

HOLOGIC



The Science of Sure

2024 Sustainability Report Appendix

For additional information,
download the full Sustainability Report



About the Report

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

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Reporting Period

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

Boundaries and Exclusions

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

Currency

US dollars unless otherwise indicated.

Stakeholder Engagement and Feedback

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

We welcome your feedback at Sustainability@Hologic.com

Independent Review and Assurance

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

[Learn more](#)

Sustainability Materiality

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

Re-statements

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

Signatory Participation

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

External Reporting Standards

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

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

We reference the following ISO standards:

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

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

[Download full 2024 Sustainability Report](#)

Data Summary

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

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

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

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

DATA SUMMARY, CONTINUED

Protecting the Environment

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

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

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

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

[^] Denote assured data

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

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

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

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

DATA SUMMARY, CONTINUED

Protecting the Environment

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

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

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

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

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

DATA SUMMARY, CONTINUED

Supporting Our People and Communities

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

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

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

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

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

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

DATA SUMMARY, CONTINUED

Supporting Our People and Communities

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

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

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

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

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

DATA SUMMARY, CONTINUED

Supporting Our People and Communities

New Hire	2020 Baseline	2022	2023	2024
Global				
Total New Hire	N/A	N/A	1140	1,246
Women	48%	42%	46%	42%
Men	52%	48%	53%	50%
Undisclosed	0%	9%	1%	8%
Regional				
North America	N/A	N/A	N/A	659
South America	N/A	N/A	N/A	331
EMEA	N/A	N/A	N/A	182
APAC	N/A	N/A	N/A	74
Promotions			2023	2024
Global				
Women			44%	44%
Men			56%	55%
Undisclosed			0%	0.1%
Regional				
North America			66%	59%
South America			15%	14%
EMEA			14%	22%
APAC			4%	5%

Retention	2022	2023	2024	
Global				
Total turnover (involuntary + voluntary)	17%	16%	17%	
Total involuntary turnover	4%	5%	7%	
Total voluntary turnover	13%	11%	10%	
Regional (North America)				
Total turnover (involuntary + voluntary)	%	%	14%	
Total involuntary turnover	%	%	6%	
Total voluntary turnover	%	%	8%	
Regional (South America)				
Total turnover (involuntary + voluntary)	%	%	26%	
Total involuntary turnover	%	%	6%	
Total voluntary turnover	%	%	20%	
Regional (EMEA)				
Total turnover (involuntary + voluntary)	%	%	29%	
Total involuntary turnover	%	%	14%	
Total voluntary turnover	%	%	15%	
Regional (APAC)				
Total turnover (involuntary + voluntary)	%	%	18%	
Total involuntary turnover	%	%	7%	
Total voluntary turnover	%	%	11%	
Retention by Gender Global			2023	2024
Voluntary turnover women	N/A	5%	5%	
Involuntary turnover women	N/A	2%	3%	
Voluntary turnover men	N/A	5%	5%	
Involuntary turnover men	N/A	3%	4%	
Voluntary turnover undisclosed	N/A	0.07%	0.1%	
Involuntary turnover undisclosed	N/A	0.04%	0.1%	

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- NA: Data is not available for this metric.

DATA SUMMARY, CONTINUED

Supporting Our People and Communities

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

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

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

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

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DATA SUMMARY, CONTINUED

Supporting Our People and Communities

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

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

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

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DATA SUMMARY, CONTINUED

Supporting Our People and Communities

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

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

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

DATA SUMMARY, CONTINUED

Operating with Integrity

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

* ISO 13485 certificates.

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

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

Global Reporting Initiative (GRI)

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

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

GLOBAL REPORTING INITIATIVE, CONTINUED

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

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

GLOBAL REPORTING INITIATIVE, CONTINUED

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

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

Sustainability Accounting Standards Board

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

Topic	SASB Code	SASB Metric	Response
Affordability and Pricing	HC-MS-240a.1	Ratio of weighted average rate of net price increases to the annual increase in the U.S. Consumer Price Index.	Access, Integrity
	HC-MS-240a.2	Description of how price information for each product is disclosed to customers.	Access 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.	Access, 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.	Access, 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 the 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.	Proxy

The Task Force on Climate-Related Financial Disclosures Index

Governance

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

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

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

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

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

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

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

Strategy

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

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

Climate-Related Risks

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

Climate-Related Opportunities at Hologic

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

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

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

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

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

Hologic believes that integrating climate-related risks and opportunities into our business strategy is important for our long-term success and benefits all our stakeholders. In the short-term, Hologic’s climate strategy is related to evaluating the preparedness of our physical facilities for extreme weather events, as well as making sure our products benefit from efficient production and distribution processes. In the long-term, Hologic’s climate strategy is focused on maximizing returns and is integrated into long-term environmental targets, operations, and supply chain. Although climate related opportunities are included in our 2030 and 2050 sustainability plans, they are unlikely to have a substantive impact on our business.

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

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

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

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

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

[Download full 2024 Sustainability Report: Climate Risk and Opportunities, page 36](#)

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.

[Download full 2024 Sustainability Report: Water Stewardship, page 38](#)

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

[Download full 2024 Sustainability Report: Biodiversity Conservation, page 40](#)

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

Risk Management

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

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

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

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

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

Environment

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

Social

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

Governance

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

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

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

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

Hologic’s risk management process focuses on a comprehensive but targeted annual ERM report, which is presented to the Board, as well as periodic reports on evolving risks and mitigating actions, as called for.

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

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

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

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

Metrics and Targets

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

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

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

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

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

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

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

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

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

Drive Climate Action

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

Conserve Natural Resources and Reduce Our Environmental Footprint

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

Integrate eco design in our products and packaging

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

Performance 2024

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

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

Third Party Independent Limited Assurance Report



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

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

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

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

Hologic’s responsibilities

The Company’s management are responsible for:

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

Criteria

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

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

Boundary

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

Methodology

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

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

Limitations and Exclusions

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

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

Findings

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

Application of the AA1000AP

Findings and conclusions concerning adherence to the AA1000 AccountAbility Principles:

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

Restriction of use

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

Statement of Competency and Independence

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

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

Further information, including a statement of competencies, can be found at www.isosgroup.com.

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

Brian Noveck
CSAP Practitioner

Hannah Emery
Sustainability Analyst



Disclosures and Safe Harbor Statement

This report contains forward-looking information that involves risks and uncertainties, including statements about the company's plans, objectives, expectations and intentions. Such statements include, without limitation: financial or other information based upon or otherwise incorporating judgments or estimates relating to future performance, events or expectations; the company's strategies, initiatives, goals, positioning, resources, capabilities, and expectations for future performance; and the company's outlook and financial and other guidance. These forward-looking statements are based upon assumptions made by the company as of the date hereof and are subject to known and unknown risks and uncertainties that could cause actual results to differ materially from those anticipated. Such statements are not intended to create legal rights or obligations.

Risks and uncertainties that could adversely affect the company's business and prospects, and otherwise cause actual results to differ materially from those anticipated, include, without limitation: the development of new or improved competitive technologies and products and competition; the anticipated development of markets the company sells its products into and the success of the company's products in these markets; the company's ability to predict accurately the demand for its products, and products under development and to develop strategies to address markets successfully; the anticipated performance and benefits of the company's products; the company's business strategies; the effect of consolidation in the healthcare industry; the ability to execute acquisitions and the impact and anticipated benefits of completed acquisitions and acquisitions the company may complete in the future; the coverage and reimbursement decisions of third-party payors; the uncertainty of the impact of cost containment efforts and federal healthcare reform legislation on our business and results of operations; the guidelines, recommendations, and studies published by various organizations relating to the use of the company's products; the company's ability to obtain and maintain regulatory approvals and clearances for its products, including the implementation of the European Union Medical Device and In Vitro Diagnostic Regulation requirements, and maintain compliance with complex and evolving regulations and quality standards, as well as the uncertainty of costs required to obtain and maintain compliance with such regulatory and quality matters; the possibility that products may contain undetected errors or defects or otherwise not perform as anticipated; the impact and costs and expenses of investigative and legal proceedings and compliance risks the company may be subject to now or in the future; potential negative impacts resulting from climate change or other environmental, social, and governance and sustainability related matters; the impact of future tax legislation; the ongoing and possible future effects of global challenges, including macroeconomic uncertainties, such as inflation, bank failures, rising interest rates and availability of capital markets, wars, conflicts, other economic disruptions and U.S. and global recession concerns, on the company's customers and suppliers and on the company's business, financial condition, results of operations and cash flows and the company's ability to draw down its revolver; the effect of the worldwide political and social uncertainty and divisions, including the impact on trade regulations and tariffs, that may adversely impact the cost and sale of the company's products in certain countries, or increase the costs the company may incur to purchase materials, parts and equipment from its suppliers; conducting business internationally; potential cybersecurity threats and targeted computer crime; the ongoing and possible future effects of supply chain constraints, including the availability of critical raw materials and components, as well as cost inflation in materials, packaging and transportation; the possibility of interruptions or delays at the company's manufacturing facilities, or the failure to secure alternative suppliers if any of the company's sole source third-party manufacturers fail to supply the company; the ability to consolidate certain of the company's manufacturing and other operations on a timely basis and within budget, without disrupting the company's business and to achieve anticipated cost synergies related to such actions; the company's ability to meet production and delivery schedules for its products; the effect of any future public health pandemic or other crises, including the timing, scope and effect of U.S. and international governmental, regulatory, fiscal, monetary and public health responses to such crises; the ability to successfully manage ongoing organizational and strategic changes, including the company's ability to attract, motivate and retain key employees and maintain engagement and efficiency in remote work environments; the company's ability to protect its intellectual property rights; anticipated trends relating to the company's financial condition or results of operations, including the impact of interest rate and foreign currency exchange fluctuations; estimated asset and liability values; compliance with covenants contained in the company's debt agreements; and the company's liquidity, capital resources and the adequacy thereof. 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The risks included above are not exhaustive. Other factors that could adversely affect the company's business and prospects are described in the filings made by the company with the SEC, including its most recent Annual Report on Form 10-K and Quarterly Report on Form 10-Q. The company expressly disclaims any obligation or undertaking to release publicly any updates or revisions to any such statements presented herein to reflect any change in expectations or any change in events, conditions or circumstances on which any such statements are based, regardless of any historical practice of doing so.



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

Investor Relations:

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

Media Relations:

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



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hologic.com/sustainability

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