



NEWS RELEASE

Hologic Details Environmental, Social and Governance Efforts — Including Expanded Environmental Ambitions — in New Sustainability Report

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Report highlights efforts to enhance access and equity in women's health and invest in the future with science-based environmental targets, employee development and community engagement

MARLBOROUGH, Mass.--(BUSINESS WIRE)-- Hologic, Inc. (Nasdaq: HOLX), a company that develops industry-leading technologies that detect, diagnose and treat life-changing health conditions that affect women, today released its annual sustainability report with an emphasis on expanded environmental commitments and efforts to advance access and equity in women's health.

Hologic 2024 Sustainability Report

For almost four decades, Hologic has pushed the limits of what's

possible to improve women's health, and in 2024 its technologies impacted more than 193 million lives worldwide.¹ As a science-based company, it has a long-standing approach to operate sustainably and responsibly.

"We firmly believe that our success as a company is fundamentally tied to our ability and commitment to help millions of women worldwide live healthier lives," said Hologic Chairman, President and CEO Stephen P. MacMillan. "This is our reason for being. For us, women's health is more than a business; it is our purpose: to enable healthier lives everywhere, every day."

The newly launched report covers four areas of focus reflecting the issues that directly impact Hologic's stakeholders, communities and women around the world. Below are highlights from each area in 2024:



Advancing Women's Access and Equity in Healthcare

- Brought innovative healthcare technologies to women globally, including through FDA clearance for the Genius™ Digital Diagnostics System² for cervical cancer screening, the launch of Genius AI® Detection 2.0³ solution for breast cancer screening and the acquisition of Endomagnetics and Gynesonics.
- Released the fourth **Hologic Global Women's Health Index** in partnership with Gallup, bringing international attention to critical women's health issues based on data reflecting 97% of the global adult population.
- Raised awareness of health issues impacting millions of women via its strategic partnership with the Women's Tennis Association (WTA) and through efforts such as the #BustTheMyth breast cancer awareness campaign and the "Better Is Possible" campaign focused on abnormal uterine bleeding, which received 7.3 million views.
- Collaborated with health equity organizations such as the Black Women's Health Imperative and the National Alliance for Hispanic Health to support women's screening, diagnostic treatment and outreach services in communities across the U.S.
- Launched initiatives aimed at advancing medical education within the healthcare community, including a partnership with the American Association of Gynecologic Laparoscopists (AAGL) focused on hysteroscopy, and a new project with the UK Royal College of Obstetricians and Gynaecologists to integrate technologies like AI into obstetric and gynecologic surgery.
- Supported patient-focused programs that improve access to quality healthcare, such as the Promise Fund of Florida and Neighborhood Healthcare near Hologic's campus in San Diego.

Protecting the Environment

- Committed to achieving a 50% reduction in emissions by 2030 and net zero by 2050, aligned with the **Science Based Targets initiative**.
- Achieved a 10% emission reduction across Scopes 1, 2 and 3⁴ since 2020 baseline.
- Completed Scope 3 carbon emission assessment of the full value chain and demonstrated a 10% absolute reduction and 16% reduction in emission intensity from 2020 baseline.
- Reduced water use at key operational sites by 20% since baseline through initiatives like the Cooling Tower Water Project in San Diego and rainwater capture efforts in Costa Rica and Belgium.
- Diverted 65% of waste from landfills, with three Hologic sites at over 90% diversion rates.

Supporting Our People and Communities

- Ranked in the 97th percentile of employee engagement, and 98% of employees surveyed feel Hologic's mission makes their job important, based on an annual survey conducted by Gallup.
- Continued commitment to pay equity by maintaining a zero gender net pay gap.
- Supported patients, communities and students by engaging with nonprofit organizations like SewHope to

bring Pap tests for cervical cancer screening to women in Guatemala, sponsoring events such as the Susan G. Komen More Than Pink Walk to combat breast cancer, and engaging with students interested in STEM careers.

- Donated \$1.8M in corporate grants to support local communities in 2024.

Operating With Integrity

- Expanded sustainability reporting transparency aligning to the Global Reporting Initiative (GRI), the Task Force on Climate-Related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB) voluntary reporting frameworks.
- Unveiled the company's first Cybersecurity Operations Center (SOC), a strategic hub in Costa Rica aimed at monitoring, detecting and responding to cyber threats.
- Reinforced commitment to maintaining the highest standards of compliance and quality, with 12 Hologic sites holding ISO 13485 certifications.
- 34% of strategic and preferred suppliers committed to science-based environmental sustainability targets.

To read the full sustainability report, please visit www.hologic.com/sustainability.

About Hologic, Inc.

Hologic, Inc. is a global leader in women's health dedicated to developing innovative medical technologies that effectively detect, diagnose and treat health conditions and raise the standard of care around the world. To learn more, visit www.hologic.com and connect with us on [LinkedIn](#), [Facebook](#), [X](#), [Instagram](#) and [YouTube](#).

Forward-Looking Statements

This news release may contain forward-looking information that involves risks and uncertainties, including statements about the use of Hologic products. There can be no assurance these products will achieve the benefits described herein or that such benefits will be replicated in any particular manner with respect to an individual patient, as the actual effect of the use of the products can only be determined on a case-by-case basis. In addition, there can be no assurance that these products will be commercially successful or achieve any expected level of sales. Hologic 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 data or statements are based.

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References and Notes

1. Lives impacted include assays, mammograms, surgical treatments and other Hologic procedures.
2. FDA clearance followed CE Mark.
3. Available in Europe, Australia, New Zealand and the United States.
4. Scope 1: direct emissions; Scope 2: emissions from purchased energy; Scope 3: indirect emissions in the value chain.

SOURCE: Hologic, Inc.

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