#### Pay Equity

Employee Category	Progress
Leadership	<b>0.99</b>
Individual Contributors	<b>0.98</b>

\* 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](#)

### Women representation

**44%** global workforce

**18%** global leadership\*

**43%** Director and VP roles

**39%** Global Leadership Team / SVP / CEO Direct Reports





# Promoting Opportunities for Development

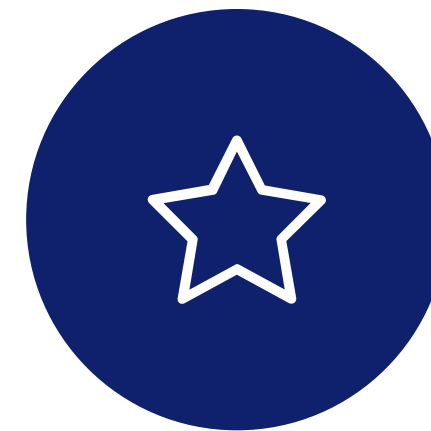
At Hologic, talent and purpose are our differentiators. A diverse mix of innovative minds enables us to fulfill our mission of helping women around the world live healthier lives — and, by extension, their families and communities. We are dedicated to supporting each employee’s career growth and development through our employee-led, community-supported approach. By providing a 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.

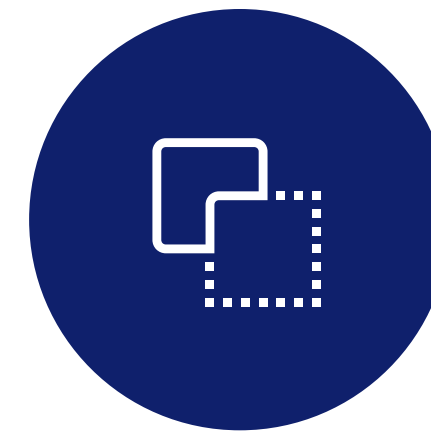
- Employees meet with their managers at least quarterly to discuss performance and progress on goals.
- All regular Hologic employees are invited to participate in the annual Employee Engagement Survey.
- Employees meet with their teams to discuss insights from the annual engagement survey and plan goals 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



### Talent

The unique talents of an individual, identified objectively and recognized subjectively.



### Fit

Access to experiences which make use of those talents. Having the opportunity to do what you do best everyday.



### Engagement

The extent to which you care about what you do and why you do it, demonstrated as a willful enthusiasm to achieve.



### Growth & Performance

Continued improved performance reflected in organizational results consistent over time.

# 87%

Employees provided opportunities for regular performance reviews

# 87%




Reported they had opportunities at work to learn and grow

# 105,720

Hours employee training completed

# 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	 <h2>Women's Health</h2> <p>Access and Equity</p>		 <h2>STEM Education</h2> <p>With inclusion of students from underserved communities</p>		 <h2>Local Impact</h2> <p>Promoting equity, especially in education and healthcare</p>		
Program Benefits	<h2>8 Hours Paid Volunteer Time Off</h2> <p>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</p>			<h2>\$500 Donation Match</h2> <p>Hologic's Partners in Giving program provides a "matching" contribution for employee donation of money or time with a qualifying nonprofit **</p>			
Impact	<h1>~120</h1> <p>Organizations supported in 2025</p>		<h1>~10,000</h1> <p>Volunteer hours donated by U.S. employees since 2020</p>		<h1>92%</h1> <p>Employees reported that they feel good about the ways we contribute to the community*</p>		<h1>\$25M</h1> <p>Community support since 2015</p>

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

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



# Operating with **Integrity**

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

- 
- ↳ **Our Ambition, Approach, Accountability and Advancement**
  - ↳ **Conduct Responsible Business Practices**
  - ↳ **Advance Product Quality and Safety**
  - ↳ **Engage a Sustainable and Responsible Supply Chain**



OPERATING WITH INTEGRITY:

# Our Ambition, Approach, Accountability and Advancement

## 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.

## Advancement

- 96% employees completed code of conduct training.
- 12 sites with ISO 13485 quality certifications.
- 100% of Hologic facilities participated in third-party audit program for manufacturing and product quality.
- 89% Independent Directors on Board<sup>\*</sup>.
- Top ESG rankings including EcoVadis: Silver Top 15 percentile (69/100); CDP Climate: B; ISS ESG: 1,1,7 (C+ Prime Status); Sustainalytics: 16.84 Low ESG Risk and MSCI ESG: AA (Leader).

<sup>\*</sup> Represents FY2025 as a public company.





# Conduct 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 Human Rights 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. We include forced labor compliance language in all purchase orders and our direct procurement templates. Hologic seeks to comply with modern slavery and human rights due diligence disclosure requirements in various countries.

[Learn more: Hologic Governance Supply Chain Policies](#)

## Security

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

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



# Advance Product Quality and Safety

## Product Quality and Safety

### Quality Management System (QMS)

The purpose of Hologic's Quality Management System (QMS) is to consistently meet customer requirements and enhance customer satisfaction. QMS performance is documented and maintained to support its effectiveness in accordance with applicable standards and regulatory requirements. The Hologic QMS includes multiple regulatory certifications such as the current ISO 13485:2016 certifications, which are held at each of our sites along with EU MDR and IVDR certifications. The Hologic Corporate Quality Manual covers management responsibility, which includes our commitment to providing for the suitability, adequacy and effectiveness of the QMS. These processes support compliance of our marketing materials and product claims.

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

\* 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>

### 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

Recall Metrics*	2020	2021	2022	2023	2024	2025
Class I	0	0	0	0	1	0
Class II	3	1	3	2	4	2

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: Product Stewardship and Chemical Compliance 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.



**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 and distribution centers. We consider it business-critical to work with suppliers who share our values.

### Strategic Suppliers

Suppliers who go beyond the expectation of preferred suppliers that consistently demonstrate best-in-class performance. These partners are willing to make investments with cutting-edge technologies or services that provide Hologic a competitive advantage in the marketplace.

### 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 Suppliers

Business partners that provide materials relating to our products.

### Indirect Suppliers

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

**7,766**

Suppliers\*

**\$1.8B**

payments to suppliers\*\*

**\$856M**

Spend with direct 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.

A single **PURPOSE.**  
A common **PASSION.**  
A lifelong **PROMISE.**



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