



HOLOGIC®

Executive Summary

2022

Sustainability Report

Making a World of Difference

A Message From Our Chairman, President and CEO

Thanks for taking an interest in our sustainability journey.

This Executive Summary highlights the progress we continue to make in pursuing our environmental, social and governance mission.

At Hologic, we believe the best companies don't have to choose between sustainability and maximizing profits. We commit to elevate women's health worldwide while generating strong financial returns for our shareholders. As you will see from the breadth and depth of our initiatives, each objective is intimately connected to our business strategy because doing the right thing is fundamental to who we are.

While we have made meaningful progress, our sustainability journey is by no means complete. Every day, we seek to improve and refine our strategy with heartfelt purpose, passion and promise. The women of the world deserve nothing less.

Steve

Steve MacMillan

Hologic Chairman, President and CEO

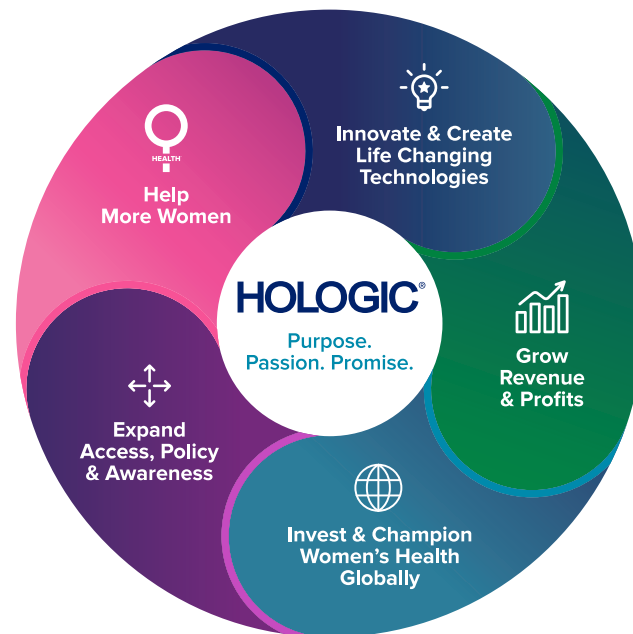


Our Purpose

At Hologic, 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 financial success. These gains allow us to reinvest in programs and initiatives designed to nurture and support women’s health globally.

The Science of Sure®

Hologic delivers detection, diagnostic and surgical innovations that are rooted in science, driven by technology and inspired by a desire to improve the health of millions of people everywhere around the world. Our solutions help healthcare professionals diagnose and treat their patients with ever-greater certainty and peace of mind.



Hologic at a Glance



Founded: 1985
by Jay Stein and David Ellenbogen



Revenue Fiscal 2022: \$4.86 billion



NASDAQ Stock Exchange: HOLX



Employees: ~7,000 worldwide



Global Patents: 4,100+



Estimated Number of Lives Impacted: 300+ million

Championing Women

In 2021, health situations for women and girls did not get better. The divide between women in high-income and low-income economies grew even larger than the year before. Hologic works tirelessly to ensure that women's health is prioritized and that current technologies are utilized to their fullest, life-saving potential by investing in the following women's health initiatives:



Hologic Global Women's Health Index

This breakthrough survey, conducted annually in partnership with Gallup®, measures the experiences of women and girls across 122 countries and territories, accounting for 94% of the female global population aged 15 and older. The latest findings underscore that the disparities in women's health continue to grow, making the need for prioritizing women's health policies more important than ever.



Women's Tennis Association (WTA) Partnership

Our global partnership with the WTA creates what tennis legend Martina Navratilova calls "a marriage made in heaven." Hologic works with WTA legends and athletes to spread awareness of the benefits of preventive care, raise money to fund research and nonprofits and advance equality for women on and off the court.



Project Health Equality

Since our founding in 1985, Hologic has dedicated itself to advancing greater well-being for all women. Through Project Health Equality, Hologic and our partners champion underserved women by creating greater awareness about the importance of preventive care and access to care at strategic locations and culturally informed research.



Hologic leaders and legendary entertainer Mary J. Blige, a partner of our Project Health Equality initiative, came together in Washington, D.C. on October 24, 2022, to elevate the profile of women's health. Blige delivered remarks at The White House about preventive care for breast and cervical cancers alongside First Lady Dr. Jill Biden.

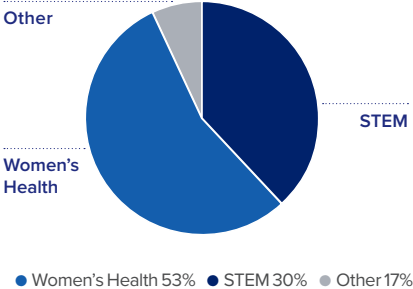
Our Communities

A global company has a responsibility to help wherever it can — not only where it conducts business. That means serving unique populations with different needs. Hologic listens to the specific needs of many local audiences to deliver support that resonates within the community.

Philanthropy

Hologic supports nonprofit organizations dedicated to our mainstay philanthropic causes: women’s health and STEM education. These groups share our belief that grassroots, frontline efforts can make an outsized impact on the well-being of communities.

Breakdown of Corporate Philanthropy Grants



185 organizations supported

\$1 million pledged for donation through Partners in Giving, a program in which Hologic matches employees’ donations to nonprofit organizations.

The Environment

Hologic aims to make business decisions that have a positive impact on the environment and we manage our environmental strategy as an integral part of our business. In our quest to responsibly limit our carbon footprint, our initiatives are focused on expanding the use of renewable energy sources and incorporating more sustainable practices into our operations. Contributing to the greater good only matters if we preserve our world for future generations.



Environmental Goals[†]

- Achieve a 15% reduction in non-hazardous/non-recyclable waste by 2025*
- Achieve a 30% reduction of Scope 1 & 2 GHG 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

[†]Environmental goals are expressed as a percentage of revenue.

*Reduction compared to fiscal 2020.

Our People

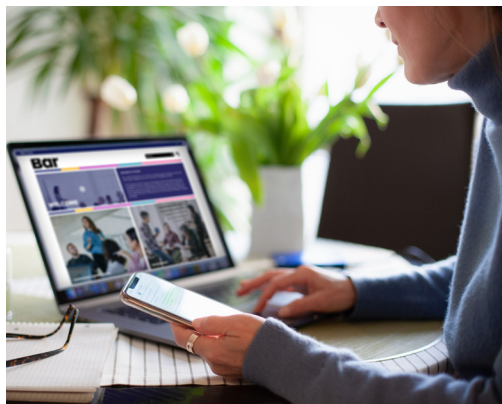
Passion for the work Hologic does every day can be felt in our offices around the globe. We were founded by passionate innovators and thousands of equally inspired employees continue to carry that flame to this day. After all, who hasn't been impacted by the health crisis of a loved one? The motivation that so many Hologic employees bring to work every day creates a culture of progress and change.

Employee Engagement

Hologic employee engagement is best-in-class. It is a direct reflection of our vibrant culture, driven by teams of people committed to living our organization's purpose. In 2022, Hologic received Gallup's Exceptional Workplace Award for the second year in a row.

Raising the Bar

At Hologic, we focus on talent, performance, the experiences of our employees and developing the best teams and leaders. With that in mind, we created the Bar, an online resource for self-guided content, centered around good leadership practices.



“Our world-class engagement results in 2022 reflect the commitment of each employee to Hologic’s purpose, our colleagues and our global work culture. We know that when employees are engaged, they perform at their best.”

—
Lisa Hellmann
Senior Vice President, Human Resources and Global Communications



Good Governance

As a leading global healthcare company, Hologic has a responsibility to provide transparency into our business practices and operate with the highest degree of integrity. 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 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.



Enabling healthier lives everywhere, every day.

Follow Hologic's sustainability journey at hologic.com/sustainability

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