

Genomics for Good

Illumina Corporate Social Responsibility
Executive Summary Report 2023



illumina®



At Illumina, we are driven by the power of **genomics** to positively impact the world and shape a more sustainable and equitable future **for all**.

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 Read the full CSR report [here](#).

Message from our CEO

Since joining Illumina, I've witnessed the passion our customers, employees, and partners share around improving human health by unlocking the power of the genome. As an industry leader, Illumina is uniquely positioned to advance the adoption of genomics across the life sciences ecosystem with our innovative products, services, and solutions.

Despite challenging market conditions, we've maintained our steadfast commitment to serving customers and supporting our environmental, social, and governance priorities. Aligned with our business strategy and core Illumina values, we continue taking bold, meaningful steps to accelerate access to genomics, empower our communities, integrate environmental sustainability, nurture our people, and operate responsibly.

Make our customers the heroes in their labs

Our customers' ambition to solve humanity's biggest challenges inspires us to push the boundaries of what is possible and create the genomics tools that can turn big ideas into life-changing discoveries. Our goal is to make them the heroes in their labs, armed with a comprehensive portfolio of core sequencing innovation, sample-to-answer solutions, and lab services.

Accelerate access to genomics

Bringing the benefits of genomics to more people requires driving down the cost of sequencing, expanding into new markets, and increasing the diversity of genomic data. In 2023, we trained more than 27,000 health care professionals and increased the number of patients covered for genomic testing from 1.2 billion to 1.3 billion. In Canada, we helped fund a new project aimed at bridging the diagnosis gap for the region's Indigenous children, just one of many initiatives we support to increase diversity in human genetics.

We also launched several new products, including the NovaSeq™ X Systems, powered by XLEAP-SBS™ chemistry; our TruSight™ Oncology 500 ctDNA v2 research assay, enabling comprehensive genomic profiling from liquid biopsy samples; and the 25B flow cell, which can generate tens of thousands of whole genomes per year at the lowest cost per sample of any Illumina platform.

“Our customers' ambition to solve humanity's biggest challenges inspires us to push the boundaries of what is possible and create the genomics tools that can turn big ideas into life-changing discoveries.”

Jacob Thaysen
Chief Executive Officer

Nurture our people and help them thrive

I'm incredibly proud of our global team. We share a passion for improving the world around us through genomics, and believe in the power of an inclusive, collaborative, and caring workplace. In 2023, we maintained a zero net pay gap for the fifth consecutive year; and reached 45% female workforce representation, with a 5% increase in female leadership roles over the last three years. Nearly 60% of our global employees participated in charitable giving and volunteering during the year.

Integrate environmental stewardship into our business and innovations

We know improving human health is tied to creating a healthier planet. Making bold environmental commitments, and helping customers achieve their



Jacob Thaysen
Chief Executive Officer

sustainability goals, is part of our role as an industry leader. Launched in 2023, our NovaSeq X instruments improve the sustainability of reagents with 90% less packaging, 50% less plastic, and a 61% reduction in climate change impact. Additionally, in 2023 we achieved 100% renewable electricity* for a second consecutive year.

Operate responsibly in all that we do

Every minute, approximately 7.5 human genomes are sequenced on an Illumina platform. That impact comes with great responsibility. We're committed to operating with integrity and adhering to high ethics, privacy, and security standards. In 2023, 100% of Illumina core facilities participated in third-party audit programs. In addition, we expanded our ISO data privacy certification to include additional products and completed the

EU-US and Swiss-US Data Privacy Framework self-certification and ISO 27701 certification.

Our next 25 years of innovation

Founded in 1998, Illumina has proven time and time again how unlocking the power of the genome can exponentially improve the human condition. The future is bright for Illumina and our industry, as we consider the role genomics can play in improving the health of the planet and its people. Thank you to our customers, partners, and employees around the world for helping bring our mission to life. I look forward to continuing our journey as we build a stronger, healthier world together.

Jacob Thaysen
Chief Executive Officer



Introduction

2023 CSR highlights

ACCELERATE ACCESS TO GENOMICS

1.3 billion

lives covered

Comprehensive genomic profiling

enabled for liquid biopsy samples[‡] launched

352

NovaSeq™ X Series instruments enabling whole-genome sequencing (WGS) at \$200 USD genome* shipped

> 27,000

health care professional learners reached

NURTURE OUR PEOPLE AND COMMUNITIES

Zero

net pay gap maintained for fifth consecutive year

52%

minority representation in the US workforce

5%

increase in female executive leadership representation in the last three years

58%

employee participation in giving and volunteer programs

INTEGRATE SUSTAINABILITY

100%

of global electricity consumption came from renewable sources

90%

less packaging weight and waste in NovaSeq™ X Series reagents

100%

of our strategic suppliers committed to minimize their environmental footprint

8%

decrease in water consumption (YoY) at core sites[†]

OPERATE RESPONSIBLY

100%

of Illumina core facilities participated in third-party audit programs

11%

diverse supplier spend

Completed

The EU-US and Swiss-US Data Privacy Framework (DPF) Self-Certification and ISO 27701 Certification

91%

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

*\$200 USD genome on NovaSeq X Series is delivered at list price on 25B flow cell. Data on file.

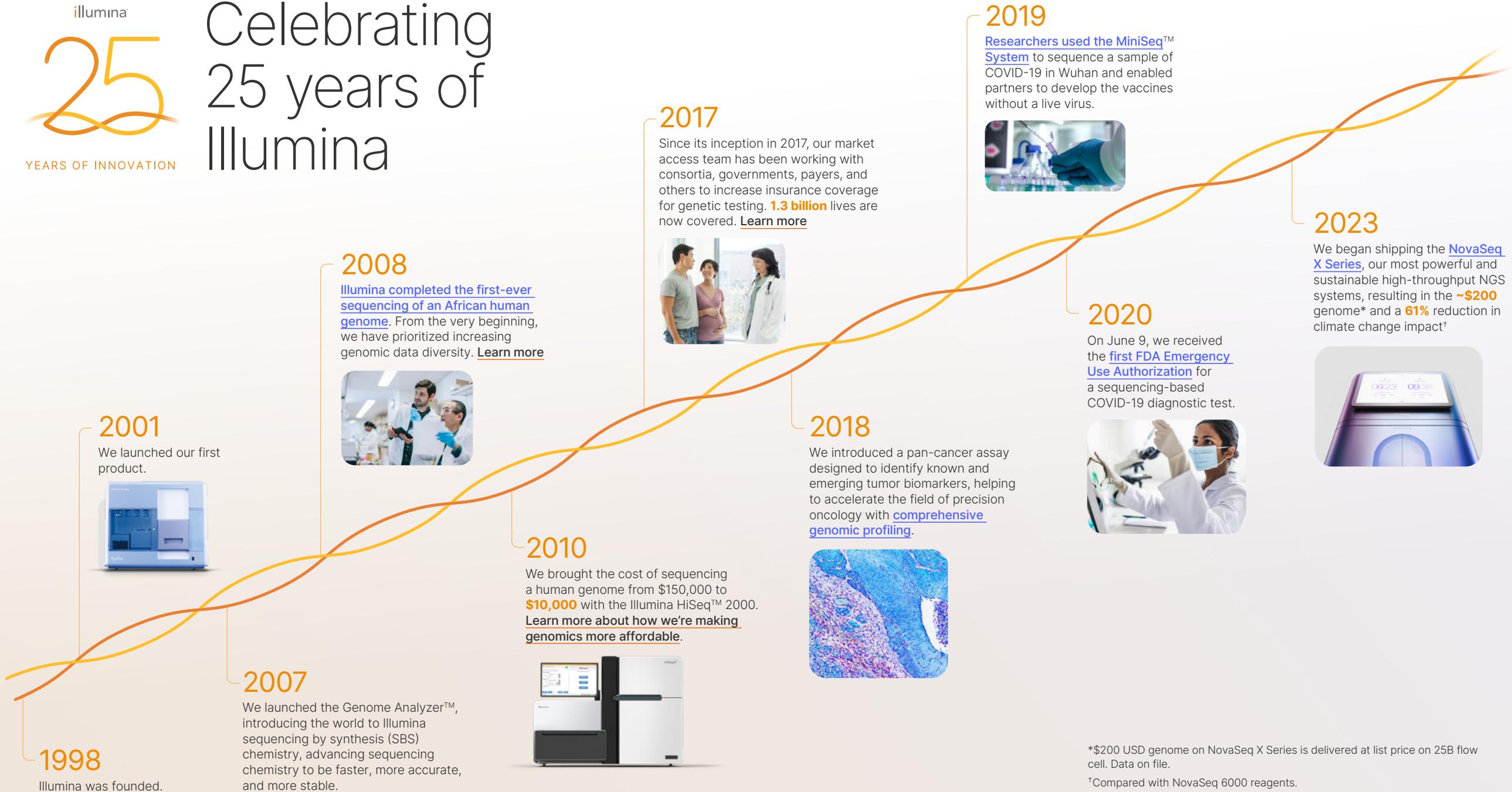
[†]Core sites: San Diego (i3, HQ, Distribution Center), Foster City, Hayward, Madison, UK Illumina Centre, the Netherlands, and Singapore Woodlands.

[‡]With our new [TruSight™ Oncology 500 ctDNA v2 research assay](#).



illumina
25
YEARS OF INNOVATION

Celebrating 25 years of Illumina



1998

Illumina was founded.

2007

We launched the Genome Analyzer™, introducing the world to Illumina sequencing by synthesis (SBS) chemistry, advancing sequencing chemistry to be faster, more accurate, and more stable.



2001

We launched our first product.



2008

Illumina completed the first-ever sequencing of an African human genome. From the very beginning, we have prioritized increasing genomic data diversity. [Learn more](#)



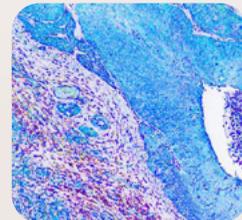
2017

Since its inception in 2017, our market access team has been working with consortia, governments, payers, and others to increase insurance coverage for genetic testing. **1.3 billion** lives are now covered. [Learn more](#)



2010

We brought the cost of sequencing a human genome from \$150,000 to **\$10,000** with the Illumina HiSeq™ 2000. [Learn more about how we're making genomics more affordable.](#)



2018

We introduced a pan-cancer assay designed to identify known and emerging tumor biomarkers, helping to accelerate the field of precision oncology with [comprehensive genomic profiling.](#)

2019

[Researchers used the MiniSeq™ System](#) to sequence a sample of COVID-19 in Wuhan and enabled partners to develop the vaccines without a live virus.



2020

On June 9, we received the [first FDA Emergency Use Authorization](#) for a sequencing-based COVID-19 diagnostic test.



2023

We began shipping the [NovaSeq X Series](#), our most powerful and sustainable high-throughput NGS systems, resulting in the **~\$200** genome* and a **61%** reduction in climate change impact†



*\$200 USD genome on NovaSeq X Series is delivered at list price on 25B flow cell. Data on file.

†Compared with NovaSeq 6000 reagents.

Recognition 2023

- 3BL 100 Best Corporate Citizens
- AmCham Corporate and Societal Action: Recognition for Excellence in Singapore (CARES)
- CDP Supporter
- Community Chest Singapore Charity Silver
- Disability Equality Index, Best Places to Work for Disability Inclusion
- Dow Jones Sustainability Indices
- EcoVadis Silver Sustainability Rating
- Fast Company's Innovation by Design Awards for the NovaSeq X Series (Honoree)
- Fast Company's World Changing Ideas Awards for the NovaSeq X Series (Honoree)
- Forbes America's Best-In-State Employers
- Forbes World's Best Employers
- Forbes World's Top Companies for Women
- FTSE4Good Index
- IBO Gold Award for Design for the NovaSeq X Series
- ISS CSR 1 | 1 | 10
- JLens CSR Awards
- Just Capital and CNBC America's Most Just Companies
- Military Times Best for Vets
- MSCI CSR (AA)
- Newsweek America's Greatest Workplaces for Diversity
- Newsweek America's Greenest Companies
- Newsweek America's Most Responsible Companies
- Newsweek Excellence Index
- Refinitiv Top 100 Global Diversity and Inclusion Index
- S&P Global's Sustainability Yearbook Member
- SANDAG iCommute Diamond Awards
- Sustainalytics Morning Star | Industry Top Rated CSR
- The Straits Times Singapore's Best Employers
- TIME World's Best Companies
- U.S. News & World Report Best Companies To Work For
- Workplace Safety and Health Council Silver Award (Singapore)



About Illumina

We are a global genomics and human health leader innovating the future of precision health. Unlocking the power of genomics is exponentially improving the human condition. This is why we are committed to driving continuous innovation and deep collaboration that will enable positive and impactful people- and planet-healing solutions.

OUR MISSION

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

OUR PURPOSE

Drive the positive progress of genomics to make it useful for all.

OUR PROMISE

We deliver breakthroughs that redefine what's possible in genomics and accelerate impactful health advances globally.

OUR PRINCIPLES

Accelerating access

Making genomics accessible is critical in realizing its potential to save and improve lives. That's why we are committed to driving down the cost of sequencing, expanding access to advanced technology, and increasing the diversity of genomic data.

Redefining possible

The genome has the potential to solve humanity's biggest challenges. Our industry-leading technology enables researchers and clinicians to turn big dreams into impactful genomic discoveries that improve lives and change the course of diseases globally.

Leading purposeful advances

Our passion for supporting customers and helping them achieve their goals guides what we do. Inspired by deep customer insights, we lead the way in delivering purposeful advances that address critical needs and support researchers and clinicians as they make life-changing breakthroughs and decisions.

Broadening impact with collaborations

Improving health at scale requires vision and collaboration with changemakers across the ecosystem. Together, we're finding answers to life's biggest questions and broadening the positive impact of genomics around the world.

OUR VALUES



Innovation is in our DNA



We are relentless in the creation of great products



We move fast and embrace change



We collaborate deeply



We are open



The power of genomics

What causes a cancer cell to mutate? How do we identify a novel virus and create a vaccine? How do we diagnose a rare genetic disease? How do we safeguard the world's food supply? What effect does climate change have on biodiversity? The answer to these and thousands more of life's most pressing questions can be found in the world of genomics.

Business overview

CORE ILLUMINA AT A GLANCE

1998

founding year

~9300

employees

\$4.44 billion

Core Illumina 2023 revenue

\$1 billion+

in R&D (GAAP)

~9500

customers

25,000+

instruments installed

450,000+

sequencing publications

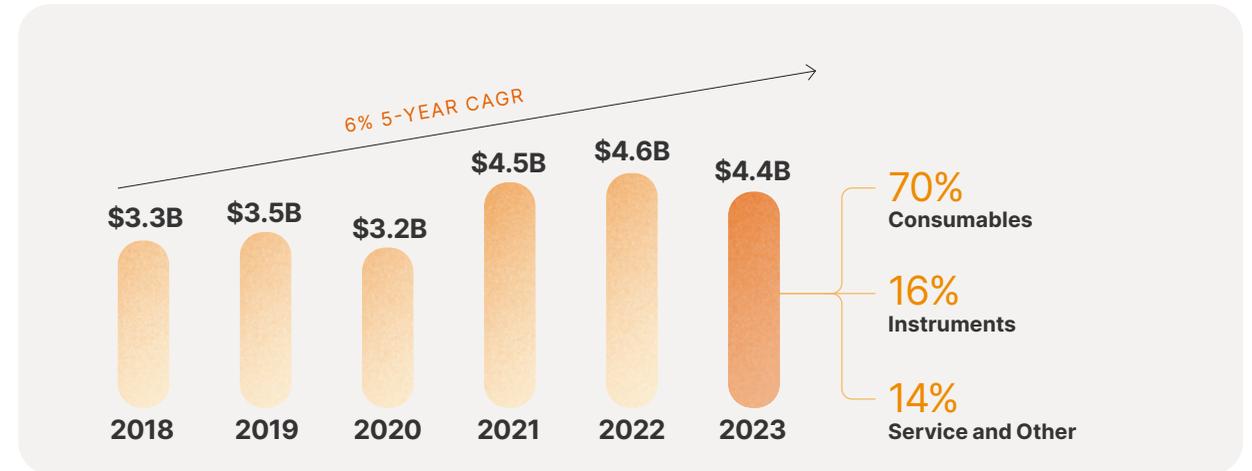
9893

patents worldwide

160+

countries receive our products

CORE ILLUMINA REVENUE



MARKET SEGMENTS



Oncology



Reproductive Health



Genetic Disease



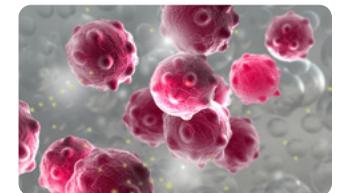
Research/Applied Genomics



Infectious Disease



Drug Discovery



Multi-Omics

SEQUENCING SYSTEMS

LOW-THROUGHPUT



MiSeq™

MiniSeq™

iSeq™ 100

MID-THROUGHPUT



NextSeq™ 500

NextSeq™ 550

NextSeq™ 1000/2000

HIGH-THROUGHPUT



NovaSeq™ 6000

NovaSeq™ XSeries

DIAGNOSTIC



MiSeq™ Dx

NextSeq™ 550Dx

NovaSeq™ 6000Dx



CSR at Illumina

CSR governance

CSR 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 CSR 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 CSR issues, except as specifically delegated to another Board committee (the Compensation Committee oversees DEI and the Audit Committee oversees cybersecurity).

3 **The CSR Executive Steering Committee** provides guidance on CSR strategic plans and practices, approves major programs, and monitors progress toward targets. It comprises senior leaders, including the general counsel, chief of global operations, chief people officer, chief technology officer, chief marketing officer, vice president of investor relations, and global head of CSR.

4 **Philanthropy Governing Board**
The Illumina Corporate Citizenship Steering Committee has oversight on philanthropic contributions from Illumina. The Illumina Corporate Foundation Board governs the philanthropy associated with the Illumina Corporate Foundation, a separate entity and private foundation.

5 **The External Ethics Advisory Board** provides guidance on a range of strategic issues, including recommendations on emerging ethics matters, policies, and regulations that are relevant to the genomics industry.

6 The **CSR Functional Group** is responsible for strategy development, program implementation, and CSR reporting.

- 7** **Supporting CSR Working Groups:**
- Executive Diversity Council
 - EHS Steering Committee
 - Quality Council
 - Sustainable Product Core Team
 - Supplier Diversity Committee
 - Privacy Steering Committee

- 8** **Employee Engagement Groups:**
- Sustainability Green Teams
 - Illumina Cares Volunteer Ambassadors
 - Employee Resource Groups (ERGs)

Select CSR targets are included in annual corporate goals and influence executive compensation through the management performance scorecard.

[Learn more about our Board governance, member tenure, independence, and diversity.](#)

CSR integration into our business

Our CSR strategy is guided by our business strategy and the voice of our stakeholders. It provides a lens to evaluate risks and opportunities to foster and promote long-term shared value.

Governed by our Board of Directors, our CSR strategy promotes the sustainable stewardship of our business by focusing on accelerating access to genomics, nurturing our people and communities, integrating sustainability into our products and operations, and operating responsibly.

Access

With our mission to improve human health by unlocking the power of the genome, we are committed to making our products more affordable, accessible, and sustainable.

People

The success of our mission relies on engaging extraordinary talent and helping them thrive. Putting people first and doing the right thing is core to who we are and what we do.

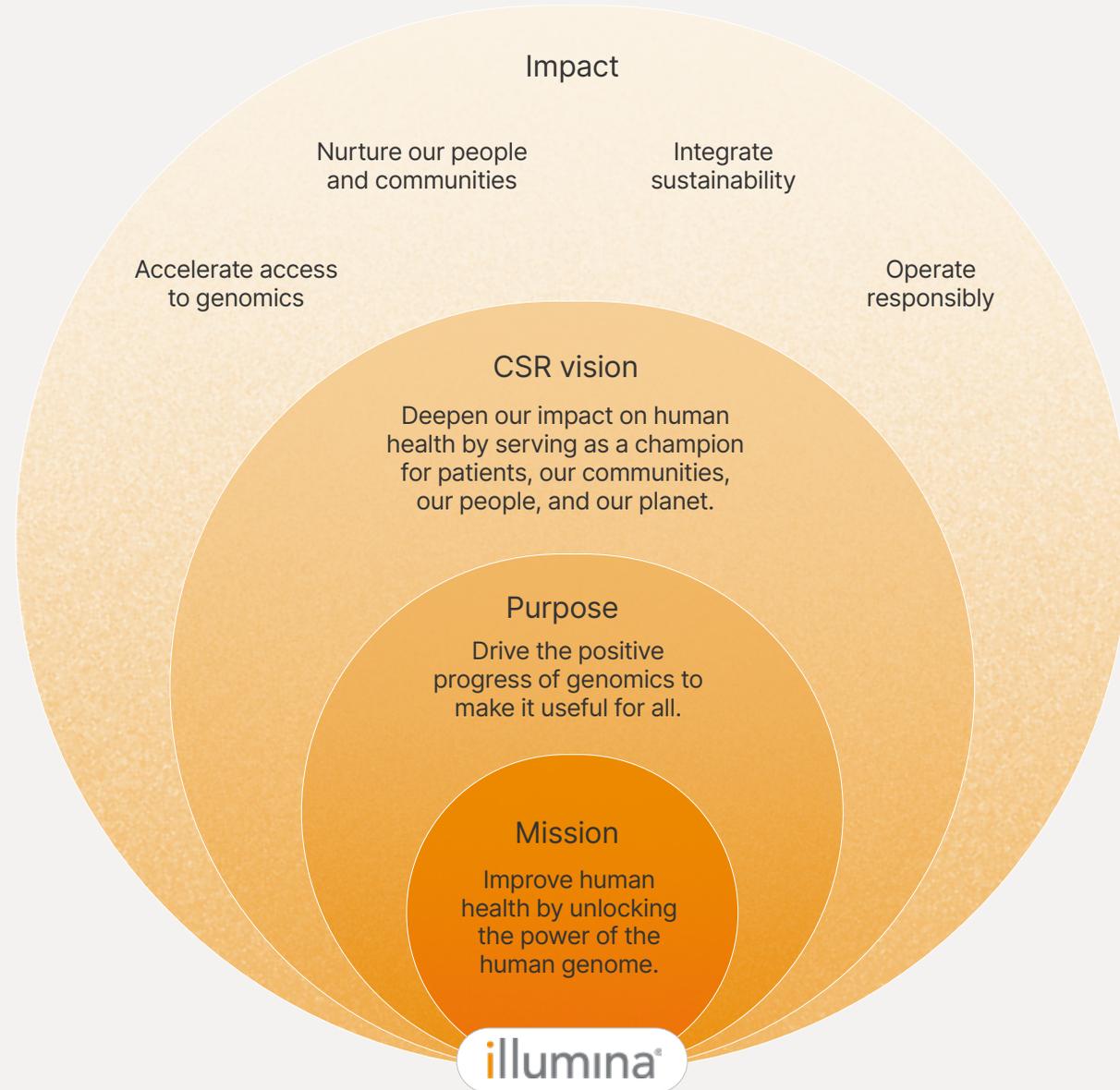
Sustainability

Genomics has the potential to solve humanity's biggest challenges and the planet's most pressing issues. We integrate sustainability in our operations, products, and value chain with recognition that human health and the health of our environment are intertwined.

Responsibility

As genomic pioneers, we hold ourselves to the highest standards in our actions, ensuring that the technology we create and the data we collect are used safely, ethically, and responsibly. We are committed to transparency and connected by a dedication to genomics for good.

By embedding our CSR strategy into our business, we are driving positive stakeholder **impact** and long-term shareholder **value**.



CSR strategy

We are deepening our impact on human health by serving as a champion for patients, our communities, our people, and our planet.



Accelerate access to genomics

- Be the engine of genomic innovation
- Drive down the cost of sequencing
- Expand the reach of genomics



Nurture our people and communities

- Practice diversity, equity, and inclusion
- Attract extraordinary talent
- Invest in our people
- Support employee health, well-being, and safety
- Engage our employees and communities



Integrate sustainability

- Drive climate action
- Operate sustainable facilities
- Develop sustainable products
- Leverage genomics for sustainability applications



Operate responsibly

- 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



Materiality

We prioritize action on our most material* environmental, social, and governance (ESG) issues, supported by robust governance, transparency, and accountability. Through managing the risks and opportunities related to each material ESG issue, we execute on our purpose and deliver the greatest positive impact to our business, our stakeholders, and the planet.

Our materiality assessments guide our CSR strategy by understanding which material issues matter most to our business, our stakeholders, and society. In 2021, we refreshed our 2018 baseline materiality assessment, which further refined and validated our priorities and focus areas. The updated materiality assessment incorporated principles of a double materiality approach by understanding which topics could have a potential impact on our business and which topics have a potential impact on external stakeholders, society, and the environment.

In this report, we outline our management approach, targets, connection to the United Nations Sustainable Development Goals (UN SDG), and performance for each of our material CSR topics. Our reporting efforts align with the leading frameworks and external benchmarking tools.



Reporting frameworks and external benchmarking



Material CSR topics

ENVIRONMENT

- [Climate action](#)
- [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](#)

*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: DEI, recruitment, development, engagement, safety, and wellness.



Engaging our stakeholders

Stakeholder groups	How we engage	How we respond
Investors	Investor Day , CSR Virtual Investor Event , quarterly and annual reports, regular meetings, and communication via phone, email, and website.	Based on feedback for increased accessibility of data, we created an CSR data hub on our website that promotes quick access to our CSR targets, policies, and performance.
Customers	Our Customer Experience team regularly surveys customers to understand how we can improve. We conduct quarterly relationship surveys, leverage machine-learning tools, and provide an open channel for customer feedback from our field employees. In 2023, we achieved a Customer Net Promoter Score of 54, and 9 out of 10 customers find it easy to do business with our team.	We received feedback from customers on the sustainability of our products and on decreasing the amount of packaging we use. With the launch of the NovaSeq X Series, we were able to reduce packaging by 90% and achieve a 61% reduction in climate impact.* Learn more
Patients	We partner with patients, families, and organizations that represent communities to help raise awareness, build hope, and create change. Through evidence generation, education, and community outreach, Illumina is committed to advocating for health care coverage and accelerating the adoption of genomics as a diagnostic tool.	Work from scientists at Illumina and our collaborators has shown that patients who get access to whole-genome sequencing (WGS) are twice as likely to have a change in management and are more likely to get the precision care they need. As of 2023, over 1.3 billion lives are covered for genomic testing. Learn more
Employees	We engage and communicate with our employees via regular pulse surveys, virtual and in-person company meetings, email, internal events, performance reviews, training, ERGs, recognition, and other internal platforms.	We received feedback that leaders wanted development opportunities, which resulted in delivering global leadership programs targeted to every leadership level in 2023. Learn more
Suppliers	Our procurement and supply chain management team engages suppliers through tenders, training, surveys, meetings, and questionnaires.	In 2023, we 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. Learn more
Health care providers	We aim to increase genomic literacy by engaging health care professionals through podcasts, online education, roundtables, conferences, and meetings.	In 2023, through independent medical education partnerships with professional societies and the medical community, we provided education across all clinical segments, reaching 27,000 learners and measuring a 99% increase in participant knowledge and a 98% increase in competence reported. Learn more
Community partners	Community investment grant recipients complete both a mid-grant and final impact survey following completion of their projects to help guide future opportunities and provide feedback.	In 2023, a STEM nonprofit grantee working to create a mobile lab experience communicated delays in construction when they filed their mid-year grant surveys. This feedback enabled us to adjust the launch activation of their exhibit and find alternative volunteer options onsite for our employees while the mobile lab was being completed. Learn more
Government and regulators	Illumina connects with governments and organizations around the world to engage and educate policymakers and key stakeholders on issues that impact our mission and business.	In 2023, we focused engagement with public-policy stakeholders around advancement of precision medicine; adoption and reimbursement for genetic testing; adoption and reimbursement for noninvasive prenatal testing; adoption and funding for genomic infectious disease surveillance; and promotion of STEM opportunities.
Ethics Advisory Board	We seek guidance from our Ethics Advisory Board quarterly on a range of strategic issues.	The Ethics Advisory Board's work includes providing strategic advice to Illumina about emerging policies and regulations relevant to the genomic industry and the company's interests, and ethical issues arising from specific technology or products.

*Based on end market assessment NY, US.

Progress on our 2030 targets

Our focus areas	Objectives	2030 Targets	✓ Achieved	🔄 In Progress	2023 Progress
Accelerate access to genomics	<ol style="list-style-type: none"> Be the engine of genomic innovation Drive down the cost of sequencing Expand the reach of genomics 	<ul style="list-style-type: none"> Achieve 2 billion covered lives by 2026 Reach at least 25,000 medical education learners annually Reach 5 million STEM learners 	<ul style="list-style-type: none"> ✓ ✓ 🔄 		<ul style="list-style-type: none"> 1.3 billion lives covered >27,000 medical education learners reached 1.6 million STEM learners reached from 2019 baseline
SDG Alignment Targets: 3.d, 17.6, 17.7, 17.16 					
Nurture our people and communities	<ol style="list-style-type: none"> Practice diversity, equity, and inclusion Attract extraordinary talent Invest in our people Support employee health, safety, and well-being Engage our employees and communities 	<ul style="list-style-type: none"> Increase gender representation in global leadership* Maintain zero net pay gap Increase minorities** in executive leadership† (US) Increase underrepresented minorities§ in US workforce and leadership* Reduce recordable injury and illness rate Donate 100,000+ volunteer hours Achieve 50% employee participation in giving and volunteering 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ 🔄 🔄 ✓ 		<ul style="list-style-type: none"> 4% increase from 2019 baseline Maintained for 5th consecutive year 8% increase from 2019 baseline 2% increase in leadership; 1% increase in workforce from 2019 baseline 48% decrease from 2019 baseline 47,130 volunteer hours donated from 2019 baseline 58% employee participation
SDG Alignment Targets: 10.3, 5.b 					
Integrate sustainability	<ol style="list-style-type: none"> Drive climate action Operate sustainable facilities Develop sustainable products Leverage genomics for sustainability applications 	<ul style="list-style-type: none"> 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% 	<ul style="list-style-type: none"> 🔄 🔄 🔄 ✓ 🔄 🔄 🔄 		<ul style="list-style-type: none"> In progress 48% decrease from 2019 baseline† 16% increase from 2019 baseline; 24% decrease YoY 100% renewable electricity† 56% landfill diversion at core sites 2.6% increase in water intensity at core sites; 8.3% decrease YoY in total water consumption 53% reduction from 2019 baseline
SDG Alignment Targets: 12.2, 12.5, 13.2 					
Operate responsibly	<ol style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Ensure 100% strategic suppliers committed to reducing their environmental footprint Achieve 20% spend with diverse suppliers (US) Achieve top industry CSR ratings 	<ul style="list-style-type: none"> ✓ 🔄 ✓ 		<ul style="list-style-type: none"> 100% strategic suppliers committed to reducing their environmental footprint 11% spend with diverse suppliers (US) Top industry rating for DJSI, Sustainalytics, Just Capital, and others
SDG Alignment Targets: 9.2, 10.3, 17.16 					

Core sites: San Diego (i3, HQ, Distribution Center), Foster City, Hayward, Madison, UK Illumina Centre, the Netherlands, and Singapore Woodlands.

*Through onsite generation, purchased renewable electricity, renewable energy credits, and Green-e certified nature-based carbon credits.

*Leadership: manager, equivalent, and above.

†Executive leadership: director, equivalent, and above.

§Underrepresented minorities (US): Black, Native, Pacific Islander, Hispanic or Latino, two or more.

**Minorities (US): Asian, Black, Native, Pacific Islander, Hispanic or Latino, 2 or more.

As our business evolves and matures, we consistently evaluate our CSR strategy, targets and the connection to our business priorities. Changes in leadership and macroeconomic trends have led to prioritization of our 2023 targets listed here. A deeper review with a double materiality lens is planned for future inclusion and evaluation.



Accelerate access to genomics

Strategic approach and impact

We are committed to accelerating access to genomics to realize health equity for billions of people around the world. Making genomics available to all is critical in realizing its potential to save and improve lives. That's why we are driving down the cost of sequencing, expanding access to advanced technology, and increasing the diversity of genomics data.

KEY OBJECTIVES

- 1 Be the engine of genomic innovation
- 2 Drive down the cost of sequencing
- 3 Expand the reach of genomics

2023 HIGHLIGHTS

211
new patent applications in 2023, totaling **9893** patents issued worldwide by end of 2023

335
patients supported through philanthropic iHope programming

> 27,000 health care professional learners reached

352
units of new breakthrough NovaSeq X series shipped

1.3 billion
lives covered

UN SDGS





Nurture our people
and communities

Strategic approach and impact

We are committed to creating a workplace centered on innovation and care that values the unique talents of the individual, brings forward the best of the collective, and delivers on the Illumina mission at a global scale.

We are also committed to giving back, creating shared value through our business, and seeking opportunities to engage our people to be agents of change.

Our extraordinary mission requires extraordinary people and leaders at every level. By nurturing an inclusive and caring culture, we magnify the value of collaboration and building a community. Together our impact is amplified, and our potential is unlimited.

KEY OBJECTIVES

- 1 Practice diversity, equity, and inclusion
- 2 Attract extraordinary talent
- 3 Invest in our people
- 4 Support employee health, safety, and well-being
- 5 Engage our people and communities

2023 HIGHLIGHTS

45%
female workforce representation

5%
increase in female executive leadership in the last three years

Zero net pay gap
maintained for a fifth consecutive year

52%
minority representation in the US workforce

58%
employee participation in giving and volunteering

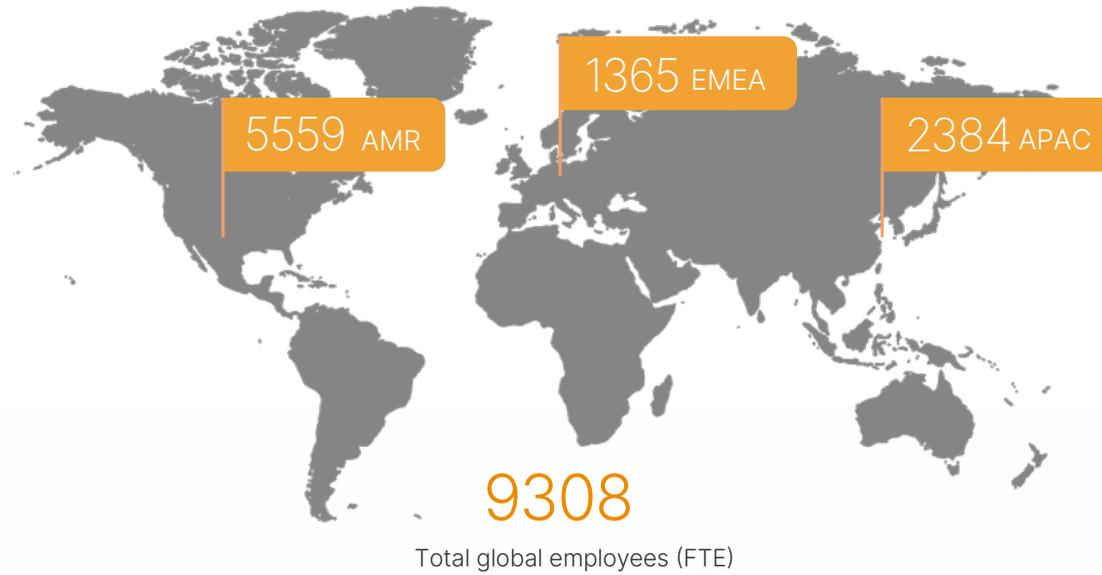
350K
STEM learners reached for 2023

UN SDGS



Our people

Everyone at Illumina is driven by the power of genomics to positively impact the world. We seek opportunities. We embrace challenges. We work tirelessly to move genomics and humanity forward.



EMPLOYEE AGE DISTRIBUTION (GLOBAL)



ADDITIONAL IDENTITIES (US)





Integrate sustainability

Scott

Sr. Specialist, Ethics & Privacy
Summit of Mt. Whitney, CA

Strategic approach and impact

We are committed to integrating environmental stewardship into the fabric of how we operate. 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, in our products, and across our value chain. As the world seeks innovative solutions to tackle climate challenges and protect our natural capital, we recognize the incredible opportunity genomics and our technology provide.

KEY OBJECTIVES

- 1 Drive climate action across our value chain
- 2 Operate sustainable facilities
- 3 Develop sustainable products
- 4 Leverage genomics for sustainability applications

2023 HIGHLIGHTS

100%

renewable electricity*

53%

reduction in packaging (since 2019)

Carbon neutral

direct operations (Scope 1, 2) beyond†‡ SBTi path

8%

decrease in water usage (YoY)

*Through onsite generation, purchased renewable electricity, and renewable energy credits.

†SBTi Beyond Value Chain Mitigation.

‡Through onsite generation, purchased renewable electricity, renewable energy credits, and Green-e certified nature-based carbon credits.

UN SDGS



NovaSeq™ X Series

NovaSeq™ 6000

Our path to a science-based net-zero by 2050

Climate change represents a threat to human health, the environment, and the global economy. As a science-based organization, we aim to ground our climate action in a science-based framework.

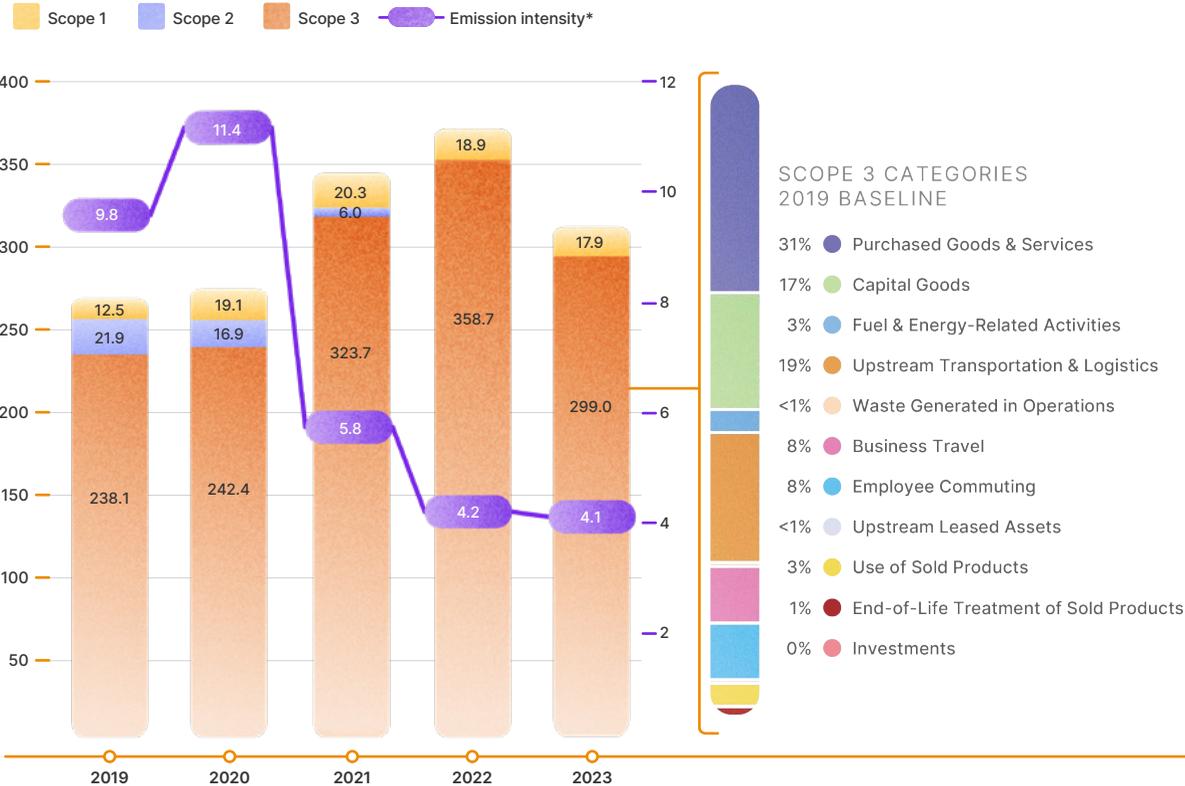
We were among the first companies in the world and the first genomic company to receive [verification](#) of our 2050 net-zero emissions targets by the Science Based Targets initiative (SBTi) [Corporate Net-Zero Standard](#). Our Scope 1, 2, and 3 emission targets are also externally [verified by SBTi](#) and aligned to the Paris Agreement's goal of keeping planetary warming to 1.5°C.

Managing climate risks and opportunities

To manage climate-related issues, we are incorporating climate resilience across our operations and value chain with a risk management structure, our EHS management system, business continuity program management, supply chain risk reviews, and periodic audits of related processes. As external conditions evolve, we will continue to evaluate our approach, recognizing that both physical risks, such as extreme weather, and transition risks, such as regulatory and technological developments, may affect our operations.

[Learn more about how we manage climate risks and opportunities in our TCFD Index.](#)

Illumina carbon footprint



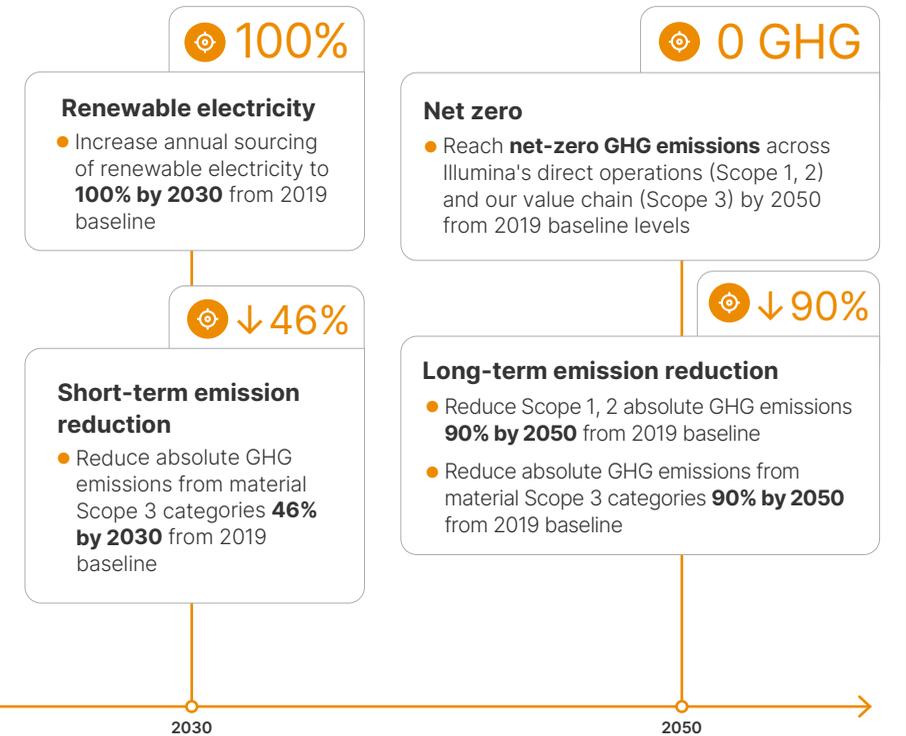
Scope 3 emissions

Based on our 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 (cat. 1)
- Capital goods (cat. 2)
- Upstream transportation and distribution (cat. 4)
- Business travel (cat. 6)
- Employee commuting (cat. 7)
- Investments (cat. 15)

SBTi-APPROVED TARGETS



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 nature-based Green-e certified carbon offsets while on our journey to net zero. We have applied carbon offsets for our natural gas Scope 1 as a temporary mitigation.

Net zero transition

As we work towards net zero, we're reducing emissions by incorporating on-site energy generation and purchasing renewable electricity, renewable energy credits, and Green-e certified nature-based carbon credits.



Operate
responsibly

Strategic approach and impact

We are committed to conducting ourselves with honesty, integrity, and respect for all. Our role as a genomics pioneer brings with it the responsibility to enable innovation for good, ensuring that the technology we create and the data we collect are used safely, ethically, and responsibly. Doing the right thing is core to who we are, what we do, and how we do it. We honor the trust placed in us by patients, customers, employees, shareholders, and communities.

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

2023 HIGHLIGHTS

3
board members are women

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

\$94.1 million
in diverse supplier spend (US)

97%
employees trained on our code of conduct

UN SDGS



*Core sites: San Diego (i3, HQ, Distribution Center), Foster City, Hayward, Madison, UK Illumina Centre, Netherlands, China, and Singapore Woodlands.

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 social responsibility program and most material environmental, social, and governance (ESG) themes.

Boundaries and exclusions

The boundary of this report includes only core Illumina activities.

Reporting period

January 1, 2023, to December 31, 2023, 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. Any material data changes would be identified. In 2023, there was one restatement of water data noted as a footnote on page 77.

Assurance

[Limited assurance](#) has been provided in accordance with ISAE 3000 and ISAE 3410 on the following topics:

- Scope 1, 2, and 3 GHG emissions data
- Energy data
- Water data
- Waste data
- Human capital data

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
- Dow Jones Sustainability Index
- CDP*
- Bloomberg Gender Equality Index
- HRC Corporate Equality Index
- ISO 26000 as reference to provide guidance for integration of social responsibility

Signatory participation

- United Nations Global Compact (UNGC)[†]
- We Mean Business Coalition 1.5°C
- UN Race to Zero
- CEO Action for Diversity & Inclusion
- UN Women Empowerment Principles
- STEMM Opportunity Alliance

Relevant memberships

- Business for Social Responsibility (BSR)
- World Economic Forum
- Association of Corporate Citizenship Professionals (ACCP)
- Chief Executives for Corporate Purpose (CECP)
- CSR Board.Org
- World 50
- Sustainable Packaging Coalition
- My Green Lab

?

CONTACT

We welcome your feedback at csr@illumina.com

LEARN MORE

[Illumina ESG reporting hub](#)

*To access Illumina's public facing CDP submission [Learn more.](#)

[†]UNGC Communication on Progress Illumina participant [page.](#)



Sam, director of public relations, sharing the power of genomics to the next generation of changemakers in China.

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; (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 manufacture robust instrumentation and consumables; (v) the success of products and services competitive with our own; (vi) 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; (vii) the impact of recently launched or pre-announced products and services on existing products and services; (viii) our ability to modify our business strategies to accomplish our desired operational goals; (ix) 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; (x) our ability to further develop and commercialize our instruments, consumables, and products; (xi) to deploy new products, services, and applications, and to expand the markets for our technology platforms; (xii) the risks and costs associated with our ongoing inability to integrate GRAIL due to the transitional measures imposed on us by the European Commission as a result of their prohibition of our acquisition of GRAIL and orders issued by the European Commission and the Federal Trade Commission requiring that we divest GRAIL; (xiii) the risks and costs associated with the expected divestment of GRAIL, including the possibility that the terms on which we divest all or a portion of the assets or equity interests of GRAIL are materially worse than those on which we acquired GRAIL; (xiv) our ability to satisfy the necessary conditions to consummate the divestiture of GRAIL on a timely basis or at all, due to the requirements set by the European Commission; (xv) the risk that disruptions from the consummation of our acquisition of GRAIL and associated legal or regulatory proceedings, including appeals, or obligations will harm our business, including current plans and operations; (xvi) the risk of incurring additional fines associated with the consummation of our acquisition of GRAIL; (xvii) our ability to obtain approval by third-party payors to reimburse patients for our products; (xviii) 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.

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