



HOLOGIC[®]

2023

Sustainability Report

Our Commitment Knows No Bounds



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HOLOGIC

Our Purpose

As a company, we live our purpose — to enable healthier lives everywhere, every day — through our virtuous circle. Our innovative, life-changing technologies lead 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.

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A Message From Our Chairman, President and CEO Stephen P. MacMillan

Dear Hologic Stakeholders,

Thank you for taking an interest in Hologic's sustainability progress. As you will see in our 2023 Sustainability Report, we continue to build on our foundational social initiatives with an unwavering commitment to elevate women's health around the world.

Hologic — above all else — is guided by our purpose, our passion and our promise. Our purpose is to enable healthier lives everywhere, every day. Our passion is to champion women's health globally. Our promise is The Science of Sure®, a commitment to provide healthcare professionals with clinically differentiated, high-quality products.

As a company, we strive to exemplify the societal benefits private enterprise can drive with a thoughtful, courageous and unconventional approach to everything we do. Because these words are embedded into the very fiber of our culture, it's worth taking a moment to explain their importance with a few examples.



Thoughtful. Courageous. Unconventional.

We are **thoughtful** with the initiatives we have developed and those we support. Each program outlined in this report is intimately connected to our business. For example, with our Women's Tennis Association (WTA) partnership, we've reached 88.5 million people to advocate that they make their health a greater priority through preventive care. Further, through Project Health Equity, we support medically underserved communities to facilitate the delivery of culturally competent care and accessible testing for breast health, fibroids and cervical cancer.

We are **courageous** in the problems we seek to address. The Hologic Global Women's Health Index, in partnership with Gallup, gathers data on the state of women's health worldwide. As an organization rooted in science, we understand that issues must be measured before they can be resolved. We use the country-level data from this Index to inspire policy change and break down barriers that prevent women from receiving the care they need.

We are **unconventional** in the way we operate. When much of the world shut down during the worst days of the pandemic, our teams worked to ensure millions of COVID tests reached people around the globe. We are proud of how our culture shined and how our teams cleared countless hurdles to scale up production, delivering highly accurate molecular COVID assays to meet the world's testing needs.

2023 Sustainability Report Highlights

Simply put, we focus on the best talent for each role. We believe that by casting a wider net, making a deeper, richer commitment to developing people of all backgrounds, we are creating a true merit-based culture where everyone believes and is given the opportunity to grow. This mindset differentiates us and creates a strong competitive advantage. When done well, this approach creates a broader, more diverse group of leaders, which we continue to cultivate.

Moving to the Hologic Global Women's Health Index, highlighted on pages 19-20: While the scope of the Index grew from 122 to 143 countries this year, accounting for 97% of women worldwide, the findings show that women's health is just as much at risk as it was three years ago when we conducted the inaugural study. This third year of the Index is being published at a critical time: The world is halfway to the 2030 deadline for achieving the United Nations' Sustainable Development Goals, but progress is far behind where it should be. World leaders must take a bolder stand to protect and preserve the health of women and girls around the world.

Hologic's title sponsorship with the WTA also continues to be a winning combination for women's health. As evidenced on page 23, in 2023, Hologic and the WTA partnered to introduce a Women's Health Taskforce. This important initiative seeks to address a broad range of health issues impacting women by setting a standard to support healthy lifecycles for female athletes and women at large.

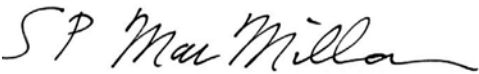
In addition, readers will notice on page 35 that we have added detail describing how we intend to meet our environmental targets. Although we still have considerable work ahead to achieve these goals, we have started to put real investment into our strategic planning process to make them a reality. As with everything we do, these goals are thoughtful and measurable. You can count on us to deliver on our commitments.

Finally, on page 56, for the first time, we are publicly disclosing data pertaining to gender pay equity. As a women's health company, we strongly advocate for equal pay for equal work. We hope that our results, which show no significant pay gap throughout our workforce, are a small step to support this critical issue.

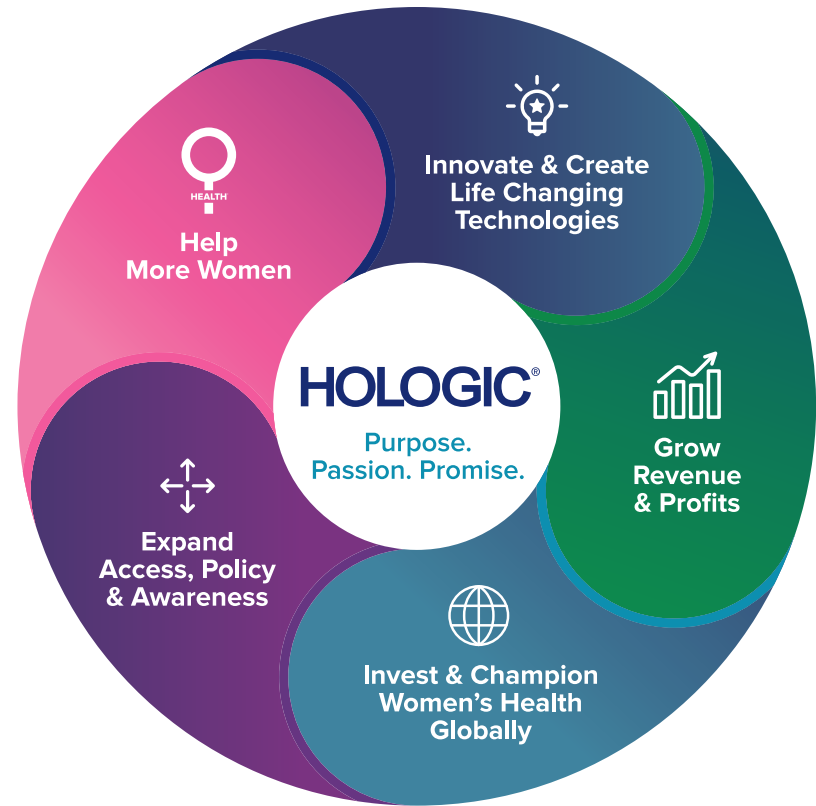
Purpose Driven. Results Driven.

In closing, our virtuous circle illustrates how delivering better patient outcomes with industry-leading technology generates sustainable business growth. We are a company that does well by doing good. We do not have to choose between our purpose and our financial results.

We are steadfast on our course to improve women's health while driving benefits for all our stakeholders.



Stephen P. MacMillan
Chairman, President and Chief Executive Officer



Hologic Overview — The Science of Sure®

Hologic focuses on improving the health and well-being of women, their families and their communities through early detection and treatment. Our life-changing advances 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.

From the day we opened our doors, Hologic has consistently introduced clinical advances that transform the delivery of healthcare:



We developed the first **dual-energy X-ray absorptiometry system** for evaluating osteoporosis.¹



Our **ThinPrep® Pap** test, the first FDA-approved liquid cytology option for cervical disease screening, is used to detect abnormal cells on the cervix. Our Aptima HPV assays identify high-risk HPV mRNA indicative of the HPV infections most likely to lead to cervical disease.²⁻⁵



Only the **Genius® 3D Mammography™** exam finds 20-65% more invasive breast cancers compared to 2D alone.⁶ It is also the only exam approved by the FDA as superior to 2D mammography alone for women with dense breasts.^{7,8}



Our **treatment options for uterine fibroids and abnormal uterine bleeding** provide minimally invasive experience for patients.



Key assays in our **Aptima®** portfolio, which run on our **Panther®** molecular diagnostics system, have a proven record for accurate detection of sexually transmitted infections (STIs), and other viruses, infections and disease states.

Hologic at a Glance

Hologic is a fundamentally different company than we were just a few years ago. We are stronger, larger and have diversified our recurring revenue streams. Driven by a culture that has been thoughtfully and courageously curated over many years, we were able to capitalize on opportunities presented by a global health crisis and, through unconventional thinking, make purposeful investments to strengthen our future growth outlook. Looking ahead, we are excited to continue advancing women's health while delivering strong financial results and creating value for all our stakeholders.



Founded in 1985 by
Jay Stein and
David Ellenbogen



Fiscal 2023 Revenue
\$4.03 billion



Employees
7,000 worldwide



Estimated Number of Lives Impacted
250+ million in fiscal 2023



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



Chairman, President and CEO
Stephen P. MacMillan



NASDAQ Stock Exchange
HOLX



Global Patents
4,500+



Global Headquarters
Marlborough, Massachusetts, USA

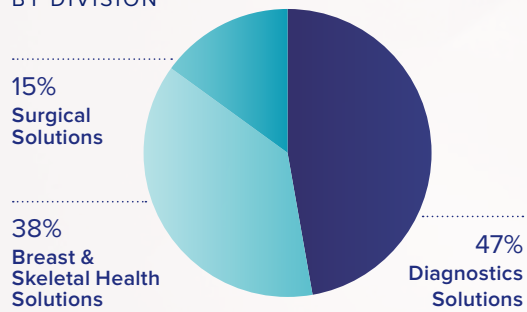
Awards & Recognition Earned in 2023¹

- Gallup Exceptional Workplace Award
- Fortune Best Workplaces in Healthcare
- Newsweek America's Most Responsible Companies
- Forbes America's Best Midsize Employers
- Barron's The 100 Most Sustainable U.S. Companies
- Fast Company World Changing Ideas Finalist
- Drucker Institute's Best-Managed Companies
- IMV ServiceTrak awards in Mammography for Best Customer Satisfaction, Best System Performance and Best Service
- Great Place to Work certification
- The Boston Globe Top Places to Work in Massachusetts
- The San Diego Union-Tribune Best Large Companies
- Laureus Sport for Good Index

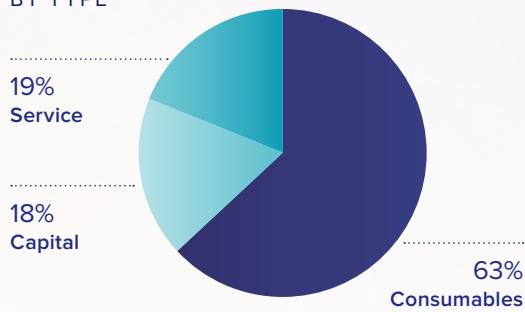
Hologic at a Glance (continued)

2023 Revenue

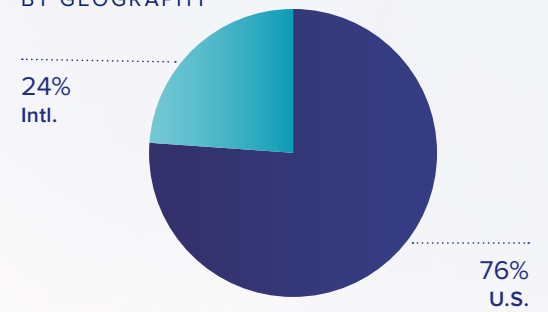
BY DIVISION



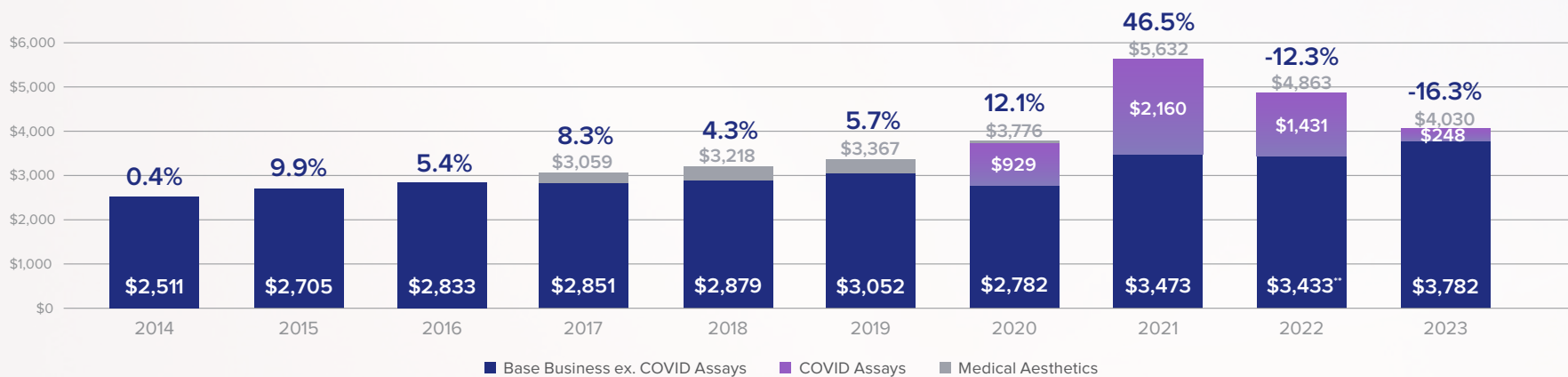
BY TYPE



BY GEOGRAPHY



Total Revenue*

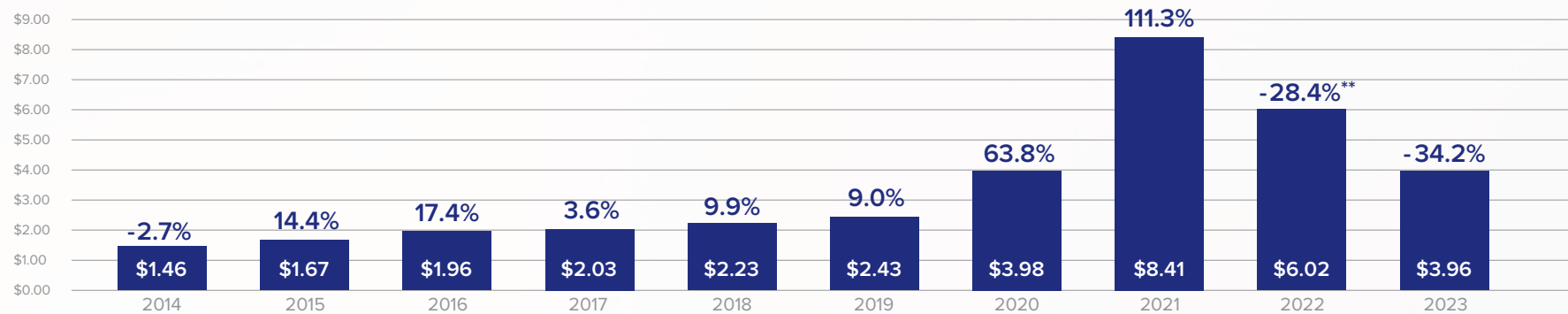


* Total non-GAAP revenue growth in millions. Growth rates in constant currency. As reported except FY14, which excludes ~\$20 million one-time revenue from amending Roka license. Results include contributions from the Blood Screening business that was divested in 2017, the Medical Aesthetics business that was acquired in 2017 and divested in 2020, and other smaller acquisitions. Numbers may not foot due to rounding.

**Decline in Total Revenue excluding COVID Assays is driven by lower capital sales in our Breast & Skeletal Health Solutions business, as a result of semiconductor supply chain shortages.

Hologic at a Glance (continued)

Non-GAAP EPS*



Numbers may not foot due to rounding.

* Non-GAAP EPS as presented in our earnings releases except FY14, which excludes ~\$0.05 one-time contribution from amending Roka license. Results include contributions from the Blood Screening business divested in 2017, the Medical Aesthetics business acquired in 2017 and divested in 2020, and other smaller acquisitions.

**Decline in Non-GAAP EPS is driven by less COVID testing revenue and lower capital sales in our Breast & Skeletal Health Solutions business, as a result of semiconductor supply chain shortages.

GAAP to Non-GAAP Reconciliation

	YEAR ENDED									
	9/27/14	9/26/15	9/24/16	9/30/17	9/29/18	9/28/19	9/26/20	9/25/21	9/24/22	9/30/23
Earnings per share (EPS)										
GAAP earnings (loss) per share	0.06	0.45	1.16	2.64	(0.40)	(0.76)	4.21	7.21	5.13	1.83
Non-GAAP adjustments	1.45	1.22	0.80	(0.61)	2.63 ²	3.19 ¹	(0.23)	1.20	0.89	2.13
Adjusted EPS	1.51	1.67	1.96	2.03	2.23	2.43	3.98	8.41	6.02	3.96
5-year average adjusted EPS growth										24%

Numbers may not foot due to rounding.

1. Assumes dilution of 1.9 million shares for the year ended September 28, 2019. 2. Assumes dilution of 2.8 million shares for the year ended September 29, 2018.

Our Core Strengths Create the Foundation for Diversified, Durable and Transformative Growth

Medical technology innovations across all key business lines power Hologic's comprehensive expansion of impact worldwide. Our strength comes from a widening combination of mainstay products and growth-fueling devices — both known for their quality, reliability and ease of use.

DIVISION	CORE BUSINESS PRODUCTS	KEY GROWTH-DRIVING PRODUCTS	
 <p>DIAGNOSTIC SOLUTIONS</p>	   <p>Panther® • Aptima® STI Assays • ThinPrep® Pap Test and Cytology Instruments</p>	 <p>Aptima BV and CV/TV Assays</p> <ul style="list-style-type: none"> • Molecular nucleic acid amplification tests. • Used to detect the three leading causes of vaginosis and vaginitis: bacterial vaginosis, candida vaginitis and trichomoniasis.¹  <p>Breast Cancer Index® Test</p> <ul style="list-style-type: none"> • Used to predict which breast cancer patients are likely to benefit from extended endocrine therapy.^{2,3} • The only test of its kind recognized by key medical societies.^{2,3} • Reimbursed by Medicare and key insurance providers.  <p>Aptima Quant Virology Assays</p> <ul style="list-style-type: none"> • Highly-accurate assays for HIV-1, HCV and HBV. • Life-changing testing for viruses affecting patients worldwide, including millions in sub-Saharan Africa, whom we support through Hologic's Global Access Initiative.⁴ 	 <p>Panther Scalable Solutions and Panther Fusion®</p> <ul style="list-style-type: none"> • Provide access to Hologic's full menu of molecular diagnostic tests.⁵ • Allow labs to expand existing molecular testing capabilities.⁵ • Increase flexibility, capacity and walkaway time.⁵  <p>Genius Digital Cytology</p> <ul style="list-style-type: none"> • First US FDA-cleared and CE-marked digital cytology platform to combine an artificial intelligence (AI) algorithm with advanced volumetric imaging technology.⁶ • Comprehensive cervical cancer screening portfolio — from sample collection to digital diagnosis.⁶ • Helps healthcare providers by supplying critical information needed to help guide earlier detection and better treatment decisions.⁶

Our Core Strengths Create the Foundation for Diversified, Durable and Transformative Growth (continued)

DIVISION	CORE BUSINESS PRODUCTS	KEY GROWTH-DRIVING PRODUCTS	
<p></p> <p>BREAST & SKELETAL HEALTH SOLUTIONS</p>	    <p>3Dimensions® • Affirm® Breast Biopsy Systems • LOCALIZER™ Wire-free Guidance System • Trident® Specimen Radiography System</p>	 <p>Brevera®</p> <ul style="list-style-type: none"> • Breast biopsy system provides real-time imaging and analysis of specimens.¹ • Intuitive user interface and automated specimen collection.¹ • Streamlined, accurate procedures reduce a patient's time under breast compression.²  <p>Genius AI™</p> <ul style="list-style-type: none"> • Supports radiologists in improving accuracy and consistency of breast cancer detection.^{3,4} • Designed to maximize effectiveness of digital breast tomosynthesis (3D mammography).^{3,4} • Software is fully integrated on 3Dimensions systems. 	 <p>Interventional Needles</p> <ul style="list-style-type: none"> • Portfolio of tissue-acquisition needles that function with stereotactic and ultrasound systems.⁵ • Provide ease of use with accuracy, consistency and efficiency.  <p>Tissue Markers</p> <ul style="list-style-type: none"> • Serve a fast-expanding market segment of products for breast conserving surgery. • Minimally invasive innovations that enhance imaging and radiation treatment.⁶

Our Core Strengths Create the Foundation for Diversified, Durable and Transformative Growth (continued)

DIVISION	CORE BUSINESS PRODUCTS	KEY GROWTH-DRIVING PRODUCTS
 <p>GYN SURGICAL SOLUTIONS</p>	 <p>NovaSure® • MyoSure®</p>	<div data-bbox="682 576 840 787">  <p>Fluent®</p> <ul style="list-style-type: none"> • Fluid management system for hysteroscopies. • Provides simplified set-up and operation.¹ • Advanced technology designed to increase clinical confidence.¹ </div> <div data-bbox="682 852 840 998">  <p>Acessa®</p> <ul style="list-style-type: none"> • Minimally invasive, laparoscopic radiofrequency ablation system.² • Treats nearly all types of fibroids.³ • 99% of commercially insured patients have coverage for the Acessa procedure. </div> <div data-bbox="1354 576 1554 673">  <p>CoolSeal® Portfolio</p> <ul style="list-style-type: none"> • Utilizes gold-standard efficacy of advanced bipolar RF vessel sealing technology.⁴ • Versatile applications for both pediatric and gynecologic procedures. • Devices cut and dissect with precision in tight spaces and with minimal thermal footprint.⁵ </div> <div data-bbox="1354 941 1554 1047">  <p>Omni® Hysteroscope</p> <ul style="list-style-type: none"> • Three interchangeable sheaths to enable flexible diagnosis and treatment with a single instrument.⁶ • Provides a clear view of the cervical canal and uterine cavity. </div>

For more information, please visit [Hologic's Investor Relations](#) website.

Diversity in Innovation: Women and Patents

The United States Patent and Trademark Office published a study on the participation of women in the U.S. patent system and found that the women inventor rate*, i.e., the share of inventors receiving U.S. patents** who are women, was only 12.1% in 2016 and 12.8% in 2019.

These statistics motivated Hologic's Intellectual Property (IP) group to understand how our internal data compared to these national findings. Following our review of Hologic's women inventor statistics, the team has made concerted efforts to raise awareness of this topic and encourage more patent submissions from a broad spectrum of employees, including women.

We believe that creating an inclusive culture, where all innovative employee ideas and contributions are sought after and valued, will result in significant economic benefits for Hologic.

Hologic's IP group has taken the following actions:

- Updated our global policy for patent awards to further incentivize submissions.
- Broadened the mission of the internal Patent Review Board.
- Increased awareness of the invention disclosure process by organizing small group and global training sessions.
- Organized informal training sessions to educate the technical workforce on all aspects of patent law.

As a result of these efforts, we have seen an increase in the number of invention disclosures submitted by Hologic, including an increase in submissions by female employees.

22%

Women inventors at Hologic¹, exceeds the U.S. average

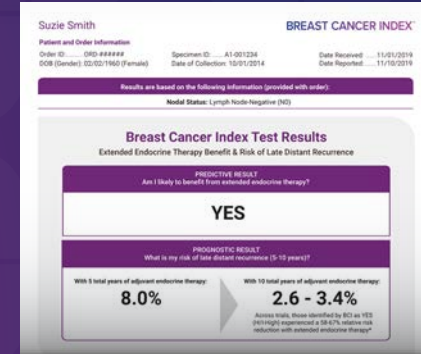
16%

Women's share of patents at Hologic², exceeds the U.S. average

* Inventor Rate: Number of unique women inventors among all inventors on issued Hologic patents between 2007-2019

** Share of Patenting: Share of women inventors among all inventors on patents issued to Hologic between 2007-2019

Product Spotlight: Breast Cancer Index® Test



What if you could reduce the uncertainty of breast cancer treatment? The Breast Cancer Index test (BCI) was designed to do just that. This proprietary genomic test helps inform the appropriate duration of endocrine therapy.¹⁻⁵ It is the only guideline-recognized test for predicting the benefits of extended anti-estrogen therapy.^{6,7}

Extending endocrine therapy beyond five years has been shown to reduce the risk of recurrence in some women with hormone receptor-positive (HR+), early-stage breast cancer. However, longer treatment is associated with potentially significant side effects, and many women do not benefit.⁸⁻¹⁰

The BCI identifies:

- Which patients are likely to benefit from extension of adjuvant anti-estrogen therapy beyond five years.
- An individual's risk of late distant recurrence (five to 10 years post-diagnosis).

For more information, visit BreastCancerIndex.com.

A Patient's Story

Kaye de Lancey is a breast cancer survivor. However, her journey to this point has been anything but comfortable.

When Kaye learned she had breast cancer, she was devastated and worried about the future. She chose to undergo a double mastectomy and later continued her treatment path with estrogen-suppressing aromatase inhibitors.

While under hormone-altering treatment, she experienced multiple adverse side effects that dramatically altered her everyday life. She felt like a shell of her former self, impacted by joint aches, weight gain, mood changes, skin issues and gastrointestinal problems.



Four-and-a-half years later, Kaye's treatment path changed with her BCI test results, ordered by her oncologist. This showed that Kaye only had a 2% chance of breast cancer recurrence, eliminating the need to continue endocrine therapy for another five years.

Within a couple of months, Kaye was able to stop anti-estrogen treatment and start to feel like herself again. Those close to her, such as her husband and sister, commented that the "old" Kaye was returning. "I was no longer exhausted all the time," de Lancey said. "I felt like the shades were being drawn up from the windows, and I had been in the dark for so long."

Kaye's recommendation to anyone struggling with the side effects of endocrine therapy is simple. "Go and get this test. Ask your doctor for the BCI test and advocate for yourself. This test will provide you with peace of mind and a sense of relief when you get the results. No matter what the results are, you will finally have something concrete to lean on for the next steps of your treatment path."

Lifesaving Technologies on Full Display

S. P. MacMillan Innovation Center enables hands-on engagement for healthcare providers.

Around the world, Hologic welcomes visitors to our innovation centers in Marlborough, Massachusetts; Newark, Delaware; Brussels, Belgium; and Sydney, Australia. We're proud to introduce our newest facility in San Diego, California.

This unique location offers healthcare providers a new way to see first-hand many of Hologic's life-changing innovations. Situated on the main campus for Hologic's work in molecular diagnostics, the center showcases our company's market-leading, award-winning systems in this field.



Lifesaving Technologies on Full Display (continued)

The demonstration space features groundbreaking devices such as:

Panther Scalable Solutions®

Hologic meets the diagnostics needs of customers at many volume levels, whether it's a smaller research lab that runs hundreds of samples each day or a hub that handles tens of thousands of test samples daily. Our Panther Plus, Panther Link and Panther Trax offer enhanced flexibility for loading samples in any order at any time, eliminating batch constraints and decreasing turnaround time.¹

Panther Fusion®

This add-on to our Panther system gives the power to run real-time PCR, TMA and RT-TMA assays on a single, fully automated platform that supports labor savings, other cost savings and workflow efficiencies.^{2,3}

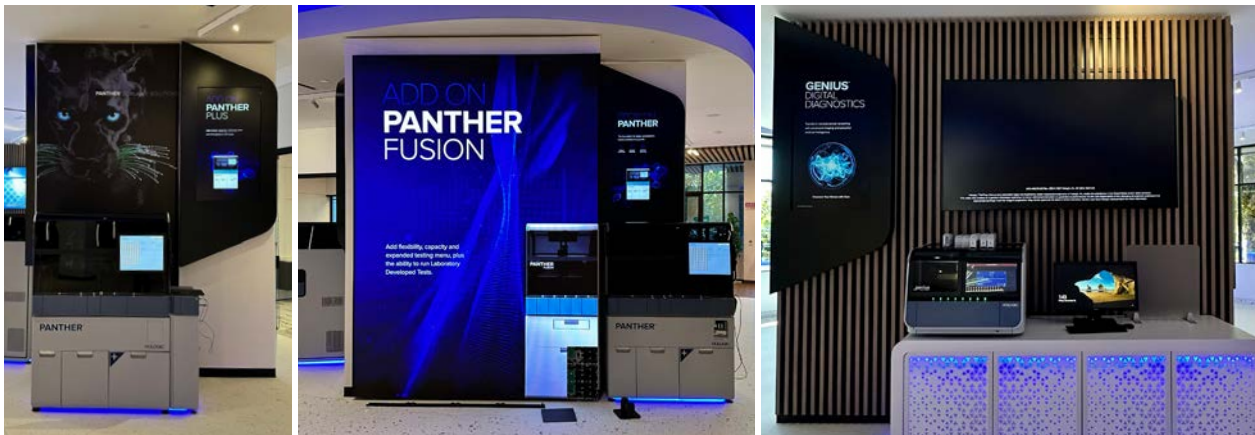
ThinPrep® and Genius™ Digital Diagnostics.

The ThinPrep system of liquid-based cytology includes the ThinPrep Pap test, the only FDA-approved test for both Pap and HPV screening against cervical disease.⁴ Hologic's latest advancement against cervical cancer is Genius Digital Diagnostics, the first FDA-cleared and CE-marked digital cytology platform to combine a new artificial intelligence algorithm with advanced volumetric imaging technology to help cytotechnologists and pathologists identify pre-cancerous lesions and cancer cells.⁵

In the same building that houses the new Innovation Center, healthcare providers can receive hands-on training for specified devices.

The Innovation Center highlights Hologic's medtech solutions across the continuum of breast health — from our Genius 3D mammography system, to our devices for breast biopsies and specimen radiography, to our resources for breast-conserving surgery.

The center also incorporates an overview display of Hologic's surgical systems for uterine fibroids, abnormal uterine bleeding and vessel sealing.



Materiality Assessment

An important component of developing our 2023 Sustainability Report included the evaluation of key environmental, social and governance issues that are most critical to our stakeholders.

Our disclosures are managed by a cross-functional internal steering committee comprising senior leaders from Operations, Finance, Legal, Human Resources, Corporate Communications and Investor Relations. The ongoing goal of this committee is to identify material sustainability topics and establish a corresponding sustainability reporting framework.

The committee relies on shareholders' feedback, sustainability frameworks and guidelines such as those published by the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-Related Financial Disclosures and the U.N.'s Global Compact as well as its Sustainable

Development Goals. In addition, we use external benchmarking and data providers' scoring methodologies to identify new areas of focus and opportunities. These insights and our management team's contributions inform our materiality framework and help us identify relevant topics for disclosure.

We are committed to incorporating these topics into our business operations, focusing on the issues that matter most to our business and stakeholders, as well as evaluating our sustainability topics for the future.

Sustainability Topics

Women's Health and Corporate Citizenship

- Access to healthcare
- Product innovation
- The environment
- Philanthropic impact

Our People

- Talent
- Engagement
- Diversity

Governance

- Board role, composition and structure
- Compensation
- Risk management
- Policies and ethics
- Sustainable supply chain
- Product quality and compliance

Stakeholder Groups



Customers



Employees



Investors



Patients



Suppliers



Healthcare Organizations



Distributors



Regulatory Agencies and Governments



Industry Leaders



The Local Communities Where We Operate

WOMEN'S HEALTH

Our Reason For Being

For nearly 40 years, Hologic has championed greater health and well-being for all women — no matter where they live, how much money they make or their level of education. 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 through innovative social initiatives.

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Global Women's Health Index

Survey shows women's health remains in crisis even as the COVID-19 pandemic wanes.

Conducted annually in partnership with Gallup, the Hologic Global Women's Health Index helps fill a critical gap for more timely, comprehensive and actionable data on women's health worldwide. The third year of the Index is based on interviews with participants from 143 countries and territories, representing 97% of the global population of women and girls aged 15 and older.

The Index explores five critical dimensions of women's health: Preventive Care, Emotional Health, Opinions of Health and Safety, Basic Needs and Individual Health. Download the Year 3 report, executive summary and raw data at WomensHealthIndex.com.



Preventive Care

Worldwide, most women said they had not been tested for any type of cancer, diabetes, high blood pressure or STDs/STIs in the past 12 months — meaning that billions of women went untested for potentially life-threatening conditions.



Emotional Health

Women were more likely to say they are sad, angry or worried now than three years ago. 4 in 10 women said they had experienced worry and stress during a lot of the previous day; 3 in 10 women experienced sadness and 1 in 4 experienced anger.



Opinions of Health and Safety

Many women — including more than 4 in 10 young women aged 15 to 24 — do not feel safe walking alone at night. And many women are dissatisfied with the availability of quality healthcare where they live.



Basic Needs

At least 3 in 10 women worldwide — nearly 1 billion women — cannot afford the food and shelter that they or their families need. The percentage of women struggling to afford shelter has increased by more than half in the last decade.



Individual Health

Nearly 1 billion women — 1 in 3 worldwide — spent a lot of the previous day in physical pain. And 1 in 4 women have health problems that keep them from doing normal activities.

The world scored just 54 out of 100 in Year 3 of the Index — one point higher than in Year 2, and the same as in Year 1. Country-level scores ranged from a high of 72 in Taiwan, which led the world for the third consecutive year, to a low of 26 in Afghanistan.



Women's Health Around the World

To improve global women's health, all countries have work to do.



Committing to Support Better Health With Generation Equality

The world is halfway to the 2030 deadline for the United Nations' Sustainable Development Goals and it is clear that more needs to be done, especially to improve the health of women and girls. To champion the company's support of these goals, Hologic joined the U.N. Women's Generation Equality initiative and formally

committed to field the Hologic Global Women's Health Index for years to come.

As an official member of one of Generation Equality's action coalitions, Hologic now has the opportunity to share Index data directly with the world's leading authorities on women's

health and rights. This access ensures that the Index will inform policies and programs around the world as these decision makers rally to accelerate progress. To celebrate this commitment, Hologic attended the Generation Equality event during U.N. General Assembly week in New York in September 2023.

Hologic's Commitment to the U.N. Sustainable Development Goals

The Sustainable Development Goals (SDGs) were adopted by all United Nations Member States with an aim to end poverty, protect the environment and ensure that all people enjoy peace and prosperity.

Hologic is uniquely focused on helping improve the lives of women around the world. We combine our life-changing products and technologies with a resolute commitment to influence change through science and data. With this principle in mind, we recognized that to improve global women's health, we first must systematically measure the well-being of women worldwide.

As the Hologic Global Women's Health Index dataset is now in its third year, we have accumulated data patterns that add acutely to the call for significant change to improve the lives of women globally. Sadly, data from the Hologic Global Women's Health Index is consistent with the 2022 United Nations Gender Snapshot.

For example, according to the measurement of U.N. SDG 3, Good Health and Well-Being, women's life expectancy decreased by 1.6 years in 2021 compared to 2019. Similarly, the Hologic Global Women's Health Index reveals troubling findings related to women's basic needs, one of the main factors determining life expectancy. Around the world, data from this Index tells us that 33% of women — nearly 1 billion women — reported being unable to afford food and shelter in the last 12 months.

There is also a gender gap in food insecurity globally. More women report food insecurity, while men do not report any increase. Importantly, in many cultures around the world, women are the last to eat. When food is available, women may have less to eat than anyone else in the family.

Hologic Signs the Zero Health Gaps Pledge

The World Economic Forum initiated the Zero Health Gaps Pledge to close the gap of health inequity around the world. More than 70 private sector executives, government representatives, academics, civil society leaders and non-government organizations (NGOs) — including Hologic — committed to promote that all individuals can fulfill their potential through health and well-being. The pledge was created in direct support of the U.N. SDGs and specifically identifies three root causes of health disparities:

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



Hologic's Commitment to the U.N. Sustainable Development Goals (continued)

When describing U.N. SDG 5, Gender Equality, the U.N. finds that the world is not on track to achieve gender equality by 2030. In fact, the U.N. finds that only 47% of the data required to track progress against SDG 5 is currently available. Hologic is collecting data to provide awareness and usher in actions

and policies to achieve the aims of SDG 5. With the Hologic Global Women's Health Index, we annually collect gender-disaggregated data showing global gender gaps for cancer screenings, emotional health, healthcare disparities, basic needs and domestic violence.

Our mission with the Index is directly aligned with the spirit of the U.N.'s Sustainable Development Goals. We intend to use these data to guide decisions of global leaders, policymakers and civil society to act and improve the state of women's health worldwide.



When performing our materiality assessment, we considered Hologic's unique opportunity to make a positive impact on the world. We identified the following areas most relevant to our business:

- Good Health and Well-Being (SDG 3)
- Quality Education (SDG 4)
- Gender Equality (SDG 5)
- Affordable and Clean Energy (SDG 7)
- Decent Work and Economic Growth (SDG 8)
- Industry, Innovation and Infrastructure (SDG 9)
- Reduced Inequalities (SDG 10)
- Responsible Consumption and Production (SDG 12)

A Smashing Partnership!

Women's health keeps winning with Hologic and the Women's Tennis Association (WTA).

In the past two years, the Hologic-WTA partnership has scored win after win engaging the public about prioritizing women's health. This growing ability to make a positive difference together has **earned recognition from Laureus**, the prestigious global organization that advocates for using sports to improve lives. In November 2023, Hologic was selected as one of 30 brands worldwide for the Laureus Sport for Good Index because we are making a meaningful societal impact via sports. The Laureus index celebrates brands' collaboration, innovation and creativity across the United Nations' 17 Sustainable Development Goals.



Players' Health and Women's Health at Large

- In June, the Hologic WTA Women's Health Taskforce was launched to identify optimal performance and well-being standards for female tennis players and, by extension, physically active women around the world. The taskforce comprises 19 esteemed medical experts and half a dozen WTA athletes and legends serving as awareness ambassadors. It addresses a broad range of health issues, from breast health and orthopedics to OB/GYN care and mental health.
- Year-round, WTA legends and athletes help Hologic encourage women to prioritize preventive care. Ons Jabeur, Jessica Pegula, Maria Sakkari, Madison Keys, Petra Kvitova, Victoria Azarenka, Belinda Bencic, Caroline Garcia, Guiliana Olmos, Lindsay Davenport, Kim Clijsters and Leslie Allen all shared video messages with women in their home countries and around the world.



WTA (continued)

Special Events

- In March, WTA legend Tracy Austin joined Hologic to promote women's health at the California Conference for Women in Santa Clara, California.
- Hologic and the WTA hosted panel discussions about women's health at tennis tournaments in Linz, Austria (February); Stuttgart, Germany (April); and San Diego, California (September).
- At the WTA's 50th anniversary gala in August in New York City, New York, WTA leaders publicly thanked Hologic's record-setting sponsorship of the WTA Tour.
- In October, WTA legend and two-time breast cancer survivor Martina Navratilova appeared with Hologic Chairman, President and CEO Stephen P. MacMillan on the globally broadcast "TODAY" television show to spotlight the importance of early detection and treatment against breast cancer. They went on to ring the Nasdaq opening bell to kick off Breast Cancer Awareness Month.





WTA (continued)

Philanthropy

- In March, WTA athletes teamed up with Hologic employees for Miami Open Unites, a day of community service that aided five nonprofit organizations across Miami-Dade County.
- During the August tournament in Montreal, Canada, Hologic and the WTA held a reception to honor 25 representatives of Coalition Cancer Quebec and the Quebec Breast Cancer Foundation.
- In September, a tennis clinic was hosted at the San Diego Open for breast cancer survivors affiliated with the nonprofit organization Neighborhood Healthcare.



NFL player Kelee Ringo and his mother share a winning message:

Prioritize Your Health by Getting Regular Screenings



At 20 years old, Kelee Ringo already had an impressive resume. The American football cornerback is a two-time collegiate national champion with the University of Georgia and was selected by the Philadelphia Eagles in the 2023 National Football League Draft.

He owes much of his success to the unwavering support of his mother, Tralee Hale. She is a champion in her own right: Hale is a breast cancer survivor. After being diagnosed with triple-negative ductal carcinoma in June 2020, Hale was declared cancer-free in March 2022.

Hologic recently announced a partnership with Ringo and Hale that helps educate women on the importance of prioritizing annual mammograms and health screenings. Hale is a single mother, and while she was focused on supporting Ringo,

her own career and other commitments, her annual health screenings took a back seat to her other priorities. She was diagnosed with breast cancer just days after Ringo began his freshman year of college. Ringo and Hale know how lucky they are following Hale's battle with cancer and want to use their platform to encourage women not to delay care.

For information and resources for scheduling your annual mammogram, visit [ScreeningsForHer.com](https://www.screeningsforher.com).



“As I launch my NFL career, I recognize and appreciate that I have a real opportunity to use my platform to truly make a difference. I’m excited to partner with Hologic on this important campaign.”

Kelee Ringo

“Kelee and Tralee’s story resonates with all of us because we have heard from women — time and again — who have prioritized their families and other responsibilities while putting their own critical health screenings on the back burner. Hearing how much they mean to one another and how this experience impacted them was incredibly moving. We couldn’t be more grateful that they are sharing their personal story to reach women about the critical importance of annual breast cancer screenings and making their health a priority.”

Erik Anderson

President,
Breast & Skeletal Health Solutions

Hologic and Know Your Lemons Launch Global Partnership

As part of Breast Cancer Awareness Month in October 2023, Hologic partnered with the Know Your Lemons Foundation, which works to improve early detection of breast cancer through symptom and screening education in a fun, accessible and inclusive way.

Hologic's partnership with the nonprofit is part of a broader educational campaign called #KnowBreastCancer that will leverage the creative imagery developed by Know Your Lemons founder Corrine Ellsworth-Beaumont, MFA, Ph.D. It will include dynamic posters for use in healthcare providers' offices, sponsored content on the Know Your Lemons app explaining the importance of self-exams and custom content on both parties' social media channels.

“As a global charity, it is critical to have the support of industry to fund our mission for early detection. Hologic's leadership in breast health and commitment to women's health worldwide are exemplified by their sponsoring our educational outreach, championing our message and supporting our app. We are proud to partner with such a passionate company as Hologic,” said Ellsworth-Beaumont.



Hologic Partners With Dr. Jana Pittman to Bring Attention to Heavy Menstrual Bleeding



“We need to be each other’s village, break the silence, talk about our period health and raise community awareness on behalf of all Australian women and girls who are living with HMB,” Pittman said. “I’ve watched my patients and friends struggle immensely with heavy periods. They often unnecessarily suffer in silence and miss out on life. It’s not OK to miss out on life due to your period. If you, a family member or a friend are experiencing symptoms of HMB, get help. See your general practitioner or gynecologist without delay.”

New research reveals that more than 1 in 2 Australian women aged 35-52 who grapple with abnormally long or heavy periods are yet to discuss this serious, but treatable medical condition with their doctor. To help address this public health issue, Hologic’s Australian team has partnered with two-time athletics World Champion, four-time Commonwealth Champion, women’s health doctor, author and mother of six, Dr. Pittman to help champion dialogue, diagnosis and treatment of heavy menstrual bleeding (HMB).

Hologic commissioned a national online survey of 5,000 Australian women aged 35-52 years in February 2023 to capture their experiences, thoughts and attitudes toward a common, but rarely discussed health issue — HMB. The research determined HMB remains a taboo topic, both worldwide and in Australia, thereby preventing open discussions, and leading to poor menstrual health understanding and consequences to women’s health.

More than 70% of women have experienced heavy periods, 28% of whom experience heavy periods often and always.¹ Many of these women are “suffering in silence” and mistakenly accepting their symptoms as a normal part of being a woman.²⁻⁴ Even when Australian women recognize their symptoms as abnormal, compromising their quality of life, many still choose not to seek help.^{1,3,5} The new research shows that 55% of respondents are yet to speak with their general practitioner about their menstrual health.¹ 1 in 2 respondents affected by heavy periods de-prioritize their own healthcare needs, and less than a quarter (22%) of the research respondents have undergone treatment.¹

The new research found the main reason for women’s reluctance to seek professional help is embarrassment, with 69% of women with heavy periods reporting “embarrassing experiences” and the false belief that HMB simply comes with the territory of being a woman.¹

CORPORATE CITIZENSHIP

Our Responsibility

As a global company with an unwavering focus on improving health through early detection, diagnosis and treatment, Hologic has an ethical duty to give back. Not only is this true in countries and regions where we do business, but wherever access to diagnosis, testing and quality care is needed most. Our philanthropic efforts make a positive difference in the lives of cancer patients, underserved women and innovation-minded students — everywhere, every day.

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Global Access Initiative

Hologic's Global Access Initiative — innovation with a humanitarian purpose — transforms diagnostic testing.

Hologic's Global Access Initiative provides access to testing for HIV, HCV, HBV, HPV and COVID-19 using our Panther® system. This testing is delivered with a cost-effective pricing structure and no requirement for capital expenditure.

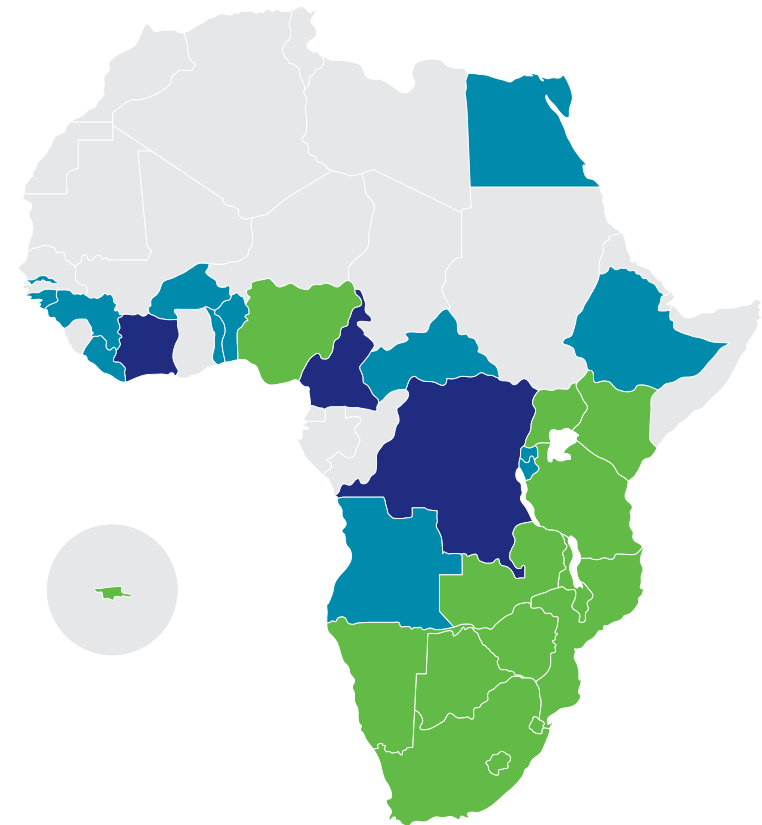
While the vision is simple, translating it into tangible results can be challenging in resource-limited settings. As a leading provider of medical diagnostics, Hologic is working toward making this a reality.

The Global Access Initiative is our solution to promote simple, scalable and sustainable access to cost-effective and quality diagnostic testing for countries that need it most. The program brings a holistic model of pricing, training and service to regions in dire need of innovative solutions.

Expanding the Impact

The Global Access Initiative began in two countries, and its reach has grown to more than a dozen countries. In just a few years, we've helped create a substantial impact:

- More than 900,000 patients not virally suppressed were identified.¹
- More than 450,000 patients switched to second-line treatment.¹
- \$45 million in direct savings due to the all-inclusive pricing model pioneered by Hologic.¹



● Supported

Botswana, Eswatini, Kenya, Lesotho, Malawi, Mozambique, Namibia, Nigeria, Tanzania, Uganda, Zambia and Zimbabwe

● Planned Additions

Cameroon, Cote d'Ivoire and Democratic Republic of Congo

● Eligible

Angola, Benin, Burkina Faso, Burundi, Cape Verde, Central African Republic, Comoros, Egypt, Ethiopia, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Rwanda, Timor-Leste and Togo

Global Access Initiative (continued)

Delivering Innovation and Environmental Sustainability

Africa is the fastest-growing geographic region of Hologic's entire International business, led by the company's Global Access Initiative, which provides high-quality diagnostics testing across sub-Saharan Africa.

When the program launched in 2018, a significant amount of products shipped to the Global South were subjected to temperature challenges and had to be scrapped on arrival. Product quality and timely delivery became more important than ever. We worked hard to curate a reputation as a quality — and customer-centric — company.

Controlling Temperatures When You Can't Control Delivery Times

Our EMEA Logistics Team, Supply Chain Quality Assurance Team, our warehouse team in Ghent, Belgium, and our partners in Africa evaluated alternative packing materials that allow longer transit times.

Using the CoolPall™ Flex Advance — a pallet-sized, cold-chain packaging system — we were able to successfully ship 3,150 HIV testing kits to Zambia, making it our largest shipment of HIV kits ever sent to any customer. This is a significant milestone for Hologic and the Global Access Initiative, but most importantly, a major step forward where access to healthcare makes all the difference.

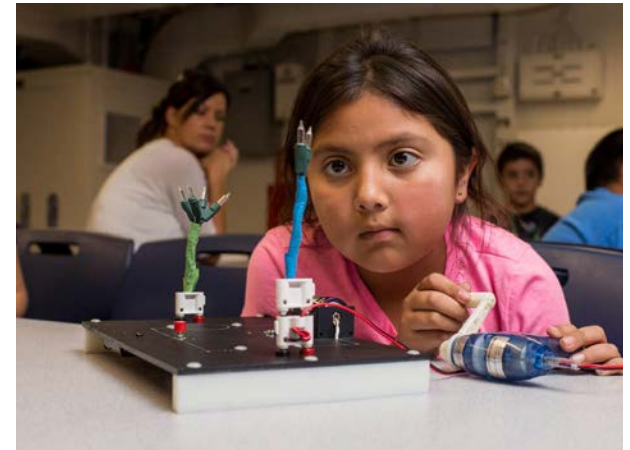


Giving Back to Communities Worldwide

Hologic's philanthropy and volunteerism focus on strengthening health, boosting access to STEM education and increasing social and racial equity.

Hologic makes a positive difference for patients, underserved women, innovation-minded students and many others everywhere, every day. To maximize our impact in ways that align with our business, we concentrate on giving back in three categories across communities where our employees live and work:

- Women's health and other healthcare fields in which we operate.
- STEM education, especially students from underrepresented backgrounds.
- Social and racial equity, especially in healthcare.



220+

Organizations received millions of dollars from Hologic in the Company's fiscal 2023

Communities impacted by Hologic's philanthropic giving worldwide include:

Internationally:

- Chamonix, France
- Guadalajara, Mexico
- Quebec, Canada
- San Jose, Costa Rica
- Santiago, Chile
- Vantaa, Finland
- West Pokot County, Kenya

In the United States:

- Albuquerque, New Mexico
- Austin, Texas
- Baltimore, Maryland
- Boston, Massachusetts
- Charlotte, North Carolina
- Chicago, Illinois
- Danbury, Connecticut
- Denver, Colorado
- Houston, Texas
- Miami, Florida
- Middlebury, Vermont
- New York City, New York
- Newark, Delaware
- Plymouth, Pennsylvania
- Reston, Virginia
- San Diego, California
- San Jose, California
- Washington, D.C.

Giving Back to Communities Worldwide (continued)

Employee Volunteerism

Our employees give back to their communities with donations of money, time and talent. Some highlights:

- Hologic’s regulatory and quality teams around the world participated in a cervical cancer fundraising campaign.
- Our team in Korea created reusable cloth sanitary napkins for underserved women.
- Our service team in the United Kingdom hiked 26 miles to support a charity that helps cancer patients and their caregivers.
- Our teams around the world joined walks to help raise funds for breast cancer research and patient-support services.
- Our employees in San Diego filled backpacks with school supplies for underserved students and wrote handmade cards for seniors.

Hologic supports these efforts in two important ways:

Partners in Giving

A program that donates up to \$1,000 each year in “matching” contributions to each employee’s chosen 501(c)(3) nonprofit organization.

Volunteer Time Off

A benefit that allows employees to spend a fully paid day doing community service.



Project Health Equity

Despite remarkable advances in medical technology, health disparities in the United States persist. In 2023, Hologic recommitted to doing our part through our re-named Project Health Equity initiative, which reflects our broader mission to spread the word about the importance of preventive care, clinical resources and access to care for underserved communities.



Taking the Lead: Future Pandemic Preparedness

Hologic's Government Affairs and Diagnostic Solutions teams participate in pandemic preparedness activities.

After successfully supporting testing needs around the world during the COVID-19 pandemic, Hologic continues to participate in various forums and groups to ensure we are once again ready to respond to any future global health emergency.

Representative Lori Trahan's Pandemic Preparedness Roundtable

In March 2023, Lori Trahan, who serves Massachusetts in the U.S. House of Representatives, met with constituents to collect industry perspectives on the challenges companies and healthcare providers faced during the pandemic to help inform her efforts on the Pandemics and All-Hazards Preparedness Act reauthorization.

Hologic's Vice Present of Government Affairs Julie Khani and Diagnostic Marketing Senior Director of Commercial Operations Craig Weiss attended the session, which focused on how to improve preparedness and federal response to public health emergencies. Weiss shared Hologic's experiences as a leader in scaling up COVID-19 testing and discussed the importance of sustained federal investment in driving diagnostic innovations.

"We're grateful to Representative Trahan for including us in this conversation," Khani said. "We were pleased to join other healthcare leaders and provide input in advance of pandemic preparedness legislation being considered

by Congress later this year. As a leading innovator, not only in COVID-19 testing but also in women's health, Hologic will continue to seek out opportunities to share our perspectives with policymakers."

U.S. lawmaker Lori Trahan and Craig Weiss, Hologic's Diagnostic Marketing Senior Director of Commercial Operations.



Environmental Goals

We have a responsibility to the communities where our employees live and work.

Starting in 2022, Hologic began developing a Scope 1 and 2 decarbonization roadmap with internal and external stakeholders to meet its existing emissions reduction and renewable energy goals. We have also implemented new programs to significantly reduce waste, including diverting waste from landfills and into recycling programs.

Hologic continues to evaluate more ambitious goals consistent with the Science Based Targets (SBTi) framework. This process has involved analyzing Hologic's historical, current, and projected carbon footprint and investigating a range of options to reduce those emissions.

Achieve a 15% reduction in non-hazardous/non-recyclable waste by 2025**

Hologic is committed to reducing the amount of waste we generate. As detailed on page 43 of this report, our Costa Rica site has dramatically reduced the amount of waste sent to landfills over the last several years. Hologic Costa Rica is also pursuing “zero waste status” as defined by the Zero Waste International Alliance by the end of the Company's fiscal 2025.

Hologic's San Diego campus recently embarked on a recycling program of its own. To ensure we are measuring success, Hologic is partnering with Waste Management in the U.S., a leader in waste sustainability, to analyze the effectiveness of the site's efforts to divert waste from landfills to recycling centers.

Finally, in San Diego we will also be eliminating personal desk bins, replacing them with waste collection sites to help with the segregation of waste between recycling, landfill and compost.

* Environmental goals are expressed as a percentage of revenue.
 ** Reduction compared to fiscal 2020.

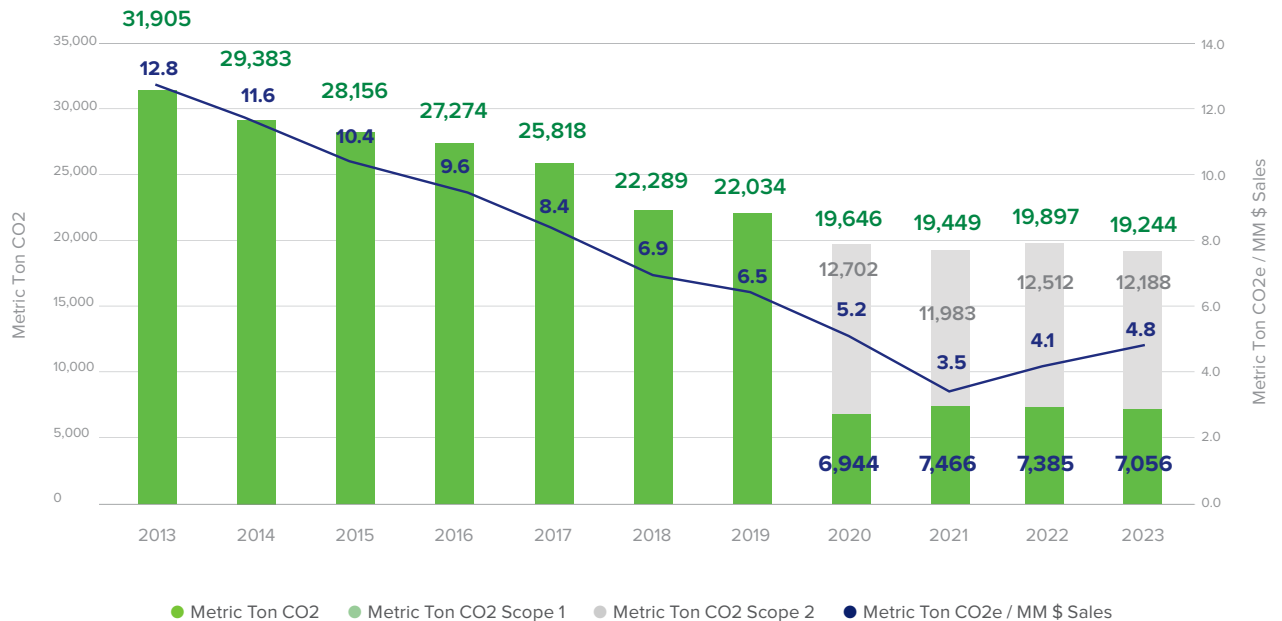
Environmental Goals (continued)

Achieve a 30% reduction of Scope 1 & 2 GHG emissions by 2030^{†*}

For Scope 1 stationary combustion sources (i.e., natural gas, diesel and liquified petroleum gas), Hologic's plan currently calls for decarbonization audits at our highest-emitting sites, followed by potential investments in energy efficiency and electrification efforts.

For Scope 2 electricity, Hologic's plan calls to continue investing heavily in on-site solar at sites in Newark, San Diego, Costa Rica and the United Kingdom (U.K.). We will also explore off-site renewables like virtual power purchase agreements in the U.S. to meet existing demand, business growth and electrification of Scope 1.

Hologic Emissions Summary 2013-2023



Note: Above emissions summary chart breaks out Scope 1 and 2 GHG emissions starting in Hologic's fiscal 2020, as this is the base year for the emissions reduction goal.

[†] Environmental goals are expressed as a percentage of revenue.
^{*} Reduction compared to fiscal 2020.

Environmental Goals (continued)

Achieve a 40% reliance on self-generated renewable energy at owned sites by 2030*

As part of Hologic’s efforts to increase renewable energy at owned sites, we are starting a project to add on-site solar energy at our San Diego campus. Scheduled to launch in fiscal 2024, we plan to add rooftop, carport and ground-mounted solar arrays across the headquarters of Hologic’s domestic Diagnostics division.

The goal is to reduce Hologic San Diego’s total energy consumption while generating measurable ROI. For example:

- We estimate that over a 25-year period, these solar panels will save approximately 150,000 metric tons of carbon dioxide equivalent emissions.
- We also forecast that the investment in solar will generate positive financial returns over its lifetime.
- Our San Diego facilities team continues to explore further energy-saving programs, such as battery storage units, which help conserve power for use during off-peak hours.

Convert to 50% renewable electricity by 2030 and 75% renewable electricity by 2035**

Hologic is dedicated to increasing its mix of renewable electricity. While our renewable electricity footprint is led today by our Costa Rica site, we have plans to add other locations, including the Newark Innovation Center in Delaware, USA. Through our forthcoming on-site solar initiatives, we aim to reduce the stress on electricity grids in these locations.

* Environmental goals are expressed as a percentage of revenue.
 ** Reduction compared to fiscal 2020.

Environmental Goals (continued)

Additional Environmental Data

We are pleased to disclose data pertaining to electricity, waste and water consumption — metrics that we track internally to measure our environmental footprint.

In fiscal 2023, we implemented Benchmark ESG® software for sustainability data collection. This allows us to forecast progress toward our targets more accurately through the use of interactive reports and dashboards.

The table to the right is based on data available and quantifiable through the end of our fiscal 2023. This data has been normalized to exclude sites that have been closed prior to the start of our fiscal 2023.

	2019	2020	2021	2022	2023
Electricity (MWh)	50,470	47,542	47,841	48,479	49,252
Solid Waste* (MT)	1,511	1,351	1,925	1,942	3,182
Regulated Waste** (MT)	242	245	255	267	238
Water Consumption (Cubic Meters)	136,741	137,856	156,169	156,596	112,912

* Solid waste is defined as the quantity of waste disposed as landfill, recycled, composted and other (e.g., reclaimed for energy).

** Regulated waste is defined as the quantity of waste disposed as hazardous waste, biohazardous or medical waste, universal waste or radioactive waste.

The Environmental Goals, Emissions Summary Chart and Environmental Data table presented above are for Operational Sites from 2019 to 2021. Operational Sites are defined as those where Hologic has a manufacturing presence and/or the ability to manage utilities. Starting in fiscal 2023, we have been able to estimate emissions data for sites outside our Operational Sites. This does not include estimates for waste and water consumption. Data includes estimates where necessary.

Engineering and Logistics Sustainability Efforts

Hologic is committed to reducing our carbon footprint with headline environmental goals, as evidenced on page 35, but also with efficiencies in our everyday operations. We are pleased to highlight a few of these projects below.

Reusable Shipping Cases

Hologic's domestic suppliers of raw materials in the Company's Diagnostics division use paperboard corrugated shipping cases to transport various plastic subcomponents that go into devices or hold the Company's reagents. In fiscal 2023, Hologic identified a process to implement reusable plastic corrugated shipping cases. These shipping cases will be flattened after use and returned to their manufacturer for inspection and reuse. This process helps to reduce Hologic's carbon footprint by eliminating single-use paperboard corrugated shipping cases and the correlated transportation of single-use materials and waste.

Saving on Consumables in Diagnostics

Hologic's Multiple Triplet Unit (MTU) is a highly engineered plastic consumable required for the Company's Panther® system. The previous pallet design contained 60 cases of MTUs for Panther. After a detailed analysis and ship testing verification, we determined that Hologic's vendors can supply the Company's U.K. distribution warehouse with pallets that have 90 cases when shipping via ocean freight. With the additional material per pallet, Hologic can ship 1,800 cases per container compared to our previous shipping limit of 1,600 cases, an increase of 12.5%. This shipping efficiency has eliminated two full containers per month or 24 containers per year, reducing Hologic's carbon footprint from air and ground transportation vehicles and the energy associated with that supply chain.

Ocean Freight Shipments

We have identified an opportunity to shift some of our shipping capacity from air and ground methods to ocean freight when distributing raw materials and finished goods. This process has eliminated emissions from tractor-trailers and airplanes that would otherwise be required to transport these materials. In addition to reducing our carbon footprint, we have also delivered financial savings of more than \$1.5 million dollars through this process.

Environmental Certifications in Costa Rica

Hologic Costa Rica has been certified in ISO 50001 since 2020. To obtain this certification, the site leaders developed an energy management initiative, which established systems and processes to continuously improve energy performance, including energy efficiency, use and consumption.

Hologic completed the integration of both environmental health and safety (EHS) and energy management (EM) systems to comply with these internationally accepted standards created by the International Organization for Standardization (ISO):



Hologic's Costa Rica leadership team evaluates key objectives and indicators for integrated EHS & EM during strategic planning. Due to the Company's ISO 50001 certification, our Costa Rica facility has accessed preferential electricity rates, which saves approximately \$70,000 per year.



Innovating Sustainably Through Macroeconomic Challenges

The global semiconductor chip shortage arose in Hologic's fiscal first quarter of 2022. With no known timeline for when the shortage would end, the Company's Breast & Skeletal Health Solutions division undertook tremendous mitigation efforts. We helped remedy supply gaps that could jeopardize our ability to deliver critical breast cancer screening and biopsy devices to clinicians and patients. No stone was left unturned, and one of the most novel mitigation methods was the creation of a printed circuit board refurbishment program.

Project Reclaim

Project Reclaim, as the refurbishment program came to be known, involved having Hologic's field service engineers return units from the field exchanged during routine service. Historically, these units would have been discarded and fed into electronic waste streams. Instead, electronic waste has been diverted back to Hologic's manufacturing facilities in Danbury, Connecticut, and Newark, Delaware. These critical components have been refurbished and rigorously tested to ensure they meet Hologic's exacting quality standards and returned to the Company's field service engineers for use in the maintenance and repair of Hologic's 3Dimensions® mammography systems. In addition to the positive impact on Hologic's sustainability efforts, Project Reclaim has also delivered more than \$1.5 million in savings since its inception, with an annual exit rate savings of more than \$3 million.



Hologic's Approach to Climate Risk

Hologic seriously considers climate change's risk to our operations and future plans. As part of our enterprise risk management (ERM) program, we track and monitor all risks related to sustainability, including potential impacts from climate.

The company's ERM is presented to the Board annually and as warranted. Further, Hologic's executive leadership team's individual performance objectives align with the top risks identified in the annual enterprise risk management process.

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. Finally, COVID has highlighted the need for future pandemic readiness, and, therefore, we also have set up planning and structure to deal with public health crises.



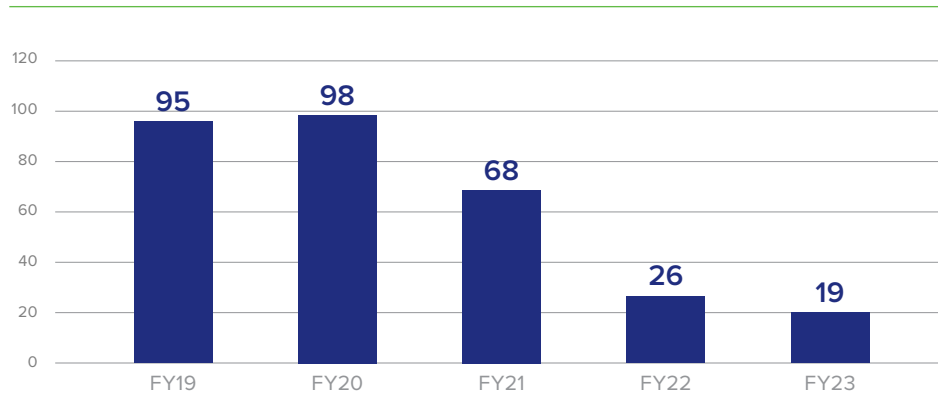
Zero Waste in Costa Rica

By the end of fiscal 2025, Hologic Costa Rica aims to achieve “zero waste” status as defined by the Zero Waste International Alliance. This initiative has led to multiple process improvements since the program was launched.

TRUE Certification: Lifecycle Waste Control

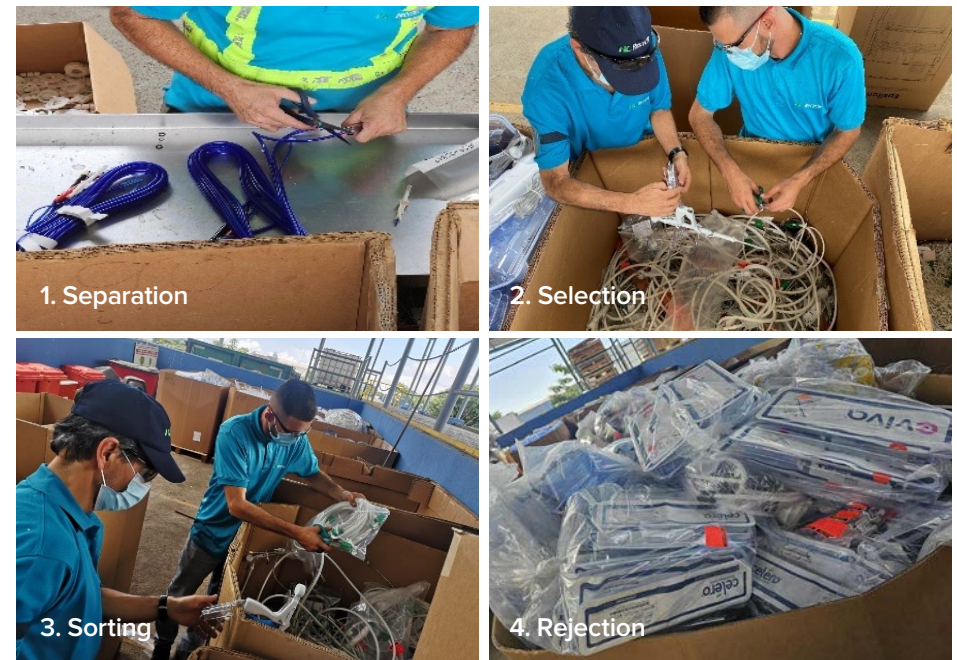
Hologic’s Costa Rica site has aligned to the Total Resource Use and Efficiency (TRUE) Certification, an approach aimed at changing how materials flow through society, resulting in zero waste. TRUE promotes processes that consider the entire lifecycle of products used within a facility. By following this approach, Hologic’s Costa Rica site sorts all waste depending on how that material should be treated and disposed of outside of the site. Strategies include splitting waste into eco-friendly or compliance options, giving each type of waste at least one final treatment to ensure proper control.

Hologic Costa Rica’s Waste to Landfill (Tons)



Recycling Process

As part of the site’s quality process, there are times when components of a product are ultimately rejected and need to be sent to waste management, where nearly 100% of the site’s scrap material is recycled or reused.



OUR PEOPLE

Employee Excellence

Hologic was founded by passionate innovators Jay Stein and David Ellenbogen, who set the stage and the standards for a culture of purpose and progress that inspires our people to this day. You can feel it the moment you step into any Hologic office, anywhere in the world. And you can hear it in the voices of our motivated employees. Many have been touched by the personal health crisis of a loved one. All are proud to work for a company with the courage to take on the world's most complex health challenges.

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Our People Personify Our Purpose, Passion and Promise

Hologic's world-class employee engagement earns a growing list of honors.

Across the world, Hologic's employees live out a core truth: Their exceptional engagement powers our company's thoughtful, unconventional and courageous approach to developing innovations that benefit humanity. This soaring engagement has earned recognition from prestigious, well-respected organizations.

Gallup

In 2023, Hologic received Gallup's top employee engagement honor — the **Gallup Exceptional Workplace Award** — for the third consecutive year.

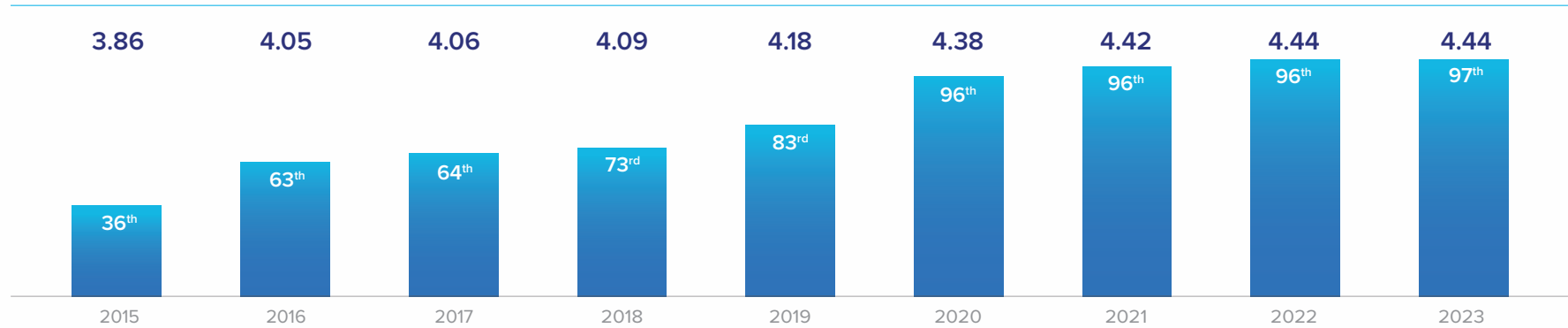
The achievement reflects Hologic's remarkable progress in building employee engagement as measured by the annual Gallup Q12 Survey. When our company first participated in the survey in 2015, we ranked in the 36th percentile of similarly sized organizations. In 2023, our ranking rose to the 97th percentile — a record high for us. Hologic's percentage of engaged employees increased to 74% — another record high for us.

"I still remember the first year we did this... a number of employees said, 'Yeah, I bet they won't do that survey again.' But in fact, we committed to it. We keep learning and learning, and getting better and better," said Hologic Chairman, President and CEO Stephen P. MacMillan.

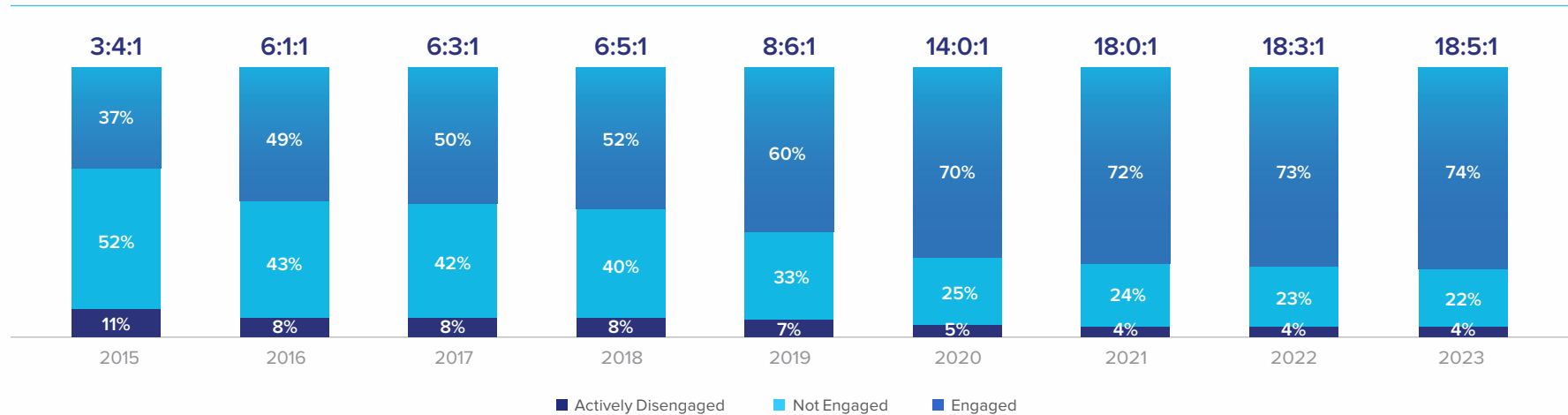


Our People Personify Our Purpose, Passion and Promise (continued)

Hologic Grand Mean



Hologic Engagement Ratio

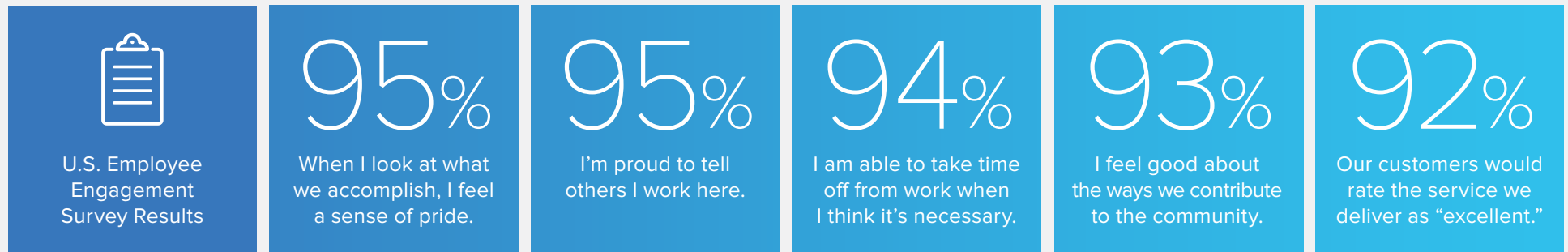


Our People Personify Our Purpose, Passion and Promise (continued)

Great Place To Work

Another leading measurement of employee engagement comes from the Great Place to Work (GPTW) organization. Hologic first earned **GPTW certification in 2022 for our staff in Australia and New Zealand**, then in **2023 for our U.S. teams**.

Through its Trust Index survey, GPTW found that 90% of Hologic's U.S. employees said our company is a great place to work, compared with 57% for a typical company in the same country. Hologic performed exceptionally well on the survey in other categories of U.S. employee engagement.



Stories From the #WhyHologic Campaign



Andrea Degneau
Principal Contracts Specialist

I am so grateful to work at Hologic because we truly follow through on their promise of making the world a better place for women. We are so innovative and our teams are truly passionate about everything they do every day.

Ashwini Kshirsagar
Director R&D, Product Owner, AI,
Breast & Skeletal Health Solutions

I started at Hologic two decades ago. I always wanted to work in health care, but since my grandmother had breast cancer and I saw her suffering through, although she recovered, I always wanted to do something that will advance the technology, and no more women have to suffer. Hologic was a perfect place for me, and last two decades have been an incredible journey, and I'm really hoping for another two decades to make the difference here and make all the women's lives better.



Carmen Bibel
Vice President, Human Resources, Diagnostics

My career has skyrocketed at Hologic. There are so many opportunities that I've had. I did not envision that I would be the Vice President of Human Resources. But through the coaching, the mentoring and the growth opportunities I've had, here I am and I'm really excited and really looking forward to my future as part of this organization.

Stories From the #WhyHologic Campaign (continued)



Bhavin Kapadia
Software Development Manager

Customer relationships lie at the heart of Hologic's success story. The company understands that it's not just about delivering exceptional products, it's about building lasting partnerships with the customers. Hologic's commitment to understanding the unique needs of healthcare providers and tailoring the solutions accordingly has earned them the trust and loyalty of medical professionals worldwide through open communication, responsiveness and a genuine desire to make a positive impact.

Hologic strengthens the bond with its customers, contributing to improved healthcare delivery and patient well-being. Behind every successful company is a team that embodies its value and drives its mission forward. Hologic's team is no exception. The talent, engagement and culture are the driving forces behind the company's continued success. Hologic attracts and retains some of the brightest minds in the industry, fostering an environment of collaboration and innovation.

This culture of excellence permeates every aspect of their work, ensuring that Hologic remains a pioneer in the field of health care. In conclusion, Hologic's promise to bring The Science of Sure® to life is not merely a tagline, it's a commitment that permeates every facet of their operation through unwavering dedication to product quality, clinical differentiation, customer relationships and remarkable talent, engagement and culture of their team.



Barbara Eaton
Vice President, Assay Development, Diagnostics

What motivates me to get up in the morning and be a part of Hologic is the opportunity that it gives me to make an impact, not just through the products that we develop and not just through impacting the health of women and in families, but also the impact I'm able to have on the teams I work with, on the women and employees that we develop, and help to reach their potential.

Stories From the #WhyHologic Campaign (continued)



Cecilia Newman
Senior Director, Head of Privacy,
Information Security

Why I choose to work at Hologic: it's because I'm a woman and I'm a mother of my daughter. I also work in the field of privacy, and I want to make sure that what we offer to all women that use our products is our secured and privacy-focused solutions and services. I'm proud to say that I'm friends with my colleagues, and I look forward to coming in every day.

Paola Wisner

Vice President, Global Research & Development,
Breast & Skeletal Health Solutions

For me, what spoke to my heart was the passion, purpose and promise that we deliver for many women globally. Having worked with teams that are so passionate about doing what's best really speaks to my heart. I'm proud to lead the technical team in R&D as we create and constantly pioneer innovations that enable every woman around the world to have the care they deserve. That is why Hologic is such an important passion for me, and I'm so privileged to be part of this team.



Venkateswara (Venky) Vaddineni
Senior Director, R&D, AI and Connected Health,
Breast & Skeletal Health Solutions

Saving lives is the important mission for Hologic and I'm being part of that mission. Because breast cancer is treatable, if you find a diagnosis very early on in life. Not only in the U.S., but globally, you can make a difference. And Hologic is trying to make that difference. I'm part of that journey, and I feel proud of being in Hologic for that, too.

Our Employees Are a Competitive Edge

Purpose, passion and promise form the cornerstone of our Hologic philosophy — a fusion that ignites passion, fuels progress and cultivates a sense of shared purpose among our team members. Our employees' talent and engagement propels us forward, making it possible for people to live healthier lives everywhere, every day.

We are dedicated to supporting each employee's career growth and development and do so 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 individually and in teams, and innovate for the future.

Hologic Employee Training Statistics

98%

completed Code of Conduct training.

68,509

training hours spent by all Hologic employees in fiscal 2023.

Every team member is also required to complete annual Legal, Information Technology and Quality training, along with multiple mandatory training courses about company policies and resources for reporting harassment and other concerns.



Our Employees Are a Competitive Edge (continued)

Our Kind of People

A tenet of Hologic's management training is that high-performing teams carry forward basic working principles to ensure success. This includes:

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

Over three days in November 2022, an interdepartmental gathering took place with Human Resources, Finance and IT to engage in conversations that built awareness and competency around differences and perceptions. The exchange of ideas brought a deeper understanding of peoples' differences, and explored what that represents in our culture and our ability to communicate as a team in a rapidly changing world.

The pilot program reinforced Hologic's intentions that employees organically support a culture that values every voice, rewards teamwork, celebrates different points of view and reflects the diversity of the communities the company serves. Each workshop represented a diverse set of participants. Employees demonstrated readiness to speak up and courage in their desire to understand how their perceptions impact others.



Our Employees Are a Competitive Edge (continued)

Inside the Bar

Amplifying global performance through strategic investments in manager development

With more than 1,200 leaders who manage other people, Hologic's Global Talent Performance Team (GTPT) was created to increase employee engagement by curating a world-class team of people managers. The GTPT identified four distinct phases of the strategy:

- Define what “good” looks like.
- Make information easy to access.
- Create conditions that facilitate the change we want.
- Elevate the management team's effectiveness at multiple touchpoints.

The Future Looks Bright

The GTPT team has developed and published the global leadership expectations, along with a suite of core materials aimed at the “big 5 development opportunities.” After hosting this material on their bespoke content platform “Bar,” they went on to develop a comprehensive live training offering based around this work known as “Raising the Bar Live.” So far, Raising the Bar Live has been delivered in Europe and the U.S. to more than 100 leaders. Hologic will continue this investment throughout 2024.



Our Employees Are a Competitive Edge (continued)

Hologic's purpose — to enable healthier lives everywhere, every day — encompasses our employees and their families. We define health in a comprehensive way, with an array of benefits and programs that improve the many aspects of well-being for our team members and their communities.

Emotional Health and Wellness

- Hologic supports the mental and emotional health of our workforce. In addition to robust health insurance plans, we provide a wide-ranging program that's focused on mental and emotional well-being: Lyra Health,* a benefit with a diverse spectrum of in-person, virtual, digital, group and individualized care.
- Hologic's Healthy Living wellness program partners with Virgin Pulse,* a well-being platform, as well as other wellness providers to offer the tools, motivational tips, rewards and support to keep employees and their families moving on their journey to wellness.

Employee Leave

- Hologic offers generous and innovative leave and pay policies to help employees when it matters most. Whether an employee needs time to bond with a new addition to the family, care for a family member with a serious health condition, take care of their own medical concern, or need time to grieve the passing of a loved one.
- Hologic's paid Volunteer Time Off policy was created to help employees live into the promise of impacting change in the world.

For U.S. employees, several of Hologic's leave benefits are described below:

Parental Leave and Pay

- Birth and non-birth parents may receive up to 16 weeks (or more where required by state law) of job-protected parental leave for the care of a newborn or a newly adopted child. Birth and non-birth parents are eligible for 8 weeks of parental pay at 100%. For birth parents, this is in addition to receiving short-term disability for weeks 2 through 8 at 100%.
- We know that returning to work after a long absence with a newborn is difficult. That's why we've created a unique policy called Parental Flexible Return to Work, which allows new parents who have been out on parental leave for 8+ weeks to return to work part-time (at full-time pay) for their first 4 weeks back.

Family Care Leave

- Allows employees to be paid while on an otherwise unpaid FMLA or State Family Leave at 100% of their salary to care for a family member with a serious health condition. This allows NICU parents to have additional time off when used in conjunction with their parental leave or employees to care for their parents who may be in hospice care.

* Benefits available for Hologic's US employees. Benefits for Hologic employees outside the United States vary by country.

Our Employees Are a Competitive Edge (continued)

Family Services

- Hologic takes the stress out of finding care for its employees' children, pets and elders with extensive caregiving resources offered by Care.com* and Lyra's Work Life Solutions.*
- Traveling breastfeeding moms can find lactation support services with MilkStork's* no-cost home delivery service, lactation consultations and nutrient testing.
- Hologic expanded healthcare coverage to pay for health-related travel — including out-of-town trips for family planning services not provided locally.

Finance and Education

- Employees and their family members are given customized and complimentary opportunities to attend various financial workshops, both virtually and in person, as well as group or 1-on-1. These workshops focus on items such as college planning, retirement, debt management, taxes, planning tools and more.
- Hologic is proud to offer two higher learning financial assistance programs: employee tuition reimbursement and college and vocational scholarships to employee's children and grandchildren, including a scholarship program.
- Investment in leadership development for employees at all levels in their careers.

For example, in the United States:

2,837

volunteer hours taken by employees in fiscal 2023 (as of August 3, 2023)

94

average number of business days new mothers take for family leave

35

average number of business days new fathers take for family leave

40

number of days for parents to take family leave

99.7%

of employees with children are eligible to use Hologic's subsidized childcare expense benefit

80%

Hologic's share of healthcare premiums for every qualified employee

* Benefits available for Hologic's US employees. Benefits for Hologic employees outside the United States vary by country.

Pay Equity Policies

Prioritizing Gender Pay Equity


Over the past 20 years, the gender pay gap has barely moved. As the leading medtech company focused on women's health, the fact that pay equity is a priority at Hologic should come as no surprise. We achieve this through equitable employment policies, practices and annual pay equity audits.

Employment Policies and Practices

- We use the Bar to help managers better understand the different types of pay and bonuses offered at Hologic.
- People managers are trained to set expectations and establish quarterly and annual goals with each employee they supervise.
- Our HR team seeks to remain current in their understanding of industry benchmarks and best practices to ensure each new hire is compensated at the current standard or best practice.
- We continue to educate our managers, update pay transparency policies and expand our benefits to address any pay equity discrepancies.

Annual Pay Equity Audits

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



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 2023, the Company's female to male compensation ratio was .98.

Employee Category	Female to Male Ratio 2023
Leadership	.98
Individual Contributions	.98

Employee Workforce Composition

Workforce Data

2023 General Employee Data	Global	U.S.
Full-Time Employees	6,879	3,994
Part-Time Employees	62	4
Total Full- and Part-Time Employees*	6,941	3,998
New Hires	1,140	510
Total Employee Turnover	1,204	599

*Does not include 49 employees from Hitech and Normedi

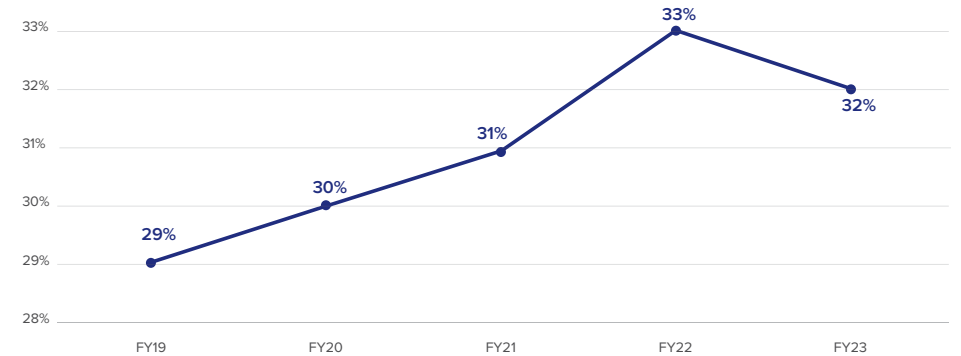
2023 Global Employees	Women	Men
Individual Contributor	45%	55%
Manager	43%	57%
Director and Vice Presidents (VPs)	38%	62%
Global Leadership Team (GLT)	36%	64%
Total Company	44%	56%

18 employees' genders are unknown.

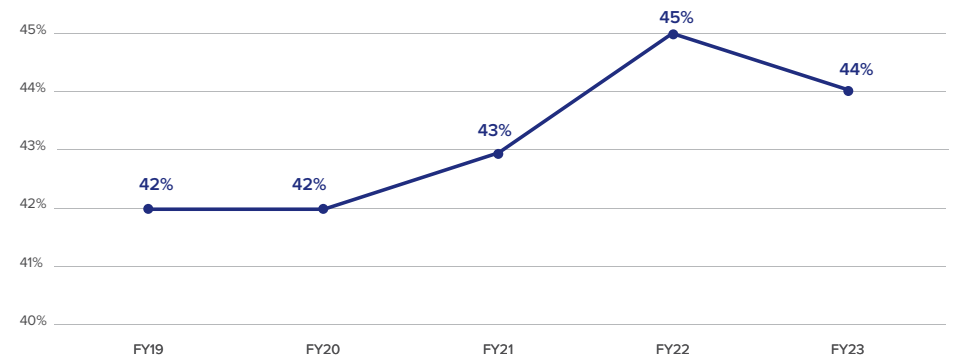
2023 Age Diversity	Global	U.S.
Gen Z (1996 - 2012)	12%	7%
Gen Y/Millennials (1977 - 1995)	55%	43%
Gen X (1965 - 1976)	29%	35%
Baby Boomers (1946 - 1964)	4%	13%
Other	0%	1%

Progression of Workforce (Women and Multicultural) Over Time

Multicultural (U.S. Only)



Women at All Levels (Global)



Employee Workforce Composition (continued)

2023 United States Workforce Composition		Ethnicity	Women	Men
Individual Contributor (3,186 Employees)	White		27%	38%
	Minority Race and Ethnicity		15%	21%
	Gender Total		41%	59%
Managers (482 Employees)	White		33%	42%
	Minority Race and Ethnicity		12%	13%
	Gender Total		45%	55%
Director and VPs (320 Employees)	White		33%	50%
	Minority Race and Ethnicity		8%	10%
	Gender Total		40%	60%
GLT* (11 Employees)	White		27%	45%
	Minority Race and Ethnicity		9%	18%
	Gender Total		36%	64%
Total U.S. (3,998 Employees)	White		28%	39%
	Minority Race and Ethnicity		14%	19%
	Gender Total		42%	58%

83 U.S. employees' ethnicities are unknown.
 *Global Leadership Team includes Non-U.S. Senior Leadership

Numbers may not foot due to rounding.

Employee Workforce Composition (continued)

2023 Current U.S. Population Percentages	Total Population	White	Black	Hispanic	Asian	Nat. Am.*	NHOPI**	Two or More
Female	42%	28%	2%	3%	7%	0%	0%	2%
Male	58%	39%	3%	5%	8%	0%	1%	3%
All		67%	5%	8%	15%	0%	1%	5%

83 U.S. employees' ethnicities are unknown.

The below numbers are inclusive of Full-time Employees in the time frame of 9-25-2022 through 9-30-2023.

2023 Hired U.S. Population Percentages (Incumbents by Sub-Group)	Total Population	White	Black	Hispanic	Asian	Nat. Am.*	NHOPI**	Two or More
Female	43%	28%	2%	5%	5%	0%	0%	3%
Male	57%	35%	6%	5%	7%	0%	0%	4%
All		62%	8%	10%	12%	0%	1%	7%

47 of the U.S. hires' ethnicities are unknown.

2023 Promoted U.S. Population Percentages (Incumbents by Sub-Group)	Total Population	White	Black	Hispanic	Asian	Nat. Am.*	NHOPI**	Two or More
Female	44%	27%	1%	6%	8%	0%	0%	1%
Male	56%	33%	2%	5%	12%	1%	0%	2%
All		60%	3%	11%	20%	1%	0%	4%

8 of the U.S. promotees' ethnicities are unknown.

Numbers may not foot due to rounding.

* Native American / ** Native Hawaiian and "Other" Pacific Islander

Employee Workforce Composition (continued)

2023 Terminated U.S. Population Percentages (Incumbents by Sub-Group)	Total Population	White	Black	Hispanic	Asian	Nat. Am.*	NHOPI**	Two or More
Involuntary and Voluntary (All)	91%	66%	6%	10%	17%	0%	1%	1%
Female	45%	32%	2%	4%	8%	0%	0%	0%
Male	55%	34%	4%	6%	9%	0%	1%	1%
Retirement/Death	9%	72%	6%	0%	23%	0%	0%	0%
Female	49%	34%	2%	0%	13%	0%	0%	0%
Male	51%	38%	4%	0%	9%	0%	0%	0%

14 of U.S. terminated employees' ethnicities are unknown.

Numbers may not foot due to rounding.

* Native American / ** Native Hawaiian and "Other" Pacific Islander

Employee Workforce Composition (continued)

2023 U.S. Management Level Workforce Representations by Sub-Group	Total Population	White	Black	Hispanic	Asian	Nat. Am.*	NHOPI**	Two or More
Individual Contributor	80%	64%	5%	9%	16%	0%	1%	5%
Female	41%	27%	2%	4%	7%	0%	0%	2%
Male	59%	38%	3%	5%	9%	0%	1%	3%
Managers	12%	75%	3%	5%	13%	0%	1%	3%
Female	45%	33%	2%	2%	7%	0%	0%	1%
Male	55%	42%	2%	3%	6%	0%	1%	2%
Director and VPs	8%	82%	3%	3%	9%	1%	0%	3%
Female	40%	33%	1%	1%	4%	0%	0%	1%
Male	60%	50%	2%	1%	5%	0%	0%	1%
GLT	0%	80%	10%	10%	0%	0%	0%	0%
Female	40%	30%	0%	10%	0%	0%	0%	0%
Male	60%	50%	10%	0%	0%	0%	0%	0%

83 U.S. employees' ethnicities are unknown.

Numbers may not foot due to rounding.

* Native American / ** Native Hawaiian and "Other" Pacific Islander

GOVERNANCE

Our Leadership

As a global organization focused on women's health and committed to gender equity, Hologic has a unique responsibility to provide transparency into our business practices and operate with the highest degree of integrity. We are also proud that women comprise 50% of our Board of Directors, placing us as a clear leader among the S&P 500 companies. What's more, we vigorously support equal pay for equal work. There are no significant gender pay gaps throughout our workforce.

Governance and Shareholder Engagement

Our Board believes that good governance requires an effective set of specific practices, as well as a culture of responsibility and accountability throughout the organization.

The Board is engaged with management, with each other and with Hologic's shareholders. In 2015, we implemented a year-round approach to shareholder engagement. In addition to conversations just before our annual meeting,

we initiate discussions during a quieter period several months later, reaching out to a number of our largest investors to discuss business highlights, compensation and governance matters — or whatever else is on their minds. Directors participate in these

discussions as requested and are updated on calls for which they are not present. Our Board takes feedback from investors seriously. Feedback from investors has helped shape our compensation programs, as well as our governance structures.

Board Structure and Composition

A 10-member team brings a mix of experience, diversity and fresh perspectives. Each member is highly engaged and actively contributes to an environment that fosters his or her voice being heard, while supporting and appropriately challenging management. We have an ongoing commitment to Board refreshment and to ensure that highly qualified, independent voices sit in our boardroom — which has resulted in an exceptionally well-balanced group.



Stephen P. MacMillan
Chairman, President and Chief Executive Officer



Sally W. Crawford
Independent Lead Director, Former Chief Operating Officer, Healthsource Inc.



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



Scott Garrett
Senior Operating Partner, Water Street Healthcare Partners



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



Nanaz Mohtashami
Managing Director, Russell Reynolds Associates



Namal Nawana*
Executive Chairman, Sapphiros



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



Stacey D. Stewart
CEO, Mothers Against Drunk Driving



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

Governance and Shareholder Engagement (continued)

The Board is composed of a majority of independent directors, and each of the three Board committees (Audit and Finance, Compensation, and Nominating and Corporate Governance) is composed entirely of independent directors. The current membership of our Board and each committee is listed below.

Director and Principal Occupation	Age	Since	Independent	Current Committee Membership
Stephen P. MacMillan Chairman, President and Chief Executive Officer, Hologic Inc.	60	2013		N/A
Sally W. Crawford Former Chief Operating Officer, Healthsource Inc.	70	2007	✓	Lead Independent Director Nominating and Corporate Governance (CHAIR) Compensation
Charles J. Dockendorff Former Chief Financial Officer and Executive Vice President, Covidien plc	69	2017	✓	Audit and Finance (CHAIR)
Scott T. Garrett Senior Operating Partner, Water Street Healthcare Partners	73	2013	✓	Compensation (CHAIR) Nominating and Corporate Governance
Ludwig N. Hantson Former Chief Executive Officer, Alexion Pharmaceuticals Inc.	61	2018	✓	Compensation Nominating and Corporate Governance
Nanaz Mohtashami Managing Director, Russell Reynolds Associates	46	2023	✓	Compensation Nominating and Corporate Governance
Namal Nawana Executive Chairman, Sapphiros	53	2018	✓	Compensation Nominating and Corporate Governance
Christiana Stamoulis Executive Vice President and Chief Financial Officer, Incyte Corporation	53	2011	✓	Audit and Finance
Stacey D. Stewart CEO, Mothers Against Drunk Driving	59	2023	✓	Audit and Finance
Amy M. Wendell Former Senior Vice President, Strategy & BD&L, Covidien plc	63	2016	✓	Audit and Finance

Governance and Shareholder Engagement (continued)

Roles of the Board

The Board assesses risk, evaluates management's performance, plans for successors and provides overall guidance and direction.

Committee Risk Oversight:

- The Audit and Finance Committee focuses on cybersecurity risk, financial risk and internal controls.
- The Compensation Committee focuses on risks related to compensation.
- The Nominating and Corporate Governance Committee oversees all our governance processes, including Hologic's reporting and efforts related to sustainability.

Each year, the Board also reviews an enterprise risk management report compiled by business leaders who have assessed risks throughout the organization over a three-year horizon, focusing on financial risk, legal/compliance risk and operational/strategic risk. The report details Hologic's top 10 risks, as well as mitigating actions and plans relating to those risks.



Governance and Shareholder Engagement (continued)

Board Compensation Philosophy and Structure

The design of our executive compensation program and the decisions made by the Board's Compensation Committee are guided by these principles:

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

Further, Hologic is dedicated to growth, efficient use of capital and shareholder value. Consequently, we use measures of adjusted revenue, adjusted EPS (earnings per share), ROIC (return on invested capital), adjusted free cash flow and relative TSR (total shareholder return) that assure management's interest to shareholders is structured to drive performance.

Our Board believes that our directors and officers should hold a meaningful financial stake in Hologic to further align their interests with those of our stockholders.

- Each non-employee director is expected to achieve equity ownership in Hologic with a value of five times annual base cash retainer within five years of his or her election to the Board.
- Our CEO is expected to achieve equity ownership in Hologic with a value of five times his then-current base salary.
- Each of our other executive officers is expected to achieve equity ownership in Hologic with a value of two times his or her then current base salary, within five years.

All of our non-employee directors and all of our executive officers who have been subject to these guidelines for over five years have achieved ownership in excess of them.*

Mr. MacMillan owns equity in the company that makes him one of our 25 largest stockholders. He purchased approximately 11% of his shares in the open market. Mr. MacMillan's interests are well-aligned with those of our stockholders.

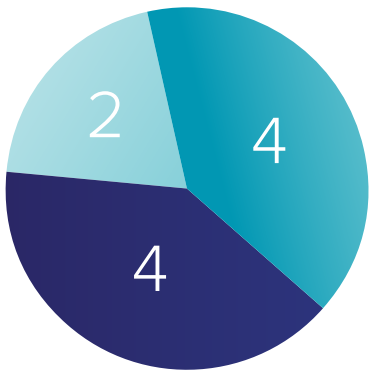
* Only shares of stock issued and outstanding (or vested and deferred under our deferred equity plan) are credited toward the ownership goals. No unvested Restricted Stock Units (RSUs), Performance Stock Units (PSUs) or outstanding stock options (regardless of whether or not vested) are credited toward the ownership goals.

Governance and Shareholder Engagement (continued)

Board Diversity

BOARD TENURE DIVERSITY

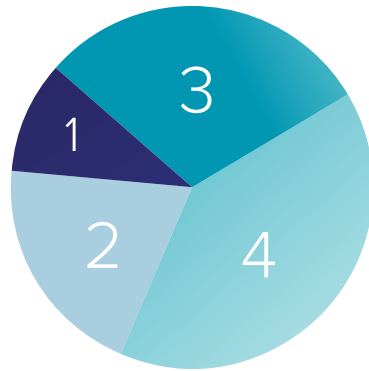
- Newer (≤ 5 yrs.)
- Medium-tenured (6-10 yrs.)
- Experienced (>10 yrs.)



7 years average tenure

BOARD AGE DIVERSITY

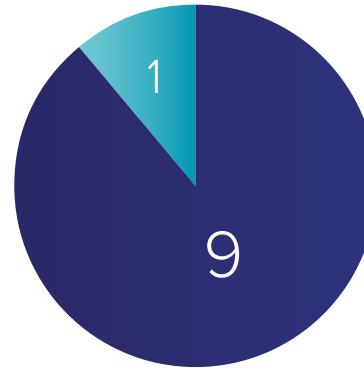
- 40s
- 50s
- 60s
- 70s



Median age is 61

BOARD INDEPENDENCE

- Independent
- Not Independent

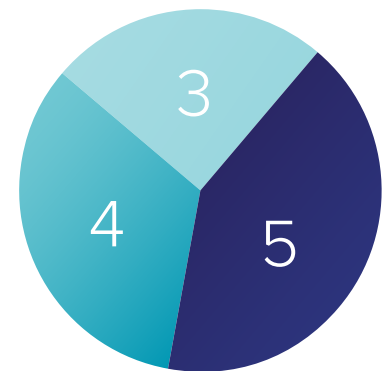


Approximately 90% of our Board is independent

BOARD DIVERSITY

- Female
- Born outside of U.S.
- Underrepresented minority

Individual directors may be included in more than one segment noted below.



Gender, geographic and demographic background diversity

APPENDIX

Our Policies

Transparency, integrity and accountability guide our work every minute of every day. Our governance policies guide our work in clinical trials, supply chain management, supplier risk management, quality management, workplace health and safety as well as information security. Strong, consistent governance is essential to our success as a growing company with a direct impact on the lives and health of millions of women around the world.

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Clinical Trial Governance

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

All clinical trials comply with applicable U.S. and international regulations, standards and guidelines for Human Subjects Protection and Ethical Review of Clinical Trials. 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 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 comply with 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 including 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 Prior to and During Ongoing Clinical Trials

Our clinical trials are managed by Hologic's Clinical Affairs department. The Clinical Affairs teams, in partnership with R&D, ensure 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.

Clinical Trial Governance (continued)



Clinical Trial Data Transparency

Registration of Clinical Trials in Publicly Available Databases

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



Animal Research Process

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.

Supply Chain Management

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 Diversity

Hologic continuously pursues supplier diversity, both voluntarily and through a range of federal, state and local regulations that require we develop and track efforts to use suppliers that are minority-owned, veteran-owned and woman-owned. More than 10% of Hologic's 2023 total supplier spend was with diverse suppliers.



Supplier Compliance



Supplier Code of Conduct

All suppliers must comply with the laws of their respective countries related to the environment, child labor, wages and hours, discrimination and gifts.



Supplier Confidentiality Obligations

Hologic suppliers are required to adhere to the non-disclosure and confidentiality clauses that impose confidentiality obligations. This includes, but is not limited to, any non-public information concerning current or planned products, designs or volumes.



Supplier Notification

Suppliers must notify Hologic in a timely manner of any event that could impact the supply or quality of product.



Supplier Use of Intellectual Property

Information that is provided to suppliers and/or developed by a supplier and paid for by Hologic is considered the property of Hologic.



Business Continuity and Risk Management

We ensure that our suppliers (and their suppliers) have well-defined, documented plans to identify and mitigate supply chain risks.

Supplier Risk Management

We have a formal process to identify potential risks in the supply chain. Our supplier risk assessments are performed from three vantage points: quality risk, supply continuity risk and information services data risk. We maintain tracking metrics on the percentage of the supply chain covered by risk assessments.

Strategic Suppliers

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

Preferred Suppliers

Suppliers that provide best-in-class pricing, prototyping, technical support and innovation. Preferred suppliers are allowed to work with R&D and engineering on new projects and changes.

Core Suppliers

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

Restricted Suppliers

Restricted suppliers do not meet the business needs of Hologic, or they are prospective suppliers eligible for use in a limited capacity. Management authorization is required before any new business is awarded.

Unapproved Suppliers

These suppliers do not meet Hologic's quality and business expectations.



Quality Management Systems

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 ensure 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.

Procedures and Compliance

Field Action Procedure

This defines the requirements and conditions under which a recall (field correction or removal), customer notification, safety alert, market withdrawal and/or field safety corrective action will take place. All Hologic entities follow the minimum requirements defined in our Corporate Standard Operating Procedures.

Quality Audit Procedure

Internal audits are conducted to ensure our QMS at all global sites and regions comply with applicable internal and external requirements. All Hologic employees are required to complete training in Quality System requirements and to acknowledge and adhere to our Hologic Quality Policy.

Complaint Handling Procedure

This includes complaint handling for marketed products in accordance with established regulations across all sites that are governed by our corporate quality system. The requirements of these procedures apply to all finished products manufactured or distributed by Hologic.

Chemical Compliance

To comply with applicable chemical regulations, Hologic has implemented a process and system to ensure all substances controlled by chemical regulations within Hologic products are identified, monitored and reported as applicable.

Recall Metrics	2018	2019	2020	2021	2022	2023
Class I	0	0	0	0	0	0
Class II	2	3	2	1	3	2

Recall metrics presented above are fiscal-year data.
 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>

Workplace Health and Safety

Every day, Hologic employees strive for zero health and safety incidents in their workplaces. We collaborate to improve safety, increase productivity and reduce waste. Three of our manufacturing sites are ISO 14001/ISO 45001-certified, and all other sites are audited annually in alignment with the concepts of the ISO 14001/ISO 45001 standards.

Hologic maintains health and safety programs conforming to best practices in the industry and all applicable regulations. Safety rules and procedures are in place to prevent behaviors and work practices that can lead to accidents and injuries. Safety performance is assessed throughout the year by management and during annual performance reviews.

Hologic rewards positive safety performance and encourages employees to:

Refuse

Employees are directed to stop work when an unsafe condition or incident occurs. They are empowered to inform and/or correct the unsafe condition.

Report

Employees must report unsafe acts and conditions, safety incidents and injuries to their management and EH&S immediately.

Remind

Employees are encouraged to remind each other to work safely.

Year	Hologic TRIR*	Industry Avg. TRIR*
2016	1.6	3.3
2017	1.2	3.2
2018	1.0	3.2
2019	0.8	3.0
2020	0.9	2.9
2021	0.7	2.9
2022	0.8	2.8
2023	0.9	2.9

*TRIR = Total Recordable Incident Rate Industry Average provided by U.S. Bureau of Labor Statistics (BLS) <https://www.bls.gov/iif/home.htm>

2023 compared to 2022 BLS data for private industry > 1000 employees; 2022 compared to 2021 BLS data for private industry >1000 employees; 2021 compared to 2020 BLS data for private industry >1000 employees; 2020 compared to 2019 BLS data for private industry >1000 employees; 2019 compared to 2018 BLS data for private industry >1000 employees; 2017 & 2018 compared to 2017 BLS Data for private industry >1000 employees; 2016 compared to 2016 BLS Data for private industry >1000 employees

Information Security Governance

Hologic's Information Security department is responsible for 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 continuous 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.

Hologic has implemented a Cybersecurity Steering Committee, that provides overarching governance and oversight for the Information Security program. This committee comprises members from Hologic's Global Leadership Team. The 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 Training

Continuous Employee Training on Cybersecurity Best Practices

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

Examples of Employee Training:

- 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.

Information Security Governance (continued)

Data Privacy

Ethical Commitment

At Hologic, we take privacy very seriously. Hologic is committed to its statutory privacy obligations to our clients and employees to handle their personal data ethically, lawfully and transparently.

Hologic has a dedicated global team of privacy professionals delivering and maintaining our privacy capabilities.

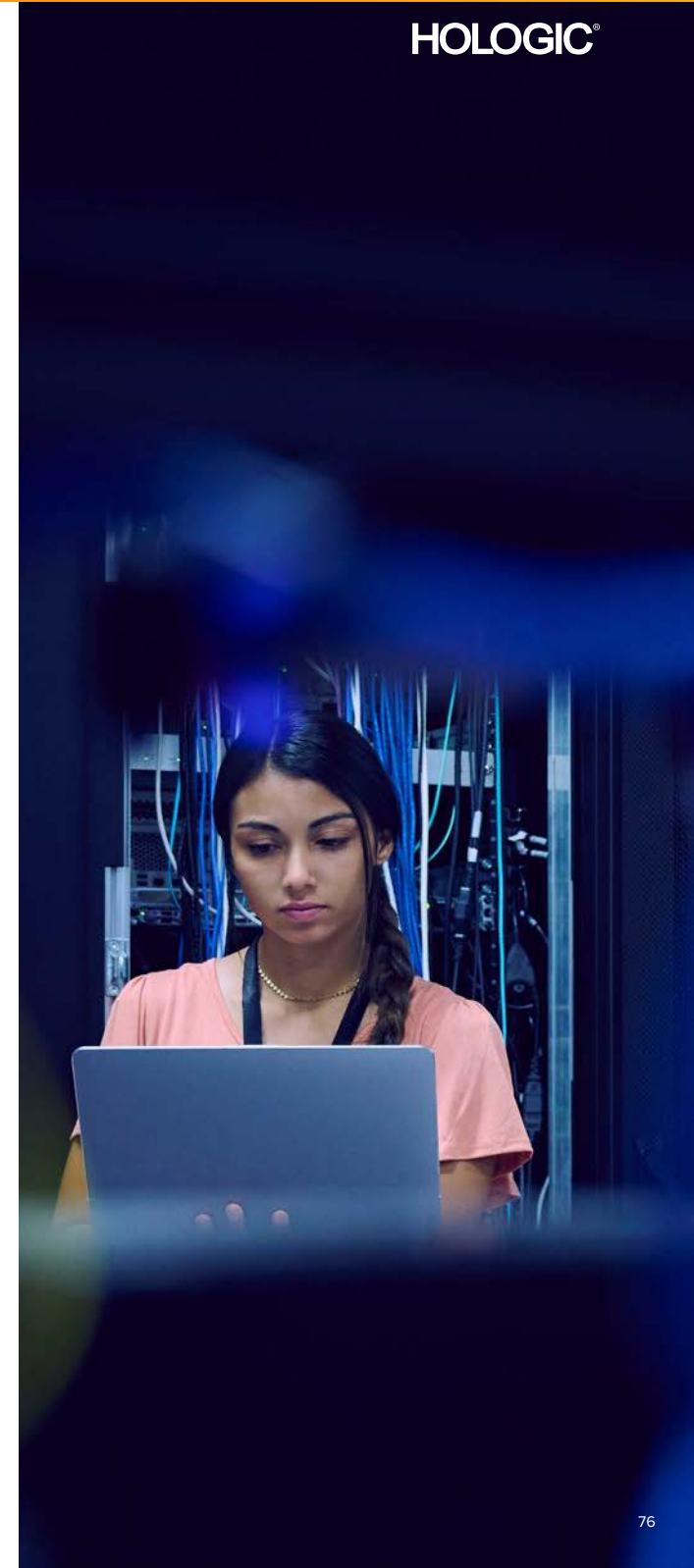
Hologic's privacy policies, and associated procedures, govern personal data processing and employee behavior to manage privacy risks. Governing policies include:

- Global Privacy Policy.
- Website Privacy Policy.
- HIPAA Policies.

Alignment to Approved Frameworks

Hologic's Privacy Program strategic plan is to follow the approved EU Data Privacy Framework, which is approved by the EU Commission and managed by the Department of Commerce. Hologic's Privacy Program adheres to the following core principles:

1. **Notice:** disclose ways in which we use personal data.
2. **Consent:** provide choice on how we use personal data.
3. **Minimization:** only use personal data that is needed.
4. **Limitation:** only use personal data for specific purposes.
5. **Appropriate Use:** personal data is processed ethically, lawfully and transparently.



Governance Policies and Procedures

Our **Code of Conduct** outlines Hologic's commitment to integrity and ethical conduct. All employees must read, acknowledge and agree to adhere to the Code of Conduct, as well as our other policies and procedures. They must strive to uphold the principles of integrity and ethics in our written standards.

Diversity Policy

Our approach to diversity is supported internally through our global Anti-Discrimination and Anti-Harassment Policy, which explicitly prohibits any form of discrimination, harassment, sexual harassment or retaliation. All employees are required to undertake biannual anti-harassment and anti-discrimination training and to acknowledge and adhere to our Anti-Discrimination and Anti-Harassment Policy. Hologic is committed to the principle that those we interact with, whether employee, vendor, partner or customer, will be treated with respect, dignity and professionalism.

Human Rights and Fair Working Conditions

Hologic supports fundamental human rights globally and is committed to a work environment that is free from human trafficking and slavery. We do not allow child or forced labor and we do not knowingly work with business partners that employ children or forced labor. We also follow all applicable laws governing wages and working hours. For more information, please review [Hologic's International Modern Slavery Policy](#).

Antitrust and Competition Laws Compliance

Hologic requires all 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.

Formal Grievance Escalation Process

We encourage employees to feel comfortable approaching their supervisor or management in instances where they believe violations of policies or standards have occurred. However, in situations where employees prefer to place an anonymous grievance in confidence, they are encouraged to use our hotline provider, which is hosted by a third party. The information provided is sent to Hologic on a confidential and anonymous basis at the discretion of the employee.

Governance Policies and Procedures (continued)

Hologic Employee Shared Values

- ✓ **Honesty.** Being truthful and upfront with co-workers, customers, communities, suppliers, distributors and shareholders.
- ✓ **Integrity.** Delivering what Hologic promises and standing up for what is right.
- ✓ **Respect.** Treating each other with fairness and dignity and appreciating the unique abilities and strengths of each individual, as well as the advantages of diversity.
- ✓ **Trust.** Building team spirit and confidence by communicating openly and honestly.
- ✓ **Citizenship.** Obeying the laws of all the jurisdictions where the company does business.
- ✓ **Responsibility.** Taking the initiative to speak up and report concerns regarding ethical conduct and seeking reliable guidance in cases of doubt.



Governance Policies and Procedures (continued)

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 its business ethically and in compliance with all applicable laws and regulations, including the U.S. Foreign Corrupt Practices Act and other laws that prohibit improper payments to obtain a business advantage. 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 take the following steps to ensure our employees understand how to achieve business objectives with transparency, honesty and integrity.

Ethical Interactions With Healthcare Professionals

Strict regulations govern our interactions with healthcare professionals, which include physicians, nurses and hospital or medical office administrators. We ensure our employees are aware of the potential compliance risks inherent in these interactions. Our policies and robust employee training programs ensure 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 disclose payments and transfers of value made to physicians and other healthcare entities in every state and country where disclosure is required by law. In the United States, this information is published on the Centers for Medicare and Medicaid Services Open Payments site.

Our internal policies include:

- Gifts and Other Incentives Policy.
- Healthcare Anti-Inducement and Anti-Kickback Policy.
- U.S. Foreign Corrupt Practices Act and Other International Bribery Laws Policy.
- **Sunshine Act Policy.**

Governance Policies and Procedures (continued)

Other Policies and Commitments:

AdvaMed Code of Ethics

Hologic is a proud supporter of the ideals and values articulated by AdvaMed and a signatory to the [2023 AdvaMed Code of Ethics](#).

Conflict Minerals

Hologic supports the goal of ending human rights violations, violence and harmful environmental impacts in the covered countries and around the globe.

Management Oversight

Our compliance team has responsibility for monitoring and following up on matters to senior management, as well as to the Board of Directors. The Hologic Corporate Quality Manual covers management responsibility, which includes our commitment to ensure the suitability, adequacy and effectiveness of the QMS. These processes ensure compliance of all marketing materials and product claims.

Risk Assessments

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.

Compliance Monitoring and External Audits

Hologic conducts internal audits using a risk-based approach at planned intervals to determine whether the QMS, which covers ethical marketing materials, is functioning as required.

Additionally, announced and unannounced external audits are conducted by third parties, such as the FDA and Notified Body, in accordance with their individual regulatory requirements.

Reporting of Violations and Incident Investigations/Corrective Actions

Our Hologic corporate field action procedure governs the process for managing field actions that apply to all products manufactured by or for Hologic.

Hologic's Corrective and Preventive Action Procedure

This procedure provides the minimum requirements for initiating, investigating and completing corrective and preventive actions. The corrective and preventive action system is intended to identify actions needed to correct and prevent recurrence of nonconforming product or other quality problems.

Reporting Frameworks

Hologic’s sustainability reporting is aligned with the Sustainability Accounting Standard Board (SASB) and Task Force on Climate-Related Financial Disclosures (TCFD) reporting standards.

Sustainability Accounting Standards (SASB)

Topic	SASB Code	SASB Metrics	Response
Affordability & 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.	Hologic operates primarily in mature markets, with stable pricing. This disclosure is not relevant to our business and therefore we do not consider this information be material to our investors or external stakeholders.
	HC-MS-240a.2	Description of how price information for each product is disclosed to customers.	Hologic competes vigorously, fairly and ethically. This includes providing transparent and accurate pricing to our customers, and not discussing the agreed upon terms or pricing with any external party, including other customers.
Product Safety	HC-MS-250a.1	Number of recalls issues, total units recalled.	<p>Metric is summarized in the Quality Management Systems section on page 73. There were two (2) recalls involving Hologic products reported in FDA’s Medical Device Recalls database for fiscal 2023:</p> <ul style="list-style-type: none"> • 3Dimensions/Selenia Dimensions [ID-Z-1144-2023]. • Sertera-14 Biopsy Device [ID-Z-2035-2023].
	HC-MS-250a.2	List of product listed in FDA’s MedWatch Safety Alerts for Human Medical Products Database.	There are zero (0) Hologic products listed in FDA’s MedWatch Safety Alerts database for fiscal 2023 to date. This is reported in the Quality Management Systems section.

Reporting Frameworks (continued)

Sustainability Accounting Standards (SASB) (continued)

Topic	SASB Code	SASB Metrics	Response
Product Safety (continued)	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience.	<p>Metric is reported in the Quality Management Systems section. We reported eight fatalities for the fiscal year related to Hologic products:</p> <ul style="list-style-type: none"> • Acesa Provu Handpiece [ID-1222780-2023-00281]. • Coolseal™ Reveal [ID-3010377594-2023-00015]. • 3 MyoSure® Reach Tissue Removal Device [ID-1222780-2023-00201; ID-1222780-2023-00252; ID-1222780-2023-00272]. • MyoSure® XL Tissue Removal Device [1222780-2023-00053]. • MyoSure® XL Tissue Removal Device / Omni Hyterscope [ID-1222780-2023-00360/ID-1222780-2023-00361]. • NovaSure® Handpiece [ID-1222780-2023-00222]. <p>It was not possible to confirm a relationship between the device and the issue reported and a definitive root cause for the reported event could not be determined.</p>
	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type.	<p>Hologic has not been a subject of any enforcement actions (e.g., untitled letters, warning letters, seizures, injunctions or criminal prosecution) in fiscal 2023 for any of the divisions. This information is reported in the Quality Management Systems section on page 73.</p>

Reporting Frameworks (continued)

Sustainability Accounting Standards (SASB) (continued)

Topic	SASB Code	SASB Metrics	Response
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims.	There have been no monetary losses as a result of legal proceedings associated with false marketing claims. This is also reported in the ethical marketing summary within our Governance, Policies and Procedures section.
	HC-MS-270a.2	Description of code of ethics governing of off-label use of products.	Reported in the ethical marketing summary within our Governance, Policies and Procedures section on pages 79-80.
Product Design & Lifecycle Management	HC-MS-270a.2	Description of code of ethics governing of off-label use of products.	Reported in the ethical marketing summary within our Governance, Policies and Procedures section on pages 79-80.
	HC-MS-410a.2	Total amount of products accepted for take-back and reused, recycled or donated.	Reported in the Good Governance Workplace Health & Safety section on page 74, quantified below: <ul style="list-style-type: none"> • Breast & Skeletal Health: remanufactured/refurbished (4,172), returns (4,574). • Diagnostics: remanufactured/refurbished (608), returns (866). • GYN Surgical: remanufactured/refurbished (1,511), returns (1,684).

Reporting Frameworks (continued)

Sustainability Accounting Standards (SASB) (continued)

Topic	SASB Code	SASB Metrics	Response
Supply Chain Management	HC-MS-430a.1	Percentage of entity's facilities and Tier 1 supplier's facilities participating in third-party audit programs for manufacturing and product quality.	Reported in the Supply Chain Management and Supplier Risk Management Supplier compliance and classifications reported on pages 71-72.
	HC-MS-430a.2	Description of efforts to maintain traceability within the supply chain.	Reported in the Supply Chain Management and Supplier Risk Management Supplier compliance and classifications reported on pages 71-72.
	HC-MS-430a.3	Description of the management of risks associated with use of critical materials.	Reported in the Supply Chain Management and Supplier Risk Management Supplier compliance and classifications reported on pages 71-72.
Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption.	There have been no monetary losses as a result of legal proceedings associated with bribery or corruption. This is also reported in the Good Governance section's outline of ethical interactions with healthcare professionals.
	HC-MS-510a.2	Description of code of ethics governing interactions with healthcare professionals.	Reported in the Good Governance section's outline of ethical interactions with healthcare professionals on pages 77-80. This is also covered within the Hologic Code of Conduct.

Reporting Frameworks (continued)

Task Force on Climate-Related Financial Disclosures Index

Topic	Recommended Disclosure	Response
<p>Governance</p>	<p>Describe the Board's oversight of climate-related risks and opportunities.</p>	<p>Led by our senior management team and overseen by our Nominating and Corporate Governance Committee along with the Board of Directors, Hologic's sustainability efforts are founded on the principle that virtually all business decisions have economic, environmental and social implications. We believe that integrating these considerations into our business strategy and decisions is an important part of growing the long-term success of the company and benefits our stockholders, customers and employees.</p>
	<p>Describe management's role in assessing and managing risks and opportunities.</p>	<p>Risk oversight is handled by the full Board as well as at the individual committee level, with the Board focusing on the evolving business and risk landscape as described on page 65. 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 warranted. Additionally, the executive leadership team's individual performance objectives are aligned with the top risks identified in the annual enterprise risk management process.</p>
<p>Strategy</p>	<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</p>	<p>Hologic considers a variety of risks, as described on page 42, when evaluating what is relevant to our climate assessment, including: policy, legal, technology, reputational, acute physical and chronic physical risk.</p> <p>Short-term risks include (1) acute physical risk from extreme weather events, (2) transition risks emanating from potential regulation or utilization of alternative energy sources and (3) reputational risk as we continue to refine our sustainability strategy. All of which may necessitate additional capital expenditures or operating costs.</p> <p>Medium-term and long-term risks include chronic physical risk from longer-term changes in climate patterns, which may disrupt supply chains or commercial activity. Chronic physical risk also may increase capital expenditures, operating expenses or insurance claims liability.</p>

Reporting Frameworks (continued)

Task Force on Climate-Related Financial Disclosures Index (continued)

Topic	Recommended Disclosure	Response
<p>Strategy <small>(continued)</small></p>	<p>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</p>	<p>Short-term opportunities described on page 42 include resource efficiency by utilizing more efficient production and distribution processes, which may contribute to operating and emissions savings and reputational benefits.</p> <p>Medium-term and long-term opportunities include (1) energy source, by utilizing lower emission sources of energy, which may contribute to operational efficiencies and reputational benefits and (2) products and services developed with lower emissions may improve our competitive position, reputation and generate efficiencies.</p> <p>Hologic believes that integrating climate-related risks and opportunities into our business strategy and decisions is an important part of growing the long-term success of the company and benefits our stockholders, customers and employees.</p> <p>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.</p> <p>In the long term, Hologic's climate strategy is focused on maximizing returns for all of our stakeholders and is integrated into thought process around long-term environmental targets, operations, supply chain, as well as the related financial implications to revenue, direct and indirect costs and capital expenditures.</p>
	<p>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>Hologic understands the significant challenges that climate change presents. We will continue to work to understand different climate-related scenarios and how to align environmental goals to avoid worldwide average temperatures increasing more than 2°C, recognizing the importance of the United Nations Climate Agreement.</p>

Reporting Frameworks (continued)

Task Force on Climate-Related Financial Disclosures Index (continued)

Topic	Recommended Disclosure	Response
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	Hologic's risk management process focuses on a comprehensive but targeted annual enterprise risk management assessment, which involves an enterprise risk management (ERM) report compiled by business leaders who have assessed risk throughout the business over a three-year horizon, focusing on financial risk, legal/compliance risk and operational/strategic risk. The ERM report details Hologic's top ten risks as well as mitigating actions and plans relating to those risks. The ERM report, presented to and discussed with the Board each year, includes a rolling three-year evaluation period that reflects mitigation activity progress and risk rating changes. See page 42 for more information.
	Describe the organization's processes for managing climate-related risks.	Risk oversight, as described on page 42, is handled by the full Board as well as at the individual committee level, with the Board focusing on the evolving business and risk landscape. Additionally, the executive leadership team's individual performance objectives are aligned with the top risks identified in the annual enterprise risk management process.
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Risk oversight, as described on page 65, is handled by the full Board as well as at the individual committee level, with the Board focusing on the evolving business and risk landscape. The company's ERM report is presented annually to the Board along with periodic reports on evolving risks and mitigating actions, as warranted.

Reporting Frameworks (continued)

Task Force on Climate-Related Financial Disclosures Index (continued)

Topic	Recommended Disclosure	Response
<p>Metrics and Targets</p>	<p>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>Hologic monitors and reports on greenhouse gas emissions. We also track internal projects, which are intended to reduce our carbon footprint, as described on pages 35-43.</p>
	<p>Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.</p>	<p>2023 Scope 1 & 2 GHG emissions: 7,056 Metric Ton CO2e Scope 1 and 12,188 Metric Ton CO2e Scope 2, as described on pages 35-37. We have focused on Scope 1 and 2 emissions to inform our energy sourcing initiatives. As we continue to develop Hologic's sustainability program we will baseline our Scope 3 emissions.</p>
	<p>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<ul style="list-style-type: none"> • Achieve a 15% reduction in non-hazardous/non-recyclable waste by 2025. • Achieve a 30% reduction of Scope 1 & 2 emissions by 2030. • Achieve a 40% reliance on self-generated renewable energy on owned sites by 2030. • Convert to 50% renewable electricity by 2030 and 75% renewable electricity by 2035. <p><i>All reduction targets use a 2020 baseline. The preceding goals pertain to Operational Sites and are expressed as a percentage of revenue. Details appear on pages 35-37.</i></p>

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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, 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.

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 ongoing and possible future effects of global challenges, including macroeconomic uncertainties, such as inflation, bank failures, rising interest rates and availability of capital markets, geopolitical conflicts, wars, 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 regulation 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; the ability to execute acquisitions and the impact and anticipated benefits of completed acquisitions and acquisitions the Company may complete in the future; the development of new competitive technologies and products and competition; the Company's ability to predict accurately the demand for its products, and products under development and to develop strategies to address markets successfully; continued demand for the Company's COVID-19 assays; 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, including semiconductor chips, 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 its business and to achieve anticipated cost synergies related

to such actions; the ability of the Company to successfully manage leadership and organizational changes, including the ability of the Company to attract, motivate and retain key employees and maintain engagement and efficiency in remote work environments; the ability to obtain regulatory approvals and clearances for the Company's products, including the implementation of the European Union Medical Device Regulations, and to maintain compliance with complex and evolving regulations; the Company's reliance on third-party reimbursement policies to support the sales and market acceptance of its products, including the possible adverse impact of government regulation and changes in the availability and amount of reimbursement and uncertainties for new products or product enhancements; changes to applicable laws and regulations, including tax laws, global health care reform, and import/export trade laws; changes in guidelines, recommendations and studies published by various organizations that could affect the use of the Company's products; uncertainties inherent in the development of new products and the enhancement of existing products, including FDA approval and/or clearance and other regulatory risks, technical risks, cost overruns and delays; the risk that products may contain undetected errors or defects or otherwise not perform as anticipated; risks associated with strategic alliances and the ability of the Company to realize anticipated benefits of those alliances; the risks of conducting business internationally;

Safe Harbor Statement (continued)

the risk of adverse exchange rate fluctuations on the Company's international activities and businesses; the early stage of market development for certain of the Company's products; the Company's leverage risks, including the Company's obligation to meet payment obligations and financial covenants associated with its debt; the effect of any future public health crises, including the timing, scope and effect of U.S. and international governmental, regulatory, fiscal, monetary and public health responses to such crises; risks related to the use and protection of intellectual property; expenses, uncertainties and potential liabilities relating to litigation, including, without limitation, commercial, intellectual property, employment and product liability litigation; and technical innovations that could render products marketed or under development by the Company obsolete.

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.

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Because non-GAAP financial measures exclude the effect of items that will increase or decrease the company's reported results of operations, management strongly encourages you to review the company's consolidated financial statements and publicly filed reports in their entirety. A reconciliation of the non-GAAP financial measures to the most directly comparable GAAP financial measures are included in this report or on our website at [Hologic.com](https://www.hologic.com).

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