2025

Corporate Responsibility Report

illumina®

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Our seventh annual report documents the evolution and performance of our Corporate Responsibility program from January 1 through December 31, 2025. To learn more about the scope of this report, see About this report in the appendix.

Message from our CEO

At Illumina, we believe progress in human health only matters if it reaches the people who need it. We don't measure only in products, data, or revenue—but in whether the power of genomics is reaching patients, clinicians, and communities in meaningful and actionable ways. Genomics has transformed how we understand disease, discover new therapies, and deliver more precise care—but too often, the benefits of these breakthroughs remain unevenly distributed. Closing that gap is one of the defining challenges of our time, and it is where Illumina is focused.

This report reflects a pivotal moment in our journey. In 2025, we advanced our strategy to make genomics more accessible, more practical, and more impactful—by reducing the total cost and complexity of sequencing, expanding clinical adoption, and building the partnerships and evidence needed to translate innovation into routine care.

Jacob Thaysen
Chief Executive Officer

Equitable access to genomics is not only our greatest opportunity to improve human health; it is a responsibility we take seriously as the foundation of modern medicine.

Across the world, the need has never been clearer. More than 20 million people are diagnosed with cancer each year. Rare disease patients often wait years—sometimes decades—for answers. Health systems are under growing pressure to deliver better outcomes with fewer resources.

Genomics can help meet these challenges, but only if it is integrated into real-world settings at scale. That belief guides how we innovate, how we operate, and how we measure success.

In oncology, we are seeing what progress looks like when access and evidence come together. Illumina's TruSight™ Oncology Comprehensive test—the first FDA-approved, distributable IVD comprehensive genomic profiling test—has achieved reimbursement coverage and regulatory momentum that position it to become a new standard of care. By enabling in-house testing, this solution helps hospitals and laboratories deliver faster, more complete insights while maintaining control over patient samples. Advances in liquid biopsy and AI-enabled interpretation are further accelerating the path from diagnosis to treatment, ensuring more patients have options when they need them most.

Beyond oncology, we continue to expand access across the continuum of care. As of 2025, approximately 60% of the commercially insured US pediatric population has access to whole-genome sequencing for suspected genetic disease—a critical step toward shortening the diagnostic odyssey for families. Globally, we are partnering with governments, health systems, and research institutions to support population scale genomics, sovereign data stewardship, and national precision health initiatives that reflect local needs and priorities. We are leveraging the Illumina Corporate Foundation to support efforts around the world to bring whole-genome sequencing to patients without access.

Access is about more than affordability—it is about representation, literacy, and trust.

Too much of today's genomic data reflects only a fraction of the world's population. Through collaborations such as the Alliance for Genomic Discovery, we are helping build ancestrally diverse, AI-ready datasets that power better science and more equitable care. At the same time, we are investing in education and capacity-building—reaching millions of STEM learners, supporting healthcare professionals, and strengthening the global genomics workforce needed to sustain long-term impact.

These efforts are deeply connected to Illumina's Strategy 2027: delivering the highest quality biological insights at the lowest end-to-end cost. By simplifying workflows, integrating software and AI, and designing solutions that scale—from benchtop systems to national infrastructures—we are making genomics easier to adopt, easier to use, and easier to trust. In 2025, we also launched BioInsight, a new business designed to turn large-scale genomic and multiomic data into actionable insights for researchers and biopharma partners—accelerating discovery while upholding the highest standards for data stewardship and ethical AI.

Progress in access must be built on a strong foundation. That means nurturing our people and communities, operating responsibly, and integrating sustainability into how we design products, manage our value chain, and run our facilities. In 2025, we maintained a zero net pay gap for the seventh consecutive year, reached 100% renewable electricity globally, and continued to advance toward our science-based net zero targets. These commitments reflect our belief that long-term value creation—for patients, customers, employees, and shareholders—depends on trust, integrity, and accountability.

What gives me the greatest confidence is the people of Illumina. Across disciplines and geographies, our teams are united by a shared purpose: to unlock the power of the genome for all. Whether they are engineering new sequencing platforms, supporting clinical adoption, partnering with patient advocates, or training the next generation of scientists, their work brings our mission to life every day.

> "Equitable access to genomics is not only our greatest opportunity to improve human health; it is a responsibility we take seriously as the foundation of modern medicine."
>
> **Jacob Thaysen,** Chief Executive Officer

The promise of genomics is profound—but it is only realized when discovery becomes care, and when innovation becomes access.

We are proud of the progress documented in this report, and we are clear-eyed about the work ahead. Together with our partners across the global ecosystem, we will continue to push boundaries, reduce barriers, and ensure that the benefits of genomics reach everyone, everywhere.

Jacob Thaysen
Chief Executive Officer

*Using onsite solar, purchased renewable energy, and renewable energy credits.

Our company

JUMP TO

The next breakthrough begins here

We deliver breakthroughs that redefine what's possible in genomics and empower visionaries around the globe to make life-changing advances that improve human health

At Illumina, our goal is to apply innovative technologies to the analysis of genetic variation and function, making studies possible that were not even imaginable just a few years ago. It is mission critical for us to deliver innovative, flexible, and scalable solutions to meet the needs of our customers. As a global company that places high value on collaborative interactions, rapid delivery of solutions, and providing the highest level of quality, we strive to meet this challenge. Illumina's innovative sequencing and array technologies are fueling groundbreaking advancements in life science research, translational and consumer genomics, and molecular diagnostics.

Genomics: Powering the future of human health

Genomics is transforming how we understand, prevent, and treat disease—shifting the paradigm from sick care to precision health care.

As the foundation of a healthier future, genomics is enabling breakthroughs that were once unimaginable. From rare disease diagnosis to cancer detection, genomic data is becoming a cornerstone of modern medicine.

Illumina empowers pioneers with cutting-edge technologies and data solutions—accelerating discovery, scaling impact, and expanding access to genomic insights.

OUR CUSTOMERS ARE ADVANCING:

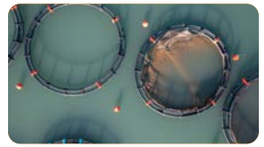
Earlier and more accurate diagnoses for rare and common diseases

Real-time pathogen detection and rapid vaccine development

Sustainable health systems that integrate environmental and social determinants of health

Personalized treatments tailored to individual genetic profiles

Population health strategies informed by genomic insights



Climate-resilient food systems and biodiversity protection as part of a healthier planet

Genomics is not just about understanding life—it's about improving it.
Together, we're building a future where health care is proactive and personal.

OUR MISSION

To improve human health by unlocking the power of the genome.

OUR VALUES

Our values guide the way we work, solve problems, and show up for each other.

MAKE CUSTOMERS HEROES

Our passion to serve customers enables their success and ensures we achieve our Mission.

INNOVATE WITH PURPOSE

Our commitment to make an impact on human health requires big leaps and continuous improvement.

WIN TOGETHER

Our belief in one another and commitment to collaboration makes everyone successful.

BE ACCOUNTABLE

Our conviction to deliver on commitments inspires trust in our work and in Illumina.

COMMIT TO EXCELLENCE

Our focus and efforts toward what matters most lead to extraordinary outcomes.

Business overview

Illumina at a glance

1998
founding year

San Diego, CA
headquarters

8651
employees*

$4.34 billion
2025 revenue

860,554
sequencing publications*

~9000
patents worldwide*

~21,000
active installed base*

160+
countries receive our products*

*as of FY25

Where we operate

United States
San Diego (Headquarters)
Foster City
Hayward
Baltimore
Madison

Brazil
São Paulo

United Kingdom
Cambridge

Austria
Vienna

Belgium
Mechelen
Brussels

France
Évry
Rennes

Germany
Berlin

Italy
Milan

Israel
Tel Aviv

Netherlands
Eindhoven

Turkey
Istanbul

United Arab Emirates
Dubai

India
Bengaluru

China
Beijing
Shanghai
Nanjing
Guangzhou
Hangzhou
Taipei City

Japan
Tokyo
Osaka

Singapore

Australia
Melbourne

South Korea
Seoul

Our customers

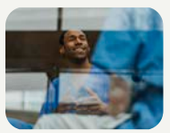
PHARMA | RESEARCH | CENTRALIZED | HEALTH CARE

Data-driven discovery services
Data to power biological model development

Multiomic experiments
Maximize discovery impact per grant dollar

Factory scale production
Achieve cost-efficient scaling and batching

Clinical testing infrastructure
High data yield.
Next wave of growth



Complete clinical systems
Reimbursement-ready NGS—simple, reliable, in-house

Data, AI & software

Global service solutions

SEQUENCING SYSTEMS

Illumina offers a range of innovative NGS platforms that deliver exceptional data quality and accuracy, at a massive scale.

NovaSeq™ X Series

NovaSeq™ 6000

HIGH-THROUGHPUT

NextSeq™ 1000
NextSeq™ 2000

NextSeq™ 550

NextSeq™ 500

MID-THROUGHPUT

MiSeq™ i100 Series

LOW-THROUGHPUT

NovaSeq™ 6000Dx

NextSeq™ 550Dx

MiSeq™ Dx

DIAGNOSTIC

Strategy 2027: Forward together. Progress for all.

Advancing the next era of omics with accessible, integrated solutions that deliver greater value across the entire genomic workflow.

We are entering a new era of omics—one where breakthrough science, data, and technology come together to transform how the world understands and improves human health. Strategy 2027 sets our direction: delivering the most innovative, accessible, and complete sequencing and multiomic solutions so researchers, clinicians, and health systems everywhere can accelerate discovery and make genomics central to care.

To make genomics widely accessible, we are evolving from a focus on lowering the cost of sequencing alone to reducing the total cost of the workflow. Customers tell us that true accessibility depends on the entire journey—from sample prep to analysis to actionable insight. By simplifying steps, integrating software and AI, and reducing hands-on time and complexity, we can deliver higher-quality insights at the lowest end-to-end cost and make it easier for more labs and clinics to adopt NGS.

We are reinventing the genome with high-resolution sequencing, unlocking deeper biology through multiomics, and making clinical adoption simpler and more intuitive. By pairing our technology with software, AI, and trusted partnerships across the global ecosystem, we provide unmatched value from sample to answer. These company-wide strategic priorities also guide the BioInsight business, which integrates sequencing, multiomic, and AI capabilities into scalable data and insight solutions for pharma, biopharma, and clinical research.

Looking ahead, we see a future where whole-genome sequencing is routine in diagnostics, multiomics drives scientific breakthroughs at scale, and health systems shift from reactive sick-care to proactive, personalized health care. Our role is to enable this future—empowering every customer segment with the full power of omic information and ensuring that progress in health is accessible to all.

Strategy 2027

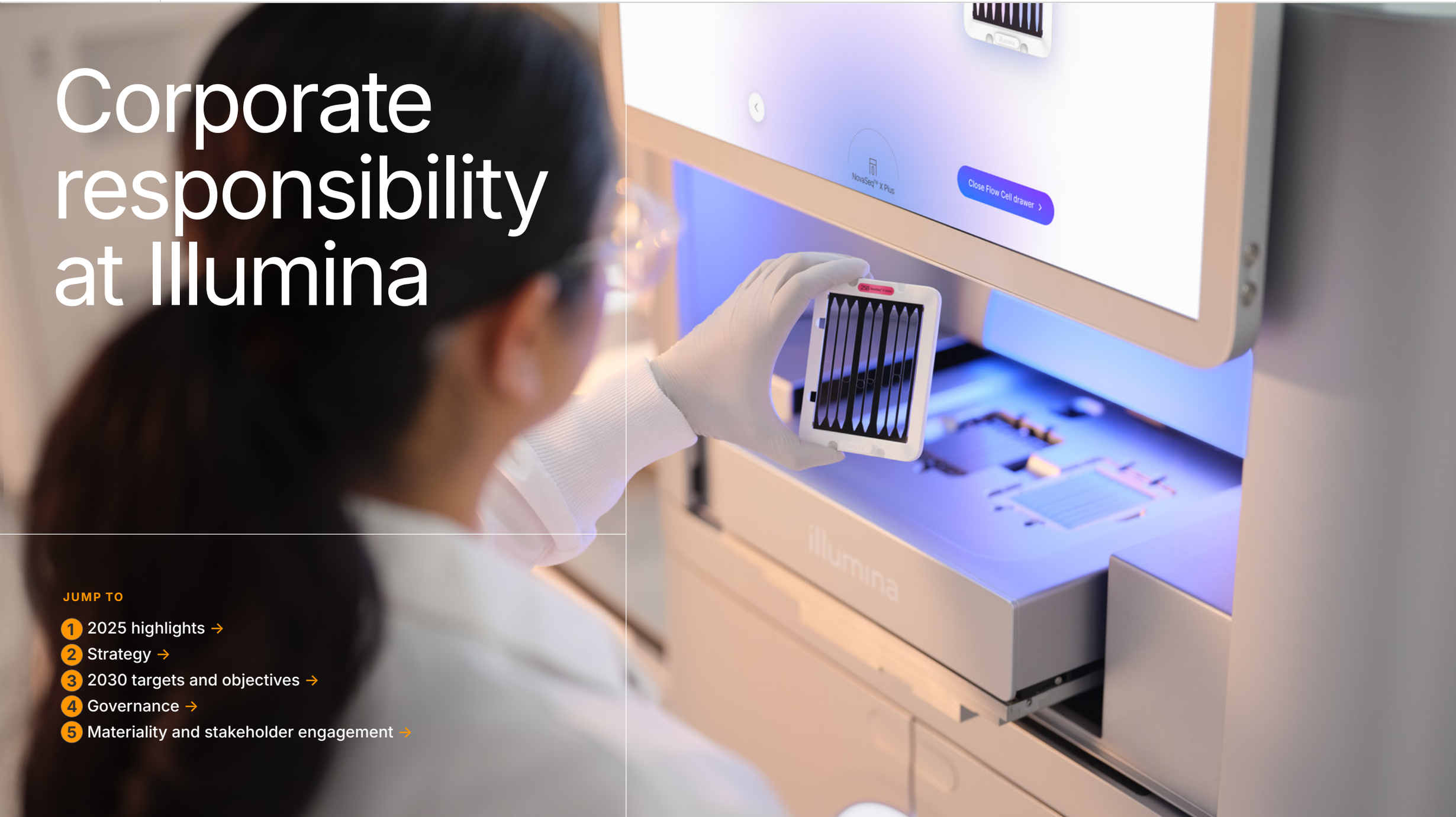
With Strategy 2027, we're building the innovations, partnerships, and solutions to deliver the highest quality biological insights at the lowest end-to-end cost to the researchers and clinicians who are transforming human health globally.

$/Gb — FROM a focus on driving down the **cost of sequencing** → **TCoW** — TO a focus on **total cost of workflow**

Whole genome — Reinvent the genome
Multiomics — Unlock deeper biology
Clinical — Make NGS easy
Software and AI — Transform data into insights

High-resolution, high-throughput sequencing technology

Corporate responsibility at Illumina



JUMP TO

2025 highlights

60%
of the commercially insured US pediatric population has access to WGS as of FY25

100%
of our secondary packaging is both made from recycled paper and is fully recyclable

>10
whole human genome data equivalents sequenced on Illumina platforms every minute

100%
of Illumina's global electricity consumption came from renewable sources

Ranked as a
most sustainable
company by *Time* magazine for second consecutive year

Zero
net pay gap maintained for seventh consecutive year

50%
employee participation in giving and volunteer programs

508,154
STEM learners reached

$3.1M
total Illumina Corporate Foundation giving

91%
independent Board of Directors (all independent with exception of CEO)

116,125
volunteer hours donated from 2019 baseline, beating our 2030 target early

Received high marks on leading ESG ratings in 2025:

CDP
B Climate
A Supplier Engagement Assessment

S&P Global Ratings
Sustainability Yearbook Member
for fifth consecutive year

Member of Dow Jones Sustainability Indices Powered by the S&P Global CSA
Included
sixth consecutive year

FTSE4Good
Included (3.9/5)
for sixth consecutive year

SUSTAINALYTICS
17.9
categorized as low risk

ISS ESG
B- Prime

A Humankind 100 Company 2025
Included

ecovadis
(70/100)

Additional awards and recognitions

- AmCham Corporate and Societal Action: Recognition for Excellence in Singapore (CARES) Awards
- Disability Equality Index
- Human Rights Campaign Corporate Equality Index
- Military Times: Best for Vets
- Just Capital and CNBC: Most Just
- *Newsweek*: Greenest Companies; Most Responsible Companies; Excellence Index
- Singapore Champions of Good
- Singapore Opportunity Index Recognition
- *Time*: Most Sustainable Companies
- 3BL: Top 100 Best Corporate Citizens
- *USA Today*: America's Climate Leaders
- *U.S. News & World Report*: Best Companies To Work For: Overall, Health Care and Research, and West
- Top GCC 2025 - GCC Workplace Award

Corporate responsibility strategy

At Illumina, our corporate responsibility strategy reflects a bold vision for the future of health—one where unlocking the insights of our cells and genes transforms how we understand biology, deliver care, and improve lives. At the center of this vision is **equitable access to genomics**: our greatest strategic opportunity and responsibility. It drives our commitment to innovate, increase accessibility, and ensure that the benefits of genomics reach everyone.

Supporting this ambition are three foundational pillars that enable our progress: **nurture our people and communities**, **integrate sustainability**, and **operate responsibly**. Together, these pillars ensure that our pursuit of equity is grounded in ethical operations, environmental stewardship, and a culture of care.

Equitable access to genomics – We are working to make genomic innovations universally accessible so that improving human health through the power of the genome becomes routine, not rare. By advancing scientific innovation, reducing the total cost and complexity of sequencing, and building inclusive partnerships, we empower our customers and partners to expand access for all. Our goal is to ensure that genomic technologies, data, and insights are accessible and inclusive, enabling every researcher, clinician, and community to create meaningful impact and improve lives.

KEY OBJECTIVES

- Be the engine of genomic innovation and science
- Reduce the total end-to-end cost and complexity of sequencing
- Expand equitable access to genomics

Nurture our people and communities – Our extraordinary mission requires extraordinary people at every level. We are committed to creating a workplace centered on innovation, support, and connection—one that values the unique talents of the individual, brings forward the best of the collective, and supports the communities where we live and work, all while delivering on the Illumina mission at a global scale.

KEY OBJECTIVES

- Attract, develop, and retain top talent
- Support employee health, safety, and well-being
- Engage our people and communities

Integrate sustainability – Human health and the health of our environment are intertwined, which is why we prioritize taking action on climate change and implementing sustainable solutions in our facilities, products, and across our value chain. We also empower our customers to unlock innovative solutions to the planet's most pressing issues through genomics.

KEY OBJECTIVES

- Drive climate mitigation across our value chain
- Operate sustainable facilities
- Develop sustainable products
- Leverage genomics for sustainable applications

Operate responsibly – Doing the right thing is core to who we are and what we do. As genomic pioneers, we have an unrelenting dedication to genomics for good, and hold ourselves to high standards in ethics, privacy, and security.

KEY OBJECTIVES

- Practice strong corporate governance and compliance
- Act ethically and with integrity
- Uphold high standards for data security and privacy
- Foster a responsible supply chain
- Advance product quality and safety

Improving human health by unlocking the power of the genome

OUR MISSION

Our mission is our North Star—guiding every decision, innovation, and strategic priority. By unlocking the power of the genome, we aim to transform human health and create lasting impact for people around the world.

High-resolution, high-throughput sequencing technology

STRATEGY 2027

Forward together. Progress for all.

With Strategy 2027, we're pioneering the next era of omics—delivering innovative, accessible, and complete sequencing solutions that accelerate the integration of genomics into health care and advance our mission to improve human health.

- Reinvent the genome
- Unlock deeper biology
- Make NGS easy
- Transform data into insights

Lowering total cost of workflow

CORPORATE RESPONSIBILITY

At Illumina, corporate responsibility is how we bring our mission to life—ethically, inclusively, and sustainably. Our approach is anchored in the belief that equitable access to genomics is essential to unlocking the power of the genome for all.

- Equitable access to genomics
- Nurture our people and communities
- Integrate sustainability
- Operate responsibly

OUR VALUES

Our values guide the way we work, solve problems, and show up for each other. They're not just ideas—they're choices we make every day. When we act on them, we build trust, drive progress, and move our mission forward together.

- Make customers heroes
- Innovate with purpose
- Win together
- Be accountable
- Commit to excellence

2030 targets and objectives

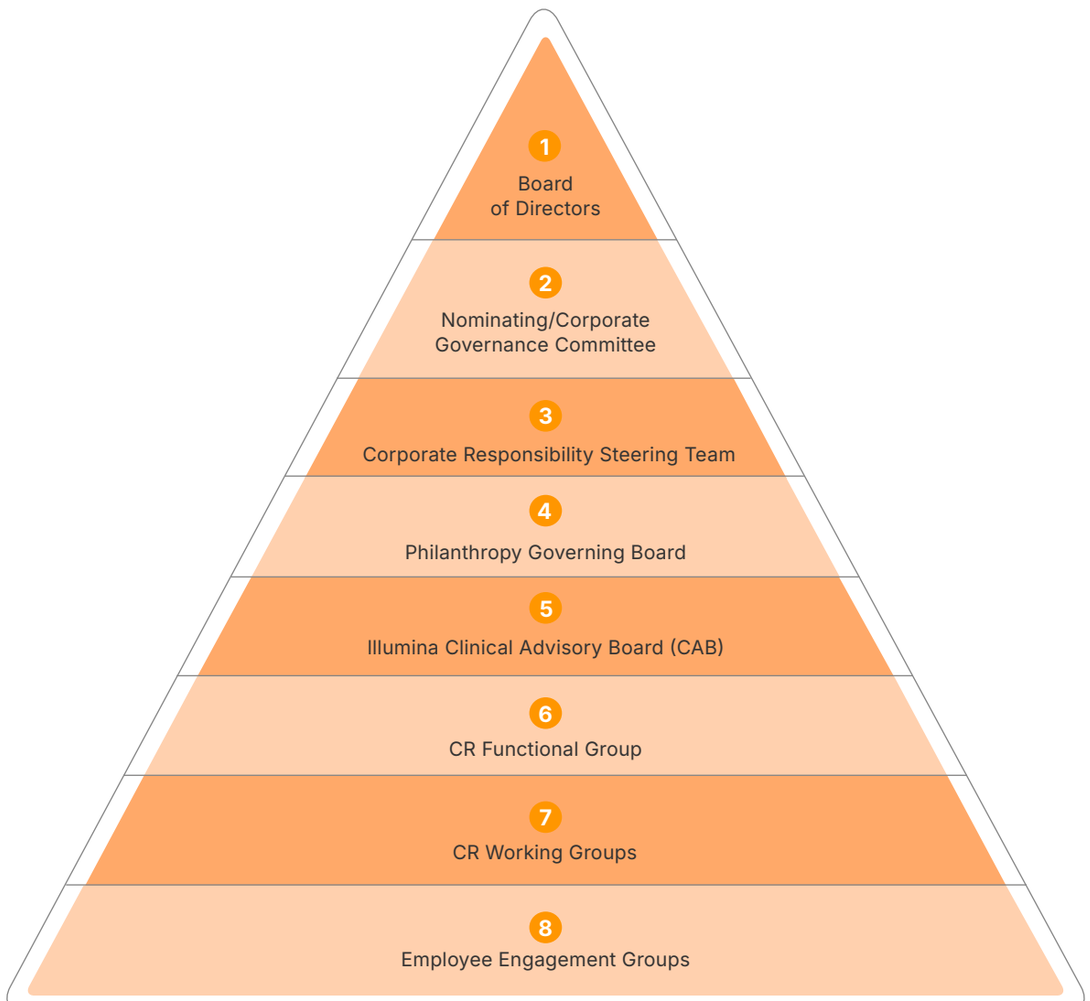
Our focus areas	Objectives	2030 Targets (✓ Achieved, ↻ In Progress)	2025 progress on targets and objectives
Equitable access to genomics	1 Be the engine of genomic innovation and science 2 Reduce the total end-to-end cost and complexity of sequencing 3 Expand equitable access to genomics	↻ Reach 5 million STEM learners	2.6 million STEM learners reached from 2019 baseline ~21,000 active installed base as of FY25 ~9000 patents worldwide as of FY25
Nurture our people and communities	1 Attract, develop, and retain top talent 2 Support employee health, safety, and well-being 3 Engage our people and communities	✓ Maintain zero net pay gap ↻ Reduce recordable injury and illness rate ✓ Donate 100,000+ volunteer hours ✓ Achieve 50% employee participation in giving and volunteering	Maintained for seventh consecutive year 52% decrease from 2019 baseline 116,125 volunteer hours donated from 2019 baseline 50% employee participation
Integrate sustainability	1 Drive climate mitigation across our value chain 2 Operate sustainable facilities 3 Develop sustainable products 4 Leverage genomics for sustainable applications	↻ Deliver net zero emissions (Scope 1,2,3) by 2050 ✓ Reduce emissions by 46% (Scope 1,2) ↻ Reduce emissions by 46% (Scope 3) ✓ Achieve 100% renewable electricity ↻ Reach 90% landfill diversion at core sites ↻ Reach 10% reduction in water intensity at core sites ✓ Reduce packaging by 75%	In progress 74% decrease from 2019 baseline* 3% increase from 2019 baseline 100% renewable electricity* 64% landfill diversion at core sites 2% decrease in water intensity from 2019 baseline 87% reduction from 2019 baseline
Operate responsibly	1 Practice strong corporate governance and compliance 2 Act ethically and with integrity 3 Uphold high standards for data security and privacy 4 Foster a responsible supply chain 5 Advance product quality and safety	✓ Ensure 100% strategic suppliers committed to reducing their environmental footprint ✓ Achieve top industry CR ratings	100% strategic suppliers committed to reducing their environmental footprint Received high marks on CR ratings and awards 91% independent board 96% of employees trained on the code of conduct

Core sites: San Diego (HQ, Distribution Center), Foster City, Hayward, Madison, UK Illumina Centre, Netherlands, China, and Singapore.
*Through onsite generation, purchased renewable electricity, renewable energy credits, and carbon credits.

As our business evolves and matures, we consistently evaluate our CR strategy, targets, and the connection to our business priorities.

Corporate responsibility governance

Governed by our Board of Directors and guided by the input of our stakeholders, the management of our Corporate Responsibility program and performance is integral to how we do business. Our governance structure facilitates accountability, transparency, and continuous improvement.



1. The Board of Directors governs the management of our material corporate responsibility issues and receives updates on current performance and future strategic plans at least annually or more frequently if material changes occur.
2. The Nominating/Corporate Governance Committee assists the Board in overseeing the company's material corporate responsibility issues, except as specifically delegated to another Board committee.
3. The **Corporate Responsibility Steering Team** provides guidance on corporate responsibility issues, strategic plans and practices, approves major programs, and monitors progress toward targets. It is comprised of our management team.
4. **Philanthropy Governing Board**
   - The Illumina Corporate Foundation Board governs the philanthropy associated with the Illumina Corporate Foundation, a corporate foundation (501(c)3) funded by Illumina.
   - Directors of the Illumina Corporate Foundation, as Illumina executives, also have oversight of in-kind philanthropic contributions from Illumina.
5. The **Illumina Clinical Advisory Board (CAB)** supports the company's mission to improve global health through genomics. The CAB includes widely respected clinicians and ethics professionals with a diversity of experience in genomic research and clinical applications. The CAB provides independent expert advice on Illumina's products, research, trends in clinical practice, and contemporary ethical issues.
6. The **Corporate Responsibility Functional Group** is responsible for strategy development, program implementation, reporting, and staffing the Illumina Corporate Foundation, focusing on long-term value creation and risk mitigation.
7. **Corporate Responsibility Working Groups:**
   - Environment, Health, & Safety Steering Committee
   - Quality Council
   - Sustainable Product Core Team
   - Privacy Steering Committee
8. Net Zero Facilities Team

Employee Engagement Groups:

- Sustainability green teams
- Illumina Cares volunteer ambassadors
- Employee resource groups (ERGs)

Learn more about our board governance, member tenure, and independence.

Materiality and stakeholder engagement

We prioritize action on our most material* corporate responsibility issues, supported by robust governance, transparency, and accountability. By managing the risks and opportunities associated with each material corporate responsibility topic, we advance our mission and deliver positive impact for our business, stakeholders, and the planet.

This report outlines our management approach, targets, policies, and performance for each material corporate responsibility topic.

Our materiality assessments guide our corporate responsibility strategy by identifying the issues that matter most to our business, stakeholders, and society. In 2021, we refreshed our 2018 baseline materiality assessment to further refine and validate our priorities. This update incorporated principles of double materiality, evaluating both the potential impact of corporate responsibility topics on our business and the potential impact of our business on society, stakeholders, and the environment.

We plan to conduct a refreshed materiality assessment in 2026. This timeline was adjusted due to evolving regulatory requirements and uncertainty in the marketplace. The upcoming assessment will further align our corporate responsibility priorities with stakeholder expectations and emerging global standards.

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

TCFD Task Force on Climate-Related Financial Disclosures
Science Based Targets — Driving Ambitious Corporate Climate Action
GRI
Sustainable Development Goals
Member of Dow Jones Sustainability Indices Powered by the S&P Global CSA
IFRS®
The Global Compact — United Nations Global Compact
CDP — Driving Sustainable Economies

Material corporate responsibility topics

ENVIRONMENT
- Climate mitigation
- Sustainable facilities
- Sustainable products

SOCIAL
- Access, innovation, and affordability
- Human capital management†

GOVERNANCE
- Supply chain management
- Data privacy and cybersecurity
- Corporate governance
- Business ethics
- Product quality and safety

ENGAGING OUR STAKEHOLDERS

We routinely gather feedback on corporate responsibility topics from our stakeholders and foster open dialogue to build trusted relationships. Our commitment to transparency and responsiveness helps ensure our corporate responsibility strategy reflects the needs and expectations of those we impact.

Stakeholders	How we engage
Customers	Our Customer Experience team conducts quarterly relationship surveys, leverages machine learning tools, and maintains open feedback channels through field teams to continuously improve our offerings.
Investors	We engage through Investor Days, virtual events, quarterly and annual reports, direct meetings, and ongoing communication via phone, email, and a dedicated investor microsite.
Patients	We collaborate with patients, families, and advocacy organizations to raise awareness, build hope, and drive change. Our efforts include evidence generation initiatives and community outreach to support health care coverage and adoption of genomics in diagnostics.
Employees	We connect with employees through regular surveys, company-wide meetings (virtual and in-person), performance reviews, training programs, ERGs, recognition platforms, and internal communications such as email, intranet alerts, and newsletters.
Suppliers	Engagement includes tenders, training summits, surveys, meetings, and questionnaires to ensure alignment with our values and expectations.
Health care providers	We promote genomic literacy through educational initiatives, roundtables, conferences, and professional meetings.
Community partners	Grant recipients complete mid-grant and final impact surveys to share outcomes and guide future community investment opportunities.
Government and regulators	We engage with policymakers and regulatory bodies globally to educate and collaborate on issues that impact our mission and the genomic industry.
Clinical Advisory Board	Illumina's Clinical Advisory Board (CAB), a group of respected clinicians and ethics professionals, provides independent expert guidance on our products, research priorities, trends in clinical practice, and contemporary ethical issues.

*In this report, we use the terms "material" and "materiality" to refer to topics that reflect the meaningful environmental, social, and governance impact of Illumina. The use of such terms shall not be deemed to constitute an admission as to the materiality of any information in this report for purposes of applicable securities laws or any other laws of the United States, nor are we using them as they are used in the context of financial statements and financial reporting.

†The human capital management topic includes the following themes: recruitment, development, engagement, safety, and wellness.

Equitable access to genomics

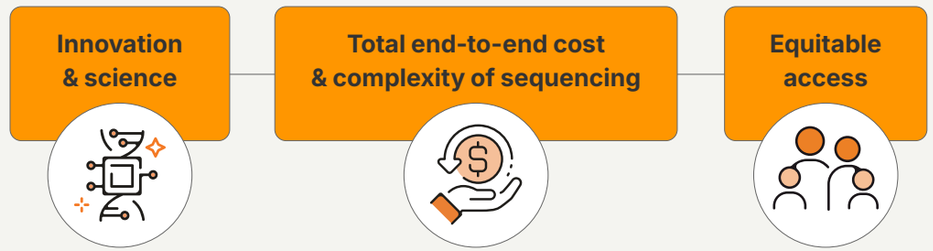
KEY OBJECTIVES

1. Be the engine of genomic innovation and science →
2. Reduce the total end-to-end cost and complexity of sequencing →
3. Expand equitable access to genomics →

Unlocking the power of the genome for everyone

At Illumina, we believe that access to genomics is the foundation for a healthier world. Our vision is to ensure that every researcher, clinician, and community—regardless of geography or resources—can harness the power of genomics to solve their most pressing challenges. Equitable access is not just a goal; it is a guiding principle that shapes our strategy, our partnerships, and our daily work.

OUR STRATEGIC FRAMEWORK FOR ACCESS



Collaborating to advance multi-omics

Together with changemakers across the ecosystem, we're finding answers to life's biggest questions and broadening the positive impact of genomics around the world. Our partnerships help advance genomics in numerous ways: expanding access to next-generation sequencing (NGS), pioneering new applications and technologies, and supporting innovative startups. Learn more about our partnerships.

2025 partnerships and updates:

- Illumina launches pilot proteomics program with UK Biobank and biopharma collaborators to analyze 50,000 samples
- Illumina and Broad Clinical Labs usher in new era of drug discovery with collaboration to rapidly scale single-cell solutions
- Illumina to acquire SomaLogic, accelerating its proteomics business and advancing the company's multiomics strategy

AGD™ Alliance for Genomic Discovery

Alliance for Genomic Discovery

In 2024–2025, the Alliance for Genomic Discovery (AGD)—co-founded by Illumina and NashBio—continued to expand as a leading collaborative initiative to advance diversity in clinical genomic data. With the addition of Alnylam Pharmaceuticals, a pioneer in RNAi therapeutics, AGD now brings together nine major biopharma partners, including AbbVie, Amgen, AstraZeneca, Bayer, Bristol Myers Squibb, GSK, Merck, and Novo Nordisk.

In 2025, the alliance achieved a major milestone: sequencing 250,000 whole genomes from a richly diverse cohort, with plans to add over 31,000 more. AGD members will leverage this AI-powered, ancestrally representative dataset to accelerate drug target discovery, validate novel therapeutics, and drive precision medicine—ensuring that disease-impacting discoveries benefit all people. The AGD resource is already fueling breakthroughs in autoimmune and neurodegenerative disease research, and its scale, speed, and depth set new standards for clinical R&D and equitable health care innovation. AGD is also a cornerstone data resource for Illumina's BioInsight business and broader R&D ecosystem, enabling large-scale, ancestrally diverse datasets that power AI-driven target discovery and translational research for our biopharma partners.

illumina for Startups

Supporting genomic startups

Genomic startups are playing an increasingly important role internationally in the expansion of the genomic ecosystem. Illumina for Startups is our way of accelerating innovation in the entrepreneurial community by partnering with leading venture capital investors and entrepreneurs to create, launch, and grow genomic startups.

Enabling sovereign precision health

Around the world, sovereign nations are investing in population-scale genomics to improve health outcomes, build local capability, and retain stewardship of their data. Illumina partners with governments and national health systems to design and implement sovereign precision health programs—from population genomics and national sequencing infrastructure to secure, in-country data governance. These collaborations help countries translate local genetic diversity into more accurate diagnosis, prevention, and treatment, while strengthening health care resilience and long-term economic value.

Innovation & science

At Illumina, innovation is the engine that drives access. Our R&D investments, technology, scientific research, and partnerships are all focused on empowering our customers to break new ground in genomics, making discoveries, diagnoses, and solutions possible in more places, for more people, than ever before.

Our approach is built on a foundation of **high-resolution, high-throughput sequencing technology,** supporting four strategic pillars:

Whole genome — Reinvent the genome

Advancing sequencing capabilities to open new frontiers in science and medicine.

Omics — Unlock deeper biology

Enabling researchers to explore the complexity of life with greater precision.

Clinical — Make clinical genomics easier to adopt and apply

Reducing complexity across sequencing, analysis, annotation, and reporting so clinicians can focus on delivering the right answers to patients.

Software and AI — Transform data into insights

Harnessing advanced analytics and artificial intelligence to turn data into actionable knowledge.

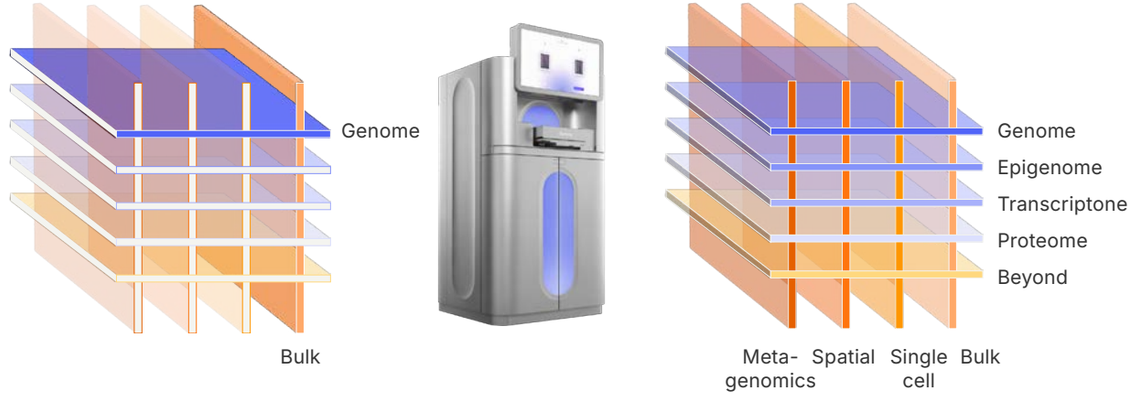
Historical context

Customers were limited by tools that were expensive, disparate, and unscalable

What we are building

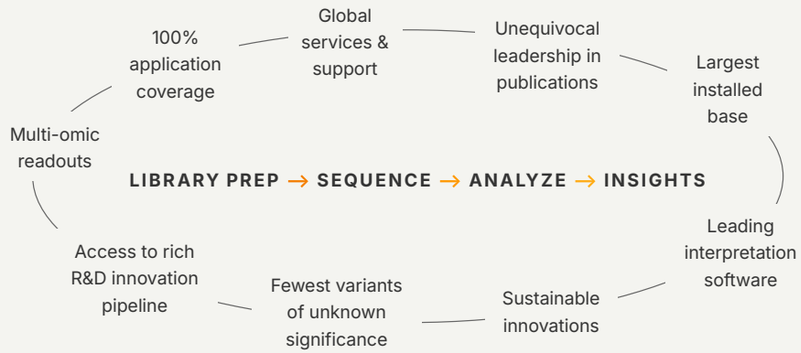
Our tools and workflow innovations remove these constraints to unlock an unprecedented depth of biological insight

Forced to choose a narrow range of analysis > **AI-powered analysis provides integrated insights** > **Free to interrogate insights across a more complete view of biology**



Unrivaled sequencing technology

Illumina's technology is the foundation of our innovation and access strategy. Our high-resolution, high-throughput sequencing platforms set the standard for accuracy, scalability, and versatility in genomics. By continuously advancing our core technologies, we enable new discoveries, accelerate clinical adoption, and expand the reach of genomics worldwide.



Unmatched ecosystem of offerings drives outsized value for customers

KEY DIFFERENTIATORS:

- **Unmatched data quality**: Illumina platforms deliver industry-leading accuracy and reproducibility, supporting applications from basic research to clinical diagnostics.
- **Scalability**: Our portfolio, from benchtop sequencers to production-scale systems, meets the needs of diverse users, from individual labs to national health initiatives.
- **Sustainability**: Innovations such as room-temperature shipping, reduced packaging, and energy-efficient workflows lower the environmental impact of sequencing.
- **Integrated solutions**: Seamless workflows, advanced informatics, and robust support empower customers to move from sample to insight with confidence.

2025 innovation highlights

Innovation is key to our continued growth as a company and the scale of impact created by our products and services.

~21,000
active install base*

860,554
sequencing publications*

~9000
patents worldwide*

>10/minute
whole human genome data equivalents sequenced per minute on Illumina platforms in 2025

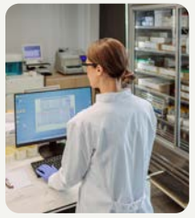
*as of FY25

Illumina unveils first-of-its-kind spatial transcriptomics technology

Illumina's new spatial technology enables researchers to map complex tissues and study cellular behavior at an unprecedented scale through unbiased whole-transcriptome profiling with cellular resolution and high sensitivity. These capabilities open the door to advanced applications such as large-scale tissue mapping, discovery-driven experiments, and multimodal analysis that were previously not possible. By leveraging high-throughput Illumina sequencing and DRAGEN secondary analysis, and integrating with the new Illumina Connected Multiomics for insights and visualizations, the technology dramatically expands access to spatial biology workflows. Overall, it empowers researchers to pursue deeper, more comprehensive biological insights across a wide range of spatial research applications.

Read more

Illumina DRAGEN v4.4 powers clinical oncology research, genetic disease testing, and multiomic applications



Illumina launched DRAGEN v4.4, delivering ready-to-use oncology workflows, expanded multiomic support, and a ~30% improvement in structural variant calling accuracy—helping labs generate faster, more reliable insights from complex genomic data.

Read more

Illumina Protein Prep launches to drive greater proteomic insights for improved drug discovery and development

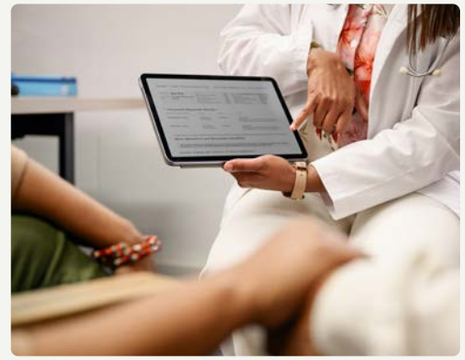
Illumina Protein Prep introduces the highest-plex, NGS-based proteomics assay that quantifies 9500 human proteins with femtomolar sensitivity and a 10-log dynamic range, enabling researchers to explore the blood proteome at a depth that antibody-based technologies can't achieve. Based on SOMAmer technology, the broad coverage unlocks applications in biomarker discovery, disease classification, precision medicine, and large-scale population studies, allowing scientists to interrogate hundreds of biological pathways simultaneously. With its ability to support high-throughput studies—from small cohorts to biobank-scale datasets, Illumina Protein Prep empowers teams to detect subtle biological signals, evaluate disease-associated protein changes, and uncover functional insights across oncology, immunology, neurology, and cardiovascular research. Together, these capabilities enable a new era of proteomic discovery by pairing deep protein profiling with Illumina's multi-omics ecosystem. Illumina Protein Prep is also a key input to BioInsight's multiomic datasets, enabling pharma and biotech partners to connect proteomic signals with genomic and clinical data at scale and accelerate drug discovery and development.

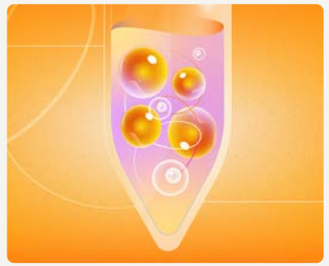
Read more

Illumina expands clinical oncology portfolio, unlocking new standard of care and access to precision therapies

Illumina announced portfolio additions that broaden access to precision oncology, including expanded reimbursement for TruSight Oncology Comprehensive (TSO Comp)—the first FDA-approved distributable CGP IVD kit with pan-cancer CDx claims—and the addition of Pillar oncoReveal CDx on MiSeq Dx. These developments are designed to help more labs perform in-house tumor profiling and more rapidly match patients to targeted therapies.

Read more





New Illumina Single Cell Solution

The launch of Illumina Single Cell powered by PIPseq technology unlocks access to single-cell studies by enabling researchers to process anywhere from hundreds to over a million cells per reaction, making it suitable for everything from small pilot studies to large discovery programs. Its ability to work with fresh, frozen, or fixed samples expands applications across diverse tissue types, including rare, fragile, and low-input cell populations. By eliminating the need for expensive instruments and offering a simple, low-barrier workflow, PIPseq opens single-cell analysis to more labs, supporting applications in neuroscience, immunology, cancer biology, and CRISPR perturbation screens. Together, these features allow researchers to generate rich single-cell RNAseq data more affordably and at scale.

Read more

Unlocking genomic insights with artificial intelligence

Illumina is transforming genomics by embedding AI and advanced data science across every stage, from quality control and variant calling to interpretation and reporting. These innovations empower researchers and clinicians to unlock the full potential of genomic data and accelerate precision health. With the launch of BioInsight, Illumina is scaling multimodal insights to drive discovery and clinical adoption worldwide. Our AI approach combines transparency, efficiency, and cutting-edge algorithms to deliver trusted results:

- **Explainable, trusted insights**: Solutions like Emedgene deliver transparent, evidence-based interpretations, making complex genetic data easier to review and trust.
- **Workflow integration**: AI enhances quality control, optimizes base calling, and accelerates assembly.
- **Advanced algorithms**: DRAGEN, PrimateAI-3D, SpliceAI, and PromoterAI drive improvements in variant calling, pathogenicity prediction, and gene expression analysis.
- **Automated interpretation**: Natural language processing and explainable AI prioritize variants, curate literature, and surface insights for clinical and research applications

BioInsight: Unlocking the future of genomic intelligence

In 2025, Illumina launched BioInsight, a new business designed to turn large-scale genomic and multiomic data into actionable insights for researchers and pharmaceutical companies. By uniting Illumina's strengths in sequencing, informatics, and global data partnerships, BioInsight helps uncover novel disease mechanisms, identify high-confidence drug targets, and accelerate the path from discovery to clinical impact.

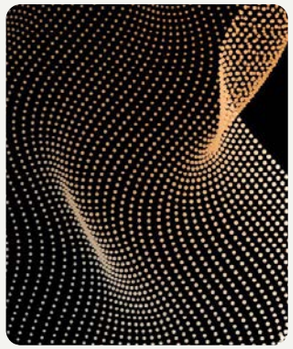
BioInsight integrates teams across software, AI R&D, and global data partnerships, reflecting Illumina's commitment to innovation, access, and responsible data use.

BioInsight is designed to:

- Scale access to deeply phenotyped genomic and multiomic datasets for research and drug development
- Provide secure, regulatory-aware platforms for multimodal data analysis at population scale
- Develop and partner on AI tools that translate complex data into target hypotheses, biomarkers, and clinical insights

This initiative marks a pivotal step in Illumina's journey to democratize data-driven discovery and deliver scalable, ethical, and impactful AI solutions for global health.

PromoterAI: Advancing rare disease diagnosis with AI



In 2025, Illumina launched PromoterAI, a breakthrough deep learning algorithm that accurately identifies pathogenic regulatory variants in the noncoding regions of the human genome. By unlocking insights hidden in promoter sequences, PromoterAI puts researchers on the path to double diagnostic yields for rare disease.

AI-driven partnerships & innovation

- **Accelerating genomics with NVIDIA** – In 2025, Illumina and NVIDIA partnered to integrate Illumina's sequencing and informatics platforms with NVIDIA's leading AI and accelerated computing. This collaboration will deliver next-generation biological foundation models and multiomic analysis tools, enabling deeper insights for drug discovery, clinical research, and precision health worldwide.
- **Accelerating clinical adoption with Tempus AI** – In 2025, Illumina and Tempus AI partnered to combine Illumina's advanced AI genomics technologies with Tempus's multimodal data platform. Together, we aim to generate new clinical evidence and train next-generation genomic algorithms—standardizing and expanding molecular profiling across major disease areas to advance precision medicine for more patients globally.
- **Billion Cell Atlas to accelerate AI and drug discovery** – Illumina introduced the Billion Cell Atlas, the world's largest genome-wide genetic perturbation dataset, designed to accelerate AI-driven drug discovery across the biopharmaceutical ecosystem. Built in collaboration with founding partners including AstraZeneca, Merck, and Eli Lilly, the Atlas will map how genetic changes affect billions of cells across disease-relevant models. By enabling large-scale target validation and training next-generation AI models, the initiative aims to deepen understanding of complex disease biology and improve precision medicine.

Ethical AI at Illumina

BioInsight is guided by Illumina's Ethical AI Principles, promoting that the development of large-scale data and AI solutions are transparent, diverse, fair, accountable, and aligned with our values and mission to improve human health. Learn more about our approach to ethical AI here.

Learn more about our approach to AI in genomics.

Clinical Advisory Board

Launched in 2025, the Illumina Clinical Advisory Board (CAB) supports the company's mission to improve global health through genomics. The CAB includes widely respected clinicians and ethics professionals with a diversity of experience in genomic research and clinical applications. The CAB provides independent expert advice on Illumina's products, research, trends in clinical practice, and contemporary ethical issues.

Learn more

Robert Nussbaum, MD (Chair)

Advancing scientific research

Illumina advances access to genomics by investing in independent, science-led research that expands the clinical and societal value of genomic technologies. Through a dedicated Medical Affairs function, Illumina supports clinical, translational, and scientific research that drives evidence generation, accelerates innovation, and helps ensure the responsible integration of genomics into health care systems worldwide.

Illumina contributes to this progress through research grants, strategic collaborations, and internal innovation programs spanning oncology, genetic disease, reproductive health, and infectious disease. These efforts represent a sustained, long-term commitment to advancing genomics in ways that prioritize scientific integrity, patient benefit, and global access.

To ensure research is conducted efficiently, ethically, and responsibly, Illumina established the Medical Research Review Committee (MRRC)—a formal governance body that oversees all non-registrational clinical and human health research.

- The MRRC reviews and approves all non-registrational research proposals through a standardized, cross-functional process, ensuring alignment with Illumina's scientific priorities, ethical standards, and appropriate engagement with health care professionals and organizations.
- By incorporating diverse perspectives across the company, the MRRC review process frequently strengthens study design through additional insights, analyses, and risk considerations—enhancing scientific rigor, relevance, and real-world impact.
- Illumina currently supports **more than 200** active research collaborations and grants across over 40 countries, reflecting the global reach and diversity of its scientific engagement.

To maintain strategic alignment and transparency, Illumina's research portfolio is regularly reviewed through coordinated discussions between Medical Affairs and Market Access teams—ensuring clear role separation while maximizing organizational learning and visibility.

Affordability

Making genomics available to all is essential to realizing its potential to save and improve lives. At Illumina, we are committed to reducing the total cost of genomic workflows and creating responsible pricing models that support broader adoption. Through targeted initiatives and partnerships, we work to expand access to genomic technologies for researchers, clinicians, and public health programs—especially in low- and middle-income countries.

Highest quality insight for the lowest end-to-end cost

When next-generation sequencing (NGS) first emerged, the promise of genomics was clear, but so were the barriers. Sequencing a single genome once cost nearly $1 million and required complex, time-consuming workflows. Over the past two decades, Illumina has relentlessly broken down these barriers, driving the cost of generating data from a whole genome sequencing from $1 million to around $200 today.

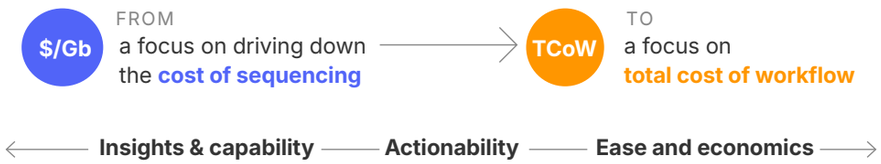
But affordability is about more than just price per genome. Our strategy now focuses on delivering the highest quality biological insights at the lowest end-to-end cost. We are expanding our services, data, and software offerings to provide integrated solutions that simplify every step of the sequencing journey, from sample preparation to data analysis and clinical reporting.

Customers tell us that true value comes from simplicity, speed, and actionable results. That's why we've reimagined our workflows:

- **Sample prep is faster and easier** with innovations like room-temperature consumables and integrated cartridges, reducing hands-on time and complexity.
- **Automated analysis** with DRAGEN software accelerates secondary analysis and improves variant detection, making advanced genomics accessible even without in-house bioinformatics expertise.
- **New products like TruPath™** are set to reduce sample prep to just 15 minutes, opening the door for more labs to adopt NGS.

These advances are making a difference in critical areas such as cancer, rare disease, and public health. By focusing on the entire workflow, Illumina is helping more researchers and clinicians deliver precise, timely answers—improving outcomes for patients and communities around the world.

From cost per gigabase to cost of workflow



Pricing transparency

Illumina is committed to offering prices that enable broad access to genomic technology. We maintain a responsible approach to pricing our products. We negotiate and partner with health care systems, payers, and research institutions to make our products available at a fair net price. To support our customers and increase access, Illumina has:

- **Launched the NovaSeq X**, a new production-scale sequencing system that will push the limits of what's possible with genomic medicine, enabling faster, more powerful, and more sustainable sequencing
- **Launched the MiSeq i100** to support our goals of enabling access to genomic technology, delivering a low-throughput box that offers ambient temperature storage and shipping, which makes it more amenable to customers new to NGS
- **Expanded the emerging markets price book** to enable differential pricing for products with more significant impact and relevance to low- and middle-income countries

Illumina sets and adjusts list prices based on several factors, including cost, inflation, and market dynamics. Prices are available to customers through their account managers or online at myillumina.com. Prices are also visible to customers on their invoices and billing statements. As in past years, Illumina price increases were at or below inflationary indexes while absorbing many of the temporary cost increases driven by global supply chain issues. Illumina pricing reflects its value proposition and enables the company to continue to innovate for our customers and accelerate access to genomics for all.

Global Health Access Initiative

To support access to pathogen sequencing tools for public health in low- and middle-income countries, the Illumina Global Health Access Initiative was developed with the goal of driving access to genomics globally. Our objective is to establish a robust and enduring framework across logistics, pricing, service and support, and training that fosters coordinated utilization of genomics to bolster health systems and promote public health at a global scale.

The initiative provides:

- Set, discounted pricing for select Illumina sequencing instruments and consumables for eligible organizations
- Single-part-number ordering for library preparation, sequencing, and data analysis of important infectious disease genomic surveillance applications to simplify budgeting and ordering
- No minimum order quantities required

Making single-cell sequencing more accessible

Published in *Nature*, Illumina's new Single Cell Prep kit—based on the microfluidics-free PIPseq™ method—removes key barriers to single-cell sequencing. This scalable, low-cost system enables more labs to study rare and complex cell populations, expanding access to precision medicine and accelerating discoveries across cancer, neuroscience, agriculture, and beyond. Learn more

Equitable access to genomics

Equitable access is central to Illumina's mission: ensuring that the benefits of genomics reach all people and communities. We are committed to addressing disparities in genomic research and health care by advancing data diversity, expanding genomic literacy, supporting patients and clinicians, and partnering on global initiatives that deliver real-world impact.

INCREASING THE ACCESSIBILITY OF GENOMICS

Increase genomic data diversity | **Advance genomic literacy** | **Champion patients** | **Expand coverage**

Increase genomic data diversity

Building a more equitable future in genomics starts with data that truly represents the world's populations. Today, most genomic studies rely on data from populations of European ancestry, leaving many communities underrepresented in research and clinical care. Illumina is committed to increasing the diversity of genomic datasets, reducing bias, and ensuring that discoveries and therapies benefit all communities.

Key initiatives

We proudly support global efforts to increase diversity in human genetics and ensure that genomic representation becomes a cornerstone of equitable health care for generations to come:

- Qatar Genome Program
- Egyptian Genome Project
- Singapore's PRECISE-SG100K
- Human Heredity & Health in Africa
- New York Genome Center's Polyethnic–1000
- Native BioData Consortium
- Alliance for Genomic Discovery
- Australia's OurDNA
- Silent Genomes Project
- Malaysia's MyGenom Project

Alliance for Genomic Discovery: Advancing representation in genomics

As a co-founder of the Alliance for Genomic Discovery (AGD), Illumina is leading a collaborative effort to dramatically increase data diversity in genomics. AGD brings together nine major biopharma partners to sequence over 250,000 whole genomes from a richly diverse cohort, with plans to add more than 31,000 additional samples. This AI-powered, ancestrally representative dataset is already fueling breakthroughs in autoimmune and neurodegenerative disease research and is setting new standards for equitable clinical R&D. Learn more about AGD and our partnerships.

Advance genomic literacy

Expanding access to genomics requires empowering both the next generation and today's health care professionals. Through targeted education, training, and outreach, Illumina is building genomic literacy—enabling more people to understand, use, and benefit from advances in genomic science.

2030 TARGET
5 million
STEM learners reached globally

2025 PROGRESS
2.6 million
STEM learners reached globally since 2019 baseline

Health care professionals

We are committed to expanding understanding and access to genomic testing through outreach to health care professionals in diverse settings. In 2025, our efforts focused on peer-to-peer education, independent medical education grants, scientific publications, and engagement at conferences and professional societies.

2025 initiatives

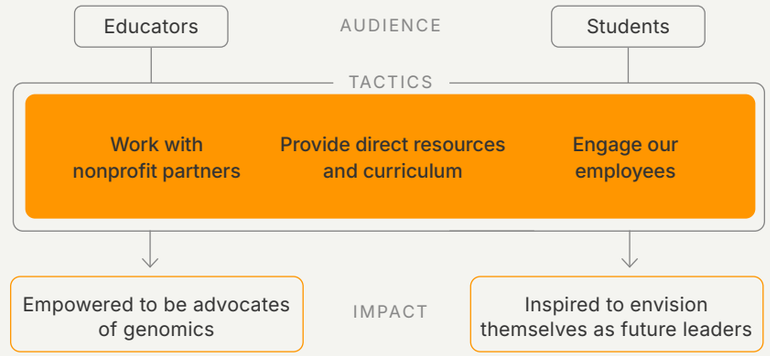
- **NCCN guidelines**: In collaboration with the ACGP coalition, the National Comprehensive Cancer Network (NCCN) updated three guideline panels to enhance comprehensive genomic profiling (CGP) recommendations for prostate and pancreatic cancer patients.
- **CGP education in Egypt**: Following the Egyptian Ministry of Health's adoption of CGP, Illumina's AMEA Medical Affairs hosted a two-day workshop for oncologists and pathologists to increase knowledge and implementation readiness.
- **TB expert webinar series**: A six-part webinar series offering practical guidance through real-world case studies on integrating targeted NGS into national TB programs.

Future changemakers

Illumina's mission depends on nurturing the next generation of innovators. Our STEM outreach programs reflect a commitment to equity and the future of the life sciences workforce.

Through global programming and partnerships, we make genomics education accessible to all learners—empowering educators with tools, training, and resources to inspire curiosity and confidence in classrooms worldwide. Students gain hands-on experience, develop essential skills, and discover pathways to careers in science.

Our STEM strategy



DNA Day STEM outreach: The Future Is Bright

In honor of DNA Day, celebrated annually on April 25, we host The Future Is Bright, a monthlong genomic literacy initiative. Illumina employees around the globe connect with students by hosting career panels, implementing genomic curricula, and leading hands-on experiments.

Illumina Genomic Discoveries

The Illumina Genomic Discoveries (IGD) program is a partnership between Illumina Inc., the Illumina Corporate Foundation, and Generation STEAM that expands access to genomics education for classrooms around the world. Through this program, educators receive free, standards-aligned genomics curriculum supported by donated Illumina products and materials, hands-on wet-lab experiences, and virtual simulation labs. Students complete industry-aligned lab activities using Illumina technology, helping them build real-world skills and deepen their understanding of genomics.

Champion patients

Our mission to improve human health by unlocking the power of the genome means our technologies directly influence how patients are diagnosed and treated. Genomics is both transformative and disruptive, and no one understands this more deeply than the individuals whose lives are changed by the insights it provides.

We are honored to stand with patients, families, and the advocacy organizations leading this movement. These partners are raising awareness about the role of genomics, driving policy change to expand access, and integrating genomic insights into care pathways that give patients greater agency over their health. Illumina is recognized globally for best-in-class collaboration, and we proudly work alongside these changemakers to advance our shared goals of improving outcomes, promoting equity, and accelerating access to genomics.

Patient access

iHope

Launched by Illumina in 2017, iHope is a philanthropic initiative designed to expand access to clinical genomic testing and care for children with suspected genetic diseases in underserved regions worldwide. After nearly a decade of operation through Illumina laboratories, Illumina partnered with Genetic Alliance to scale the iHope program, accelerating testing reach and establishing a product-agnostic, global network of iHope-affiliated laboratories and clinics. By 2025, iHope had expanded to 25 clinics across 13 countries, including Georgia, Senegal, Libya, and Vietnam and has supported more than 3,000 clinical cases to date, enabled through in-kind sequencing support. A parallel program, iHope China, is operated by the March of Dimes and supports a broad network of hospitals across China.

Pathogen Genomics Initiative (PGI)

PGI is a multisector collaboration with global funders, industry, nongovernmental organizations, and public health agencies to enhance disease surveillance and public health through integrated, cross-continent laboratory networks equipped with the tools, human resources, and data infrastructure to fully leverage critical genomic-sequencing technologies.
Learn more

Elevating rare diseases—and the critical role of a diagnosis—on the global stage

In May 2025, the 78th World Health Assembly (WHA) adopted a landmark resolution formally recognizing rare diseases as a global public health priority for the first time. Spearheaded by Rare Diseases International (RDI), this historic achievement reflects years of tireless advocacy by patient organizations, civil society coalitions, and global health champions. With over 300 million people worldwide affected by one of more than 7,000 rare conditions, most of which begin in childhood, the resolution calls for equitable access to diagnosis, treatment, and genomic technologies. It also tasks the World Health Organization (WHO) with developing a comprehensive 10-year Global Action Plan to guide progress toward inclusion, innovation, and universal health coverage.

> The resolution, which acknowledges rare diseases as a global public health priority for the first time, was welcomed by patients, their families, and health systems that have been complaining about delayed diagnosis, the prices of available therapies, and lack of awareness and social support. There wasn't anything for rare diseases—no action plan, no global strategy. The resolution is a historic milestone."
>
> **Alexandra Heumber Perry**
> CEO, Rare Diseases International

To reach this historic milestone, Illumina's Patient Advocacy team worked closely with Rare Diseases International, a global alliance of people of all nationalities living with a rare disease, and the 275+ member organizations of the Coalition to support the resolution, ensuring that timely and equitable access to technologies to ensure accurate diagnosis is incorporated as a key component of care.

By supporting the resolution, Illumina helped catalyze a global framework that will accelerate access to genomic testing, foster cross-border collaboration, and empower patient organizations to advocate for change. This moment marks a significant step forward in our mission to unlock the power of the genome for all.

Read the resolution

Undiagnosed Hackathon: Leaving no family behind

The Willhelm Foundation is on a mission to help families affected by rare diseases.

Between 2-6% of the global population are believed to live with rare undiagnosed disease. The Willhelm Foundation is working to solve the undiagnosed diseases that can't be solved today. They conceived of the Undiagnosed Hackathon—which would bring together leading specialists from across the globe—and hosted the first event in Stockholm, Sweden, in 2023. In 2025 the third hackathon was held in Rochester, Minnesota—marking the first time the event was held in the United States.

At the event, expert teams worked to understand the symptoms and experiences of 29 individuals. The individuals and their families got to share their stories and answer questions posed by the diagnostic team.

The experts utilized a powerful suite of technologies including short-read and long-read DNA sequencing, RNA sequencing, methylation, variant interpretation software, and diverse phenotypic and AI tools. **Some 48 hours later, the teams found six answers with a further nine having significant leads.**

Illumina contributed in-kind donations and the expertise of three employees, including Shirlene Badger, PhD, global patient advocacy lead. "At Illumina, we know that our technologies are not only providing a diagnosis, they are changing lives," says Badger. "Diagnosis can be information. It can be navigation. It can be community and it can be access. It is care—the ability to both cry out and challenge stigma and create new possibilities."

> Undiagnosed people are left behind worldwide, but it's very severe in the low- and middle-income countries. Owing to the lack of scientific expertise there and the support for individuals living with undiagnosed conditions. So, it's important that they could come and work together."
>
> **Helene Cederroth**, Founder and President, Wilhelm Foundation

Illumina also helped support the Wilhelm Foundation in bringing researchers from low- and middle-income countries to the event. Bringing researchers and clinicians together who might not otherwise have the opportunity is important because it allows the free flow of ideas and builds global capacity.

Learn more

Expand patient coverage and demonstrate clinical utility

For over a decade, Illumina has partnered with public and private payers worldwide to align evidence and reimbursement for genomic applications in care. As clinical utility has grown, several uses now see broad and increasingly predictable coverage in developed markets.

- **NIPT**: Near-universal coverage for high-risk pregnancies in developed nations, with coverage for average-risk pregnancies steadily expanding.
- **Oncology CGP (tissue-based)**: Advanced-cancer testing is approaching predictable, cross-payer reimbursement, backed by guideline endorsements and companion-diagnostic alignment.
- **Pediatric rare disease WGS (outpatient)**: Now covered by ~70% of U.S. commercial payers and ~60% of state Medicaid programs for children with suspected genetic disease.

Illumina applies these learnings globally, working with health ministries and payer bodies to translate evidence into policy—progressing coverage of mature genomic applications while being sensitive to local health care realities.

At the same time, affordable large-scale sequencing is enabling newer tests, especially liquid biopsy for multi-/single-cancer early detection (M/CED) and minimal residual disease (MRD)—that are building clinical and economic evidence and securing early "beachhead" coverage.

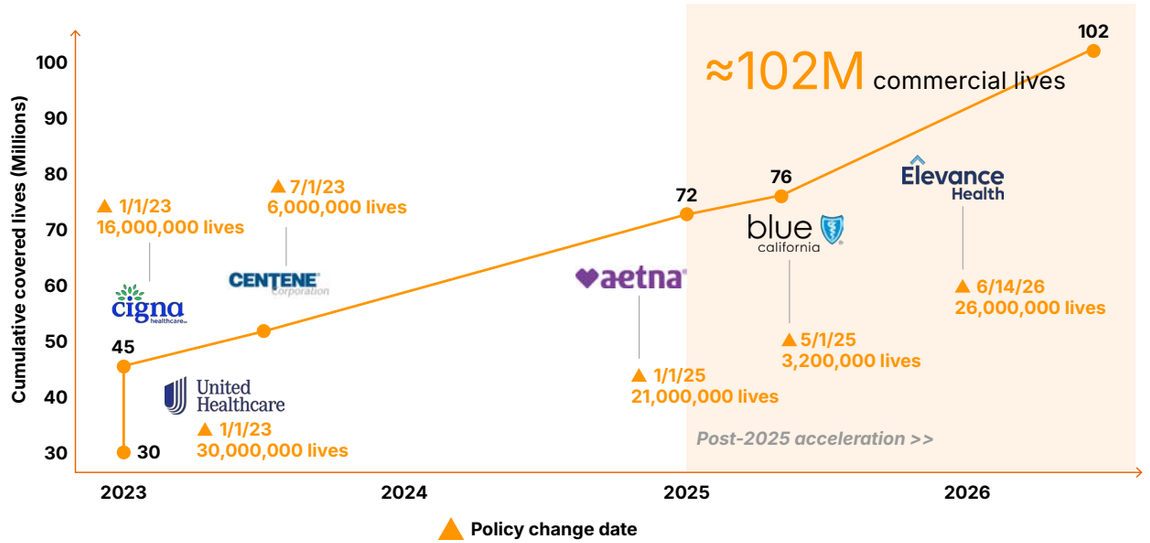
60%
of the commercially insured US pediatric population has access to WGS as of FY2025

RECENT EXAMPLES:

- TRICARE now covers the Guardant Shield blood test for colorectal cancer screening (~9.4M lives).
- California Medi-Cal (~15M lives) covers Signatera MRD for multiple cancers and WGS for all children with suspected genetic disease.
- Illumina's sustained payer engagement and evidence generation help convert innovation into routine care accelerating adoption today and paving the way for future applications.

Pediatric outpatient WGS coverage expansion major US commercial payer policy adoption 2023-2026

- Before major policy changes in 2023, approximately **22 million commercially covered lives** were covered for pediatric outpatient WGS
- By June 2026, this total reaches approximately **70% of the US population** with commercial coverage will have access to WGS



Demonstrating the clinical utility of genomics internationally

- **Henry Ford Health (US)**: Illumina is collaborating with Henry Ford Health in Detroit, Michigan, to generate evidence of the clinical and economic utility of comprehensive cardiovascular testing in patients referred to specialist care. The latest findings, released in 2025, reveal that comprehensive genetic testing leads to better personalized treatment and disease identification. The collaboration has resulted in more than five scientific congress presentations and numerous manuscripts in development.
- **Optum/UnitedHealth Group (US)**: Illumina's partnership with Optum continues to bear fruit with three new studies in the last year. These include triangulated cost and outcomes studies with Baylor Genetics and GeneDx. These evidence-generation studies are intended to expand US commercial payer and Medicaid coverage for whole genome sequencing in pediatric care for disease.

Explore more studies, projects, and coalitions:

- QuicDNA (Wales)
- IMPRESS (Norway)
- ACGP (US)
- APACMed (APAC)
- Unlocking the Untapped Potential of Comprehensive Genomic Profiling (EU)

Advancing national genomic newborn screening

Illumina is supporting landmark US initiatives to responsibly integrate genome sequencing into public health newborn screening. This includes BEACONS, the first national, multi-state pilot enrolling up to 30,000 newborns, and GUARDIAN, one of the world's largest genomic newborn screening studies—recognized by JAMA as Research of the Year for demonstrating how genomic screening can identify serious, actionable childhood conditions earlier than traditional approaches, improving outcomes from the very start of life.

Illumina secures CMS reimbursement for TruSight Oncology Comprehensive, expanding access to precision oncology

Clinical demand for genomic testing is growing at every level of the health care ecosystem. With that demand comes opportunity for better health care and improved quality of life by advancing local access to hospital laboratories. A key step in improving access is to create FDA-approved in vitro diagnostics (IVD) that ease the local integration of testing closer to the patient. Illumina invested in creating a distributable IVD for CGP elevating the need for individual labs to validate their own tests, and having a clear reimbursement price, thus speeding impact of local testing in their clinics. Learn more

Advancing equitable access to precision medicine in Asia-Pacific

Illumina is supporting the establishment of a regional Precision Medicine Consortium in partnership with the National University of Singapore (NUS), Thailand's Health Intervention and Technology Assessment Program (HITAP), and HTAsiaLink. The initiative aims to strengthen the capacity of health technology assessment (HTA) agencies and policymakers to evaluate genomic technologies in a structured and evidence-based manner.
Learn more

Impact

The true measure of equitable access isn't found in numbers alone—it's in the lives touched, the care transformed, and the opportunities created for future generations. Genomics is enabling earlier interventions, more personalized treatments, and inspiring scientists and clinicians worldwide.

2025 highlights

In 2025, Illumina advanced access to genomics in ways that matter most:

- **Closing the diagnostic gap**: Rare disease patients on average wait more than 10 years for answers. Genomic testing is helping shorten that journey—bringing hope and clarity to families worldwide.
- **Fueling discovery through global partnerships**: Through collaborations like the UK Biobank and the Alliance for Genomic Discovery (AGD), Illumina is powering research at an unprecedented scale. Together, these efforts have enabled:
  - **1.5 billion variants discovered** through analysis of **500,000 whole genomes**
  - **250,000+ genomes sequenced** from ancestrally diverse cohorts, driving breakthroughs in autoimmune and neurodegenerative disease research
- **Empowering future leaders**: 508,154 STEM learners engaged globally, building the next generation of innovators.
- **Accelerating cancer breakthroughs**: Illumina is helping bring precision oncology into real-world care settings—enabling faster insights, broader access, and more personalized treatment options for patients worldwide.
- **Innovating for the future**: Advances in liquid biopsy (ctDNA) are enabling minimally invasive genomic profiling for trial matching, recurrence monitoring, and therapy selection—helping clinicians act faster and smarter.
- **Billion Cell Atlas**: Launching the world's largest genome-wide genetic perturbation dataset to accelerate AI-driven drug discovery and precision medicine across the biopharmaceutical ecosystem.

Transforming clinical care

In 2025, Illumina launched a dedicated Clinical Solutions team to accelerate adoption of genomics as standard of care—especially in historically underserved settings. This strategic shift enables hospitals, academic medical centers, and regional labs to perform in-house testing with integrated, end-to-end workflows.

By unifying product development, medical affairs, and regulatory expertise, we're helping clinicians make faster, more informed decisions in oncology, rare disease, and prenatal care.

KEY HIGHLIGHTS:

- **TruSight Oncology Comprehensive** (TSO Comp) is helping clinicians rapidly identify hundreds of tumor biomarkers in a single test, supporting faster, more personalized treatment decisions. Hospitals adopting in-house sequencing are delivering results more quickly and maintaining full control over patient samples—improving outcomes and patient experience.
- **New companion diagnostic** (CDx) partnerships announced in 2025 expand the clinical utility of TSO Comp by targeting KRAS mutations—one of the most common and historically challenging cancer biomarkers. These partnerships help match patients to targeted therapies and clinical trials, advancing precision oncology and improving outcomes for hard-to-treat cancers.

Genomics in Oncology Advocacy Leaders' (GOAL) Summit

Educating patient leaders about the critical role of genomics in oncology.

Illumina launched the GOAL Summit to educate US patient advocacy leaders on the role of genomics in cancer care and address awareness and access gaps. Building on a similar European event (GOPEN), the summit convened leaders from organizations such as the Rare Cancer Research Foundation, Go2 for Lung Cancer, Blood Cancer United, and SHARE Cancer Support.

Participants explored the latest genomic advancements, discussed access challenges, and shared best practices. Pre- and post-summit assessments showed a 29.8% average knowledge increase, including a 53% improvement in understanding policy efforts to expand access to NGS and a 39.4% boost in confidence discussing genomic testing. By equipping advocates, Illumina is helping organizations educate, advocate, and drive change. Learn more

Illumina Connected Insights

Illumina Connected Insights supports broader access to genomics by simplifying one of the most complex aspects of care: genomic interpretation.

By integrating analysis, annotation, and reporting into a secure, scalable software environment, Connected Insights helps research teams generate consistent, actionable results without requiring deep in-house bioinformatics expertise. This enables researchers to adopt genomic testing with greater confidence, efficiency, and reliability, supporting more equitable access to precision medicine.

Nurture our people and communities

KEY OBJECTIVES

1. Attract, develop, and retain top talent →
2. Support employee health, safety, and well-being →
3. Engage our people and communities →

Attract, develop, and retain top talent

At Illumina, our people are the foundation of innovation and impact. We attract top talent through transparent, competitive hiring practices, develop our workforce through continuous learning and leadership opportunities, and retain employees by fostering a culture of purpose and growth. By investing in our people, we build a resilient, future-ready organization advancing our mission to improve human health.

The Illumina experience

The Illumina experience starts with our people—connected, collaborative, and united by purpose. Our strategy combines transparent hiring, internal mobility, and recognition programs to build a workforce that reflects our values and drives innovation. We aim to reach candidates who bring diverse perspectives, skills, and experiences. Our recruitment strategy includes:

- Transparent salary ranges on all US job postings
- Employee referral programs (15% of new hires in FY25)
- Inclusive language and equitable evaluation practices

The next generation of changemakers

Through STEM initiatives like Illumina Genomic Discoveries, we expand opportunities for teacher training, virtual lab simulations, and hands-on genomics learning—preparing and inspiring tomorrow's genomic leaders and innovators. Learn more

Career growth and internal mobility

Our mission demands bold thinking and continuous improvement, giving employees opportunities to grow through experience. By prioritizing internal mobility and offering structured development opportunities, we empower our people to advance their careers and deepen their impact.

- 33% of roles are filled by internal candidates in FY25
- 100% of employees receive regular performance and career development reviews
- Career development sessions and mentorship programs support advancement

Pay equity and transparency

Our pay practices are designed to compensate employees based on job performance, expertise, and experience. We review pay equity and market competitiveness annually to align with our pay philosophy.*

In 2019, we set a goal to achieve a **zero net pay gap**† globally by 2030. We are proud to have reached this milestone early—and as of 2025, we have maintained a zero net pay gap for seven consecutive years. Employees also have access to salary range data for their current roles via our HR systems, reinforcing our commitment to transparency and fairness.

2030 TARGET
Maintain
zero net pay gap

2025 PROGRESS
Maintained
zero net pay gap
for a seventh consecutive year

Equal opportunity and nondiscrimination

Fair and respectful treatment is foundational to our culture. Our policies prohibit discrimination based on race, color, age, gender, sexual orientation, marital status, gender identity and expression, ethnicity, religion, disability, medical condition, genetic information, veteran status, national origin, or any other protected class.

This commitment shapes how we recruit, compensate, and support employees—and is reflected in our pay equity practices, equitable hiring strategies, and employee experience.

Recognition

We celebrate employee contributions through Innovation and Impact awards, spot bonuses, and peer-nominated recognition programs. Comprehensive wellness offerings and benefits support long-term engagement and ensure employees feel valued throughout their journey at Illumina. Learn more

Innovation and inventorship

Illumina's culture of innovation is powered by the ingenuity of our people. Our Inventor‡ Recognition Program honors those who help shape the future of genomics.

2025 ILLUMINA INVENTORS BY THE NUMBERS**

569
Total inventors

98
First-time inventors

132
New patent applications filed by Illumina employees in 2025

~9000
Total patents worldwide issued to Illumina as of FY25

*Equal pay refers to paying equal pay for equal work.
†Zero net gap in pay means no statistically significant difference in pay for the same or similar work, regardless of gender, ethnicity, or race.
‡ Illumina defines an inventor as a person who contributed to the conception of an invention claimed in an issued patent.
**Illumina defines an inventor as a person who contributed to the conception of an invention claimed in an issued patent.

Employee development

Development at Illumina is an intentional, everyday practice that prepares employees for success today and growth tomorrow. We offer accessible opportunities for learning and advancement regardless of role, location, or work arrangement. By fostering a culture of continuous development, we empower our people to build skills, pursue career goals, and contribute meaningfully to our mission.

Guided and supported at every step

100%
of employees are provided opportunities for regular performance and career development reviews

53
Average hours of annual training per employee

Development for performance and growth

Illumina's ecosystem of development supports diverse career paths and leadership journeys. Learning experiences are offered in a variety of formats:

- Virtual and onsite workshops
- Access to LinkedIn Learning
- Cross-functional mentorship programs
- Valence and CliftonStrengths assessments to encourage focused personal development
- Cohort-based leadership programs for every level, including THRIVE: New Leader Orientation and our award-winning ELEVATE program series (three levels)

Two Illumina scientists share their 'why'

Directors of bioinformatics and of commercial insights and innovation talk about the real impact of their work in genomics

Making genomics accessible, one training at a time

At Illumina, people are at the center of making genomics more accessible worldwide. As part of the global technical training team, Sireesha Lujan helps translate complex sequencing technology into clear, inclusive training that enables customers to confidently use the MiSeq i100 Series. By partnering closely with engineers, writers, and experience designers, her work ensures new platforms are intuitive, globally accessible, and ready to deliver impact from Day One.

Learn more

How an Illumina bioinformatics engineer contributes to the company mission

Daniel Diaz is a staff bioinformatics engineer at Illumina whose work on DRAGEN helps researchers turn massive genomic datasets into accurate, actionable insights—faster than ever before. Drawn to Illumina after reading *The Gene* early in his career, Diaz now helps ensure DRAGEN meets rigorous performance standards that accelerate discovery and clinical understanding. His work blends software engineering, infrastructure, and biology to improve how genomic variants are identified at scale. For Diaz, the impact is both professional and personal: Living with Type 1 diabetes has deepened his commitment to advancing genomics to better understand complex disease.

Read more

Employee health, safety, and well-being

We believe that supporting the health, safety, and well-being of our employees is essential to sustaining a high-performing, purpose-driven workforce. At Illumina, we offer comprehensive benefits, wellness programs, and workplace safety initiatives that reflect our commitment to caring for the whole person. From mental health support and family planning resources to ergonomic workspaces and global safety standards, we create an environment where employees can thrive—personally and professionally.

Workplace health and safety

Safety and well-being are foundational to how we operate—protecting our employees, contractors, and the communities we serve. Our risk-based strategy guides the assessment, reduction, and management of environmental, health, and safety (EHS) risks while strengthening the resilience and effectiveness of our global operations.

In 2025, we advanced our global ergonomic risk reduction initiative, embedding assessment tools into program scorecards to quantify improvements in comfort and safety. These tools support proactive injury prevention across high-risk workstreams.

Global EHS management system

In 2025, Illumina's Global EHS Function achieved ISO certification to ISO 14001:2015 (Environmental Management System) and ISO 45001:2018 (Occupational Health & Safety Management System), issued by BSI. Certification covers the Global EHS Management System and EHS activities at the Madison, Wisconsin, site, marking a key milestone in our multi-site certification roadmap.

This achievement reflects our commitment to a unified, globally harmonized EHS framework that supports safe, sustainable operations across manufacturing, storage, and distribution activities. The Madison site's certification reinforces alignment to international standards and our focus on continual improvement. Our Singapore site also achieved recertification, further strengthening consistency and maturity across regions. Learn more

EHS programs

Every employee plays a role in fostering a safe and sustainable workplace. Our EHS programs promote continuous improvement, empower proactive leadership, and strengthen our culture of safety across global operations.

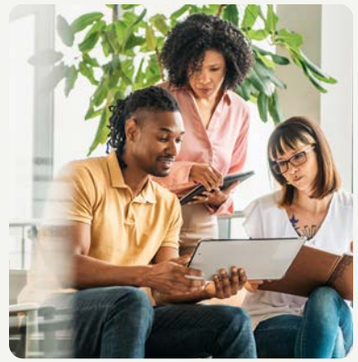
2025 HIGHLIGHTS

- Completed global process risk assessments to strengthen safety performance
- Advanced ergonomic risk assessment and reduction strategies
- Improved global alignment through harmonized EHS practices and maturity in management systems
- Engaged employees through targeted safety programs
- Implemented a new Safety Data Sheet generation capability leveraging enterprise master data for efficient hazard communication compliance

Prevention and preparedness

We take a proactive approach to workplace safety, emphasizing prevention, preparedness, and employee empowerment. Global injury and illness prevention efforts include regular training, emergency drills, and cross-functional collaboration—ensuring teams are equipped to respond effectively and maintain a safe, compliant environment.

This precautionary approach† is embedded in our risk assessments and environmental impact evaluations. It also informs our EHS policy, product stewardship, and employee engagement programs.



2025 SAFETY PERFORMANCE

3653 Prevention reports	58,268 Hours of EHS-related training	1169 Ergonomic evaluations completed globally
1288 EHS risk assessments completed globally	0.23 Days Away, Restricted, or Transferred (DART)	0.25 Recordable injury and illness rate

RELATED POLICIES

EHS policy

14001 certificate

45001 certificate

Injury and Illness Prevention Program (IIPP)

†UN Global Compact Principle 7 and Principle 15 state that in order to protect the environment, the precautionary approach shall be applied.

Employee benefits

At Illumina, we offer a comprehensive portfolio of benefits designed to support the health, well-being, and life journeys of our employees and their families. From cutting-edge genomics programs to flexible time off and family support, our benefits reflect the value we place on our people and the impact they make every day.

Workplace Genomics Program*

Through our partner Genome Medical, we provide access to genetic experts who can consult, guide, and facilitate testing for employees and their families. In addition, we offer financial support for cancer tests, reproductive health tests, and clinical WGS for rare and undiagnosed diseases.

Cancer Early Detection Testing (US)

The Galleri® multi-cancer early detection test is available at no cost to eligible employees in the US and their dependents as part of our Workplace Genomics Program.

Supporting growing families*

Employees, their spouses, and their domestic partners may be eligible for the company-sponsored reproductive health program either through insurance or financial support, covering:

- Assisted reproductive technology, including *in vitro* fertilization
- Preimplantation genetic testing
- Noninvasive prenatal testing

Through our partner Progyny, we offer a comprehensive fertility benefit program to eligible US-based employees that covers fertility preservation, providing access to care for our employees, including those pursuing nontraditional paths to parenthood.

Employees also receive access to Cleo, a comprehensive family support system for their caregiving journeys, including parenthood and caring for an adult loved one.

Providing time to recharge

- Flexible time off
- Two days of paid volunteer time off
- Minimum 10 days of holiday paid time off
- Company-wide shutdowns in July and December
- Compassion and care time off

Fostering wellness inside and out

- Medical, dental, and vision coverage
- Mental health support
- Pretax spending accounts
- Employee assistance program
- Wellness rooms for nursing, meditation, and prayer
- Business travel medical insurance
- Gym access or membership
- Ergonomic workstations, abundant natural light, and opportunities to work outdoors
- Cafeterias offering sustainable, healthy food options, including vegetarian choices
- Genetic counseling*

Health solutions (US)

- Cancer support and expert advisory review through MSK Direct
- Comprehensive mental health program for employees, dependents, and all household members through Lyra Health

Investing for the future

- Employee stock purchase program
- Retirement savings plans
- Pensions (Europe)
- Life and accident insurance
- Disability insurance
- Tuition assistance

Additional perks and benefits

- Site amenities, including car wash, dry cleaning, mobile hair salons, food service, and mindfulness and self-improvement courses
- Employee referral program
- Donation matching and volunteer rewards provided by the Illumina Corporate Foundation
- Special interest clubs
- Commuter support and free electric vehicle charging onsite

Recognizing success

We have designed several programs to recognize employees' outstanding achievements, including:

- **Innovation Award** – Recognizes this core element of our culture and success by annually celebrating our pioneering scientists for their extraordinary contributions
- **Inventor Award** – Annually recognizes employee inventors who contribute to our patent applications
- **Spot bonuses** – Recognize employees who have completed a special project or assignment that exceeded expectations or went above and beyond the scope of their normal responsibilities. This includes high-impact contributions that enable us to deliver on priorities and drive business results.

*Some services available in the US only.

Engage our people and communities

Engagement at Illumina goes beyond participation—it's about creating meaningful connections, fostering purpose, and amplifying impact. We build programs that encourage employees to collaborate thoughtfully, contribute to causes they care about, and strengthen community through shared experiences.

Whether through employee resource groups, volunteering, or strategic partnerships, we cultivate a culture where our people create positive impact—together.

Employee engagement & belonging

We foster a culture of connection and shared purpose by encouraging employees to bring their full selves to work. Through employee-led communities, open feedback channels, and opportunities to engage across differences, we strengthen collaboration and ensure every employee feels valued and heard.

To make genomics useful for all, fairness and uplifting voices must be central to how we operate. We drive innovation by embracing new perspectives and making Illumina a place where everyone can belong and thrive.

Employee resource groups (ERGs)

Our ERGs are catalysts for engagement and impact. These employee-led communities help identify, develop, and retain talent while enhancing our culture of belonging through connection, celebration, and learning.

Our ERG program pillars

BUSINESS IMPACT
Practice everyday innovation, utilizing cross-functional teams to identify and solve business challenges

COMMUNITY SERVICE
Support our communities by engaging with nonprofits where we live and work

CAREER DEVELOPMENT
Leverage skill-building and networking opportunities inherent in volunteer projects to develop our future leaders

EDUCATION
Drive deeper collaboration through targeted education and awareness events

Refreshed Values: Our shared commitment

In 2025, we launched a new set of Values aligned with Illumina's vision for the future. Developed with input from senior leaders, these Values guide how we work, innovate, and lead. Each Value is supported by behaviors that advance our culture and strategy.

To bring these Values to life, we introduced leadership training reaching **86% of leaders globally**, hosted a Special Edition Values Company Meeting, and offered virtual sessions for all employees. In 2026, we will roll out a refreshed performance management framework to recognize outcomes and behaviors aligned with Illumina's Values.

- MAKE CUSTOMERS HEROES
- INNOVATE WITH PURPOSE
- WIN TOGETHER
- BE ACCOUNTABLE
- COMMIT TO EXCELLENCE

Listening to our people

Employee feedback shapes our strategy and drives continuous improvement. In 2025, we launched Leaders Forums, redesigned performance management, and refocused internal communications—all informed by employee input.

2025 engagement highlights:

73% Engagement index

92% feel supported by their manager

83% feel safe to be vulnerable within their teams

81% are proud to work at Illumina

80% see a clear link between their work and Illumina's strategy

Social impact & community engagement

Our mission inspires us to be engaged in the communities in which we live and operate.

We empower employees to turn purpose into action through volunteering, grantmaking, and partnerships that advance health equity, genomics access, and STEM education.

Volunteering & employee-led initiatives

We offer paid volunteer time off and encourage employees to lead and participate in service projects that matter most to them. From local outreach to global campaigns, our people contribute time and talent to drive positive change in the communities where we live and work with the organizations that matter most to them.

2030 TARGET
Achieve 50% employee participation in giving and volunteering

2025 PROGRESS
Achieved 50% employee participation

2030 TARGET
Donate 100,000+ volunteer hours

2025 PROGRESS
116,125 hours donated

Employee giving and volnuteer benefits

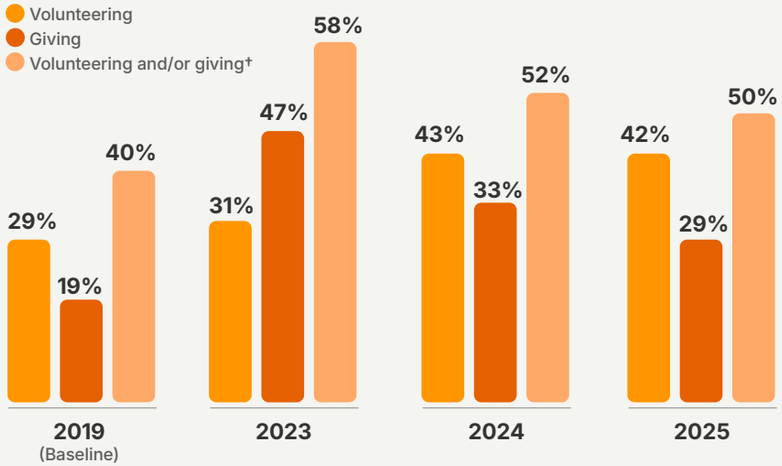
$500 donation match*

16 hours paid volunteer time off

$25 new hire seed donation deposit*

$10 volunteer rewards donation earned for each hour of volunteer work*

Employee participation in giving and volunteer programs



Community investment & grants

The Illumina Corporate Foundation supports nonprofit partners advancing equitable access to genomics, STEM education, and local community impact, including opportunities for employee engagement. We assess impact through grant reporting and partner feedback, using these insights to strengthen our approach and drive meaningful, long-term social impact.

Strategic partnerships

We collaborate with advocacy groups, patient organizations, and community leaders to amplify impact and advance shared goals. These partnerships help us extend our reach and deepen our commitment to equitable access to genomics. Learn more

$3.1M total giving from Illumina Corporate Foundation

†Since 2019 baseline
*Donation match, new hire seed donation, and volunteer rewards are all funded by the Illumina Corporate Foundation.

Our dedicated volunteers are making an impact in communities around the world. In 2025 alone, employees donated more than 24,750 volunteer hours.

MOMENTS OF IMPACT

1. Illumina employees in the Netherlands participating in Mud Masters for KiKa, supporting childhood cancer research.
2. Colleagues volunteering during Singapore Giving Week with social enterprises and local charities.
3. Commercial team members planting olive trees in a Berber village in Marrakesh as part of their Elite Sales trip.
4. Illumina employees participating in San Diego's Making Strides Against Breast Cancer Walk through our Steps Against Cancer campaign.
5. Members of our iServed ERG delivering Toys for Tots to support local military families.

Integrate sustainability

KEY OBJECTIVES

1. Operate sustainable facilities →
2. Develop sustainable products →
3. Leverage genomics for sustainability applications →

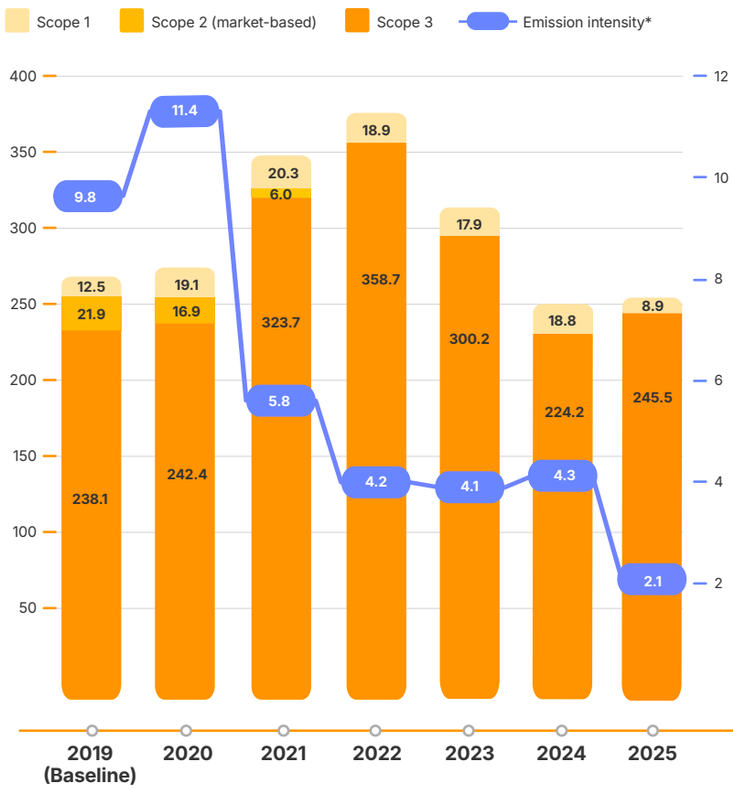
Sachin, director of software, volunteering with his team at a San Diego-based community farm focused on sustainable agriculture.

Our path to a science-based net zero by 2050

As a science-based company, Illumina recognizes that climate change is not just an environmental issue; it is a business imperative. Our commitment to net zero by 2050 is grounded in science, validated by SBTi, and embedded in every stage of our value chain.

Our Scope 1, 2, and 3 emission targets are also externally verified by SBTi and aligned to the goal of keeping planetary warming to 1.5°C. By decarbonizing our operations, products, and supply chain, we are building a more resilient, innovative, and trusted company for our customers, employees, and communities.

Illumina carbon footprint



SBTI-APPROVED TARGETS

100% Renewable electricity

- Increase annual sourcing of renewable electricity to **100% by 2030** from 2019 baseline
- Achieved in 2022, 2023, 2024, and 2025 through onsite generation, purchased renewable electricity, and renewable energy credits

↓46% Short-term emission reduction

- Reduce absolute GHG emissions from material Scope 3 categories **46% by 2030** from 2019 baseline
- Reduce absolute GHG emissions from direct operations by **46% by 2030** from 2019 baseline
- 3% increase in Scope 3 emissions since baseline
- 74% decrease of Scope 1 and Scope 2 market-based emission from 2019 baseline

Net zero

- Reach **net-zero GHG emissions** across Illumina's direct operations (Scope 1, 2) and our value chain (Scope 3) by 2050 from 2019 baseline levels

↓90% Long-term emission reduction

- Reduce Scope 1, 2 absolute GHG emissions **90% by 2050** from 2019 baseline
- Reduce absolute GHG emissions from material Scope 3 categories **90% by 2050** from 2019 baseline

Managing climate risk and building resilience

Illumina regularly assesses climate-related risks, including physical risks (such as extreme weather) and transition risks (such as regulatory changes and supply chain disruptions). Our approach is guided by the Task Force on Climate-related Financial Disclosures (TCFD) and includes scenario analysis, business continuity planning, supplier diversification, and periodic audits of related processes. Climate resilience is embedded across our operations and value chain through our EHS management system, supply chain risk reviews, and business continuity program. As external conditions evolve, we continue to evaluate and adapt our approach to ensure long-term value for our stakeholders.

Learn more about how we manage climate risks and opportunities in our TCFD Index.

SBTi net-zero mitigation hierarchy

Illumina follows the recommended mitigation hierarchy with our net-zero commitments. SBTi recommends science-based targets for the near and long term to address our value chain emissions and to implement strategies to achieve these targets as a first order of priority, and then to invest in mitigation outside the value chains. Under the recommendations of the SBTi Corporate Net-Zero Standard, companies should go beyond their near- and long-term science-based targets to further mitigate climate change by undertaking actions or making investments that generate additional co-benefits for people and nature. To further facilitate beyond value chain mitigation, Illumina has invested in carbon offsets while on our journey to net zero. We have applied carbon offsets for our natural gas Scope 1 as a temporary mitigation.

Emissions in kilotonnes. Full emissions data here

*Scope 1 and 2 emission intensity per million dollars revenue.

Scope 3 management and reduction efforts

Scope 3 emissions represent more than 87% of Illumina's baseline total greenhouse gas footprint. Managing and reducing these emissions is essential to achieving our net zero target and driving meaningful climate impact across our value chain. Our approach focuses on deep supplier engagement, logistics optimization, sustainable product design, and innovative end-of-life solutions. By addressing Scope 3, we are not only reducing risk but also strengthening our partnerships and supporting a more sustainable future for our industry.

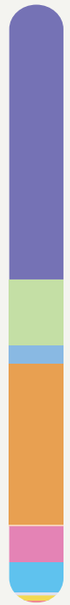
- **Purchased goods and services and capital goods**
  Through our sustainable supplier program, we assess environmental sustainability commitments made by our suppliers. Our goal is to empower and partner with our suppliers to reduce their collective carbon footprint and encourage transparent reporting on their progress. In turn, this will help us more accurately track and reduce our overall Scope 3 emissions. Learn more about our sustainable supplier program.
- **Upstream transportation and logistics**
  We have a bold program of mode shift initiatives that had measurable impact in 2025 and will continue to scale in 2026- 2030. Our initiatives are focused on shifting our product movements to lower emission options, with our ocean freight program remaining as the largest contributor.
  - **Ocean transportation**
    In 2023, we qualified ocean transportation for our internal Singapore-to-US supply movements. In 2024 we expanded our routes and increased our volumes for ocean freight to include Singapore to East and West Coast US ports, as well as qualifying Singapore to Netherlands route. In 2025, we finished the year with an additional 55% increase in ocean shipments from 2024, with a ~110% increase from our overall baseline.
  - **Logistics network optimization**
    In 2025, we implemented Illumina's first TMS (Transportation Management System). This digital transport management capability will allow us to focus on network improvements, ensuring our products are handled and transported more efficiently.
- **Waste generation**
  We work to reduce the environmental impact of waste from our operations by keeping materials in use and minimizing the amount of waste that ends up in landfills. Learn more

2025 Scope 3 emissions

Based on our 2019 Scope 3 emission baseline assessment, more than **87% of our global emissions are attributable to our Scope 3 emissions**, making it imperative for us to manage our value chain and work with our suppliers on their decarbonization efforts. We assessed all 15 Scope 3 categories and identified the most material contributors. Categories that represented 7% or more were defined as material and accounted for 92% of our total Scope 3 footprint.

Our most material Scope 3 categories of focus include:

- Purchased goods and services
- Capital goods
- Upstream transportation and distribution
- Business travel
- Employee commuting
- Investments



FY2025 Scope 3 Breakdown

46%	Purchased goods & services
11%	Capital goods
3%	Fuel & energy-related activities
27%	Upstream transportation & logistics
.3%	Waste generated in operations
6%	Business travel
5%	Employee commuting
.6%	Upstream leased assets
.8%	Use of sold products
.01%	End-of-life treatment of sold products
.4%	Downstream leased assets
0%	Investments

- **Business travel**
  At Illumina, we actively reduce the environmental impact of business travel by prioritizing virtual collaboration and digital tools that help employees avoid unnecessary travel. When travel is required, we focus on lower-emission alternatives and strategic partnerships.
- **Employee commuting**
  We support employees with a variety of regional commuting options, including free electric vehicle charging, ride share, and subsidized vanpools.
- **Downstream transportation and distribution**
  The breakthrough NovaSeq X Series and the newly introduced MiSeq i100 Series allow for ambient shipping and the elimination of cold-chain transportation. Learn more about our approach to sustainable products
- **Use of our products**
  See our latest efforts on the sustainable products page.
- **Sustainable investments**
  We modified our investments policy to eliminate investing in energy and utilities sector bonds unless the associated issuance is identified as a Green, Social or Sustainability (GSS) bond. We were able to adjust our approach without any expected impact on our returns.
- **End of life**
  We develop innovations that serve our customers long into the future and include design planning to incorporate end-of-life of our products. This includes designing cartridges for easy disassembly and recycling with no tools required.
  - **iRecycle**
    - An employee-led program in our Asia Pacific, Middle East, and Africa (AMEA) region, iRecycle aims to minimize the environmental footprint associated with waste from the field service engineer teams. Previously, product parts that were not reparable by our service teams were disposed of in landfills. With the launch of the program, these parts were sorted and recycled in collaboration with key partners. The program has expanded beyond its pilot phase in Australia to include service teams in Singapore, Japan, and South Korea.
    - See also how we participate in required compliance schemes for producer responsibility to ensure proper collection, management, and disposal here.

Operate sustainable facilities

Illumina integrates sustainability into every aspect of our operations—reducing environmental impact while supporting business resilience. We monitor key metrics across energy, water, waste, and building performance to drive data-informed decisions and continuous improvement.

ISO 14001

Our commitment to sustainable operations is reinforced through ISO 14001 certification, ensuring globally harmonized environmental management systems. Certified sites operate under robust frameworks for resource efficiency, regulatory compliance, and ongoing improvement. We maintain a roadmap to expand certification across additional locations. View a comprehensive list of our regulatory and quality certifications here.

Energy management

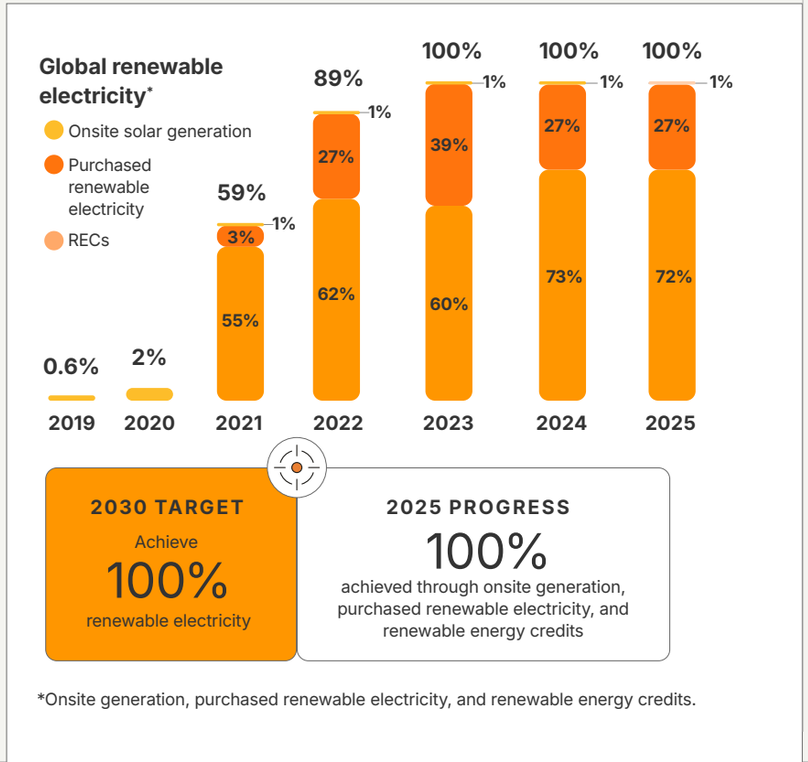
We regularly evaluate energy efficiency measures and renewable energy opportunities to reduce operational carbon emissions. Each site maintains a pipeline of energy projects designed to support our emission reduction goals.

In 2022, we achieved our 2030 target to source 100% of our electricity from renewable sources—through a combination of onsite generation, purchased renewable electricity, and renewable energy credits (RECs). We have maintained this achievement through 2023, 2024, and 2025. Our current focus is on reducing reliance on RECs and increasing direct sourcing of renewable energy.

We continue to evaluate opportunities to reduce natural gas use across our operations. This includes exploring alternative technologies, expanding electrification, and increasing direct sourcing of renewable energy to further decarbonize our facilities.

EPA Green Power Partnership (GPP)

Illumina purchases green power in amounts that meet the U.S. Environmental Protection Agency's (EPA) requirements and voluntarily participates in the EPA GPP that assists organizations with procuring renewable electricity and promoting their green power leadership. In 2025, GPP Illumina sites purchased nearly 42 million kWh of clean electricity—equivalent to powering 4000 U.S. homes for a year—as part of the EPA Green Power Partnership. This leadership helps reduce emissions and improve air quality by cutting pollutants linked to ozone, fine particles, and acid rain.



*Onsite generation, purchased renewable electricity, and renewable energy credits.

2025 initiatives

Electrification:

- **California sites**: Replacing all gas-powered landscaping equipment (including golf carts) with electric alternatives by February 2026.
- **San Diego HQ**: Implemented a fuel cell power purchase agreement (PPA) for combustion-free onsite electricity generation.

Efficiency upgrades:

Singapore NorthTech:

- Disabled defrost setting on cold room fan coil units avoiding ~50 MWh annually.
- Replaced IE2 motors with IE4 super-premium efficiency motors saving ~1 MWh annually.
- Installed LED lighting in manufacturing areas saving ~270 MWh annually.

San Diego HQ:

- Revised inconsistent temperature and airflow setpoints across VAV units saving ~15,000 kWh and 600 therms annually.
- Adjusted economizer logic to prevent unnecessary outside air cooling saving ~11,000 kWh annually.

Smart controls:

- **Singapore NorthTech**: Installed motion sensors in 10 meeting rooms saving ~2.2 MWh annually.
- **Madison site**: Implemented nighttime setbacks for air handler discharge setpoints saving ~19 MWh and $12,000 annually.

Green buildings and labs

We integrate sustainable principles into the design, construction, and operation of our global real estate portfolio.

Green building design LEED certified sites

- San Diego, CA (Gold)
- Foster City, CA (Gold)
- Madison, WI (Gold)
- Beijing, China (Gold)
- Shanghai Commercial, China (Silver)
- Shanghai Manufacturing, China (Gold)
- Singapore (Gold)

My Green Lab

Illumina partners with My Green Lab to advance sustainability in laboratory environments worldwide. Through this collaboration, our labs undergo rigorous certification processes and implement improvements that reduce energy use, minimize waste, and enhance overall environmental performance. This partnership reflects our ongoing commitment to making scientific spaces greener and more efficient.

Water stewardship

We recognize water as a critical shared resource and are committed to responsible management across our operations. At our core sites,* we implement a range of water conservation practices and assess water usage in relation to local water stress levels. Using the World Resources Institute's Aqueduct Water Risk Atlas, we evaluate the baseline water stress risk for each facility. For sites identified as operating in water-stressed regions—currently limited to our San Diego locations (HQ and distribution center)—we prioritize enhanced water management planning and targeted conservation efforts. We also monitor water discharge quality and compliance across all sites to ensure responsible return to local systems.

2025 initiatives

- **Cambridge, UK: Installed flow restrictors**
  - Reduced overall pressure in the site's water delivery system from 3.0 to 2.5 bar, resulting in a ~15% reduction in water flow.
  - Installed flow restrictors on restroom sinks to reduce water volume during handwashing—preventing excess use and improving efficiency. The new flow restrictors will reduce water volume from sinks by ~30%.

WATER RISK ASSESSMENT BY SITE

- Extremely High
- High
- Medium-High
- Low-Medium
- Low

WATER RISK AT CORE SITE LOCATIONS

- San Diego, CA
- Madison, WI
- Steenoven, NL
- Foster City, CA
- Cambridge, UK
- Singapore
- Hayward, CA

Our San Diego locations continue to utilize reclaimed water for landscaping, water features, and our cooling towers.

2030 TARGET
10%
reduction in water intensity at core sites*

2025 PROGRESS
2%
decrease in water intensity at core sites from baseline

*Core sites: San Diego (HQ, distribution center), Foster City, Hayward, Madison, UK Illumina Centre, Netherlands, China, and Singapore.

Waste management

We take a hierarchical approach to waste management—prioritizing source reduction, recycling, and innovation while minimizing landfill use. As part of our 2030 landfill diversion target, we continue to explore new strategies and technologies to reduce, reuse, and recycle waste across our operations.

Hazardous waste

Our hazardous waste management program is designed to minimize environmental impact and ensure responsible handling of materials. We follow a structured hierarchy that includes reclamation and reuse, recycling, waste-to-energy recovery, fuel blending, wastewater treatment, incineration, autoclaving, and landfill only when no viable alternatives exist.

Recycling

Our approach to recycling is part of a broader circular-economy strategy:

- Prevent and reduce waste at the source
- Extend product life through reuse and take-back programs
- Recover materials through recycling and responsible disposal when reuse isn't possible

We design packaging and products for recyclability, partner with certified recyclers for end-of-life asset recovery, and monitor diversion rates to drive continuous improvement. These practices reduce landfill and incineration, lower carbon footprints, and keep valuable materials in use longer.

Producer responsibility

We participate in required producer responsibility compliance schemes to ensure proper collection, management, and disposal of packaging, batteries, and waste electrical and electronic equipment (WEEE). In accordance with the European Union's Batteries and Accumulators Directive and Packaging Waste Directive—as well as regulations in several EU member states—we finance the collection and recycling of batteries and packaging supplied with our products at end of life.

Responsible electronic waste disposal – Through our waste management programs, we aim to reduce the environmental impact of electronic waste and ensure responsible end-of-life handling for our products and materials. We partner with certified recyclers including e-Stewards and R2 to refurbish, rebuild, and reuse devices.

2030 TARGET
90%
landfill diversion at all core sites*

2025 PROGRESS
64%
landfill diversion, a 16% improvement since 2019

2025 Initiatives

San Diego, CA:

- **Glove recycling program**: Expanded glove recycling program from two to nine labs—eliminated ~775 pounds of gloves from landfills. San Diego joined the flagship Madison glove recycling program, which launched in 2019 and has eliminated over ~1420 pounds of gloves from their landfills.
- **Organic waste**: Enhanced organic waste recycling with a new high-capacity recycler—aligning with California AB 1826.

Cambridge, UK:

- **Plastic reduction**: Replaced Kleenex with plastic-free bamboo tissues and switched to low-plastic janitorial tools and removed conference room trash bins—significantly reducing plastic liners.

Global Programs:

- **Red Tag inventory program**: Repurposed or donated ~$81,000 worth of equipment (75 items).
- **Philanthropic donations**: Diverted ~16 tons of materials from landfill to nonprofits.
- **REUZEit partnership**: Redeployed/resold equipment—diverted ~4.5 metric tons (~9873 lbs) from landfill.

Develop sustainable products and packaging

We design products and packaging with sustainability at the core—embedding environmental considerations across the entire lifecycle. From material selection and energy efficiency to end-of-life planning and logistics, our approach reflects our commitment to circularity, climate action, and responsible innovation. We aim to reduce environmental impact while delivering high-performance solutions that meet the needs of our customers and stakeholders.

Embedding environmental responsibility across the product lifecycle

We are committed to embedding sustainability across the entire product lifecycle from design and materials to use, distribution, and end-of-life. Our approach is grounded in circularity, innovation, and transparency, ensuring our products deliver value while minimizing environmental impact.

Our approach to developing sustainable products:

- Integrate Design for the Environment (DfE) principles into product development.
- Optimize power consumption and data processing efficiency.
- Reduce petroleum-based plastic in new product designs.
- Replace chemicals of concern with safer, greener alternatives.
- Expand opportunities to participate in the circular economy.

ACT Label

In 2025, the MiSeq i100 Series and reagents obtained the ACT Label, certified by My Green Lab. The certification process assessed environmental impact across manufacturing, energy use, and end of-life disposal. Achieving the label required meeting stringent criteria, including reduced carbon footprint and responsible material sourcing.

Design for circularity

We integrate Design for the Environment (DfE) principles into product development to increase circularity and reduce environmental impact. Environmental criteria are applied to resource selection, design, energy use, data processing efficiency, size, weight, stability, packaging, shelf life, temperature requirements, and end-of-life management.

Data-driven improvement through LCAs

As a science-based organization, we prioritize measuring the environmental impact of our products to guide innovation and verify progress.

- In 2022, we commissioned a third-party streamlined life cycle assessment (LCA)* comparing the NovaSeq X 10B 300 cycle kit to the NovaSeq 6000 S4 300 cycle kit. Results showed a **61% reduction in climate change impact per gigabase of genetic code**.
- In 2024, we conducted an LCA* comparing the MiSeq system and the new MiSeq i100 Series, revealing a **35% reduction in climate change impact**.
- In 2025, we began building in-house LCA capabilities to integrate environmental metrics into R&D and provide customers with granular product-level emissions data.

Emissions per gigabase (Gb)	
MiSeq	3.81 kg CO_2 e
MiSeq i100 Series	2.46 kg CO_2 e
NovaSeq 6000	0.09 kg CO_2 e
NovaSeq X	0.04 kg CO_2 e

Responsible material sourcing

We prioritize sustainable materials in product design, including reducing petroleum-based plastics and replacing chemicals of concern with safer alternatives. These efforts support both regulatory compliance and environmental performance.

Environmentally efficient manufacturing

We aim to reduce the environmental footprint of our manufacturing processes by minimizing energy use, avoiding toxic materials, and recycling production waste where feasible. Our sustainable facilities strategy supports these goals through continuous improvement and innovation. Learn more

Smarter distribution

We optimize product logistics to reduce emissions and improve efficiency. For example, our XLEAP-SBS chemistry enables ambient shipping for select products, eliminating the need for cold chain transport and reducing associated carbon emissions.

Low-impact product use

We design products that are both powerful and energy efficient. The MiSeq i100 Series exemplifies this approach, with optimized data analysis reducing energy requirements and room-temperature storage eliminating the need for lab freezers.

End-of-life design planning and mitigation

We incorporate end-of-life planning into product development, including the use of more recyclable plastics and toolless disassembly to support easier recycling and material recovery.

*The projects aligned with the methodological requirements and guidelines of the ISO standards ISO 14040 (2006a) and ISO 14044 (2006b) on LCA and the GHG Protocol Product Life Cycle Accounting and Report Standard (WRI/WBCSD, 2011). However, as it is a streamlined LCA study, it does not fulfill all the reporting requirements of these standards, including third-party review.

Recyclable, returnable, and reusable packaging

Packaging plays a critical role in our environmental strategy. We design packaging to be recyclable, returnable, and reusable—reducing waste and environmental impact while maintaining product integrity and performance. Our approach is grounded in circularity and material efficiency, and we continuously seek opportunities to improve across the packaging lifecycle.

We incorporate renewable and recycled materials, eliminate unfavorable substances, and design for recovery and reuse. Our efforts include:

- Reducing single-use packaging and shipping materials through ambient or in-temperature shipping methods.
- Improving volumetric efficiency to reduce shipping emissions.
- Enhancing recyclability and material separation for end-of-life recovery.
- Sourcing materials responsibly.

- Diverted ~540,000 kilograms of packaging material from landfills as of FY25
- Optimized pallet patterns improving logistics efficiencies up to 170%
- An estimated 457,000 kg dry ice was eliminated for product shipments in FY25

2025 PROJECTS:

MiSeq i100 – the first fully ambient ship and store consumables resulting in:

- **Packaging material & dry ice reduction** – Transitioning to ambient shipping eliminates dry ice and insulated containers, enabling higher product density per shipment. This change reduced the shipping footprint by ~60%, avoided over 21,000 kg of packaging waste, and eliminated the use of more than 120,000 kg of dry ice in 2025.
- **Ambient storage** – MiSeq i100 delivers 73% lower storage-related GWP than MiSeq V3r.

MiSeq™ i100 **MiSeq™ V3**

Ocean transit shift

- **Ocean transit (consumables transfer)** – We transitioned from air freight to in-temperature ocean transportation for bulk consumable shipments. Active temperature-controlled ocean containers maintain product integrity through real-time monitoring while eliminating the need for passive insulated containers and coolant materials.
  - **Material avoidance**: Eliminated ~480,000 kg of packaging materials from use and landfill disposal.
  - **Dry ice reduction**: Achieved an estimated 337,000 kg CO_2 emissions reduction through in-temperature shipping methods.
- **Ocean transit (material sourcing)**: Shifted the international transportation of chassis and instrument equipment from cargo air freight to ocean-based shipping, reducing reliance on higher emission transport modes.

Temperature-controlled vehicles

- Over 60,000 kg of cold chain shipping materials were avoided by implementing a new temperature controlled vehicle delivery program in select locations.

Crate reuse program: Established a crate reuse program for instrument shipments within the continental United States.

- Reuse of instrument crates has diverted ~26,000 kilograms of instrument from landfills since launch.

Product packaging material reduction and consolidation – Optimizing our fully recyclable cartons and creating smaller footprints.

- **TruSight™ Oncology** – removal of outer bags reduces packaging waste and improves the unboxing experience.
- **NovaSeq X** – Continuous footprint reduction the following products:
  - **Reagent Cartridge - 10%**
  - **Library Tube Strip - 65%**

- **Label reduction –** Illumina is committed to optimizing label designs to cut waste. Continued consolidation unlocks opportunities for standardization and reduction in unnecessary carbon footprints.

2030 TARGET

75% reduction of packaging from 2019 baseline

90% of our secondary and tertiary packaging will be recyclable, reusable, or compostable

2025 PROGRESS

87% reduction of packaging

86% of our secondary and tertiary packaging is recyclable, reusable, or compostable

All secondary packaging is both fully recyclable and made from 100% recycled paper

Leveraging genomics for sustainability applications

At Illumina, we believe that the greatest sustainability breakthroughs happen when our customers and partners harness the power of genomics. Our mission is to provide the technology, data, and support that enable researchers, conservationists, and innovators worldwide to address the planet's most urgent challenges—from biodiversity loss to sustainable agriculture and climate resilience. By making our solutions accessible and actionable, we empower our customers to shape a more sustainable, nature-positive future.

Natural capital and biodiversity

Natural capital and biodiversity are foundational to a sustainable future. Illumina's role is to empower scientists, conservationists, and policymakers with the genomic tools they need to understand, protect, and restore nature. Guided by frameworks such as the Taskforce on Nature-related Financial Disclosures (TNFD) and the Kunming-Montreal Global Biodiversity Framework, we work closely with our customers and partners to identify both risks and opportunities across ecosystems. Our technology is enabling biodiversity monitoring, endangered species protection, and ecosystem restoration projects worldwide—helping our customers generate the data and insights needed for nature-positive action.

Agrigenomics

Agricultural genomics, or agrigenomics, is driving sustainable productivity and offers solutions to the mounting challenges of feeding a growing global population. Through our technology, breeders and researchers are developing climate-resilient crops and improving food security for millions. For example, global partnership with AbacusBio is accelerating the adoption of genomics in agriculture and empowering local innovators to address regional sustainability challenges.

Scaling agrigenomics for smallholder impact in Indonesia

In Indonesia, the value of agrigenomics is clear, but costs can put genomic tools out of reach for the hundreds of thousands of smallholder farmers who manage small herds. Through a new genomic selection project with Moosa Genetics, Illumina is helping lay the foundation for improved herd genetics at national scale—supporting productivity, household income, and long-term livelihoods. The project brings together AbacusBio to enable phenotype data collection and the Singapore ISC to analyze an initial cohort of 500 animals using Illumina's BovineSNP50 microarray, demonstrating how partnerships can unlock the power of genomics for sustainable agriculture.

Conservation genomics

Our customers are using Illumina sequencing to characterize genetic diversity and inform conservation strategies for endangered species—from gorillas to koalas. The iConserve program brings together global partners to accelerate wildlife conservation, with Illumina technology at the core of these efforts.

iConserve initiatives

The Illumina iConserve program seeks to bring the community together to accelerate wildlife conservation.

How genomics will support gorilla conservation

RESULTS
Non-invasive genomic sampling uncovers novel connectivities and origins of confiscated gorillas

Sequencing to save the lemurs

Bottlenose dolphin genome made available to researchers

RESULTS
New de novo assembly of the Atlantic bottlenose dolphin (Tursiops truncatus) improves genome completeness and provides haplotype phasing

A new genomic atlas could help save endangered elephants

RESULTS
The genomic impact of population connectivity and decline in Africa's elephants

Sequencing five generations of San Diego Zoo koalas

RESULTS
Study reveals new genetic insights to protect the future of koalas

Biodiversity and eDNA sequencing

Environmental DNA sequencing, powered by Illumina platforms, is enabling customers to monitor biodiversity and ecosystem health with unprecedented precision. As organisms shed DNA into their environments, eDNA analysis can provide clues about the species present without disrupting the ecosystem. This approach supports early detection of invasive species, informs habitat restoration, and underpins regulatory compliance for environmental protection.

Operate responsibly

KEY OBJECTIVES

1. Practice strong corporate governance and compliance →
2. Act ethically and with integrity →
3. Uphold high standards for data security and privacy →
4. Foster a responsible supply chain →
5. Advance product quality and safety →

Practice strong corporate governance

Board of Directors

Our Board of Directors is a diverse group of leaders who champion scientific innovation. The Board's aim is to ensure the company is equipped with the tools it needs to accelerate the power of genomics. The Board has adopted Corporate Governance Guidelines that are founded on a commitment to building shareholder value, with an emphasis on responsible governance. These guidelines, together with the Code of Conduct, Bylaws, and Board Committee Charters, provide the framework for corporate governance at Illumina.

GOVERNANCE HIGHLIGHTS

- Independent Board chair
- All directors other than the CEO are independent
- Women chair 75% of standing committees

Skilled and independent Board

As stipulated in our Corporate Governance Guidelines, our company seeks to achieve a mix of Board members that represents a variety of backgrounds and experience. The Board of Directors believes in recruiting a highly qualified Board and maintaining strong corporate governance. The guidelines also require that independent directors constitute at least a majority of the Board. In order to be independent directors of the company, directors must meet the criteria for director independence established by the Nasdaq stock market.

Our Board has established four committees. Learn more in each committee charter:

- Audit Committee
- Compensation Committee
- Nominating/Corporate Governance Committee
- Science and Technology Committee

Board CSR governance

The full Board provides CSR oversight for Illumina. The Nominating/Corporate Governance Committee assists the Board in overseeing the company's material CSR matters, except as specifically delegated to another Board committee.

Learn more in Governance

More details about the Board can be found in our Proxy and on our corporate website.

BOARD OF DIRECTORS*

Frances Arnold, PhD
Professor of Chemical Engineering, Bioengineering & Biochemistry, Caltech; Nobel Laureate

Caroline Dorsa
Former EVP & CFO, Public Service Enterprise Group

Robert S. Epstein, MD
Former President & Chief R&D Officer, Medco-UBC

Scott Gottlieb, MD
Chair of the Board, Illumina; Former Commissioner, US FDA

Gary S. Guthart, PhD
Executive Chair, Intuitive Surgical

Keith Meister
Managing Partner & Chief Investment Officer, Corvex Management LP

Anna Richo
Former General Counsel, Chief Compliance Officer & Corporate Secretary, Cargill

Philip Schiller
Former Apple Fellow, Apple

Sue Siegel
Former Chief Innovation Officer & CEO, GE Ventures

Jacob Thaysen, PhD
CEO, Illumina

Scott Ullem
CFO, Edwards Lifesciences

7
years average tenure

91%
independent

*Drs. Arnold, Epstein and Guthart will conclude their service on the Board at the close of the 2026 annual meeting of stockholders on May 21, 2026. The Nominating/Corporate Governance Committee has recommended that Mr. David P. King be elected as a new director at the 2026 annual meeting.

Compliance program

At Illumina, our Code of Conduct and associated anti-bribery compliance policies and procedures are intended to promote honest and ethical conduct, compliance with applicable laws, and protection of our business interests. Our Anti-Bribery Compliance Program is built on the seven elements of an effective compliance program as recognized by the Office of Inspector General (OIG) of the US Department of Health and Human Services and the Serious Fraud Office (SFO) of the UK. The Program provides a comprehensive framework to detect and prevent violations of law and company policy.

The fundamental tenets of our Compliance Program are detailed below. Our Program has been structured to meet the needs of Illumina's unique position in the industry and address the risks our company faces.

Compliance policies and procedures

Our Code of Conduct applies to all Illumina Board members, employees, officers, contractors, Channel Partners, and other business partners, and is intended to provide personnel with a blueprint for meeting Illumina's high ethical standards and applicable law. Illumina also has a set of associated anti-bribery and anti-kickback compliance policies and procedures to help us all operate in accordance with relevant laws, industry codes, and our own standards.

Compliance program governance

Illumina's chief compliance officer and Global Compliance Committee are responsible for the oversight of Illumina's Compliance Program. The Global Compliance Committee comprises a cross-functional group of senior-level executives at Illumina, and our chief executive officer serves as the committee chair. Together, this team of executives monitors the effectiveness of Illumina's Compliance Program and drives any necessary Program enhancements to management and relevant personnel.

Training and education

Illumina is committed to ensuring that all our stakeholders have a clear understanding of the laws, policies, and industry codes that apply to our interactions with the health care community, governmental bodies, patients, and the public at large. We provide employees with training and educational content in a variety of formats and in multiple languages, which reflects the unique scope and nature of our business and employees. Our training program and methodology are regularly reviewed and revised as needed to address new and emerging risk areas.

TRAINING

100% of employees* are assigned training annually

96% completed the web-based training and certified they have read and understand the code in 2025

*Including FTEs, contractors, consultants, and interns

Reporting concerns

Everyone at Illumina has an affirmative obligation to report any suspected violations of applicable law or any of our compliance policies. We encourage everyone to raise concerns to their managers, Human Resources, or the Compliance Department directly. There are several resources available to make reports, including our Compliance and Fraud Prevention Hotline, where reports can be made anonymously (where permitted by law) 24 hours a day, seven days a week. Our Code of Conduct strictly prohibits any form of retaliation for anyone who makes a good-faith report of a potential violation of law or our policies.

Internal monitoring and auditing

Illumina monitors the effectiveness of our Compliance Program through the development and implementation of a monitoring and auditing plan carried out every year. The extent and nature of the policies and interactions subject to this review vary from year to year based on Illumina's risks and any changes in the regulatory landscape.

Response to compliance violations

Illumina takes all violations of our compliance policies seriously and we are committed to taking corrective action when needed. Violations reported internally and through the third-party hotline, as well as those that are discovered through our monitoring and auditing efforts, are promptly investigated and remediated as appropriate. Moreover, violations inform our annual monitoring plan and any enhancements that may be required to our educational content and policies.

Disciplinary guidelines

Illumina requires adherence to our Code of Conduct for continued employment or affiliation with our company. We address discipline for policy violations consistently without regard to a stakeholder's level, function, influence, or perceived value to the company. Our documented disciplinary guidelines are clearly communicated and made readily available to all employees.

Assessing risk

The effectiveness of Illumina's Compliance Program is regularly assessed internally by our compliance personnel using a variety of tools to uncover process gaps and make modifications to respond to business changes and any shifts in the regulatory landscape governing our business. We regularly communicate with all our stakeholders, including executives, employees, distributors, and contractors, to ensure our Program is modified, where necessary, to address Illumina's major risk areas.

KEY POLICIES

- Code of Conduct
- Anti-Bribery and Anti-Corruption
- Anti-Competitive Behavior
- Compliance Information
- Ethics Information
- Interactions with Healthcare Professionals and Organizations

Risk management

Illumina has adopted a companywide approach to assess and manage risks. We endeavor to ensure that all employees adhere to our ethics and compliance protocols. Our enterprise risk management (ERM) framework has been established to anticipate, assess, monitor, manage, and report on risks that could impede our business and identify emerging issues and opportunities.

We have implemented a corporate global business continuity planning (BCP) program to reduce risk exposure and mitigate negative events to business operations. The ISO 22301:2019 standard is used as a business continuity framework for this program. Additionally, the Internal Audit Department independently and objectively assesses risk and reports insights to the Audit Committee of the Board of Directors quarterly.

Our risk assessments consider various quantitative and qualitative inputs, including:

- Business and finance
- Operational
- Legal and regulatory
- Brand and reputation
- Product quality
- Employee
- Environmental, health, and safety
- Climate (physical and transition)

Learn more about our risk factors in our 10-K

Climate resilience

We are committed to climate action and the integration of climate resilience planning into our risk management program. See additional details on our Taskforce on Climate-related Financial Disclosures (TCFD) index.

Business ethics and integrity

We are committed to reflecting the very best of our people, practices, and purpose. Integrity and fairness are central to our values and how we operate in the workplace and the marketplace.

Clinical Advisory Board

The Illumina Clinical Advisory Board (CAB) supports the company's mission to improve global health through genomics. The CAB includes widely respected clinicians and ethics professionals with a diversity of experience in genomic research and clinical applications. The CAB provides independent expert advice on Illumina's products, research, trends in clinical practice, and contemporary ethical issues.

Robert Nussbaum, MD (Chair)
Julie S. Cohen ScM, CGC
Ralph DeBerardinis, MD, PhD
Rodrigo Dientsmann, MD, MBA
Anna-Lena Illert, MD
Olivia Kim-McManus, MD
Iftikhar J. Kullo, MD
Mignon Loh, MD
Bill Newman, MD, PhD
Anya Prince, MPP, JD
Vardit Ravitsky, PhD
Christopher J. Robinson, MD, MSCR, FACOG

LEARN MORE
The Illumina Clinical Advisory Board

Ethical use of genomic technologies

Illumina is steadfast in our commitment that genomic technologies should be used to benefit humanity, and we will work only with partners who further this mission. Our Human Rights Policy and customer agreements outline our expectations regarding ethical business conduct, the use of our technology, and the steps we can take in the event of a possible violation. We have expanded and enhanced our oversight and accountability processes to monitor and enforce these commitments and prevent sales that could result in misuse or human rights concerns before they happen. Illumina is committed to investigating potential reports of product misuse and will not hesitate to cease sales to business partners in the event of a confirmed ethics or human rights concern.

KEY INITIATIVES

- Human Rights Oversight and Accountability Framework
- Human Rights Impact Assessment
- Supply Chain Human Rights Assessment
- Automation and AI Services Center of Excellence
- Clinical Advisory Board

Ethical artificial intelligence principles

Illumina is dedicated to improving human health by unlocking the power of the genome. Our mission drives everything we do, including the technology we develop. Illumina creates and uses artificial intelligence (AI) systems to power industry-leading sequencing quality, fuel data insights, improve understanding of genomic variation in relation to health and disease, and advance genomic science. We define AI systems to include machine learning, deep learning, and predictive modeling. Illumina is committed to developing and using AI according to applicable laws and the following guiding principles:

- Transparency
- Values-driven design
- Diversity, nondiscrimination, and fairness
- Accountability

LEARN MORE
Ethical Artificial Intelligence Principles

Responsible marketing

As stated in our Code of Conduct, the claims we make about our products must be truthful, not misleading, and substantiated. All information we provide to our customers, including those that are involved in providing healthcare services, about our products must be consistent with the applicable label, intended use, and consistent with local legal and regulatory requirements.

OUR RESPONSIBILITIES

- Represent our products and services fairly, truthfully, and accurately. Promote them only for their approved or intended uses.
- Do not create by statement, or omission, any misleading impressions in any advertising, marketing or sales materials, or in any presentations.
- Do not overstate the efficacy of our products, downplay or minimize the risks associated with our products, or make false or illegal claims about or comparisons to the products or services of a competitor.
- All advertising and promotional materials must adhere to our advertising and promotional materials guidelines and policies.
- Do not use messages or marketing materials that have not been properly reviewed and approved following company policy and procedure.

Upholding human rights for all stakeholders

We are committed to respecting human rights and treating every stakeholder with dignity and respect.

Recognizing that only governments have the authority to become a party to and to be bound by international agreements, Illumina respects the fundamental principles contained in the International Bill of Rights (that is, the United Nations Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights), the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. As a member of the United Nations Global Compact, Illumina is committed to integrating these principles into our strategy, our culture, our operations, and our relationships with business partners.

KEY PLEDGES OF OUR HUMAN RIGHTS POLICY

- Ethical business conduct
- Protection of privacy
- Supplier Code of Conduct
- Safe workplace
- Right to exercise freedom of association
- Elimination of child labor, forced labor, and human trafficking
- Equal opportunity and nondiscrimination
- Fair wages and working hours

Read the full Human Rights Policy

KEY POLICIES

Human Rights Policy
Conflict-Free Minerals Policy
Illumina's Modern Slavery Statement 2025

Human rights impact assessment

In 2022, we completed our first human rights impact assessment in alignment with the UN Guiding Principles. To do this we evaluated internal policies and external disclosures and worked to map actual and potential salient human rights impacts. We then built on this evaluation to identify the salient human rights impacts of Illumina, current practices for protecting and promoting these rights, and ways in which Illumina can continue to build on its human rights practices.

We reviewed the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. We identified four salient human rights impacts:

- Right to equality and non-discrimination
- Right to privacy
- Right of everyone to the highest attainable standard of health and to enjoy the benefits of scientific progress and its applications
- Right to freedom from forced labor and modern slavery

We will continue to work across the business to continuously improve and support existing efforts.

Public policy

Proactive engagement with public policy stakeholders enables the sharing of accurate and reliable information about genomics and advocacy for policies that ensure and promote broad access. Illumina participates in the political and public policy process with governments and organizations around the world to engage and educate policymakers and key stakeholders on issues that impact our mission and business.

Our interactions with policymakers must align with our core values, ethical responsibilities, and legal obligations. The Illumina Nominating/Corporate Governance Committee of our Board of Directors oversees our political policies and contribution practices. The committee maintains responsibility for ensuring all Illumina political activities promote ethical and transparent engagement, advance the company's mission, and comply with applicable laws and reporting requirements. On an annual basis, we provide an update on our public policy priorities, political contributions, lobbying expenditures, and information about significant memberships. Our Global Government Affairs team is responsible for advocacy activities. Illumina does not have a political action committee but does retain outside strategic advisors who support our global engagement with policymakers and key stakeholders. These advisors may also provide expertise on policy and specific regional issues.

Illumina complies with all applicable laws and requirements in connection with our global political and public policy activities. These laws generally require reporting on lobbying activities and compliance with applicable gift laws.

Reports filed on behalf of Illumina are publicly available in the following government-hosted databases:

Office of the Clerk, US House of Representatives

Secretary of the Senate, US Senate

Lobbying Disclosure, California Secretary of State

Transparency Register, European Commission

Texas Ethics Commission

Advocating for public policies that ensure and enable broad access to genomic technologies is a priority. In 2025, we focused engagement with public policy stakeholders in regard to:

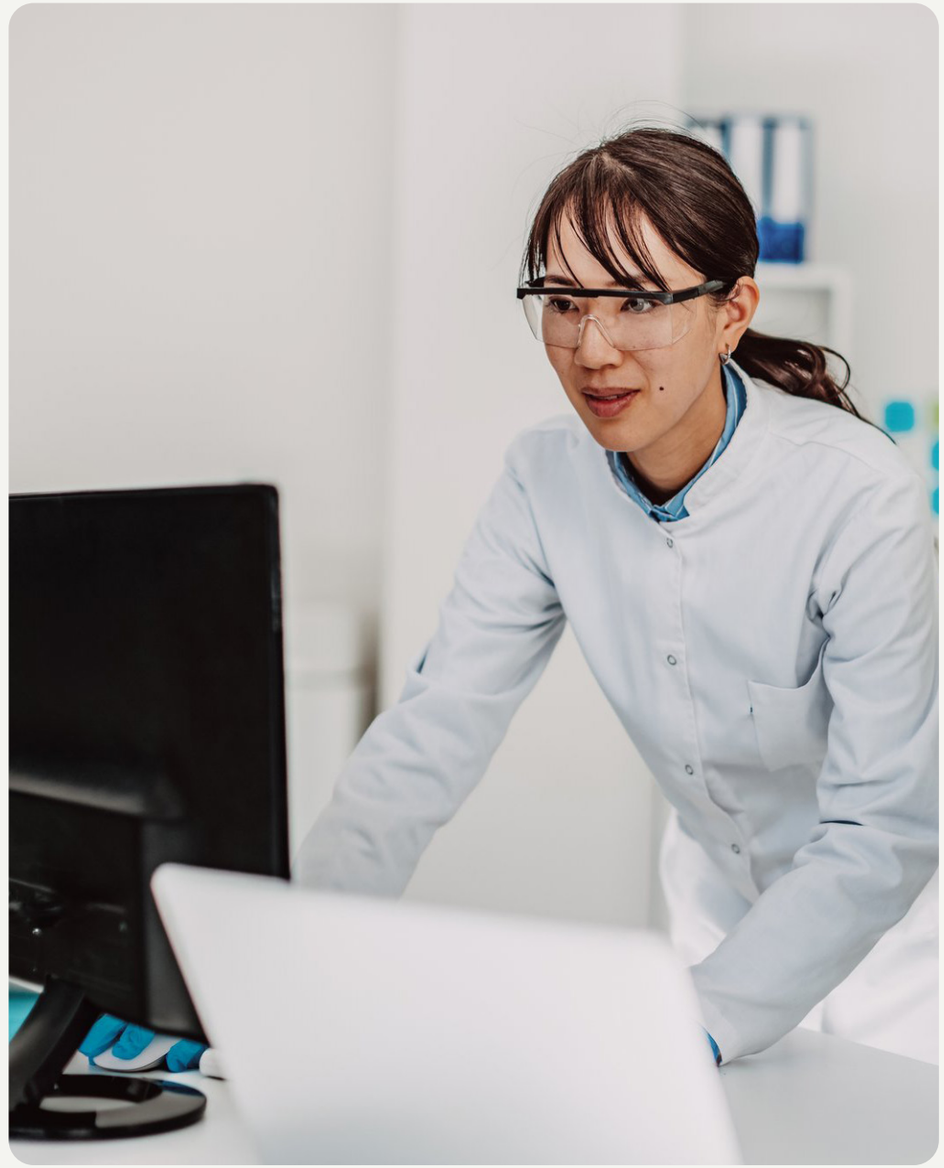
- Advancement of precision medicine
- Adoption and reimbursement for genetic testing
- Adoption and funding for genomic infectious disease surveillance
- Promoting STEM opportunities

Trade associations and memberships

Illumina participates in various trade associations for collaboration and the exchange of ideas. We pay annual dues to a number of trade and industry associations, some of which use a portion of their membership dues for nondeductible state and federal lobbying and political expenditures. We disclose memberships in trade associations for which we contributed over $5000 in the immediately preceding year, as well as list those organizations that use a portion of payments that are nondeductible under Section 162(e)(1)(B) of the Internal Revenue Code.

LEARN MORE

Corporate Political Contribution Policy



Data privacy and cybersecurity

As we expand access to genomics around the world, we must also respect data privacy and properly secure information.

Genomic data is powering positive progress around the world. We are committed to developing, upholding, and promoting high standards for genomic data privacy. We develop, implement, and review privacy-related policies, practices, and contractual language and ensure the integration of privacy as a priority throughout the company. Our Privacy Policy defines the way we use, maintain, protect, disclose, and transfer personal information.

Our privacy principles

We believe that responsible data stewardship, built on a foundation of strong privacy and data security protections, is essential to promote trust and support innovation. Illumina is committed to handling personal data according to applicable laws and the following guiding principles:

- Transparency
- Responsible stewardship
- Ethical use
- Accountability

Key initiatives in 2025

- Recertified under the EU-U.S. Data Privacy Framework (DPF) certification and the Swiss and UK extensions.
- Binding Corporate Rules approved, as international data transfer instrument and "gold standard for data protection compliance."
- Maintained active involvement in the MedTech Europe Data Protection Committee, and joined the MedTech Data Governance Working Group and the Artificial Intelligence Working Group.

Cybersecurity

Our technologies and services inherently involve handling large amounts of genomic and health data that must be protected, making cybersecurity integral to achieving our company's mission.

KEY REFERENCES

- NIST Cybersecurity Framework
- ISO 27001
- ISO 27701
- ISO 13485
- Global Privacy Recognition for Processors (PRP)
- General Data Protection Regulation (GDPR)
- California Consumer Privacy Act (CCPA)
- Health Insurance Portability and Accountability Act (HIPAA)
- Clinical Laboratory Improvement Amendments (CLIA)

CYBERSECURITY EDUCATION MONTH

Every year in October, Illumina works to increase awareness of the impact of cybersecurity threats and attacks and reinforces best practices all employees can follow to help keep Illumina and its data safe from cyber threats. 2025 activities included an information security quiz covering various cybersecurity threats and best practices, five cybersecurity videos focusing on cybersecurity issues and concepts for employees to help protect themselves and Illumina, and two keynote speaker sessions discussing real-world examples of cyber threats and tips for avoiding them.

LEARN MORE

Privacy Policy | Privacy Principles | Privacy Transparency Report | Illumina Data Security and Privacy Statement

The five pillars of our cybersecurity initiatives

1 Program governance

- Led by chief information security officer (CISO)
- Board of Directors' Audit Committee receives quarterly cybersecurity updates
- Annual assessment against National Institute of Standards and Technology (NIST) Cybersecurity Framework*
- Employees and contractors trained annually
- Third-party work requires cybersecurity risk assessment prior to engagement

2 Partnerships

- Health Information Sharing and Analysis Center (H-ISAC)
- Domestic Security Alliance Council (DSAC)
- Information 2 Systems Security Association International (ISSA)
- Society for Information Management San Diego (SIM)
- Chief Information Security Officer Roundtable
- InfraGard

3 Secure product design and placement

- Led by chief product security officer (CPSO)
- Driving products toward secure-by-design and secure-in-deployment states
- Implementing risk mitigations as part of product design and development process
- Cloud-based products aligned with ISO 27001 (security) and ISO 27701 (privacy) certifications
- Privacy by design and by default initiative
- Programs for hardening Illumina software products to comply with industry security practices

4 Risk analysis and security testing

- Continuously assess cybersecurity risk
- Perform internal and external security testing for cloud software products
- Regularly put cloud software products through static analysis
- Incident response plan and team in place to handle cyber-related disruption with business continuity and contingency plans*
- Internal vulnerability analysis conducted
- Internal tests deployed to represent simulated hacker attacks

5 Data protection

- Data protected in compliance with applicable laws and cybersecurity best practices*
- Data privacy and data protection align with standards set by GDPR, CCPA, HIPAA, other regulations, and Illumina privacy and data protection policies
- CLIA laboratories ensure data quality with privacy, security, and regular HIPAA framework assessments
- Backup capabilities encrypt and store data in immutable formats for data confidentiality and integrity*
- Illumina connected software portfolio provides enterprise-level protection with a range of deployment options*

*Limited to cloud-based informatics products; does not apply to instruments.

Responsible supply chain

Supply chain overview

The Illumina global supply chain consists of suppliers, subcontractors, channel partners, manufacturing sites, distribution centers, and customers. We consider it business-critical to work with suppliers who share our commitment to integrity and who support an ethical compliant culture.

What our suppliers provide ranges from off-the-shelf packaging material to highly sophisticated reagents. We define our supplier base, for both direct and indirect, by categories, segments, and subcategories. Categories are defined by specific commodity or service. Each category has segments such as Strategic Suppliers. Subcategories depend on the product, region, or service. We source components, software, equipment, and services from more than 75 countries.

Supplier code of conduct

We hold our suppliers to the same standards of business conduct that we set for ourselves. We require them to comply with the standards of behavior outlined in our Supplier Code of Conduct. All new suppliers are required to acknowledge the Supplier Code of Conduct to complete the onboarding process.

The Supplier Code of Conduct is consistent with commitments we made both as a signatory of the United Nations Global Compact and as a member of the Dow Jones Sustainability World Index.

We expect our suppliers to:

- Comply with applicable local, US, and international regulations
- Uphold their employees' human rights and the Illumina Human Rights Policy
- Ensure a safe and healthy workplace
- Demonstrate social and environmental responsibility
- Conduct business in an ethical manner

Modern slavery prevention

Illumina is committed to conducting its business lawfully and with integrity. We work to continually strengthen our practices to ensure no human trafficking, slavery, or forced or compulsory labor ("modern slavery") occurs in any part of our global value chains and global operations. We also seek to ensure that our global business partners do not use modern slavery in any of its forms in providing goods or services. Additional information is available in Illumina's Modern Slavery Statement 2025.

Conflict-free minerals

Illumina supports international efforts to ensure no conflict minerals directly or indirectly benefit armed groups in the Democratic Republic of the Congo or adjoining countries. To this end, Illumina expects all suppliers to commit to the Responsible Business Alliance (RBA) Code of Conduct. Through our Conflict-Free Minerals Policy, we expect all our suppliers to establish their own due diligence programs to ensure supply chains are free of conflict minerals and to make those due diligence measures available to us upon request. Illumina routinely evaluates its suppliers to ensure they are adhering to our expectations and values.

Verification and due process

We only build relationships with business partners that share our commitment to fulfilling all legal and ethical obligations. We never knowingly conduct business with business partners that employ underage individuals, employ forced labor, or use corporal punishment to discipline employees, regardless of whether such practices are permitted by law.

We perform due diligence on new business partners to verify that they meet our standards. This process involves conducting initial risk assessments when onboarding new suppliers and conducting periodic assessments of performance. In addition, for supply chain areas of higher risk, we take steps to enhance our risk mitigation strategies. Prior to engaging in business with any supplier, we utilize tools that provide up-to-date sanction lists from governments around the world that identify companies and individuals involved in criminal activities such as money laundering, financing paramilitary groups, etc. In addition, we utilize tools to continuously monitor our supplier base for potential risk elements such as financial stability, leadership changes, global news, and others.

We encourage all employees and business partners to report potential violations or concerns through a variety of formal channels, including our legal team and/ or our Compliance and Fraud Prevention Reporting website or hotline.

Channel partners

Our products are available around the globe through a robust channel partner network. Our partners not only offer critical access to our products throughout the world but also provide the same level of sales, marketing, service, and support that we offer to customers directly. The Illumina Channel Partner Code of Conduct requires that channel partners match the Illumina commitment to business integrity, ethical conduct in the marketplace, adherence to all applicable laws, and the fundamental elements of human rights. Illumina is a member of the Advanced Medical Technology Association (AdvaMed) and MedTech Europe. Channel partners are required to adhere to the applicable provisions of the AdvaMed Code of Ethics and MedTech Europe Code of Ethical Business Practice.

LEARN MORE

- Conflict-Free Minerals Policy
- Illumina Modern Slavery Statement 2025
- Animal Testing Position Statement
- Channel Partner Code of Conduct
- Supplier Code of Conduct
- Responsible Use of Human Embryonic Stem Cells

Sustainable supply chain

We engage with strategic suppliers and business partners on climate-related issues, holding them to the same high standards of business conduct that we set for ourselves. We require suppliers to commit to reducing their environmental footprint in our Supplier Code of Conduct and require our strategic suppliers to accept this with issuance of any purchase order.

Sustainable supplier program

Through analysis of key regulations, reporting frameworks, and third-party raters' methodologies, we are continually refining how we evaluate our suppliers' emission and CR data performance. By improving the measurement of supplier CR data, we can more accurately track and report our CR performance against short- and long-term goals. Going forward, we plan to deepen our engagement with key suppliers on their CR performance and collectively work toward shared targets.

We also expanded our current practices to protect and promote the right to freedom from forced labor and modern slavery by engaging with a third party to help us initiate human rights due diligence of our supply chain.

Scope 3 emissions management

We recognize that our environmental footprint extends beyond our facility walls, and we work with relevant functional groups on projects to further drive down emissions from our value chain. Review our Scope 3 reduction efforts.

Product quality and safety

Illumina is dedicated to being the leading provider of integrated solutions that advance the understanding of genetics and health. We achieve this through our focus on the customer experience, our commitment to continual improvement, the effectiveness of our quality management system, and compliance with regulatory requirements.

During 2025, Illumina initiated a Class III recall for cybersecurity vulnerability. Class III recalls in the US do not require reporting to the FDA. To date, there is no evidence that an Illumina product has been compromised. There was one additional recall Illumina initiated during 2025 that was Class II reportable to the FDA and was not related to cybersecurity vulnerability.

Quality management systems

The following locations are certified to the ISO 13485 standard, which specifically covers the quality of medical devices:

- San Diego, CA
- Hayward, CA
- Madison, WI
- Eindhoven, Netherlands
- Singapore
- Shanghai, China
- Cambridge, UK

Supplier quality vision and values

Illumina's Supplier Quality Vision is to build and sustain a responsible, high-performing supplier base that consistently delivers safe, compliant, and high-quality products. This vision reflects Illumina's commitment to corporate responsibility, ethical sourcing, patient safety, and regulatory compliance across the supply chain.

To achieve this, the Supplier Quality Management Lifecycle applies a structured, risk-based approach that spans the full supplier engagement process, including:

- Initial supplier risk assessment
- Supplier qualification and onboarding
- Quality audits and assessments
- Ongoing performance monitoring

Through close collaboration with our suppliers, we emphasize customer impact, continual improvement, QMS effectiveness, and adherence to applicable regulatory, quality, and ethical standards. All Illumina direct Tier 1 suppliers are required to undergo onboarding and qualification in accordance with Illumina Purchasing Controls to ensure alignment with Illumina's quality, sustainability, and compliance expectations.

Product traceability is maintained throughout the supply chain, with inventory tracked via Illumina's inventory management system (SAP). Products may be identified using barcodes, lot numbers, and/or unique identifiers to support accountability, transparency, and effective issue containment and recall management when necessary.

Supplier quality management lifecycle

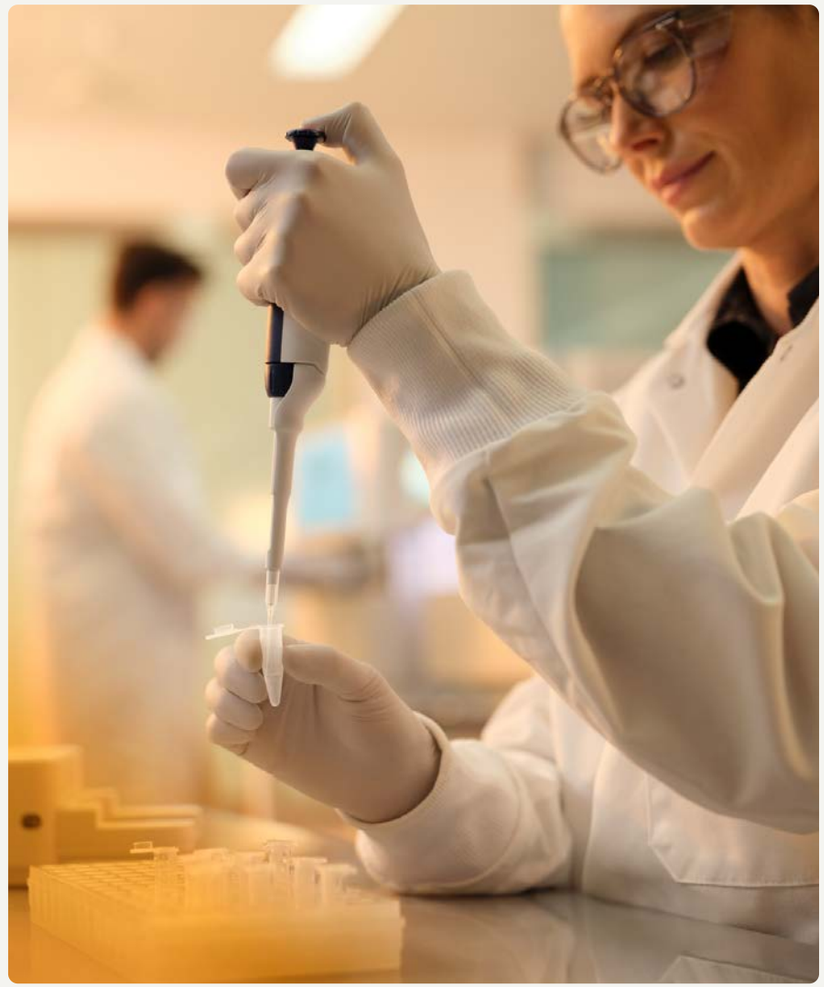
A robust Quality Management System is integral at every stage of the supplier and product lifecycle to ensure defined policies, objectives, and controls are in place, and that product quality and safety standards are consistently met. The Supplier Quality Management Lifecycle includes:Supplier selection and evaluation

- Supplier selection and risk-based evaluation
- Supplier qualification and approval
- Ongoing supplier performance monitoring
- Component qualification and change management

This lifecycle approach supports Illumina's commitment to quality excellence, regulatory compliance, and responsible supplier partnerships.

LEARN MORE

Supplier Quality Manual
Quality Policy Statement



100% of Illumina core facilities* participated in third-party audit programs

*Core facilities: San Diego (HQ, distribution center), Foster City, Hayward, Madison, UK Illumina Centre, China, Netherlands, and Singapore Woodlands.

Our reporting approach and data disclosure

JUMP TO

About this report

Our report has been designed to provide a comprehensive and integrated view of our commitments, progress, and activities related to our corporate responsibility program.

This report is intended to meet the information needs of Illumina's key stakeholders, including investors, customers, employees, partners, and other stakeholders, by providing decision-useful information on our environmental, social, and governance performance.

Disclosures related to energy, greenhouse gas emissions, water, and waste are included to support stakeholder understanding of Illumina's operational impacts, risk management, and progress against sustainability goals.

CONTACT
We welcome your feedback at CSR@illumina.com

LEARN MORE
Illumina CR reporting hub

Boundaries and exclusions

The boundary of this report includes only core Illumina activities.

Reporting period

January 1, 2025, to December 31, 2025, unless otherwise indicated.

Baseline year

2019, unless otherwise indicated.

Materiality

Based on the materiality assessment refreshed in 2021.

Currency references

US dollars

Re-statements

We conduct ongoing data review to ensure accuracy and consistency. There were no material changes or restatements in 2025. Any nonmaterial changes are specified individually in footnotes.

Assurance

Limited assurance has been provided in accordance with AccountAbility 1000 Assurance Standard v3 ("AA1000AS") on the following topics:

- Scope 1, 2, and 3 GHG emissions
- Energy consumption
- Water withdrawal
- Waste generation

Reporting frameworks

- In accordance with the GRI standards
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- UN Sustainable Development Goals (SDGs)
- UN Universal Declaration of Human Rights
- ISO 26000 as reference to provide guidance for integration of social responsibility

Signatory participation

- United Nations Global Compact (UNGC)[1]
- We Mean Business Coalition 1.5°C
- UN Race to Zero
- UN Women Empowerment Principles
- STEMM Opportunity Alliance

Relevant memberships

- Business for Social Responsibility (BSR)
- Association of Corporate Citizenship Professionals (ACCP)
- Sustainable Packaging Coalition
- My Green Lab

CR appendix contents

[1]UNGC Communication on Progress Illumina participant page.

Key performance indicators

Our company

General	2025
Name of organization	Illumina, Inc.
Location of headquarters	San Diego, California, US
Number of global locations	2025 10-K
Nature of ownership and legal form	Public Corporation
Core Illumina revenue	$4.34 billion
Building footprint[a]	2,365,564 square feet
Reporting boundary footprint	2,129,440 square feet

Access to genomics

Access to genomics	2025
Number of Issued Patents	~9000
Active Install Base	~21,000

Research collaborations	2025
New studies approved	28
Total ongoing studies	118
Illumina, Inc. in-kind	$8,709,928

People and communities

Total giving	2019 baseline	2023[e]	2024	2025
Illumina, Inc. + Illumina Corporate Foundation + employee giving	$1,185,088	$8,764,728	$5,534,145	$8,570,401
Illumina, Inc. + Illumina Corporate Foundation	$873,088	$8,441,277	$5,289,692	$8,321,729
Number of causes supported[b,c]	1021	2281	1962	2086

Illumina Corporate Foundation giving	2019 baseline	2023[e]	2024	2025
Charitable grants	$105,000	$3,278,533	$3,126,716	$2,449,040
Employee donation matching and rewards	$216,781	$717,388	$591,604	$616,619
Total foundation giving (not including employees)	$313,000	$3,778,828	$3,738,751	$3,054,205

Employee participation	2019 baseline	2023	2024	2025
Employee participation in giving and/or volunteering	40%	58%	52%	50%
Employee participation (giving)	19%	47%	33%	29%
Employee giving	$312,000	$323,451	$244,454	$409,960
Employee participation (volunteering)	29%	31%	43%	42%
Employee hours	13,980	20,506	23,734	24,755

Summary of international giving (outside US)	2019 baseline	2023	2024	2025
Illumina, Inc. in-kind	NA	$960,571	$1,190,364	$4,791,789
Illumina Corporate Foundation	NA	$1,363,411	$890,200	$680,489
Number of countries[d]	24	63	50	54

STEM	2019 baseline	2023	2024	2025
Number of learners engaged in Illumina STEM programs	306,170	348,691	535,216	508,154

Footnotes:

[a]Average square feet during reporting year.
[b]In order to be included in the Causes Database, an organization must meet their country's NGO guidelines. Organizations are then evaluated against 1200 watch lists and a number of National Taxonomy of Exempt Entities Codes (NTEE) that are also excluded from matching eligibility. Illumina currently blocks charitable organizations that have been found to discriminate against a specific race, religion, ethnicity, sexual orientation, or gender identity.
[c]Causes Supported reflects support provided collectively by The Illumina Corporate Foundation, Illumina, Inc., and Illumina employees through corporate giving and employee giving.
[d]Countries Supported reflects support provided collectively by The Illumina Corporate Foundation, Illumina, Inc., and Illumina employees through corporate giving and employee giving.

Key performance indicators

People and communities continued

Workforce data	2019 baseline	2023[a]	2024[a]	2025[a]
Total employees	7802	9308	9026	8651
Full-time employees	7749	9254	8968	8602
Part-time employees	53	54	58	49
Contingent workers	1247	1375	1344	1433
Age group				
Employees under 30	1527	1538	1280	1103
	20%	17%	14%	13%
Employees 30–50	5090	6253	6206	6025
	65%	67%	69%	70%
Employees over 50	1185	1517	1540	1523
	15%	16%	17%	18%
AMR				
Total employees	4973	5559	5245	4737
Full-time employees	4954	5550	5235	4729
Part-time employees	19	9	10	8
Contingent workers	971	576	551	527

Workforce data	2019 baseline	2023[a]	2024[a]	2025[a]
APJ[b]				
Total employees	N/A	2057	2154	2298
Full-time employees	N/A	2056	2152	2294
Part-time employees	N/A	1	2	4
Contingent workers	N/A	544	561	685
Greater China[b]				
Total employees	N/A	327	296	290
Full-time employees	N/A	327	296	290
Part-time employees	N/A	0	0	1
Contingent workers	N/A	42	68	50
EMEA				
Total employees	946	1365	1331	1326
Full-time employees	913	1321	1285	1289
Part-time employees	33	44	46	37
Contingent workers	112	194	164	171

Footnotes:

[a]Denotes data has been assured.
For all people metrics unless specified, the values include only regular Illumina employees, not contingent workers.
Some segments may not add up to total due to rounding.
[b]APAC region reclassified to APJ and Greater China. Due to reclassification data is not available prior to 2022.

Key performance indicators

People and communities continued

New hire data	2019 baseline	2023[a]	2024[a]	2025[a]
New hire by age group[b]				
Employees under 30	458	309	247	325
	30%	20%	19%	29%
Employees 30–50	716	419	468	518
	14%	7%	8%	9%
Employees over 50	89	51	53	80
	8%	3%	3%	5%
New hire by region				
AMR new employee hires	707	316	312	348
	14%	6%	6%	7%
APJ new employee hires[c]	N/A	316	287	389
	N/A	15%	13%	17%
Greater China new employee hires[c]	N/A	29	38	159
	N/A	9%	13%	12%
EMEA new employee hires	180	118	131	27
	19%	9%	10%	9%

Promotion data	2019 baseline	2023[a]	2024[a]	2025[a]
Total number of employees promoted	1502	1372	1420	1356

Veteran data (US)	2019 baseline	2023[a]	2024[a]	2025[a]
Number of US employees, regardless of whether they have any military connection	4908	5422	5080	4561
Number of employees as defined by the federal government as meeting the criteria for protected veteran status	87	74	61	51
Number of veteran and active-duty employees, regardless of protected status	143	125	103	86
Number of disabled veteran employees	2	0	25	23
Number of women veteran employees	24	22	13	8
Number of minority veteran employees—minority veterans include, but are not limited to, people of color, women, LGBTQIA+, and (non) religious minorities	67	75	54	41
Percentage of veterans (US)	3%	2%	2%	2%

Other identities self reported (us)	2019 baseline	2023[a]	2024[a]	2025[a]
Disabilities (US)	3%	10%	10%	11%

Footnotes:

[a]Denotes data has been assured.
[b]Percentage data for new hire by age represents the percentage of the total age group headcount for the reporting year.
[c]Represents percentage of new hires out of all female employees.
For all gender statistics, percentage of women is based on number of employees that identify as male or female, not total number of Illumina employees.
Some segments may not add up to total due to rounding.

Key performance indicators

People and communities continued

Employee turnover data	2019 baseline	2023[a]	2024[a]	2025[a]
Total turnover				
Total number of employee turnover	856	1734	1051	1301
Rate of employee turnover	11%	18%	11%	15%
Total number of voluntary turnover	644	674	616	687
Rate of voluntary turnover	9%	7%	7%	8%
Turnover by age				
Employees under 30	229	362	187	183
	15%	21%	13%	15%
Employees 30–50	489	1090	669	845
	10%	17%	11%	14%
Employees over 50	138	282	195	273
	12%	18%	13%	18%
Voluntary employee turnover under 30	195	176	139	132
	13%	10%	10%	11%
Voluntary employee turnover 30–50	366	429	390	470
	7%	7%	6%	8%
Voluntary employee turnover over 50	82	69	87	85
	7%	5%	6%	6%
Turnover by level				
Voluntary turnover support to entry professional	11%	9%	8%	9%
Involuntary turnover support to entry professional	3%	15%	3%	5%
Voluntary turnover intermediate to senior professional	8%	6%	5%	7%
Involuntary turnover intermediate to senior professional	2%	10%	5%	7%
Voluntary turnover manager to associate director	6%	6%	7%	8%
Involuntary turnover manager to associate director	4%	9%	6%	9%
Voluntary turnover director and above	6%	6%	6%	8%
Involuntary turnover director and above	4%	9%	10%	14%

Employee turnover data	2019 baseline	2023[a]	2024[a]	2025[a]
Total turnover by region				
AMR	530	1098	627	851
	11%	18%	12%	17%
APJ[b]	N/A	357	191	246
	N/A	17%	9%	11%
Greater China[b]	N/A	60	67	31
	N/A	18%	22%	11%
EMEA	103	219	166	173
	11%	16%	12%	13%
Voluntary turnover by region				
AMR	384	368	333	402
	8%	6%	6%	8%
APJ[b]	N/A	172	155	168
	N/A	8%	7%	8%
Greater China[b]	N/A	20	29	19
	N/A	6%	9%	6%
EMEA	72	114	99	98
	8%	8%	7%	7%

Footnotes:

[a]Denotes data has been assured.

Some segments may not add up to total due to rounding.

[b]APAC region reclassified to APJ and Greater China. Due to reclassification data is not available prior to 2022.

Key performance indicators

People and communities continued

Benefit plan and other retirement	2019 baseline	2023[a]	2024[a]	2025[a]
Percentage of salary contributed by employee or employer	US 401(k): Employee elected between 0–80%, Illumina matching contribution of 50% up to the first 6% employee election (3% of eligible salary)			
Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact	US 401(k): 97% employee voluntary participation	US 401(k): 98% employee voluntary participation	US 401(k): 97% employee voluntary participation	US 401(k): 98% employee voluntary participation

Employee bonus and stock program	2019 baseline	2023[a]	2024[a]	2025[a]
Employees eligible for annual VCP bonus	Employees eligible for annual variable compensation pay			
Employees eligible to participate in employee stock purchase plan	All employees			

Performance & career development review	2019 baseline	2023[a]	2024[a]	2025[a]
Percentage of employees receiving regular performance and career development reviews (includes all administrative, production, technical, middle management, and senior management)	100%	100%	100%	100%

Employee survey[b]	2019 baseline	2023[a]	2024[a]	2025[a]
Participation rate for employee iPulse survey	89%	88%	90%	89%

Annual compensation ratio	2019 baseline	2023[a]	2024[a]	2025[a]
Ratio of annual total compensation for the organization's highest-paid individual in each region to the median annual total compensation for all employees	Refer to Proxy Filing	Refer to Proxy Filing	Refer to Proxy Filing	Refer to Proxy Filing

Training	2019 baseline	2023[a]	2024[a]	2025[a]
Average hours of training per employee per year	60	62	58	53
Hours of training by employee category: Individual Contributor	64	66	57	57
Hours of training by employee category: Middle Management	71	77	65	60
Hours of training by employee category: Senior Management	38	41	39	37
Hours of training by employee category: Executive Leadership	22	28	28	28
Hours of training by functional category: Commercial Operations	50	45	44	46
Hours of training by functional category: General Operations	23	28	30	28
Hours of training by functional category: Manufacturing	91	101	94	85
Hours of training by functional category: Research & Development	53	59	55	49
Total number of hours devoted to training on human rights	1737	3081	4440	2875
Applicable employees certified to Code of Conduct	99%	96%	96%	96%

Footnotes:

[a]Following the birth of a child or placement of a child for adoption or foster care, we provide 100% pay continuity to eligible US-based employees for up to six weeks to help ensure peace of mind during this essential time. In some cases, a mother could receive up to 28 weeks of pay continuity depending on the combination of leaves associated with childbirth. Our parental leave policies in the other locations where we operate either meet or exceed local legal entitlements.

Notes:

For all training hour metrics, the values include only regular Illumina employees, not contingent workers.

Key performance indicators

People and communities continued

Health & safety	2019 baseline	2023[a]	2024[a]	2025[a]
Global recordable injury or illness incident rate (incident per 100 employees)	0.52	0.27	0.32	0.25
Lost time incident rate	0.74	0.10	0.33	0.23
Days away restricted time (DART)	0.34	0.20	0.34	0.23
Environment, health, and safety notices of violations	0	0	0	0
Environmental fines	0	0	0	0
Prevention reporting statistics	3611	4135	3697	3653

Employee safety	2019 baseline	2023[a]	2024[a]	2025[a]
Number of work-related fatalities	0	0	0	0
Rate of work-related fatalities	0	0	0	0
The number of high-consequence work-related injuries and illnesses (excluding fatalities)	49	29	32	26
The rate of high-consequence work-related injuries and illnesses (excluding fatalities)	0.62	0.27	0.32	0.25
The number of recordable work-related injuries and illnesses	49	29	32	26
The rate of recordable work-related injuries and illnesses	0.62	0.27	0.32	0.25
The main types of work-related injury and illness	Ergonomics, strains, contusions, and sprains	Slips, trips, ergonomics, strains, and sprains	Ergonomics, manual handling, slips and trips	Ergonomics, strains
The number of hours worked	15,647,395	18,055,184	18,111,454	21,059,945
EHS risk assessments completed globally	79	177	292	1288
Ergonomic evaluations completed	N/A	184	126	1169

Contingent workers safety	2019 baseline	2023[a]	2024[a]	2025[a]
Number of work-related fatalities	0	0	0	0
Rate of work-related fatalities	0	0	0	0
The number of high-consequence work-related injuries and illnesses (excluding fatalities)	0	0	0	0
The rate of high-consequence work-related injuries and illnesses (excluding fatalities)	0	0	0	0
The number of recordable work-related injuries and illnesses	0	0	0	0
The rate of recordable work-related injuries and illnesses	0	0	0	0
The main types of work-related injury and illness	Ergonomics, strains, contusions, and sprains	N/A	N/A	N/A
The number of hours worked	2,741,396	2,687,619	1,774,282	2,251,404

Environmental, health, and safety training	2019 baseline	2023[a]	2024[a]	2025[a]
Total hours of EHS training	26,758	45,022	39,953	58,268
Average hours per employee	3.7	4.11	4.02	6.12

Footnotes:
[a]Denotes data has been assured.
General notes:
Notice of violation reporting does not include minor observations from local municipalities
Recordable injury & illness rate calculated using total hours worked from employees + contingent workers.
Contingent workers: workers who are not employees but whose work and/or workplace is controlled by the organization
Lost time incident rate calculated using total hours worked from employees + contingent workers.
High-consequence work-related injuries are defined as all recordable injuries.
Rates have been calculated based on 200,000 hours worked.
DART: Days Away, Restricted, Or Transferred.
Ergonomic injuries include repetitive stress injuries.

Key performance indicators

Sustainability

Energy consumption (Units: Gigajoules)	**2019** baseline	**2023**[a]	**2024**[a]	**2025**[a]
Total fuel consumption from nonrenewable sources	247,576	357,299	371,157	177,425
Total fuel consumption from renewable sources	0	0	0	0
Generation from renewable sources consumed by the organization	1566	2837	2245	3061
Total energy consumption from nonrenewable sources	503,658	357,299	371,157	177,425
Total energy consumption from renewable sources	1566	236,358	230,708	336,359
Total energy consumption	505,224	593,658	601,865	513,784

Energy consumption by activity and region (Units: Gigajoules)	**2019** baseline	**2023**[a]	**2024**[a]	**2025**[a]
Purchased electricity	256,082	233,521	230,708	333,298
Generated electricity (onsite solar)	1566	2837	2245	3061
Natural gas (fuel)	247,576	357,299	371,157	177,425

Consumption by country	**2025**[a]
China	5557
Netherlands	6316
Singapore	102,743
United Kingdom	30,387
United States	358,781

Renewable electricity consumption	**2019** baseline	**2023**[a]	**2024**[a]	**2025**[a]
Percentage of global electricity consumption that is renewable	0.6%	100%	100%	100%
Onsite solar generation	0.6%	1%	1%	1%
Renewable electricity purchased	0%	39%	27%	27%
Covered by renewable energy credits	0%	60%	72%	72%

Emissions (Units: Metric tons CO_2e)	**2019** baseline	**2023**[a]	**2024**[a]	**2025**[a]
Gross direct GHG emissions (Scope 1)	12,489	17,993	18,836	8943
Gross market-based energy indirect GHG emissions (Scope 2)	21,915	0	0	0
Gross location-based energy indirect GHG emissions (Scope 2)	21,915	21,137	21,224	34,635
Covered by carbon offsets[b]	0	17,993	18,836	8943

Country-specific scope 1 emissions (Units: Metric tons CO_2e)	**2019** baseline	**2023**[a]	**2024**[a]	**2025**[a]
China	0	0	0	0
Netherlands	73	82	59	74
Singapore	0	0	0	0
United Kingdom	1132	738	679	684
United States	11,284	17,173	18,098	8185

Country-specific scope 2 market-based emissions (Units: Metric tons CO_2e)	**2019** baseline	**2023**[a]	**2024**[a]	**2025**[a]
China	388	0	0	0
Netherlands	384	0	0	0
Singapore	8099	0	0	0
United Kingdom	1425	0	0	0
United States	11,619	0	0	0

Country-specific scope 2 location-based emissions (Units: Metric tons CO_2e)	**2019** baseline	**2023**[a]	**2024**[a]	**2025**[a]
China	388	791	941	913
Netherlands	384	424	429	385
Singapore	8099	10,184	10,996	10,854
United Kingdom	1425	1059	1005	803
United States	11,619	8679	7852	12,737

Footnotes:

[a]Denotes data has been assured.
[b]Facilities included in Scope 1 & 2 GHG Scope Boundary
[c]Scope 3 material categories included in SBTi emission reduction and net zero targets.
[d]Illumina vacated San Diego i3 location August 2023.

Boundary definition for energy and greenhouse gas emission inventory: sites >30,000 square feet or contain manufacturing, distribution, or significant R&D activities. These sites represent our jurisdictional control plus material locations. This scope accounts for 96% of our total 2019 estimated baseline footprint.
Refrigerant-specific data is not included.
Some segments may not add up to total due to rounding.
The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard is utilized as the methodology to collect activity data and calculate Scope 1 and Scope 2 emissions.
Renewable energy credits purchased for all non-renewable electric consumption bringing our collective market-based scope 2 emissions to 0.

Key performance indicators

Sustainability continued

Facility-specific emissions[b,c] (Units: Metric tons CO_2e)	2024[a]			2025[a]		
	Scope 1	Scope 2 Market-Based	Scope 2 Location-Based	Scope 1	Scope 2 Market-Based	Scope 2 Location-Based
Cambridge, United Kingdom	679	0	1005	685	0	803
Foster City, California	1016	0	1359	886	0	1214
Hayward, California	543	0	642	558	0	507
Madison, Wisconsin	1301	0	2590	1351	0	2467
Northcoast, Singapore	0	0	1524	0	0	1639
San Diego Headquarters, California	15,238	0	3181	5391	0	8485
San Diego Warehouse, California	0	0	81	0	0	64
Shanghai, China (Commercial)	0	0	516	0	0	510
Shanghai, China (Manufacturing)	0	0	425	0	0	404
Steenoven, Netherlands	59	0	429	74	0	385
Woodlands, Singapore	0	0	9473	0	0	9214

Greenhouse gas breakdown (Units: Metric tons CO_2e)	2019 baseline	2023[a]	2024[a]	2025[a]
CO_2 Scope 1	12,475	17,628	18,453	8898
CH_4 Scope 1	7	332	348	36
N_2O Scope 1	6	33	35	9

Emission intensity ratios (scope 1 & 2)	2019 baseline	2023[a]	2024[a]	2025[a]
GHG emission intensity per million dollars revenue	9.8	4.1	4.3	2.1
GHG emission intensity $kgCO_2e$/square foot	13.8	7.0	8.0	8.0
GHG emission intensity per employee	4.4	1.9	2.1	1.0

Emission intensity ratio (scope 3)[d]	2019 baseline	2023[a]	2024[a]	2025[a]
GHG emission intensity per million dollars revenue	72.6	65.4	55.8	56.5

Scope 3 emissions (Units: Metric tons CO_2e)	2019 baseline	2023[a]	2024[a]	2025[a]
Purchased Goods and Services (Category 1)[c]	72,915	115,187	62,264	113,828
Capital Goods (Category 2)[c]	39,940	61,677	37,194	26,871
Fuel- and Energy-Related Activities (Category 3)	6956	7039	7311	7051
Upstream Transportation & Distribution (Category 4)[c]	46,327	86,429	78,458	67,233
Waste Generated in Operations (Category 5)	236	1483	1039	727
Business Travel (Category 6)[c]	19,350	10,884	24,412	14,250
Employee Commuting (Category 7)[c]	18,012	8954	8518	11,149
Upstream Leased Assets (Category 8)	1480	1502	1903	1421
Downstream Transportation & Distribution (Category 9)		Assessed, not relevant		
Processing of Sold Products (Category 10)		Assessed, not relevant		
Use of Sold Products (Category 11)	6968	5764	1767	1845
End-of-Life Treatment of Sold Products (Category 12)	2368	107	60	35
Downstream Leased Assets (Category 13)	Assessed, not relevant	1138	1230	1094
Franchises (Category 14)		Assessed, not relevant		
Investments (Category 15)[c]	23,559	0	0	0
Total Scope 3 Emissions	**238,110**	**299,025**	**224,168**	**245,504**

Scope 3 emissions: % of total scope 3 emissions	2019 baseline	2023[a]	2024[a]	2025[a]
Purchased Goods and Services (Category 1)[c]	31%	39%	26%	46%
Capital Goods (Category 2)[c]	17%	21%	15%	11%
Fuel- and Energy-Related Activities (Category 3)	3%	2%	3%	3%
Upstream Transportation & Distribution (Category 4)[c]	19%	29%	40%	28%
Waste Generated in Operations (Category 5)	0.1%	0%	0.4%	0.3%
Business Travel (Category 6)[c]	8%	4%	10%	6%
Employee Commuting (Category 7)[c]	8%	3%	4%	5%
Upstream Leased Assets (Category 8)	0.6%	1%	1%	1%
Use of Sold Products (Category 11)	3%	2%	1%	1%
End-of-Life Treatment of Sold Products (Category 12)	1%	0.04%	0.02%	0.01%
Downstream Leased Assets (Category 13)	Assessed, not relevant	0.38%	0.55%	0.4%
Investments (Category 15)[c]	10%	0%	0%	0%

Footnotes:

[a]Denotes data has been assured.
[b]Facilities included in Scope 1 & 2 GHG Scope Boundary.
[c]Scope 3 material categories included in SBTi emission reduction and net zero targets.
[d]Illumina vacated San Diego i3 location August 2023.

General notes:

Boundary definition for energy and greenhouse gas emission inventory: sites >30,000 square feet or contain manufacturing, distribution, or significant R&D activities. These sites represent our jurisdictional control plus material locations. This scope accounts for 96% of our total 2019 estimated baseline footprint.
Refrigerant-specific data is not included.
Some segments may not add up to total due to rounding.

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard is utilized as the methodology to collect activity data and calculate Scope 1 and Scope 2 emissions.
Renewable energy credits purchased for all non-renewable electric consumption bringing our collective market-based scope 2 emissions to 0.

Key performance indicators

Sustainability continued

Water[a] (Units: Megaliters)	2019 baseline	2023[a]	2024[a]	2025[a]
Total consumption (interactions with water: potable and recycled)	225	280	251	294
Water withdrawal (potable)[f]	147	267	247	231
Water withdrawal (recycled)[f]	78	10	4	63
Percentage of total water withdrawal in water-stressed regions[b]	63%	49%	46%	61%
Water intensity (kiloliters by rentable square feet for core locations)[c]	0.10	0.13	0.12	0.12

Consumption by country (Units: Megaliters)	2025[a]
Netherlands	0.81
China	2.63
Singapore	74.13
United Kingdom	5.20
United States	211.00

Total waste[d] (Units: Metric tons)	2019 baseline	2023[a]	2024[a]	2025[a]
Total (hazardous + nonhazardous)	4934	7644	6354	5495
Global average nonhazardous diversion from landfill[d]	51%	56%	54%	64%

Effluent & waste by type and disposal method (Units: Metric tons)	2019 baseline	2023[a]	2024[a]	2025[a]
Nonhazardous waste				
Nonhazardous waste total	3494	6223	4870	3973
Reuse	0	0	0	0
Recycling	887	2999	2152	2014
Composting	149	318	259	171
Recovery (including energy recovery)	760	173	202	372
Incineration	0	0	3.24	0
Deep well injection	0	0	0	0
Landfill	1698	2732	2253	1416
Onsite storage	0	0	0	0
Other	0	0	0	0
Hazardous waste				
Hazardous waste total	1440	1421	1484	1522
Reuse	0	0	0	0
Recycling	413	276	289	16
Composting	0	0	0	0
Recovery (including energy recovery)	850	1034	1120	1412
Incineration	62	72	69	86
Deep well injection	0	0	0	0
Landfill	37	39	6	8
Onsite storage	0	0	0	0
Other	77	0	0	0

Footnotes:

[a] Denotes data has been assured.
[b] Water-stressed regions listed here.
[c] Core site locations: San Diego, Hayward, Foster City, Madison, Netherlands, Cambridge, Singapore, and China.
[d] % Diversion calculated using nonhazardous waste and % diverted from landfill.
[e] A restatement of water data occurred for 2023 reporting period due to an error in accounting for water usage related to cooling towers at Singapore NorthTech facility.
[f] Water from third-party source.

Key performance indicators

Responsibility

Governance	2019 baseline	2023	2024	2025
Noncompliance with environmental laws and regulations; Significant fines and nonmonetary sanctions for noncompliance with environmental laws and/or regulations	0	0	0	0
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0	0
Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period	0	0	0	0
Antitrust cases	2	See previous reports		See note 1
Nature and total number of critical concerns communicated to highest governance body regarding CR topics		See note 2		
Total employees covered by collective bargaining agreements	0	0	0	0
Incidents of discrimination and corrective actions taken		See note 3		
Transparency reporting law enforcement and national security requests	N/A	2023 Privacy Transparency Report	2024 Privacy Transparency Report	2025 Privacy Transparency Report
Security personnel are trained in organization's policies or procedures concerning aspects of human rights that are relevant to operations.	N/A	Yes	Yes	Yes
The organization is unaware of any operations in which there is a significant risk for incidents of child labor.	N/A	Confirmed	Confirmed	Confirmed
The organization is unaware in which there is a significant risk for incidents of forced or compulsory labor.	N/A	Confirmed	Confirmed	Confirmed

Board of Directors (BoD)	2025
BoD level oversight for CR (including themes of sustainability and climate action, human rights, cybersecurity, data privacy, and ethical and responsible business practices)	Yes
Number of directors	11
Number of independent directors	10
Average Board tenure	7 years

1. On September 22, 2025, Element Biosciences, Inc. filed a civil complaint in the United States District Court for the Northern District of California against Illumina alleging, among other things, claims under Section I & 2 of the Sherman Act. Illumina denies the allegations, which are without merit. The case is in the discovery phase, and no trial date has been set.

2. Illumina treats this data as confidential company information. Supplemental references: Proxy Filing; Code of Conduct

3. During the past 13 years, including during the reporting period, neither the EEOC nor any court or administrative agency or court has issued a finding against Illumina in a claim involving discrimination. Illumina does not tolerate acts of discrimination, and promotes an open culture to report concerns (including anonymously). Illumina takes all reports of misconduct seriously and has a strict non-retaliation policy. If a report is substantiated, the company would respond as it deems appropriate or necessary, consistent with the law, and will act swiftly to correct the problem and deter future occurrences. Depending on the circumstances, this may include training and/or disciplinary action up to, and including, termination. Individuals may also be subject to civil or criminal prosecution for violating the law.

Key performance indicators

Responsibility continued

Political contributions

Illumina does not have a Political Action Committee and does not make political contributions to candidates at the federal, state, or local level.

Trade association and memberships

Illumina participates in various trade associations and industry memberships for collaboration and exchange of ideas. As part of our transparency practices, we disclose memberships for which we contribute at least $5,000 annually in fees.*

EMEA trade association and memberships
All.Can (ASBL)
EUCOPE
American Chamber of Commerce France
US Qatar Business Council
US UAE Business Council
AmCham Abu Dhabi
AmCham Dubai
US Algeria Business Council
American European Community Association (AECA)
AmCham for the EU
Association of British Health Tech
AmCham Spain
Centro Studi Americani
MedTech Europe
AmCham KSA
US-Africa Business Council
US-Turkey Business Council
GCC Business Initiative

APJ and greater China trade association and memberships
US India Business Council
Pathology Technology Australia
US Chamber — China
US-China Business Council (USCBC)[1]
US-ASEAN[1]
AmCham China
NCAPEC
AmCham Japan
Japanese Society for Medical Oncology

Trade association and memberships
Japanese Society for Clinical Oncology
Japanese Society for Gene Diagnosis and Therapy
Japan BioIndustry Association
US-Japan Business Council
Korea Medical Devices Industry Association
American Medical Devices & Diagnostics Manufacturing Association
AmCham Singapore
AmCham Australia
AmCham Indonesia

US trade association and memberships
US Chamber of Commerce[1]
Medical Device Manufacturers Association[1]
Access to Comprehensive Genomic Profiling Coalition
American Clinical Laboratory Association (ACLA)[1]
Genomic Answers for Children's Health Alliance[1]
Personalized Medicine Coalition (PMC)[1]
California Chamber of Commerce
San Diego Economic Development Corp. (SDEDC)
AdvaMed[1]
American Cancer Society—Cancer Action Network (ACS-CAN)
San Diego Regional Chamber of Commerce (SD Chamber)
American College of Medical Genetics and Genomics (ACMG)
Association for Molecular Pathology (AMP)
Academy of Managed Care Pharmacy (AMCP)[1]
Association of Public Health Laboratories (APHL)
Child Neurology Society
GA4GH, Inc.
International Society for Prenatal Diagnosis
Conquer Cancer Foundation
Patient-centered Laboratory Utilization Guidance Services (PLUGS)
Community Oncology Alliance

[1]Organization may utilize a portion of membership fees for nondeductible state and federal lobbying and political expenditures.

GRI index

GRI description	GRI section	Illumina report
GRI 1: Foundation 2021		
Statement of use	Illumina has reported in accordance with the GRI Standards for the period 1st January 2025 to 31st December 2025	
GRI 1 reference	GRI 1	GRI 1: Foundation 2021
GRI 2: General disclosures 2021		
Organizational details	GRI 2-1	Introduction, Appendix
Entities included in the organization, sustainability reporting	GRI 2-2	Introduction, Appendix
Reporting period, frequency and contact point	GRI 2-3	About this report
Restatements of information*	GRI 2-4	About this report
External assurance	GRI 2-5	Assurance Letter
Activities, value chain and other business relationships	GRI 2-6	Introduction, CR at Illumina, Access, Sustainability, Responsibility, Appendix
Employees	GRI 2-7	People, Appendix
Workers who are not employees	GRI 2-8	Appendix
Governance structure and composition	GRI 2-9	CR at Illumina, Responsibility, Appendix
Nomination and selection of the highest governance body	GRI 2-10	CR at Illumina, Responsibility, Appendix
Chair of the highest governance body	GRI 2-11	CR at Illumina, Responsibility, Appendix
Role of the highest governance body in overseeing the management of impacts	GRI 2-12	CR at Illumina, Responsibility, Appendix
Delegation of responsibility for managing impacts	GRI 2-13	CR at Illumina
Role of the highest governance body in sustainability reporting	GRI 2-14	CR at Illumina, Responsibility, Appendix
Conflicts of interest	GRI 2-15	Responsibility
Communication of critical concerns	GRI 2-16	Appendix
Collective knowledge of the highest governance body	GRI 2-17	Responsibility
Evaluation of the performance of the highest governance body	GRI 2-18	Responsibility
Remuneration policies	GRI 2-19	Responsibility, Proxy
Process to determine remuneration	GRI 2-20	Responsibility, Proxy
Annual total compensation ratio	GRI 2-21	Responsibility, Proxy
Statement on sustainable development strategy	GRI 2-22	CEO Message, CR at Illumina, Sustainability
Policy commitments	GRI 2-23	CR at Illumina, People, Sustainability, Responsibility, CR Hub
Embedding policy commitments	GRI 2-24	CR at Illumina, People, Sustainability, Responsibility, CR Hub
Processes to remediate negative impacts	GRI 2-25	Responsibility, Appendix
Mechanisms for seeking advice and raising concerns	GRI 2-26	Responsibility, Appendix
Compliance with laws and regulations	GRI 2-27	People, Responsibility
Membership associations	GRI 2-28	CR at Illumina, Access, People, Sustainability, Appendix
Approach to stakeholder engagement	GRI 2-29	CR at Illumina
Collective bargaining agreements	GRI 2-30	Appendix

GRI description	GRI section	Illumina report
GRI 3: Material topics 2021		
Process to determine material topics	GRI 3-1	CR at Illumina
List of material topics	GRI 3-2	CR at Illumina
Management of material topics	GRI 3-3	CR at Illumina, Access, People, Sustainability, Responsibility
GRI 201: Economic performance 2016		
Management approach: Economic performance	GRI 3-3	CR at Illumina
Direct economic value generated and distributed	GRI 201-1	Proxy
Financial implications and other risks and opportunities due to climate change	GRI 201-2	Sustainability, Responsibility, Appendix
Defined benefit plan obligations and other retirement plans	GRI 201-3	People, Appendix
Financial assistance received from government	GRI 201-4	
GRI 202: Market presence 2016		
Management approach: Market presence	GRI 3-3	Introduction, CR at Illumina, Access
Ratios of standard entry level wage by gender compared to local minimum wage	GRI 202-1	People, Appendix
Proportion of senior management hired from the local community	GRI 202-2	People
GRI 203: Indirect economic impacts 2016		
Management approach: Indirect economic impacts	GRI 3-3	Introduction, Access, People, Sustainability, Responsibility
Infrastructure investments and services supported	GRI 203-1	Introduction, Access, People, Sustainability, Appendix
Significant indirect economic impacts	GRI 203-2	Access, People, Sustainability
GRI 204: Procurement practices 2016		
Management approach: Procurement practice	GRI 3-3	CR at Illumina, Responsibility, Appendix
Proportion of spending on local suppliers	GRI 204-1	Responsibility, Appendix
GRI 205: Anti-corruption 2016		
Management approach: Anti-corruption	GRI 3-3	CR at Illumina, Responsibility, Appendix
Operations assessed for risks related to corruption	GRI 205-1	Responsibility, Appendix
Communication and training about anti-corruption policies and procedures	GRI 205-2	Responsibility, Appendix
Confirmed incidents of corruption and actions taken	GRI 205-3	Appendix
GRI 206: Anti-competitive behavior 2016		
Management approach: Anti-competitive	GRI 3-3	CR at Illumina, Responsibility
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206-1	Appendix

GRI Index continued

GRI description	GRI section	Illumina report
GRI 207: Tax 2019		
Management approach: Tax	GRI 3-3	
Approach to tax	GRI 207-1	
Tax governance, control, and risk management	GRI 207-2	
Stakeholder engagement and management of concerns related to tax	GRI 207-3	
Country-by-country reporting	GRI 207-4	
GRI 301: Materials 2016		
Management approach: Materials	GRI 3-3	CR at Illumina, Sustainability
Materials used by weight or volume	GRI 301-1	Sustainability
Recycled input materials used	GRI 301-2	
Reclaimed products and their packaging materials	GRI 301-3	
GRI 302: Energy 2016		
Management approach: Energy	GRI 3-3	CR at Illumina, Sustainability
Energy consumption within the organization	GRI 302-1	Sustainability, Appendix
Energy consumption outside of the organization	GRI 302-2	Sustainability, Appendix
Energy intensity	GRI 302-3	Sustainability, Appendix
Reduction of energy consumption	GRI 302-4	Sustainability, Appendix
Reductions in energy requirements of products and services	GRI 302-5	Sustainability
GRI 303: Water and effluents 2018		
Management approach: Water and effluents	GRI 3-3	CR at Illumina, Sustainability
Interactions with water as a shared resource	GRI 303-1	Sustainability, Appendix
Management of water discharge-related impacts	GRI 303-2	Sustainability, Appendix
Water withdrawal	GRI 303-3	Sustainability, Appendix
Water discharge	GRI 303-4	Sustainability, Appendix
Water consumption	GRI 303-5	Sustainability, Appendix
GRI 304: Biodiversity 2016		
Management approach: Biodiversity	GRI 3-3	CR at Illumina, Sustainability
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GRI 304-1	Sustainability
Significant impacts of activities, products and services on biodiversity	GRI 304-2	Sustainability
Habitats protected or restored	GRI 304-3	Sustainability
IUCN Red List species and national conservation list species with habitats in areas affected by operations	GRI 304-4	Sustainability

GRI description	GRI section	Illumina report
GRI 305: Emissions 2016		
Management approach: Emissions	GRI 3-3	CR at Illumina, Sustainability
Direct (Scope 1) GHG emissions	GRI 305-1	Sustainability, Appendix
Energy indirect (Scope 2) GHG emissions	GRI 305-2	Sustainability, Appendix
Other indirect (Scope 3) GHG emissions	GRI 305-3	Sustainability, Appendix
GHG emissions intensity	GRI 305-4	Sustainability, Appendix
Reduction of GHG emissions	GRI 305-5	Sustainability, Appendix
Emissions of ozone-depleting substances (ODS)	GRI 305-6	Appendix
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GRI 305-7	Appendix
GRI 306: Waste 2020		
Management approach: Waste	GRI 3-3	CR at Illumina, Sustainability
Waste generation and significant waste-related impacts	GRI 306-1	Sustainability, Appendix
Management of significant waste-related impacts	GRI 306-2	Sustainability
Waste generated	GRI 306-3	Sustainability, Appendix
Waste diverted from disposal	GRI 306-4	Sustainability, Appendix
Waste directed to disposal	GRI 306-5	Sustainability, Appendix
GRI 308: Supplier environmental assessment 2016		
Management approach: Supplier environmental assessment	GRI 3-3	CR at Illumina, Sustainability, Responsibility
New suppliers that were screened using environmental criteria	GRI 308-1	Responsibility, Appendix
Negative environmental impacts in the supply chain and actions taken	GRI 308-2	Sustainability
GRI 401: Employment 2016		
Management approach: Employment	GRI 3-3	CR at Illumina, People
New employee hires and employee turnover	GRI 401-1	Appendix
Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI 401-2	People, Appendix
Parental leave	GRI 401-3	People, Appendix
GRI 402: Labor/Management Relations 2016		
Management approach: Labor/management relations	GRI 3-3	
Minimum notice periods regarding operational changes	GRI 402-1	

GRI Index continued

GRI description	GRI section	Illumina report
GRI 403: Occupational health and safety 2018		
Management approach: Health and safety	GRI 3-3	CR at Illumina, People
Occupational health and safety management system	GRI 403-1	People, Appendix
Hazard identification, risk assessment, and incident investigation	GRI 403-2	People, Appendix
Occupational health services	GRI 403-3	People, Appendix
Worker participation, consultation, and communication on occupational health and safety	GRI 403-4	People, Appendix
Worker training on occupational health and safety	GRI 403-5	People, Appendix
Promotion of worker health	GRI 403-6	People, Appendix
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GRI 403-7	People, Appendix
Workers covered by an occupational health and safety management system	GRI 403-8	People, Appendix
Work-related injuries	GRI 403-9	People, Appendix
Work-related ill health	GRI 403-10	People, Appendix
GRI 404: Training and education 2016		
Management approach: Training and education	GRI 3-3	CR at Illumina, People
Average hours of training per year per employee	GRI 404-1	Introduction, People, Appendix
Programs for upgrading employee skills and transition assistance programs	GRI 404-2	People
Percentage of employees receiving regular performance and career development reviews	GRI 404-3	People, Appendix
GRI 405: Diversity and equal opportunity 2016		
Management approach: Diversity and equal opportunity	GRI 3-3	CR at Illumina, People, Appendix
Diversity of governance bodies and employees	GRI 405-1	People, Responsibility, Appendix
Ratio of basic salary and remuneration of women to men	GRI 405-2	Appendix
GRI 406: Non-discrimination 2016		
Management approach:	GRI 3-3	CR at Illumina, People
Incidents of discrimination and corrective actions taken	GRI 406-2	People, Appendix
GRI 407: Freedom of association and collective bargaining 2016		
Management approach: Freedom of association and collective bargaining	GRI 3-3	CR at Illumina, People
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GRI 407-1	Appendix
GRI 408: Child labor 2016		
Management approach: Child labor	GRI 3-3	CR at Illumina, Responsibility
Operations and suppliers at significant risk for incidents of child labor	GRI 408-1	Responsibility

GRI description	GRI section	Illumina report
GRI 409: Forced or compulsory labor 2016		
Management approach: Forced and compulsory labor	GRI 3-3	CR at Illumina, Responsibility, Appendix
Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI 409-1	Responsibility, Appendix
GRI 410: Security practices 2016		
Management approach: Security practice	GRI 3-3	CR at Illumina
Security personnel trained in human rights policies or procedures	GRI 410-1	Appendix
GRI 411: Rights of Indigenous Peoples 2016		
Management approach: Rights of indigenous people	GRI 3-3	
Incidents of violations involving rights of indigenous peoples	GRI 411-1	
GRI 413: Local communities 2016		
Management approach: Local communities	GRI 3-3	CR at Illumina, People
Operations with local community engagement, impact assessments, and development programs	GRI 412-1	People, Access
Operations with significant actual and potential negative impacts on local communities	GRI 413-2	
GRI 414: Supplier social assessment 2016		
Management approach: Supplier social assessment	GRI 3-3	CR at Illumina, Sustainability, Responsibility
New suppliers that were screened using social criteria	GRI 414-1	Responsibility, Appendix
Negative social impacts in the supply chain and actions taken	GRI 414-2	
GRI 415: Public policy 2016		
Management approach: Public policy	GRI 3-3	CR at Illumina, Responsibility
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GRI 416: Customer Health and Safety 2016		
Management approach: Customer health and safety	GRI 3-3	
Assessment of the health and safety impacts of product and service categories	GRI 416-1	
Incidents of non-compliance concerning the health and safety impacts of products and services	GRI 416-2	
GRI 417: Marketing and labeling 2016		
Management approach: Marketing and labeling	GRI 3-3	CR at Illumina, Access, Responsibility
Requirements for product and service information and labeling	GRI 417-1	Responsibility, Access, Appendix
Incidents of noncompliance concerning product and service information and labeling	GRI 417-2	Appendix
Incidents of noncompliance concerning marketing communications	GRI 417-3	Appendix
GRI 418: Customer privacy 2016		
Management approach: Customer privacy	GRI 3-3	CR at Illumina, Access, Responsibility
Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI 418-1	Appendix

SASB index

The Sustainability Accounting Standards Board (SASB) is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. Illumina is classified officially in the Health Care Sector and Medical Equipment & Supply Industry.

Dimension		Disclosure Topic	Code	Accounting Metric	Response
PRIMARY SICS SECTOR: HEALTH CARE | Primary SICS industry: medical equipment & supplies					
Social capital	Access & affordability	Affordability and pricing	HC-MS-240a.1	Ratio of weighted average rate of net price increases to the annual increase in the U.S. Consumer Price Index	Access
		Affordability and pricing	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Access
	Product quality & safety	Product safety	HC-MS-250a.1	Number of FDA recalls issued, total units recalled	Responsibility
		Product safety	HC-MS-250a.2	List of products listed in the FDA's MedWatch safety alerts for human medical products database	0
		Product safety	HC-MS-250a.3	Number of fatalities related to products as reported in FDA Manufacturer and User Facility Device Experience	0
		Product safety	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of Current Good Manufacturing Practices (cGMP)	0
	Selling practices & product labeling	Ethical marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	0
		Ethical marketing	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Responsibility, Illumina Code of Conduct
Business model & innovation	Product design & lifecycle management	Product design & lifecycle management	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Sustainability
		Product design & lifecycle management	HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Sustainability, Appendix
	Supply chain management	Supply chain management	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	Responsibility, Appendix
		Supply chain management	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Responsibility, Appendix
		Supply chain management	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Responsibility, Appendix
Leadership & governance	Business ethics	Business ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Appendix
		Business ethics	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	Responsibility, Integrity Code for Interactions with Health Care Professionals and Government Officials
Other	Activity metrics	Activity metrics	HC-MS-000.A	Number of units sold by product category	10K

Task force on climate-related financial disclosures (TCFD) index

ABOUT THIS DISCLOSURE

This disclosure has been prepared by Illumina, Inc ("Illumina" or "the Company") to align with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and to comply with the climate-related financial risk disclosure requirements set forth in California's Climate-Related Financial Risk Act (also referred to as Senate Bill 261 or SB 261). Illumina has addressed all four TCFD pillars, providing transparent reporting on our governance, strategy, risk management, scenario analysis, and climate-related metrics and targets.

TCFD disclosure element	TCFD Disclosures	Illumina response
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities.	At Illumina, governance of climate-related risks and opportunities is overseen at the highest levels of the organization. **Board Oversight** The Board of Directors provides oversight of climate-related risks and opportunities as part of its governance of the Corporate Responsibility (CR) program. The Nominating/Corporate Governance Committee of the Board assists the Board in overseeing material* CR issues, including climate, as stated in its Charter. The Committee provides at least annual updates on climate performance and strategy to the full Board, with additional updates as needed. The Nominating/Corporate Governance Committee receives annual sustainability updates from our chief people officer and/or staff. The Audit Committee of the Board provides oversight of our risk evaluation and mitigation processes. The Committee reviews an annual risk assessment report, which includes key risks, mitigation activities, and relevant trends. *In this disclosure, we use the terms "material" and "materiality" to refer to topics that reflect the meaningful environmental, social, and governance impact of Illumina. The use of such terms shall not be deemed to constitute an admission as to the materiality of any information in this report for purposes of applicable securities laws or any other laws of the United States, nor are we using them as they are used in the context of financial statements and financial reporting.
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	**Management Responsibility** Board oversight of climate-related risks is supported by organizational bodies, including our Executive Leadership team and CR Executive Steering Committee, our CR Functional Group, our cross-functional working groups, and our Enterprise Risk Management function. **Executive Leadership**: The chief executive officer (CEO) is responsible for integrating climate considerations into Company strategy and operations. The chief people officer chairs the CR Executive Steering Committee, which is comprised of Illumina's management team and is responsible for climate risk analysis, management, and target setting. The chief people officer provides regular updates to the CR Executive Steering Committee. **CR Functional Group**: Reporting to the chief people officer, this group, which includes the global head of CR, global lead for CR strategy, reporting, and sustainability, and global sustainability manager, manages the day-to-day implementation of the CR program, specifically climate risk management, sustainability integration, and reporting. **Integration Across the Business**: Sustainability is embedded throughout Illumina, with cross-functional working groups (e.g., Environmental, Health and Safety (EHS) Steering Committee, Sustainable Product Core Team, Net Zero Facilities Team) and employee resource groups supporting implementation. **Enterprise Risk Management**: Illumina integrates climate-related risk management into our broader enterprise risk management framework and EHS framework. Climate risks, including physical, transition, and reputational risks are identified, assessed, and managed through established processes that span our operations, supply chain, and business continuity planning. Board and management receive periodic briefings on climate-related topics, regulatory developments, and scenario analysis to help ensure effective oversight and strategic alignment. We periodically reassess governance structures and Board committee responsibilities to help ensure effective oversight as the sustainability landscape evolves. We also incorporate stakeholder feedback through materiality assessments and ongoing dialogue with customers, suppliers, employees, investors, and community partners.

TCFD disclosure element	TCFD Disclosures	Illumina response
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	**Climate-related Risks, Opportunities, and Their Impacts** We identify and assess climate-related risks and opportunities across physical (acute and chronic) and transition (market, technology, reputation, regulatory) categories. Risks and opportunities are evaluated using defined time horizons (short: 0–5 years, medium: 5–8 years, long: 8–10 years), likelihood, and impact. Illumina defines a substantive financial or strategic impact as one with a potential financial impact greater than 5% of revenue impact. This could be the result of business interruption due to climate-related risk or business operational impact. The following types of risk were identified in line with TCFD terminology: technology; market; reputation; acute physical; and chronic physical. Impact could be the result of business interruption due to climate-related risk or business operational impact. Impact is assessed for financial, operational, and reputational risk. **Time Horizon**: Short (0–5 years), Medium (5–8 years), Long (8–10 years)

Risk	Description	Time Horizon
Acute Physical	Increased severity and frequency of extreme weather	Medium
	Increased severity and frequency of wildfires	Medium
Chronic Physical	Changes in patterns for precipitation and extreme variability in weather	Long
	Rising temperatures and sea levels	Long
Reputation	Increased stakeholder concern or negative stakeholder feedback	Medium
Regulatory	Uncertainty in evolving climate-related laws and disclosure requirements that may increase operational complexity and compliance costs	Short
Market	Carbon or energy tax	Medium
	Supply chain raw material availability and cost	Medium

Opportunities	Description	Time Horizon
Energy Source	Lower emission source of energy	Short
Products & Services	Development of new products or services through R&D and innovation	Medium
Resource Efficiency	More efficient buildings, processes, modes of transport	Short
Markets	Access to new markets	Medium
Resilience	Participation in renewable energy programs and adoption of energy-efficiency measures	Short
Reputation	Customer preferences	Short

Management Responsibility

The climate change elements that have most influenced our strategy are physical risk to operations, supply chain impact, and reputation. These risks have been incorporated into business continuity planning, future product development, redundancy in supply chain where possible, and site selection for future growth.

We have implemented redundant planning and maintained safety stock to provide resilience during severe weather events. For financial planning, we include risk and opportunities evaluated through our standard budget planning. Investment in energy-reduction projects that require capital expenditures are evaluated through the Capital Committee planning process. Potential indirect cost associated with supply chain, future tax, or increased operating costs from extreme weather would be evaluated and managed by these internal workstreams.

To further integrate climate action into our processes and path to further expand resilience, we have set targets that align with the United Nations Sustainable Development Goals and SBTi methodology for the 1.5°C pathway; set holistic goals to reduce the environmental footprint of our products throughout the life cycle; incorporated Design for Environment principles into our new product design; improved supply chain planning; and taken steps to reduce air emissions.

We recognize that our environmental footprint extends beyond our facility walls, and we work with our partners, customers, suppliers, and internal functional groups on projects to decarbonize our value chain. As described in our 2024 Corporate Responsibility Report, our Scope 3 emissions management focuses on: reducing supplier emissions; reducing emissions from upstream and downstream transportation and logistics; reducing our operational waste; providing lower emissions options for business travel and employee commuting; generating returns through more sustainable investments; and enabling our customers to reduce emissions through more efficient products and end-of life options.

TCFD disclosure element	TCFD Disclosures	Illumina response
Strategy		

Climate Scenario Analysis

Illumina recognizes the importance of scenario analysis in understanding the potential impacts of climate change on our business and informing our strategic response. In 2020, we engaged BSR (Business for Social Responsibility), a third-party consultancy, to develop three 2030 climate scenarios linked to global warming by 2100. Our goal was to better understand the implications of climate change for our business and identify opportunities to build resilience.

Climate scenario analysis was completed using three plausible narrative future representations of our operating environment respectively aligned to a well below 2°C, a 3°C, and a 4°C level of warming. To map assumptions for each trajectory, we utilized standardized third-party climate modeling data, such as the Shared Socioeconomic Pathways (SSPs) and the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways (RCP).

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

Climate Trajectory	SSP Scenarios		Variables Assessed
4°C	SSP–3 baseline	RCP 8.5	GHG emissions, energy consumption, carbon price; physical impacts including temperature change, drought likelihood, heat wave probability, and maximum rainfall. Physical climate impact models used The World Bank Climate Change Knowledge Portal.
3°C	SSP 4-45	RCP 6.0	
Well below 2°C scenario	SSP 1-26	RCP 2.6	

Scenario Narratives:

- **Under the 4°C scenario**, global warming reaches 4°C by 2100, relative to pre-industrial temperatures. In 2030, we assume a geopolitically fragmented world with limited flows of goods or knowledge, and a challenging economic situation, worsened by disinformation and general mistrust. Limited action on climate policy will be taken and a doubling down on fossil-based energy sources will result. More frequent climate-related weather events impact most regions by 2030. This scenario utilizes data from RCP 8.5 and SSP 3 (high challenges to mitigation and adaptation).
- **Under the 3°C scenario**, we assume a world in 2030 facing a slow global economy with fraught geopolitical alliances. Accelerating automation with uneven benefits leads to a focus on inequality. Society is slow to react to climate impacts, distracted by larger economic concerns. Carbon emissions have started to decline slightly: energy efficiency and renewable gains are easily offset by increased use of energy-intensive tech. This scenario causes some physical climate impacts by 2030. This model utilizes data from RCP 6.0 and SSP 4 (low challenges to mitigation, high challenges to adaptation).
- **Under the well below 2°C scenario**, we assume a world in which global cooperation leads to economic recovery that fully embraces the low-carbon transition, with strong climate policy and regulatory action. Some severe climate impacts felt spur coordinated risk-containment efforts. While some physical impacts are already locked in, the pace of change slows and by 2050 the world is on a well below 2°C trajectory. This model utilizes data from RCP 2.6 and SSP 1 (low challenges to mitigation/adaptation).
- The scenarios were reviewed in a cross-functional workshop that included key stakeholders across various business units. The implications for each scenario were discussed, and participants identified risk and opportunity hot spots to help direct further integration of resilience planning and embed climate into our developing enterprise risk management program. We will be utilizing the climate scenario insights to expand influence on our climate planning evolution and business continuity plans.

Sample hot spots identified for further consideration included:

Hot Spot	Description
Supply Chain	Raw material availability, cold chain, and supplier community climate resilience
Physical Risks	Risk of acute and chronic physical risks to Illumina's operations and employees
Energy	Energy pricing and availability, renewables, customer expectations, and product energy efficiency
New Products/Markets	Opportunities generated by climate change in agriculture, human health, and climate science
Geopolitical & Trade Dynamics	Availability of materials and feasibility of current operating model
Employee Demographics	Changing workforce demographics and culture, including implications of remote work
Social License to Operate	Perceptions of genomics, data privacy and security, and ethics of product use

Note: Our 2020 scenario analysis was based on a "well below 2°C" trajectory, reflecting the prevailing climate science and policy targets at that time. Illumina's current science-based targets, verified by SBTi, are aligned with the more ambitious 1.5°C pathway.

TCFD disclosure element	TCFD Disclosures	Illumina response	
Risk Management			
Disclose how the organization identifies, assesses and manages climate-related risks.	a. Describe the organization's processes for identifying and assessing climate-related risks.	Illumina has established a multi-layered approach to identifying, assessing, and managing climate-related risks across our global operations and value chain. Illumina integrates climate-related risk management into our broader enterprise risk management and Environment, Health & Safety frameworks. Climate risks, including physical, transition, and reputational risks are identified, assessed, and managed through established processes that span our operations, supply chain, and business continuity planning. In addition, we regularly review climate-related risks as part of our materiality assessments, scenario analysis, and ongoing monitoring of regulatory and market developments. **Risk Prioritization Through a Materiality Assessment** Illumina identified and assessed climate-related risks and opportunities as part of a prior materiality assessment conducted by a third-party consultancy. Environmental sustainability has been a core CR focus area since 2020 and was reaffirmed in a separate 2024 materiality review. The earlier assessment, performed in accordance with Global Reporting Initiative (GRI)	guidelines, identified potentially material sustainability topics relevant to our business strategy and stakeholder interests. An internal cross-functional team refined the preliminary list of topics, and we engaged key stakeholders through qualitative interviews and a quantitative survey to prioritize each topic. Risk types and criteria considered included acute and chronic physical risks (e.g., extreme weather events and long-term climate shifts) and transition risks related to policy, technology, market dynamics, and stakeholder expectations. **Climate Scenario Analysis** As described above, in 2020, Illumina conducted an organization-wide climate scenario analysis, applying both qualitative and quantitative methods. The analysis employed IPCC Representative Concentration Pathways combined with Shared Socioeconomic Pathways to help the Company better understand the implications of climate change for our business and identify opportunities to build resilience.
	b. Describe the organization's processes for managing climate-related risks	**Managing Climate-Related Risks** As detailed in the Governance section above, both the Board and management oversee and mitigate risks facing the company, including those related to climate change. Climate-related risks are managed by our CR Functional Group in partnership with executive leadership and supported by cross-functional working groups and employee resource groups. Climate risks are incorporated into our business continuity and resilience planning, supply chain risk reviews, and site selection processes. We maintain safety stock and redundant planning to mitigate potential disruptions from severe weather or supply chain interruptions. We have implemented redundant planning and maintained safety stock to provide resilience	during severe weather events. To further integrate climate into our processes and path to further expand resilience, we have set targets that align with the United Nations Sustainable Development Goals and SBTi methodology for the 1.5°C pathway; set holistic goals to reduce the environmental footprint of our products throughout the life cycle; incorporated Design for Environment principles into our new product design; improved supply chain planning; and taken steps to reduce air emissions. Our Scope 3 emissions management focuses on: reducing supplier emissions; reducing emissions from upstream and downstream transportation and logistics; reducing our operational waste; providing lower emissions options for business travel and employee commuting; generating returns through more sustainable investments; and enabling our customers to reduce emissions through more efficient products and end-of life options.
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Illumina integrates climate-related risk management into our broader enterprise risk management and Environment, Health & Safety frameworks. Climate risks, including physical, transition, and reputational risks are identified, assessed, and managed through established processes that span our operations, supply chain, and business continuity planning. As our	enterprise risk management program evolves, we are assessing further embedding climate-related risk as a core component to help ensure that climate-related risks and opportunities are considered in strategic decision-making.

TCFD disclosure element	TCFD Disclosures	Illumina response
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b. Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Illumina has set a net zero target by 2050. Our target and approach have been verified by the Science-Based Target Initiative (SBTi) and are aligned with the 1.5°C pathway. Within this overall target, we have established renewable energy and Scope 1, 2 and 3 emissions targets (from a 2019 baseline) listed in the table below that also have been verified by SBTi. We also have sustainability targets that focus on energy, water, and waste at our facilities, and we are integrating Design for Environment principles into our products and packaging.

Metrics	2030 Targets* from 2019 baseline	FY2025 Performance Against Targets
Sustainable Facilities	• Achieve LEED certification elements or regional equivalent for our facilities and My Green Lab certifications for our global labs	• LEED Certified Cites: San Diego, CA (Gold); Foster City, CA (Gold); Madison, WI (Gold); Beijing, China (Gold); Shanghai Commercial, China (Silver); Shanghai Manufacturing, China (Gold); Singapore (Gold) • My Green Lab certified five global labs
Scope 1, 2, and 3 GHG Emissions	• Reduce absolute GHG emissions from material Scope 3 categories 46% by 2030 from 2019 baseline; • Reduce absolute GHG emissions from direct operations by 46% by 2030 from 2019 baseline; • Reduce Scope 1 and 2 absolute GHG emissions 90% by 2050 from 2019 baseline; • Reduce absolute GHG emissions from material Scope 3 categories 90% by 2050 from 2019 baseline.	GHG Scope / Metric Tons CO_2e Scope 1: 8943 Scope 2 – Market-Based: 0 Scope 2 – Location-Based: 34,635 Scope 3: 245,504 **2025 Performance Against Targets** • 74% decrease of Scope 1, 2 (market-based) emissions from 2019 baseline* • 3% increase of Scope 3 emissions from 2019 baseline
Renewable Electricity	• Increase annual sourcing of renewable electricity to 100% from 2019 baseline	• 100% renewable electricity achieved since 2022 through onsite generation, purchased renewable electricity, and renewable energy credits
Water Intensity	• Reach 10% reduction in water intensity at core sites	• 1.74% increase in water intensity from 2019 baseline
Landfill Diversion	• Reach 90% landfill diversion at core sites	• 64% landfill diversion at core sites
Sustainable Product Design	• All new product development includes Design for Environment principles	• Completed a streamlined life-cycle assessment (LCA) of the new MiSeq i100 Series demonstrating a 35%** reduction in climate impact
Packaging Reduction	• Achieve a 75% reduction in packaging from 2019 baseline; 90% of our secondary and tertiary packaging will be recyclable, reusable, or compostable	• 87% reduction of packaging from 2019 baseline; 86% of our secondary and tertiary packaging is recyclable, reusable, or compostable
Supplier Engagement	• 100% of our strategic suppliers have a commitment to reduce their environmental footprint	• As of 2025, 100% strategic suppliers committed to reducing their environmental footprint

*In addition to 2030 targets, we have set 2050 GHG emissions targets, which have been verified by SBTi.

**Based on comparison of MiSeq reagent kits to MiSeq i100 reagent kits per 1 gigabase (Gb) of genetic code; measured in Global Warming Potential through an LCA aligned with the methodological requirements and guidelines of the ISO standards ISO 14040 (2006a) and ISO 14044 (2006b) on LCA and the GHG Protocol Product Life Cycle Accounting and Report Standard (WRI/WBCSD, 2011). However, as it is a streamlined LCA study, it does not fulfill all of the reporting requirements of these standards.

Key climate-related data (including GHG emissions, energy, water, and waste metrics) are subject to third-party limited assurance in accordance with ISAE 3000 and ISAE 3410, supporting transparency and data quality. Our latest assurance statement can be found here. Additional details on current energy, emissions, water, and waste metrics can be found in the performance summary of our annual Corporate Responsibility Report found here.

Limitations and Forward-Looking Statements

This disclosure contains forward-looking statements based on current assumptions, scenario analysis, and available data. Actual results may differ due to uncertainties inherent in climate modeling, regulatory developments, and business conditions. Data is subject to third-party assurance. In addition to this disclosure, Illumina complies with the California Voluntary Carbon Market Disclosure Act (VCDMA), providing transparent reporting on our use of carbon credits and offsets as part of our net zero strategy.

Independent limited assurance report to Illumina, Inc.

To the Management Team of Illumina, Inc:

ISOS Group, Inc. ["ISOS" or "we"] were engaged by Illumina Inc. ["Illumina" or "CLIENT"] to conduct moderate level type 2 assurance of environmental data to be reported in its 2025 Corporate Responsibility Report, its 2026 CDP Climate Change Questionnaire and for reporting to California's HSC § 385321 ["Reported Information"], covering the period beginning January 1, 2025 and ending December 31, 2025 ("CY25").

We have performed our moderate assurance engagement in accordance with the AccountAbility 1000 Assurance Standard v3 ("AA1000AS"). Our review was limited to the Reported Information listed within their Integrate Sustainability section within their Corporate Responsibility Report and is detailed on page 4 of this statement.

We have not performed any procedures with respect to other sustainability-related information to be reported in its Corporate Responsibility Report, its 2026 CDP Climate Change Questionnaire or for reporting to California's HSC § 38532 and, therefore, no conclusion on information outside of this scope of work is expressed.

Boundary	
Organizational Boundary	Illumina is a global genomics and human health company that develops DNA sequencing and array-based technologies, which it provides to researchers and healthcare organizations worldwide, with operations across North America, Europe, and Asia.
Assurance Boundary	The boundary of assurance included all of the Client's forty-five (45) global facilities, in which twelve (12) are under Illumina's operational control.
GHG Emissions Consolidation Approach	The GHG emissions boundary followed the operational control methodology.

Illumina's responsibilities

The Company's management are responsible for:

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

Methodology and criteria

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

- Engaged a sample of individuals responsible for performance measurement,
- Evaluated the organization's sustainability data management and governance systems and adherence to AA1000 AccountAbility Principles, and
- Validated alignment to standard reporting protocols to ensure accurate claims to the methodology and approach used.
- To verify quantitative claims, both at the aggregate level and on a sample basis, and test accuracy, consistency, completeness, and reliability, ISOS Group:
  1. Conducted a portfolio assessment analyzing performance results to uncover any errors, misstatements, gaps, or performance anomalies,
  2. Selected a group of properties for detailed testing and analysis, including cross-reference to source data to uncover variances and address any exclusions and other limitations, and
  3. Brought all findings to the Client's attention to address and confirmed resolution of any material misstatements.

Limitations and exclusions

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

- Greenhouse gas quantification is unavoidably subject to inherent uncertainty because of both scientific and estimation uncertainty and for other non-financial performance information the precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.
- Some scope 1 GHG emission sources (i.e., refrigerant releases and emergency generators) have been excluded from this review. ISOS Group has recommended that Illumina develop a measurement approach to capture these activities and resulting GHG emissions.
- There were instances where annual data is reported in the aggregate, limiting the opportunity for data analysis and the ability to uncover data errors, gaps, or anomalies. Additional evidence was gathered to support the data reported.
- Reviews pertaining to the completeness and capture of all utility meters at properties is limited to what is disclosed in data management systems.
- No visit to the Client's headquarters or facilities was conducted throughout this engagement.

Findings and conclusions

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

Findings and conclusions concerning adherence to the AA1000 AccountAbility Principles include:

Inclusivity	As noted within their public Corporate Responsibility Report (CR), Illumina has identified a broad range of stakeholder groups, including employees, customers, patients, suppliers, communities, investors, and policymakers, and has established formal governance structures to support stakeholder engagement. Dedicated resources include oversight from the Board of Directors and the Nominating/Corporate Governance Committee, as well as internal groups such as the CR Executive Steering Committee, CR Functional Group, Ethics Advisory Board, and employee engagement groups, which guide CR strategy, implementation, and monitoring. Stakeholders are engaged through a variety of channels, including surveys, partnerships, ongoing dialogue, and the company's materiality assessment process. Stakeholder identification and engagement are conducted as part of this materiality assessment, which applies a double materiality approach and informs CR priorities, strategy development, and integration into broader business decision-making processes.
Materiality	Illumina conducts a formal materiality assessment to identify and prioritize key CR topics, incorporating stakeholder input and applying a double materiality approach that considers impacts on both the business and society. The process is supported by internal governance structures, including the CR Executive Steering Committee and CR Functional Group, and informs CR strategy, risk management, and business decision-making. Results are communicated externally through CR disclosures, including their public Corporate Responsibility Report, and internally through governance and leadership channels to support alignment across the organization.
Responsiveness	Illumina has responded to its material topics by establishing governance structures, policies, and management systems to guide its CR strategy and performance, with oversight from the Board and internal CR committees. The company has set objectives aligned with its priorities and integrates these into business strategy and risk management processes. Performance is assessed and communicated publicly through CR disclosures, including their public Corporate Responsibility Report, and stakeholder feedback is considered through engagement activities and the materiality assessment process.
Impact	Illumina discloses progress against its goals and targets through its public Corporate Responsibility Report, providing updates on key initiatives and priority areas. In addition to target-based progress, the company also shares broader results of its programs and overall CR performance through publicly available disclosures.

Observations and recommendations

Observations and recommendations include:

- Scope 3 Category 1 and 2 GHG emissions are developed by applying industry specific emissions factors to supplier spend and periodic quality checks are performed to validate the accuracy of the industry classifications used. To more accurately measure progress against their science-based targets, ISOS Group recommends transitioning from industry-average emission factors to collecting and applying supplier-specific emission factors. For vendors where supplier-specific data is unavailable, a more thorough review of the assigned industry code should be conducted, to ensure the most appropriate emission factors are applied and maintained year over year.

Restriction of use

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

[1]Compliance review aligned with The Climate Corporate Data Accountability Act authorized by Senate Bill (SB) 253 (Wiener, 2023, codified in Health and Safety Code § 38532) was evaluated with guidance received at the time of this statement issuance.

Independent limited assurance report to Illumina, Inc. continued

Statement of Competency and Independence

- ISOS Group is an independent professional services firm that specializes in the provision of external assurance services. Our team of experts have the technical expertise and competency to conduct assurance to the AA1000 assurance standard, which meets the criteria for assurance of sustainability information. The assurance team has extensive experience in conducting assurance engagements over sustainability-related information, systems and processes.
- No member of the assurance team has any business relationship with the Client, its directors or managers beyond the scope of this assignment. We conducted this assurance independently and, to our knowledge, without any conflicts of interest. ISOS Group upholds a strong code of ethics, ensuring high professional standards in all business activities.

Signed on behalf of ISOS Group: San Diego, California – USA, March 20, 2026.

Lauren Anderson
Sustainability Director, LCSAP

Hannah Emery
Sustainability Consultant, ACSAP

Kiani Yost
Sustainability Analyst, ACSAP

ISOS Group
a division of environ

AA1000
Licensed Report
000-284/V3-HXULW

Parameter	CY2025 Metric
Energy	
Total Energy consumption	142,718 MWh
Total fuel consumption from nonrenewable sources	49,285 MWh
Total fuel consumption from renewable sources	0 MWh
Generation from renewable sources consumed by the organization	850 MWh
Total energy consumption from renewable sources	93,433 MWh
Total energy consumption from nonrenewable sources	49,285 MWh
Purchased Electricity	92,583 MWh
Generated electricity (onsite solar)	850 MWh
Natural gas (fuel)	49,285 MWh
Electricity, heating, cooling, steam sold or consumed	0 MWh
Scope 1 and 2 GHG emissions	
Total Scope 1 and 2 GHG emissions (Location-Based)	34, 635 MT CO_2e
Scope 1 GHG Emissions	8,943 MT CO_2e
China Scope 1 GHG Emissions	0 MT CO_2e
Netherlands Scope 1 GHG Emissions	74 MT CO_2e
Singapore Scope 1 GHG Emissions	0 MT CO_2e
United Kingdom Scope 1 GHG Emissions	684 MT CO_2e
United States Scope 1 GHG Emissions	8,185 MT CO_2e
Scope 2 Location-Based GHG Emissions	25,692 MT CO_2e
China Scope 2 Location-Based GHG Emissions	913 MT CO_2e
Netherlands Scope 2 Location-Based GHG Emissions	385 MT CO_2e
Singapore Scope 2 Location-Based GHG Emissions	10,854 MT CO_2e
United Kingdom Scope 2 Location-Based GHG Emissions	803 MT CO_2e
United States Scope 2 Location-Based GHG Emissions	12,737 MT CO_2e
Scope 2 Market-Based GHG Emissions	0 MWh
Generation from renewable sources consumed by the organization	0 MT CO_2e
China Scope 2 Market-Based GHG Emissions	0 MT CO_2e
Netherlands Scope 2 Market-Based GHG Emissions	0 MT CO_2e
Singapore Scope 2 Market-Based GHG Emissions	0 MT CO_2e
United Kingdom Scope 2 Market-Based GHG Emissions	0 MT CO_2e
United States Scope 2 Market-Based GHG Emissions	0 MT CO_2e
Scope 1 GHG Emissions Breakdown	
CO_2 Scope 1	8,898 MT CO_2e
CH4 Scope 1	36 MT CO_2e
N2O Scope 1	9 MT CO_2e

Independent limited assurance report to Illumina, Inc. continued

Parameter	CY2025 Metric
Scope 3 GHG Emissions	
Scope 3 Cat 1 GHG Emissions	113,828 MT CO_2e
Scope 3 Cat 2 GHG Emissions	26,871 MT CO_2e
Scope 3 Cat 3 GHG Emissions	7,051 MT CO_2e
Scope 3 Cat 4 GHG Emissions	67,233 MT CO_2e
Scope 3 Cat 5 GHG Emissions	727 MT CO_2e
Scope 3 Cat 6 GHG Emissions	14,250 MT CO_2e
Scope 3 Cat 7 GHG Emissions	11,149 MT CO_2e
Scope 3 Cat 8 GHG Emissions	1,421 MT CO_2e
Scope 3 Cat 11 GHG Emissions	1,845 MT CO_2e
Scope 3 Cat 12 GHG Emissions	35 MT CO_2e
Scope 3 Cat 13 GHG Emissions	1,094 MT CO_2e
Emission intensity ratios	
GHG emission intensity per million dollars revenue (Scope 1 & 2)	2.1
GHG emission intensity $kgCO_2$ e/square foot (Scope 1 & 2)	3.8
GHG emission intensity per employee (Scope 1 & 2)	1.0
GHG emission intensity per million dollars revenue (Scope 3)	57.0
Water	
Total consumption (interactions with water: potable and recycled)	293,766.783 m3
Water withdrawal (potable)	230,819.30 m3
Water withdrawal (recycled)	62,947.49 m3
Water withdrawal: Netherlands	806.80 m3
Water withdrawal: Singapore	74,129.36 m3
Water withdrawal: UK	5,201.54 m3
Water withdrawal: USA	211,004.08 m3
Water withdrawal: China	2,625.00 m3
Percentage of total water withdrawal in water-stressed regions	61%
Water intensity (kiloliters by rentable square feet for core locations)	0.12

Waste	
Total (hazardous + nonhazardous)	5,708 MT
Global average nonhazardous diversion from landfill	67%
Non-hazardous waste: total	4134 MT
Non-hazardous waste: Reuse	0 MT
Non-hazardous waste: Recycling	2194 MT
Non-hazardous waste: Composting	188 MT
Non-hazardous waste: Incineration with recovery (including energy recovery)	372 MT
Non-hazardous waste: Incineration	0 MT
Non-hazardous waste: Deep well injection	0 MT
Non-hazardous waste: Landfill	1561 MT
Non-hazardous waste: On-site storage	0 MT
Non-hazardous waste: Other	0 MT
Hazardous waste: total	1574 MT
Hazardous waste: Reuse	0 MT
Hazardous waste: Recycling	16 MT
Hazardous waste: Composting	0 MT
Hazardous waste: Incineration with recovery (including energy recovery)	1462 MT
Hazardous waste: Incineration	86 MT
Hazardous waste: Deep well injection	0 MT
Hazardous waste: Landfill	9 MT
Hazardous waste: On-site storage	0 MT
Hazardous waste: Other	0 MT

Close to 100 employees from Singapore Hub volunteered to clean up Coney Island, which sits on the northeast of Singapore. Participants also competed to showcase the most interesting items they found and reflected on environmental sustainability ahead of Earth Day 2025 celebrations.

Disclosures

This report may contain forward-looking statements that involve risks and uncertainties. Among the important factors to which our business is subject that could cause actual results to differ materially from those in any forward-looking statements are: (i) changes in the rate of growth in the markets we serve, including the proteomics market; (ii) the volume, timing and mix of customer orders among our products and services; (iii) our ability to adjust our operating expenses to align with our revenue expectations; (iv) our ability to successfully integrate SomaLogic, Inc. and certain other assets we acquired from Standard BioTools Inc. (the SomaLogic Business) into our existing operations and the SomaLogic Business' technology and products into our portfolio; (v) our ability to successfully manage partner and customer relationships in the proteomics market; (vii) uncertainty regarding the impact of our inclusion on the "unreliable entities list" by regulatory authorities in China; (vii) uncertainty regarding tariffs imposed or threatened by the US government and its trading partners, and other possible tariffs or trade protection measures and our efforts to mitigate the impact of such tariffs; (viii) our ability to manufacture robust instrumentation and consumables, including the SomaLogic Business' products; (ix) the success of products and services competitive with our own; (x) challenges inherent in developing, manufacturing, and launching new products and services, including expanding or modifying manufacturing operations and reliance on third-party suppliers for critical components; (xi) the impact of recently launched or pre-announced products and services on existing products and services; (xii) our ability to modify our business strategies to accomplish our desired operational goals; (xiii) our ability to realize the anticipated benefits from prior or future actions to streamline and improve our R&D processes, reduce our operating expenses and maximize our revenue growth; (xiv) our ability to further develop and commercialize our instruments, consumables, and products; (xv) to deploy new products, services, and applications, and to expand the markets for our technology platforms; (xvi) the risk of additional litigation arising against us in connection with the GRAIL acquisition; (xvii) our ability to obtain approval by third-party payors to reimburse patients for our products; (xiii) our ability to obtain regulatory clearance for our products from government agencies; (xix) our ability to successfully partner with other companies and organizations to develop new products, expand markets, and grow our business; (xx) uncertainty, or adverse economic and business conditions, including as a result of slowing or uncertain economic growth or armed conflict; (xxi) the application of generally accepted accounting principles, which are highly complex and involve many subjective assumptions, estimates, and judgments; and (xxii) legislative, regulatory, and economic developments, together with other factors detailed in our filings with the Securities and Exchange Commission, including our most recent filings on Forms 10-K and 10-Q, or in information disclosed in public conference calls, the date and time of which are released beforehand. We undertake no obligation, and do not intend, to update these forward-looking statements, to review or confirm analysts' expectations, or to provide interim reports or updates on the progress of the current quarter.

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illumina®

+1.800.809.4566 toll-free (US) +1.858.202.4566 tel

illumina.com