

**HOLOGIC**

FY2025

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# 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 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](#)
- ↳ [2025 Highlights](#)
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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

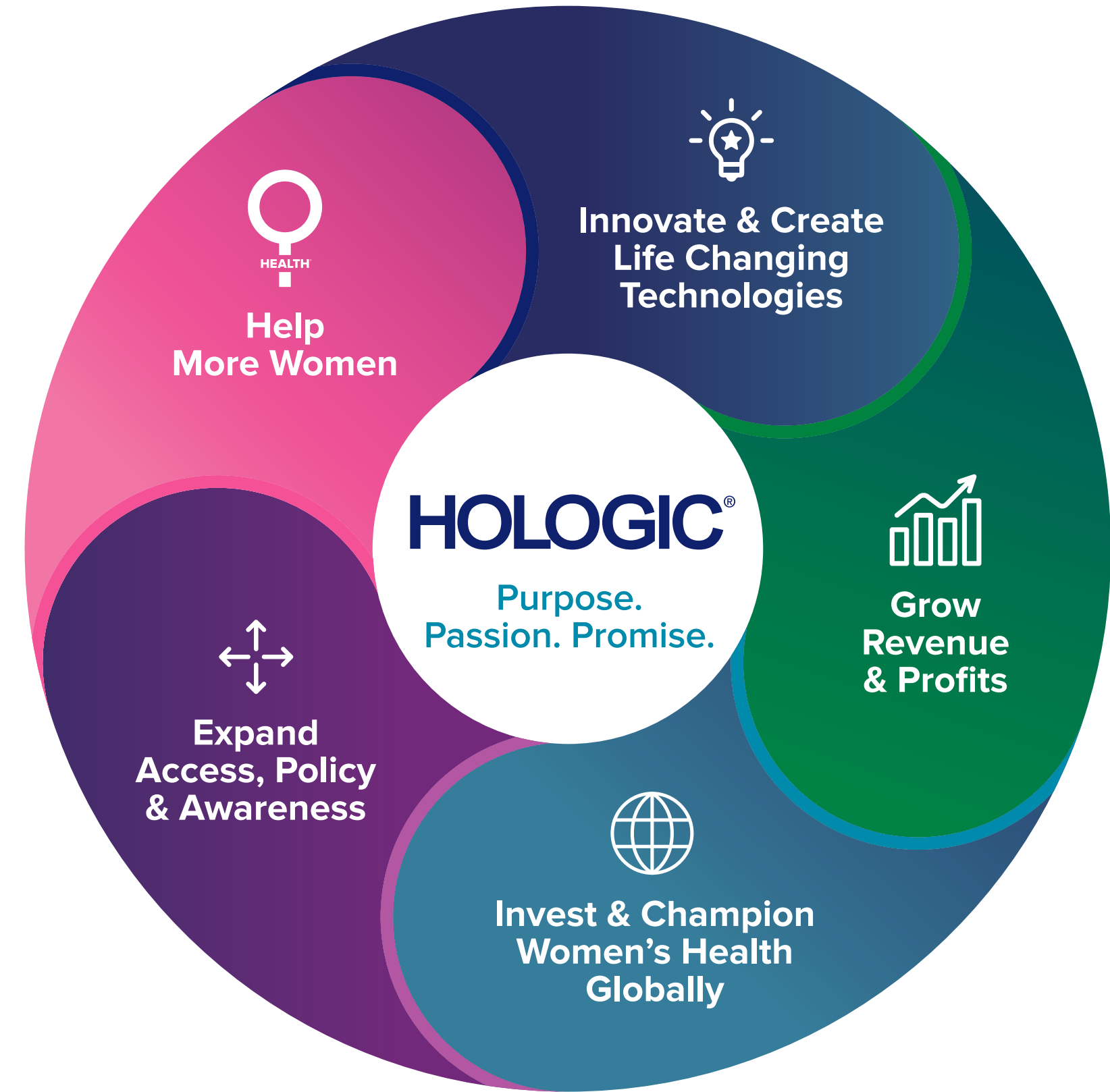
Hologic helps women around the world live healthier lives. We develop life-changing medical technologies that deliver exceptional results essential to effectively detect, diagnose and treat health conditions that affect women.

## 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

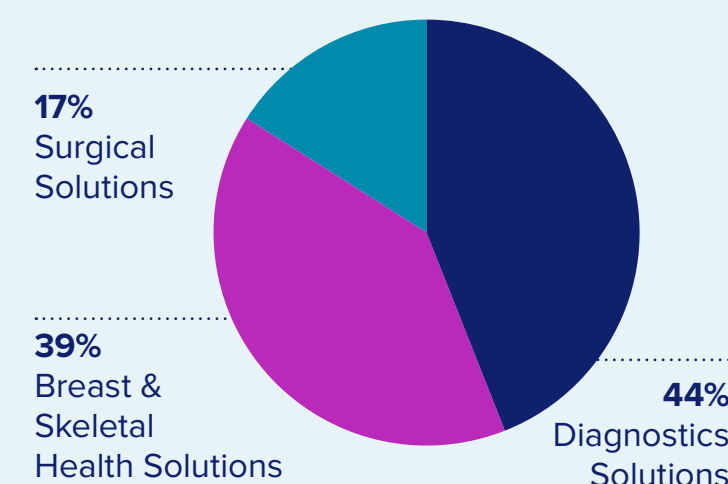
- Advanced Energy (CoolSeal®)
- Endometrial Ablation (NovaSure®)
- Fluid Management (Fluent®/Aquilex®)
- Laparoscopic Products (Acessa®)
- Transcervical Ablation (Sonata® system)
- Tissue Removal (MyoSure®)

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

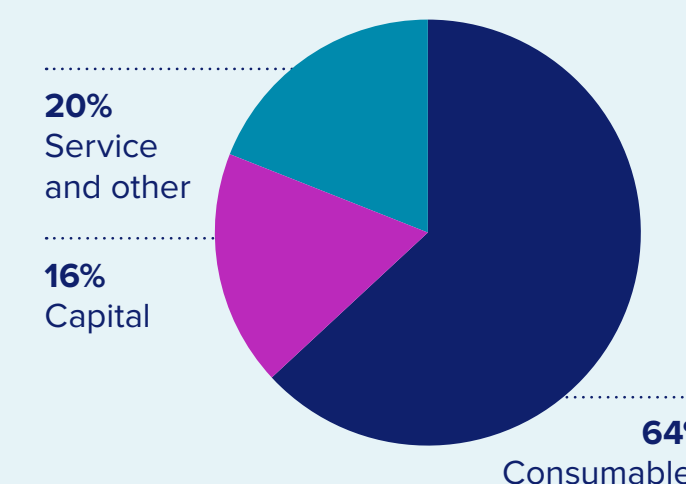
- Breast Biopsy Systems (Affirm®, Eviva®, ATEC® & markers)
- Breast Surgery Products (Sentimag®, Magseed®, Magtrace®, LOCALizer®, TruNode®)
- Genius AI® Detection Technology
- DXA Systems & Body Composition (Horizon®)
- Mammography Systems (Selenia® Dimensions®, 3Dimensions)
- Specimen Radiology Systems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

### Revenue Profile \$4.1B

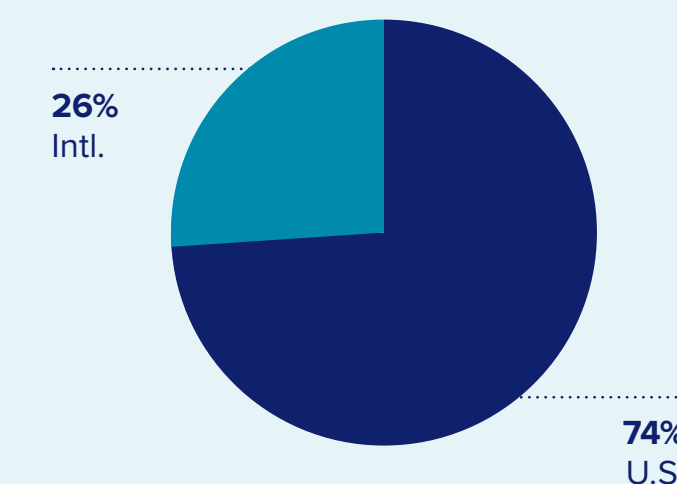
By Division



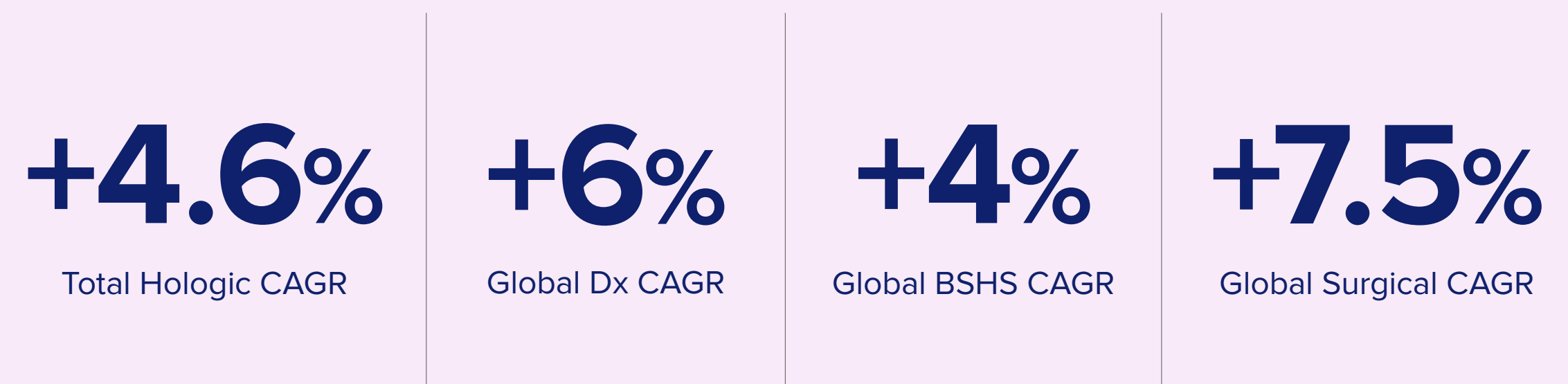
By Type



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

#### Materiality<sup>1</sup>

Hologic’s strategic areas of focus were identified through the process of sustainability materiality assessments. We are prioritizing action on the most important environmental, social and governance (ESG) issues, supported by robust governance, transparency and accountability. Our materiality assessments have guided the sustainability strategy by understanding which issues matter most to our business, our stakeholders and our impact on society.

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

<sup>1</sup> 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.

**Bold \* represent the most important issues**



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.

- 
- ↳ **Our Ambition, Approach, Accountability and Advancement**
  - ↳ **Drive Innovation and Affordability**
  - ↳ **Promote Partnerships**
  - ↳ **Raise Awareness and Inspire Action**



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.

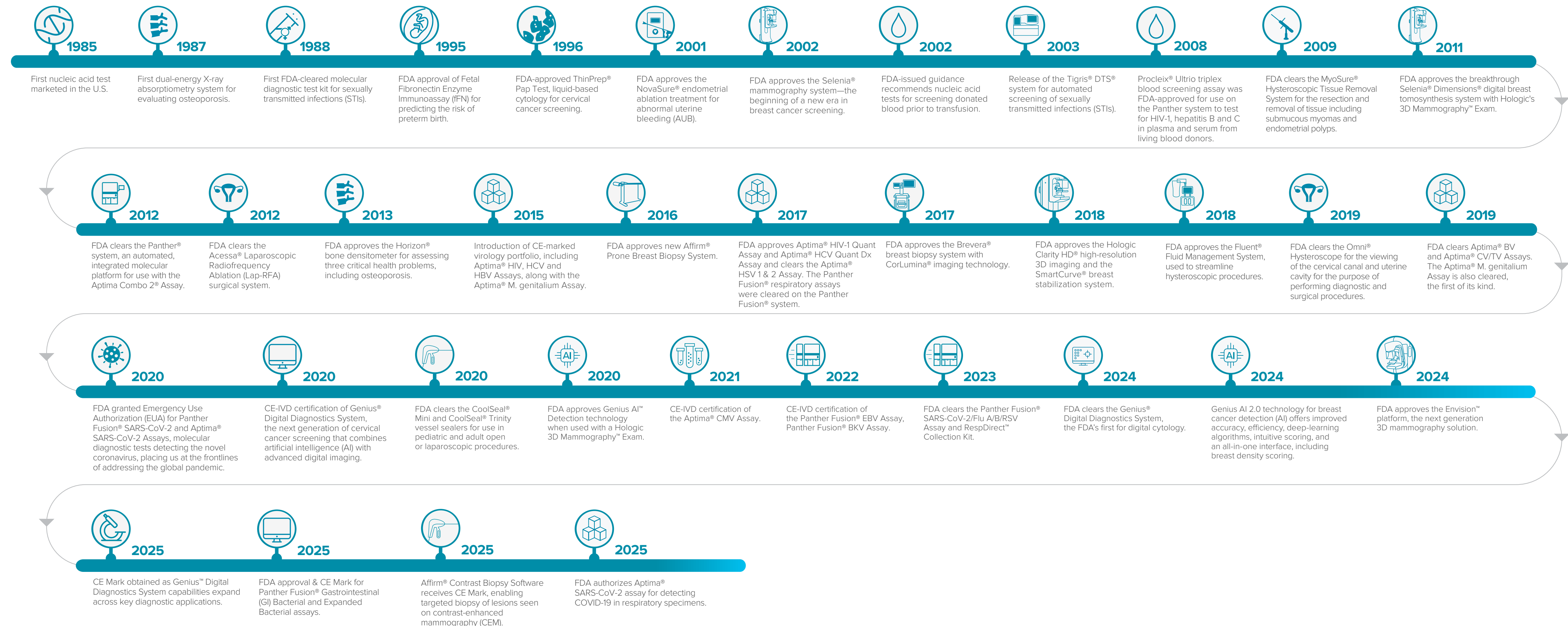
## Advancement

- 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".



# 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.





## DRIVE INNOVATION AND AFFORDABILITY, CONTINUED

### Innovation Highlights 2025

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.

We combine our life-changing products and technologies with a resolute commitment to influence change through science and data. 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.

This year we completed our acquisition of Gynesonics® including the addition of Sonata® Transcervical Fibroid Ablation to our range of minimally invasive solutions for heavy periods and fibroids and expanding access to advanced treatment options for women worldwide. In addition, we are now the exclusive provider of the Sentimag® tissue localization platform from Endomag, a Hologic company acquired in 2024.

- 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.
- New Clinical Evidence on Hologic's AI Powered Mammography Solutions.
- New Clinical Evidence on Hologic's Breast Cancer Index® test.
- Contributor to H5N1 Bird Flu Test Development via CDC.
- Broader utilization and adoption of our Genius® Digital Diagnostics System for cervical cancer screening.
- Research Demonstrating Hologic Breast Imaging AI Solution Performs Similarly across Diverse Populations.

“At Hologic, we recognize that access to a comprehensive range of accurate and fully automated diagnostic tests is essential for laboratories and their patients. FDA clearance and CE marking of our first GI pathogen detection tests reflect our dedication to advancing diagnostic innovation, and equipping laboratories and clinicians globally with the tools they need to provide fast and informed care when time matters most.”

– Jennifer Schneiders, Ph.D.  
President, Diagnostic Solutions at Hologic.



About Hologic Panther Fusion System: Used by laboratories worldwide, the scalable Panther System allows for seamless integration of automated GI pathogen testing and underscores Hologic's commitment to advancing diagnostic innovation and raising the global standard of care. [Learn more](#)



## DRIVE INNOVATION AND AFFORDABILITY, CONTINUED

### Innovation Spotlight: Genius AI® Detection Technology

Genius AI Detection solution is an innovative mammography screening technology designed to locate lesions likely representing breast cancer. Suspicious areas are highlighted at radiologists' workstations for concurrent reading to support smart, decisive interpretation. Hologic's deep learning algorithm is fed by the accumulation of a large, diverse patient base, providing rich insight and intelligence.

[Learn more](#)



### Clinical Evidence Studies — Real World Data

#### New Data Shows 3DQuorum® Software Can Help Radiologist Efficiency Without Sacrificing Cancer Detection

In a study led by Dr. Manisha Bahl, M.D., MPH, FSBI, Associate Medical Director of Quality at Mass General Brigham and Associate Professor of Radiology at Harvard Medical School, researchers at Massachusetts General Hospital evaluated Hologic's 3DQuorum imaging technology. The retrospective study compared cancer detection rates before and after adopting 3DQuorum imaging technology, and found no significant difference in cancer detection rates after implementation of 3DQuorum technology.

These results suggest the technology's potential to streamline radiologists' workflows and save valuable time while maintaining same clinical performance.

[Learn more](#)

Another study led by Professor Yan Chen, Ph.D., Chair of Digital Screening and Head of the Digital Cancer Screening Research Group at the University of Nottingham, U.K., looked to compare areas of interest flagged by Hologic's Genius AI Detection 2.0 software compared to those flagged by radiologists.

Overall, the AI technology performed similarly to radiologists. It detected more cancers but also showed lower specificity, meaning it could flag more false positives.

These early results suggest AI could be a useful tool in helping radiologists detect breast cancer early.

[Learn more](#)

"Artificial intelligence is increasingly becoming a critical tool in mammography, and we are encouraged to see data from multiple studies underscoring its potential to help radiologists work more efficiently without sacrificing quality. We are committed to advancing our technologies to support women at every stage of the breast health continuum, and real-world studies are a critical part of that. Results from these studies underscore AI's ability to make breast cancer screening more accurate and efficient, and its potential to provide valuable insights about each patient's unique tumor biology. We're proud to work with top researchers around the world to continue to advance this technology and improve care for women everywhere."

— Mark Horvath

President, Breast and Skeletal Health Solutions at Hologic

#### Study Concludes that Genius AI® Detection 2.0 Software is Effective in Identifying More Aggressive Breast Cancers:

In a study conducted at Massachusetts General Hospital in the U.S., to evaluate whether AI scores on 3D mammography screening exams are associated with tumor characteristics, researchers retrospectively analyzed exams using Hologic's Genius AI Detection 2.0 mammography solution. In the study, AI case scores were higher for higher-grade tumors and node-positive cancers — features associated with more aggressive disease, noteworthy since earlier detection allows treatment to begin sooner, which can improve clinical outcomes.

[Learn more](#)

#### Research Demonstrating How AI Breast Imaging Solution Performs Similarly Across Diverse Populations

A study conducted with the Northwestern Feinberg School of Medicine looked at 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, illustrating its ability to deliver results free of meaningful racial bias.

[Learn more](#)

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\* from breast cancer compared with white women. 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.

\* CDC; Breast Cancer Rate Among Black Women and White Women  
Bahl M, Mercado S, Lamb LR. Impact of AI-based Slab Reconstruction Technology on the Diagnostic Accuracy of Screening Digital Breast Tomosynthesis. Radiology. 2026 Jun;319(3):e252685. doi: 10.1148/radiol.252685. PMID: 42227862.  
Partridge G, Phillips P, Darker I, James J, Sharma N, Satchithananda K, Butler R, Lewin K, Pinker K, Michell M, Chen Y. Evaluation of a DBT AI using the PERFORMS Scheme. RSNA 2025 (Manuscript under review)

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## 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 2025, 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 transparent 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.

### 2025 HIGHLIGHTS

- **U.S.** — FDA approval of Panther Fusion® GI Bacterial and GI Expanded Bacterial Assays.
- **U.S.** — Broader utilization and adoption of our Genius® Digital Diagnostics System for cervical cancer screening.
- **Taiwan** — Expanded access to cervical cancer screening with offering free Pap tests every three years for women aged 25–29 and annually annually from 30, complemented by HPV testing at ages 35, 45 and 65.
- **Spain** — National HTA concluded that the Aptima® HPV Tests, which detect mRNA, are non-inferior to DNA tests and superior in specificity and cost-effectiveness for primary cervical cancer screening.
- **France** — National guidelines and full reimbursement for HPV RNA testing.
- **Italy** — Extension of breast screening age range for women aged 45-49 and 70-74 from 2026 and inclusion of Vacuum-Assisted Breast Biopsy (VABB) in the Essential Levels of Care (LEA).
- **Poland** — Upgrade of national cervical screening program (high risk HPV + liquid based cytology).
- **Canada** — Introduction of Bill S-243 (National Framework for Women's Health) and expanded public reimbursement for BV NAAT in Québec.
- **Belgium** — Expanded access to minimally invasive gynecological care with NovaSure reimbursement.
- **Saudi Arabia** — Cervical cancer screening pilot launched with the Ministry of Health in Riyadh and Jeddah.



DRIVE INNOVATION AND AFFORDABILITY, CONTINUED

### Hologic Global Access Initiative (GAI): Innovation and Affordability with a Humanitarian Purpose

A Disruptive, Customer-Focused Approach to Diagnostic Testing for Resource-Limited Settings

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.

The 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 and Chlamydia and Gonorrhea 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](#)

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

**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.

| Lives Impacted* | Key Partnerships                                                            | Product Menu                                                                                              | Instruments** | Pricing                                             |
|-----------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------|-----------------------------------------------------|
| ~21.9M          | Ministries of health<br>PEPFAR Global Fund<br>UNICEF<br>UNITAID UNDP<br>WHO | HIV, HCV, HBV, HPV<br>HPV-GT<br>ThinPrep®<br>PreservCyt® Solution<br>SARS-CoV-2<br>Chlamydia<br>Gonorrhea | 100+          | Reduced by up to 50% among all diagnostic suppliers |



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

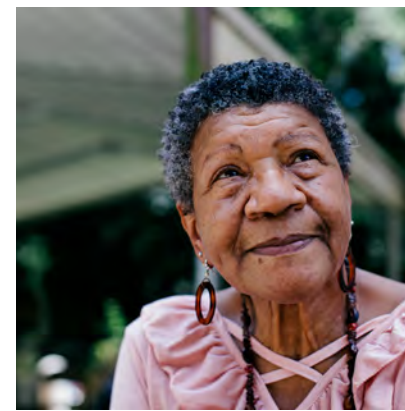
We champion women's health globally, working in partnership with others to raise awareness, inspire policy and take action to break down barriers that affect women disproportionately and prevent them from receiving the care they need and deserve. We are a catalyst for change in the world.



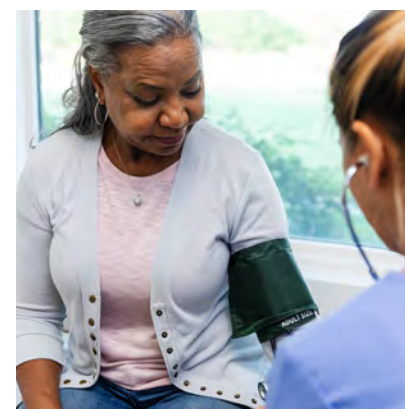
**Hologic Global Women's Health Index**



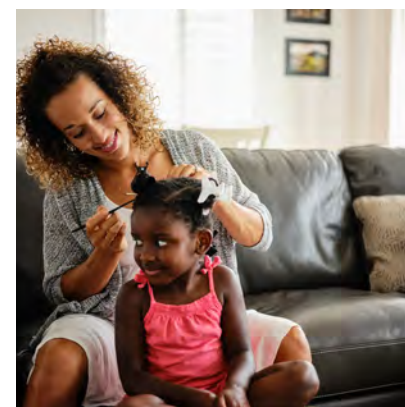
**WEF Zero Health Gap Pledge**



**UN Global Compact participant**



**Healthcare provider education**



**Patient focused programs**



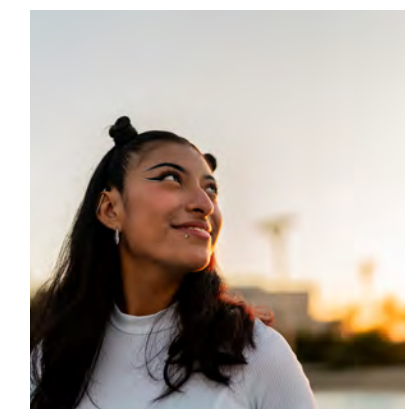
**WEF Women's Health Initiative**



**Hologic Global Access Initiative**



**UN Women's Generation Equality Initiative**



**UN Women Empowerment Principles signatory**



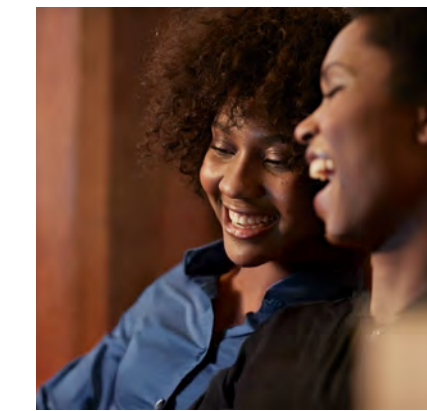
**Market access reimbursement and coverage**



**Community investment grants**



**Project Health Equity**



**Patient awareness campaigns**



**Government affairs and policy advocacy**

# 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:

- Capture knowledge, attitudes and behaviors related to health.
- Focus on female-specific health issues.
- 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](#)



### INDEX MEASURE

Five categories are evaluated, representing a holistic measurement of overall women's health.



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

144 Countries & Territories

140+ Languages

>145,000 People surveyed

97% Of the World's Population

Year 5 data was gathered in 2024 and analyzed in 2025. 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, RAD-AID and Neighborhood Healthcare.

#### 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

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



PROMOTE PARTNERSHIPS, CONTINUED

Partner Spotlights:

The Promise Fund of Florida

Hologic is proud to partner with the Promise Fund, a nonprofit with a mission to increase survivorship of 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 her level of income.

This year, we saw some exciting updates with three brand-new Promise Fund Women's Health Programs at Federally Qualified Health Centers. Equipped with cutting-edge 3D mammography from Hologic, the Promise Fund is revolutionizing women's health services and program expansion at FoundCare's comprehensive community health center established to meet the needs of the medically underserved in Palm Beach County, Florida.

FoundCare's CEO Christopher Irizarry reported that the state-of-the-art 3D mammogram system from Hologic and Promise Fund has increased screenings from 100 cases in a year to 6,000 in the last two years. In addition, support enabled the addition of diagnostic mammograms and patient navigators to create an all-inclusive approach to eliminate barriers of care.

Neighborhood Healthcare

Neighborhood Healthcare, a nonprofit 501(C)(3) community health organization, provides more than 500,000 medical, dental and behavioral health visits for nearly 100,000 people annually with a mission to improve the health and happiness of the communities they serve by providing quality care to all. This community clinic network serves a highly diverse population of patients, including recent refugees, other medically underserved populations and 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." Hologic's grants have enabled Neighborhood Healthcare to continue providing a mobile mammography program, increase cancer screenings for women and provided expanded use of cancer navigators. These navigators provide full-circle surveillance for cervical and breast cancers guiding patients through their care journey to help them receive necessary support and resources.

Learn more: [Community Impact Corporate Philanthropy](#)

Case Study Presented at the AACR Conference on The Science of Cancer Health Disparities

Bridging Gaps Through Partnership: A Community-Academic-Industry Approach to Advancing Cancer Equity for Black Women in the South

**Black Women's Health Imperative** is the only national organization devoted solely to advancing the health and wellness of America's 21 million Black women and girls. Hologic provided grant funding for a study that identifies and addresses multi-level barriers to breast and cervical cancer screening (BCCS) through a collaborative approach with BWHI, with the University of Alabama at Birmingham (UAB) and Morehouse School of Medicine (MSM).

It leverages state breast and cervical cancer programs to:

- Identify barriers to breast and cervical cancer screening and detection.
- Evaluate the outcomes of the navigation component of the project.
- Develop a research strategy for policies that address multi-level barriers in BCCS, treatment and follow-up care.

This partnership brings together complementary strengths in community engagement, scientific research and culturally responsive care, creating a powerful model for addressing cancer disparities in the South. The unique partnership between Hologic's PHE, BWHI, UAB and MSM illustrates how a community-academic-government-industry partnership can meaningfully address structural and individual barriers to cancer prevention and care among Black women in the South.

As findings continue to emerge, the project will aim to inform institutional practices, shape policy and guide the development of a research agenda focused on eliminating inequities in breast and cervical cancer outcomes.

[Learn more](#)



## 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 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. 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.

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.
- Systemic flaws in healthcare delivery.

#### WEF Women's Health Initiative

The Women's Health Initiative draws global attention to the need for investment in women's and girls' health. 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.



# 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.

### SPOTLIGHT:

Hologic and the U.K. Royal College of Obstetricians and Gynecologists continued working on the project started in 2024 that focuses 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.

### SPOTLIGHT:

#### Surgical Excellence Program

We believe that high quality medical education inspires positive change, and continue to collaborate with the American Association of Gynecologic Laparoscopists (AAGL) and Inovus Medical on our commitment to provide the infrastructure required to bring AAGL's Essentials in Minimally Invasive Gynecologic Surgery (EMIGS) manual skills training to life. Announced in 2023, we committed to a multi-year investment, providing one Omni<sup>®</sup> 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 and 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.

## 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 follow-up with medical appointments.



## Surgical Excellence Program

**40%**  
Increase YoY



\* 90% of the almost 300 ACGME accredited programs in the U.S. have equipment installed as of fiscal year end 2025

## Surgical Solutions

### SPOTLIGHT

#### Canada:

In Canada, ongoing investment in medical education helps elevate clinical standards and support the future of women's health in the region.

Hologic partnered with the Canadian Society for the Advancement of Gynecologic Excellence (CanSAGE) to advance women's health through education, innovation and sustainable clinical practice. In addition to sponsoring CanSAGE's annual congress, Hologic collaborated on medical education initiatives for gynecologists at all career stages such as support for the annual Fellows Bootcamp.

### SPOTLIGHT

#### EMEA:

Driving research, policy change and stakeholder engagement for equitable women's health across EMEA:

#### Netherlands: Advancing Equitable Healthcare for Female-Specific Conditions

Since 2022, Hologic and Women Inc. have partnered to improve awareness and care for conditions like heavy menstrual bleeding. Through research, general practitioner co-creation sessions and campaigns, we've highlighted diagnostic delays and the need for better education and treatment pathways.

#### Iberia: Raising Awareness on HMB

In 2025, the Surgical Solutions team in Iberia collaborated with SGOM (Madrid Society of Gynecology and Obstetrics) and AGOA (Aragon Society of Gynecologists and Obstetricians) to deliver regional events focused on raising awareness of Heavy Menstrual Bleeding (HMB) impacting over 120 attendees. In addition, Hologic

organized 64 HMB courses training 255 gynecologists.

#### Nordics: OB and GYN Conference Training Courses

In 2025, Hologic was responsible for the pre-congress training courses at the two main gynecologic/hysteroscopic congresses in the Nordics: the Nordic Federation of Societies of Obstetrics and Gynecology (NFOG) and the Nordic Congress on Gynecological Endoscopy (NCGE).



## Breast and Skeletal Health Solutions

### SPOTLIGHT

#### Scientific Meeting

In 2025, the Breast and Skeletal Health Solutions team in EMEA advanced sustainable healthcare by partnering with leading hospitals and professional societies to deliver accredited medical education and hands-on training in advanced breast imaging and intervention. This included a dedicated medical education program at the EUSOBI Annual Scientific Meeting, improving diagnostic quality, expanding access and integrating clinician feedback from expert advisory boards into responsible product development.



## Diagnostic Solutions

### SPOTLIGHT

#### U.K. Patient Advocacy Day

On May 21, 2025, Hologic hosted its third Patient Advocacy Day in London, convening advocacy groups, healthcare professionals and policymakers from seven countries to advance patient-centric cervical cancer screening. The event strengthened cross-border partnerships and policy dialogue, reinforcing Hologic's commitment to equitable, accessible women's health solutions and responsible innovation in cervical screening.





RAISING AWARENESS AND INSPIRING ACTION, CONTINUED

Patient Education:

Empowering Women through Awareness Outreach Campaigns

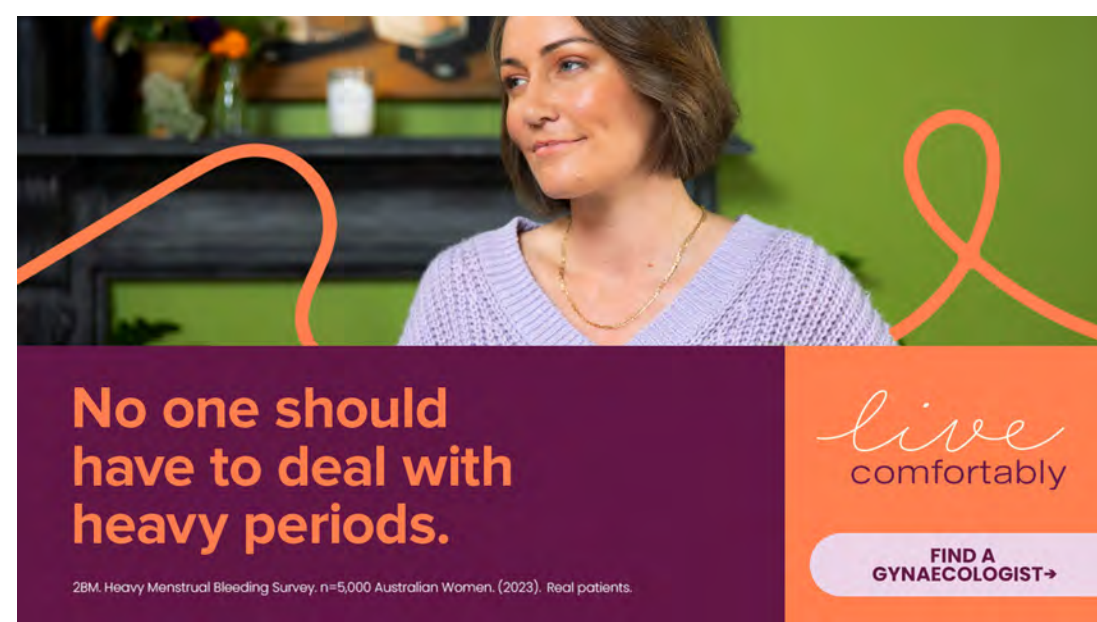


Bust the Myth

In 2025, we elevated our “Bust the Myth” campaign into a powerful second-year global initiative for Breast Cancer Awareness Month, reaching millions of women worldwide. By directly confronting common myths and misconceptions about breast cancer and its risk factors, we moved beyond awareness to action. Our evidence-based approach empowered more women to talk with their healthcare providers sooner, follow proven screening guidelines, and take proactive steps to protect their breast health. In doing so, our 2025 campaign aimed to help transform global awareness into meaningful, life-saving preventive care.

[Learn more](#)

Achieved **55M impressions**, **16.8M video views** and **65,000 webpage visits**.



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](#)

Attracted **53,046 new visitors** to the Live Comfortably website, an **increase of 4,000 YoY**.



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” platform, we aim to raise awareness about the disruptive symptoms many women endure, provide education on the minimally invasive treatment options available, empower women to engage in shared decision-making with their healthcare providers and connect them with nurse counselors and physicians for personalized guidance and care — helping every woman access the options she deserves.

[Learn more](#)

Earned **9.3M** media impressions, **7.7K** physician finder engagements, **674 patients engaged** and **400 patients sent to consultation**.



RAISING AWARENESS AND INSPIRING ACTION, CONTINUED

### Women's Health Keeps Winning with a Smashing Partnership Between Hologic and the Women's Tennis Association (WTA)

When Hologic launched its first global partnership with the WTA in 2022, we saw a unique opportunity to team up with another proven, worldwide champion for women. Three years later, we have continued to combine our respective leadership in women's health and sports to champion preventive care for women around the world. As a top sponsor of the WTA Tour, Hologic has tapped into an audience of more than 1 billion tennis fans across the continents.

Together, Hologic and the WTA have used a variety of methods to engage people with the partnership's core goal: Inspire women and their loved ones to get their annual wellness check-up and stay up to date with recommended health screenings.

We partnered 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 amplified 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 aimed to inspire women to make their health a greater priority through preventive care.

Examples of the Partnership's Reach in the Past Year Include:

- Special awareness and philanthropic events at strategically chosen tennis tournaments in the U.S., UAE, U.K., Canada, South Korea and Saudi Arabia.
- Rollout of the "WTA Health Check with Hologic" series. Each month, WTA pros posted on their personal social media accounts about women's health and particularly preventive care.
- Educational breakouts on women's health conducted for WTA players and their support teams by the Hologic WTA Women's Health Taskforce, which comprises more than a dozen medical and athletic performance experts worldwide.

Throughout our partnership, 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.



These messaging efforts have resonated, according to a survey of tennis fans worldwide conducted by the market research and data analytics firm YouGov:

**45%** of respondents said they had learned more about women's healthcare because of the Hologic-WTA partnership.

**67%** said they had taken direct action because of the partnership's outreach on women's health, including **24%** who said they had taken the crucial step of visiting a healthcare provider.





# 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.

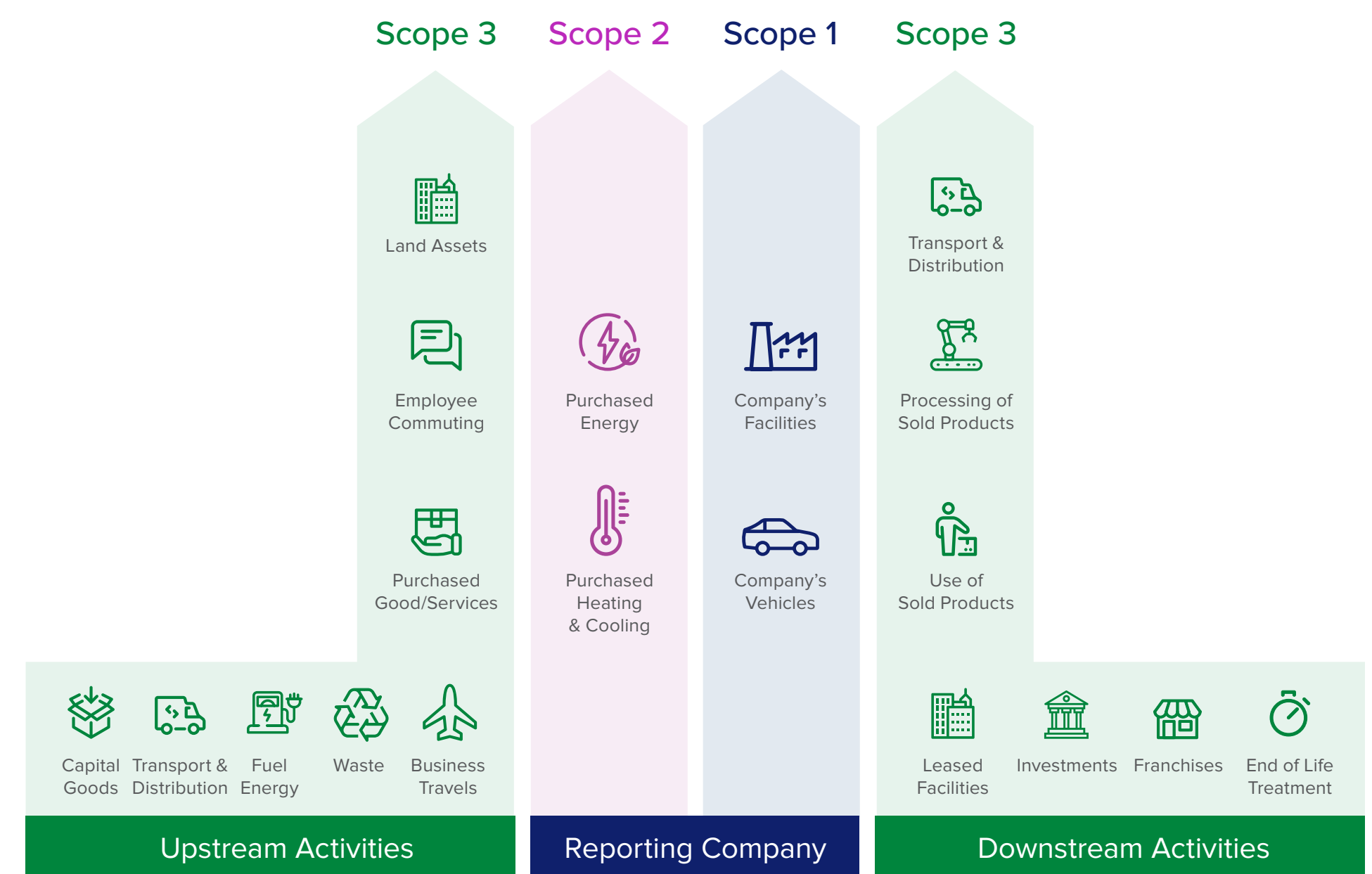
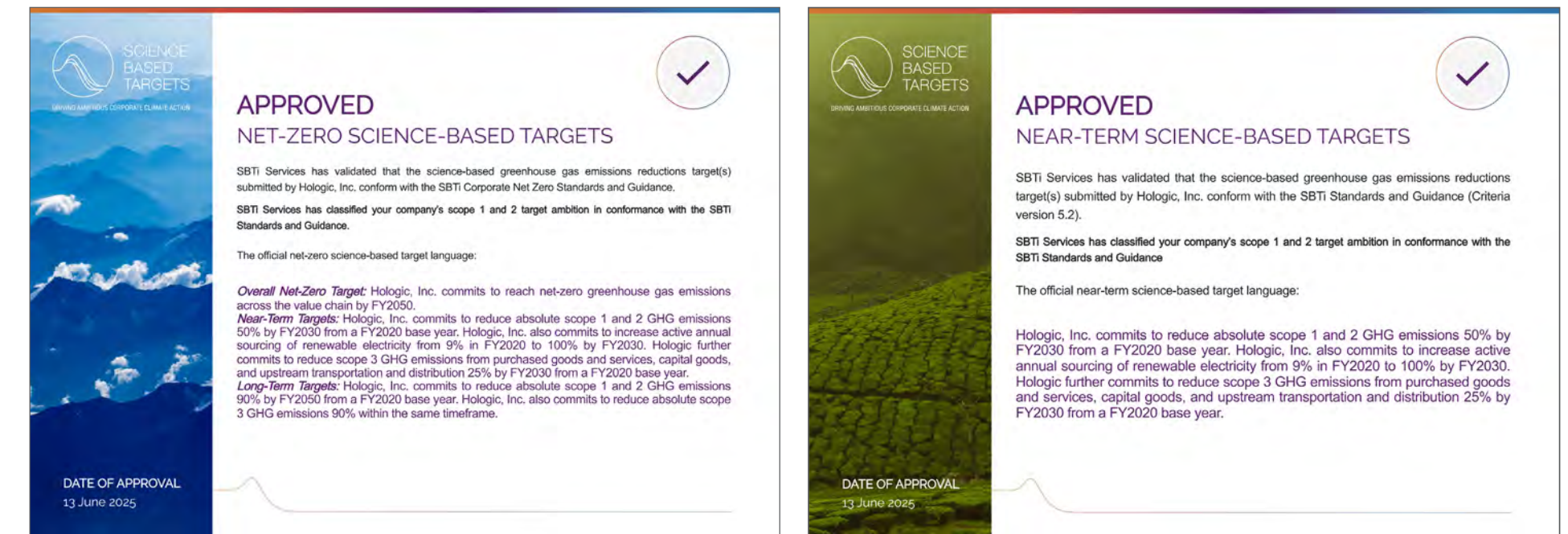
# Climate Action

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](#)

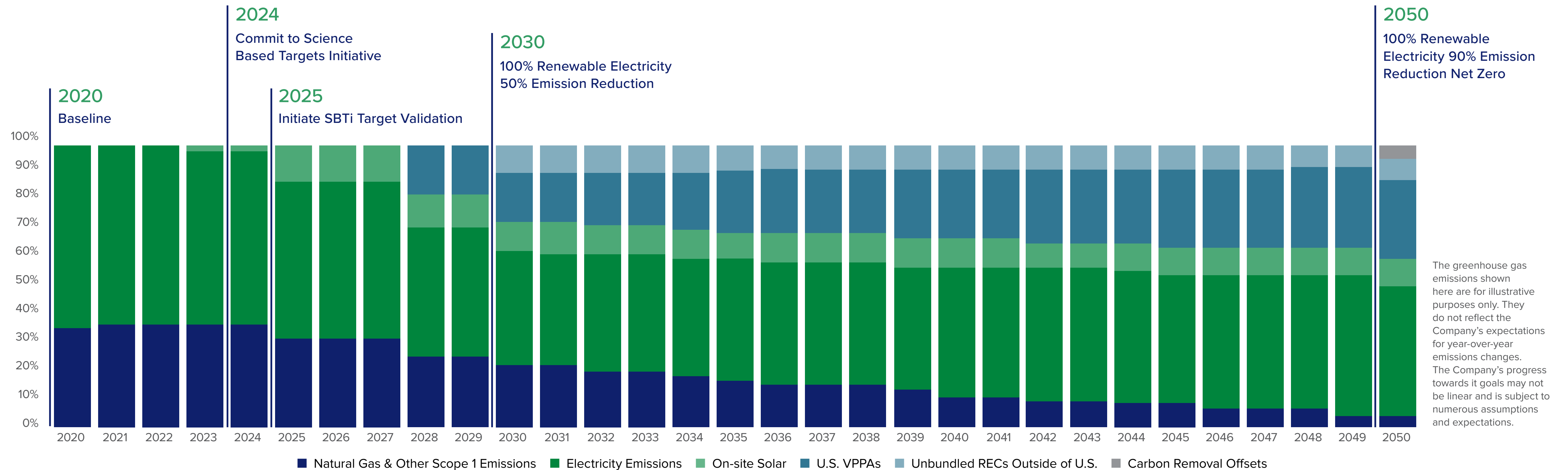
| Target                                                                                                                                                                                                                                                                                                                                                                                                    | 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.

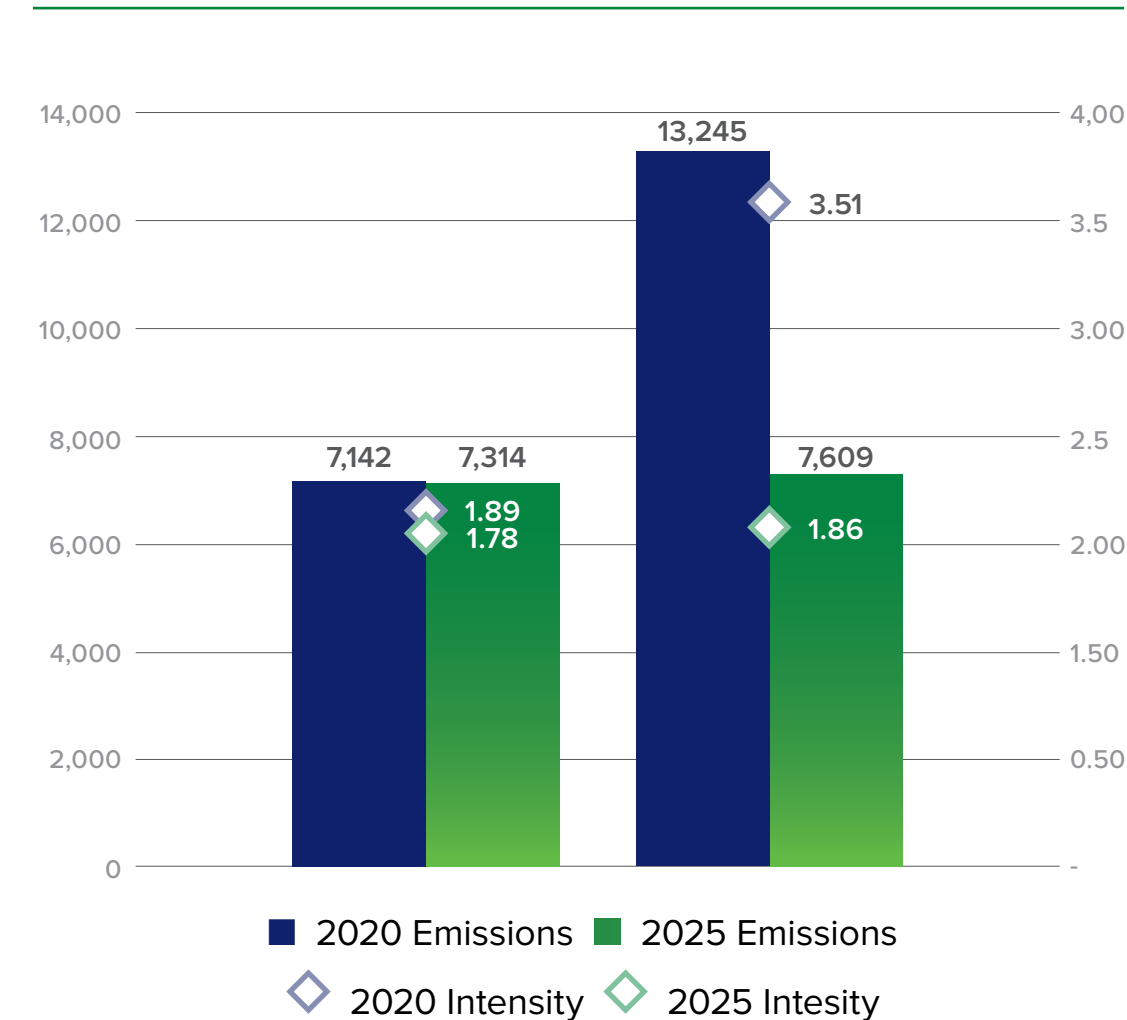
CLIMATE ACTION, CONTINUED

## Hologic Carbon Footprint

### Scope 1, 2, 3 Emissions

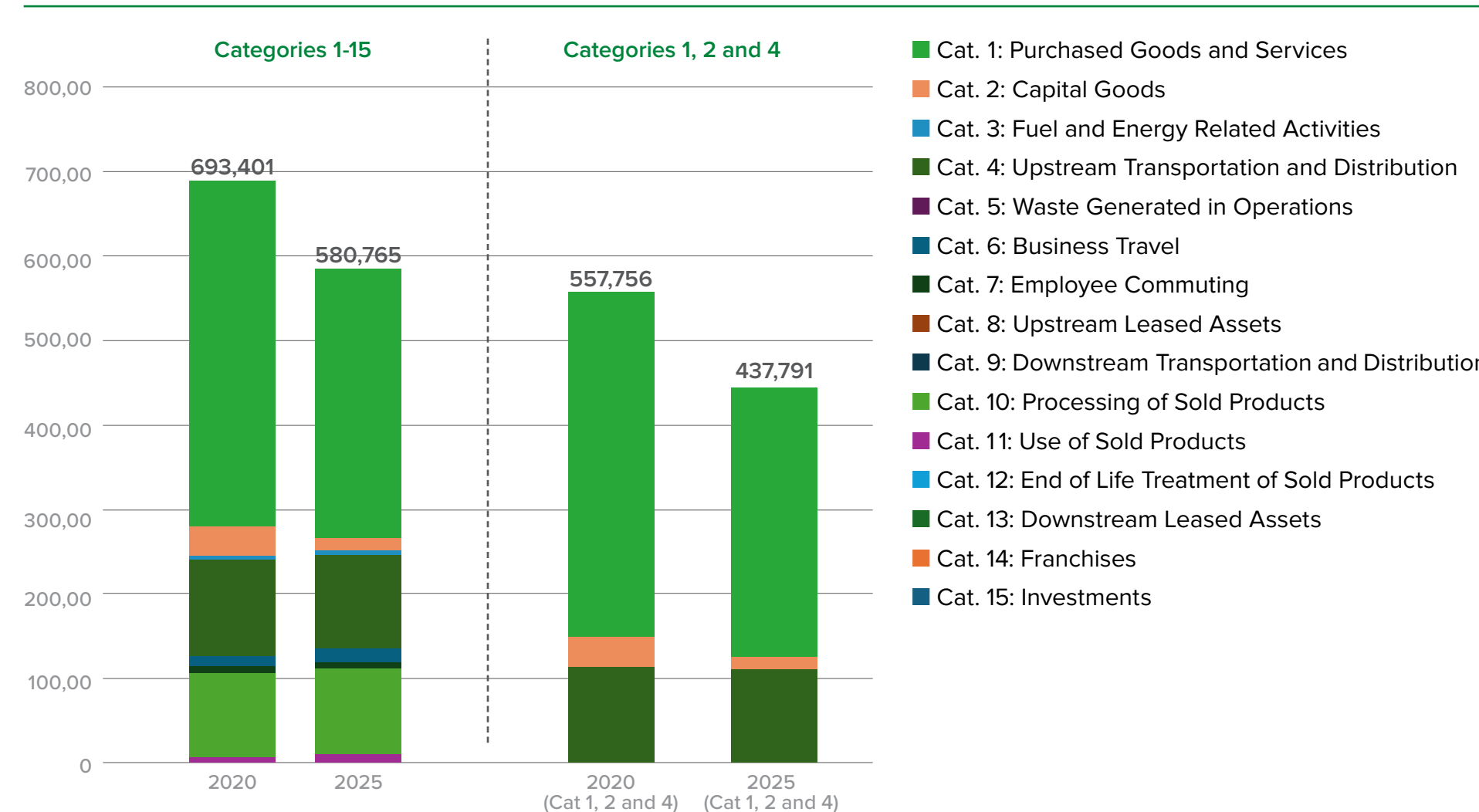
Scope 1, 2, 3 emissions refer to a classification system used to categorize a company's greenhouse gas emissions. Our greenhouse gas emission calculations are conducted using the internationally recognized emission accounting methodology from the [GHG Protocol Corporate Accounting and Reporting Standard](#).

### 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%**.

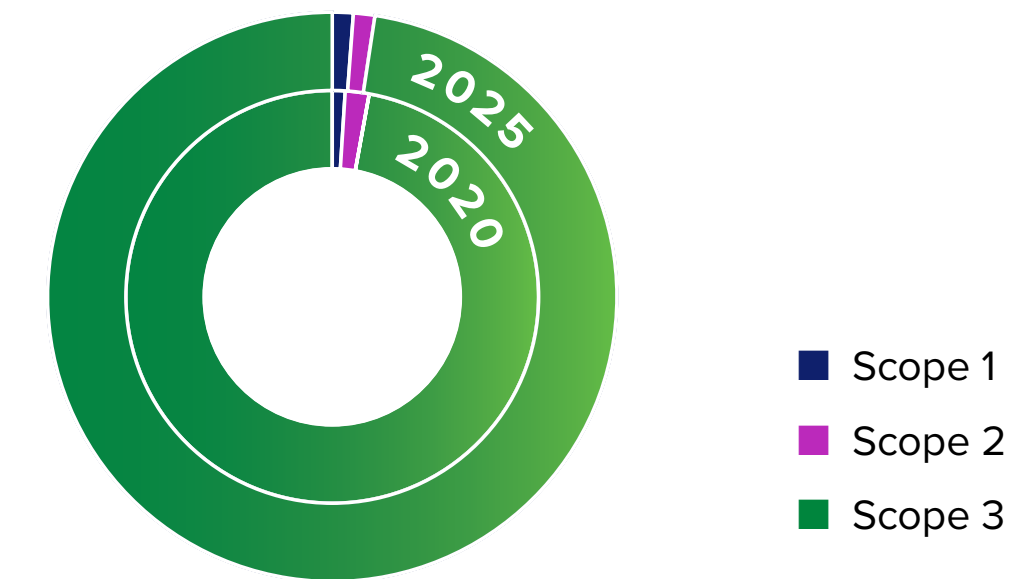
### Scope 3 Emissions



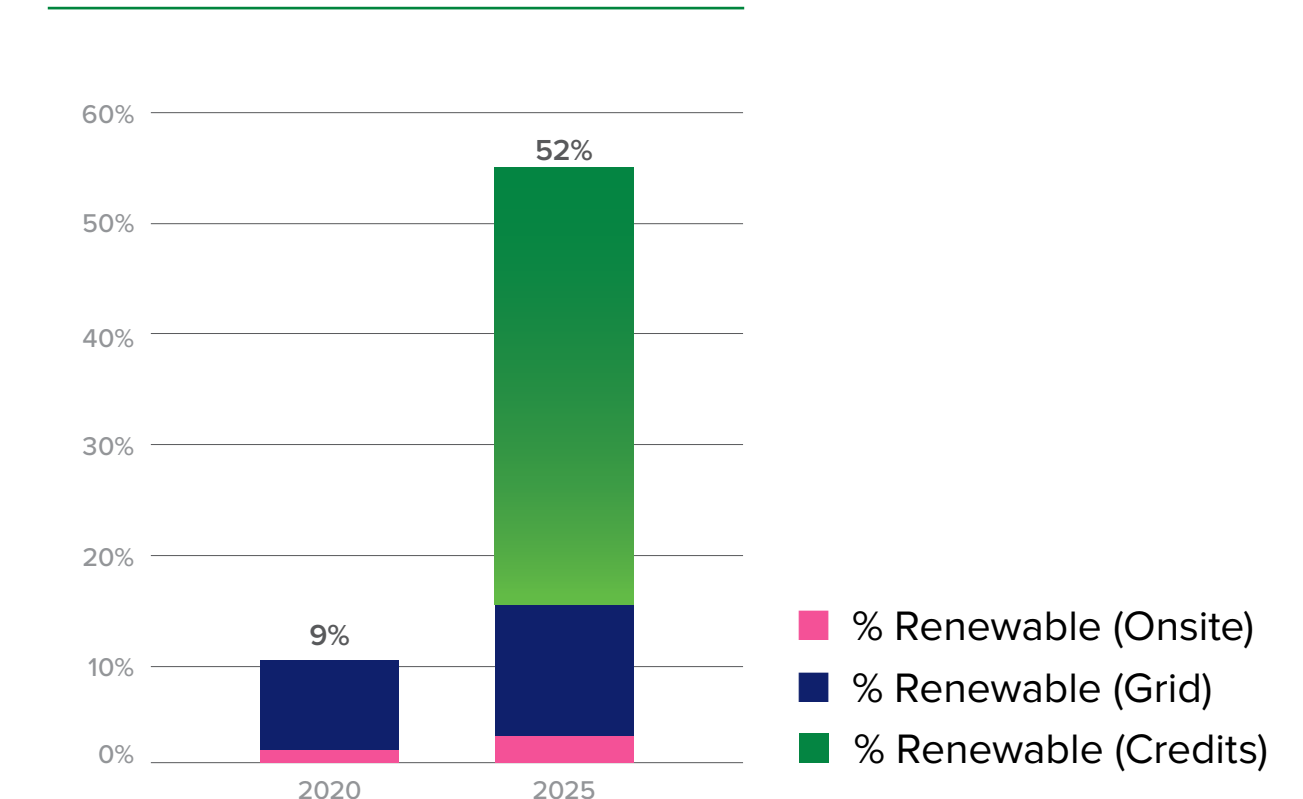
- Scope 3 emission reduction by **16%**.
- Scope 3 emission intensity reduction by **23%**.
- Scope 3 Categories 1, 2, 4 combined emission reduction by **22%**.
- Scope 3 Categories 1, 2, 4 combined emission intensity reduction by **28%**.

- 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](#)



## CLIMATE ACTION, CONTINUED

### Impact Efforts | Scope 1,2

We are reducing our facility environmental footprint by tackling our Scope 1,2 emissions through increased renewables, demand reduction and eco-efficiency projects.

[Learn more about on-site energy, water and waste management efforts.](#)

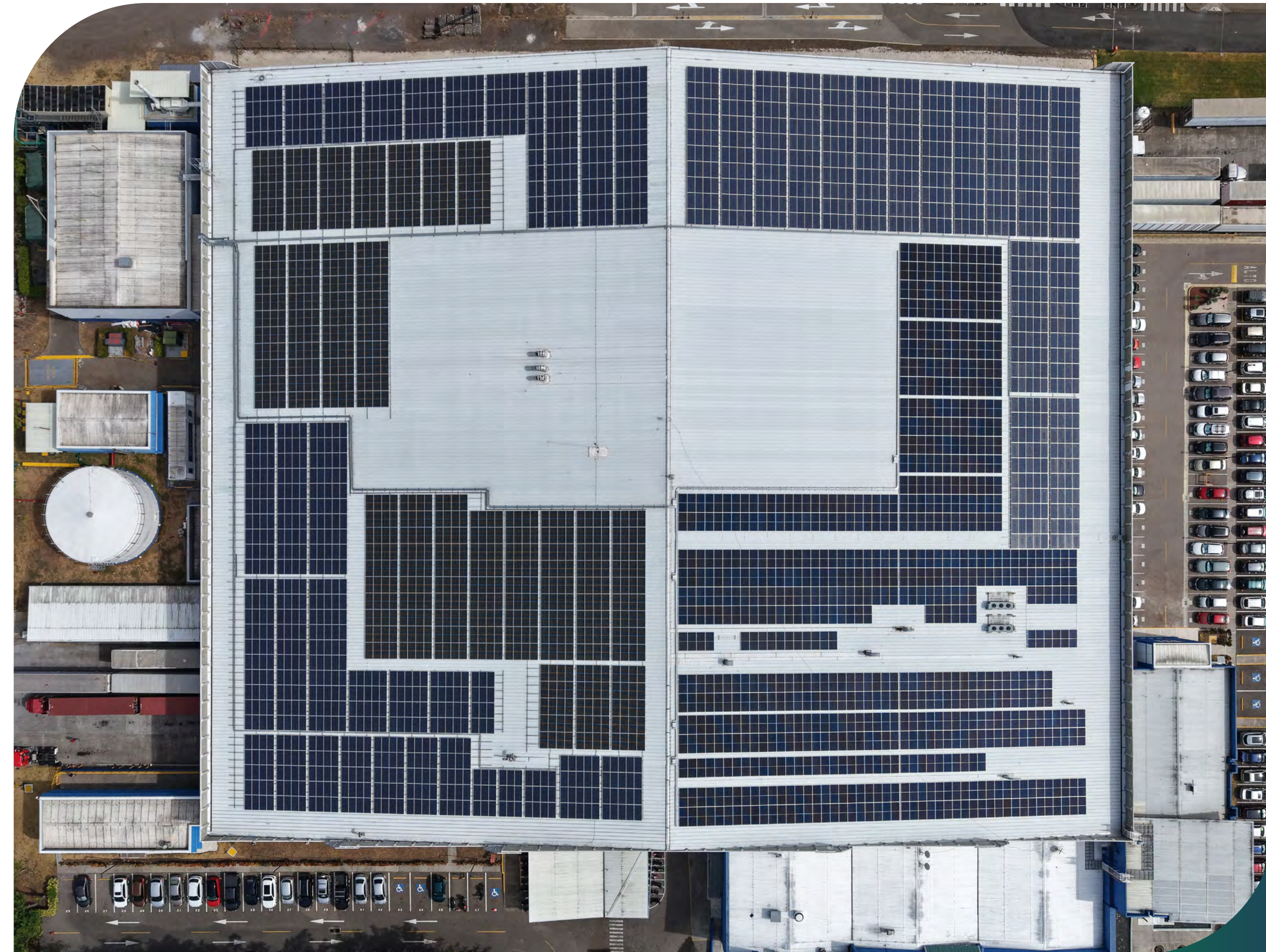
#### Onsite Solar Expansions

**San Diego:** New 2.5-megawatt solar photovoltaic system designed to offset about 18% of the total electricity cost for the San Diego site. Originally expected to complete construction in 2025, the system is now on track to go live in 2026. This expansion builds on the existing solar portfolio and will increase the energy sourced from on-site renewables.

**Costa Rica:** In 2025, phase three of the solar expansion was completed with the inauguration of 720 new solar panels, bringing the total to 2,860 covering approximately 80% of our roof with solar energy. New improvements are expected to save an additional 528 MWh per year, an additional 7% of the total consumption needs and contribute to a total of 21% solar support.

[Learn more about additional impact efforts at our facilities for energy, water, and waste stewardship.](#)

**2,860** solar panels covering **80%** of roof with solar energy.



Hologic Costa Rica campus



## CLIMATE ACTION, CONTINUED

### Impact Efforts | Scope 3

Scope 3 value chain emissions account for over 95% of our total footprint. This is driven primarily by activities in Purchased Goods and Services, Capital Goods and Upstream Transportation and Distribution (Scope 3 Categories 1, 2 and 4), collectively making up close to 75%. Since 2020, we have successfully reduced emissions in this group by 20%.

#### Purchased Goods and Services and Capital Goods

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.

- ~30% of Hologic direct and indirect suppliers classified as strategic and preferred committed to science-based targets.
- Supplier engagement, education and collaboration continue with implementation of updated expectations in Procurement and Supplier Guidebook, Supplier Code of Conduct, contract requirements, and direct outreach. In 2025, we partnered with several key suppliers for joint on-site audits to identify opportunities.

#### Local Supplier Sourcing

- Over 30% of the suppliers supporting our Costa Rica site are sourced locally, decreasing the emission footprint of deliveries and providing investment opportunities for the local community.
- Manchester, U.K. site shifted suppliers of packaging raw materials to locally sourced companies in the EU, reducing cross Atlantic shipments and lowering the distance traveled by up to 98%. Select MicroFlute boxes and over 16 million labels were relocated, resulting in 42 metric tons carbon dioxide equivalent (CO2e) avoidance per year.

#### Upstream Transportation and Logistics

- Optimized distribution network.
- Converted air to sea transport.
- Increased packing efficiencies and re-engineered pallet densities.
- Consolidated orders and decreased delivery frequency.
- Pursued delivery partners prioritizing electrification of fleet.
- Implemented transportation management system.

#### Employee Green Commute and Business Travel

- Electric vehicle chargers for employees and visitors at sites 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.
- Travel planning tools provide highlights for green hotel partners, air travel carbon emission footprint comparisons, encouragement of rail use in lieu of air travel and options for electric car rental where possible.

#### Packaging

Packaging reduction efforts impact Scope 3, Category 1 Purchased Goods and Services, Category 11 Use of Sold Products, and Category 12 End-of-Life Treatment of Sold Products.

[Learn more: Integrating Sustainability in our Products and Packaging](#)

#### Product End-of-Life

Integrating Sustainability in our Products and Packaging

[Learn more](#)

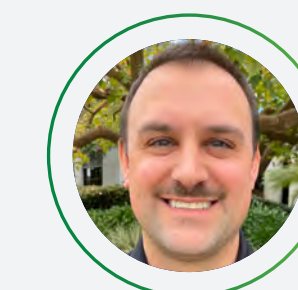
Producer responsibility take-back compliance schemes such as WEEE (Waste Electrical & Electronic Equipment)

[Learn more](#)

### PACKAGING ENGINEER SPOTLIGHT:

#### Cold Chain Packaging Shipping Process Optimization

Demonstrating the integration of sustainability in our business operations and employee engagement in our green initiatives, Kurt tackled a packaging governance opportunity that resulted in reducing empty space in cold chain packages, thereby reducing cardboard and the number of deliveries. The updated shipping process and associated standard operating procedure changes created more flexibility. This change saved 4.2 metric tons of cardboard and an estimated CO2e avoidance of 88,000 kg of CO2e annually.



**Kurt Detwiler**  
Packaging Engineer,  
Hologic San Diego





## 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 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. Our business model is designed to be resilient and

adaptable to a wide range of external factors, including climate variability.

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. Timelines represented 2030, 2050 and 2100 across the scope of the enterprise and key facility level using temperature models ranging 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](#)



# 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.<br>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.

CONSERVE NATURAL RESOURCES AND REDUCE OUR ENVIRONMENTAL FOOTPRINT, CONTINUED

### Water Stewardship

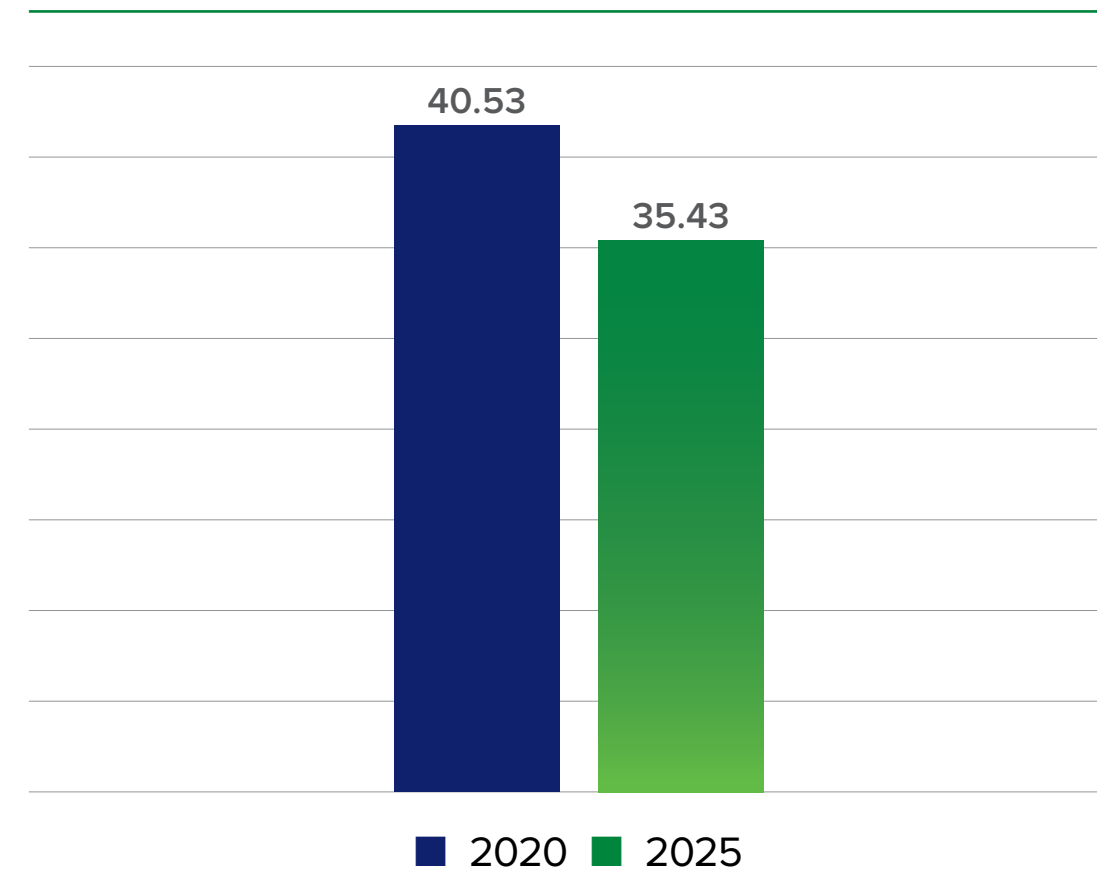
As part of our resource conservation and environmental footprint reduction commitments, we have assessed the potential water stress risk for each of our key manufacturing operations sites. We compared our water withdrawal to the water stress risk ranking according to the World Resources Institute (WRI) and its [Aqueduct Water Risk Atlas](#).

For sites that have been identified as operating in water-stressed regions, we focused additional efforts on water conservation planning. We 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.

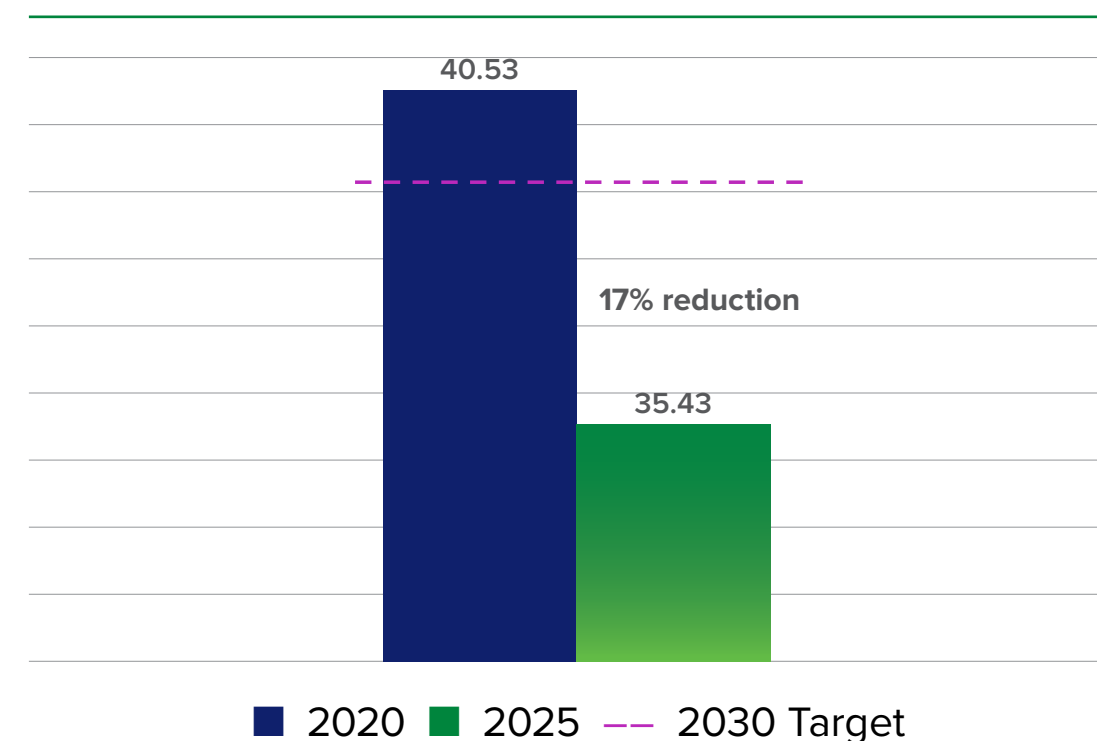
| Key Manufacturing Operations Sites | Water Risk Assessment       |
|------------------------------------|-----------------------------|
| El Coyol, Costa Rica               | Low - Medium                |
| Londonderry, NH                    | Low - Medium                |
| Manchester, U.K.                   | Low - Medium                |
| Marlborough-Simarano, MA           | Low - Medium                |
| Newark, DE                         | Low - Medium                |
| San Diego, CA                      | Extremely High <sup>1</sup> |

- 1 According to the water stressed regions identified in the [WRI Aqueduct Water Risk Atlas 4.0](#).
- 2 Rainwater totals from Belgium and Costa Rica sites.
- 3 RO/DI annual totals for Costa Rica site.

#### Water Intensity



#### 2025 Progress



Exceeded water intensity reduction targets ahead of 2030 timeline.

### Impact Efforts

#### Cooling Tower Condensate Recovery

Two condensate recovery systems are installed in San Diego to reduce cooling tower water consumption. The recovery system collects the condensate from the rooftop air handlers, is treated and then pumped directly into the cooling towers. In 2025, the systems recovered and recycled 1.86 million gallons of water, a 15% reduction for the calendar year. Since 2009, total water saved from the systems is over 22 million gallons. Cooling tower water reduction is at 17-year average of 8.8% annually and expected to rise to about 17% as the systems continue to operate.

**Saves > 1 million gallons of reclaimed condensate water each year**

#### Rainwater Capture and Use

The Costa Rica site installed an addition to the potable water system to reduce water withdrawal by 60 cubic meters (m<sup>3</sup>) per year. Leveraging the region's rainfall, the system refills 25% of the potable water tank once it has been emptied, while still ensuring that the water remains potable. Compounding onto the new system to leverage rainwater, the team also installed a split control system to reduce annual water withdrawal by 363 m<sup>3</sup>. This system allows the site to recapture water that needs to be purged from the system to fulfill non-potable water needs, reducing the amount needed to be drawn from the system.

**~3,000 m<sup>3</sup> of rainwater captured and reused<sup>2</sup>**

#### RO/DI Wastewater Re Use

The Costa Rica site continued to collect the reverse osmosis deionized (RO/DI) wastewater for reuse with annual impact.

**>2400 m<sup>3</sup> of RO/DI wastewater collected for reuse<sup>3</sup>**



## CONSERVE NATURAL RESOURCES AND REDUCE OUR ENVIRONMENTAL FOOTPRINT, CONTINUED

### Waste Minimization

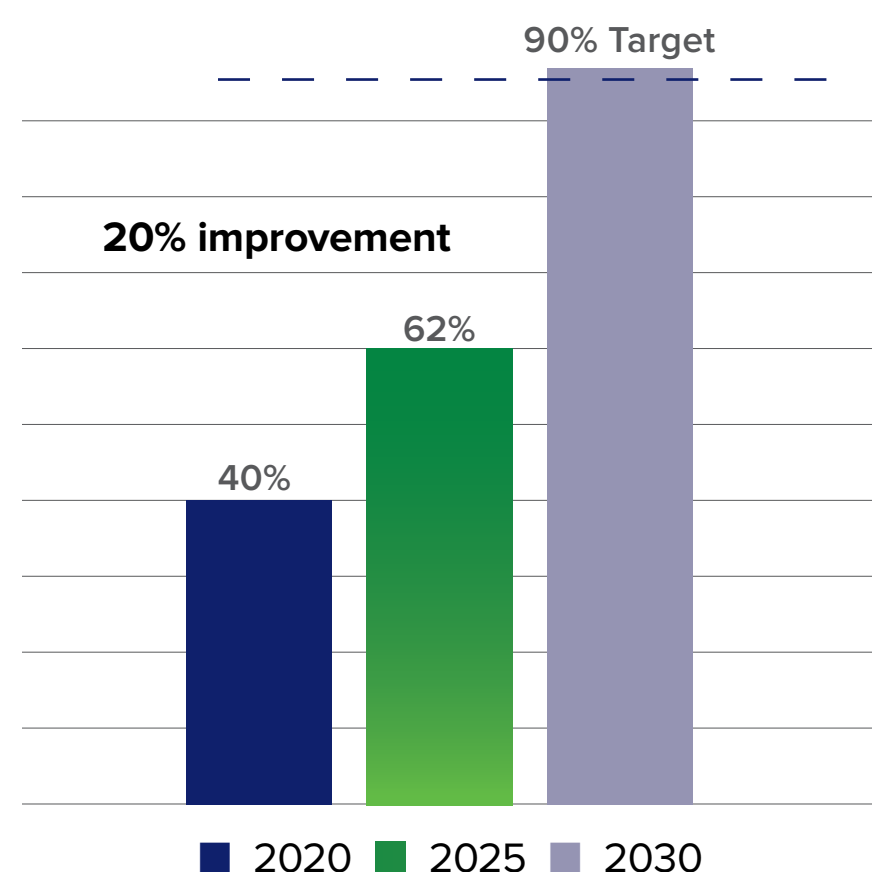
Committed to preserving our natural capital, our sites are applying efforts to effectively manage waste and help minimize our environmental footprint from operations.

Everywhere we operate, we work to comply with relevant local, regional, and national waste management laws and regulations. This includes managing regulated waste, hazardous waste, chemical waste, universal waste, and other classes to minimize environmental impacts. We apply the principles of the U.N. Global Compact Principle 7 and use the precautionary approach to protect the environment.

We focus on pollution prevention and application of our environmental, health and safety (EHS) management systems. We leverage a hierarchy approach with a focus on waste avoidance and source reduction as our first line of management before pursuing reuse or reclamation, recycle, waste to energy recovery, fuel blending, wastewater treatment, incineration or autoclave, or landfill when alternatives are not available.

Our waste-management strategy extends to the impact of our products and packaging throughout our value chain.

#### Landfill Diversion Non-Hazardous Waste



### Impact Stories

#### Waste Volume Reduction

##### Costa Rica Digitization

The Costa Rica facility digitized several maintenance and repair operations, removing reliance on paper forms. Part of the site-wide effort to reduce waste, this change is expected to reduce paper usage in maintenance and repair by 41% while also improving efficiency and reducing cost.

#### Scrap Reduction and Circular Economy

##### Costa Rica Waste Diversion

Continuing previous efforts, our Costa Rica team reduced waste associated with scrap by recovering high value metals and components for recycling or a return to the market for reuse and repurposing. The replacement methodology has diverted more than 95% of the scrap waste, and an annual impact of ~800,000 kg of material.

##### San Diego Shipping Container Re-purpose

As part of operational improvements, the San Diego facility had 17 metric tons of obsolete cold chain shippers. While functional, they were no longer required for operations. The team identified a local recipient and successfully diverted waste generation to market reuse.

**3 sites achieved >90% diversion from landfill in 2025.**

#### Waste Reclamation

##### Costa Rica Oil Recovery

Last year, our Costa Rica team implemented an oil-reclamation project aimed at reducing oil consumption. Using a centrifugation machine to separate solid particles and impurities from the oil, the system captures clean material for reuse in site operations. In 2025, this system saved more than \$880,000 and reduced oil waste by over 14,500 gallons from approximately 290 drums that were recovered, improving over 50% from 2024.

##### Newark Converts Food Service Used Oil into Biodiesel

Hologic's Newark facility engaged with a partner to reduce the footprint from our food service waste by converting used oil into biodiesel. This program saved 40 gallons of oil in the first three months of implementation.

#### COSTA RICA ZERO WASTE CERTIFICATION

Costa Rica receives official designation from the U.S. Green Building Council for **Silver-level Zero Waste TRUE certification** making it Hologic's first certified zero waste facility.





## CONSERVE NATURAL RESOURCES AND REDUCE OUR ENVIRONMENTAL FOOTPRINT, CONTINUED

### Green Building

As our global real estate portfolio changes, we are integrating green building design in new construction projects while continuing to implement eco-efficiency opportunities in existing infrastructure. We work to increasingly integrate sustainable principles into our facilities design, execution and operations using references such as Building Research Establishment Environmental Assessment Method (BREEAM), Leadership in Energy and Environmental Design (LEED) or equivalent sustainability design frameworks as guiding principles. As equipment end of life occurs, we use the opportunity to invest in more energy efficient replacements and enhancements. Each site curates a pipeline of projects engaged in efforts for demand reduction, energy conservation and other eco-efficiency opportunities.

### Impact Stories

#### Newark Water Chiller Setpoint Optimization

The Newark facility reduced energy requirements for the water chillers by shifting from a single to variable set point flexible to climate and site requirements. The new system is expected to save approximately 2,500 kWh per fill for over five months of the year.

#### San Diego LED Lighting Upgrades

San Diego continues to upgrade or improve LED lighting opportunities at the site. Across two buildings, eight different laboratories, and six general spaces, 875 light fixtures were addressed. These upgrades are expected to save 403 MWh annually.

#### Marlborough HVAC Unit Energy Efficiency Upgrades

Our global headquarters in Marlborough replaced several roof-top HVAC units with new energy efficient units. At the expected run rate, these are estimated to save 50.4 MWh per year.

#### Costa Rica Lighting Sensor Installation

Our Costa Rica facility installed new smart lighting across the facility. New sensors detect activity to automatically adjust the lighting. Updated scheduling methodology was applied to operational structure, reducing the amount of unnecessary light being generated. The smart lighting is expected to save 33.4 MWh per year.

#### ISO 50001 Energy Management System Certification

Our Costa Rica site has been certified to the ISO 50001 Energy Management System standard since 2020. Certification to the ISO 50001 established systems and processes to continuously improve energy performance, efficiency, use and consumption. Certification provided access to preferential electrical rates, saving Hologic approximately \$70,000 per year. The site operates under an integrated management system incorporating the ISO 50001 energy, 14001 environmental and 45001 safety standards.

[Learn more](#)



#### Sustainable Site Closure

In 2025, we announced a strategic shift to centralize manufacturing and streamline operations in our diagnostics division resulting in plans to close the Manchester, U.K. facility. As part of the site shutdown plans, Hologic prioritized reusing, repurposing and donating equipment to minimize environmental impact and reduce waste.

The local team held a fundraising auction of surplus items, raising funds for the Prevent Breast Cancer charity, and worked with local primary schools to donate educational materials. This initiative reflects the integration of sustainability into our operations, our commitment to operational excellence and supporting local community health.





## 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.

#### Understanding Our Impact

The Taskforce on Nature-related Financial Disclosures' (TNFD) LEAP framework (Locate, Evaluate, Assess and Prepare) resulted in a comparison of the locations of our direct manufacturing operations to proximity to areas of high biodiversity importance. From this review, we identified upstream connection points for raw materials, energy and water. In our operations, we identified product design, manufacturing process, plastics, energy, water and waste. Downstream in our value chain, we identified product packaging, distribution, end of life, waste and recycling.

Reference frameworks and tools utilized to understand our impact included:

- Taskforce on Nature-related Financial Disclosures (TNFD).
- Kunming-Montreal Global Biodiversity Framework.

- ENCORE Biodiversity Assessment Tool.
- UN Environmental Programme (UNEP) Sectoral Material Mapping Tool.
- International Finance Corporation's (IFC's) critical habitat definition.
- UNEP Global Critical Habitat screening tool.

#### Taking Action

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.

We 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.

[Learn more:](#)

- [Driving Climate Action Across our Value Chain](#)
- [Reducing Environmental Footprint at our Facilities](#)
- [Integrating Eco Design](#)

### Impact Stories

#### Costa Rica Employees Volunteer for Local Ecosystem Reforestation, Rehabilitation and Biodiversity Conservation

Employee volunteers joined forces with the Living Forest Foundation ([Fundacion Bosque Vivo](#)) to plant trees and shrubs in the highland forests of Costa Rica supporting efforts on reforesting and rehabilitating these unique and vital ecosystems.

[Learn more](#)



#### Promoting Biodiversity and Enhancing Local Ecosystems Near Madrid

Each year, our team in Iberia contributes approximately €18,000 (~\$20,000 USD) to support reforestation projects promoting biodiversity in areas near Madrid. This investment helps plant native trees, enhances local ecosystems and reinforces our commitment to environmental sustainability and local community well-being.

#### 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. 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

### Sustainability in Our Culture: Employee Engagement

Our employees are motivated to create a positive impact in the world through our purpose, passion and promise, putting into action our commitment to operate responsibly and sustainably. Employees have embraced opportunities to support on-site green initiatives and further embed sustainability into our culture.

#### Greening Our Labs and Embedding A Culture of Sustainability in Our Science

Led by the successful grassroots effort by our Scientific Product Support Lab at the Marlborough campus, we expanded our engagement with My Green Labs and launched the program at additional sites. The program provides a science-based approach with clear assessment tools, verified reporting and practical guidance to help the unique environment of our laboratories include sustainability into everyday practice.

### Connecting our Sustainability, Social Impact and Employee Volunteerism



Members of our Newark team volunteered at the Food Bank of Delaware, where together they picked vegetables, laid compost on garden beds and boxed up food donations to support those facing food insecurity in the local community.

Employees from our Brussels Happy Committee support Cycle to Work Awareness Day promoting sustainability, green transportation, wellness and employee engagement.



San Diego employees volunteer for beach clean up.



#### 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 drive toward a world in which all research reflects the highest standards of social and environmental responsibility.

[Learn more: My Green Labs](#)



### Employee Sustainability Idea Submission

We expanded the use of our Environmental Health and Safety reporting tool for employees to proactively submit sustainability ideas and opportunities.



# 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

Eco Design Impact Stories



Australia Wool Packaging

Our team in Australia identified a new cold chain shipping insulator made of wool. This has replaced an existing non-recyclable plastic solution. This material is a byproduct of the wool manufacturing process that would otherwise be scrap. By giving purpose to an otherwise waste material, this effort reduces the amount of plastic being generated. No new materials need to be created. This pilot is estimated to save

**3,000 kg**

of emissions per year as it is evaluated for more opportunities.

Circular Economy with Equipment Refurbishment

**~2,000 units**

Equipment collected through various takeback programs are refurbished and rigorously tested to Hologic's quality standard before being returned to the market. In 2025, our Simarano site process almost 2,000 pieces of equipment. 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. In 2024, we expanded the program to our EU region and refurbished units, returning equipment to the market.



Label and Adhesive Tape Reduction from Ready Made Reagents (RMR)

Hologic's diagnostics division removed over

**200,000**

label units annually from our Ready Made Reagents product line. New printing processes were implemented to replace labels and adhesive tape with printed information. Changes are expected to not only reduce emissions but also improve the downstream customer experience and ease of packaging recyclability.

Instructions-for-use (IU) Inserts

**22,000 kg**

IFU inserts have been removed through efforts to shift paper inserts to digital options, including through use of a digital QR code, wherever compliance permits.



ThinPrep® Insert Removal

The ThinPrep® CytoLyt® Solution, received a variety of packaging upgrades. Redesign included the removal of inserts and rigorous testing to ensure package fidelity. With the elimination of inserts, the boxes were reduced in size and material. In total, these changes will reduce waste by

**13 metric tons annually.**

To accomplish this, our internal teams made redesigns to remove the inserts and rigorous testing to ensure package fidelity. After the inserts were removed, these boxes were then shrunk to further reduce the amount of material.

Panther Waste Bin Deflector Redesign and Mylar Removal

The packaging used for the waste bin deflector in our Panther System has been overhauled. In addition to shrinking, the box now has 11 fewer sheets of plastic and one fewer sheet of bubble wrap. None of those removed components were previously recyclable and represented additional waste to manage. This is estimated to remove

**1,900 kg**

of non-recyclable waste per year.

MyoSure Label Adhesive Modification

MyoSure® tissue removal system removed varnish used in the label. New label technology eliminated varnish requirements and resulted in more comprehensive recycling options for the packaging assembly and an estimated

**150 metric tons annually.**

Re-usable Pallet-sized Cold Chain Packaging System

We reduced packaging with re-usable containers and

**2,200 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.

- Newark Refurbishment
- SD Otay Warehouse
- EU refurbishment Brussels
- Costa Rica scrap initiative



\* Product takeback tracking currently includes Panther System and 3Dimensions Mammography System units.



## 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

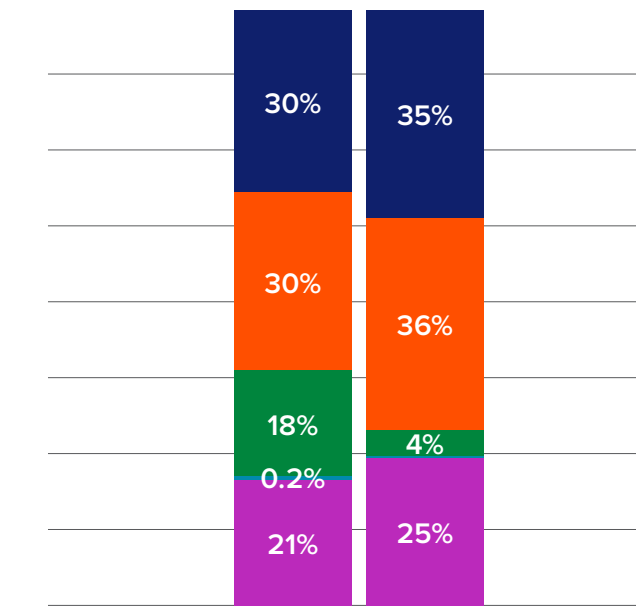
#### NovaSure Device Product Lifecycle Assessment Findings and Insights

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**

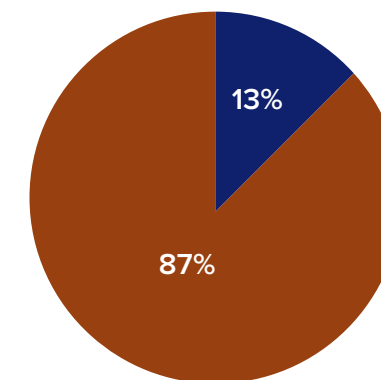
<sup>2</sup> Comparative LCA context: The carbon footprint of iPhone: 55 kg net GHG emissions CO<sub>2</sub>e



Operation phase <1%

Transportation emissions reduced >90% with transitioning from air to ocean shipping.

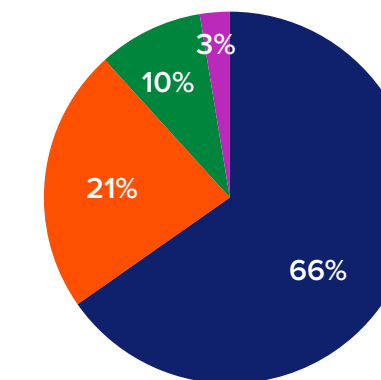
- Upstream Packaging
- Upstream Device Materials
- Transportation of Products
- Operations Phase
- Downstream Phase



■ NovaSure Device ■ Packaging

#### End-of-Life Emissions

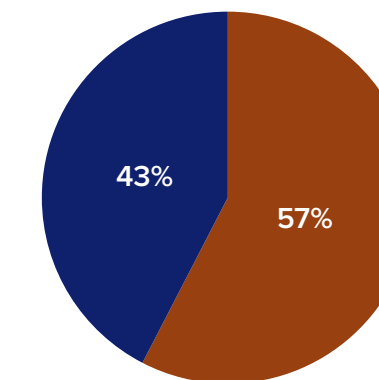
87% of emissions associated with end-of-life attributed to packaging



■ 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



## 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 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 lifecycle 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 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.

We are preparing for compliance-related changes in requirements associated with the set of chemicals known as per and polyfluoroalkyl substances (PFAS). 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.

We are committed to responsibly managing substances of concern throughout our product lifecycle. Material choices are assessed against the latest scientific information and regulatory requirements, helping our products meet the highest standards of sustainability, safety and responsibility. AdvaMed helps provide up to date information on the enforcement and impact of PFAS regulations.





# 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](#)

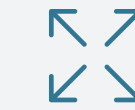


### Responsible Value Chain

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



### #WhyHologic Campaign

In celebrating our 40th anniversary, we proudly feature employees who have contributed to our purpose-driven innovation for decades as part of our #WhyHologic and #HologicAt40 campaign.



#### Chelo Herrero

Service Contract Specialist in Spain

She has spent 35 years helping advance women's health at Hologic. Chelo joined the company as a secretary and advanced her career through roles in sales, operational management, technical administration and service. "I am truly proud to have contributed to improving the health and quality of life for so many women throughout my career. Because of our work, I always understood the importance of preventative screening. When I developed cancer myself, thankfully, it was detected early.

"I've felt my work had a real impact, and that has driven me to continue growing and contributing every day."

– Chelo Herrero



#### Li Jiang

Senior Manager of Application and Professional Education

Her 21-year journey at Hologic is defined by growth and innovation. Li started in clinical application support and helped launch major products like Hologic's Panther® System. After a decade in support roles, Li embraced new challenges in marketing. She led training for pathologists and sales teams, and created China's first online platform for cytologists, now supporting thousands of people each year.

"One of the greatest gifts Hologic has given me is not just a career, but the freedom to keep growing. At Hologic, you're valued for who you can become tomorrow."

– Li Lang



#### Mike Niver

Sr. Software Engineering Technician

Since joining Lorad Medical Systems (now Hologic) in 1985, Mike has been instrumental in advancing our Breast and Skeletal Health Solutions. From production to field service to engineering, he's brought deep technical expertise and a relentless dedication to helping develop technologies that can save lives.

"I have never lost sight of the fact that our products are helping to save lives. That helps drive my purpose, passion and promise each day I come to work."

– Mike Niver

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.

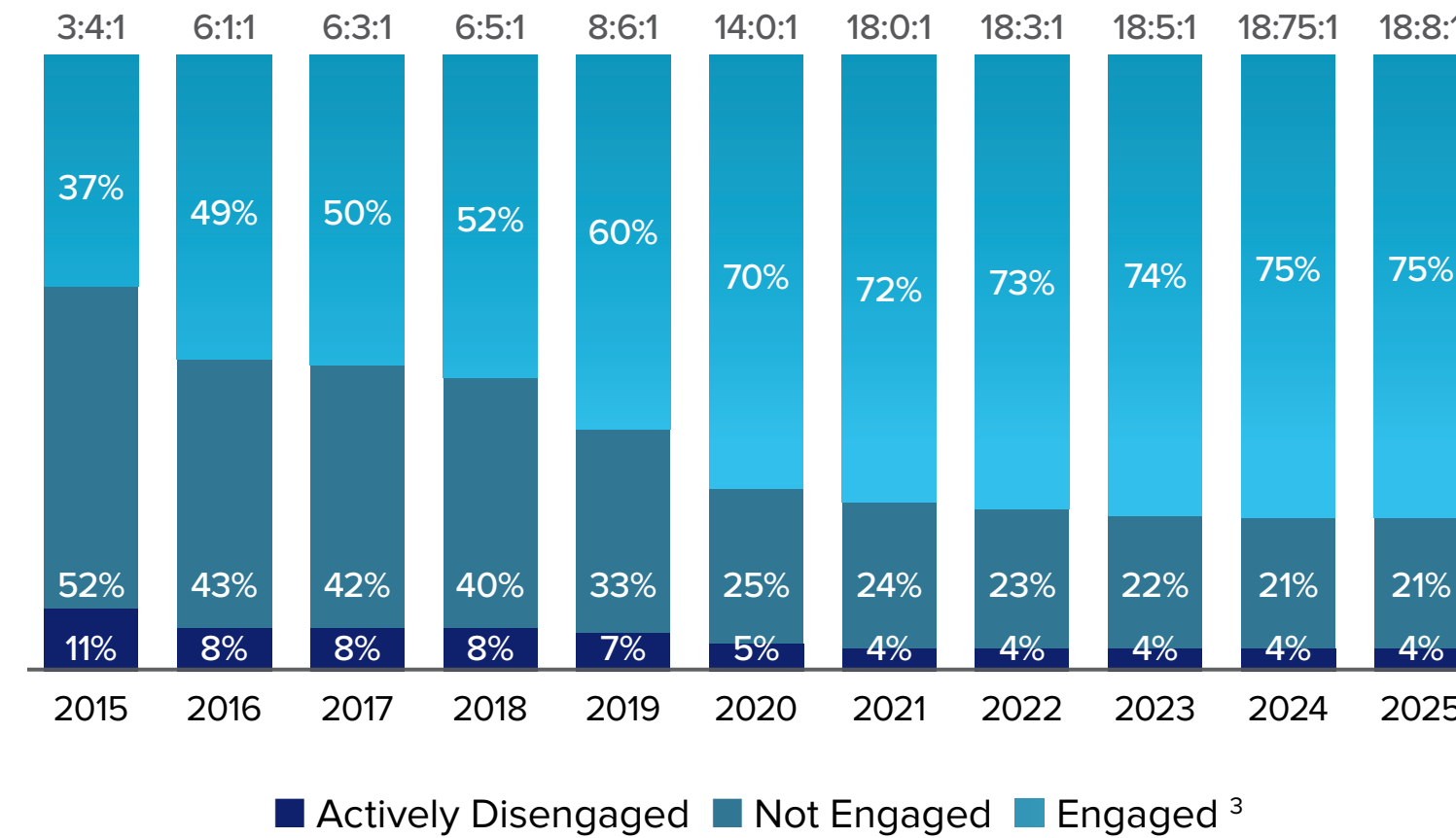
### Gallup

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.

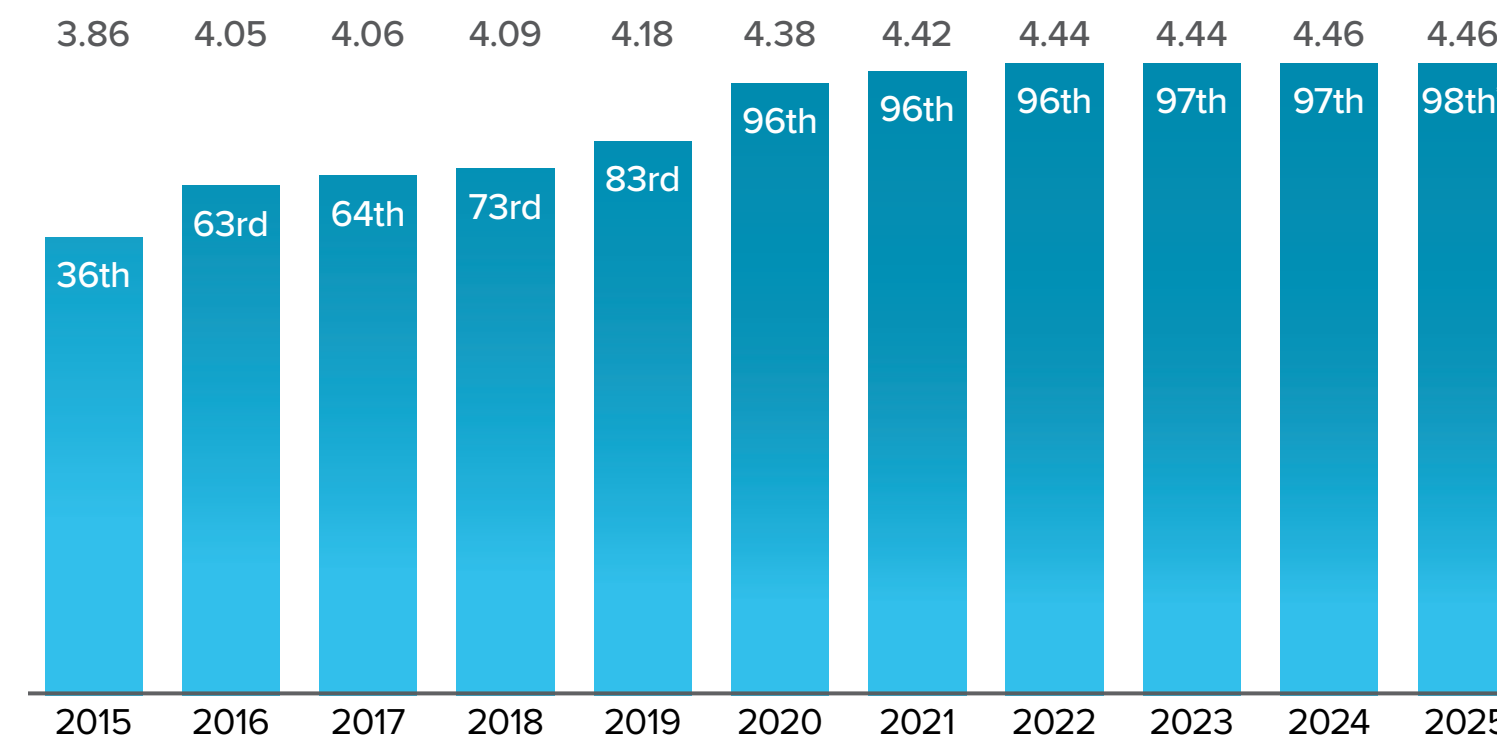
93%

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>

**90%**

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

**92%**

I'm proud to tell others I work here.

**91%**

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

**92%**

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

**86%**

Our customers would rate the service we deliver as "excellent."

**87%**

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.  
\* Average response on Gallup Q12 items across all employees out of possible 5.  
\*\* Percentile Rank in Comparison to Gallup's Company-Level Database (Companies with 1,000+ employees).



## CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED

### Benefits:

#### Total Rewards for Total Well-being

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 Total 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 Total Rewards Program Invites Employees to:

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

“At Hologic, we believe that caring for our employees means offering more than just benefits—it’s about delivering peace of mind, bringing innovation, and providing true access to care, just as we do for our customers. We’re passionate about creating a culture of health through education, prevention, and early detection, empowering our people to make informed choices and live their healthiest lives. By investing in comprehensive, affordable and forward-thinking benefits, we’re building a workplace where everyone can thrive—reflecting our mission to advance the well-being of women and families everywhere.”



– Maria Tamburrini

Director, US & Canada Benefits and Wellness Programs

~1,400

Volunteer hours recorded as paid volunteer time off by employees

92

The average number of days new mothers take for family leave

39

The average number of days new fathers take for family leave

95%

Employees are actively saving in the company retirement program

The statistics above reflect U.S., utilization; benefits and usage may vary by country.



CURATING AN INCLUSIVE, ENGAGED AND INNOVATIVE CULTURE, CONTINUED

| My Pay | My Health | My Future | My Life | My Career | Other |
|--------|-----------|-----------|---------|-----------|-------|
|--------|-----------|-----------|---------|-----------|-------|

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

- Chronic disease and lifestyle management programs .
- Dental insurance.
- Flexible Spending Accounts.
- Fertility and family-building benefits.
- Health insurance.
- Healthcare provider referrals and second-opinion resources.
- Health Savings Account.
- Mental health programs.
- Peri- and menopause support.
- Physical therapy and pelvic health support.
- Telehealth.
- Vision insurance.

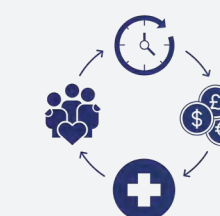
- Medicare support resources.
- Life and AD&D insurance.
- Short-term and long-term disability.
- Accident insurance.
- Critical illness insurance.
- Hospital Indemnity insurance.
- 401 (k) Company match.
- Retirement savings plans.
- Access to financial advisors and solutions.

- Adoption and surrogacy reimbursement.
- Breast milk delivery program.
- Caregiving resources that include lactation support and back-up, short-term care for children, adults, seniors and pets.
- Company holidays and floating holidays.
- Employee assistance programs (EAP).
- Employee discounts program.
- Employee philanthropic donation match.
- Financial education program.
- Flexible work schedules.
- Hologic Scholarship Program.
- Legal services access.
- Parental leave and pay.
- Sick and family paid time off.
- Tuition reimbursement.
- Vacation paid time off.
- Volunteer paid time off.
- Wellness program with various financial incentives for preventive care.

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

- Onsite health check-ups or days off for annual physicals.
- Onsite gym facilities or gym membership reimbursement.
- In-person or online weight-loss programs reimbursement.
- Foreign language lessons.
- Travel reimbursement for green transportation.

Some country variations to benefits may apply.  
 Representative of fiscal year 2025.  
 All programs subject to change.



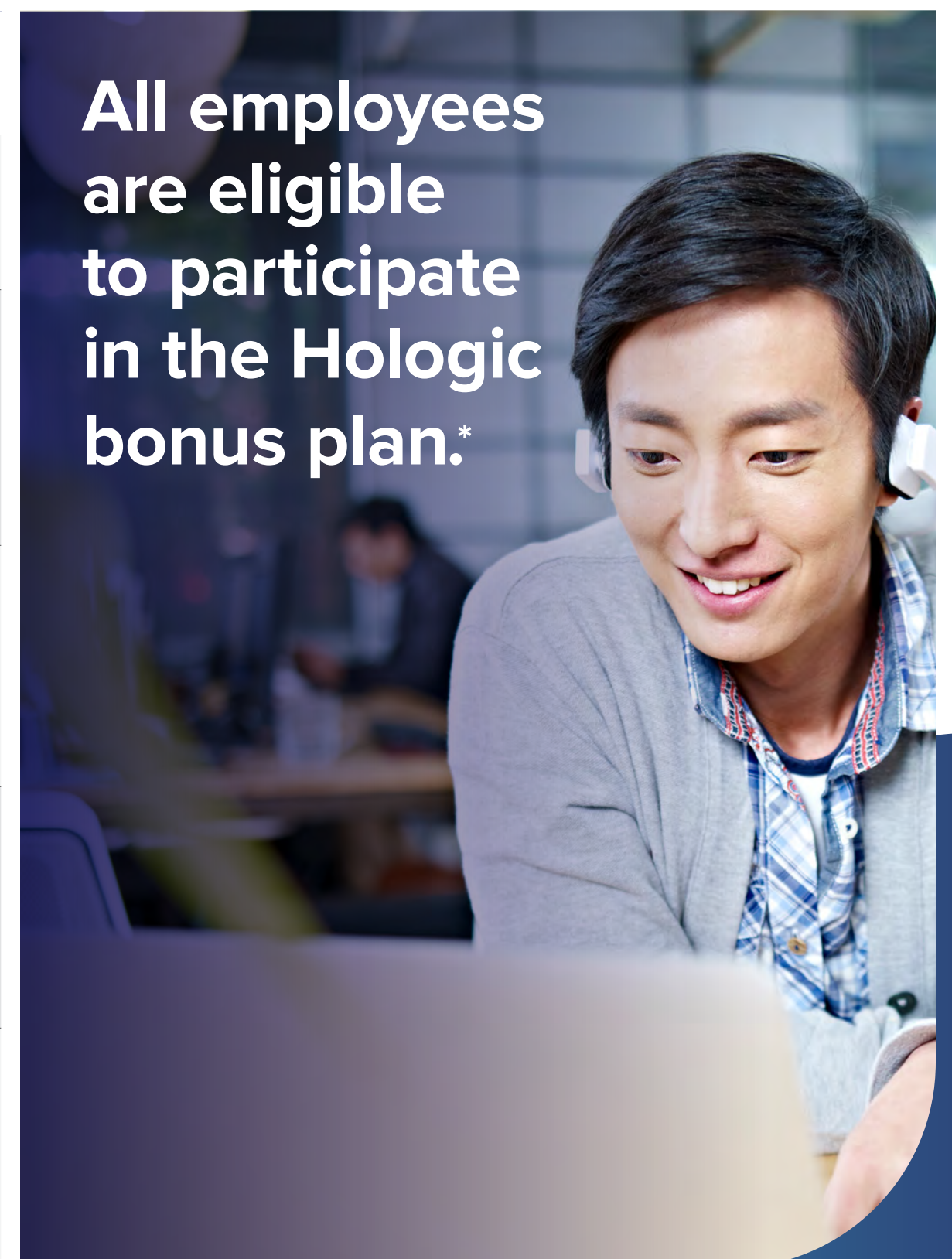
# Total Rewards

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                                                                                                         | 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 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





## 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 include breast health screenings, family building, mental health support and more.

- 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 building 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 and lactation consultations.
- Expanded healthcare coverage to pay for health-related travel — including out-of-town trips for reproductive health services not provided locally.

\* Benefits available for Hologic's U.S. employees.

### 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 at one of Hologic's facilities, we provide private and comfortable mother's rooms for expressing milk, supporting employee well-being and meeting legal requirements.

#### 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, eldercare and pet care resources. We also offer Hologic-subsidized days for emergency child and elder back-up care through Care.com.

#### Mental Health Support

Recognizing the importance of mental well-being, Hologic offers free therapy and coaching sessions to support employees' mental health — through Lyra in the U.S. and the ComPsych Employee Assistance Program (EAP) worldwide. These programs provide confidential help for issues like stress, postpartum concerns, anxiety and depression, ensuring employees have accessible resources to manage their well-being.



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 to:

- 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.

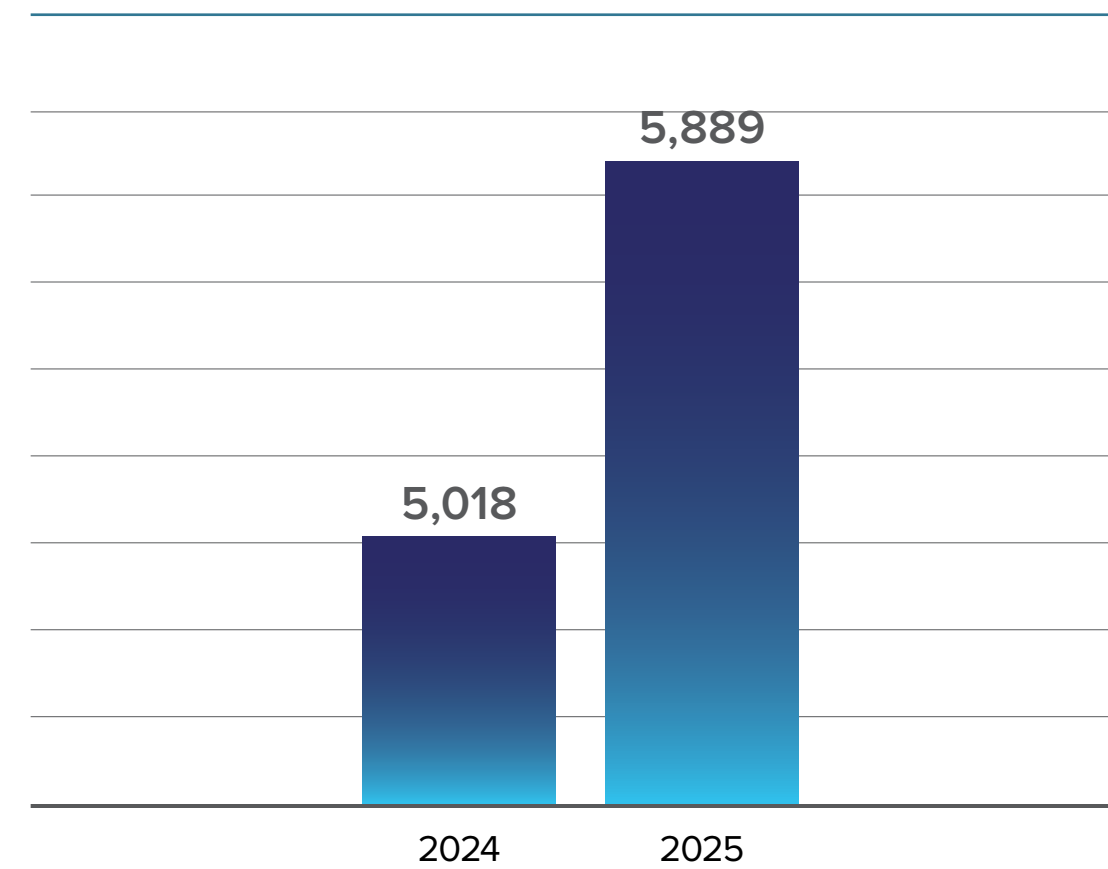
Learn more:

[EHS Global Policy](#)

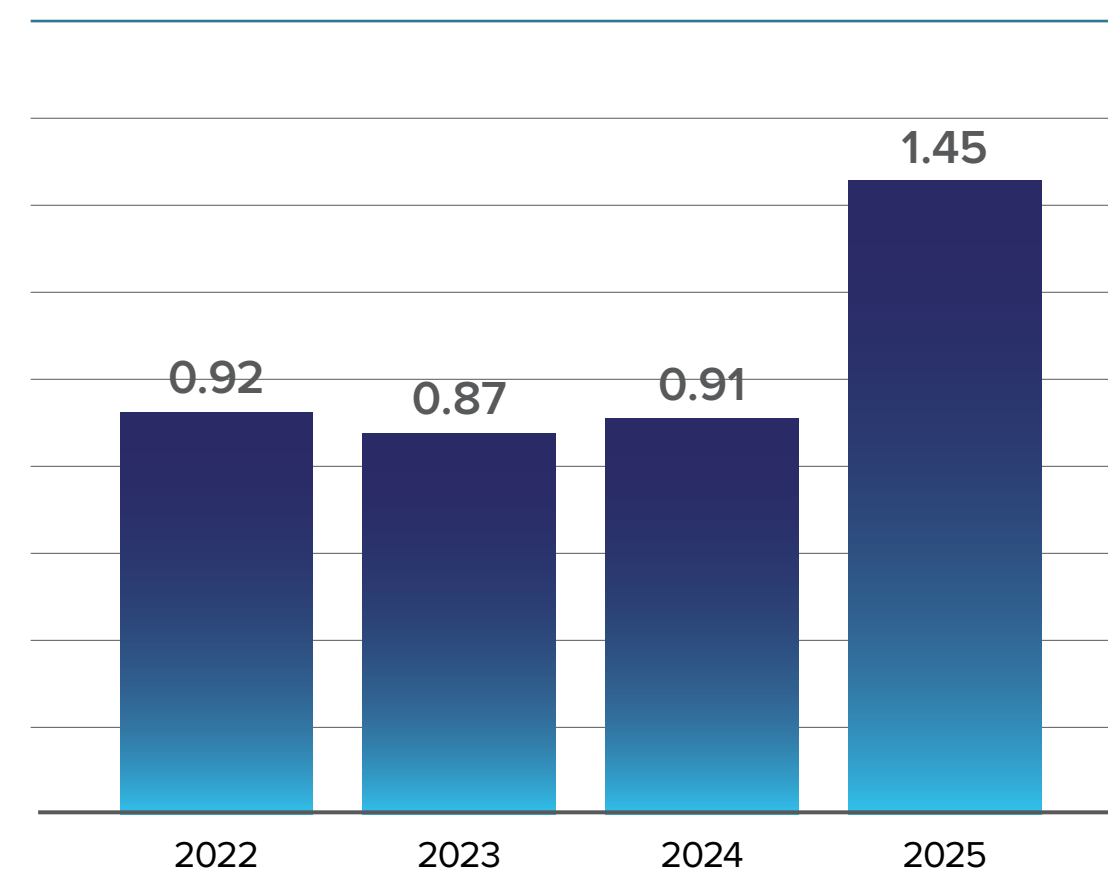
[ISO 45001 Certifications](#)

[ISO 14001 Certifications](#)

### Proactive Preventive Reporting



### Total Recordable Incident Rate (TRIR)\*



The EHS Team is Committed to Continued Engagement with Ongoing Safety Initiatives for Future Improvements.

- Increased leadership walks focused on processes and employee safety.
- Safety champions completed monthly inspections.
- Increased focused on evaluating and implementing proper ergonomics and stretching initiative within manufacturing areas.
- Failure Mode and Effects Analysis (FMEA) applied as a systematic approach to identify failures in processes and prioritize action to mitigate and reduce the risk factors.
- Warehouse pedestrian safety initiatives.

### Emergency Preparedness and Business Continuity Simulation

Our business continuity and emergency preparedness plans are continuously tested, reviewed and improved. The Costa Rica leadership group participated in a simulation exercise focused on developing strategies that allow us to respond effectively to protect our employees, our community, our business and our customers.

\* 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.  
 \*\* U.S. Bureau of Labor Statistics reports average Total Recordable Incident Rate for the medical device industry (NAICS 3391) was approximately 2.1 in 2023.

**17% increase YoY** in proactive safety reporting engagement

Incident rate **well below industry average\*\***



Simarano Warehouse Pedestrian Safety Project



Costa Rica Leadership Team participating in business continuity simulation exercise.



# Promoting Opportunities for Development

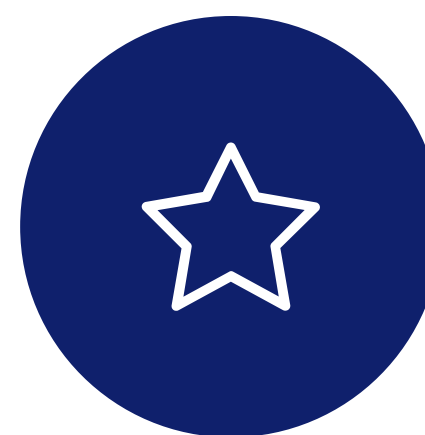
At Hologic, talent and purpose are our differentiators. A diverse mix of innovative minds enables us to fulfill our mission of helping women around the world live healthier lives — and, by extension, their families and communities. We are dedicated to supporting each employee’s career growth and development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

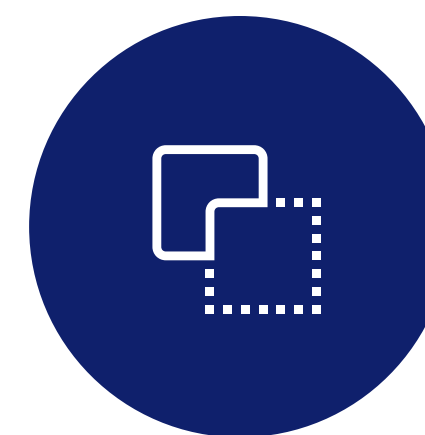
- Employees meet with their managers at least quarterly to discuss performance and progress on goals.
- All regular Hologic employees are invited to participate in the annual Employee Engagement Survey.
- Employees meet with their teams to discuss insights from the annual engagement survey and plan goals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



## 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.



“I’m grateful to Hologic for all the financial, professional and moral support. This is an organization that rewards employees who work hard and are determined to contribute more to the mission of improving the health of women and their families.”

– Katia Morera



San Diego Interns Summer 2025

### 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 — A Career of Growth at Hologic: From Costa Rica Sugar Cane Farm to Production Assembly Line to Professional HR Technology Partner

Katia Morera dreamed of a better future for herself and her loved ones through education. Her family, subsisting on a sugar cane farm in rural Costa Rica, lacked the means to fund her studies beyond high school. No one in her household had attended college, and while her parents emphasized the importance of higher education, that goal remained a vague aspiration for her when she left home to join Hologic at age 19. Starting as a production line assembler, her talent and drive were nurtured by Hologic’s culture of growth, tuition reimbursement and leadership development. Today, Katia thrives as an HR Technology Partner, optimizing HR systems helping to empower world-class talent to develop life-saving technologies for women globally. Balancing motherhood, work and academic studies, she attained a technical diploma, then a bachelor’s degree in business and ultimately a postgraduate degree specializing in human resources.

\*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.



Costa Rica training session on Gallup’s CliftonStrengths.

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 programs and resources offering self-guided content and in-person trainings centered on good management practices, effective meetings, goal setting, performance reviews, team engagement, well-being conversations, manager processes, onboarding, engagement, development, assessing strengths and leadership expectations.

### 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 point-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.



"This award is a testament to the 1,200 talented Hologic Service teammates who are passionate about service, trusted in action, delivering for the benefit of patients everywhere. The team's dedication brings Hologic's purpose, passion and promise to be Global Champions for Women's Health alive every day!"




— James Gable,  
Vice President, Global Services



The Extra Mile® Awards at Hologic: Celebrating Excellence and Commitment  
Recognition for employees exhibiting dedication, proactivity, collaborative spirit and customer focus. Costa Rica Finance Shared Service Center Winners.

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

\* 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

### Impact Stories

## Corporate Philanthropy Community Grants

### Women's Health

Hologic helps women around the world live healthier lives. Our commitment to this effort extends beyond our products. We focus our philanthropy on programs that strengthen women's healthcare and promote access and equity. We support non-profit organizations, programs and initiatives that align with Hologic's mission, including breast health, gynecologic health, cervical health and sexual health.

#### Mobile Mammogram Rural Costa Rica

\$30,000 support in 2025

Thanks to the Alsalus alliance and the Clínica Bíblica Hospital, over 500 free mammograms completed in rural Costa Rica communities with the mobile mammogram program.



### STEM

The future of healthcare depends on cultivating a strong workforce of science, technology, engineering and mathematics (STEM) professionals today. Hologic favors programs that improve access to science, technology, engineering and math (STEM) education for underserved communities because everyone deserves the opportunity to reach their full potential.

#### STEM Girl Day at University of Texas (UT), Austin

At STEM Girl Day at UT Austin, over 12,000 K-8th grade students engaged in hands-on activities led by STEM enthusiasts, including 20 Hologic volunteers who talked about their careers and some of the latest technologies in women's health. Investment supports impact where we have a site or employees.



### Local Community

Supporting the communities where our employees live and work is central to Hologic's mission. We support efforts to aid response and recovery to natural disasters and local needs.

#### Disaster Response: LA Fires

\$500K donated in response to the 2025 Los Angeles Fires supporting the following nonprofit organizations:

- California Community Foundation Wildfire Recovery Fund
- Direct Relief for California Fire Relief
- Habitat LA Fund for assistance to those who lost their homes





## INVESTING IN OUR COMMUNITIES, CONTINUED

### Women's Health

#### Dignity Matters

\$50,000

Dignity Matters is a Massachusetts-based non-profit organization dedicated to addressing period poverty by providing free menstrual products, bras and underwear for the un-housed or disadvantaged. Their mission is to help individuals stay healthy, regain self-confidence and live with basic dignity. Many face the harsh reality of not being able to afford the essential products they need and are forced to make impossible choices between buying food or menstrual care.



#### African Education Program (AEP)

\$25,000 support in FY 2025

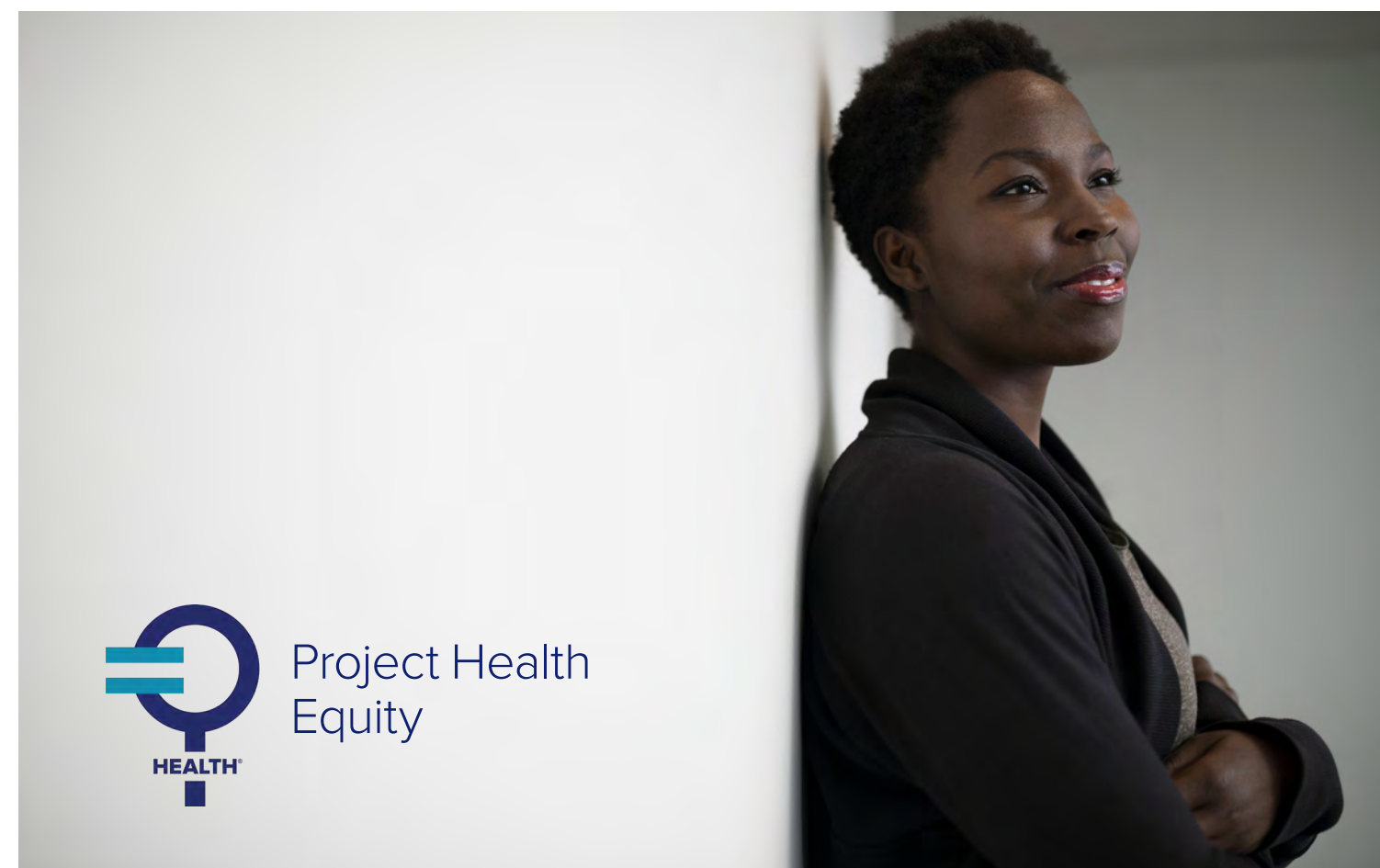
Hologic has supported the African Education Program (AEP) Zambia to support initiatives like the Rural Outreach Program and reproductive health services focused on women's health, education and empowerment.

#### Hologic Project Health Equity

\$20 million since 2020

Learn more about our Project Health Equity partners like Neighborhood Healthcare and the Promise Fund.

[Learn more](#)



### STEM

#### Delaware College Scholars

Helps high-achieving public-school students succeed in competitive four-year colleges and universities, no matter their backgrounds.

#### San Diego Science and Engineering Festival

Hologic volunteers demonstrate blueberry DNA extraction experiments.

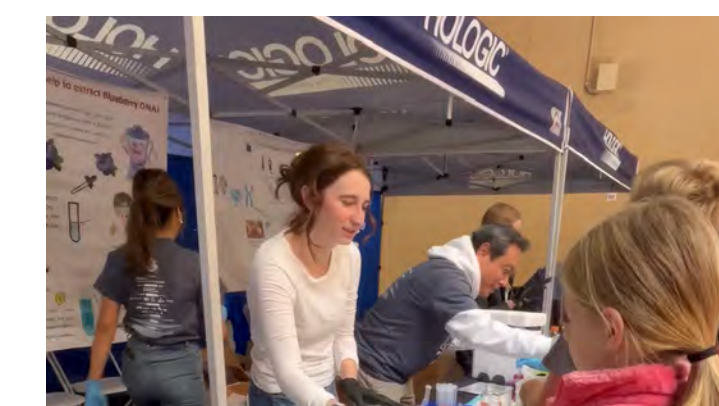
#### Million Women Mentors

Hologic volunteers with Delaware Women in Engineering.

#### Hologic 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. 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.

**"Becas Para Familiares"** (Scholarship for Family Members) 2025 Costa Rica Recipients. The scholarship programs are independently administered by nonprofit partners in the U.S. and Costa Rica.



INVESTING IN OUR COMMUNITIES, CONTINUED

Impact Stories

Employees Engaged in Supporting Awareness Campaigns

Fibroid Awareness

Each July, Hologic employees show up wearing white as a powerful symbol for Fibroid Awareness Month to break the silence around uterine fibroids, give hope and strength to overcome heavy bleeding and other debilitating symptoms, and advocate for research, education and better care. The movement encourages people to wear white to make the invisible epidemic visible and stand in solidarity with those suffering, especially since many avoid white due to heavy periods.

[Learn more](#)



Cervical Health Awareness

Every two minutes, a woman loses her life to cervical cancer\*. But together, we can continue to change this statistic because cervical cancer is preventable and early detection saves lives.

Cervical cancer screening is an important part of our work across women's health. Hologic's ThinPrep® Pap Test helps detect the presence of abnormal cervical cells, while our Aptima® HPV Tests identify high-risk HPV mRNA indicative of HPV infections most likely to lead to cervical disease. All-in-all, our cervical health solutions, also including innovations like the ThinPrep Imaging System, Panther® System and Genius® Digital Diagnostics System, help healthcare providers around the world detect cervical disease early, when it's most treatable.

[Learn more](#)

\*WHO Cervical Health Fact Sheet, 2025



Employees engaged in a campaign to encourage women to 'Take 2 Minutes' to talk to their healthcare providers about screening options.

INVESTING IN OUR COMMUNITIES, CONTINUED

Breast Cancer Awareness

We engaged employees in annual Breast Cancer Awareness campaigns to educate our own employees and activate our internal change agents to help confront common myths and misconceptions about breast cancer moving beyond awareness to action. Switzerland employees supported the PINK CUBE Test Your Breast as part of our global #BustTheMyth campaign this October. By connecting local initiatives like this one with our global campaign, we're making sure myths don't stand in the way of knowledge, access and better patient outcomes.

[Learn more](#)



Switzerland



U.K.



Belgium



Costa Rica



China



U.S.

Breast Cancer Employee Volunteer Activation and Community Engagement



U.K.



Boston, U.S.



Canada



Singapore



San Diego, U.S.



Belgium



Costa Rica

Endomag Team Steps Up for Breast Cancer Patients and Doubles Impact Through Matching Program

The Cambridge, U.K.-based Endomag team set out to walk 10 million steps to raise £10,000 (about \$13,300 USD) for Little Lifts, a local organization that's making an impact for people undergoing breast cancer treatment.

The team put together care packages for patients and collectively walked over 11 million steps exceeding their goal. With the company philanthropy match program, £20,000 (over \$26,000 USD) was raised for the cause, which will bring about 400 curated boxes to patients undergoing breast cancer treatment throughout the U.K.

"This challenge showed what we can achieve together as a team. By uniting behind a cause that truly reflects our mission, we've shown how our collective efforts can translate into real support for patients."

– Eric Mayes, Vice President and General Manager, Endomag, a Hologic company



INVESTING IN OUR COMMUNITIES, CONTINUED

Local Impact Employee Volunteer Efforts Around the Globe



San Diego, U.S. Surf for a Cause Moore's Cancer Center UCSD



Costa Rica Los Abuelos de Meche Senior Center



Montreal, Canada Mammography Bus



San Diego, U.S. Food Bank



Manchester, U.K. Hike for Cancer Challenge



Brussels, Belgium Missionaries of Charity Essential Items Shoe Box Campaign



Costa Rica Food Bank



San Diego, U.S. Breast Cancer Awareness Fair



# 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**
- ↳ **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, 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.





# Corporate Governance and Compliance

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.

The information herein represents the structure during fiscal year 2025 as a publicly traded company.

## 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 value.

For additional details on board structure, Director profiles, and corporate governance during fiscal year 2025 as a publicly traded company, refer to previous SEC disclosures.





## 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 is responsible 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” means 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.

9

Published languages for the Code of Conduct

100%

Employees assigned Code of Conduct annual certification

96%

Employees completed and certified training to the Code in 2025

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

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



## 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](#)

### 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 Policy](#)  
[Corporate Global Trade Compliance Policy](#)





# 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](#)



## 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-U.S. Data Privacy Framework, which is approved by the EU Commission and managed by the Department of Commerce.

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

### 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 included cybersecurity 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 lifecycle of our products consisting of:

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

### HOLOGIC PRIVACY PRINCIPLES:



#### Notice

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

Process personal data ethically, lawfully and transparently.



## RESPONSIBLE BUSINESS PRACTICES, CONTINUED

### Responsible Artificial Intelligence (AI)

#### 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 AI 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.

In 2025, we expanded on our AI Governance to Accelerate Safe and Effective Use of AI including a cross functional Executive Steering Committee, AI Review Board and an Operational Board.

[Learn more](#)

## AI GOVERNANCE

### AI Executive Steering Committee



#### Review Board

- AI Ethics Guidelines
- AI Risk Mgmt. Framework
- Internal policies to account for AI
- Review new AI purchases
- Review major internal AI applications released for legal compliance, IP safeguards, data privacy, cybersecurity and ethical concerns



#### Operational Board

- Create and oversee AI core team who:
  - Research and recommend AI tools for purchase
  - Draft roadmap of prioritized AI use cases
  - Justify additional resources needed
  - Create rollout and training programs
- Make cross-divisional AI purchase decisions
- Measure success of AI acceleration effort



## 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, are 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](https://www.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

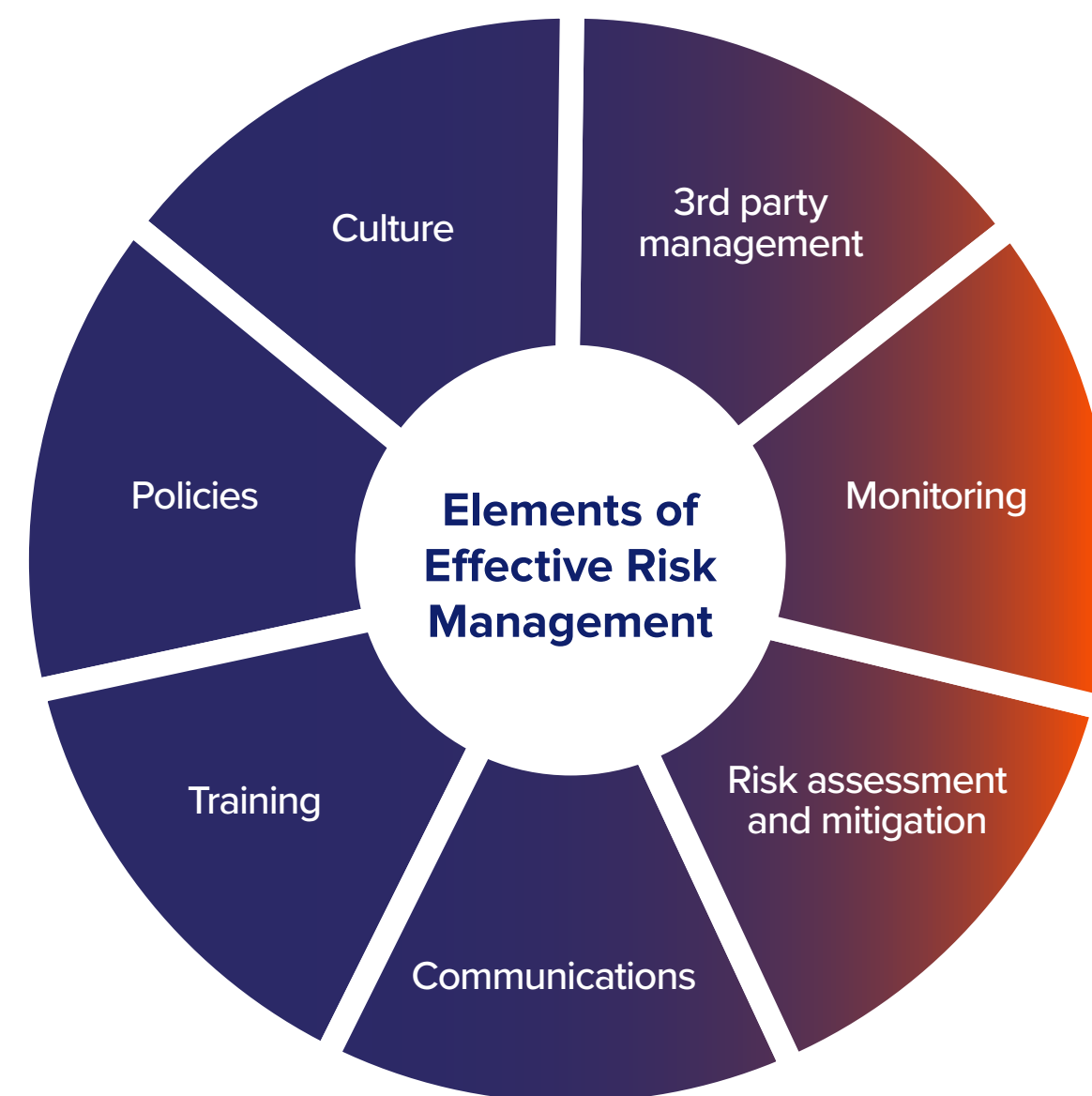
#### Enterprise Risk Management (ERM)

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
- Environmental, health and safety
- 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](#)



# 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](#)

### 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 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>

| 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.



## ENGAGE A SUSTAINABLE AND RESPONSIBLE SUPPLY CHAIN, CONTINUED

### 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 lifecycle process and management, we engage with a variety of internal teams including procurement, supplier quality, environmental health and safety, trade compliance, sustainability, 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.

[Learn more:](#)  
[Hologic Procurement & Supplier Guidebook](#)  
[Hologic Human Rights Policy](#)  
[Hologic Code of Conduct](#)

## 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 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, government 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

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.

- ↳ [About the Report](#)
- ↳ [Data Summary](#)
- ↳ [GRI, SASB, TCFD Indices](#)
- ↳ [Assurance Statements](#)
- ↳ [Safe Harbor Disclosures](#)





### Reporting Period

Our annual sustainability report reflects our purpose in action covering Hologic's fiscal year from October 1, 2024 to September 27, 2025, unless otherwise noted.

### Boundaries and Exclusions

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

### Currency

U.S. 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.

We welcome your feedback at [sustainability@hologic.com](mailto:sustainability@hologic.com)

### Independent Review and Assurance

A third-party independent review and limited assurance was 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 environmental data including energy, Scope 1, 2, 3 emissions, energy consumption, water and waste.

[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.

[Learn more](#)

### 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).
- 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.

## ABOUT THE REPORT

This document reflects the progress we have made and our commitments toward building a better and healthier world.

Our report was designed to provide an integrated view of our sustainability program and most important environmental, social and governance themes.

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### Update to Greenhouse Gas Methodology Aligned to our Emission Restatement Policy

In 2025, we further refined our sustainability reporting methodologies, data and controls as part of a continuous improvement approach to transparent and accountable sustainability disclosures.

We updated our greenhouse gas accounting methodology with a shift to a new sustainability data management tool and enlisted Watershed as our new platform partner. We will leverage their utilization of the Comprehensive Environmental Data Archive (CEDA) and U.S. Environmentally Extended Input-Output (EEIO) databases as industry-standard spend-based emission factor references. Watershed's calculation methodologies and emission factors undergo updates and third-party review that results in a statement of limited assurance twice per year.

Per the GHG Corporate Accounting and Reporting Standard, the emissions base year is subject to recalculation should a material change in total base year emission be identified due to factors including but not limited to inorganic growth and a change in methodology. Per the Science Based Targets initiative guidance, companies shall apply a significance threshold of 5% or less for materiality. If a significant change occurs and the company's target(s) no longer meet SBTi criteria, then the target(s) shall be recalculated and revalidated following the most recent applicable criteria.

In the development of our sustainability reporting approach and alignment to the GHG Reporting Protocol and SBTi, Hologic defined the significance threshold to reflect material changes at a variance of greater than or equal to 5% of the total emissions footprint.

In accordance with this internal re-calculation and re-statement policy, the shift to Watershed's methodology triggered a re-baselining of our carbon emission inventory. We recalculated emissions totals for our base year (Fiscal Year 2020) and all subsequent annual inventory data points for Fiscal Years 2021-2024, with the current reporting cycle for Fiscal Year 2025 also utilizing the updated methodology.

While the emissions totals changed across all years due to the methodology update, our base year and target years remain unchanged. Our current targets continue to meet SBTi's minimum ambition levels with the new emissions totals. Therefore, no resubmission to SBTi was required, and all our near term, long term and net zero SBTi targets remain in full effect.

By applying consistent carbon emission calculations, we can ensure our carbon footprint is comparable over time with relevant and reliable data that provides a clear understanding of progress and further opportunities. We look forward to leveraging new insights as we mature our climate action path.





# Data Summary

| About Hologic           | 2020                  | 2025                  |
|-------------------------|-----------------------|-----------------------|
| Name                    | Hologic, Inc.         | Hologic, Inc.         |
| HQ                      | Marlborough, MA, U.S. | Marlborough, MA, U.S. |
| Ownership type          | Public                | Public                |
| Revenue                 | \$3.7B                | \$4.1B                |
| Building square footage | 1,557,165             | 2,399,900             |

| Advancing Access and Equity for Women's Health | 2025     |
|------------------------------------------------|----------|
| # Lives Impacted*                              | >199M    |
| Investment R&D spend (\$)                      | \$248.2M |
| Investment R&D spend (%)                       | 6.1%     |

| Protecting the Environment                                                                                                                                      | 2025             |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Reduce Scope 1 and 2 emissions by 50% from 2020 baseline (absolute)                                                                                             | Decreased by 27% |
| Achieve 100% renewable electricity for Scope 2                                                                                                                  | Achieved 52%     |
| Reduce scope 3 emissions 25% from the Categories Purchased Goods and Services, Capital Goods and Upstream Transportation (Categories 1,2,4) from 2020 baseline. | Decreased by 22% |
| Net zero by 2050 with 90% reduction for Scope 1, 2, 3 (absolute)                                                                                                | Decreased by 17% |
| Increase landfill diversion to 90% at key operational sites                                                                                                     | Increased to 62% |
| Reduce water intensity by 10% at key operational sites                                                                                                          | Achieved 13%     |

\* 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.
- Some segments may not add up to total due to rounding.



DATA SUMMARY, CONTINUED

Protecting the Environment

| Energy Consumption (Gigajoules)                           | 2020   | 2023   | 2024   | 2025*  |
|-----------------------------------------------------------|--------|--------|--------|--------|
| Total fuel consumption from nonrenewable sources          | 39,069 | 40,270 | 38,997 | 39,948 |
| Total fuel consumption from renewable sources             | 0      | 0      | 0      | 0      |
| Total fuel consumption (renewable + nonrenewable)         | 39,069 | 40,270 | 38,997 | 39,948 |
| Purchased electricity                                     | 55,498 | 53,009 | 53,160 | 53,028 |
| Generated electricity (On-site solar)                     | 673    | 1,015  | 1,185  | 1,327  |
| Total electricity (purchased + generated)                 | 56,171 | 54,024 | 54,345 | 54,355 |
| Total energy consumption (total electricity + total fuel) | 95,240 | 94,294 | 93,342 | 94,303 |

| Renewable Electricity Consumption                       | 2020  | 2023  | 2024  | 2025*  |
|---------------------------------------------------------|-------|-------|-------|--------|
| On-site solar generation (Gigajoules)                   | 673   | 1,015 | 1,185 | 1,327  |
| Renewable electricity purchased (Gigajoules)            | 4,527 | 6,523 | 6,279 | 27,199 |
| Covered by voluntary carbon offsets                     | 0     | 0     | 0     | 0      |
| Covered by voluntary purchased renewable energy credits | 0     | 0     | 0     | 20,930 |
| % Renewable electricity                                 | 9%    | 14%   | 14%   | 52%    |

| Emissions (Metric Tons CO2 e)                    | 2020   | 2023   | 2024   | 2025*  |
|--------------------------------------------------|--------|--------|--------|--------|
| Scope 1 GHG emissions                            | 7,142  | 7,376  | 7,152  | 7,314  |
| Scope 2 GHG emissions (market-based)             | 13,245 | 12,469 | 12,773 | 7,609  |
| Scope 2 GHG emissions (location-based)           | 12,492 | 11,058 | 11,040 | 10,952 |
| Total Scope 1 & 2 GHG emissions (market-based)   | 20,387 | 19,845 | 19,925 | 14,923 |
| Total Scope 1 & 2 GHG emissions (location-based) | 19,634 | 18,434 | 18,192 | 18,266 |

| Emission Intensity (Metric Ton CO2 e)                          | 2020   | 2023 | 2024   | 2025*  |
|----------------------------------------------------------------|--------|------|--------|--------|
| GHG emission intensity per million dollars revenue Scope 1 & 2 | 5.20   | 4.57 | 4.51   | 4.45   |
| GHG emission intensity per million dollars revenue Scope 3     | 183.59 |      | 159.37 | 141.63 |
| GHG emission intensity per million dollars revenue Scope 3     | 188.78 |      | 163.88 | 146.09 |

- \*Denote assured data
- MT CO2 e: 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.
- Updated emission data

| Energy Consumption by Region (Gigajoules) | 2020   | 2023   | 2024   | 2025*  |
|-------------------------------------------|--------|--------|--------|--------|
| APAC                                      | 22     | 662    | 944    | 879    |
| EMEA                                      | 6,280  | 7,535  | 6,904  | 6,946  |
| LATAM                                     | 5,221  | 7,025  | 7,754  | 7,829  |
| North America                             | 83,717 | 79,071 | 77,739 | 78,649 |

| Emissions by Region (Metric Tons CO2 e)       | 2020   | 2023   | 2024   | 2025*  |
|-----------------------------------------------|--------|--------|--------|--------|
| Scope 1 & 2 market based APAC region          | 10     | 378    | 544    | 524    |
| Scope 1 & 2 market based EMEA region          | 2,070  | 2,458  | 2,601  | 2,569  |
| Scope 1 & 2 market based LATAM region         | 12     | 67     | 74     | 61     |
| Scope 1 & 2 market based North America region | 18,296 | 16,942 | 16,706 | 11,769 |

| Scope 3 Emissions                                      | 2020 Baseline     |                    | 2024              |                    | 2025*             |                    | % Change in Emissions from Baseline |
|--------------------------------------------------------|-------------------|--------------------|-------------------|--------------------|-------------------|--------------------|-------------------------------------|
|                                                        | Metric Tons CO2 e | % of Total Scope 3 | Metric Tons CO2 e | % of Total Scope 3 | Metric Tons CO2 e | % of Total Scope 3 |                                     |
| Category 1: Purchased Goods and Services               | 409,903           | 59%                | 370,282           | 58%                | 312,639           | 54%                | -24%                                |
| Category 2: Capital Goods                              | 33,805            | 5%                 | 20,809            | 3%                 | 14,077            | 2%                 | -58%                                |
| Category 3: Fuel and Energy Related Activities         | 5,792             | 1%                 | 5,351             | 1%                 | 5,366             | 1%                 | -7%                                 |
| Category 4: Upstream Transportation and Distribution   | 114,048           | 16%                | 89,745            | 14%                | 111,076           | 19%                | -3%                                 |
| Category 5: Waste Generated in Operations              | 460               | 0%                 | 758               | 0%                 | 716               | 0%                 | 56%                                 |
| Category 6: Business Travel                            | 13,828            | 2%                 | 23,270            | 4%                 | 17,762            | 3%                 | 28%                                 |
| Category 7: Employee Commuting                         | 7,769             | 1%                 | 77,353            | 1%                 | 7,210             | 1%                 | -7%                                 |
| Category 8: Upstream Leased Assets                     | 0                 | 0%                 | 5                 | 0%                 | 2                 | 0%                 | 0%                                  |
| Category 9: Downstream Transportation and Distribution | 0                 | 0                  | 0                 | 0                  | 0                 | 0                  | 0                                   |
| Category:10: Processing of Sold Products               | 0                 | 0%                 | 0                 | 0%                 | 0                 | 0%                 | 0%                                  |
| Category 11: Use of Sold Products                      | 100,866           | 15%                | 113,465           | 18%                | 100,782           | 18%                | 1%                                  |
| Category 12: End-of-Life Treatment of Sold Products    | 6,930             | 1%                 | 11,136            | 2%                 | 11,136            | 2%                 | 61%                                 |
| Category 13: Downstream Leased Assets                  | 0                 | 0                  | 0                 | 0                  | 0                 | 0                  | 0                                   |
| Category 14: Franchises                                | 0                 | 0                  | 0                 | 0                  | 0                 | 0                  | 0                                   |
| Category 15: Investments                               | 0                 | 0                  | 0                 | 0                  | 0                 | 0                  | 0                                   |
| Total                                                  | 693,401           | 100%               | 642,248           | 100%               | 580,765           | 100%               | -16%                                |



## DATA SUMMARY, CONTINUED

## Protecting the Environment

| Water (m3)                                                           | 2020        | 2023        | 2024        | 2025*        |
|----------------------------------------------------------------------|-------------|-------------|-------------|--------------|
| <b>Total</b>                                                         |             |             |             |              |
| Global water withdrawal from key manufacturing sites                 | 153,100     | 150,254     | 141,168     | 145,269      |
| <b>Regional</b>                                                      |             |             |             |              |
| Regional water withdrawal APAC region                                | 0           | 0           | 0           | 0            |
| Regional water withdrawal EMEA region                                | 9,458       | 7,842       | 8,011       | 5,477        |
| Regional water withdrawal LATAM region                               | 18,821      | 35,206      | 31,682      | 33,311       |
| Regional water withdrawal North America region                       | 124,821     | 107,206     | 101,475     | 106,481      |
| % manufacturing sites in water stressed region                       | 11%         | 11%         | 13%         | 13%          |
| Water intensity (withdrawal/revenue)                                 | 40.53       | 37.28       | 35.03       | 35.43        |
| <b>Waste</b>                                                         | <b>2020</b> | <b>2023</b> | <b>2024</b> | <b>2025*</b> |
| <b>Non hazardous waste (Metric Tons) by type and disposal method</b> |             |             |             |              |
| Total Non-Hazardous Waste                                            | 910         | 3,028       | 2,648       | 2,309        |
| Anaerobically digested                                               | 65          | 13          | 19          | 25           |
| Combusted                                                            | 17          | 25          | 121         | 70           |
| Landfilled                                                           | 529         | 1,922       | 887         | 802          |
| Recycled                                                             | 299         | 1,068       | 1,621       | 1,412        |
| <b>Hazardous waste (Metric Tons) by type and disposal method</b>     |             |             |             |              |
| Total Hazardous Waste                                                | 149         | 148         | 154         | 209          |
| Combusted                                                            | 76          | 88          | 86          | 147          |
| Landfilled                                                           | 54          | 34          | 31          | 38           |
| Recycled                                                             | 3           | 10          | 9           | 13           |
| Other                                                                | 16          | 16          | 28          | 11           |

| Waste                                   | 2020        | 2023        | 2024        | 2025*       |
|-----------------------------------------|-------------|-------------|-------------|-------------|
| <b>Non-hazardous landfill diversion</b> |             |             |             |             |
| <b>Global</b>                           | <b>40%</b>  | <b>36%</b>  | <b>62%</b>  | <b>62%</b>  |
| <b>North America (U.S.)</b>             | <b>21%</b>  | <b>20%</b>  | <b>43%</b>  | <b>45%</b>  |
| Danbury, CT                             | N/A         | N/A         | 28%         | 21%         |
| Londonderry, NH                         | N/A         | 31%         | 31%         | 26%         |
| Simarano, MA                            | N/A         | N/A         | 56%         | 55%         |
| San Diego, CA                           | 47%         | 28%         | 48%         | 51%         |
| Marlborough, MA                         | N/A         | N/A         | 17%         | N/A*        |
| Newark, DE                              | N/A         | N/A         | 30%         | 25%         |
| <b>LATAM</b>                            | <b>68%</b>  | <b>91%</b>  | <b>96%</b>  | <b>96%</b>  |
| Alajuela, Costa Rica                    | 68%         | 91%         | 96%         | 96%         |
| <b>EMEA</b>                             | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> |
| Manchester, U.K.                        | 100%        | 100%        | 100%        | 100%        |

- \*Denotes assured data.
- 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 unavailable as vendor was unable to provide for this year.



DATA SUMMARY, CONTINUED

Supporting Our People and Communities

| Employee Engagement                       | 2023 | 2024 | 2025 |
|-------------------------------------------|------|------|------|
| Annual survey response participation rate | 96%  | 95%  | 95%  |
| % engaged*                                | 74%  | 75%  | 75%  |
| Percentile ranked                         | 97th | 97th | 98th |

| Supporting our People & Communities      | 2023  | 2024  | 2025  |
|------------------------------------------|-------|-------|-------|
| <b>Safety</b>                            |       |       |       |
| Total recordable injury and illness rate | 0.869 | 0.910 | 1.450 |
| Lost time injury rate                    | 0.446 | 0.344 | 0.322 |
| Fatalities employees                     | 0     | 0     | 0     |
| Fatalities contractors                   | 0     | 0     | 0     |
| Prevention reporting hazard spots        | 6706  | 5018  | 5889  |

| Age (Global)                                | 2025 |
|---------------------------------------------|------|
| < 28   Gen Z   1996-2012                    | 18%  |
| 29 - 47   Gen Y   Millennials   1977 - 1995 | 55%  |
| 48 - 59   Gen X   1965 - 1976               | 20%  |
| 60 - 78   Boomer   1946 - 1964              | 7%   |
| Other                                       | 0%   |

| Additional Identities U.S. (Self-Reported) | 2025 |
|--------------------------------------------|------|
| Veterans                                   | 3%   |
| Persons with disabilities                  | 2%   |

| General Workforce (Global)      | 2020 | 2023 | 2024 | 2025 |
|---------------------------------|------|------|------|------|
| Total employees (FT + PT)       | 5650 | 6942 | 7063 | 7070 |
| Full time employees             | 5605 | 6880 | 7012 | 7007 |
| Part time employees             | 45   | 62   | 51   | 63   |
| Contingent / contract workforce | 372  | 541  | 515  | 465  |

| General Workforce               | 2025 |
|---------------------------------|------|
| <b>Regional (North America)</b> |      |
| Total employees (FT + PT)       | 4036 |
| Full time employees             | 4033 |
| Part time employees             | 3    |
| Contingent / contract workforce | 202  |

|                                 |      |
|---------------------------------|------|
| <b>Regional (South America)</b> |      |
| Total employees (FT + PT)       | 1172 |
| Full time employees             | 1172 |
| Part time employees             | 0    |
| Contingent / contract workforce | 109  |

|                                 |      |
|---------------------------------|------|
| <b>Regional (EMEA)</b>          |      |
| Total employees (FT + PT)       | 1466 |
| Full time employees             | 1408 |
| Part time employees             | 58   |
| Contingent / contract workforce | 98   |

|                                 |     |
|---------------------------------|-----|
| <b>Regional (APAC)</b>          |     |
| Total employees (FT + PT)       | 396 |
| Full time employees             | 394 |
| 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 | 2023 | 2024 | 2025 |
|--------------------------------|------|------|------|------|
| Women                          | 2380 | 3057 | 2984 | 3104 |
|                                | 42%  | 44%  | 42%  | 44%  |
| Men                            | 3270 | 3866 | 3783 | 3747 |
|                                | 58%  | 56%  | 54%  | 53%  |
| Undisclosed                    | 0    | 19   | 296  | 219  |
|                                | 0%   | 0%   | 4%   | 3%   |
| Women in leadership*           | 376  | 501  | 477  | 529  |
|                                | 16%  | 16%  | 16%  | 18%  |

| Gender Representation (Global) | 2025 |
|--------------------------------|------|
| Women full time                | 3060 |
| Women part time                | 44   |
| Men full time                  | 3730 |
| Men part time                  | 17   |
| Undisclosed full time          | 217  |
| Undisclosed part time          | 2    |

| Women in Leadership (Global)                      | 2025 |
|---------------------------------------------------|------|
| Women Individual Contributors                     | 81%  |
| Women Managers                                    | 14%  |
| Women in Director and Vice President              | 6%   |
| Global Leadership Team / SVP / CEO Direct Reports | 0%   |

| Gender Representation                                                    | 2025 |
|--------------------------------------------------------------------------|------|
| <b>Functional Group Representation</b>                                   |      |
| Women in revenue-generating roles                                        | 42%  |
| Women in IT roles                                                        | 26%  |
| Women in engineering roles                                               | 16%  |
| Women in STEM-related roles (use the % of women in the total STEM roles) | 38%  |
| <b>Regional (North America)</b>                                          |      |
| Women                                                                    | 1733 |
| Men                                                                      | 2303 |
| Undisclosed                                                              | 0    |
| <b>Regional (South America)</b>                                          |      |
| Women                                                                    | 643  |
| Men                                                                      | 527  |
| Undisclosed                                                              | 2    |
| <b>Regional (EMEA)</b>                                                   |      |
| Women                                                                    | 567  |
| Men                                                                      | 724  |
| Undisclosed                                                              | 175  |
| <b>Regional (APAC)</b>                                                   |      |
| Women                                                                    | 161  |
| Men                                                                      | 193  |
| Undisclosed                                                              | 42   |

\* Women in leadership: All 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 | 2023 | 2024 | 2025 |
|-----------------|------|------|------|------|
| <b>Global</b>   |      |      |      |      |
| Women           | 48%  | 46%  | 42%  | 45%  |
| Men             | 52%  | 53%  | 50%  | 48%  |
| Undisclosed     | 0    | 1%   | 8%   | 7%   |
| <b>Regional</b> |      |      |      |      |
| North America   | N/A  | N/A  | 659  | 667  |
| South America   | N/A  | N/A  | 331  | 377  |
| EMEA            | N/A  | N/A  | 182  | 139  |
| APAC            | N/A  | N/A  | 72   | 92   |

| Promotions      | 2023 | 2024 | 2025 |
|-----------------|------|------|------|
| <b>Global</b>   |      |      |      |
| Women           | 44%  | 44%  | 45%  |
| Men             | 56%  | 55%  | 54%  |
| Undisclosed     | 0%   | 0%   | 1%   |
| <b>Regional</b> |      |      |      |
| North America   | 66%  | 59%  | 59%  |
| South America   | 15%  | 14%  | 22%  |
| EMEA            | 14%  | 22%  | 15%  |
| APAC            | 4%   | 5%   | 4%   |

| Retention                                | 2022 | 2023 | 2024 | 2025 |
|------------------------------------------|------|------|------|------|
| <b>Global</b>                            |      |      |      |      |
| Total turnover (involuntary + voluntary) | 17%  | 16%  | 17%  | 20%  |
| Total involuntary turnover               | 4%   | 5%   | 7%   | 9%   |
| Total voluntary turnover                 | 13%  | 11%  | 10%  | 11%  |
| <b>Regional (North America)</b>          |      |      |      |      |
| Total turnover (involuntary + voluntary) | %    | %    | 14%  | 19%  |
| Total involuntary turnover               | %    | %    | 6%   | 10%  |
| Total voluntary turnover                 | %    | %    | 8%   | 9%   |
| <b>Regional (South America)</b>          |      |      |      |      |
| Total turnover (involuntary + voluntary) | %    | %    | 26%  | 26%  |
| Total involuntary turnover               | %    | %    | 6%   | 3%   |
| Total voluntary turnover                 | %    | %    | 20%  | 22%  |
| <b>Regional (EMEA)</b>                   |      |      |      |      |
| Total turnover (involuntary + voluntary) | %    | %    | 29%  | 14%  |
| Total involuntary turnover               | %    | %    | 14%  | 7%   |
| Total voluntary turnover                 | %    | %    | 15%  | 7%   |
| <b>Regional (APAC)</b>                   |      |      |      |      |
| Total turnover (involuntary + voluntary) | %    | %    | 18%  | 31%  |
| Total involuntary turnover               | %    | %    | 7%   | 23%  |
| Total voluntary turnover                 | %    | %    | 11%  | 8%   |

| Retention by Gender Global       | 2023 | 2024 | 2025 |
|----------------------------------|------|------|------|
| Voluntary turnover women         | 5%   | 5%   | 5%   |
| Involuntary turnover women       | 2%   | 3%   | 4%   |
| Voluntary turnover men           | 5%   | 5%   | 6%   |
| Involuntary turnover men         | 3%   | 4%   | 5%   |
| Voluntary turnover undisclosed   | 0%   | 0%   | 0%   |
| Involuntary turnover undisclosed | 0%   | 0%   | 0%   |

- 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 | 2025 | Promotions by Gender / Ethnic / Racial Diversity U.S. | 2023 | 2024 | 2025 | Retention by Gender / Ethnic / Racial Diversity U.S. | 2023 | 2024 | 2025 | Retention by Gender / Ethnic / Racial Diversity U.S. | 2023 | 2024 | 2025 |
|------------------------------------------------------|------|------|------|-------------------------------------------------------|------|------|------|------------------------------------------------------|------|------|------|------------------------------------------------------|------|------|------|
| <b>Female</b>                                        | 44%  | 43%  | 47%  | <b>Female</b>                                         | 44%  | 44%  | 42%  | <b>Female Voluntary</b>                              | 50%  | 48%  | 48%  | <b>Male Involuntary</b>                              | 55%  | 53%  | 61%  |
| White                                                | 25%  | 25%  | 30%  | White                                                 | 18%  | 17%  | 26%  | White                                                | 15%  | 13%  | 34%  | White                                                | 24%  | 17%  | 32%  |
| Black or African American (Black)                    | 2%   | 4%   | 3%   | Black or African American (Black)                     | 1%   | 1%   | 1%   | Black or African American (Black)                    | 1%   | 1%   | 2%   | Black or African American (Black)                    | 3%   | 3%   | 6%   |
| Hispanic or Latino                                   | 5%   | 4%   | 3%   | Hispanic or Latino                                    | 4%   | 2%   | 4%   | Hispanic or Latino                                   | 2%   | 2%   | 2%   | Hispanic or Latino                                   | 4%   | 2%   | 7%   |
| Asian                                                | 5%   | 5%   | 7%   | Asian                                                 | 6%   | 3%   | 8%   | Asian                                                | 4%   | 3%   | 5%   | Asian                                                | 7%   | 4%   | 12%  |
| Native American (NA)                                 | 0%   | 0%   | 0%   | Native American (NA)                                  | 0%   | 0%   | 0%   | Native American (NA)                                 | 0%   | 0%   | 4%   | Native American (NA)                                 | 0%   | 0%   | 0%   |
| NHOPI (Native Hawaiian and Other Pac Islander)       | 0%   | 0%   | 0%   | NHOPI (Native Hawaiian and Other Pac Islander)        | 0%   | 0%   | 0%   | NHOPI (Native Hawaiian and Other Pac Islander)       | 0%   | 0%   | 0%   | NHOPI (Native Hawaiian and Other Pac Islander)       | 0%   | 0%   | 0%   |
| Two or More                                          | 3%   | 3%   | 4%   | Two or More                                           | 1%   | 2%   | 2%   | Two or More                                          | 0%   | 2%   | 4%   | Two or More                                          | 0%   | 2%   | 3%   |
| Undisclosed                                          | 5%   | 1%   | 0%   | Undisclosed                                           | 14%  | 19%  | 0%   | Undisclosed                                          | 28%  | 27%  | 0%   | Undisclosed                                          | 18%  | 25%  | 0%   |
| <b>Male</b>                                          | 56%  | 56%  | 53%  | <b>Male</b>                                           | 56%  | 55%  | 58%  | <b>Female Involuntary</b>                            | 45%  | 46%  | 39%  | <b>Undisclosed Voluntary</b>                         | 1%   | 1%   | 0%   |
| White                                                | 31%  | 31%  | 30%  | White                                                 | 23%  | 23%  | 39%  | White                                                | 18%  | 9%   | 19%  | White                                                | 0%   | 0%   | 0%   |
| Black or African American (Black)                    | 5%   | 7%   | 5%   | Black or African American (Black)                     | 2%   | 2%   | 4%   | Black or African American (Black)                    | 0%   | 1%   | 2%   | Black or African American (Black)                    | 0%   | 0%   | 0%   |
| Hispanic or Latino                                   | 4%   | 4%   | 4%   | Hispanic or Latino                                    | 3%   | 5%   | 4%   | Hispanic or Latino                                   | 2%   | 2%   | 4%   | Hispanic or Latino                                   | 0%   | 0%   | 0%   |
| Asian                                                | 6%   | 6%   | 8%   | Asian                                                 | 8%   | 5%   | 7%   | Asian                                                | 5%   | 2%   | 11%  | Asian                                                | 0%   | 0%   | 0%   |
| Native American (NA)                                 | 0%   | 0%   | 0%   | Native American (NA)                                  | 0%   | 0%   | 0%   | Native American (NA)                                 | 0%   | 0%   | 0%   | Native American (NA)                                 | 0%   | 0%   | 0%   |
| NHOPI (Native Hawaiian and Other Pac Islander)       | 0%   | 0%   | 0%   | NHOPI (Native Hawaiian and Other Pac Islander)        | 0%   | 0%   | 0%   | NHOPI (Native Hawaiian and Other Pac Islander)       | 0%   | 1%   | 1%   | NHOPI (Native Hawaiian and Other Pac Islander)       | 0%   | 0%   | 0%   |
| Two or More                                          | 4%   | 5%   | 5%   | Two or More                                           | 2%   | 1%   | 4%   | Two or More                                          | 0%   | 1%   | 1%   | Two or More                                          | 0%   | 0%   | 0%   |
| Undisclosed                                          | 4%   | 2%   | 0%   | Undisclosed                                           | 19%  | 19%  | 0%   | Undisclosed                                          | 18%  | 32%  | 1%   | Undisclosed                                          | 1%   | 1%   | 0%   |
| <b>Undisclosed</b>                                   | 0%   | 1%   | 0%   | <b>Undisclosed</b>                                    | 0%   | 0%   | 0%   | <b>Male Voluntary</b>                                | 49%  | 51%  | 52%  | <b>Undisclosed Involuntary</b>                       | 1%   | 1%   | 0%   |
| White                                                | 0%   | 1%   | 0%   | White                                                 | 0%   | 0%   | 0%   | White                                                | 14%  | 15%  | 33%  | White                                                | 0%   | 0%   | 0%   |
| Black or African American (Black)                    | 0%   | 0%   | 0%   | Black or African American (Black)                     | 0%   | 0%   | 0%   | Black or African American (Black)                    | 2%   | 2%   | 5%   | Black or African American (Black)                    | 0%   | 0%   | 0%   |
| Hispanic or Latino                                   | 0%   | 0%   | 0%   | Hispanic or Latino                                    | 0%   | 0%   | 0%   | Hispanic or Latino                                   | 2%   | 2%   | 3%   | Hispanic or Latino                                   | 0%   | 0%   | 0%   |
| Asian                                                | 0%   | 0%   | 0%   | Asian                                                 | 0%   | 0%   | 0%   | Asian                                                | 6%   | 3%   | 7%   | Asian                                                | 0%   | 0%   | 0%   |
| Native American (NA)                                 | 0%   | 0%   | 0%   | Native American (NA)                                  | 0%   | 0%   | 0%   | Native American (NA)                                 | 0%   | 0%   | 0%   | Native American (NA)                                 | 0%   | 0%   | 0%   |
| NHOPI (Native Hawaiian and Other Pac Islander)       | 0%   | 0%   | 0%   | NHOPI (Native Hawaiian and Other Pac Islander)        | 0%   | 0%   | 0%   | NHOPI (Native Hawaiian and Other Pac Islander)       | 0%   | 0%   | 0%   | NHOPI (Native Hawaiian and Other Pac Islander)       | 0%   | 0%   | 0%   |
| Two or More                                          | 0%   | 0%   | 0%   | Two or More                                           | 0%   | 0%   | 0%   | Two or More                                          | 0%   | 2%   | 4%   | Two or More                                          | 0%   | 0%   | 0%   |
| Undisclosed                                          | 0%   | 0%   | 0%   | Undisclosed                                           | 0%   | 0%   | 0%   | Undisclosed                                          | 24%  | 27%  | 0%   | Undisclosed                                          | 1%   | 1%   | 0%   |

- 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 | 2025 |
|--------------------------------------------------------------------|------|------|------|------|
| <b>General</b>                                                     |      |      |      |      |
| Total U.S.                                                         | 4045 | 3998 | 4095 | 4036 |
| Individual Contributor                                             | 80%  | 80%  | 80%  | 79%  |
| Managers                                                           | 12%  | 14%  | 12%  | 12%  |
| Director and VPs                                                   | 8%   | 6%   | 8%   | 8%   |
| Global Leadership Team (GLT) Ethnic / Racial Diversity / Non White | 0%   | 0%   | 0%   | 0%   |
| <b>Ethnic / Racial Diversity Summary</b>                           |      |      |      |      |
| Total U.S. Ethnic / Racial Diversity / Non White / Self Reported   | 32%  | 33%  | 35%  | 35%  |
| Individual Contributor Ethnic / Racial Diversity / Non White       | 35%  | 36%  | 38%  | 38%  |
| Managers Ethnic / Racial Diversity / Non White                     | 24%  | 25%  | 26%  | 25%  |
| Director and VPs Ethnic / Racial Diversity / Non White             | 18%  | 18%  | 19%  | 19%  |
| GLT (Global) Ethnic / Racial Diversity / Non White                 | 18%  | 20%  | 25%  | 25%  |

| Ethnic / Racial Diversity (U.S.)               | 2022 | 2023 | 2025 |
|------------------------------------------------|------|------|------|
| White                                          | 66%  | 64%  | 60%  |
| Total Ethnic/Racial Diversity (all non-white)  | 33%  | 36%  | 40%  |
| Black or African American (Black)              | 4%   | 5%   | 8%   |
| Hispanic or Latino                             | 8%   | 9%   | 6%   |
| Asian                                          | 14%  | 15%  | 15%  |
| Native American (NA)                           | 0%   | 0%   | 0%   |
| NHOPI (Native Hawaiian and Other Pac Islander) | 1%   | 1%   | 0%   |
| Two or More                                    | 4%   | 5%   | 9%   |
| Undisclosed                                    | 2%   | 1%   | 0%   |

| Ethnic / Racial Diversity by Gender            | 2022 | 2022 | 2023 | 2025 |
|------------------------------------------------|------|------|------|------|
| <b>Female</b>                                  | 42%  | 42%  | 42%  | 43%  |
| White                                          | 28%  | 27%  | 27%  | 28%  |
| Black or African American (Black)              | 1%   | 1%   | 2%   | 2%   |
| Hispanic or Latino                             | 3%   | 3%   | 4%   | 4%   |
| Asian                                          | 7%   | 7%   | 7%   | 7%   |
| Native American (NA)                           | 0%   | 0%   | 0%   | 0%   |
| NHOPI (Native Hawaiian and Other Pac Islander) | 0%   | 0%   | 0%   | 0%   |
| Two or More                                    | 1%   | 2%   | 2%   | 2%   |
| Undisclosed                                    | 0%   | 1%   | 0%   | 0%   |
| <b>Male</b>                                    | 58%  | 58%  | 58%  | 57%  |
| White                                          | 38%  | 38%  | 37%  | 37%  |
| Black or African American (Black)              | 3%   | 3%   | 4%   | 4%   |
| Hispanic or Latino                             | 5%   | 5%   | 5%   | 5%   |
| Asian                                          | 8%   | 8%   | 8%   | 8%   |
| Native American (NA)                           | 0%   | 0%   | 0%   | 0%   |
| NHOPI (Native Hawaiian and Other Pac Islander) | 1%   | 1%   | 0%   | 0%   |
| Two or More                                    | 2%   | 2%   | 3%   | 3%   |
| Undisclosed                                    | 1%   | 1%   | 0%   | 0%   |
| <b>Undisclosed</b>                             | 0%   | 0%   | 1%   | 0%   |
| White                                          | 0%   | 0%   | 0%   | 0%   |
| Black or African American (Black)              | 0%   | 0%   | 0%   | 0%   |
| Hispanic or Latino                             | 0%   | 0%   | 0%   | 0%   |
| Asian                                          | 0%   | 0%   | 0%   | 0%   |
| Native American (NA)                           | 0%   | 0%   | 0%   | 0%   |
| NHOPI (Native Hawaiian and Other Pac Islander) | 0%   | 0%   | 0%   | 0%   |
| Two or More                                    | 0%   | 0%   | 0%   | 0%   |
| Undisclosed                                    | 0%   | 0%   | 0%   | 0%   |

- 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 | 2025 | 2023     | 2024 | 2025 | 2023             | 2024 | 2025 | 2023 | 2024 | 2025 |
| <b>Female</b>                                        | 41%                    | 42%  | 43%  | 45%      | 45%  | 45%  | 40%              | 42%  | 43%  | 40%  | 36%  | 39%  |
| White                                                | 26%                    | 26%  | 27%  | 32%      | 33%  | 33%  | 33%              | 35%  | 34%  | 30%  | 27%  | 31%  |
| Black or African American (Black)                    | 2%                     | 2%   | 2%   | 1%       | 1%   | 1%   | 1%               | 1%   | 2%   | 0%   | 0%   | 0%   |
| Hispanic or Latino                                   | 4%                     | 4%   | 4%   | 2%       | 3%   | 3%   | 1%               | 2%   | 2%   | 10%  | 9%   | 8%   |
| Asian                                                | 7%                     | 7%   | 7%   | 7%       | 7%   | 7%   | 4%               | 3%   | 4%   | 0%   | 0%   | 0%   |
| Native American (NA)                                 | 0%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 0%               | 0%   | 0%   | 0%   | 0%   | 0%   |
| NHOPI (Native Hawaiian and Other Pac Islander)       | 0%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 1%               | 0%   | 0%   | 0%   | 0%   | 0%   |
| Two or More                                          | 2%                     | 2%   | 3%   | 1%       | 1%   | 1%   | 0%               | 2%   | 2%   | 0%   | 0%   | 0%   |
| Undisclosed                                          | 1%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 0%               | 0%   | 0%   | 0%   | 0%   | 0%   |
| <b>Male</b>                                          | 59%                    | 58%  | 57%  | 55%      | 55%  | 55%  | 60%              | 57%  | 57%  | 60%  | 64%  | 62%  |
| White                                                | 37%                    | 36%  | 35%  | 41%      | 41%  | 42%  | 49%              | 46%  | 47%  | 50%  | 55%  | 39%  |
| Black or African American (Black)                    | 3%                     | 4%   | 4%   | 2%       | 1%   | 1%   | 2%               | 2%   | 2%   | 10%  | 9%   | 8%   |
| Hispanic or Latino                                   | 5%                     | 6%   | 5%   | 3%       | 4%   | 4%   | 1%               | 2%   | 4%   | 0%   | 0%   | 0%   |
| Asian                                                | 9%                     | 9%   | 9%   | 6%       | 6%   | 5%   | 5%               | 5%   | 6%   | 0%   | 0%   | 0%   |
| Native American (NA)                                 | 0%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 0%               | 1%   | 0%   | 0%   | 0%   | 0%   |
| NHOPI (Native Hawaiian and Other Pac Islander)       | 1%                     | 0%   | 1%   | 1%       | 1%   | 1%   | 0%               | 0%   | 1%   | 0%   | 0%   | 0%   |
| Two or More                                          | 2%                     | 3%   | 4%   | 1%       | 1%   | 1%   | 1%               | 1%   | 1%   | 0%   | 0%   | 8%   |
| Undisclosed                                          | 1%                     | 0%   | 0%   | 1%       | 0%   | 0%   | 0%               | 0%   | 0%   | 0%   | 0%   | 8%   |
| <b>Undisclosed</b>                                   | 0%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 0%               | 1%   | 0%   | 0%   | 0%   | 0%   |
| White                                                | 0%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 0%               | 1%   | 0%   | 0%   | 0%   | 0%   |
| Black or African American (Black)                    | 0%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 0%               | 0%   | 0%   | 0%   | 0%   | 0%   |
| Hispanic or Latino                                   | 0%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 0%               | 0%   | 0%   | 0%   | 0%   | 0%   |
| Asian                                                | 0%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 0%               | 0%   | 0%   | 0%   | 0%   | 0%   |
| Native American (NA)                                 | 0%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 0%               | 0%   | 0%   | 0%   | 0%   | 0%   |
| NHOPI (Native Hawaiian and Other Pac Islander)       | 0%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 0%               | 0%   | 0%   | 0%   | 0%   | 0%   |
| Two or More                                          | 0%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 0%               | 0%   | 0%   | 0%   | 0%   | 0%   |
| Undisclosed                                          | 0%                     | 0%   | 0%   | 0%       | 0%   | 0%   | 0%               | 0%   | 0%   | 0%   | 0%   | 0%   |

| Supporting Our People & Communities                                           | 2025                                                                                                                                                     |
|-------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Learning and Development</b>                                               |                                                                                                                                                          |
| Average learning and development hours per employee                           | 17                                                                                                                                                       |
| Total employee training hours                                                 | 105,720                                                                                                                                                  |
| <b>Community Investment</b>                                                   |                                                                                                                                                          |
| Hours donated by employees for volunteer                                      | 1785                                                                                                                                                     |
| Corporate cash grant donations                                                | \$3,002,632                                                                                                                                              |
| Number of organizations supported with donations                              | 118                                                                                                                                                      |
| Partners in giving employee match paid by corporate                           | \$145,002.47                                                                                                                                             |
| <b>Representation</b>                                                         |                                                                                                                                                          |
| % Employees covered by collective bargaining agreements or independent unions | Hologic has no collective bargaining agreements or unions within the U.S.. Hologic is covered by applicable government union agreements outside the U.S. |
| % Employees eligible for annual bonus                                         | All employees except commissioned roles                                                                                                                  |
| % Employees eligible to participate in employee stock purchase plan           | 100%                                                                                                                                                     |

| Benefits                                                           | 2024    | 2025    |
|--------------------------------------------------------------------|---------|---------|
| Parental pay above and beyond state pay (U.S.)                     | 40 days | 40 days |
| Average number of days new mothers take for family leave           | 87      | 92      |
| Average number of days new fathers take for family                 | 35      | 39      |
| % Employees eligible to use Hologic's subsidized childcare benefit | 99.5%   | 99.6%   |
| Average share of healthcare premium                                | 79.5%   | 79.2%   |

- \* 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.



DATA SUMMARY, CONTINUED

Operating with Integrity

| Operating with Integrity                                 | 2025                                                                               |
|----------------------------------------------------------|------------------------------------------------------------------------------------|
| <b>Code of Conduct</b>                                   |                                                                                    |
| Employees completed annual certification training        | 95.8%                                                                              |
| <b>ISO</b>                                               |                                                                                    |
| Sites with ISO 13485                                     | 13*                                                                                |
| Sites with ISO 14001                                     | 3                                                                                  |
| Sites with ISO 45001                                     | 3                                                                                  |
| Sites with ISO 50001                                     | 1                                                                                  |
| % manufacturing sites with active ISO 14001 certificates | 43%                                                                                |
| <b>Supply Chain</b>                                      |                                                                                    |
| Spend with direct suppliers                              | \$856,259,307                                                                      |
| # of suppliers                                           | 7,766 — total unique<br>877 — direct categories<br>6,889 — indirect & unclassified |
| Estimate monetary value of payments made to suppliers    | \$1,754,062,528                                                                    |
| Number of active diverse suppliers in U.S.               | 303                                                                                |
| % of U.S. spend with diverse suppliers (U.S.)            | 11%                                                                                |
| Spend with small business (U.S.)                         | \$97,522,638                                                                       |
| Spend with diverse owned business (U.S.)                 | \$115,409,652                                                                      |

\* ISO 13485 certificates.

\*\* Board structure, profiles, and corporate governance presented are representative of fiscal year 2025 as a publicly traded company.

\*\*\* Gender, geographic, and demographic background diversity. Individual directors may be included in more than one segment.

• For U.S., only included suppliers that were definitively in U.S. (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.

• Manufacturing sites with 14001 and 45001 certifications include U.S.: Danbury, Londonderry, Newark, Simarano, San Diego | Latin America: Costa Rica | U.K.: Manchester, U.K.

| Quality Indicators                                                                                                                                                                             | 2025                                                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| % 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                                                                                                                                                                          | 0                                                             |
| # FDA Recalls Class II                                                                                                                                                                         | 2                                                             |
| List of products on FDA MedWatch safety alerts for human medical products databased                                                                                                            | 0                                                             |
| Number of fatalities related to products as reported in FDA Manufacturer and User Facility Device Experience                                                                                   | 5                                                             |
| 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 | Marlborough received one warning letter with two observations |

| Compliance                                                                                              | 2025 |
|---------------------------------------------------------------------------------------------------------|------|
| Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | 0    |
| Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption  | 0    |

| Director Profile Fiscal Year 2025** | 2025     |
|-------------------------------------|----------|
| Total                               | 9        |
| Average tenure                      | 6 years  |
| Median age                          | 62       |
| Independent                         | 8 – ~89% |
| <b>Diversity***</b>                 |          |
| Female                              | 4        |
| Born Outside of U.S.                | 4        |
| Underrepresented Minority           | 2        |



# Global Reporting Initiative (GRI)

| GRI                               | Disclosure                                                                  | Reference                                                                                                                                                                        |
|-----------------------------------|-----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>GRI 1: Foundation</b>          |                                                                             |                                                                                                                                                                                  |
| 1                                 | Statement of use                                                            | Hologic has reported the information cited in this GRI content index for the period covering fiscal year Oct 1, 2024, to September 27, 2025 with reference to the GRI Standards. |
| <b>GRI 2: General Disclosures</b> |                                                                             |                                                                                                                                                                                  |
| 2-1                               | Organizational details                                                      | <a href="#">About Hologic, Appendix</a>                                                                                                                                          |
| 2-2                               | Entities included in the organization's sustainability reporting            | <a href="#">About Hologic, Appendix, About this Report</a>                                                                                                                       |
| 2-3                               | Reporting period, frequency and contact point                               | <a href="#">Table of Contents, Appendix, About this Report</a>                                                                                                                   |
| 2-4                               | Restatements of information                                                 | <a href="#">Appendix, About this Report</a>                                                                                                                                      |
| 2-5                               | External assurance                                                          | <a href="#">Appendix, Independent Assurance Statement</a>                                                                                                                        |
| 2-6                               | Activities, value chain and other business relationships                    | <a href="#">About Hologic, CWH, Environment, Integrity, Appendix</a>                                                                                                             |
| 2-7                               | Employees                                                                   | <a href="#">People and Communities, Appendix</a>                                                                                                                                 |
| 2-9                               | Governance structure and composition                                        | <a href="#">About Hologic, Integrity, Appendix</a>                                                                                                                               |
| 2-10                              | Nomination and selection of the highest governance body                     | <a href="#">About Hologic, Integrity, Appendix</a>                                                                                                                               |
| 2-11                              | Chair of the highest governance body                                        | <a href="#">About Hologic, Integrity, Appendix</a>                                                                                                                               |
| 2-12                              | Role of the highest governance body in overseeing the management of impacts | <a href="#">About Hologic, Integrity, Appendix</a>                                                                                                                               |
| 2-13                              | Delegation of responsibility for managing impacts                           | <a href="#">About Hologic, Integrity, Appendix</a>                                                                                                                               |
| 2-14                              | Role of the highest governance body in sustainability reporting             | <a href="#">About Hologic, Integrity, Appendix</a>                                                                                                                               |
| 2-16                              | Communication of critical concerns                                          | <a href="#">About Hologic, Integrity</a>                                                                                                                                         |
| 2-17                              | Collective knowledge of the highest governance body                         | <a href="#">Integrity</a>                                                                                                                                                        |
| 2-18                              | Evaluation of the performance of the highest governance body                | <a href="#">Integrity,</a>                                                                                                                                                       |
| 2-19                              | Remuneration policies                                                       | <a href="#">Integrity, 10-K</a>                                                                                                                                                  |

| GRI                                  | Disclosure                                                                     | Reference                                                                       |
|--------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| 2-20                                 | Process to determine remuneration                                              | <a href="#">Integrity, 10-K</a>                                                 |
| 2-21                                 | Annual total compensation ratio                                                | <a href="#">Integrity, 10-K</a>                                                 |
| 2-22                                 | Statement on sustainable development strategy                                  | <a href="#">About Hologic Leadership Message, Environment</a>                   |
| 2-23                                 | Policy commitments                                                             | <a href="#">About Hologic, Environment, People and Communities, Integrity</a>   |
| 2-24                                 | Embedding policy commitments                                                   | <a href="#">About Hologic, Environment, People and Communities, Integrity</a>   |
| 2-25                                 | Processes to remediate negative impacts                                        | <a href="#">Integrity, Appendix</a>                                             |
| 2-26                                 | Mechanisms for seeking advice and raising concerns                             | <a href="#">Integrity</a>                                                       |
| 2-27                                 | Compliance with laws and regulations                                           | <a href="#">Environment, People and Communities, Integrity, Appendix</a>        |
| 2-28                                 | Membership associations                                                        | <a href="#">About Hologic, CWH, Environment, Integrity, Appendix</a>            |
| 2-29                                 | Approach to stakeholder engagement                                             | <a href="#">About Hologic</a>                                                   |
| 2-30                                 | Collective bargaining agreements                                               | <a href="#">Appendix</a>                                                        |
| <b>GRI 3: Material Topics</b>        |                                                                                |                                                                                 |
| 3-1                                  | Process to determine material topics                                           | <a href="#">About Hologic</a>                                                   |
| 3-2                                  | List of material topics                                                        | <a href="#">About Hologic</a>                                                   |
| 3-3                                  | Management of material topics                                                  | <a href="#">About Hologic, , Environment, People and Communities, Integrity</a> |
| <b>GRI 201: Economic Performance</b> |                                                                                |                                                                                 |
| 201-1                                | Direct economic value generated and distributed                                | <a href="#">About Hologic, 10-K</a>                                             |
| 201-2                                | Financial implications and other risks and opportunities due to climate change | <a href="#">Environment, Integrity, Appendix</a>                                |
| 201-3                                | Defined benefit plan obligations and other retirement plans                    | <a href="#">People and Communities, Appendix</a>                                |
| <b>GRI 202: Market Presence</b>      |                                                                                |                                                                                 |
| 202-1                                | Ratios of standard entry level wage by gender compared to local minimum wage   | <a href="#">People and Communities, Appendix</a>                                |



GLOBAL REPORTING INITIATIVE, CONTINUED

| GRI                                       | Disclosure                                                                           | Reference                                                                          |
|-------------------------------------------|--------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| <b>GRI 203: Indirect Economic Impacts</b> |                                                                                      |                                                                                    |
| 203-1                                     | Infrastructure investments and services supported                                    | <a href="#">About Hologic, CWH, Environment, People and Communities, Integrity</a> |
| 203-2                                     | Significant indirect economic impacts                                                | <a href="#">About Hologic, CWH, Environment, People and Communities</a>            |
| <b>GRI 204: Procurement Practices</b>     |                                                                                      |                                                                                    |
| 204-1                                     | Proportion of spending on local suppliers                                            | <a href="#">Integrity, Appendix</a>                                                |
| <b>GRI 205: Anti-corruption</b>           |                                                                                      |                                                                                    |
| 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>                                                           |
| <b>GRI 206: Anti-competitive Behavior</b> |                                                                                      |                                                                                    |
| 206-1                                     | 206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices | <a href="#">Appendix</a>                                                           |
| <b>GRI 301: Materials</b>                 |                                                                                      |                                                                                    |
| 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>                                              |
| <b>GRI 302: Energy</b>                    |                                                                                      |                                                                                    |
| 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>                                              |
| <b>GRI 303: Water and Effluents</b>       |                                                                                      |                                                                                    |
| 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> |
| <b>GRI 304: Biodiversity</b>        |                                                                                                                                           |                                       |
| 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>           |
| <b>GRI 305: Emissions</b>           |                                                                                                                                           |                                       |
| 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> |
| <b>GRI 306: Effluents and Waste</b> |                                                                                                                                           |                                       |
| 306-3                               | Significant spills                                                                                                                        | <a href="#">Environment, Appendix</a> |
| <b>GRI 306: Waste</b>               |                                                                                                                                           |                                       |
| 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> |



GLOBAL REPORTING INITIATIVE, CONTINUED

| GRI                                             | Disclosure                                                                                                    | Reference                                                                  |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| <b>GRI 401: Employment</b>                      |                                                                                                               |                                                                            |
| 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>                           |
| <b>GRI 403: Occupational Health and Safety</b>  |                                                                                                               |                                                                            |
| 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>              |
| <b>GRI 404: Training and Education</b>          |                                                                                                               |                                                                            |
| 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>                           |
| <b>GRI 405: Diversity and Equal Opportunity</b> |                                                                                                               |                                                                            |
| 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                                             |
|------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| <b>GRI 406: Non-Discrimination</b>                               |                                                                                                                |                                                       |
| 406-1                                                            | Incidents of discrimination and corrective actions taken                                                       | <a href="#">Integrity, Appendix</a>                   |
| <b>GRI 407: Freedom of Association and Collective Bargaining</b> |                                                                                                                |                                                       |
| 407-1                                                            | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <a href="#">Appendix</a>                              |
| <b>GRI 408: Child Labor</b>                                      |                                                                                                                |                                                       |
| 408-1                                                            | Operations and suppliers at significant risk for incidents of child labor                                      | <a href="#">Integrity, Modern Slavery Disclosures</a> |
| <b>GRI 409: Forced or Compulsory Labor</b>                       |                                                                                                                |                                                       |
| 409-1                                                            | Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | <a href="#">Integrity, Modern Slavery Disclosures</a> |
| <b>GRI 410: Security Practices</b>                               |                                                                                                                |                                                       |
| 410-1                                                            | Security personnel trained in human rights policies or procedures                                              | <a href="#">Integrity</a>                             |
| <b>GRI 413: Local Communities</b>                                |                                                                                                                |                                                       |
| 413-1                                                            | Operations with local community engagement, impact assessments and development programs                        | <a href="#">CWH, People and Communities, Appendix</a> |
| <b>GRI 414: Supplier Social Assessment</b>                       |                                                                                                                |                                                       |
| 414-1                                                            | New suppliers that were screened using social criteria                                                         | <a href="#">Integrity, Appendix</a>                   |
| <b>GRI 415: Public Policy</b>                                    |                                                                                                                |                                                       |
| 415-1                                                            | Political contributions                                                                                        | <a href="#">Integrity</a>                             |
| <b>GRI 417: Marketing and Labeling</b>                           |                                                                                                                |                                                       |
| 417-1                                                            | Requirements for product and service information and labeling                                                  | <a href="#">CWH, 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>                              |
| <b>GRI 418: Customer Privacy</b>                                 |                                                                                                                |                                                       |
| 418-1                                                            | Substantiated complaints concerning breaches of customer privacy and losses of customer data                   | <a href="#">Appendix</a>                              |



# Sustainability Accounting Standards Board (SASB)

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.                                                                                                             | CWH, Integrity                   |
|                                       | HC-MS-240a.2 | Description of how price information for each product is disclosed to customers.                                                                                                                                           | CWH, Integrity                   |
|                                       | 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.                                                                   | CWH, Integrity                   |
| Product Safety                        | HC-MS-250a.1 | (1) Number of recalls issued, (2) total units recalled.                                                                                                                                                                    | Integrity, Appendix              |
|                                       | HC-MS-250a.2 | Products listed in any public medical product safety or adverse event alert database.                                                                                                                                      | Appendix                         |
|                                       | HC-MS-250a.3 | Number of fatalities associated with products.                                                                                                                                                                             | Appendix                         |
|                                       | 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. | Integrity, Appendix              |
| 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.                      | Appendix                         |
|                                       | HC-MS-270a.2 | Description of code of ethics governing promotion of off-label use of products.                                                                                                                                            | CWH, Integrity, Policies         |
| 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.                                                  | Integrity                        |
|                                       | 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.                                                                               | Environment, Integrity, Appendix |
| 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.                                                            | Integrity, Appendix              |
|                                       | HC-MS-430a.2 | Description of efforts to maintain traceability within the distribution chain.                                                                                                                                             | Integrity, Appendix              |
|                                       | HC-MS-430a.3 | Description of the management of risks associated with the use of critical materials.                                                                                                                                      | Environment, Integrity           |
| Business Ethics                       | HC-MS-510a.1 | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption. Description of nature, context and any corrective actions taken because of the monetary losses.                    | Appendix                         |
|                                       | HC-MS-510a.2 | Description of code of ethics governing interactions with health care professionals.                                                                                                                                       | Integrity, Policies              |
| Activity                              | HC-MS-000.A  | Number of units sold by product category.                                                                                                                                                                                  | 10-K                             |

# 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<br>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<br>Long term               | Low - medium        | <ul style="list-style-type: none"> <li>Decreased revenue due to reduced production.</li> <li>Disrupted 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<br>Medium term<br>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<br>Medium term<br>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<br>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<br>Water conservation<br>Waste reduction | Short term<br>Medium term<br>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<br>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 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 the 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. We are prioritizing action on the following environmental, social and governance (ESG) issues, supported by robust governance, transparency and accountability.



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

### 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 U.S. 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 may 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 absolute reduction
- Renewable electricity percentage
- 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) | 2025 (MT CO2e) | % Change since Baseline |
|------------------------|----------------|----------------|-------------------------|
| Scope 1                | 7,142          | 7,314          | Increased 2%            |
| Scope 2 (market-based) | 13,245         | 7,609          | Decreased 43%           |
| Scope 3                | 693,401        | 580,765        | Decreased 16%           |

[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 lifecycle assessments (LCA) or product carbon footprints (PCF) for priority products.

**Performance 2025**

| Environmental Targets                                                                                                                        | 2025                       |
|----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Reduce Scope 1 and 2 emissions by 50% from 2020 baseline (absolute)                                                                          | Scope 1 and 2 combined 27% |
| Achieve 100% renewable electricity for Scope 2                                                                                               | Achieved 52%               |
| Reduce Scope 3 emissions 25% from the categories Purchased Goods and Services, Capital Goods and Upstream Transportation. (Categories 1,2,4) | Decreased 22%              |
| Net zero by 2050 with 90% reduction for Scope 1,2,3 (absolute)                                                                               | Decreased 17%              |
| Increase landfill diversion to 90% at key operational sites                                                                                  | Increased to 62%           |
| Reduce water intensity by 10% at key operational sites                                                                                       | Reduced by 13%             |

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



# Third Party Independent Limited Assurance Report



ISOS Group, Inc. ["ISOS" or "we"] were engaged by Hologic ["Client"] to conduct moderate level type 2 assurance of environmental data to be reported in its 2025 Sustainability Report and 2026 CDP Response ["Reported Information"], covering the period beginning October 1, 2024 and ending September 30, 2025 ("FY25").

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
- Water use
- Waste management
- Scope 1 GHG Emissions
- Scope 2 Location-Based GHG Emissions
- Scope 2 Market-Based GHG Emissions
- Scope 3 Categories 1–8, 11, and 12 GHG Emissions

We have not performed any procedures with respect to other sustainability-related information to be reported in its 2025 Sustainability report or 2026 CDP submission and, therefore, no conclusion on information outside of this scope of work is expressed.

### Boundary

|                                      |                                                                                                        |
|--------------------------------------|--------------------------------------------------------------------------------------------------------|
| Organizational Boundary              | Hologic is a medical technology company specializing in women's health.                                |
| Assurance Boundary                   | The boundary of assurance included all sixty-one (61) of the Client's global facilities.               |
| GHG Emissions Consolidation Approach | The GHG emissions boundary followed the operational control methodology specified in the GHG Protocol. |

### 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 confidence 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.

### Methodology and Criteria

The assurance procedures undertaken were to determine the strength of the systems in place and the quality and reliability of the Reported Information. ISOS Group:

- Engaged a sample of individuals responsible for performance measurement,
- Evaluated the organization's sustainability data management and governance systems and adherence to AA1000 AccountAbility Principles, and,
- Validated alignment to standard reporting protocols to ensure accurate claims to the methodology and approach used.
- 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. Selected a group of properties for detailed testing and analysis, including cross-reference to source data to uncover variances and address any exclusions and other limitations, and
  3. Brought all findings to the Client's attention to address and confirmed resolution of any material misstatements.

### Limitations and Exclusions

The following limitations and exclusions regarding the Reported Information were observed during the engagement. It was determined that these do not materially impact the performance criteria or assurance conclusion.

- 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.,
- Reviews pertaining to the completeness and capture of all utility meters at properties is limited to what is disclosed in data management systems.
- Hologic reports measured data for sites with significant contributions to the reported figures, while estimating data for the balance of its operations.
- No visit to the Client's headquarters or facilities was conducted throughout this engagement.

### Findings and Conclusions

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.

Findings and conclusions concerning adherence to the AA1000 AccountAbility Principles:

|                |                                                                                                                                                                                                                                                                           |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Inclusivity    | Hologic engages a broad range of internal and external stakeholders through structured channels to inform sustainability priorities. Stakeholder feedback is consolidated, reviewed by leadership, and communicated back through public disclosures or direct engagement. |
| Materiality    | Hologic conducts periodic materiality assessments using internal research and stakeholder input. These priorities shape the company's focus areas and are disclosed in its Annual Sustainability Report.                                                                  |
| Responsiveness | Material sustainability topics are embedded into governance structures, enterprise risk management, and corporate strategy. Hologic communicates progress and gathers ongoing feedback through reporting, regulatory filings, and engagement channels.                    |
| 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.                                                                                       |

### Observations and Recommendations

Observations and recommendations include:

Hologic switched to a new GHG reporting platform in 2025 which resulted in several methodology changes to estimation and Scope 3 reporting. These changes should be documented within the CDP submission and in the 2025 Sustainability Report.

### Restriction of use

This assurance report is provided exclusively to the Client under the terms of our engagement, including agreed disclosure arrangements, and may only be reproduced in its entirety. Our work is intended solely to address the matters outlined in this moderate assurance report and is not intended for any other purpose. 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 the provision of external assurance services. 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. The assurance team has extensive experience in conducting assurance engagements over sustainability-related information, systems and processes.

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.

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 20, 2026.

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



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