



we
focus
on
impact

Corporate Social Responsibility
Report 2021

illumina®

We are dedicated to making a positive impact on humanity, not just through our technology, but through our actions. By doing so, we aim to help shape a more sustainable and equitable future for all.

This report reflects upon the progress we have made, and is a look to the future on our continued commitment to deepen our impact on human health by serving as a champion for patients, our people, and our planet.

This is our second annual Corporate Social Responsibility Report, which describes the evolution of our program from January 1, 2020 to December 31, 2020.



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RECOGNITION 2020



Message From Our CEO

Francis deSouza

In January 2020, the World Health Organization initiated an emergency response to a notification from the Wuhan Municipal Health Commission of a cluster of viral pneumonia of unknown cause. By March, we were in a global pandemic. For the first time in modern history, the whole world was focused on solving a single problem. The COVID-19 pandemic is a watershed event of our time, straining health systems, revealing unconscionable inequalities, and permanently changing the way we work and live.

Throughout our history, Illumina's relentless focus has been to unlock the power of the genome. At the intersection of biology and technology, genomics enables discoveries that were unimaginable even a few years ago. That has never been clearer than in response to the global pandemic. The first SARS-CoV-2 genome was sequenced on an Illumina sequencer in early January and a mere 42 days later, Moderna shipped the first batch of its messenger RNA vaccine, developed from that viral genome data. Genomic technology has been on the front lines of diagnostics, research, vaccines, therapy development, and surveillance. Genomic research has given valuable insights into COVID-19 susceptibility and precision treatments. Genomic surveillance has detected SARS-CoV-2 variants developing around the world.

In addition to scientific highlights, we added exciting business acquisitions and strategic partnerships to our portfolio.

Illumina acquired Enancio and BlueBee to further expand our informatic and data-compression capabilities. Our partnership with Roche will bring accelerated availability of Next-Generation Sequencing (NGS)-based in vitro diagnostic tests. This partnership will also include collaboration to complement our comprehensive pan-cancer therapy selection assay TruSight Oncology 500 (TSO500) with new companion diagnostic claims.

In 2019, we aligned our Corporate Social Responsibility (CSR) strategy to reflect a shared value approach that creates lasting impact for both our company and society.

As good corporate citizens, we do business in a way that reflects the very best of Illumina and honors the trust that our employees, patients, customers, community, and shareholders put in us. We remain focused on supporting the United Nations Sustainable Development Goals (SDGs) and on measuring our impact with transparency.

Our CSR focus areas include: Access to Genomics, Our Community, and Environmental Sustainability, which are underpinned by the foundational pillars of Our People and Our Integrity.

Access to genomics is advanced through philanthropy efforts, expanded insurance coverage, and education.

Our philanthropic contributions to accelerate access and increase the diversity of genomic data represented included a \$20 million commitment to support the Africa Centres for Disease Control and Prevention (CDC) launching the Africa Pathogen Genomics Initiative. We saw expanded insurance coverage and broadened access in the US when the American College of Obstetricians and Gynecologists recommended Non-Invasive Prenatal Testing be made available to all pregnant women, regardless of maternal age or baseline risk.

Continued on next page ▶

“

The opportunities to drive the progress of genomics and make it more impactful for patients, our communities, and our planet are boundless.”



Message From Our CEO continued

Sustainability to reduce the environmental footprint of our facilities, our supply chain, and our products.

We recognize the links between the health of our planet and the health of humanity. Our work on climate action continued with energy-reduction initiatives and increased renewables. Our transition to more sustainable packaging and new products, such as the ambient ship flow cell, enabled improved recycling of sequencing cartridges and was very well received by customers.

Empowering our community to quickly respond to the pandemic, natural disasters, and racial inequality demonstrated our corporate citizenship.

2020 provided the opportunity to put our corporate citizenship into action. We supported the global community with over \$10.5 million in charitable donations related to COVID-19 response from in-kind donations, direct giving, and the Illumina Corporate Foundation. We launched the Illumina Genomics Discoveries STEM education initiative and invested \$500,000 in a new nonprofit that will target increasing diversity in STEM in San Diego. Our employees continued to give back by adjusting their volunteer efforts virtually and giving to philanthropic causes.

Illumina is committed to taking further actions to drive diversity, inclusion, and respect for all—principles which have always been part of Illumina's DNA. Our response to racial inequalities included almost \$1 million in charitable contributions. This year, I joined over 1,500 other CEOs in the pledge to act on supporting a more diverse and inclusive workplace for employees. In addition, we created a new role and hired a Vice President dedicated to Diversity and Inclusion.

While the pandemic brought suffering and trauma around the globe and exposed major global healthcare issues, it also inspired us.

Despite the challenges of 2020, I am optimistic about the opportunity to harness the positive impact of science, technology, and the unprecedented possibilities that can be brought to life through genomics. I am inspired by the selfless dedication of healthcare professionals, frontline essential workers, scientists, and researchers around the world. When we collaborate across borders and industries, we see a radical acceleration of science and technologies—from years to months and weeks.

In this, our second CSR report, we will share progress toward our 2030 targets and reflect on our achievements and opportunities.

It is my pleasure to introduce the second Illumina Corporate Social Responsibility Report. It reflects the ways in which we have worked to positively impact the lives of patients, our employees, our communities, and the planet during this challenging year.

In 2020, we received recognition from the Dow Jones Sustainability Indices, Bloomberg Gender-Equality Index, HRC Corporate Equality Index, Most Just Companies, America's Most Responsible Companies, and FTSE4Good to name a few.

Recognizing increased interest from our stakeholders about climate change management and material links to our business, we have expanded the frameworks of reference for our CSR reporting.

In addition to our current application of the Global Reporting Initiative, we have expanded our disclosure to be in line with the recommendations of the Task Force on Climate-related Financial Disclosures and with the Sustainable Accounting Standards Board.

The opportunities to drive the progress of genomics and make it more impactful for patients, our communities, and our planet are boundless.

In this report, you will see the data and examples that describe our approach to fulfilling that aspiration. We will continue to strive to be the best employer, the best environmental steward, and the best corporate citizen we can possibly be.

Many thanks to our employees for helping Illumina thrive, and for tirelessly working to unlock the power of the genome to improve human health, especially during this unprecedented year. I am optimistic about the opportunity to rebuild and define the world we want to live in.



Francis deSouza, CEO

2020 Highlights

Focus on Patient Access

We Break Through Barriers



Achieved another milestone toward our goal of the \$100 genome, with the release of the NovaSeq™ 6000 v1.5 Reagent Kit



Contributions from the Illumina iHope Network continued to provide whole genome sequencing to underserved families



Committed \$20 million over four years to help launch the Africa Pathogen Genomics Initiative (APGI), expanding genomics-based public health pathogen surveillance



Non-Invasive Prenatal Testing (NIPT) was recommended to be offered to all pregnant women, regardless of maternal age or baseline risk, by the American College of Obstetricians and Gynecologists (ACOG), helping to expand coverage and broaden access

Focus on Community

We Are Stronger Together



Illumina, Inc. and the Illumina Corporate Foundation made donations totaling \$13.8 million



Over 195,000 teachers and students participated in our STEM Education and Genomic Literacy programming with emphasis on support for underrepresented minorities



Our COVID-related philanthropy directed over \$10.5 million (see [Tackling COVID-19](#))

Focus on Environment

We Tread Carefully



Reduced electricity consumption by 23,228 MWh



Increased use of renewable solar power by 113% from baseline



Launched three innovative sustainable packaging initiatives

Focus on People

We Nurture a Culture of Care



Employee pulse survey reported 94% are proud to work at Illumina



Number of women in leader roles has increased 13% over three years in the UK and globally the number of women in senior leader roles has increased 5%



Maintained a zero net pay gap again for 2020 reporting year

Focus on Integrity

We Do Business Responsibly



100% of our employees certified to our Code of Conduct












Code of Conduct and Supplier Code of Conduct updated to reflect our advancing CSR commitments and supplier expectations






Tackling COVID-19

When COVID-19 hit, Illumina reacted quickly, offering support for our people, our customers, and our communities.






Employee Support

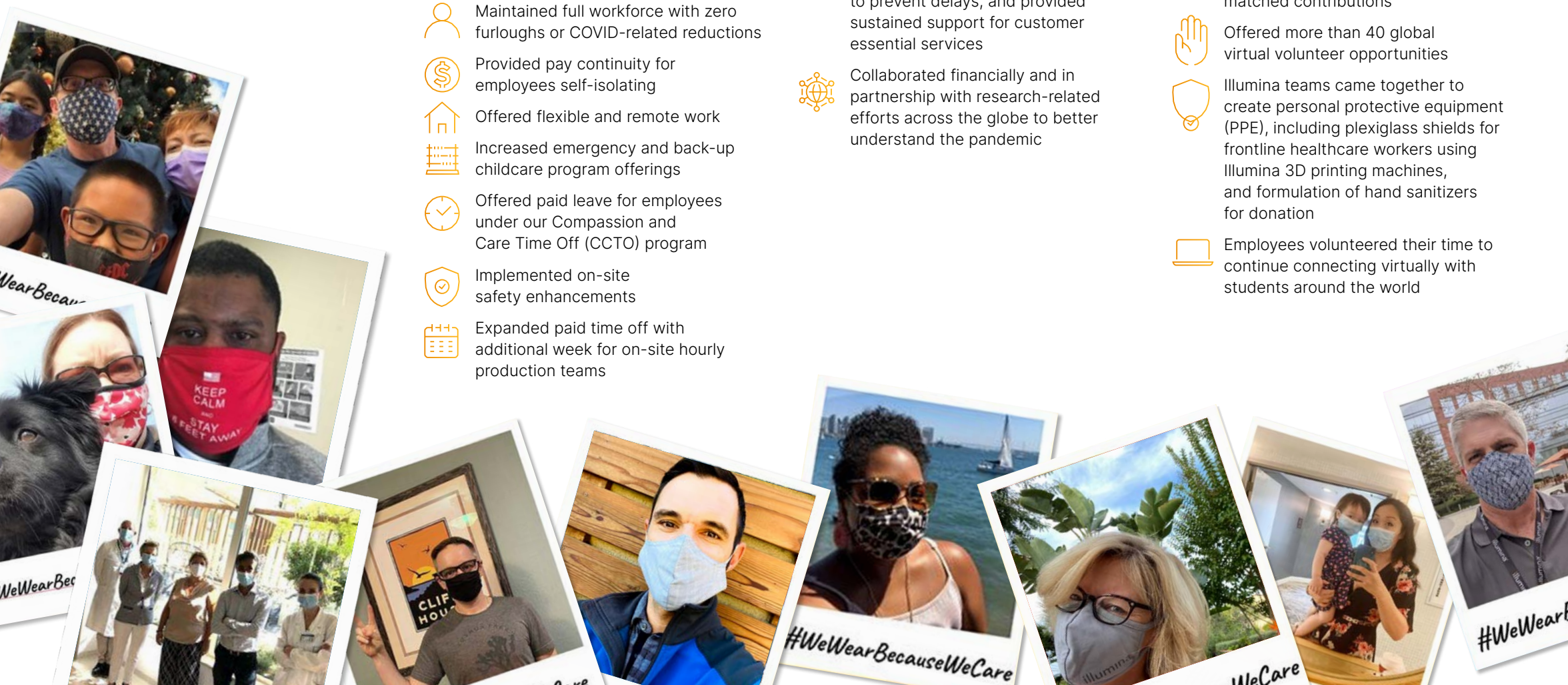
-  Provided funding, ergonomic equipment and training for remote working
-  Distributed \$1,000 COVID Care cash allowances to help address unanticipated financial needs
-  Maintained full workforce with zero furloughs or COVID-related reductions
-  Provided pay continuity for employees self-isolating
-  Offered flexible and remote work
-  Increased emergency and back-up childcare program offerings
-  Offered paid leave for employees under our Compassion and Care Time Off (CCTO) program
-  Implemented on-site safety enhancements
-  Expanded paid time off with additional week for on-site hourly production teams

Customer Support

-  Our technology helped power the heroes working around the globe to provide diagnostic support, track transmission, conduct surveillance, and develop vaccines
-  Worked closely with supply chain to prevent delays, and provided sustained support for customer essential services
-  Collaborated financially and in partnership with research-related efforts across the globe to better understand the pandemic

Community Support

-  Addressed the greater good around the world through collaborations, partnerships and philanthropy
-  Donated a total of \$10.5 million through in-kind products, direct grants, employee giving and matched contributions
-  Offered more than 40 global virtual volunteer opportunities
-  Illumina teams came together to create personal protective equipment (PPE), including plexiglass shields for frontline healthcare workers using Illumina 3D printing machines, and formulation of hand sanitizers for donation
-  Employees volunteered their time to continue connecting virtually with students around the world





NovaSeq™ 6000

what we do ... and why we do it

From diagnosing rare disease to understanding biodiversity in our ecosystems, we are helping to unlock the power of the genome.

Focus on Illumina

In this section:

- 08 Q&A With Our Chief Financial Officer
- 09 About Illumina
- 10 Illumina At a Glance
- 11 Business Overview
- 12 CSR Framework and Governance
- 13 Our Strategy: Creating Unique Impact
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Q&A With Sam Samad

Chief Financial Officer



Stewardship of our fiduciary responsibility includes a strong emphasis on managing risk, driving performance, and ensuring business integrity. CSR provides a lens through which to evaluate business opportunities and to ensure decisions benefit all our stakeholders—not just investors, but also employees, customers, suppliers, the environment, and the communities in which operate.”



Q. What kind of feedback did you receive from the inaugural CSR Report?

A. The feedback was very positive. We initially chose the Global Reporting Initiative (GRI) as our reporting framework because it was the most comprehensive. We felt this would appeal to the variety of our stakeholders, facilitating data transparency and enabling us to share the stories that bring our program to life for reviewers.

We heard from our investor community that we could go into greater detail about the potential financial impacts of sustainability on our business and how we assessed opportunities and risk associated with climate change.

Q. How has this feedback influenced your follow-up report?

A. We have expanded our reporting framework to include GRI plus the recommendations from the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD). We believe this approach will enable us to further provide an integrated, comprehensive view of our activities and our progress on commitments related to sustainability, climate action, and social responsibility.

We recognize that stewardship of our fiduciary responsibility includes a strong emphasis on managing risk, driving performance, and ensuring business integrity. CSR provides a lens through which to evaluate business opportunities and to ensure decisions benefit all our stakeholders—not just investors, but also employees, customers, suppliers, the environment, and the communities in which we operate.

Q. How has the pandemic affected Illumina's portfolio?

A. There is much to be optimistic about in the global recovery path and the role of genomics in general. While some labs are still not operating at their pre-pandemic levels, we see very positive signs that our business is trending in the right direction. We saw a faster recovery than expected, in both clinical and research customers, leading to a strong rebound in our business by the second half of the year.

Despite the many challenges of 2020, we still had several ground-breaking activities. We launched NextSeq™ 2000 and NextSeq™ 1000, as well as the P3 flow cells. In addition, we rolled out the NovaSeq™ 1.5 reagents, and launched COVIDSeq™, the first NGS-based test to receive Emergency Use Authorization (EUA) from the FDA. Our research and development (R&D) investments grew both sequentially and year-over-year.

We contributed to some remarkable scientific and medical genomic breakthroughs this year, and witnessed continued adoption of NGS in cancer treatment. We also saw expanded coverage and access to NIPT for all pregnant women, regardless of risk. Finally, there is a greater appreciation of the need for genomic surveillance of COVID-19 for tracking the emergence of new strains and raised awareness of the critical role sequencing can play with infectious disease. I am confident that our portfolio is stronger than ever.

About Illumina

We aim to drive progress in the transformative power of genomics for all.

We are an applied genomics technology company and the global leader in DNA sequencing and array-based technologies.

At the intersection of biology and technology, genomics is having a transformative effect across everything from healthcare and sustainable agriculture to data storage.

Our first products enabled researchers to explore DNA on an entirely new scale. This helped to create the first map of gene variations associated with health, disease, and drug response. This set the groundwork for many other discoveries in the future.

OUR MISSION:
Improve
Human Health
by Unlocking the
Power of the
Genome

We are striving to continue opening up unprecedented access to the incredible potential of genomics. During the first chapter of genomics, we pioneered technology that has the capacity to see into the genome. Since then, we have endeavored to make the genome more accessible to ensure that the extraordinary potential of these scientific breakthroughs has a truly global reach.

Illumina is ready to embark on the next chapter of genomic applications. This will involve further empowering our partners and helping them to predict and prevent a wider range of diseases, making personalized medicine a reality.

With progress in this field, we believe genomic advances should be applied responsibly, diligently, and, above all, ethically.

Urgency is paramount. Today's discoveries offer new treatments and fresh hope to the patients of tomorrow. We are working tirelessly to create the leading-edge technology required to enable clinicians and researchers to not only understand the genome, but also fully tap into its power.



OUR VALUES



**Innovation is
in our DNA**



**We are relentless
in the creation of
great products**



**We collaborate
deeply**



**We move fast and
embrace change**



**We are
open**

WHO WE SERVE

Our focus is helping professionals in the fields of:



**Genetic
health**



Oncology



Research



**Reproductive
health**



Agriculture



**Population
genomics**



**Direct-to-
consumer
products**

ILLUMINA AT A GLANCE

2020

\$3.2B
revenue



100%
employees
certified to
Code of Conduct



7,828

employees **43%** women **57%** men



850

iHope cases



\$681M

R&D investment

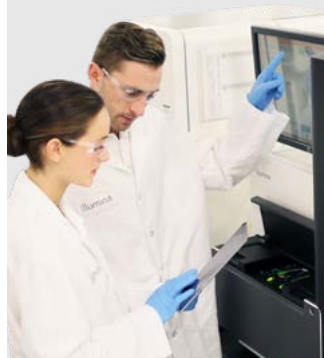
21%

of revenue



64

average hours training
per person per year



OUR LOCATIONS

Americas

Baltimore, MD, USA⁴
Foster City, CA, USA^{3, 4, 6}
Hayward, CA, USA^{2, 4}
Madison, WI, USA^{2, 4, 6}
San Diego, CA, USA^{1, 2, 3, 4, 5, 6}
São Paulo, Brazil⁴

EMEA

Berlin, Germany⁴
Cambridge, UK^{4, 5, 6}
Eindhoven, Netherlands^{4, 5}
Evry, France⁴
Mechelen, Belgium⁴
Moscow, Russia⁴
Rennes, France⁴

Greater China

Beijing, China⁴
Shanghai, China⁴

Asia Pacific

Melbourne, Australia⁴
Osaka, Japan⁴
Seoul, South Korea⁴
Singapore^{2, 4, 5, 6}
Tokyo, Japan⁴

1 Headquarters, 2 Manufacturing, 3 Clinical, 4 Commercial, 5 Distribution Center, 6 R&D

17,000
active sequencing
systems installed

7,300
global customers



\$13.8M
donated

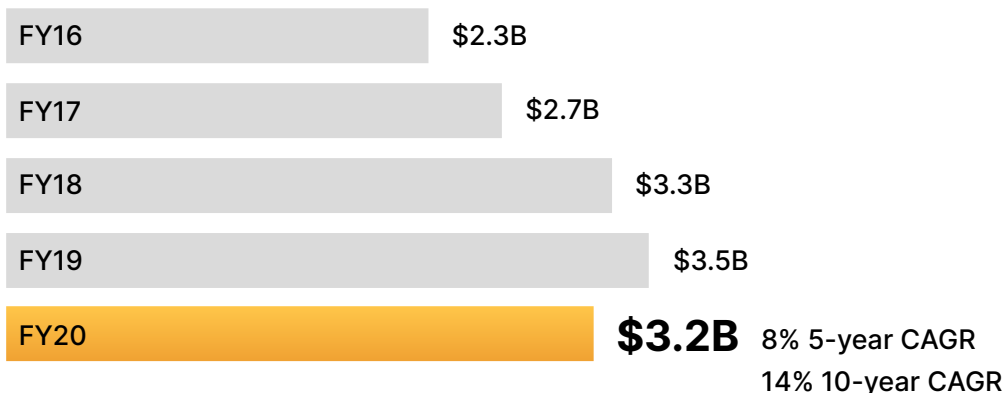


Headquarters
San Diego, CA

Business Overview

Illumina revenue comprises:
Consumables, Instruments, and Service & Other

FY20 Revenue



Consumables

These include library prep and proprietary sequencing kits, such as flow cells and reagents, for our sequencing and microarray instruments.



Service & Other

We provide warranties and maintenance contracts for our systems, and undertake services at our in-house labs. Furthermore, we receive revenue from intellectual property (IP) fees, in vitro diagnostic (IVD) licensing and milestones, and informatics.



Instruments

Our range of sequencing systems spans the full range of applications. In addition, we offer a microarray instrument to support genotyping.

[Links to Proxy statement, 10-K Report, and Illumina Source Book](#)

OUR SEQUENCING INSTRUMENTS

We are striving to advance genomics through purposeful innovation

LOW THROUGHPUT



MID THROUGHPUT



HIGH THROUGHPUT



“
NovaSeq™ is a major leap in terms of output capacity and reducing the cost per read.”

Thomas Volkert, Genome Core at Whitehead Institute

1st
sequencer to exceed \$1 billion annual revenue

CSR Framework and Governance

At Illumina, CSR is governed at the executive level with the Board of Directors and is increasingly embedded into all areas of our business.



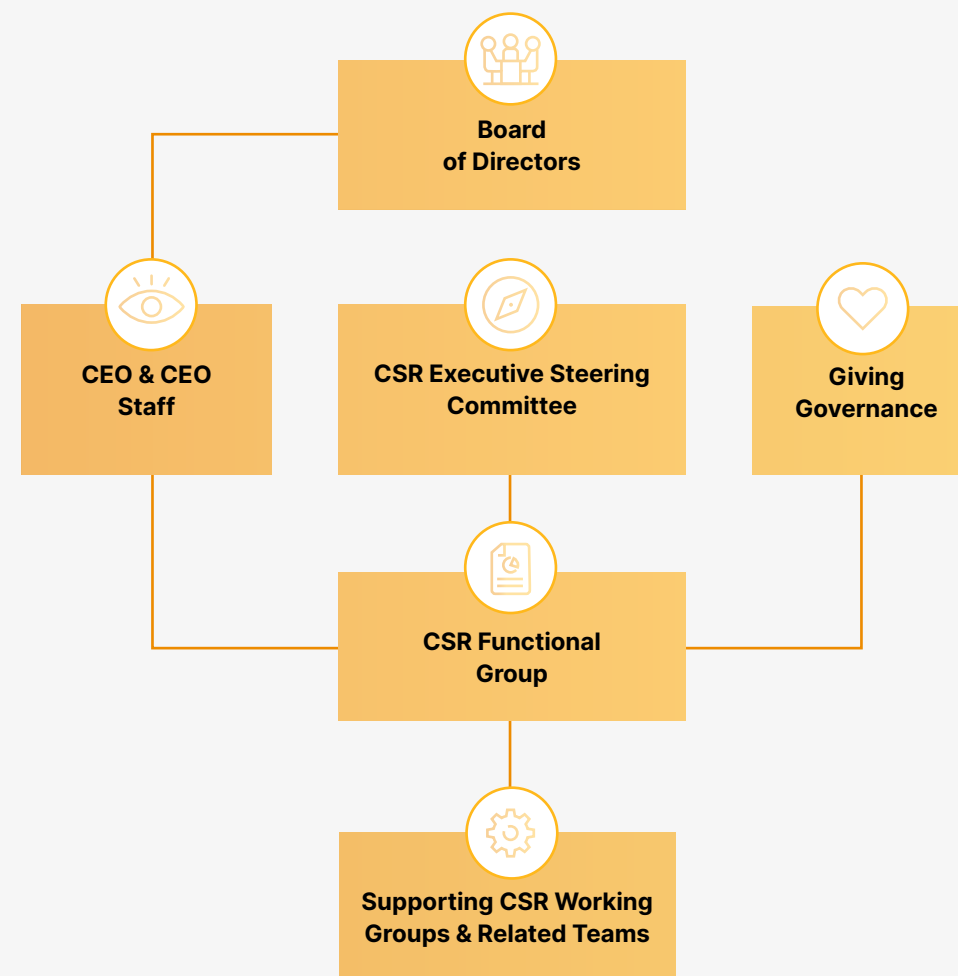
The Board provides oversight and receives updates on current performance and future strategic plans at least annually (or more frequently if material changes occur). The complete Board of Directors provides guidance and direction on environmental, social, and governance issues and opportunities that have potential impact on reputation and long-term economic viability, including climate action.

Illumina's Executive CSR Steering Committee, chaired by the Chief Financial Officer (CFO), is comprised of a team of senior leaders drawn from across the organization that provide guidance on strategic plans, and review progress on a quarterly basis.

The CSR Functional Group reports directly to the CFO. The Functional Group is responsible for program management, recommendations for program evolution, and program reporting. The CSR programs are embedded into our business through several **supporting working groups**, including the Diversity & Inclusion Council; Environment, Health & Safety Steering Committee; Quality Council; Public Policy Committee; Illumina Cares Champions; Sustainability Green Teams; and employee resource groups (ERGs).

Giving governance for Illumina, Inc. is led by the **Corporate Citizenship Steering Committee**. Giving from our nonprofit entity the **Illumina Corporate Foundation** is led by senior leaders including the CEO, CFO, General Counsel, Chief Medical Officer, and Chief People Officer.

CSR LEADERSHIP



Our Strategy: Creating Unique Impact

Our CSR strategy focuses on our most significant and material issues, our stakeholders, and the areas where we can uniquely impact the global community.

We are dedicated to positively impacting humanity through both our technology and actions.

We have identified three focus areas for our CSR activities: Accelerating Access to Genomics, Empowering Our Communities, and Environmental Sustainability. These are underpinned by Our People, and Governance & Ethics.

We support the 17 United Nations Sustainable Development Goals (SDGs). Our priorities and targets are aligned to focus on the seven goals we can most uniquely impact:



Accelerate Access to Genomics

We strive to remove barriers of access and increase representation of global diversity to expand the transformative benefits of genomics for all.



Our People

We cultivate an agile, innovative workplace, and a culture fueled by collaboration, diversity, inclusion, and fairness.



Environmental Sustainability

We invest in sustainable solutions across our facilities, supply chain, and products.



Empower Our Communities

We share our time, talent, and technology with the communities where we live and work.



Governance & Ethics

We align our business principles with our core values, ethical responsibilities, and legal obligations.

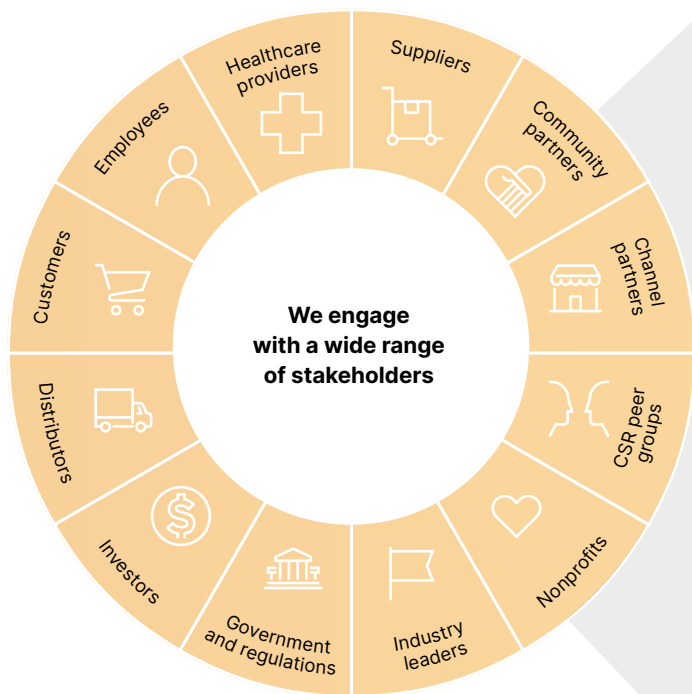


GUIDING PRINCIPLE

We believe that pursuing our mission to improve human health extends beyond bringing innovative technologies to market. We have a responsibility to ensure that everyone can benefit from unlocking the power of the genome. It is in our DNA to lead with sustainable, responsible, and proactive corporate citizenship.

Connecting CSR to Our Business

To inform our CSR strategy, we engaged with a wide range of stakeholders. Our internal engagement encompassed all organizational levels, while our external engagement included representatives from global, national, and local interests.



This report is aligned with the following industry benchmarks and reporting frameworks:

Dow Jones Sustainability Indices; CDP; Gender-Equality Index; Corporate Equality Index; GRI; SDGs; UN Global Compact; SASB; TCFD; Science Based Targets initiative (SBTi) methodology; ISO 14001 and ISO 45001

Note: In this report, we use the terms "material" and "materiality" to refer to topics that reflect Illumina's meaningful environmental, social, and governance impact. 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.

Materiality Assessment

We assessed our material issues on the importance to our business and the ability to create impact across the categories of:

Environment **Community** **Product** **Employee** **Governance**

Ability to Create Impact ↑	<ul style="list-style-type: none"> Philanthropy Volunteerism Waste Minimization 	<ul style="list-style-type: none"> Genomic Literacy STEM Education 	<ul style="list-style-type: none"> Corporate Ethics and Compliance Data Privacy and Security
	<ul style="list-style-type: none"> Diversity and Inclusion Energy Management Water Management 	<ul style="list-style-type: none"> Pro Bono Genomic Testing for Patients Production and Packaging 	<ul style="list-style-type: none"> Employee Safety Product Quality Transparency
	<ul style="list-style-type: none"> Sourcing 	<ul style="list-style-type: none"> Delivery Equitable Rewards Governance Health and Lifestyle Benefits 	<ul style="list-style-type: none"> Employee Engagement Product Design and Development

Importance to Illumina Business →



we break through barriers

We are relentless in our pursuit to improve human health. We recognize that a key component of our work is making genomic technology more accessible to people and places around the world. Through our programs and partnerships, we aim to remove barriers of access and increase equity of representation to expand the benefits of genomics for all.

Focus on Patient Access

In this section:

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- 24 Nurturing the Genomics Ecosystem
- 26 Magnifying Impact Through Partnerships

Q&A With Phil Febbo, MD

Chief Medical Officer

Q: How has Next-Generation Sequencing (NGS) played a role in COVID-19?

A: NGS has played a critical role in everything from identification of the virus to understanding transmission routes, viral mutation rates, and genome evolution, and has served as a foundation for vaccine development and therapies. NGS is a critical part of predicting and preventing future outbreaks. One of the primary advantages NGS provides over other methods of analysis is that it is an effective and high-throughput solution for screening multiple samples and detecting viruses and other pathogens without prior knowledge of an infectious agent. Once an organism is identified, NGS workflows can be used to detect a pathogen, perform surveillance and epidemiological studies, track mutational changes in the pathogen's genome, enable unbiased discovery of co-infections, and analyze potential susceptibility and human response to infection.

Five main ways sequencing-based surveillance has been used to fight SARS-CoV-2 are:

1. Identified the virus causing the respiratory illnesses in Wuhan, China
2. Tracks transmission routes globally
3. Determines how quickly the virus is adapting as it spreads
4. Identifies host genetics associated with severe disease
5. Guides repurposing and/or development of effective therapies and vaccine

Q: What lessons from COVID-19 can be applied to the future of infectious disease and NGS or genomics in general?

A: NGS is contributing significantly to the global response to SARS-CoV-2 and will help the world to prepare for future pandemics.

The COVID-19 pandemic has underscored the need for tools to detect and monitor emerging pathogens like SARS-CoV-2. We saw the use of sequencing to resolve epidemiological uncertainties by linking ambiguous cases with established transmission pathways and separate local transmission events from those that were imported from a different region. In addition, we simply would not have effective and authorized vaccines without the widespread use of NGS.

We know the routine use of genomics will be a required part of global surveillance systems to spot potential threats earlier and faster. These systems require local capabilities to collect and analyze samples as well as mechanisms to aggregate pathogen genomes across national boundaries to rapidly identify emerging threats.

This pandemic has highlighted the increased threat of infectious disease in a world that is so interconnected. Genomics can help us respond faster and more efficiently, and leverage the strength of working together.

Q: How has Illumina's approach to increasing access evolved in 2020?

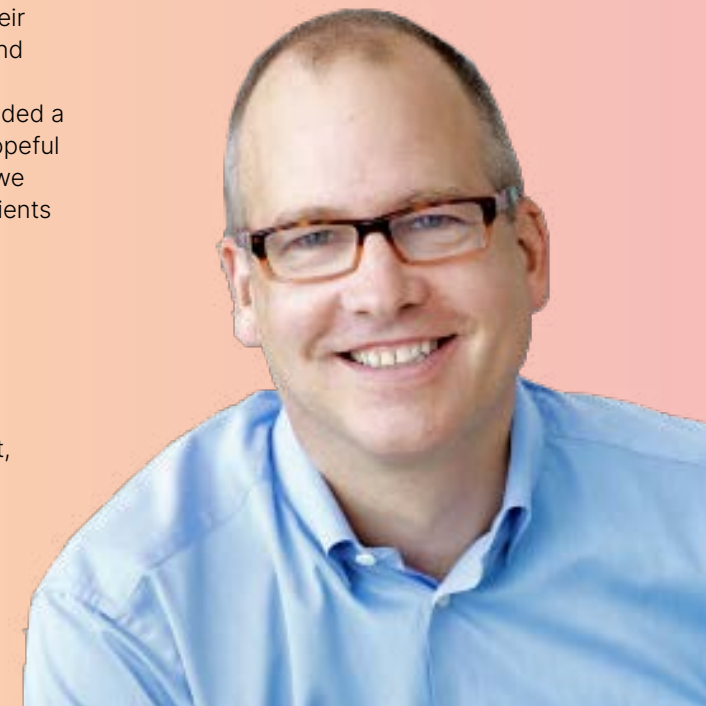
A: On several levels, 2020 has further highlighted the inequities of vulnerable populations, underrepresented groups and geographies. There are still tremendous gaps in access to genomic technology, personalized medicine, and even representative data to understand genomes in the context of global diversity. While we are working to increase access to genomics through innovation, education for healthcare professionals, and collaborations to improve market access, we are also focused on removing barriers through our philanthropic contributions.

COVID-19 added challenges for the already vulnerable population of children and their families seeking help for undiagnosed and rare disease. We continued to support patients through iHope this year, and added a clinic in Africa to the network. We are hopeful that as we recover from the pandemic, we can continue to grow the number of patients we can impact with this program.

We grew our philanthropic program to magnify our impact supporting projects around the globe that are enabling broader access and more equitable representation, such as the New York Genome Center Polyethnic-1000 project, the GINGER fellowship at the Broad Institute, and the launch of the Africa Pathogen Genomics Initiative (APGI). We will continue to seek opportunities to champion patients and access.

“

NGS has played a critical role in everything from identification of the virus to understanding transmission routes, viral mutation rates, and genome evolution, and has served as a foundation for vaccine development and therapies. NGS is a critical part of predicting and preventing future outbreaks.”



Focus on Access to Genomics: Overview

Our Commitment

We are committed to drive positive progress in genomics for the benefit of all.

Our Objectives

We aim to **remove barriers of access** and **increase equity of representation** to expand the transformative benefits of genomics for all through:

Enabling innovation and reducing the cost per genome

●
●
 In progress

Bringing hope through philanthropic efforts and patient support

●
●
 In progress

Expanding genomic literacy

●
●
 In progress

Catalyzing the creation of breakthrough genomics startups

●
●
 In progress

Nurturing the genomic ecosystem through community collaborations, market access efforts, and partnerships

●
●
 In progress

Our Why

There is urgency to our mission because we understand that today's discoveries have the potential to help tomorrow's patients. We recognize that our efforts to improve human health can be magnified if all people and places have access to genomic technology.

Genomics is a transformational field of science. Having been integrated into clinical practice at a faster rate than almost any innovation in the history of medicine, it is today creating a path toward personalized medicine and inspiring hope worldwide.

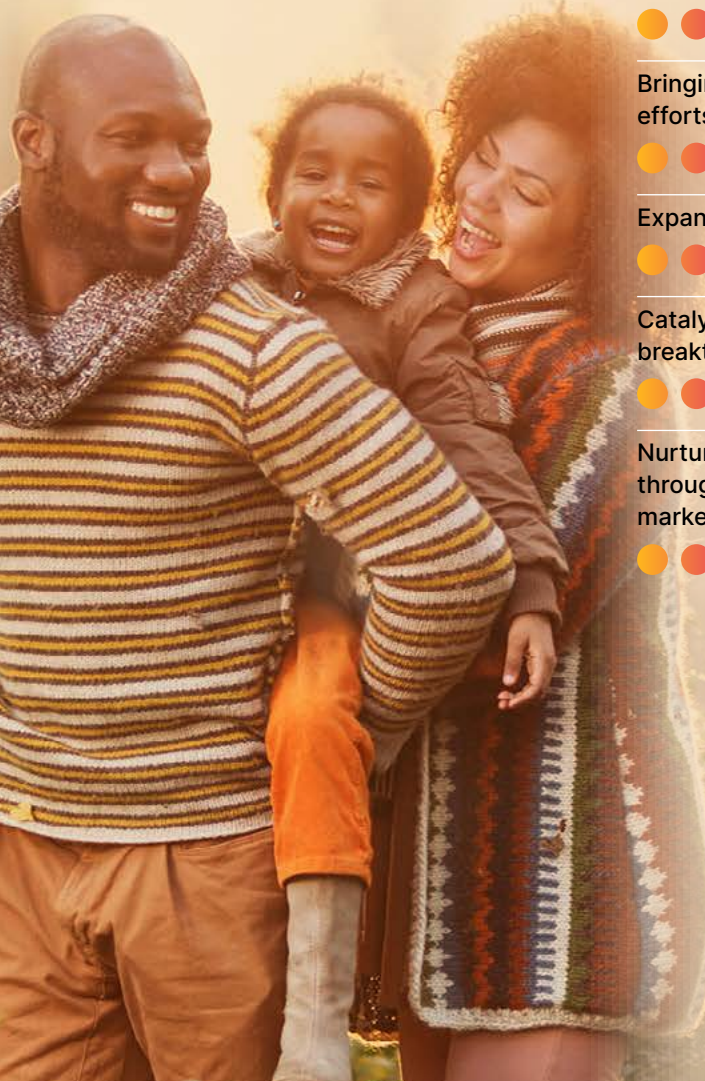
This implementation has, however, been almost entirely restricted to more developed nations. There is a vital need to make genomic technology and precision medicine available to all, regardless of their social status, income, or geographic location. To ensure that genomes can be interpreted in the appropriate context of global diversity, we aim to increase the equity of representation in genomic data.

Cutting-edge technologies help patients to be diagnosed quicker and more accurately. This reduces the delay, which is often referred to as a "diagnostic odyssey." While we are driving down the cost of sequencing with innovation and advocating for increased coverage and reimbursement through education, obstacles still exist in terms of varying adoption rates around the globe. Through innovation, philanthropy, education, and collaboration, we will break down barriers and continue to seek new ways to drive progress in the adoption of genomics for all.

Achievements in 2020

- DNA \$600 genome
- ❤️👐 28 philanthropic clinical iHope network sites
- 🌍 \$20M committed to help launch the Africa Pathogen Genomics Initiative (APGI) with Africa CDC
- 📖 23 professional healthcare education programs launched

● Early stages
● In progress
● ● ● Achieved and continuing



Enabling Innovation

The Human Genome Project: Enabling Innovation

Thirty years ago, the Human Genome Project sparked a revolution in technology and genomic understanding that continues to advance at great speed. The project has given us profound insights into biology by demonstrating that everyone has virtually identical genomes, and has become an incredible tool for understanding the significance of even the smallest variations in individuals' DNA.

The genomics revolution has enabled the use of Non-Invasive Prenatal Testing (NIPT) and helped thousands of patients with rare disease receive a diagnosis in weeks rather than years. Research is continuing to help us learn more about human health, to better understand the population and biomes in which we live, and to provide insights that improve our understanding about how we can utilize the world's natural resources in a more sustainable way.

Thousands of scientists worked for decades to sequence the first genome. Today, thanks to the power, efficiency, and throughput of our NovaSeq™ sequencing systems, the same feat can be accomplished in a day, and at a fraction of the original cost.

In 2003, The Human Genome Project completed a composite sequence of the full human genome at a cost of almost \$3 billion. Since then, the cost to decode a genome has been decreasing fast—from hundreds of thousands of dollars per person to approximately \$1,000 in 2014. In 2017, we launched the NovaSeq™ and made significant progress toward realizing the \$100 genome. This year, another significant step forward was achieved with the release of the NovaSeq™ 6000 v1.5 Reagent Kit, which further reduced the cost to \$600 per genome.

We are proud that Illumina's technology is helping scientists to make major discoveries by enabling whole genome sequencing to be accessible and affordable for labs of all sizes. Our pioneering technology and leading-edge advancements have allowed researchers to uncover the genome's potential, enabling life-impacting science on everything from COVID-19 and infectious disease to cancer and sustainable agriculture.

We will continue to innovate and develop technology that provides unprecedented access to the genome, with more data processing power, more efficiency, and greater affordability.



The Human Genome Project was a unique opportunity to interrogate life's software: DNA. It was a legacy project that will continue to light the way for generations to come. At Illumina, we have the great honor of continuing that legacy, providing new insights into the genetic code, which are having a profound impact on scientific research and healthcare."

**Susan Tousi, SVP,
Chief Product Officer**

COST PER GENOME

2003
\$3,000,000,000

2006
\$20,000,000

2007
\$2,000,000

2008
\$200,000

2010
\$10,000

2014
\$1,000

2020
\$600
Launch of our NovaSeq™
6000 v1.5 Reagent Kit

•
\$100




Bringing Hope to Patients

iHope is a philanthropic consortium that provides whole genome sequencing to underserved families around the globe.

Over 350 million people worldwide have a genetic disease; more than half of those affected are young people. Families of children with undiagnosed genetic diseases often face an uncertain and unpredictable future. These diagnostic odysseys average seven years and often include multiple inconclusive tests, surgeries, and procedures.

The iHope Program was created in 2017, bringing together a wide range of organizations from around the world. Its aim is twofold: to shorten the diagnostic odyssey; and to inspire hope by increasing access to genomics for all.


 [iHope website](#)


 **28**
iHope clinical sites worldwide

 **>850**
patients since program inception

 **250**
iHope patients in 2020

 **400**
iHope patient 2021 target

 **40%–70%**
patients who receive a diagnosis after cWGS

 **50+%**
change management that occurred after cWGS



We have a moral imperative to remove barriers of access and help find solutions for those in need. The global health inequities highlighted in 2020 only served to magnify the urgency of bringing the power of genomic testing to all in need.”

Ryan Taft, VP Scientific Research

OUR STORIES OF IMPACT



LIFE-CHANGING TREATMENT THROUGH cWGS IN PERU

Eleven-year-old José was referred to the iHope Program by the Instituto Nacional de Ciencias Neurológicas in Peru due to early onset movements in his arms and legs, which caused pain and cramping, greatly limiting his ability to walk and perform daily activities.

After having received normal brain MRI and muscle biopsy results, Jose’s clinical team diagnosed him as suffering from generalized dystonia. He was then put on a course of a central nervous system muscle relaxant called Baclofen, which unfortunately brought no relief.

Jose’s DNA sample was submitted to the Illumina Clinical Services team for clinical whole genome sequencing (cWGS), which revealed an anomaly that impacted a number of genes. Following the return of the result, Jose was referred to a neurologist and placed on low doses of a levodopa/decarboxylase inhibitor. In addition, his family was also counseled about the respective reproductive screening and testing options that were available.

The confirmation of diagnosis afforded by cWGS was highly successful from a clinical perspective, and has proved life changing for Jose, who has since experienced a **90% reduction in debilitating movements** thanks to the iHope Program.

Championing Patients



[Watch film](#)



[Watch film](#)

Patient Ambassador Program

The Rare and Undiagnosed Genetic Disease (RUGD) Patient Ambassadors are a coalition of patients and family members dedicated to increasing awareness of the importance of early detection of rare disease through genetic testing.

Connecting families to a wider community of people with similar experiences helps provide support and strength during the search for a diagnosis, and can improve care and management. By sharing personal stories about their rare disease journey, the group is able to educate and motivate an entire ecosystem of support.



“These families are empowered to help others in their community find answers through genomic testing.”

Carolyn Dumond, Patient Ambassador Program Manager



To be heard, and for Iggy to be seen, was empowering and therapeutic—and scary, as absolutely our raw truth is out there.”

Sarah, Iggy's Mom

Award-Winning Short Film: *Journey of Hope*

Journey of Hope is a short film created by not-for-profit Same but Different in collaboration with Illumina. It offers a touching glimpse into the lives of rare disease patients and their families. Meet children, like Iggy, who often receive a rare genomic diagnosis after many years of not knowing what was wrong, or what treatment was needed.

The film highlights the reality of the search for a diagnosis, the impact of the diagnostic moment, and how the power of genomics provides a different kind of hope for hundreds of millions of people worldwide.

OUR STORIES OF IMPACT



LOVE AND CARE IS NEVER RARE: A MESSAGE OF HOPE FOR THE RARE DISEASE COMMUNITY DURING COVID-19

Patients are a constant source of inspiration to fulfill our mission to unlock the power of the genome, and this sense of purpose has only increased during the pandemic. Illumina recognizes the added challenges COVID-19 has presented to those in the vulnerable rare disease community. We continue to advocate for the best clinical care for patients across the globe in these unprecedented times, actively engaging with medical organizations and governments to ensure that the rare disease community has not only hope but also a voice.

Even at times of great challenge and sadness during a global pandemic, unexpected moments of optimism still exist. From individuals to communities, from companies to countries, people are finding ways to support one another and address the pandemic together. We as a company have been very active: working tirelessly to develop technology that will support sequencing-based surveillance capabilities and empower public health officials as they track the disease and raise funds for rare disease organizations.



[Learn more.](#)

Creating an Impact

Our philanthropic efforts associated with accelerating access to genomics include removing financial barriers and supporting efforts to increase the diversity of data.

These are ensuring a more equitable representation of our global population, and would mean that genomes can be interpreted in the appropriate context of global diversity.

Magnifying Our Impact by Empowering More Equitable Access

Democratizing sequencing can enable families, communities, and whole countries to harness the benefits of Next-Generation Sequencing (NGS).

In geographies where specialists are limited and clinical resources sparse, there is an imperative to close the genomic medicine gap, and advance to next-generation care.

In addition to our philanthropic cWGS program iHope, we offer charitable contributions to organizations that are working to accelerate access to genomics. By doing so we can help to expand the genomics infrastructure in underserved areas, and support the diversification of data.

Support for Polyethnic Project to Study Inequities in Underserved Populations

Illumina, Inc. donated \$2.4 million of in-kind product to support research at the New York Genome Center's Polyethnic-1000 project.

Researchers will collaborate with academic health centers and community hospitals in the New York City area to recruit patients and perform whole-genome and RNA sequencing on cancers and normal tissues. This will help to identify differences between ethnicities that may account for disparities in occurrence, response to treatment, and survival for different cancer types. The program is designed to study cancer care inequities in underserved populations, with the objective of democratizing and broadening access to the power and potential of cancer therapies.

Funding for Research on the Barriers of Access and Challenges of Diagnosis

The Illumina Corporate Foundation provided a \$50,000 grant to the nonprofit Global Genes to support its research into understanding the diagnosis landscape for underserved communities, and, by determining resource needs, help mitigate barriers and reduce time to diagnosis.

Enabling Genomics Across Africa

The African genome is the oldest human genome, with Africa containing more genetic diversity than any other continent. It is estimated, however, that fewer than 3% of analyzed genomes come from Africans, making it a very rich potential source of new genetic information for health and diagnostic research and development.

Illumina joined a cross-sector partnership through the Africa Centres for Disease Control and Prevention (CDC) to support the launch of the Africa Pathogen Genomics Initiative (APGI). The initiative will expand access to NGS tools and expertise with the goal of strengthening pathogen capacity across the continent. The focus will be to build a continent-wide disease-surveillance network to inform public health responses to COVID-19, in addition to other epidemic threats such as AIDS, tuberculosis, malaria, cholera, and other infectious diseases.

We have committed more than \$20 million of charitable donations over the next four years, to include NGS platforms, reagents, and training support. The initiative aims to accelerate the sustainable implementation of NGS for pathogen surveillance, and to help ensure capabilities are maintained.

OUR STORIES OF IMPACT



ENHANCING GENETIC RESEARCH THROUGH VIRTUAL CLASSROOMS IN AFRICA

The Illumina Corporate Foundation provided a \$50,000 grant to the Global Initiative for Neuropsychiatric Genetics Education in Research (GINGER). GINGER is part of the NeuroGAP program, supported by the Stanley Center for Psychiatric Research at the Broad Institute, in partnership with the Harvard T.H. Chan School of Public Health.

The project's objective is to enhance genetics research capacity in Africa using virtual classrooms and help train a new generation of genetics researchers by making the courses available online. Demand for this competitive program is high, with places filled by research fellows from Ethiopia, Kenya, South Africa, and Uganda.

As a way of boosting global capacity for genetics research, the grant will curate virtual classroom content and enable it to be videotaped, edited, and translated into other languages. This virtual connection will provide continuity of programming through the pandemic response and recovery.

Expanding Genomic Literacy

illumina is committed to increasing the awareness of genomics in healthcare and the advancement of precision medicine.

Our work in education can be divided into two key areas—supporting existing healthcare professionals and inspiring the next generation of scientists, innovators, and researchers. Learn more about our STEM education efforts in the Focus on Community chapter.

“The time has come to democratize DNA sequencing technology by enabling more labs around the world to have access to it, as well as make the technology simpler, faster, and more affordable so patients can be closer to the treatment they need when they need it and physicians know how they can apply it.”







Karen Gutekunst
VP, Regulatory Affairs

Education for Healthcare Professionals

illumina plays an important role in providing accurate, unbiased, and balanced information to healthcare professionals (HCPs). Our education begins with basic genetic concepts, and encompasses specific areas of focus such as reproductive health, oncology, genetic health, and infectious disease. With our educational activities tailored for non-genetics HCPs and patient advocates, this work also supports our efforts to reduce the non-financial barriers of access to genomics.

We provide a range of educational grants for HCPs that align with our clinical areas of focus to support accredited and non-accredited educational activities. All grant proposals are reviewed for compliance with our policies and relevant legal and industry requirements, including guidelines set out by the Accreditation Council for Continuing Medical Education (ACCME).



	12,000+ Participants		8 Countries represented
	23 Programs in progress or launched		+83% Learners from ASHG program stated satisfaction with program
	60% Learners from GENOM project said they would make changes in their practice		59% Programs supported directly through key local or national societies

NCC: Genetics Training

The National Coordinating Center (NCC) for the Regional Genetics Networks is part of the American College of Medical Genetics and Genomics. Grants from the illumina Corporate Foundation supported two programs: MOC4 Primary Care Physician Genetics Training and Healthcare Interpreter Train the Trainer.

ISONG: Cancer Genomics Course

The illumina Corporate Foundation provided a grant to develop an online course on Cancer Genomics specifically for the International Society of Nurses in Genetics (ISONG).

ASHG: Online Professional Education

We are helping fund the development of an online professional education program by the American Society of Human Genetics (ASHG).


GENOM: Foundational Understanding of Genomics

A grant from the illumina Corporate Foundation helped support the Genomics Essentials in Hematologic Malignancies (GENOM) project via the American Society of Hematology, the Leukemia and Lymphoma Society, and the France Foundation. The goal is to provide clinicians with an introductory understanding of genomics, current applications, and practical strategies to apply.

Catalyzing Genomics Startups

Genomics startups are playing an increasingly important role internationally in the expansion of the genomic ecosystem. For this reason, Illumina aims to catalyze this growth by supporting the Illumina Accelerator and Illumina Ventures.

The scope of these programs includes:

-  Novel drug discoveries to treat patients
-  Impactful diagnostics to detect and prevent diseases
-  Important agriculture and food innovations to feed more with less
-  New synthetic biology approaches for a more sustainable future
-  Software and tools to further enable new insights
-  Consumer-driven applications to help us better understand ourselves

The dramatic innovations emerging from these startups are helping to drive down costs, and unlocking new areas of biology and market use.

 [Illumina Ventures website](#)


 [Accelerator website](#)

Illumina for Startups

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 genomics startups. Illumina for Startups initiatives include Illumina Accelerator, founded in 2014, and Sequoia Capital China Intelligent Healthcare Genomics Incubator, Powered by Illumina, launching fall 2021.

Illumina Accelerator is an engine for creating companies co-located with Illumina research and development sites in the San Francisco Bay Area and Cambridge, UK. Illumina Accelerator provides select startups with access to seed investment, business guidance, Illumina's sequencing systems and reagent, and fully operational lab space during each six-month funding cycle.

The Illumina Accelerator in 2020

 **7** early-stage companies joined the first global cohort; 3 from both the US and UK, and 1 from India

 **45** genomic startups invested in from around the globe

 **~\$600M** raised in venture capital funding

Illumina Ventures

We are further supporting early-stage companies through Illumina Ventures, an independently managed firm founded in 2016. It is focused on assisting startups that are pioneering genomic applications and enabling precision medicine.

In addition to providing the initial seed money, Illumina also provides strategic counsel to Illumina Ventures, and access to the wealth of experience and expertise of the world's leading genomics solutions provider. Companies supported by Illumina Ventures are pioneering everything from new applications for advancing human health through genomics to applications that leverage genomics for sustainability, biodiversity, climate change research, food scarcity, and agrigenomics.

“

As we navigate the current global pandemic, there is an even stronger urgency to create breakthrough genomics startups that will transform human health.”

Amanda Cashin, Co-founder and Global Head, Illumina Accelerator



Nurturing the Genomics Ecosystem

We want more communities to have greater access to genomic testing. Illumina actively finds partners that can help us achieve this aim.

Beyond Coverage

In 2018, Illumina announced a partnership with the [Blue Cross Blue Shield Association \(BCBS\)](#), a federation of the largest commercial health insurers in the US, serving more than 100 million customers. The collaboration and subsequent publication also included the Personalized Medicine Coalition (PMC) and Concert Genetics.

In order to expand access to personalized medicine, we began mapping the national availability of DNA sequencing technologies, genetic testing and precision medicine.

The BCBS study findings were published in 2020:

- Utilization rates of medically appropriate genomic testing are inconsistent across states
- Payer genomic testing coverage policies vary considerably and are inconsistent, although coverage has grown over time
- Favorable policies do not always correlate with higher utilization rates

Inconsistent coverage and reimbursement policies remain barriers to testing access, but do not entirely explain the inconsistent utilization. Other access barriers must be addressed, such as socioeconomic factors, in addition to a lack of awareness about genomics and precision medicine in the healthcare system.

Increased adoption takes more than favorable policies. Illumina is committed to enabling broader access to genomics through innovation, philanthropy, education, community outreach, collaborations, and key partnerships.



It's very rare to be able to use the most advanced and innovative technology that medical science offers to both improve a child's life and save money, yet Project Baby Bear proved it's possible."

Stephen Kingsmore, President and CEO, Rady Children's Institute for Genomic Medicine

OUR STORIES OF IMPACT



PROJECT BABY BEAR: GENETIC TESTING FOR BABIES

"Project Baby Bear" is the nickname for the \$2 million Medi-Cal pilot program developed to provide genetic testing for babies in intensive care. The successful 18-month trial was the first state-funded quality improvement project of rapid Whole Genome Sequencing (rWGS) in neonatal and pediatric intensive care units in the US.

As part of the pilot, Illumina teamed up with the Rady Children's Institute for Genomic Medicine. In a group of 178 babies, the study reported a 43% diagnostic yield, with 31% experiencing a change in care attributed to rWGS. The project also generated \$2.5 million of healthcare savings, attributed to 513 fewer days in hospital and 27 fewer surgeries or invasive procedures.

The project's final report, published in June 2020, showed that using rWGS or cWGS can provide fast, precise, and often life-changing answers to medical mysteries, producing better health outcomes while saving millions in healthcare costs.

The project highlighted the readiness of rWGS as the new standard of care, supporting Illumina's efforts to make whole genome sequencing a covered benefit for all infants with rare and undiagnosed diseases and inspiring similar projects around the globe such as Project Baby Gazelle in Israel, Project Baby Deer in Michigan, and many others.



Nurturing the Genomics Ecosystem continued

OUR STORIES OF IMPACT



IMPROVING ACCESS TO NON-INVASIVE PRENATAL TESTING (NIPT)


2020 saw significant gains in coverage across the US for Non-Invasive Prenatal Testing (NIPT), which analyzes DNA from an expectant mother's blood to screen for chromosomal conditions in her baby. It is the most sensitive and specific screening test for chromosomal changes, and can help prevent the need for more invasive procedures.

In August 2020, the American College of Obstetricians and Gynecologists (ACOG) recommended NIPT be made available

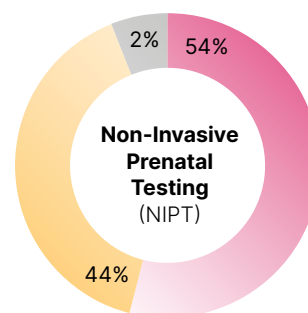
to all pregnant women, regardless of maternal age or baseline risk. ACOG's endorsement helped expand insurance coverage and broaden access to NIPT. By the end of 2020, some of the largest US insurance providers, including United Healthcare, Aetna, Humana, Centene, Harvard Pilgrim, Anthem, and most Blue Cross Blue Shield plans, expanded coverage for NIPT to all pregnant women, instead of only those at risk or over the age of 35—a significant win for expectant parents.

Expanded Coverage for Genetic Disease and NIPT

Over the last four years, there has been a 100% increase in lives affected by Next-Generation Sequencing (NGS) covered by insurance. This year we saw significant gains toward full equity of access in the US through Medicaid coverage, accounting for nearly 50% of US pregnancies.

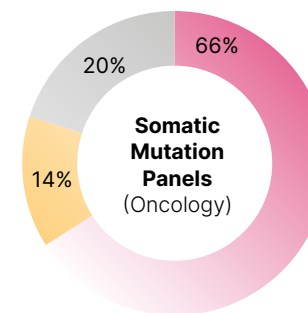
 **100%**
increase in covered lives in last 4 years

UNITED STATES NGS COVERAGE OUTLOOK



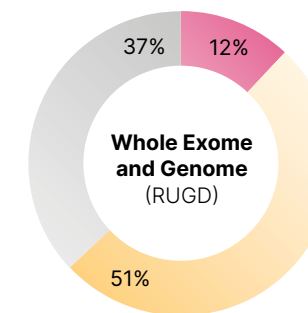
Total insured lives: 257M

- All pregnancies covered 138M
- Only high risk covered 113M
- Not covered 5M



Total insured lives: 310M

- All panel sizes covered 205M
- Only targeted panels 44M
- Not covered 61M



Total insured lives: 257M

- WES & WGS covered 31M
- Only WES covered 130M
- Not covered 96M

WES: Whole exome sequencing **WGS:** Whole genome sequencing **CGP:** Comprehensive genomic profiling

OUTSIDE UNITED STATES HIGHLIGHTS

Decision to remove prior authorization to WGS/WES and CGP in Germany

Creation of reimbursement for CGP in the Netherlands, Switzerland and Israel

NIPT now covered in most of Western Europe with more developments expected including increasing focus on access in developing countries

Magnifying Impact Through Partnerships

In order to accelerate access to genomics, we participate in several partnerships and coalitions.

Harvard Pilgrim Health Care and Illumina Partnership

This partnership aims to make whole genome sequencing (WGS) available to members for faster diagnoses of genetic diseases in children.

International Consortium on Acute Leukemia (ICAL)

Next-Generation Sequencing (NGS) has revolutionized the diagnosis and treatment of acute myeloid leukemia (AML) through more accurate testing, classification, and the ability to take advantage of precision medicine. Our work with ICAL is bringing this cutting-edge technology to [Latin America](#).

DNA Data Storage Alliance

Illumina partnered with 14 other tech-based companies and institutions, including Microsoft, Western Digital, and Twist Bioscience Data Storage, to establish standards for this new field. DNA data storage and readability will depend on Illumina's innovative sequencing technology.



10

full-length movies¹ could be written into a DNA molecule and packed to the size of a grain of salt.

¹Microsoft, Illumina, and Twist Bioscience estimate

ACCELERATE ACCESS TO GENOMICS



Increase diversity and equity of representation in genomic data



Ensure genomes can be interpreted in the appropriate context of global diversity



Close the gap in underrepresented communities



Ensure everyone has access to lifesaving treatments tailored to their individual health needs

The Melbourne Genomics Hub

By combining Illumina's industry expertise with the University of Melbourne's research and student body (with support from the Victorian Government in Australia), this partnership aims to improve public health outcomes.

The Shanghai Public Health Clinical Center (SPHCC)-Illumina Microorganism Sequencing Research and Application Demonstration Center

The center accelerates pathogenic microorganism research and clinical testing. Illumina provides technical support and training, and facilitates academic exchanges.

Illumina to Collaborate with Weill Cornell Medicine and New York-Presbyterian Hospital's cWGS Initiative

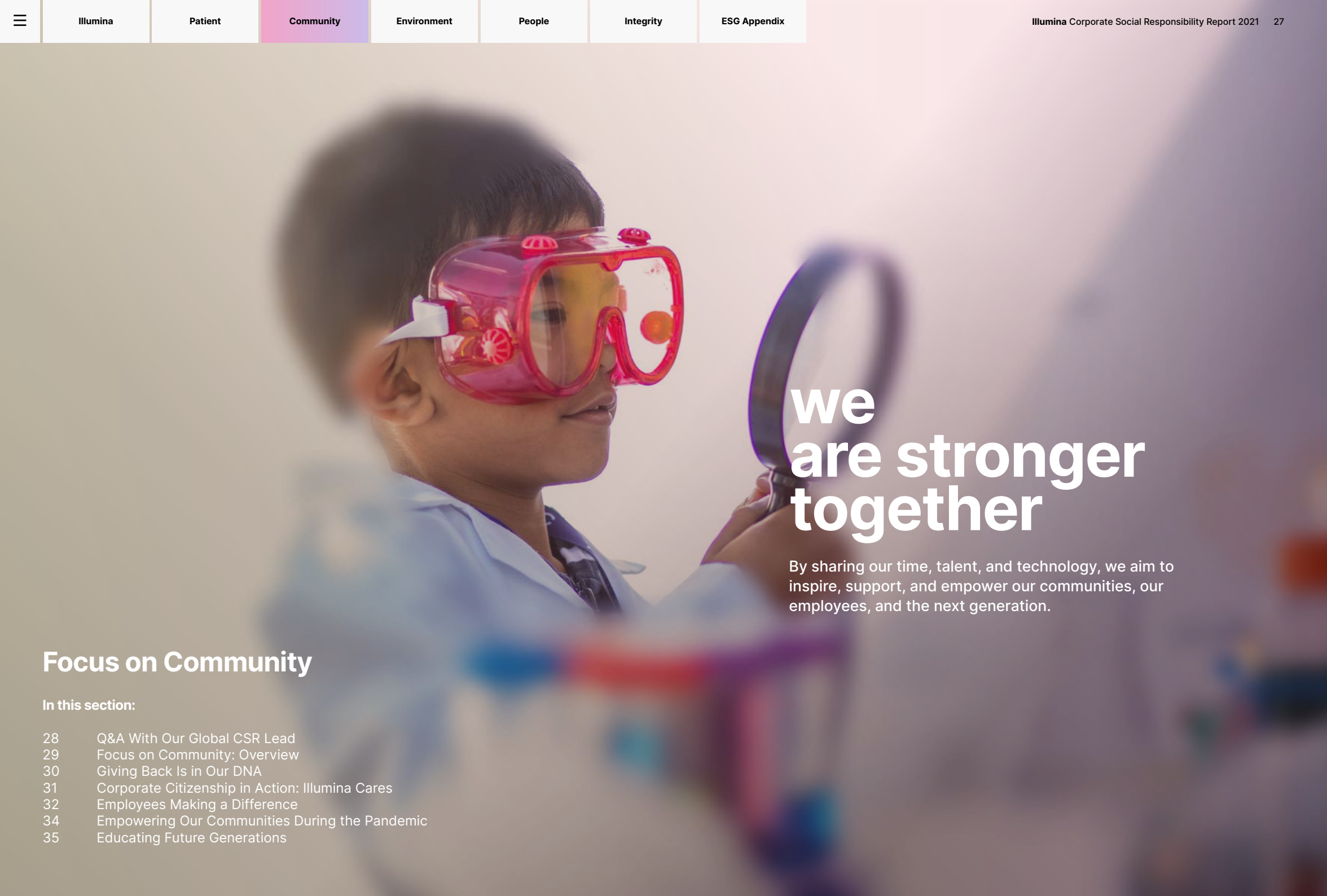
As the largest US cWGS partnership, patients can integrate genomics into their medical care by having their genomes sequenced using Illumina technology. This initiative will examine the feasibility of large-scale cWGS implementation in one of the largest metropolitan healthcare systems in the US.

Access to Comprehensive Genomic Profiling (ACGP) Coalition

The coalition advocates for broad US coverage of CGP for patients living with advanced cancer.

Other partnerships

- Blood Profiling Atlas in Cancer (BloodPAC)
- Coalition for Access to Prenatal Screening (CAPS)
- Medical Genome Initiative (MGI)
- European Confederation of Pharmaceutical Entrepreneurs (EUCOPE)
- German National Action League for People with Rare Diseases (NAMSE)
- Genomic Medicine Sweden (GMS) for WGS in acute leukemia
- GE-MED Germany WGS rare disease project
- WIDE Study of WGS in partnership with the Netherlands Cancer Institute



We are stronger together

By sharing our time, talent, and technology, we aim to inspire, support, and empower our communities, our employees, and the next generation.

Focus on Community

In this section:

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- 32 Employees Making a Difference
- 34 Empowering Our Communities During the Pandemic
- 35 Educating Future Generations

Q&A With Sharon Vidal

Global Lead Corporate Social Responsibility



While remote work created challenges for in-person volunteering, it also unlocked a tremendous opportunity to engage virtually, regardless of location.”



Q: Tell us how Illumina’s CSR focus areas guided your response to the many challenges of 2020.

A: When the impact of the global pandemic started to unfold, we were able to leverage our CSR framework and respond in a comprehensive way. It was key to apply our risk-based approach to protecting employees, ensuring business continuity for our supply chain and maintaining our culture of giving for disaster response and employee engagement.

Q: How did your CSR efforts support Illumina’s response to addressing racial inequity?

A: Embedding diversity, inclusion, and fairness in everything we do has always been a foundational priority. In 2020, social inequities and systemic racism were brought to the forefront of the global conversation and demonstrated a need for more urgent and broader action. We re-examined our programs to identify additional ways to lift community partners and bring our employees into the conversation. We created a special 200% match campaign supporting Equal Justice Initiative, Public Allies, NAACP, ACLU, and the Innocence Project.

Their mission of creating a more just and equitable society resonated with our employees, leading to an unprecedented level of engagement in record time.

We also championed a new nonprofit called SD², or San Diego STEM Diversity, which aims to support diversity in science, technology, engineering, and mathematics (STEM) education.

Q: In response to COVID-19, most of your workforce shifted to a remote setting. How did you pivot your volunteer program to continue to support local communities?

A: While remote working created challenges for in-person volunteering, it also unlocked a tremendous opportunity to engage virtually, regardless of location. Previously, a site-based activity would only reach the local workforce, whereas in 2020 our virtual giving back campaigns were able to touch every region. We completed a virtual Walk the World for Rare Disease charity fitness challenge with more participation than any previous fitness campaign. We are also deeply committed to creating equitable access to STEM education for all students and we felt it was imperative to continue this during the pandemic.

We strongly believe that igniting interest in genomics can empower students to see themselves as future scientists and innovators. We were able to continue hosting career panels around the globe through the nonprofit Skype a Scientist and converted our programs from the classroom to the home.

We also successfully piloted a skills-based volunteer program for our interns. This resulted in over 1,000 volunteer hours that supported nonprofits around the world, and created a positive proof of concept to roll out company wide in the future.

Focus on Community: Overview

Our Commitment

We are committed to being good corporate citizens. It is about more than simply giving back. We believe it is about creating shared value through our business and seeking opportunities to contribute to a more equitable and sustainable future.

Our Objectives

By sharing our time, talent, and technology, we aim to inspire, support, and empower our communities, our employees, and the next generation.

Deepen the impact of our genomic literacy efforts and double our STEM reach

● ● ○ In progress

Drive meaningful employee engagement opportunities to support a culture of community outreach

● ● ○ In progress

Partner with nonprofits to address unmet needs locally and globally in support of our CSR focus areas

● ● ○ In progress

Create opportunities for employees to give back to the community and feel connected to our mission

● ● ● Achieved and continuing

Our Why

We are proud to have a purpose-driven business strategy and mission. With the aim to bring the positive progress of genomics to all, we believe community engagement on a local and global level is critical to the foundation of a better world.

Fostering a culture that emboldens our employees to give back is integral to connecting to our mission. We recognize that as the leader in genomics, we have a unique responsibility to use our resources for the greater good. Every day, we strive to provide easy and meaningful opportunities for employees to engage in their communities and connect with organizations that matter most to them.

Our corporate giving connects to our CSR focus areas with the themes of access to genomics, diversity of genomic data, patient support, independent medical education, disaster response, and diversity.

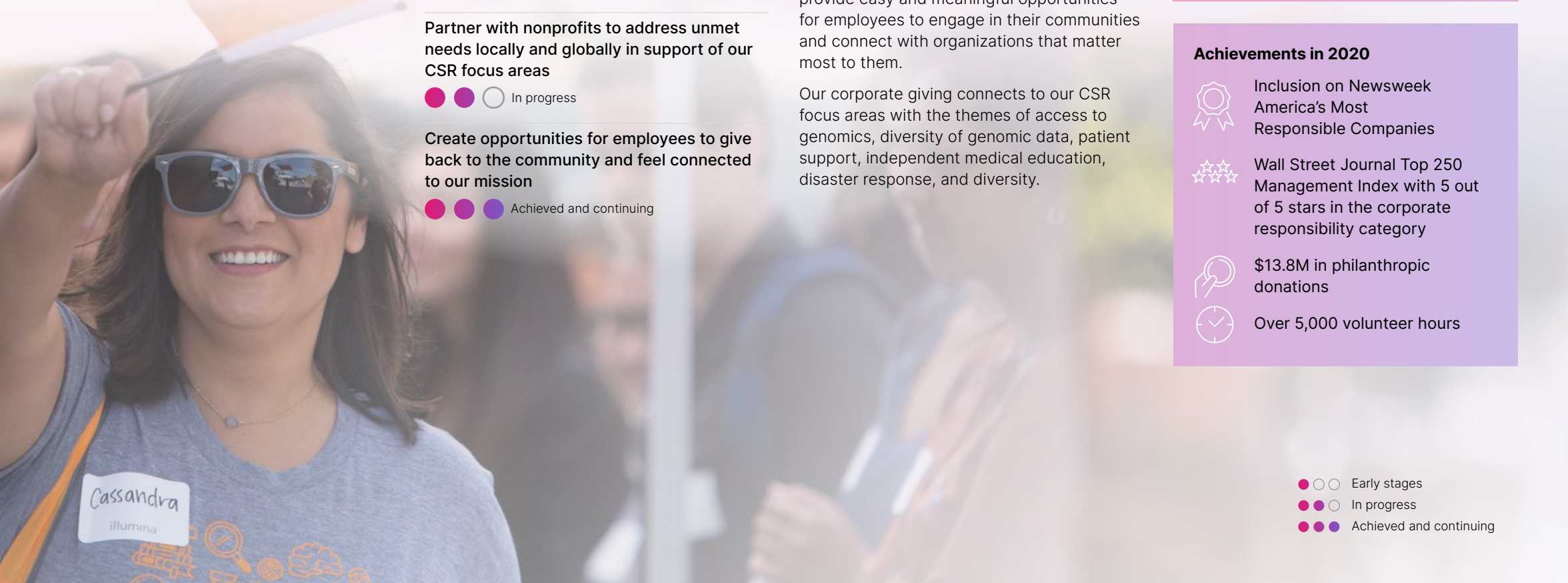
2020 was a year of unprecedented global challenges

Our CSR framework enabled us to focus our community response toward the global health crisis and to racial inequality. Our employees and our company came together with the staunch belief that collectively we are stronger together. We can embrace this opportunity to rebuild a more just, equitable, and sustainable future together.

Achievements in 2020

- 
Inclusion on Newsweek America's Most Responsible Companies
- 
Wall Street Journal Top 250 Management Index with 5 out of 5 stars in the corporate responsibility category
- 
\$13.8M in philanthropic donations
- 
Over 5,000 volunteer hours

● ○ ○ Early stages
 ● ● ○ In progress
 ● ● ● Achieved and continuing



Giving Back Is in Our DNA

We put our principles of corporate citizenship into action through our corporate giving, Foundation giving, and our employee program, Illumina Cares.



Illumina, Inc.

Strategic giving, supporting key CSR areas with grants and in-kind donations



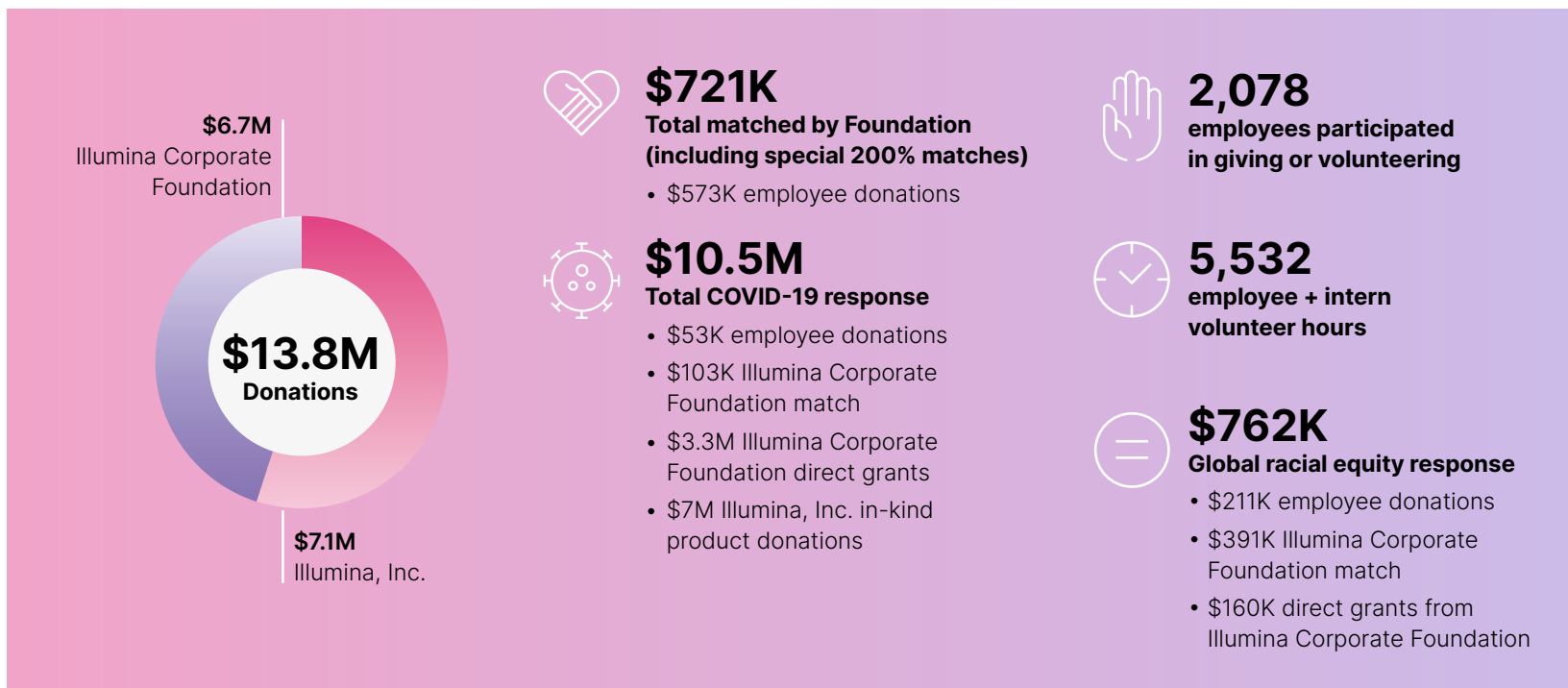
Illumina Corporate Foundation

Supports our CSR focus areas and the employee match program



Illumina Cares

Supports volunteering by employees and the causes about which they are passionate



Corporate Citizenship in Action: Illumina Cares

As a company we are proud and fortunate to have so many employees that enhance our communities through their generous contributions and volunteer efforts.

Illumina Cares

Illumina Cares defines and governs the work Illumina does in the community. By providing giving opportunities, we encourage employees to make a difference locally. We match employee donations, offer paid volunteer time off, and support a volunteer rewards program to earn giving dollars for each hour of volunteer work. To establish our culture of giving right from the start, each new hire receives seed money to their Illumina giving account to donate to the cause of their choice.

Skills-Based Volunteering

iAspire, our internship program, includes programming to support Illumina Cares. In 2020, we held the intern program virtually, with our interns facilitating the pilot of our first skills-based volunteer program.

2030 Targets

50% employee participation (giving + volunteering)

● ● ○ In progress

Current Status

24% employee participation



70 interns volunteered over 1,200 hours helping 12 organizations in 2020



Employee Donation matching program



\$500 Our \$250 match giving cap will be doubled in 2021



Volunteer rewards program (Dollars for Doers) \$10/hour volunteered



\$25 New hire seed donation deposit



16 hours Paid volunteer time off (VTO) per year, and for 2020 we increased paid VTO from 2 to 10 days per employee



Skills-Based Volunteering

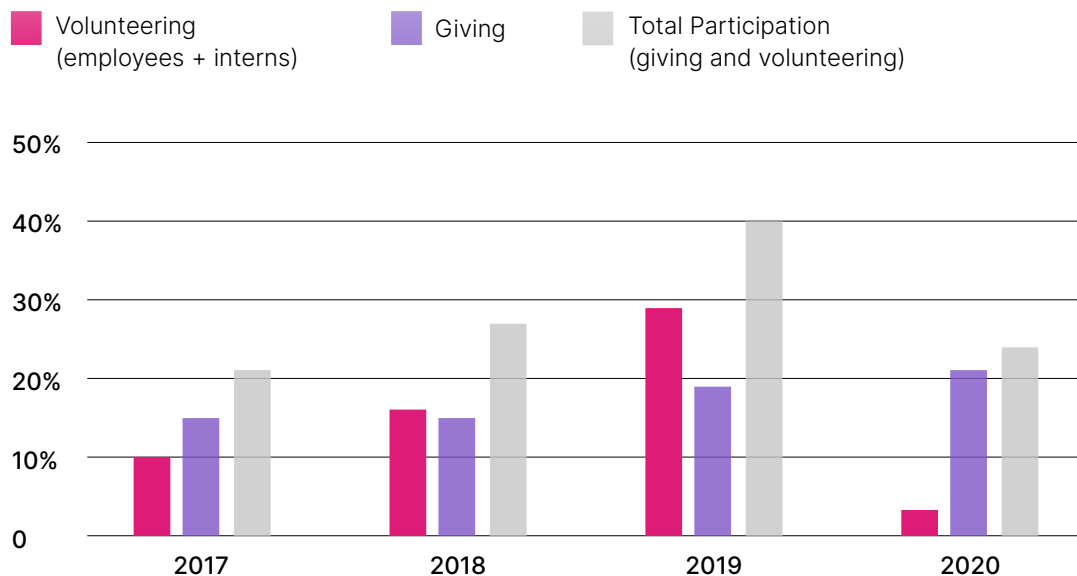


Access to giving portal to search for pre-approved organizations and volunteer opportunities



EMPLOYEE PARTICIPATION IN GIVING AND VOLUNTEER PROGRAMS

Although volunteering was hit by the pandemic in 2020, giving increased from 19% to 21%.



In order to be included in the Causes Database, an organization must meet their country's NGO guidelines. Organizations are then evaluated against 1,200 watchlists and a number of National Taxonomy of Exempt Entities Codes (NTEE) that are also excluded from matching eligibility. Illumina currently blocks the Southern Poverty Law Center hate list from search, matching and volunteering; this comprises charitable organizations that have been found to discriminate against a specific race, religion, ethnicity, sexual orientation, or gender identity.

Employees Making a Difference

Acting as Ambassadors

Our corporate citizenship team helps patients, engages employees in the powerful work we do as a company, and connects our team members with impactful ways to give back to the community.

Doing Things Differently in the Pandemic

September's Childhood Cancer Awareness Month was a time to highlight the important cause of childhood cancer and join together to make a difference. In 2020, due to the pandemic, we celebrated Childhood Cancer Awareness Month virtually, and asked employees to support September Go Gold by posting photos and spreading awareness. For each photo, the Illumina Corporate Foundation made a donation to Rady Children's Hospital in San Diego.



Personal Connections

Our employees often have a very personal connection to our mission. Vanessa Light, Illumina Corporate Citizenship Program Manager, became a patient family member when her 7-year-old nephew, Carter, was diagnosed with B-cell acute lymphoblastic leukemia. Through genetic testing, doctors were able to identify an extra X chromosome in his DNA that provided insight and change management to his treatment regimen. "I got to see firsthand how our technology impacts patients, and how our giving back efforts support the community," said Vanessa.



OUR STORIES OF IMPACT



PEDAL THE CAUSE

Every year, our employees participate in Pedal the Cause activities. Teams raise funds, make superhero capes for children, and ride, run, or walk to support the cause. In 2020, the St. Louis Illumina Pedal Team Captain and Field Employee Walter Bass was diagnosed with stage 4 prostate cancer. After four years leading the Illumina Team's efforts to give back in the community, he became a patient. Even while undergoing treatment at Siteman Cancer Center, one of the very sites for which the team had previously raised funds, he remained focused on raising money to give back to the community. COVID-19 proved no barrier, with employees jumping in from California to Australia and riding virtually in support of Walter Bass and his St. Louis team, raising close to \$25,000.

Walter's brave battle with cancer ended in December 2020. We will honor his legacy through our mission to improve human health, and by continuing to champion patients and our community.

Employees Making a Difference continued

Rare Disease Day: Employee Impact

February 2020: Decked in Denim for Rare Disease Day

Our employees are passionate about the rare disease community. They understand the power of genomics to help end a patient's diagnostic odyssey and support their care management.

Since 2008, Rare Disease Day events have taken place around the world on the last day of February to raise awareness about rare disease, and highlight its impact on patients' lives. To mark Rare Disease Day, we encourage employees to post photos of themselves decked in denim for the *Jeans for Genes* (#JeansForGenes) fundraising campaign. For every photo posted, the Illumina Corporate Foundation donates to the chosen charities for the year.

In 2020, we collectively raised over \$35,000. These funds were distributed to charities across our communities, including Rare Disorders Society (Singapore) (RDSS); Findacure; Illness Challenge Foundation; and the National Organization for Rare Disorders.



RARE DISEASES CURRENTLY AFFECT BETWEEN 4% AND 6% OF THE POPULATION WORLDWIDE

Some 300 million people worldwide are living with one or more of the over 6,000 identified rare diseases.¹

72%

of rare diseases are genetic

While some rare diseases may only affect a handful of people around the world, taken as a whole the number of people directly affected exceeds the population of the US, the third most populous country in the world.

70%

of genetic rare diseases start in childhood

Others are the result of infections (bacterial or viral), allergies and environmental causes, or are degenerative and proliferative.



90%

of employees surveyed feel support to give back to the community in ways to connect our mission.



¹ rare diseaseday.org

Empowering Our Communities During the Pandemic

To create a holistic response to the pandemic, we applied all three elements of our corporate citizenship program: direct corporate giving, Illumina Corporate Foundation giving, and employee engagement.

As a key component of our giving response to COVID, we asked our employees to assist in identifying the most impactful local opportunities to help, particularly the local organizations in their regions about which they were most passionate. We allocated a total of \$2 million to our regions to distribute. Over 1,200 employees participated in this selection process, engaging with more than 20 different nonprofits from around the globe.


Fighting COVID-19 in Our Communities

To support the vital mobilization of initial response efforts, the Illumina Foundation donated \$1 million to the CDC Foundation Emergency Response Fund.

“The Illumina Corporate Foundation’s generous donation will have a significant and positive impact on fighting the coronavirus in communities across the United States.”

Judy Monroe, MD, President and CEO of the CDC Foundation

OUR STORIES OF IMPACT



TESTING AT SCALE

Illumina, Inc. donated \$2.5 million to support the critical work undertaken during the pandemic by nonprofit Testing for America, which both supported the response to the COVID-19 testing crisis in the US, and helped to ensure the safe reopening of historically black colleges and universities (HBCUs).

“What Testing for America has launched is demonstrating that testing at scale can be done successfully, and we are proud to be part of the solution.”

Francis deSouza, CEO of Illumina

Our COVID-19 Response—Supporting Education Through the Pandemic

During the pandemic, shifting to distance learning for school children exacerbated the problems of equity and exposed a growing digital divide for vulnerable students.

Support for Distance Learning

To support efforts to ensure that school children had what they needed to continue their studies and pursue their dreams, we provided a \$1 million donation to the San Diego Foundation COVID-19 Community Response Fund. These funds were directed to help bridge the digital divide and provide access to technology and connectivity to students in our most immediate community—San Diego, home of our headquarters.

In San Diego, we funded 100 scholarships through a \$27,000 donation to the Fleet Science Center Distance Learning Hubs, which provide safe spaces for children to make use of their school’s online learning facilities while their parents are at work. We also provided a \$25,000 contribution to Scripps Birch Aquarium to enable them to engage virtually with students in after-school projects that bring together ocean science, conservation, and genomics.

In our Asia Pacific region, we donated \$85,000 to Singapore’s Children’s Wishing Well to help children access e-learning resources during the pandemic, and \$35,000 to Save the Children Korea, which was utilized to provide computers and other resources to underprivileged children.



Educating Future Generations

We are committed to equitable access to STEM education for all, with the goal of empowering students to envision themselves as future scientists, innovators, and trailblazers. Our approach includes partnerships, direct programming, philanthropy, and employee engagement.

Increasing Genomic Literacy

Our mission to improve human health commences with fostering a passion for science. We aim to inspire our youth to pursue STEM careers, at the same time supporting educators to bring genomics into the classroom and remove barriers for underrepresented groups.



195,000

teachers and students engaged in Illumina STEM programs in 2020



>600,000

STEM participants a year by 2030



This year, I volunteered virtually for the Skype a Scientist program, and had a great time chatting with a classroom of young people who were really keen to find out more about what scientists do and how I started my career at Illumina. I was thrilled to be able to continue connecting STEM education for students even during COVID with this virtual option.”

Clarisse Betancourt Roman,
Field Applications Scientist

ENHANCING GENOMIC LITERACY

Examples of programs that we support:

DNA Decoded

A partnership between the Illumina Corporate Foundation and Discovery Education, DNA Decoded provides ready-to-go, standards-aligned lessons and activities for teachers and students to explore the ways in which they can see genomics being used in everyday life. [Explore DNA Decoded](#)

Career Profile Videos

By showing what it is like to work at Illumina, we are able to introduce students to the diverse range of careers, both science and non-science related, our growing industry offers. [Meet our Employees](#)

Genomics 101

We support our employees volunteering in the classroom, and since launching the program in 2018, 170 employees have connected with classrooms around the world. We now have [connected employees volunteering](#).

Skype a Scientist

This enables students and members of the general public to connect directly with thousands of scientists around the world, helping to take the mystery out of genomics.

I Am A Scientist

Through our partnership with I Am A Scientist, we support building a collection of educational resources designed to challenge public misconceptions and inspire the next generation of STEM leaders.

Illumina Genomic Discoveries

We have launched Illumina Genomic Discoveries with the Biocom Institute, a 501(c)(3) nonprofit that supports life science innovation by strengthening the workforce and creating the leaders of tomorrow. The program offers a series of programs to inspire, educate, and prepare students, and aims to increase teacher participation from Title 1 schools. [Illumina Genomic Discoveries](#)

STEM at Home Microsite

We dedicated a special section of our [website](#) to genomic-focused activities and resources for both young people and their teachers, providing lessons and activities to keep children busy at home when schools were forced to close.

Educating Future Generations continued

OUR STORIES OF IMPACT



SAN DIEGO FESTIVAL OF SCIENCE & ENGINEERING

In March 2020, over 170 employees volunteered at the San Diego Festival of Science & Engineering. More than 23,000 children, parents, and STEM enthusiasts attended the event, which was an ideal opportunity to help children discover the magic of the genome.

DNA Day

Employees' children from around the world chatted with Phil Febbo MD, our Chief Medical Officer, as part of a fun day of activities to celebrate DNA Day 2020 and a virtual Bring Your Kid to Work event.



Educating Future Generations continued

STEM for All

As a leader in an industry at the intersection of biology and technology, we aim to curate a diverse and inclusive workforce today and for the future by collaborating with our community partners to reach and inspire students of all backgrounds.

In 2020, the Illumina Corporate Foundation made donations specifically designed to address the issue of racial inequality found in education and STEM studies. We are deeply committed to creating equitable access to STEM education. This year we supported the following:

- **\$30,000** grant to enroll 50 students from underrepresented backgrounds in a training program as part of a project run by the education organization MILRD and mentoring program the Minds of Initiative
- **\$10,000** annual commitment to support high school scholarships in STEM subjects for students from San Diego's black and Latinx communities
- **\$500,000** over the next three years to San Diego STEM Diversity (SD²), a new nonprofit launched in 2020 that focuses on introducing underrepresented groups to STEM
- **\$10,000** a year in grants to black STEM educators in San Diego

OUR STORIES OF IMPACT



RESEARCHING ETHNIC DISPARITIES IN COVID-19

In 2020, we provided a \$130,000 grant to support Future Kings, a nonprofit that teaches advanced skills in genomics research to young people from underserved groups. The grant will support a research project that uses DNA science to understand why some individuals are more resilient to COVID-19 than others. This will contribute to important research into the ethnic disparities observed during the pandemic in the US and provide real-life science experience for the students.

Championing Careers in Genomics

A key element of our work in 2020 was supporting virtual career fairs to inspire young STEM students. In celebration of Hispanic Heritage Month, we held internal and external careers panels with schools based in communities where English was primarily a second language.

Our volunteers joined virtual sessions held entirely in Spanish and supported by the Bostonia Language Academy. The sessions showcased careers in genomics and encouraged young people to consider different options for the future, demonstrating to students of all backgrounds that a viable path exists if they wish to pursue a career in the STEM industries.





we tread carefully

Human health and the health of our environment are intertwined, connecting our company mission to improve human health with our commitment to operate responsibly and sustainably. By understanding the marvels of nature, the power of the genetic code, and collective action, we can protect the planet that sustains us all.

Focus on Environment

In this section:

- 39 Q&A With Our Chief Product Officer and Chief Operations Officer
- 40 Focus on Environment: Overview
- 41 Creating Sustainable Facilities
- 45 Developing Sustainable Products
- 48 The Power of Genomics Beyond Human Health

Q&A With Susan Tousi

Chief Product Officer

Q: How has the pandemic created innovation opportunities in product design?

A: Genomics offers insights that are changing our world. The current COVID-19 pandemic has underscored the need for tools to detect and monitor emerging pathogens. In response to this we launched COVIDSeq™, the first Next-Generation Sequencing (NGS) test issued an EUA by the FDA. This decodes the virus's full genetic material. Additionally, we launched the Illumina SARS-CoV-2 NGS Data Toolkit as a free collection of informatic resources powered by DRAGEN that accelerate sequencing data analysis and mutation detection, simplify global sample tracking, and make it easier for scientists to contribute to and access public databases. Looking to 2021 and beyond, we will continue to deliver products that enable families to grow, people to stay healthy, and scientists to understand and conquer disease.

Q: How does Illumina develop products in line with the Design for Environment (DfE) approach?

A: Relational design-led innovation is something we believe in and foster across Illumina. The relationship between technology, people, product, and our planet truly motivates our scientists and engineers every day. Their focus on integrating Design for Environment is a practice that creates new opportunities for product innovation. We are proud to connect our ground-breaking innovations to our sustainability goals and lead the way for our industry.

Q: You mentioned more efficient data processing. Have the recent acquisitions impacted this workflow? How does that connect to your Design for Environment sustainability initiatives?

A: With the expanding body of genomics data, new challenges arise with data analysis and informatics. The acquisitions of Edico, Enancio, and BlueBee positioned us to respond to this bottleneck as well as improve the environmental footprint. The sustainability savings can be seen with a clear trend of improved power efficiency for data transmission. The Enancio compression provides power-consumption savings per run, with power savings directly scaling with output capacity. For NovaSeq™ 6000, we saw a 20.4 kWh power saving per run! Our innovation is not only helping customers with new scientific insights, it is also contributing to sustainability enhancements throughout our value chain.



Q&A With Bob Ragusa

Chief Operations Officer

Q: Illumina's role in responding to the global pandemic classified us as critical infrastructure. How did you manage to maintain operations and meet customer needs to support the response?

A: Illumina qualified as an exempt healthcare operation with critical infrastructure designation. Our top priority was the health and safety of our employees. Our next priority was to ensure that our customers and our internal labs could continue efforts researching and responding to the pandemic using our technology. We applied multiple layers of safety measures on campus, including facility modifications, temperature screening, daily health check-ins, density limits in the labs, increased air exchange rates, workforce segregation, and enhanced sanitization to name a few. We applied our business continuity planning and engaged our supply chain and transportation partners to ensure a variety of options were available to continue meeting the needs of our customers. The operations teams around the globe adjusted to keep our employees safe, our product quality protected, and our customers enabled.

“

Our top priority was the health and safety of our employees. Our next priority was to ensure that our customers and our internal labs could continue efforts researching and responding to the pandemic using our technology.”

Q: How are your Facilities and Environment, Health & Safety (EHS) teams applying the sustainability goals related to climate change and emission reduction into your operations?

A: We have operationalized the 2030 strategic environmental targets into site-level goals. Our functional groups are working through a pipeline of energy-conservation projects and incorporating green design into our new construction. We brought the Foster City, California, solar power system online and completed the first full year of operation for our 3.5MW fuel cell installation in San Diego, California. Our commitment to climate action remains just as strong despite the challenges of the global pandemic. Even with reduced team members on-site, we completed a project in our San Diego region to convert our shuttles to electric power and continue our path to reduce our environmental footprint.



Focus on Environment: Overview

Our Commitment

We are committed to integrating environmental stewardship into the fabric of how we operate. We recognize the importance of the environment in creating a healthy, sustainable future for our business, patients, and communities.

We view sustainability through the lens of continuous improvement, knowing there will always be more opportunities for us to protect our planet and do our part.

Our Objectives

We have organized our approach to environmental sustainability by prioritizing the implementation of sustainable solutions in our facilities, our supply chain, and our products.

Facilities

- Green building designs
- Reduce CO₂ emissions
- Increase renewable energy
- Reduce water footprint
- Reduce waste to landfill

● ● ○ In progress

Supply Chain

- Supplier commitments
- Supplier diversity

● ● ○ In progress

Product

- Design for Environment
- Packaging and dry ice reduction

● ● ○ In progress

Our Why

With human health at the heart of our business, we will continue to seek opportunities for environmental protection and take action on the climate crisis.

By focusing on environmental sustainability, we foster employee engagement and drive innovation. We do this by challenging our scientists and engineers to design new products and packaging that lower our environmental impact while unlocking the transformative power of genomics.

We are responding to climate change risk such as increased severe weather events, potential policy changes, and reputational harm by investing in more renewable energy, integrating green design principles into our facilities and products, and continuing to drive innovation. Opportunities to support climate action through genomics research can create additional positive impacts. We are proud to see our products being used around the world to study climate change impact, conservation biology, and influence more sustainable agriculture practices.

More information on climate change risk and opportunities is included in the [ESG Appendix](#), using the TCFD and CDP framework.

Achievements in 2020



Foster City site solar activation



San Diego site shuttles converted to electric



Foam cooler replaced with sustainable and recyclable packaging



Sustainable supplier assessments initiated



Recipient of SD Green Commuter Program Award for third year in a row

○ ○ ○ Early stages
 ● ● ○ In progress
 ● ● ● Achieved and continuing

Creating Sustainable Facilities

As part of our environmental commitment, we incorporate green building design into new construction projects and seek new ways to incorporate the natural world. For our existing buildings, we seek initiatives to reduce our environmental footprint.


2030 Targets

All new construction will integrate green design principles with Leadership in Energy and Environmental Design (LEED) certification elements or regional equivalent

● ○ ○ Early stages

Current Status

9 buildings are LEED certified, spanning 3 of our main locations






250+
 free electric car charging stations installed around the globe

SCOPE 3 COMMITMENT




In 2021, we plan to conduct an assessment to evaluate our Scope 3 emissions. In our 2022 CSR Report, we will share targets for our holistic environmental footprint reduction.

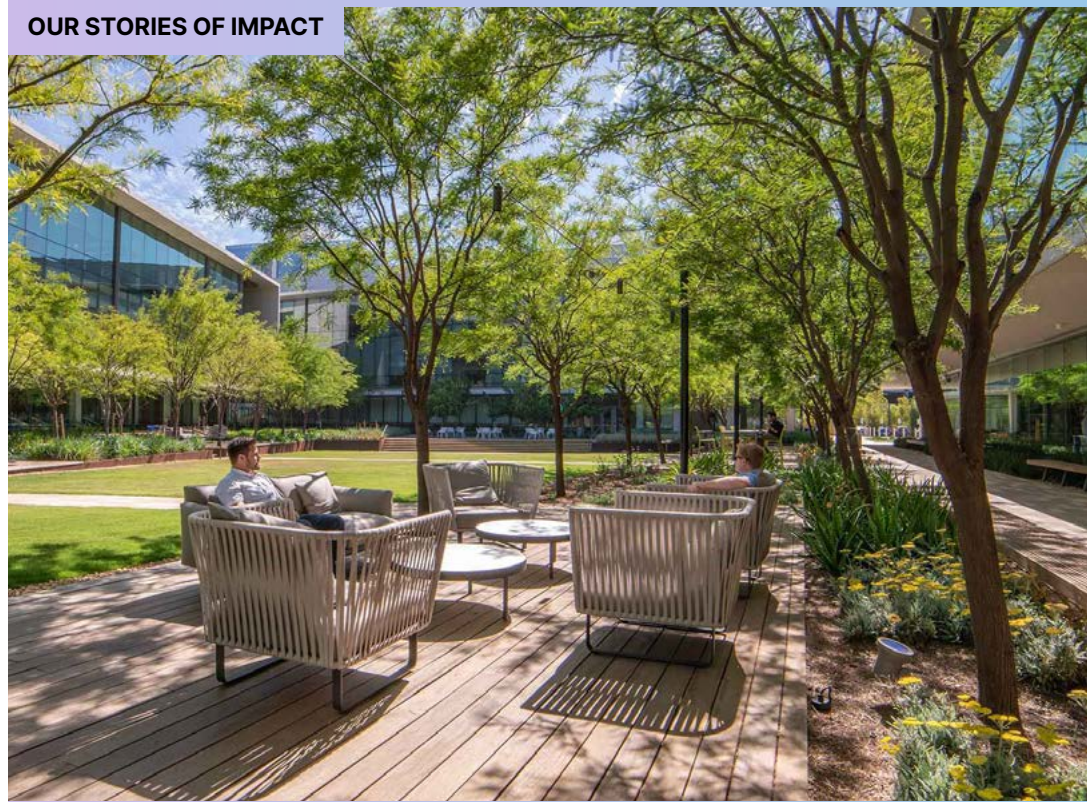
Green Building Design

We design our buildings to minimize our environmental footprint, including:

- 
 Installing green roofs
- 
 Using sustainable building materials
- 
 Sourcing furniture made from recycled content
- 
 Incorporating energy-conservation techniques wherever possible

We Support

- 
 The Intergovernmental Panel on Climate Change (IPCC) findings and the elements agreed upon in the Paris Agreement established to keep global average temperature increases **well below 2°C**
- 
 The implementation of UN SDG 13: Take urgent action to combat climate change and its impacts
- 
 Aligning carbon emission reduction efforts with the Science Based Targets initiative (SBTi) methodology



OUR STORIES OF IMPACT

BOOSTING BIODIVERSITY

We believe the natural spaces in and around our sites are an extension of our working environment. We work with experts to reduce the risk of impacting local biodiversity, closely managing protected spaces.

For example, at the **San Diego** headquarters we have a dedicated conservation space spanning 2.5 acres, housing an endangered species of fairy shrimp. Our employees can participate in walking tours to learn more about the ecology of the surrounding natural areas and our role in protecting these spaces.

This work is not limited to our headquarters. More than 50% of the landscape at our **Madison** site is new prairie restoration, including three water-retention ponds for stormwater deferral and trees native to the oak savannah.

Creating Sustainable Facilities continued

Energy

Each of our sites has a pipeline of energy projects to contribute to reducing our CO₂ emissions.

2030 Targets¹

30% reduction in Scope 1 & 2 emissions²

● ○ ○ Early stages

Current Status

36,573 MT CO₂e

6% above baseline³

50% increase in renewable energy

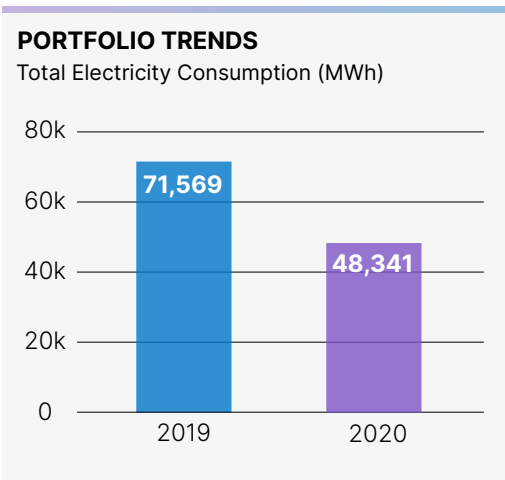
● ● ● Achieved and continuing

Current Status

926 MWh energy from renewables

113% increase from 2019

As a result of COVID-19 and some buildings being left unoccupied with a remote workforce, we adjusted our equipment to optimize energy efficiency. This resulted in a 42% decrease at our SD i3 location.



Improved efficiency

with Tesla battery storage system⁴



700,000 kWh

and 56,000 therms reduced annually through lab energy management program



367,500 kWh

saved through the two-year SEM initiative

Reducing Our San Diego Footprint

Our headquarter's footprint accounts for over 60% of our energy portfolio, so we focus heavily on creating an impact here. A few examples of measures implemented to support our sustainability goals are:

- Installed a 3.5-megawatt fuel cell system. Developed by Bloom Energy, it uses solid oxide fuel cell technology to convert natural gas into electricity through a combustion-free electrochemical process. In 2020, this technology enabled us to reduce our electricity by 80% but increased our natural gas by 111%. The emission factors associated with an increasingly cleaner California grid resulted in a net increase of our emissions at the site. We hope to convert the fuel cell to a renewable biofuel as innovation in the field evolves and the price of this commodity reduces to support a reasonable ROI
- Conserved energy through optimization of the central plant and chilled water retro-commissioning, LED lighting, and room-occupancy controls for lighting and HVAC
- Increased efficiency with Tesla battery storage system to capture and store energy when demand is low, and discharge during peak times



- Utilized the Aircuity lab management system to continuously monitor air quality throughout the day, providing demand-based ventilation to meet safety protocols. Through more efficient ventilation procedures, this system reduces electricity use by 700,000 kilowatt hours and 56,000 therms annually
- Participated in a two-year Strategic Energy Management (SEM) program with the California Public Utilities Commission (CPUC) and our local utility provider. Activities included treasure hunts with our energy champion volunteers and audits with the Facilities and EHS teams, resulting in more than 100 low- (or no-)cost energy-saving projects. The projects were mostly focused on operational and maintenance opportunities and resulted in 367,495 kWh/year saved

¹ Renewable energy and emission targets are based on 2019 data as baseline.

² Scope 1 and 2 greenhouse gas emission inventory boundary defined as: sites >30,000 square feet or that 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 estimated footprint. Data reported for Scope 1 and 2 comes from direct utility sources. Where direct data was unavailable, industry standards were applied as estimates to capture total impact (ie, shared tenant spaces)

³ Energy and emission baseline year definitions have been updated from 2018 to 2019 after identifying that 2019 is the earliest reliable and representative data set for our portfolio.

⁴ Tesla battery storage improves the efficiency of electrical grid use and reduces the SD HQ electricity bill by 5%.

Creating Sustainable Facilities continued

Water Stewardship

Even though our industry is in general not water-intensive, by managing our water use, we can reduce our environmental impact and operational cost, and address potential risk that water scarcity may present.

We assessed our water usage by comparing the locations of our sites with the baseline water stress risk ranking according to the World Resource Institute and its Aqueduct atlas¹.

For those identified as operating in water-stressed regions, we are committed to focusing additional efforts on water management planning.

ILLUMINA SITES

- Beijing, China
- Mechelen, Belgium
- Moscow, Russia
- San Diego, CA
- Berlin, Germany
- Eindhoven, Netherlands
- Evry, France
- Melbourne, Australia
- São Paulo, Brazil
- Seoul, South Korea
- Shanghai, China
- Rennes, France
- Tokyo, Japan
- Madison, WI
- Osaka, Japan
- Baltimore, MD
- Cambridge, UK
- Foster City, CA
- Hayward, CA
- Singapore

Water risk assessment

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

MADISON

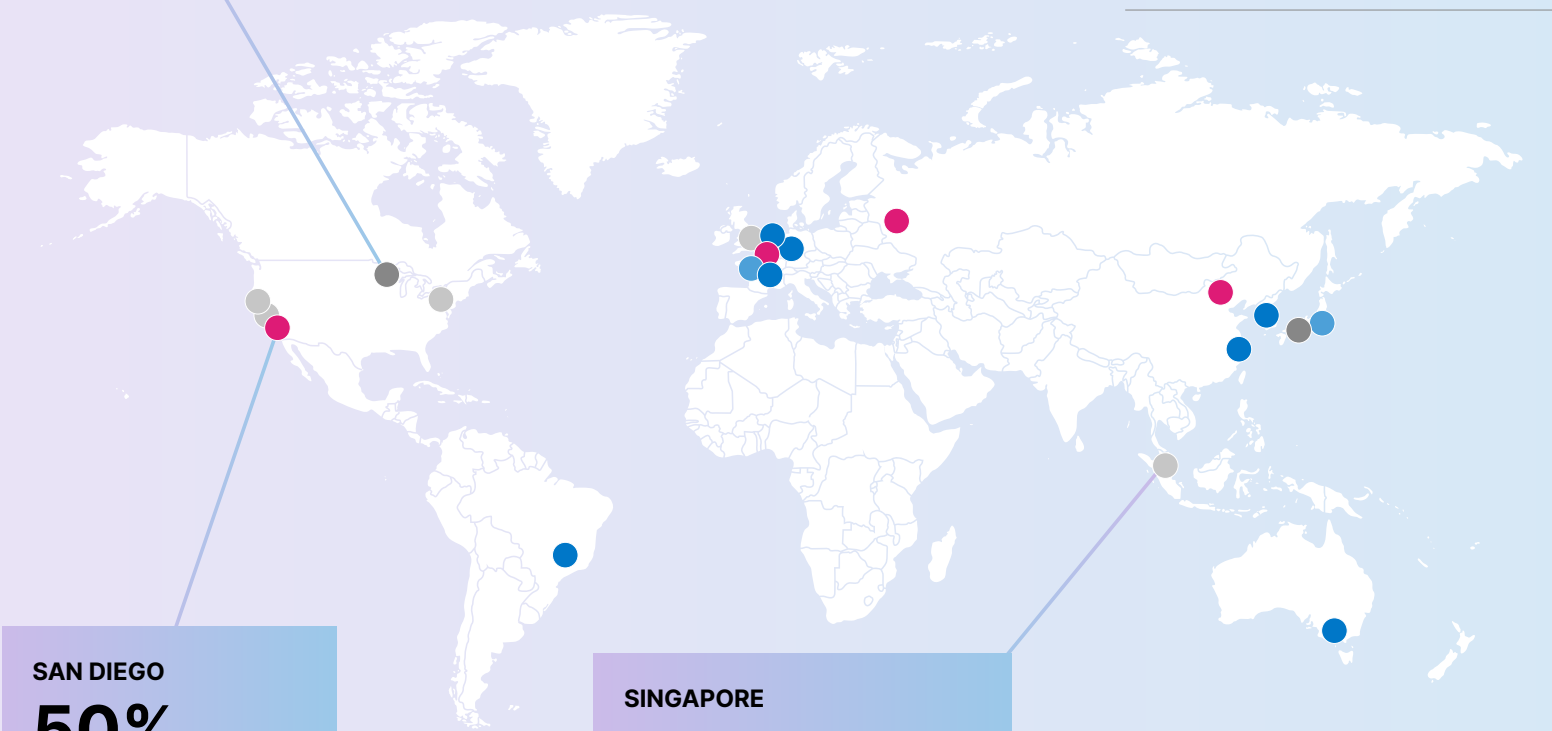
By embracing the natural local ecosystem, we minimized the need for irrigation

SAN DIEGO

50% of the water used in our San Diego locations is from recycled sources

SINGAPORE

Our Sustainability and EHS teams ran water conservation awareness campaigns on World Water Day



2030 Target

10% reduction in water footprint²

● ○ ○ Early stages

Current Status

401 megaliters **33%** increase

¹ [World Resources Institute](#) water stress and the [Aqueduct Project](#).

² Water targets are applied to main campus locations and normalized for intensity across square feet.

Creating Sustainable Facilities continued

Reducing Waste

We aim to be a catalyst for positive change by addressing waste at our facilities and in our products, and encouraging our supply chain to adopt responsible policies. Our approach to non-hazardous waste management utilizes a hierarchy where source reduction is the most preferable option, and landfill is the least preferable. Our hazardous waste management hierarchy is designed to minimize impact and manage materials in the most environmentally responsible manner, following the hierarchy: reclamation/reuse, recycle, waste to energy recovery, fuel blending, wastewater treatment, incineration, autoclave, and landfill when other alternatives are not available.


2030 Target


90% landfill diversion at all main sites¹

● ● ○ In progress

Current Status

49%

 Our EMEA and Singapore sites have already achieved greater than 90% landfill diversion

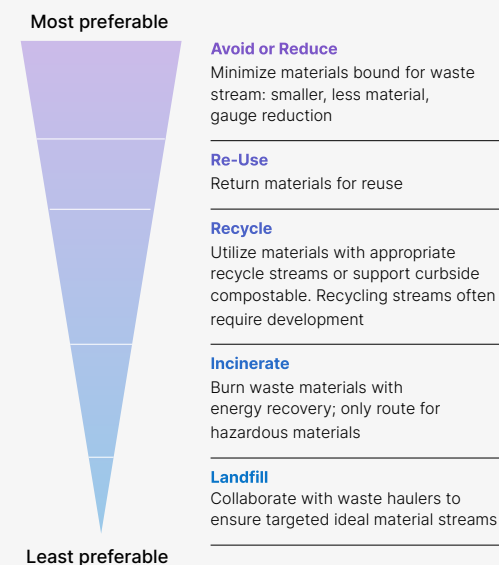
 We are actively working with our US sites on projects to increase their diversion rate

Producer Responsibility: Product Take Back and Recycling

We participate in required compliance schemes for producer responsibility to ensure proper collection, management, and disposal. This includes the recycling of packaging, batteries, and waste electrical and electronic equipment (WEEE). Under the EU's Batteries and Accumulators Directive and Packaging and Packaging Waste Directive, and regulations in several EU member states, we comply with requirements to finance the collection and recycling of batteries and packaging supplied with our products at end of life.

Growing production levels and new sites have generated increased waste, which we continuously seek to reduce.

TACKLING WASTE



OUR STORIES OF IMPACT



SUSTAINABILITY GREEN TEAMS

Our Sustainability Green Teams operate at all our major sites, and represent an important and effective means to both engage with employees and enhance the sustainability of our business. For example, our Madison team led the implementation of a project to recycle non-hazardous lab waste by glove and garment recycling through the Kimberly-Clark RightCycle™ Program. In San Diego, the team removed plastic liners from the office recycle container bin to reduce plastic bag usage. In EMEA, the Sustainability team led virtual climate change “lunch n’ learn” sessions, and the Singapore team hosted an Earth Day Fair.

Sustainable Supply Chain

Sustainability is a strategic priority for the company, and Illumina is committed to working with suppliers that recognize the value and importance of minimizing environmental footprint.

2030 Target

100% of strategic suppliers to commit to minimizing their environmental footprint

● ○ ○ Early stages


Current Status

75%

Supply Chain: Engaging Our Suppliers

Illumina considers it a business imperative to work with suppliers who share our goal of being a good corporate citizen.

We are committed to minimizing our environmental footprint in our supply chain by focusing on requirements upstream for our strategic suppliers and maximizing opportunities for small, diverse, and local suppliers. By extending our efforts to minimize our environmental footprint throughout our value chain, we can magnify the impact for greater results.

 [Our Supply Chain](#)

¹ Main site locations currently include: San Diego (i3, HQ, DC), Foster City, Hayward, Madison, UK Illumina Centre, Netherlands, Singapore Woodlands.

Developing Sustainable Products

We are committed to respecting and protecting the environment as we develop new products, technologies, and solutions. We will apply the principles of environmental stewardship to address impact throughout the product life cycle.

2030 Targets

Integrate Design for Environment (DfE)

In progress

Optimize sequencer power consumption and processing efficiency

In progress

Reduce amount of plastic in new product designs

In progress

Replace use of chemicals of concern wherever possible with greener alternatives

In progress



Design for Environment

Design for Environment (DfE) is an approach to incorporate sustainability and lower the environmental impact of products through design. Through DfE, we apply environmental criteria to resource selection, design, packaging, energy use, data processing efficiency, and end-of-life management.

DfE in Action in 2020

Greener Reagents

- Replaced formamide with safer, plant-based chemistry in microarray
- Reduced Triton usage in SBS reagents to under 1%, complying with EU requirements

Waste Reduction

- Increased shelf life from three to twelve months on NovaSeq™ 6000 v1.5 RUO kit

Material Right Sizing

- Re-configured reagent kits for high-throughput customers, shifting from individual tubes supporting 96 samples per tube to bottles that contain 1,152 samples

Energy

Sequencing Instruments



Increased processing efficiency, translating to decreased power consumption per gigabase (Gb)



Introduced dynamic power management for new high-throughput sequencers, as well as efficient HVAC design



Introduced efficient instrument system thermal design for reagent temperature cycling



Investigating more power-efficient alternatives to CPU architecture

NEXTSEQ™

- **Ambient shipping** of sequencing flowcells
- **75% decrease in waste** footprint
- **>50%** consumable cartridge plastics designed to be recyclable
- **4x reduction in reagent kit size**¹

NOVASEQ™

- Shifted crate material to a **recyclable alternative, reducing weight by 100 lbs**
- **80% reduction** in hazardous reagent use
- **50% reduction** in label use
- Carton inserts that are **100% biodegradable** and consumable
- Innovative data compression resulting in a **reduction of 20.4 kWh per run**

OUR STORIES OF IMPACT



OPTIMIZING RECYCLING

We developed a tool for safe and easy disassembly of the NextSeq™ 1000 and 2000 sequencer cartridges. The tool enables part segregation to optimize and increase recycling options for reagent cartridges.

¹ NextSeq™ 2000 compared to NextSeq™ 550

Developing Sustainable Products continued

Sustainable Packaging

By integrating DfE elements, our focus is on both optimizing packaging for materials currently on the market and incorporating sustainable packaging design into our process for development of new products.

To help us evaluate differences in environmental impacts between packaging options, we have implemented a simplified life-cycle assessment (LCA) tool which enables us to make informed and evidence-based decisions about packaging materials and designs.

Many of our products are temperature sensitive, which creates unique requirements for packaging, shipping, and storage.

2030 Targets

75% reduction in packaging

In progress

50% recyclable primary packaging

In progress

90% recyclable or reusable secondary & tertiary

In progress

90% reduction in use of dry ice

In progress

Optimizing Packaging Achievements

- Enhanced packaging of NextSeq™ 1000/2000, with reduction of double barrier pouch around cartridge to single barrier bag, while maintaining product quality
- Optimized shipping for bulk transit on TruSight Oncology (TSO), resulting in 54% volume reduction
- Improved the original launch of the packaging associated with our COVID-19 commercial application COVIDSeq™ Test. Packaging improvements were implemented to shift from an eight-box kit to a four-box kit
- Transitioned from tertiary corrugated packaging to 100% recycled content in North America, with plans for future global implementation
- Shifted to bulk packaging for shipments to China, including a new molded pulp tray made from more environmentally friendly materials, and optimized packaging design to increase the quantity of units shipped per pallet while protecting sensitive components of the cartridges
- Refrigerated shipment gel packs consist of biodegradable gel and recyclable wrapper

OUR STORIES OF IMPACT

TRUSIGHT PACKAGING REDUCTION

Improved packaging configurations of the TruSight Oncology 72- and 144-sample kits, consolidating 21 boxes down to six. This reduced volume by over 50%, with fewer barrier bags and shipping containers.



The change to recyclable packaging by Illumina has been transformational and much easier to manage!”

Charlie Johnson, PhD
 Executive Director Genomics and Bioinformatics Service at Texas A&M AgriLife Research

Developing Sustainable Products continued

Returning and Reusing Our Packaging

Illumina has implemented a variety of projects to bring enhanced sustainability to our existing product portfolio.



250,000 ft³

diverted from landfills per 100,000 containers



34 kg

diverted from landfill for every reusable returned



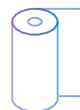
100%

paper packaging made of recycled and recyclable material



80 kg

reduction in dry ice per frozen pallet via advanced material types



Elimination

of bubble wrap—replaced with dunnage paper



Returnable Insulated Containers

Insulated containers used for refrigerated and frozen in vitro diagnostic product (IVD) product shipments can be returned to us for reuse.



Launched a container reuse program where returned containers are inspected, sterilized, reworked, and used again



At full implementation, these containers reduce emissions by 1.43 metric tons each month



Recyclable Insulated Containers

A move to plant-based paper insulated containers results in a solution which is recyclable.



100% curbside recyclable and compostable using standard paper-recycling streams



The insulated containers for frozen shipping are made with plant-based renewable materials, which requires less energy and diverts from landfill



Implementation completed in AMR in 2020, with roll out to EMEA in 2021 and APAC in 2022



Reusable Bulk Sustainable Solutions

New insulated pallet shippers are validated for multiple uses and returnable for refurbishment and reuse.



Supplier return facilities inspect and refurbish for return shipment to Illumina



Pallets are modular and break down flat for easy return of multiple units via land or ocean



Supports internal movement network and customer bulk orders

The Power of Genomics Beyond Human Health

The health of the environment and human health are intertwined and connect our company mission with our commitment to operate responsibly and sustainably. Our technology is being used to directly support sustainability, understand climate change, study conservation, and evaluate environmental DNA. The positive power of genomics beyond human health is helping to solve some of humankind's most challenging issues.

Greater Good Initiative

The Illumina Agricultural Greater Good Initiative grants, launched in 2011, are awarded annually. This program spurs critically needed research that will increase the sustainability, productivity, and nutritional density of agriculturally important crop and livestock species. Grant recipients receive donations of Illumina products to support their projects. This year, the grant was awarded to a project focused on bee health. Pollinators are at the apex of long-term sustainability in food production, as 90% of wild plants and 75% of crop species are dependent on bees and other pollinators. This project will leverage genomics to further understand genetically controlled behavioral differences between honeybees and secure the survival of pollination-dependent species, including humans.

[Illumina Agricultural Greater Good](#)



Earth BioGenome Project

The Earth BioGenome Project (EBP) is a network of partner organizations and affiliated projects with the shared goal of sequencing and annotating the genomes of all 1.5 million known species over a 10-year period.

Launched in 2018, the EBP aims to create a digital backbone of sequences that will serve as critical infrastructure for biology, conservation, agriculture, medicine, and the growing global bioeconomy. EBP aims to help with biodiversity and responsibly stewarding its resources.

Illumina is providing 100 reference-quality genomes and also participating in the development of technology for the sequencing of genomes from single-cell and small multicellular organisms.



OUR STORIES OF IMPACT

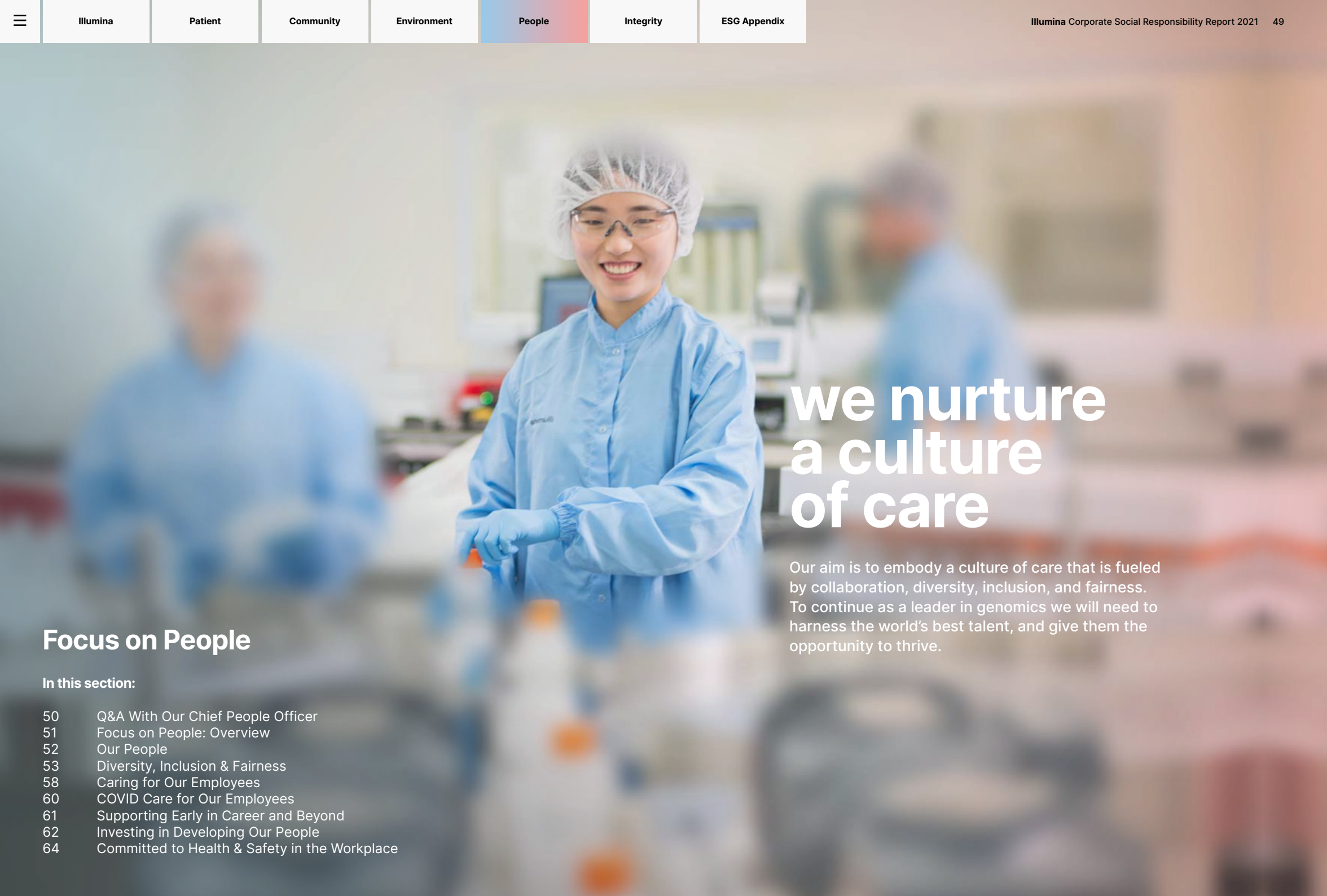


COMPARATIVE GENOMICS AND LEMUR CONSERVATION

Through iConserve, a philanthropic initiative that brings the community together to accelerate wildlife conservation, the Illumina team is partnering with the San Diego Zoo, the University of Antananarivo in Madagascar, and the Universitat Pompeu Fabra in Spain to help preserve the future of several endangered creatures.

Lemurs are mammals native only to the island of Madagascar in the Indian Ocean. At least 17 lemur species have become extinct during the last 2,000 years, and species that still survive are threatened due to significant habitat loss, hunting, and illegal logging. The effects of widespread poverty and political instability also hinder and undermine conservation efforts. As a result, the International Union for Conservation of Nature (IUCN) considers lemurs to be among the world's most endangered mammals, and estimates that 90% of all lemur species are facing extinction. Lemurs are important for research as their mix of ancestral characteristics and traits shared with anthropoid primates could yield insights into the evolution of humans and other primates.

The iConserve work will consist of research into the comparative genomics of lemurs, which will provide structure to cataloging biodiversity in wild and captive populations. This will ultimately support decisions around species conservation and management.



we nurture a culture of care

Our aim is to embody a culture of care that is fueled by collaboration, diversity, inclusion, and fairness. To continue as a leader in genomics we will need to harness the world's best talent, and give them the opportunity to thrive.

Focus on People

In this section:

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Q&A With Aimee Hoyt

Chief People Officer



Cultivating an inclusive, diverse workforce is foundational to enabling everyone to fully contribute to our mission of improving human health and unleashing their complete potential.”

Q: How has Illumina continued to take care of its global workforce during the pandemic?

A: We are fortunate to have a culture at Illumina, much like our company mission, that is focused on care and support. Our culture of care has served as our foundation and has been built upon the principles of employee trust, flexibility, transparency, and well-being. This foundation enabled us to provide an immediate level of support to our employees, while also enabling us to quickly adapt to our employees’ changing needs and unique circumstances as the pandemic evolved.

In practical terms, this has meant focusing our efforts on providing our global workforce with pay continuity and stability, incremental “COVID Care” cash payments (to help address unanticipated financial needs), flexible working arrangements and time off, 30 days’ paid leave for emotionally significant events under our Compassion & Care Time Off program, and increased emergency backup childcare. Our employees have been handling so much this past year, personally and professionally, and every individual situation is unique. This is why we have strived—even before the start of the global pandemic—to continually provide a progressive, flexible suite of programs and benefits for our global workforce. While we never anticipated a crisis of this nature or scale—of a global pandemic—our culture of care foundation has been built to respond to crises as they arise. I am extremely proud of the resilience our employees have shown and the kindness

they have extended to one another. Like our employees, I am confident we will emerge even stronger than before.

Q: How have employees reacted to the company’s response to COVID-19?

A: Employees have shared very positive feedback about our response to COVID-19, which entailed increased communication, leadership engagement, employee benefits, and faith in the future of the company. We have worked hard throughout the pandemic to provide a variety of platforms to listen to colleagues and adjust based off their direct feedback.

We increased our all-company meetings to twice a month, launched a twice-monthly forum with our Chief Medical Officer, and created dedicated internal channels for COVID-19 support and updates. We continue to keep a very close pulse on the overall health of our organization, employee engagement, and employee trust through quarterly employee surveys—allowing us to uncover insights and challenges early on in hopes we can proactively address them in meaningful ways.

Q: What initiatives has Illumina undertaken to address racial inequity and create a fair and inclusive working environment?

A: Cultivating an inclusive, diverse workforce is foundational to enabling everyone to fully contribute to our mission and unleash their complete potential. Heading into 2020, we strived to embed diversity, inclusion,

and fairness (DIF) in all we do across the organization. This included elements of cultural competence, equal opportunity, pay equity, inclusive benefits, employee resource groups, supplier diversity, and community engagement. Our efforts also reflected the labor principles within the UN Global Compact. Although our DIF efforts are not new, the horrific racial and social injustice events of 2020 emphasized a clear need for more urgent, purposeful action.

As we considered how to continue our commitment to DIF in new and meaningful ways, we recognized the need for a dedicated leader who could help elevate our efforts, our thinking, and our diversity practices across the organization. Dr. Lisa Toppin joined us in the fall as Vice President of Diversity & Inclusion. In addition, we became a proud signatory of the CEO Action for Diversity & Inclusion, created a new employee resource group called “BE GREAT” (Black Employees Guiding Racial Empowerment and Trust) dedicated to black employees and allies, hosted diversity dialogue through company meetings, workshops, leadership forums, and guest speakers, promoted virtual courses on diversity, unconscious bias, and emotional intelligence, and increased efforts to recruit from historically black colleges and universities (HBCU).

While there is still much work to be done, we are committed to this journey of fostering a global culture that is more equitable and more representative of the diverse world we live in.



Focus on People: Overview


Our Commitment

We are committed to nurturing a culture of care, delivering practices and programs that are as progressive as the products we are innovating. By attracting, retaining, developing, and supporting our people, we can enable everyone to fully contribute to our mission and deliver on the transformative power of genomics. Our aim is to help build a more equitable, inclusive, and sustainable world.

Our Objectives

We strive to promote an inclusive and innovative workplace, powered by passionate people, to help drive the positive progress of genomics for all. To achieve this we:

Foster an environment where people feel Illumina is a great place to work for everyone

 Achieved and continuing

Embed diversity, inclusion, and fairness in all that we do

 In progress

Offer employees the resources and support they need to bring their personal best every day and reinforce our culture of care

 In progress

Acquire and grow extraordinary talent and teams to create a deep and diverse pipeline

 In progress

Steward our employee safety and wellness

 In progress

Our Why

With an extraordinary mission comes the need for extraordinary people and leaders at every level. Every day at Illumina, we have the chance to do once-in-a-lifetime work, transforming human health and driving scientific innovation. We know the best ideas will come from a diverse, inclusive environment where everyone feels safe, respected, and supported.

Focusing on inclusion means amplifying our value of collaboration and building community. Fostering an inclusive and healthy workforce is a foundational principle and essential for innovation. To enable that environment, we offer flexible work conditions, and invest in developing employees throughout the various stages of their careers, including helping to enhance their technical, professional, and leadership skills.

A strong culture of safety, belonging, and wellness leads to more engaged employees, allowing our workforce to offer their best work to our mission. We provide a portfolio of benefits and wellness programs to be the most compelling, in order to recruit top talent, to care for our employees through life events, and to support the variety of their personal needs. We aim to create an environment that will reflect and represent the diverse communities we serve around the globe.

There is still much work to do to build a more equitable, inclusive, and sustainable world. We will continue our efforts to build toward that future in our workplace, in our supply chain, and in our communities.

Achievements in 2020



Inclusion on the Bloomberg Gender-Equality Index



Earned 100% on the Human Rights Campaign Corporate Equality Index and designated as Best Place to Work for LGBTQ Equality




Joined CEO Action for Diversity & Inclusion





Included in America's Most Just Companies and received the highest score for our industry in the category of workers



Singapore Workplace Safety Award

 Early stages

 In progress

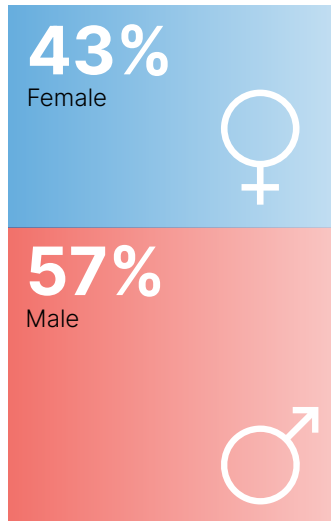
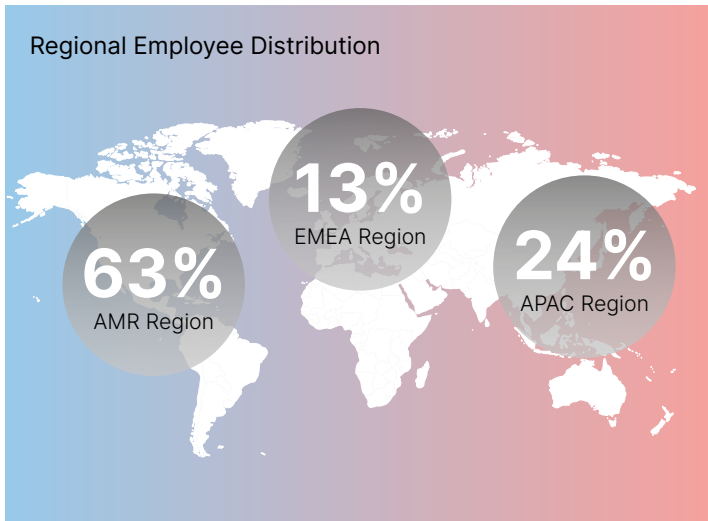
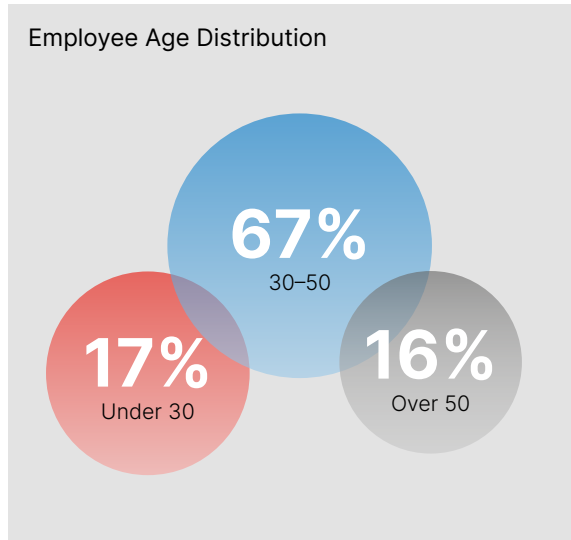
 Achieved and continuing



Our People

Making genomics useful for all is our purpose and our promise—to the people who work toward this every day and to the lives it touches.

Who We Are



Listening to Our Employees

We regularly ask our employees to complete our iPulse survey. In 2020, we increased the frequency from two times a year to quarterly. This helps us gauge how they feel about the business and how we are performing. In turn, these insights help leaders, at all levels, to better understand and respond to our employees' needs.

In the face of a year like no other, we are pleased that employee trust remained strong in 2020.

“Diversity, inclusion, and fairness—in all that we do and at every level of our organization—is vital to harness the full power of all our people and build a more equitable future.”

Sue Siegel
illumina Board of Directors

Trust and Engagement

- 85% Trust & Confidence Index
- 88% Confidence in illumina's continued growth and success
- 81% Engagement Index

What Our Employees Think About illumina

- 88% illumina really cares about my well-being
- 94% I am proud to work for illumina
- 85% I would gladly recommend illumina as a great place to work to people I know and respect
- 87% I feel like I belong at illumina

Diversity, Inclusion, and Fairness

90% of employees feel that illumina values diversity

illumina's COVID-19 Response

- 93% overall satisfaction with our company's response to the pandemic
- 81% of employees indicated illumina will emerge stronger postcrisis

Diversity, Inclusion & Fairness

The collective talent, diversity, and dedication of our employees supports our mission to improve human health. We celebrate our employees' unique life experiences, backgrounds, talents, passions, and contributions to innovation.

We strive to foster an inclusive and diverse culture in which all employees feel valued and appreciated. This culture helps people engage at their best, knowing they have an equal opportunity to grow and succeed based on their performance, regardless of individual differences. We invest equally in our employees and work to create a culture that encourages all our employees to share their unique perspectives and experiences, learn from one another, and contribute. An inclusive, diverse workforce also reflects our global business and customer base and will lead to continuous improvements as an organization.

Although our DIF efforts did not begin in 2020, we recognized the need for more urgent action. The violence and acts of racial injustice committed against black people in 2020 highlighted the stark and continuing disparities in economics, education, wealth, and access to equitable healthcare. We are making progress, but much remains to be done. We recognize that change will not be quick or easy.

As we aim to embed diversity, inclusion, and fairness in all we do, our response to evolve our DIF strategy is integrated across the areas of our **employees**, our **culture**, our **suppliers**, and our **community**. It includes setting new targets, investing in programs to drive improvements, and expanding transparency of our diversity data. We believe that creating an environment that reflects and represents the diverse communities that we serve around the globe makes us a stronger and better company.



At this critical time in our society, diversity and a true sense of belonging have never been more important.”

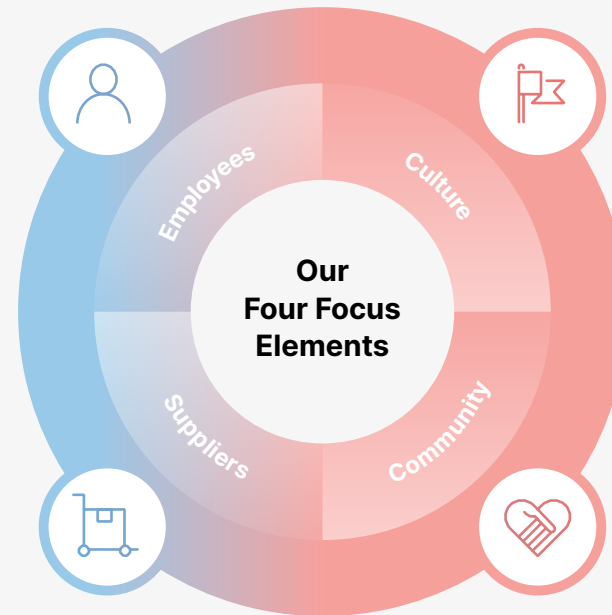
Dr. Lisa Toppin, VP, Diversity & Inclusion

Employees

- Equal opportunity
- Pay equity
- Flexible work options, including flexible and paid time off without accrued limits
- Gender-neutral parental leave

Suppliers

- Supplier Diversity program
- Support for local business



Culture

- Diversity training and programming
- Added new company holiday to recognize MLK Day
- Employee surveys to regularly assess diversity index
- Employee resource groups

Community

- Equitable access to STEM education programming
- Grants for black STEM educators
- Scholarships for underrepresented students entering STEM fields
- Philanthropic offer of treatment (cWGS)

Diversity, Inclusion & Fairness continued

Employees

We aim to attract, develop, and retain a diverse workforce that reflects our global community.

We are committed to equal opportunity and providing employment and advancement opportunities to individuals based on merit. Our policies prohibit discrimination based on race, color, age, gender, sexual orientation, marital status, gender identity and expression, ethnicity, religion, physical or mental disability, medical condition, genetic information, veteran status, national origin, or any protected class.

Based on the current demographics of US workforce representation, we are focusing our efforts on increasing the representation of BIPOC (Black, Indigenous and People of Color), Latinx, and multi-racial groups.

The following programs and initiatives will support our path to progress on diversity recruitment, retention, and advancement:

- Screening job descriptions and advertisements for gender and ethnicity bias
- Encouraging applications via targeted communities
- Increasing recruitment from HBCUs

- Implement practices to promote diverse interview panels
- Achieve diverse intern cohort by gender, race, and ethnicity

We will also continue to monitor the following internal key performance indicators:

- Turnover and promotion rate across each Equal Employment Opportunity Commission (EEOC) category and level of the organization
- Conversion rate of diverse applicant pool vs. % BIPOC and women hired
- Promotion rate for equitable representation across all groups



Flexible
workplace policies

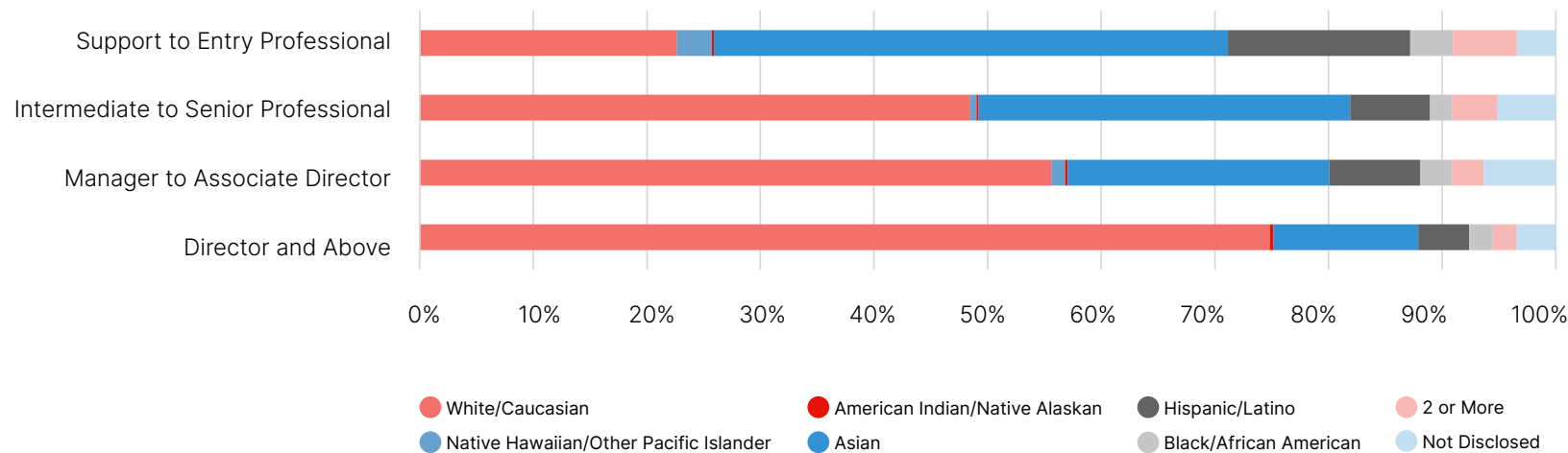


Gender
-neutral policies



49%
Diverse workforce (US)

US MINORITY DATA 2020 % BY LEVEL¹



¹ For additional data points on EEOC, refer to [ESG Appendix](#)



Diversity, Inclusion & Fairness continued

2030 Targets

Gender Representation (Global)

Increase representation of women in senior leadership¹

● ● ● In progress

2020

34%

Zero Net Pay Gap²

● ● ● Achieved and continuing

2020

Zero Net Pay Gap

Workforce Diversity (US)

Increase participation of disabled people in our workforce

● ● ● In progress

2020

5% Disabled people

Increase participation of veterans in our workforce

● ● ● In progress

2020

3% Veterans

Elevate racial and ethnic minority representation³ in senior leadership¹

● ● ● In progress

2020

25% Director and above

Increase underrepresented workforce (% Black, Latinx & multi-racial)

● ● ● In progress

2020

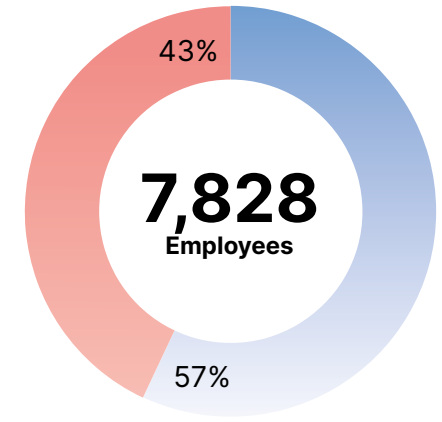
16%

Pay Equity

Our revolutionary work in genomics demands outstanding and diverse talent. To support this, we strive to offer meaningful development opportunities and rewards for impact, performance, and potential.

Our pay policies and practices are designed to compensate employees based on factors such as job performance, expertise, and experience relevant to individual geography. We believe no one should be paid differently due to their gender, race, age, ethnicity, sexual orientation, or national origin. For this reason, we monitor our pay equity status and market competitiveness on an annual basis to ensure we offer equal pay.⁴ Our 2020 global compensation cycle once again confirmed a zero net gap² in pay.

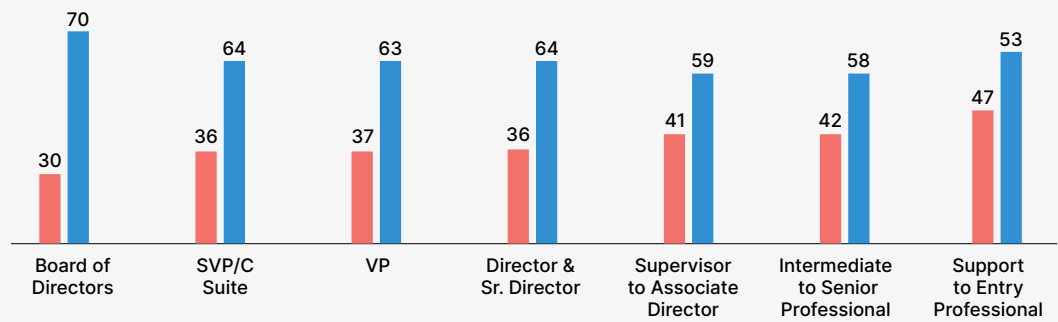
Nonetheless, when we examine the average pay⁵ of women and men in our organization, we recognize opportunities still exist to improve. More senior positions at our company are held by men than women, which increases the average overall pay for men.



Female Male

- 1 Senior leadership defined as Director and above.
- 2 Zero net gap in pay means no statistically significant difference in pay for the same or similar work, regardless of gender, ethnicity, or race.
- 3 Based on summary of all non-Caucasian.
- 4 Equal pay refers to paying a woman and man equally for the same or similar work.
- 5 A pay gap is the difference in average pay between women and men in an organization.
- 6 UK leader represents manager and above.

GENDER DATA (%)



13%

Increase in women in leader⁶ roles in the UK over last 3 years



5%

Increase in women in senior leader¹ roles globally over last 3 years

Diversity, Inclusion & Fairness continued

Working with our business partners and the global community, we can create a more equitable and just world.



Culture

Our employee resource groups (ERG) are key to fostering a respectful workplace and a more inclusive environment. By connecting individuals with their peers, ERGs enable groups to develop a collective voice on shared issues and promote internal and external diversity initiatives.

We will monitor our regular employee iPulse surveys across diversity categories to ensure equitable experience and culture.

We aim to provide robust diversity, inclusion, and fairness training and programming beyond the minimum required content. We are working to create a culture where employees choose to participate in these supplemental opportunities.

Our ERGs include:



SHADES: Employees of color from diverse backgrounds and allies



iPride: Employees of the LGBTQIA+ community and allies



iServed: Employees who served or currently serve in the military and allies



Horizons: Employees early in their careers and allies



WIN: Women at all levels and stages of their careers and allies



BE GREAT: Dedicated to Black/African American employees and allies



THE CEO ACTION PLEDGE

In 2020, our CEO, Francis deSouza, signed the [CEO Action pledge](#), the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. The pledge recognizes the importance of companies truly representing the communities they serve, which results in improved economy, corporate performance, and employee engagement. By working together toward diversity and inclusion within our workplaces, industries, and the broader business community, we can cultivate meaningful change for our society.

Diversity, Inclusion & Fairness continued

Suppliers

Establishing collaborative partnerships with qualified small and diverse suppliers is a commitment we take very seriously. We understand how important it is that our supply base reflects the diversity of the communities in which we live, work, and serve. Moreover, we recognize that a diverse supply base offers a competitive advantage by harnessing suppliers' unique experiences, creativity, and innovative solutions.

Our program, overseen by a Supplier Diversity Governance Committee, promotes partnership opportunities for suppliers in the US that are at least 51% owned, managed, and controlled by a qualifying diverse group. These include but are not limited to: woman-owned, minority-owned, veteran-owned, disabled person-owned, LGBTQ-owned, or socially and economically disadvantaged-owned businesses. Furthermore, we are expanding these supplier diversity principles to our international locations. We encourage the use of local businesses wherever possible to support the economies where our employees work and live.

We aim to magnify our impact by extending these efforts throughout our value chain.

2030 Target

Achieve and maintain at least 20% spend with diverse suppliers (US), and globally, support local businesses wherever possible

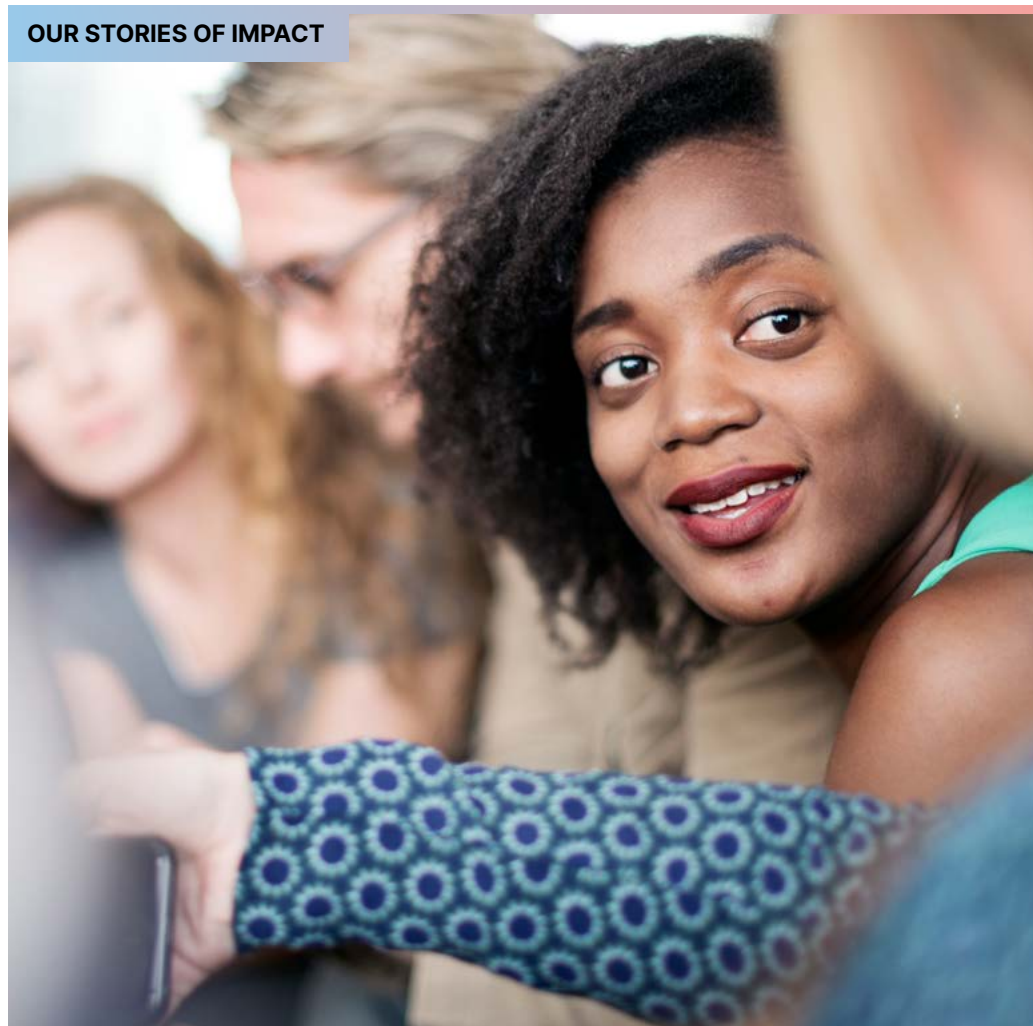
In progress

2020 Progress

16%

[Read more about our Supplier Diversity Program](#)

OUR STORIES OF IMPACT



STANDING WITH OUR BLACK AND AFRICAN AMERICAN COMMUNITIES

In 2020, we supported organizations such as The National Association for the Advancement of Colored People (NAACP), American Civil Liberties Union (ACLU), the Innocence Project, Public Allies, and the Equal Justice Initiative. Our cumulative impact to organizations fighting inequalities resulted in over \$800,000 in donations.



We must confront ignorance with knowledge, hatred with love, and complacency with action for equality. Every voice raised against racism chips away at its power.”

Francis deSouza, CEO Illumina, in a letter to all employees

Community

We will continue to promote diversity and inclusion activities and action, giving back to our communities. Additional information on our community engagement can be read in our [Access](#) and [Community](#) chapters.

2030 Targets

Maintain annual commitment to UN Global Compact with submission of communication of progress

Achieved and continuing

Scale philanthropic cWGS to increase impact in underserved communities

In progress

Increase programming that supports equitable access to STEM education

In progress

Caring for Our Employees

Building the world's best team starts with caring for our employees and putting their welfare at the heart of all we do.

We offer a world-class portfolio of employee benefits and wellness programs, care for our employees through life events, support their diverse personal needs, and offer all our benefits to employees, spouses, domestic partners, and dependents.

Workplace Genomics Program

Through our partner, Genome Medical, we provide access to genetic experts who can provide guidance and facilitate testing for employees and their families. In addition, we offer financial support for cancer tests, reproductive health tests, and clinical whole-genome sequencing (cWGS) for rare and undiagnosed diseases.



Reproductive Health Benefits

Employees, their spouses, and domestic partners may be eligible for company-sponsored reproductive health financial support, including:

- In vitro fertilization (IVF)
- Non-Invasive Prenatal Testing (NIPT)

Through Progyny, we offer a comprehensive fertility benefit program that provides coverage for fertility preservation, providing equitable access to care for all of our diverse employees, including those pursuing non-traditional paths to parenthood.

Parental Leave

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. Our parental leave policies in the other locations where we operate either meet or exceed local legal entitlements.

The Extra Benefits of Working at Illumina¹

Our employee benefits program recognizes the tremendous value our people bring to our business. While benefits vary by country and region, we provide all our employees with an array of different programs.

¹ Benefits vary by country and region.

Fostering Wellness Inside and Out

- ✓ **Medical, dental, vision**
- ✓ **Flexible spending** accounts
- ✓ **Health savings** accounts
- ✓ **Employee Assistance program** (EAP)
- ✓ **Wellness program** and rooms for nursing, meditation, and prayer
- ✓ **Travel medical insurance**
- ✓ **Gym** access or membership
- ✓ **On-site health screenings**, blood pressure monitoring, and flu shots
- ✓ Offices equipped with **ergonomic workstations**, abundant natural light, and opportunities to work outdoors
- ✓ Cafeterias offer **sustainable, healthy food options**, including vegetarian choices
- ✓ Genetic **counseling and screening**
- ✓ Virgin Pulse **digital wellness platform**

Supporting Growing Families

- ✓ Up to **six weeks** of paid parental leave
- ✓ **Bring Your Kid to Work Day**
- ✓ **Back-up care** with Bright Horizons for child and elder care
- ✓ **Flexible work schedules** and remote working opportunities
- ✓ **Gender-neutral** parental leave policies

Providing Time to Recharge

- ✓ **Flexible time off**
- ✓ **Minimum 20 days' paid time off** for non-exempt employees
- ✓ **Two days of paid volunteer time off** (increased to 10 during 2020 as part of COVID response)
- ✓ Minimum **10 days of holiday paid time off**

Investing for the Future

- ✓ **Employee stock purchase program**
- ✓ **401K savings plan**
- ✓ **Life insurance**
- ✓ Short- and long-term **disability insurance**
- ✓ **Pension**
- ✓ **Independent financial advice**
- ✓ **Tuition assistance** and student loan repayment

Additional Perks and Benefits

- ✓ **Site amenities**, including car washing, dry cleaning, mobile hair salons, food service, mindfulness, and self-improvement courses
- ✓ **Employee referral** program
- ✓ **Donation matching** program
- ✓ **Legal assistance**
- ✓ **Special interest clubs**
- ✓ **Commuter support**

Caring for Our Employees continued

Wellness Programs

We recognize the importance of promoting a holistic approach to wellness. To help our employees thrive, we undertake a number of activities to help meet their physical and mental health needs.

Our digital wellness platform is free to all full-time employees, enabling them to track wellness-related activities, as well as participate in fun activities, exercise classes, and quarterly virtual fitness challenges.

Running for Rosies

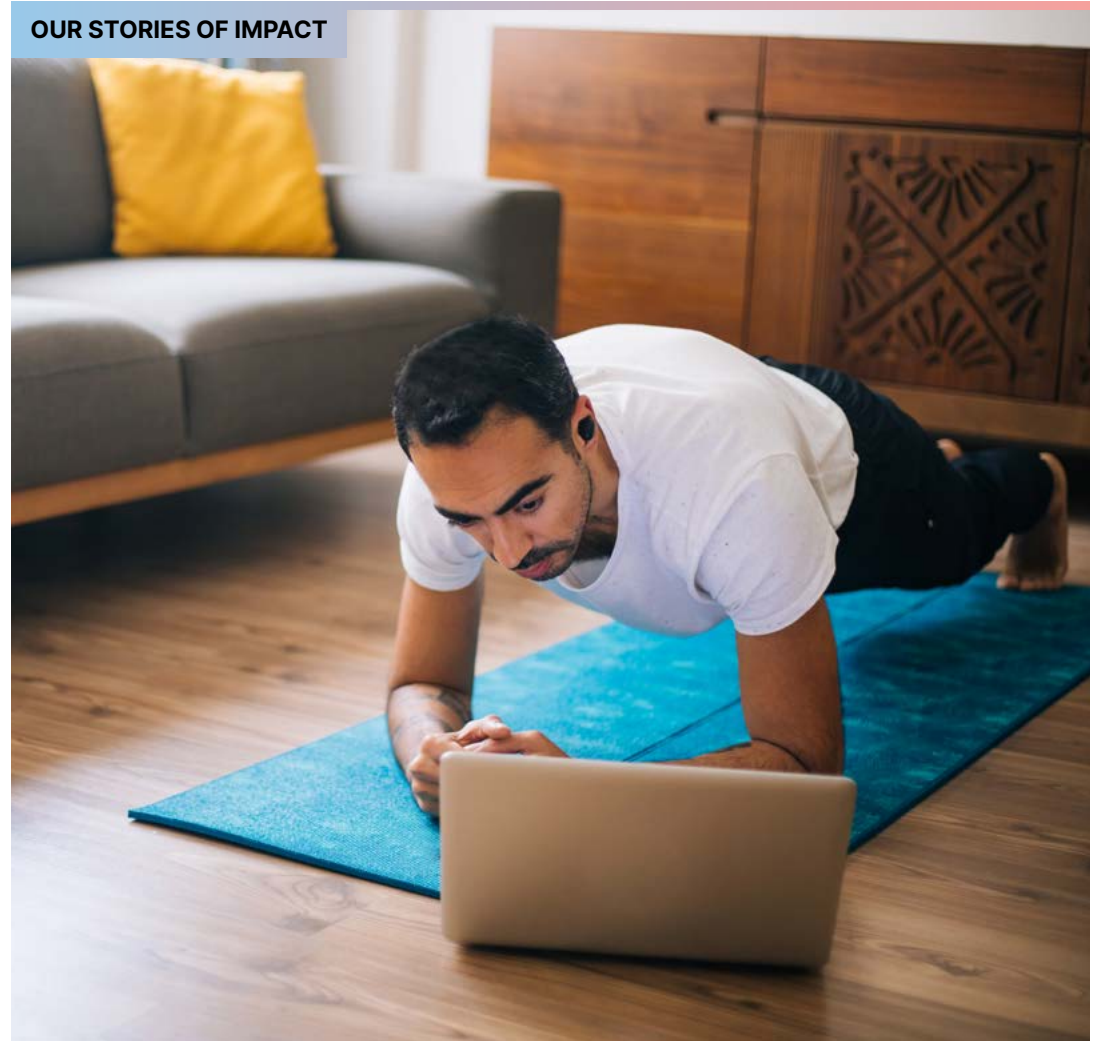
One of the projects our US-based interns worked on in 2020 was the creation of a digital marketing campaign for child cancer organization Coming Up Rosies. To continue the work and achievements of our interns, Illumina supported a global charity fitness challenge: a virtual 5K run. Each entry into the run was linked to a donation from the Illumina Corporation Foundation. In this way, we encouraged employees to keep moving while contributing to this special cause curated by our interns.



Walk the World for Rare Disease

During the COVID-19 pandemic, we engaged our employees to support their wellness and give back by connecting charity to a fitness challenge. “Walk the World for Rare Disease” helped raise awareness about rare disease, and encouraged active, healthy lifestyles by promoting walking.

The challenge was a great success, with our employee participation rate more than double that of any previous fitness challenge. Collectively we walked over 100 million steps—the equivalent of walking around the world. The \$25,000 raised was donated to five charities across the globe with a unique or innovative approach to supporting rare disease in their communities.



OUR STORIES OF IMPACT

Wellness While Remote

Our EMEA team members brought extra focus to wellness during the pandemic, training a further 20 mental health advocates and eight mental health first aiders. The team also launched Wellness Wednesdays activities, a virtual wellness fair, and guided meditations, yoga, and mindfulness classes.

COVID Care for Our Employees

Our culture of care has never been more relevant or important. In our response to the global pandemic, employee safety and wellness was our first and foremost priority.

Employee Safety

- ✓ Environmental, Health & Safety teams led a **risk-based framework to our global response**
- ✓ Early to implement **shift to remote work** for office-based associates
- ✓ Early to implement **restrictions on visitors, travel and large gatherings**
- ✓ **Existing emergency preparedness** plans and business continuity plans were activated

On-Site Safety

- ✓ **Enhanced cleaning procedures**, restricted visitor access, and thermal temperature scans
- ✓ **Introduced safety features** such as plexiglass barriers, PPE, and anti-bacterial stations, together with social distancing rules, and expanded outdoor seating and work areas
- ✓ Created **workforce separation practices** to minimize physical interaction while maintaining social distancing

Remote Work Safety

- ✓ Resources were provided to help establish **safe, ergonomic home working** environments
- ✓ **\$250 provided** to purchase keyboard, monitor, headset, or other home office ergonomic supplies
- ✓ Facilitated **transporting office chairs and ergonomic equipment** to employees' homes
- ✓ Field-based customer-facing teams were provided with **access to daily COVID-19 risk screening** and at-home testing

Wellness

- ✓ Expanded range of **virtual health and wellness** classes
- ✓ Conducted awareness campaigns to remind employees of resources available through the **Employee Assistance program (EAP)** for daily life assistance and emotional well-being support

Communication

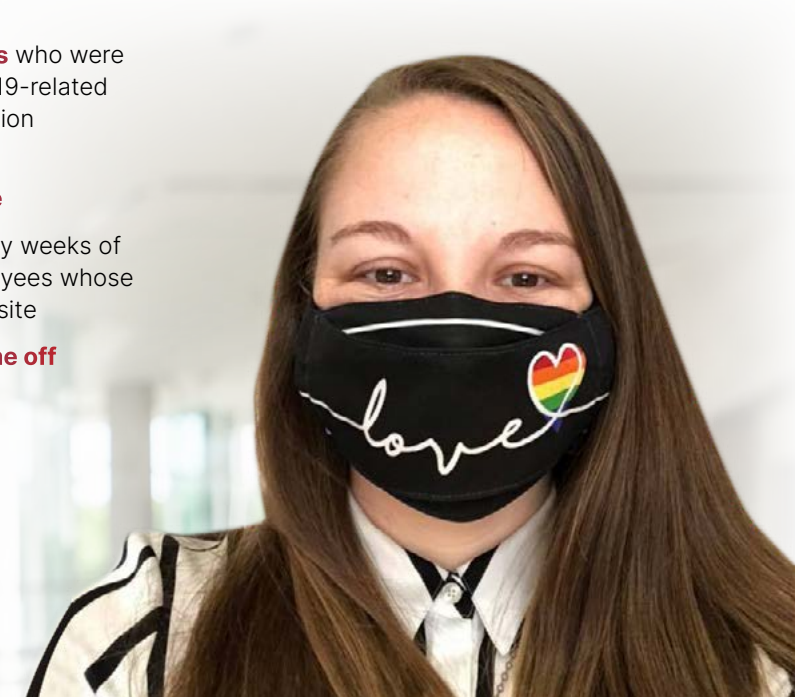
- ✓ **Increased frequency** of all-company meetings
- ✓ Created a dedicated internal **COVID-19 communication channel**
- ✓ **Twice-weekly seminars with Chief Medical Officer** to provide expertise on the science of the virus

Pay

- ✓ **\$1,000 COVID-19 Care cash allowance** distributed to all employees to help address unanticipated financial needs (excluding VP and above)
- ✓ **Pay continuity for employees** who were self-isolating, and no COVID-19-related furloughs or workforce reduction
- ✓ Early distribution of **\$500 Health & Lifestyle Allowance**
- ✓ **Premium pay** provided in early weeks of the pandemic to select employees whose work required them to be on-site
- ✓ **Expanded paid volunteer time off** from 2 to 10 days for 2020

Benefits

- ✓ **Up to 30 days' paid leave** under our compassion and care time off (CCTO) program
- ✓ Increased number of days from 10 to 30 for **emergency backup childcare programs** through Bright Horizons Crisis Care (US employees)
- ✓ COVID-19 screening and testing-related office visits or in-patient services **100% covered by US medical plans**
- ✓ Expanded access to **telemedicine** (US medical plans)



Supporting Early in Career and Beyond

To ensure we have exceptional people at every level of the business, we work tirelessly to attract diverse talent, providing the opportunities and support people need to progress in their chosen careers.

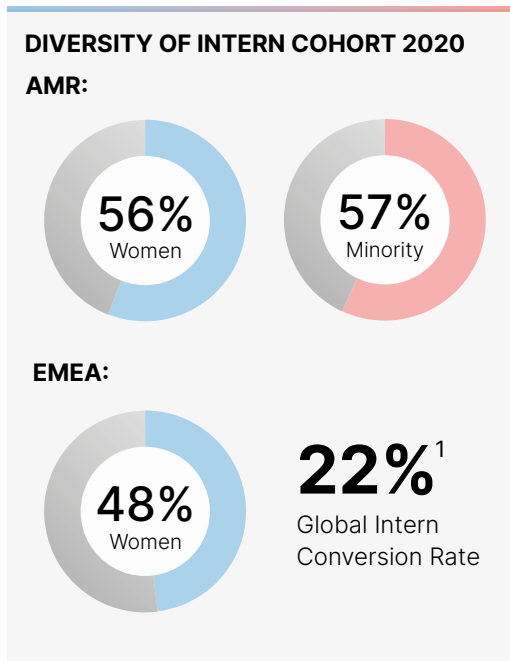
We believe in the importance of creating a workplace in which all employees:



- Are empowered to grow, contribute, and make an impact
- Work in a culture that prioritizes learning and continuous improvement
- Collaborate and build relationships with colleagues, whatever their position or seniority
- Embrace our culture of innovation and respect
- Are rewarded and recognized
- Participate in giving back to the communities and causes that matter most to them
- Understand that diversity is strength


15%
 Roles filled with internal candidates


23%
 New hires referred by Illumina employees

¹ Average conversion rate between 2015 and 2020





 Illumina is a company that truly believes its greatest asset is its people. There is a tangible energy and collaborative openness that stimulates growth in others. It enables us to be our true selves and welcomes unique ideas to the table. I am proud to be part of Illumina."

Nikki Alayari
Associate Director of Inside Sales



Carolina Perez, Mechanical Engineering student, Manufacturing Design Quality Summer Intern, US
 "This summer I had the pleasure of working as a Quality Engineering Intern within Illumina's Manufacturing Design Quality team on a project improving risk management. I learned so much during my 10-week experience and am so excited to finish up my undergraduate career with reinvigorated passions for improving personalized medicine!

Thank you for creating a memorable and meaningful remote internship experience, for investing in future talent and allowing us the chance to contribute to Illumina's mission, even in the midst of unprecedented circumstances."



Connecting with Future Talent iAspire Internship

We run several paid internship programs around the world, enabling students to make an impact by working on business-critical projects. Giving the opportunity to work alongside our engineers, scientists, and corporate employees, our internships span multiple business functions and varying academic levels (Bachelor's, Master's, and PhD).



 I have learned a tremendous amount throughout the internship, not only about environment, health, and safety and the working world but about myself too!"

Emily Naismith: EHS intern, Cambridge, UK, 12-month Intern Placement program

Investing in Developing Our People

Our aim is for our employees to enjoy a long and fulfilling career at Illumina. Our training and development programs embody our belief that opportunities always exist to grow and to learn regardless of where you are on your career path. This growth mindset begins with valuing learning over knowing, together with seeking new ideas and embracing challenges while developing.

From soft skills to technical knowledge, online learning to coaching clinics, we empower people to shape their own careers, taking advantage of the frequent opportunities to progress at Illumina.



The world is constantly changing, creating an environment where we can always learn

something new or hone our skills. We're passionate about continuous learning at every stage of our careers, enabling both formal and informal opportunities that support personal and professional growth."

Karen Wetherholt, VP Human Resources

Learning at Illumina

Career Development

All employees require the right tools to navigate their career development. To supplement our career development workshops, employees can create an individual development plan (IDP) to advance their knowledge and skills. Development resources are carefully curated so that employees can explore, share, plan, and act.

Other tools we offer include:

- Tuition assistance/financial assistance for job-related education
- Leading external speaker series
- Open career panel discussions
- TEK Talks (technical education knowledge)
- 360-degree assessments
- Learning management system for required and on-demand training

LinkedIn Learning

This online educational platform offers on-demand content to support employees' professional development. Last year, 85% of our employees took advantage of this service. Courses ranged from leading teams to influencing others and time management.



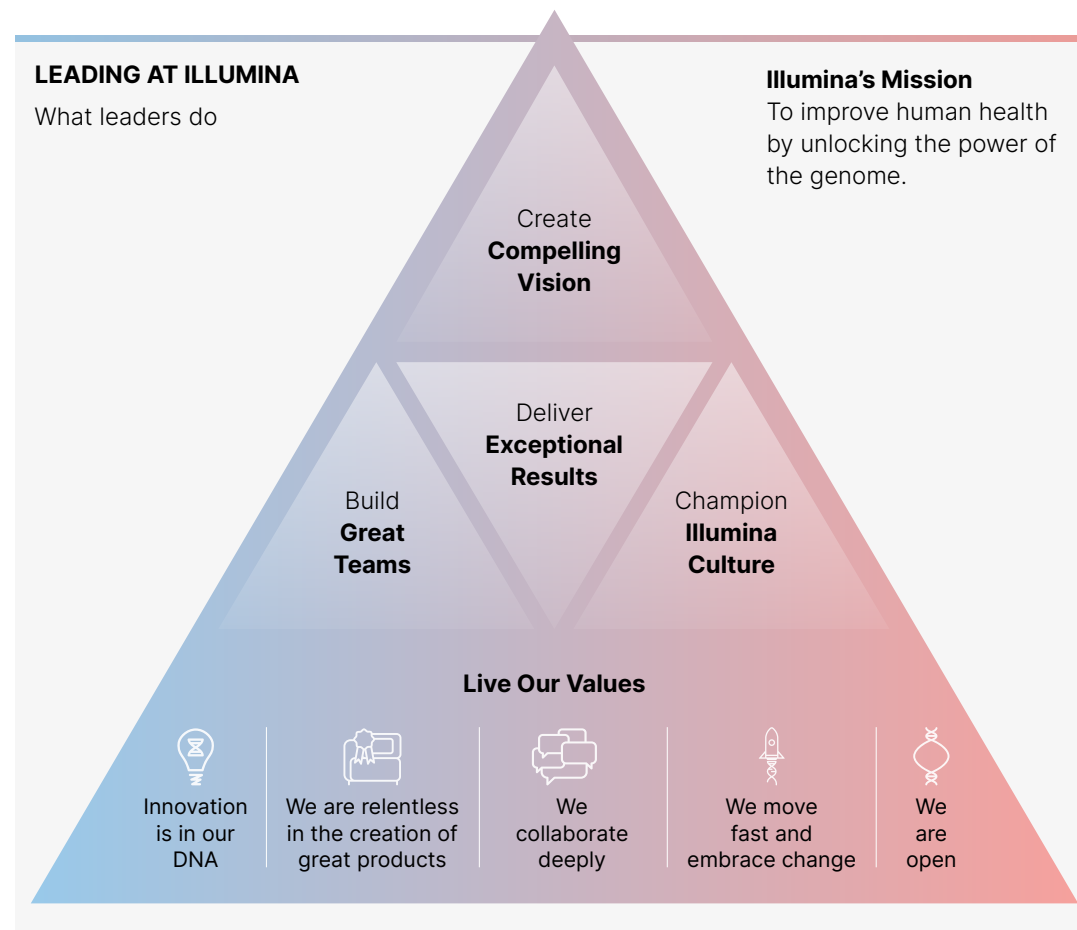
85%

Employees used LinkedIn Learning

Coaching & Leadership Development

We believe it is important that all our leaders are impactful and have the ability to inspire, grow, and collaborate. Our leaders live our values, lead change, and focus on results. Moreover, they continuously inspire others to live their passion and achieve their career goals.

Development does not stop at management, and we promote a series of leadership programs for both new and experienced leaders. Applicable trainings are available in the classroom, virtually, and with digital learning opportunities.



Investing in Developing Our People continued

Sample leadership development opportunities¹:

Emerging Leaders

Participants are nominated by their manager, having demonstrated potential leadership skills and an interest in people management.

Managing at Illumina and Leadership Edge

Provides those new to leadership with the insights, tools, resources, and skills required to effectively lead others.

Leadership Advantage

Comprehensive three-day event for those with several years' leadership experience.

iLeap

Development program that matches potential leaders with an Illumina executive who acts as a mentor.

Power Hours

Sessions for frontline leaders, run by subject matter experts, to develop the skills and knowledge required to lead teams effectively.

Discussion and Lean In Circles

Our business leaders front discussion on important topics such as "Moving into Management" and "Managing your Career." For example, we support "Lean In Circles," identified by our Women at Illumina Network (WIN) employee resource group as an effective initiative for female employees.

Mentoring Programs

The Horizons ERG hosts the Jedi-Padawan buddy program, connecting early career professionals with seasoned employees, while the WIN employee resource group offers a mentor program called iMentor.

Culture of Coaching

We believe that every conversation is an opportunity to coach. Our Coaching Learning Path highlights a variety of options to help leaders learn, practice, and build their coaching skills.

Crucial Conversations

We facilitate workshops that teach communication skills for a variety of situations in which opinions may differ significantly, and emotions run high. To date, over 1,300 employees have taken part.

Recognizing Success

We have designed several award programs to recognize employees' outstanding achievements.

Rewarding Innovation

Innovation is a core element of our culture and success. Every year, we celebrate our pioneering scientists with an Innovation Award and this year we launched a new Inventor Recognition program. Our new Inventor Recognition program recognizes employee inventors who annually contribute to our patent applications.

Values Award

Values Awards are presented to individual employees and teams nominated by their peers for exemplifying our values.

¹ Several of our "in-person" training programs such as Emerging Leaders, Leadership Edge, Leadership Advantage, and iLeap were paused during 2020 due to COVID restrictions. Programming converted to ad hoc training to support leaders in the virtual environment. Plans are underway for a new learning program strategy and program architecture for 2021 and beyond.



The mentorship program has opened a space for me to get candid feedback and thoughtful advice on how to navigate the corporate landscape, improve my professional interactions, and grow visibility inside the company. Karen G. has tremendous experience, quick wit, high emotional intelligence, and great communication skills, which makes her an exceptional leader. She generously carves out time in her busy schedule to help me grow my career and I am very grateful for her support."

Mentee Maude Champagne
Assoc. Director, Market Access



I had the pleasure of mentoring three amazing women! I was so impressed by the enthusiasm and engagement from all three mentees. They are motivated to learn, grow, and contribute to Illumina's success. I learned a lot myself and feel like this experience helps me continue to grow as a leader as well."

Mentor Karen Gutekunst
VP, Regulatory Affairs



Committed to Health & Safety in the Workplace

Providing a Safe Workplace Environment

We are committed to a safe and healthy work environment for all our employees, contractors, and the communities in which we operate.

EHS Management System

We continue to work under a management system framework to measure performance and continually seek improvement. Our Singapore site achieved recertification to ISO 14001 and ISO 45001 and our other manufacturing locations continue to work toward conformance by the end of 2021.

Precautionary Approach¹

The precautionary approach is embedded in our risk assessments, our environmental aspects/impacts, our EHS Policy, Product Stewardship, and the engagement of our people. This enables us to identify risk and take preventative measures when necessary. By continuously monitoring opportunities to improve our products, we can make them more sustainable, identify safer alternatives, and continue to innovate.



Engagement








Our programs are designed to inspire employees to consider safety implications in all that they do. We have established a series of grassroots safety culture teams that drive continuous improvement projects. We apply software tools to manage incidents and assess risks, enabling employees to easily report and measure safety performance focusing on prevention.

- [EHS Policy](#)
- [14001 Certificate](#)
- [45001 Certificate](#)
- [Injury & Illness Prevention Program \(IIPP\)](#)



ENVIRONMENT, HEALTH AND SAFETY (EHS) POLICY

We embrace our mission through the establishment, implementation, and maintenance of an integrated EHS management system. This commits us to:

-  Prevent injury, illness, or ill health by proactively managing risk through minimizing health and safety risks in the workplace
-  Respect and protect the environment by preventing pollution, minimizing waste, and conserving resources
-  Review and improve our EHS processes while meeting or exceeding compliance and other obligations
-  Provide an environment for open communication and collaboration for employees at all levels
-  Evaluate and manage the EHS aspects and risks of our processes, equipment, and services based on hierarchy of control
-  Measure and enhance EHS performance and provide a framework for setting objectives to achieve continual improvement
-  Require all employees to be accountable for their commitment to our EHS policy

¹ The UN Global Compact Principle 7 and The UN Global Compact Principle 15 state in order to protect the environment, the precautionary approach shall be applied.

Committed to Health & Safety in the Workplace continued

Ergonomics

To help ensure employees do not sustain injuries, we provide a number of prevention-based ergonomic resources:

- Ergonomic and material handling training
- In-person ergonomic evaluations
- Proactive processes and ergonomic assessments of equipment
- Office ergonomic software to provide customized training and recommendations

Prevention and Preparedness

EHS's Global IIPP describes basic processes our employees can take to maintain a safe, healthy, and compliant workplace.

Our Emergency Action teams—which include our Evacuation Sweep team, first aid volunteers, and Chemical Incidental Spill Response team—work together to create awareness and lead regular preparedness drills and activities.



• Recordable Injury & Illness Rate calculated using total hours worked from employees + contingent workers. Lost Time Incident rate calculated using total hours worked from employees + contingent workers. Rates have been calculated based on 200,000 hours worked.

>3,000 prevention reports

Employees submit potential hazards, helping focus on a culture of prevention before a near miss or incident occurs

465

EHS Risk Assessments completed globally in 2020

1,200

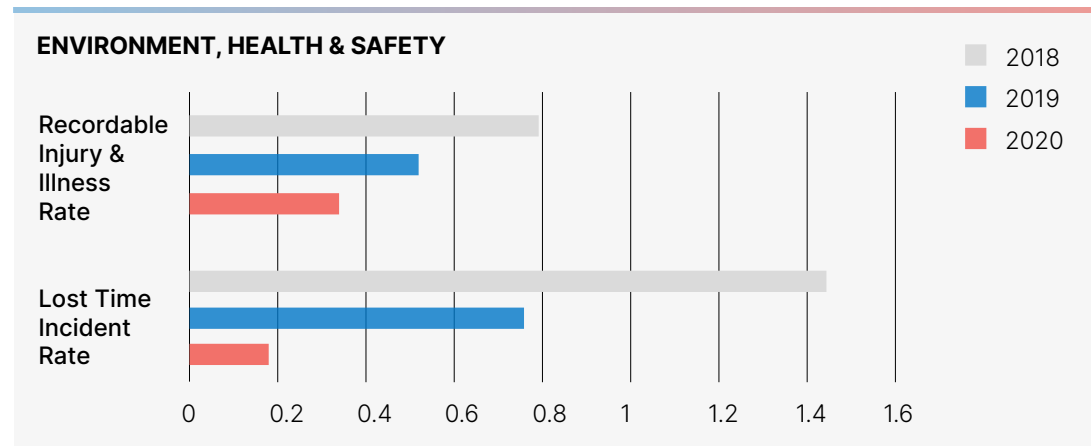
ergonomic evaluations completed in 2020

>30,000

hours of EHS-related training

0.34

Injury & Illness Rate in 2020, down from 0.76 in 2018



Committed to Health & Safety in the Workplace continued

OUR STORIES OF IMPACT



ILLUMINA AWARDED AS A WORKPLACE SAFETY AND HEALTH (WSH) EMPLOYER IN SINGAPORE

The award recognizes companies who have upheld high safety and health standards at their workplace. This year, Illumina was specifically recognized for the category of WSH Innovation Award, showcasing the shift from a semi-manual filling to a fully automated suite of reagent fill lines. The new system was designed to reduce hazards and improve ergonomics. Illumina is focused on providing robust health and safety systems, processes, equipment, and training, thus empowering our employees to perform in a safe and responsible manner.

COVID-19 & EHS

Employee safety has been paramount throughout the pandemic response. See more information on our [COVID Care](#) page.

- Site safety enhancements
- Workforce separation practices
- Self-collect employee COVID-19 testing program (AMR)
- Thermal scanning kiosks
- COVID-19 case management and response framework
- On-site COVID-19 health check-in
- COVID-19 self-report tool

Acrylic shield guards



Safe distancing setup



Hands-free automated taps



Hand sanitizer



Cleaning stations



UV fresh air



Powershield misting surface shield sanitization



Automated doors Contactless door buttons



Occupancy limits





doing business responsibly

In our CSR program and across our business, we are committed to conducting ourselves with honesty, integrity, and respect for all. We believe that we are best able to magnify our mission to improve human health if we act as a sustainable and responsible citizen at all times, in all that we do.

Focus on Integrity

In this section:

- 68 Q&A With Our General Counsel
- 69 Focus on Integrity: Overview
- 70 Governance With Integrity
- 71 Enabling a Culture of Compliance and Ethics
- 72 Ensuring Our Work Reflects the Best of Illumina
- 73 Respecting Human Rights
- 74 Risk Management and Resilience
- 75 Protecting Privacy
- 77 Magnifying Our CSR Impact Through Our Supply Chain
- 80 Partnering With Policymakers to Improve Human Health

Q&A With Charles Dadswell

Chief Compliance Officer and General Counsel

Q: How has compliance been embedded in the business?

A: We put a strong governance foundation in action through our Code of Conduct and compliance programs. We anchor to that Code in how we run the company, and require annual certification. That culture of compliance and ethics starts at the Board level and is incorporated into every level of our business.

Q: How has the Board of Directors been engaged on the challenges of COVID-19, racial equality, and climate change?

A: The Illumina Board of Directors has been active on all three issues. For COVID-19, the Board examined and discussed our commercial efforts, including our assay development and FDA Emergency Use Authorization, as well as our employee support initiatives. In response to racial equity, the Board discussed our philanthropic engagements and ongoing diversity and inclusion programs. The Board provides oversight on our CSR program, including the key tenets of sustainability and our response to climate change.

Q: How did the Ethics Advisory Board evolve in 2020?

A: The Ethics Advisory Board (EAB) was formed in 2008, and has a wealth of experience. In 2020, we welcomed a new and diverse class of EAB members with an array

of experience, including the subject areas of informed consent, clinical research, patient advocacy, international bioethics, and the impact of race in genomics, research, and healthcare. The EAB assists us on privacy, ethics, and emerging issues in the genomic space, as we continue to lead in all matters that our technology might touch.

Q: What do you see as a highlight for the ethics programming in 2021 and beyond?

A: As genomics continues to evolve, we will strengthen our programs and leadership on the topics of data security, data privacy, and the ethical concerns that could be related to our technology. We are committed to ensuring the power of genetics and the genome is responsibly applied, even as this field is constantly developing.

Q: As the President of the Illumina Corporate Foundation, how do you see the giving evolve with your CSR program?

A: The Illumina Corporate Foundation is one element of our holistic giving approach that impacts our CSR focus areas. In 2020, we were able to invest in initiatives that supported increasing access to genomics and STEM education for underrepresented groups, and respond to the global pandemic. I expect our programs to continue to grow and help us make an impact globally.

“

We are committed to ensuring the power of genetics and the genome is responsibly applied, even as this field is constantly developing.”








Focus on Integrity: Overview

Our Commitment

We are committed to demonstrating leadership as responsible corporate citizens and doing business in a way that reflects the very best of Illumina.

In our CSR program and across our business, we are committed to conducting ourselves with honesty, integrity, and respect for all.


Achievements in 2020

-  Updated Illumina Code of Conduct to reflect expanded CSR program
-  Welcomed new members to Ethics Advisory Board
-  Updated Supplier Code of Conduct to expand expectations aligned with CSR commitments
-  Released new position statements
-  Conducted Supplier Diversity COVID Outreach Initiative


Our Objectives

The tenets of strong governance are foundational to doing business responsibly. We put this in action through our Code of Conduct and compliance programs. We embrace ethics and transparency, human rights and equity, product quality, and supply chain engagement.


Maintain a corporate governance framework to promote ethics and integrity in all we do

 Achieved and continuing


Achieve a mix of Board members that represents a diversity of background and experience, including with respect to age, gender, background, race, and specialized experience

 Achieved and continuing


Ensure all Illumina political activities promote ethical and transparent engagement, advance the Company purpose, and comply with applicable laws and reporting requirements

 Achieved and continuing

Continue working to ensure human rights are respected in our workplace, our supply chain, and the marketplace

 Achieved and continuing

Demonstrate responsible data stewardship with strong privacy and cybersecurity practices

 Achieved and continuing







Our Why

We believe our positive impact on humanity can be magnified by doing business responsibly. For us, doing the right thing is more than just compliance, it is about having a deep sense of integrity and honoring the trust given to us by employees, patients, customers, shareholders, and our communities.

We recognize that the longevity of our success is linked to creating sustainable value for our shareholders and society.

As leaders and pioneers in genomics, we strive to drive positive progress and make it useful for all. With that in mind, we aim to ensure that the power of the genome is always responsibly applied.



  Early stages
  In progress
  Achieved and continuing

Governance With Integrity

Good corporate governance involves balancing the interests of all our stakeholders, including our employees, customers, patients, suppliers, community, government, and shareholders.

By exercising strong corporate governance and ethical leadership, we aim to inspire confidence in our company's future, and create a safe and supportive work environment for our employees.

Board of Directors

Our culture of compliance and ethics starts at Board level, the highest level of our leadership, and is integrated into every level of our business. Our Board of Directors is a diverse group of leaders who champion scientific innovation. Its 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 founded on a commitment to building shareholder value, with an emphasis on responsible governance. These guidelines, together with the Code of Conduct and Board Committee Charters, provide the framework for corporate governance at Illumina.

 **10**
Board Members

Board Diversity

As specified in the Corporate Governance Guidelines, our company seeks to achieve a Board mix that represents a diversity of backgrounds and experience. This applies to age, gender, background, race, and specialized experience. Furthermore, our governance guidelines require that independent directors constitute at least a majority of the Board. We have adopted standards for director independence in compliance with the NYSE corporate governance listing standards.

Our Board has four Board Committees:

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

Ethics Advisory Board

Established in 2008, the Ethics Advisory Board (EAB) advises and provides recommendations on ethical issues, policies, and regulations relevant to the genomics industry, including those related to Illumina's existing, emerging, and prospective products, services, and processes from a research and clinical perspective.

Illumina seeks guidance from our Ethics Advisory Board on a quarterly basis. Work includes providing strategic advice to Illumina about:

- Emerging policies and regulations relevant to the genomics industry and the company's interests
- Ethical issues arising from specific technology or products

BOARD OF DIRECTORS



Jay Flatley



Francis deSouza



Frances Arnold, PhD



Caroline Dorsa



Robert S. Epstein, MD



Scott Gottlieb, MD



Gary S. Guthart, PhD



Philip Schiller



Sue Siegel



John W. Thompson



8
Independent Directors



30%
Female Board members

ETHICS ADVISORY BOARD



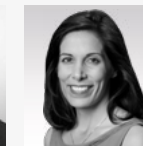
Clement Adebamowo, BM, ChB, ScD, FWACS, FACS



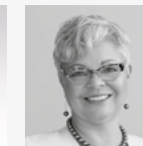
Leslie Biesecker, MD



Charmaine Royal, MS, PhD



Nita Farahany, JD, PhD



Freda Lewis-Hall, MD, DFAPA, MFPM



Glenn Cohen, JD



1:1
Ratio of women to men on Ethics Advisory Board

Enabling a Culture of Compliance and Ethics

Our work deeply impacts the lives of many people.

Patients entrust their medical and health decisions to us; our customers trust us to enrich their research and enhance their reputations; and our employees and partners count on us for financial and other reasons. We operate responsibly to honor the trust that our employees, patients, customers, community, and shareholders place in us.

Together, we are committed to reflecting the very best of our people, practices, and purpose.

Compliance Committee

The Compliance Committee directs and oversees our compliance activities, including the administration of our Code of Conduct. It is composed of senior executives, and chaired by our General Counsel, who is also the Chief Compliance Officer.

It is the responsibility of the Compliance Committee to:

- Foster a culture of ethics and compliance
- Advocate and promote global awareness of the company's compliance program efforts

The Compliance Committee has adopted a program framework based upon the seven fundamental elements of an effective compliance program established by the Office of Inspector General.

These elements include:

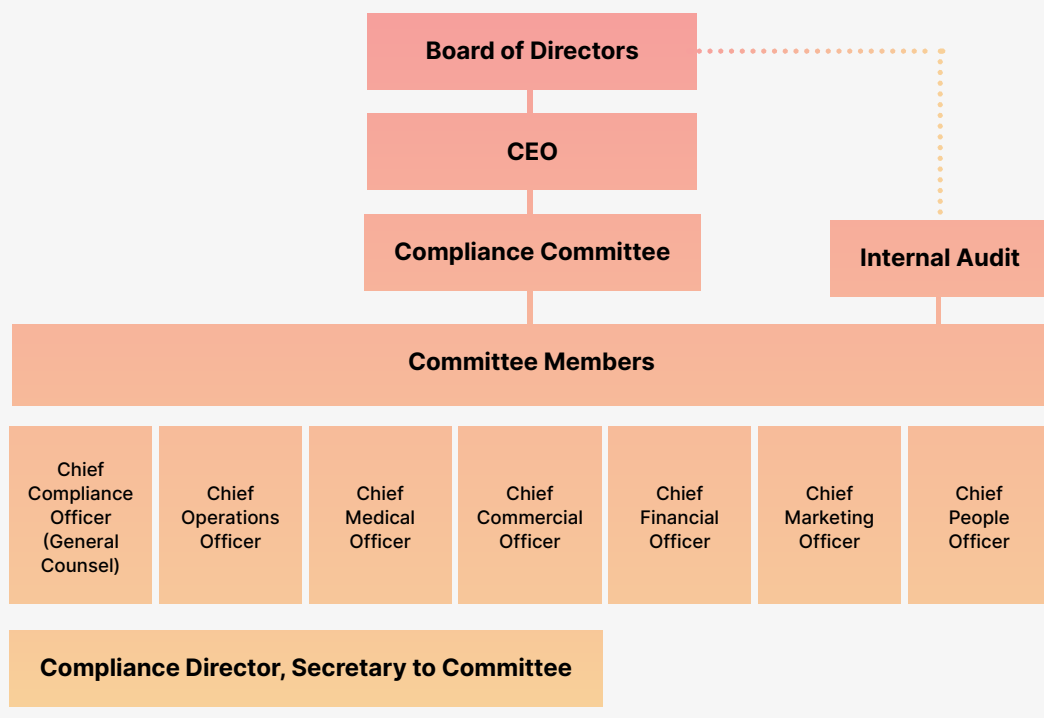
- Designate a compliance officer and compliance committee
- Create written policies and standards of conduct
- Provide training and education to employees
- Maintain effective lines of communication between employees and management
- Conduct internal monitoring and auditing to ensure compliance
- Enforce policies and standards of conduct through disciplinary guidelines
- Respond to detected offenses and take corrective action

Ethics and Compliance Reporting Hotline

We are committed to fostering a culture in which employees feel comfortable raising compliance concerns without fear of retaliation. To this end, we promote an open door policy that encourages our people to raise any concerns or questions with their manager, human resources, and/or the compliance reporting resources.

To help facilitate the reporting of good faith concerns, we have established a third-party compliance hotline and website that Illumina employees and others may use for reporting concerns. Our non-retaliation policies, confidentiality policies, and mechanisms ensure anonymity, and protect employees. The Compliance and Fraud Prevention reporting resources are available to both employees and third-party partners, 24/7 at (800-461-9330), or electronically at [Compliance and Fraud Prevention Reporting](#). Callers may choose to self identify or remain anonymous (where permitted by law) when reporting.

COMPLIANCE MODEL




Ensuring Our Work Reflects the Best of Illumina

We take pride in conducting our business with honesty and transparency, and in accordance with legal standards and ethical principles.

Culture of Compliance

Our policies guide employees on how to apply a culture of compliance to their daily work. Our [Code of Conduct](#) promotes honest and ethical conduct, compliance with applicable laws and regulations, and protection of our business interests. It applies to all of our employees, consultants, temporary workers, officers, and members of the Board of Directors, regardless of location, seniority level, business unit, function, or region, and is supported by written programs, training, investigations, root cause analysis, risk assessment, and monitoring. Our Code lays out guidance on making ethical decisions while conducting business on behalf of Illumina. Key topics include fraud prevention, bribery and corruption, anti-discrimination, anti-harassment, human rights, diversity and inclusion, employee safety, corporate social responsibility, marketing and sales claims, and government interaction.

 **8**
Code of Conduct languages

 **100%**
Employees certified to the Code

Compliance Accountability and Training

Our Compliance Committee directs and oversees compliance activities, including administration of our Code of Conduct. When an actual or potential instance of non-compliance is identified, it is investigated by our Compliance Department. Any non-compliance is addressed, and risk mitigation and monitoring plans are developed with relevant stakeholders, as appropriate. In all cases, we take the steps necessary to protect reporting or cooperating parties from any form of retaliation.

We actively engage our employees in our ethical governance program to ensure they have a thorough understanding of what is expected of them. Employees and managers are expected to behave ethically, ask questions when in doubt, and report any wrongdoing. We offer Code of Conduct training through our enterprise learning management system (LMS). All employees receive training when onboarded and annually. Employees must acknowledge in writing that they have read, understood, and will abide by our Code of Conduct.

Anti-Corruption and Anti-Bribery

We forbid [bribery and corruption](#) in the conduct of our business, and comply with anti-corruption laws wherever we operate. We support businesses working against corruption in all its forms, including extortion and bribery, and expect all our partners to maintain the same standards.

Anti-Competitive Behavior

We aim to compete and succeed in a fair and honest marketplace, and do not engage in unethical, unfair, or illegal communications with competitors. We always deal fairly with customers, suppliers, competitors, and employees, and do not take unfair advantage of anyone. We do not enter into formal or informal agreements with competitors to engage in any anti-competitive behavior, and strictly comply with all related laws. We forbid anti-competitive behavior, antitrust, and monopoly practices.

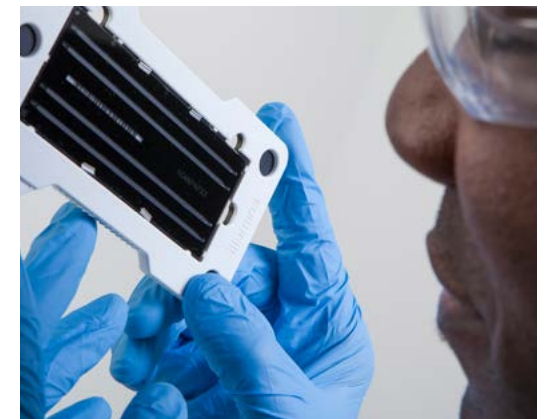
Pricing

We maintain a responsible approach to pricing our products. We negotiate and partner with healthcare systems, payers, and research institutions to provide availability of our products at a fair net price. As in past years, we limited our annual aggregate list price increase while continuing to offer new technologies that lower our customers' costs per genome and provide increasing access. Illumina is committed to offering prices that enable broad access to genomic technology. Prices are available to customers through their account managers or online on [myillumina.com](#). Customers can and are encouraged to place orders electronically. Prices are also visible to customers on their invoices and billing statements. Most of Illumina's customers are not on a supply/purchasing agreement. When such an

agreement is in place, Illumina uses general confidentiality clauses in most cases. Examples of factors that may affect price include region and volume. Illumina sets and adjusts list prices based on several factors, including but not limited to costs, inflation, and market dynamics. Illumina's pricing reflects its value proposition and enables Illumina to continue to innovate for our customers and accelerate access to genomics for all.

Interactions With Healthcare Professionals and Organizations

As a company that manufactures and sells products and services for medical use, we are subject to rigorous standards of conduct regarding our interactions with healthcare professionals and organizations. The [Illumina Policy for Interactions with Healthcare Professionals and Organizations](#) guides how we conduct business with these groups, together with ensuring compliance with applicable laws, regulations, and standards of conduct.



Respecting Human Rights

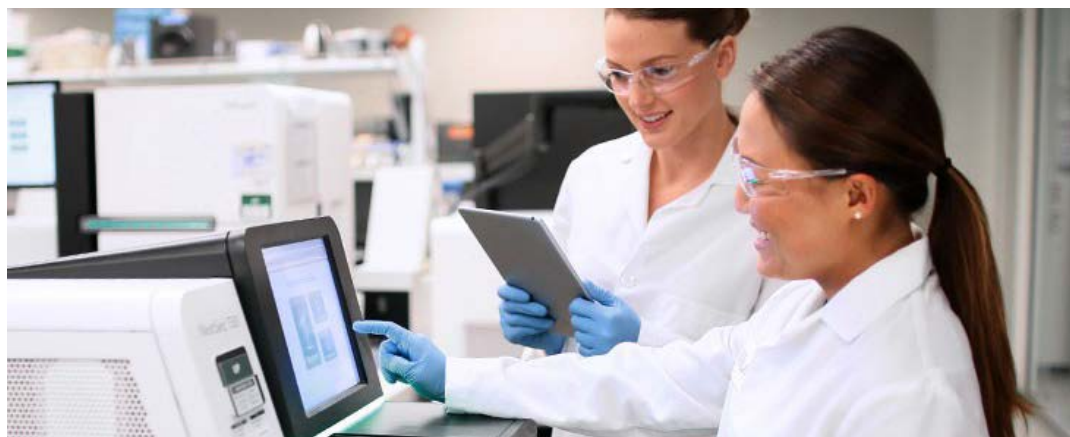
We are committed to respecting human rights and treating every stakeholder with dignity and respect.

Our Commitment

Integrity and fairness are central to our values, how we operate in the workplace and the marketplace.

We acknowledge and respect the fundamental principles contained in both the Universal Declaration of Human Rights and the United Nations Global Compact.

It is our commitment to integrate these principles into our strategy, our culture, and our operations.



We have highlighted a few of our key Human Rights Policy pledges:

Elimination of Child Labor, Forced Labor, and Human Trafficking

We condemn all forms of exploitation of children, will not recruit child labor, and support the elimination of exploitive child labor. We support the elimination of all forms of forced, bonded, indentured, and involuntary prison labor, and human trafficking. We will never knowingly use a supplier, contractor, channel partner, or business partner, engaged in child, forced, or slave labor, nor will we condone such practices.

Safe Workplace

Our Injury and Illness Prevention Program and Environment, Health and Safety (EHS) Management System Policy enable us to proactively manage risk and engage employees. We are committed to creating a work environment free from violence and harassment of any kind that threatens, intimidates, or coerces another person.

Equal Opportunity and Non-Discrimination

We support the elimination of discriminatory practices with respect to employment. We are committed to fair and respectful treatment of all employees, promoting equal opportunity and diversity in the workplace and in all aspects of our business. Our policies prohibit discrimination based on race, color, age, gender, sexual orientation, marital status, gender identity and expression, ethnicity, religion, physical or mental disability, medical condition, genetic information, veteran status, national origin, or any protected class.

In addition, the **illumina State Sponsors of Terrorism (SST) Policy** prohibits business in or with SST countries, as defined by the US Department of State, and the **illumina Sanctioned and Embargoed Countries Policy** prohibits business in or with parties (country, entity, individual) that violate any applicable trade sanction regulations in the countries where we do business. This policy is based on the foundation of compliance with economic sanctions, laws,

and regulations administered by the United States Department of the Treasury, Office of Foreign Assets Control (OFAC), and all applicable trade sanction regulations in the countries where we do business. It provides a risk-based approach to commercial and philanthropic opportunities in sanctioned and embargoed countries.

Ethical Use of Genomic Technologies

illumina is steadfast in our commitment that genomic technologies should be used to benefit humanity, and we will only work with partners who further this mission. We take concerns about the ethical use of illumina technology and its impact on human rights very seriously and have implemented contractual and procedural safeguards to prevent misuse. Our customer agreements outline our expectations regarding the ethical use of our technology and the steps we can take in the event of a possible violation. In addition, we have expanded and enhanced the sales-review process for entities and geographies of heightened concern in order to monitor and enforce this commitment and prevent sales that could result in misuse or human rights concerns before they happen. illumina will not hesitate to cease sales and servicing in the event of a confirmed ethics or human rights-related concern.

KEY PLEDGES OF OUR HUMAN RIGHTS POLICY

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

Human Rights Impact Assessment
 In 2021, we will initiate a human rights impact assessment to review additional opportunities.

Risk Management and Resilience

[Links to](#)

[Corporate Governance Guidelines](#)

[Illumina Code of Conduct](#)

[Supplier Code of Conduct](#)

[Supplier Diversity Program](#)

[Channel Partner Code of Conduct](#)

[Anti-Bribery and Anti-Corruption Policy](#)

[Interactions with Healthcare Professionals and Organizations Policy Statement](#)

[Compliance and Ethics information](#)

[Privacy Policy](#)

[Commitment to Cybersecurity](#)

[Illumina Security Resources & Best Practices](#)

[Ethics Advisory Board Charter](#)

[Human Rights Policy](#)

[Conflict-Free Minerals Policy](#)

[California Transparency in Supply Chain and Modern Slavery](#)

[Responsible Stem Cell Use Position Statement](#)

[Animal Testing Position Statement](#)

[Corporate Social Responsibility Policy](#)

[Climate Change Position Statement](#)

[Environment Health & Safety \(EHS\) Policy Statement](#)

[Injury and Illness Prevention Program](#)

[Quality Policy](#)

Assessing and Managing Risk

We work to anticipate, assess, monitor, and manage emerging issues to identify potential risk and opportunities.

The Internal Audit Department provides independent and objective feedback to the Board Audit Committee. We continue to assess risks in our business, and endeavor to ensure that all employees adhere to our ethics and compliance protocols.

Our Business Continuity team is working toward standardized processes across our manufacturing network. Our programs and practices protect our ability to do business even in adverse circumstances and enable us to respond to unexpected events.

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 & Safety
- Climate

Climate Resilience

At Illumina, we believe addressing climate change is one of the key topics to achieving a sustainable, just, and resilient future for all.

We are committed to climate action and the integration of climate resilience planning into our risk and opportunity program, and we support the calls for greater data transparency.

In this report, we are adding supplemental voluntary disclosures to our reporting framework.

We recognize that the risk and opportunities span both physical risk (extreme weather) and transition risks (regulations, technology, policies).

In 2020, we conducted our first climate scenario analysis using 2°C, 3°C, and 4°C models.

See the Appendix for additional details on our [Task Force on Climate-related Financial Disclosures \(TCFD\) index and climate scenario insights](#).



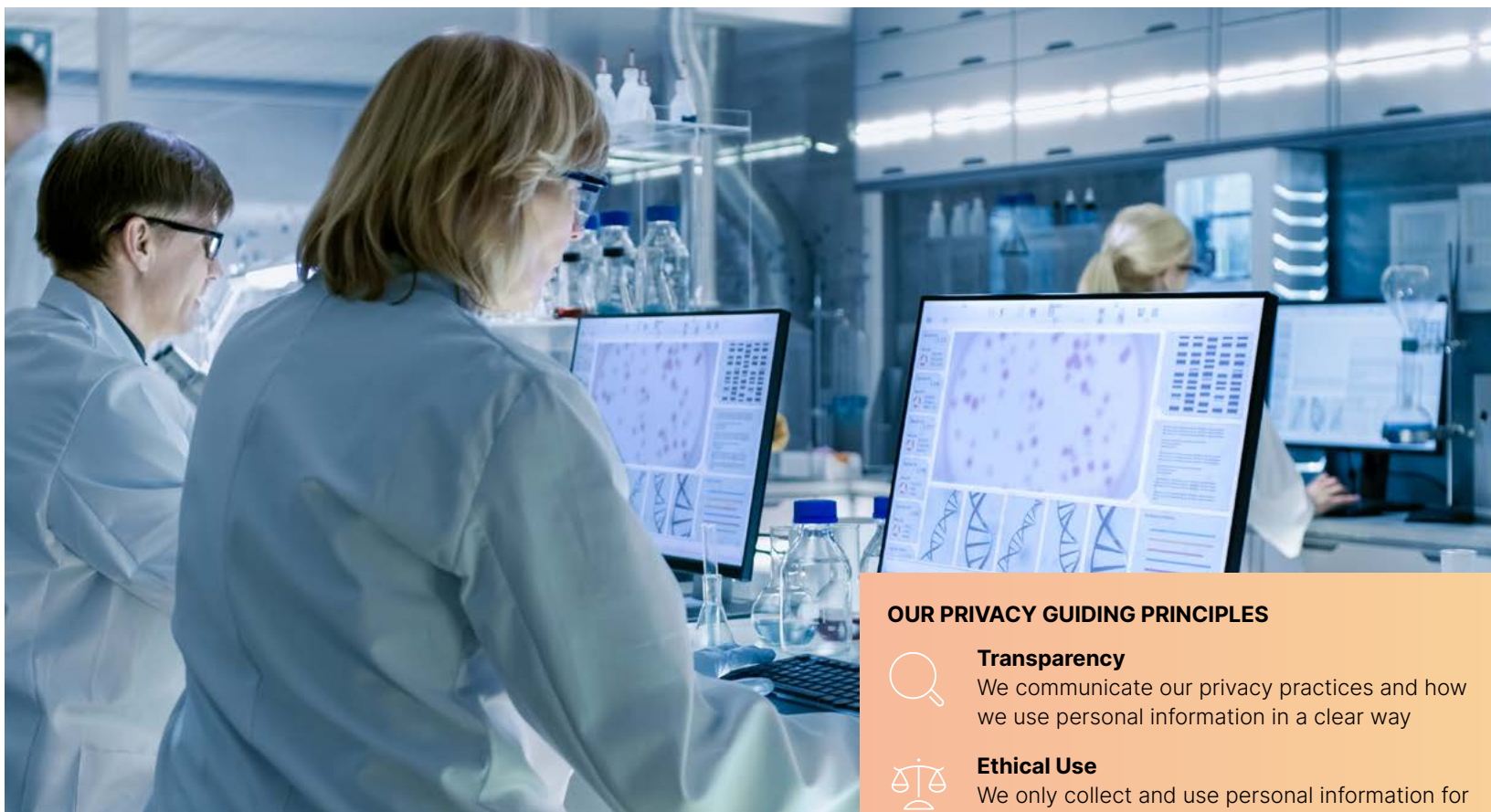
Protecting Privacy

Progress in genomics holds immense promise to revolutionize clinical care. To realize the potential of genomic data to inform discoveries that provide public good, individuals must have confidence that the privacy of their genomic information is respected and secured.

With the large-scale analysis of genomic data, scientists can better identify rare and undiagnosed diseases, discover variants associated with cancer, and enable insights into infectious disease research. We are committed to developing, upholding, and promoting the highest standards for genomic data privacy.

Our Privacy Guiding Principles

Illumina believes that responsible data stewardship, built on a foundation of strong privacy and data security protections, is essential to promote trust and support innovation. Our [Privacy Policy](#) defines how we may use, maintain, protect, disclose, or transfer certain types of personal information in the provision of our products and services. How we handle personal information is aligned to our four fundamental [privacy guiding principles](#).



We believe that as the cost of sequencing continues to decrease and genomic data becomes more prevalent, privacy practices that ensure the safety and integrity of that data—and the individuals it comes from—are essential.”

Chad McManamy, Data Protection Officer

OUR PRIVACY GUIDING PRINCIPLES



Transparency

We communicate our privacy practices and how we use personal information in a clear way



Ethical Use

We only collect and use personal information for purposes that further our mission, and always do so in a lawful and transparent way



Responsible Stewardship

We protect personal information to ensure that it is confidential and secure



Accountability

We are committed to complying with all legal requirements, and promoting internal practices to achieve the highest privacy standards

Protecting Privacy continued

Cybersecurity

Genomics data is powering positive progress around the world. 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 mission.




- All Illumina instruments are equipped with an instrument control computer, and users are offered [protection guidance](#)


>2,000
 employees virtually participated in our annual October Cybersecurity Awareness Month activities

KEY REFERENCES

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

Our [Commitment to Cybersecurity](#) consists of five pillars:

 <p>Program Governance</p> <ul style="list-style-type: none"> • Led by Chief Information Security Officer (CISO) • CISO reports at least quarterly to the Board of Directors' Audit Committee • 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 	 <p>Partnerships</p> <ul style="list-style-type: none"> • Healthcare 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 	 <p>Secure Product Design and Placement</p> <ul style="list-style-type: none"> • Products and systems secured and maintained throughout life cycle • Risk mitigation at earliest stages of product design and placement • Security design requirements • Cloud-based products aligned with ISO 27001 • Privacy by design • Strong encryption standards • Strict data access controls 	 <p>Risk Analysis and Security Testing</p> <ul style="list-style-type: none"> • Continuously assess cybersecurity risk • Perform internal and external security testing for all 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 	 <p>Data Protection</p> <ul style="list-style-type: none"> • 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 our Privacy Policy • CLIA laboratories ensure data quality and security with CLIA and regular HIPAA framework assessments • Backup capabilities encrypt and store data in immutable formats for data confidentiality and integrity • Amazon Web Services (AWS) hosts the Illumina BaseSpace Suite, with additional security features
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Magnifying Our CSR Impact Through Our Supply Chain

Supply Chain Overview

Our suppliers are critical to our mission. Together, we can magnify the positive impact to our customers and communities where we operate.

Our global supply chain consists of suppliers, sub-contractors, channel partners, manufacturing sites, distribution centers, and customers. Our main manufacturing facilities are in the US and Singapore.

We consider it business-critical to work with suppliers who share our commitment to integrity, and who support an ethical and compliant culture. Our suppliers are held to the same high 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 and exhibit social responsibility and environmental stewardship.

The Illumina 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. All new suppliers are required to acknowledge the Supplier Code of Conduct in order to complete the onboarding process.

In 2020, we updated our [Supplier Code of Conduct](#) to better reflect our growing CSR program and expectations of our supply partners.

Our updated Supplier Code of Conduct now includes guidance for suppliers to provide options that support **environmentally preferable products (EPP)** that meet performance requirements when submitting proposals to Illumina for commodities and services, wherever possible. Our internal buying teams will prioritize purchasing EPPs when competing products have comparable function and value.

We expect our suppliers to:

- Comply with local regulations and applicable 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

Supplier Diversity Program

Illumina is committed to establishing collaborative partnerships with qualified small and diverse suppliers and recognizes the importance of ensuring our supply base reflects the diversity of the communities in which we live, work, and serve. Globally, we encourage the use of local businesses wherever possible to support economies where our employees work and live.

Our goal is to achieve 20% spend with diverse suppliers by 2030. In 2020, we achieved 16%.

[Supplier Diversity Program](#)

Strategic Supplier Sustainability

Through our supplier scorecard program, we have assessed our strategic suppliers for commitments to reduce their environmental footprint. By 2030, we aim to reach 100%.



75%

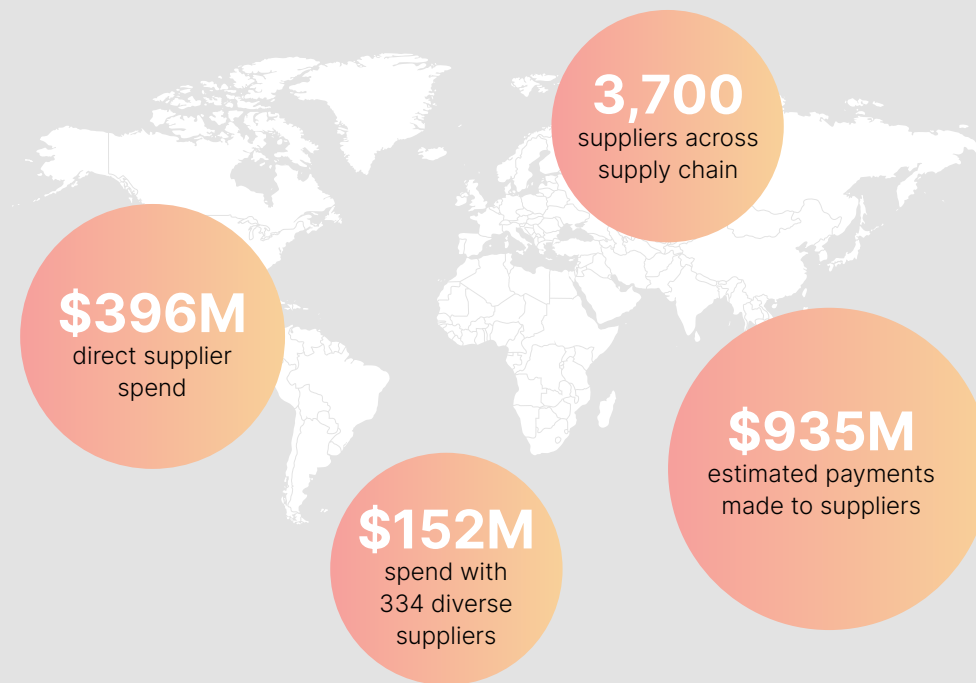
of our strategic suppliers are committing to reduce their environmental footprint

OUR SUPPLY CHAIN

We have different types of suppliers that range from off-the-shelf packaging material to highly sophisticated reagents. We split our suppliers into the following categories: direct, indirect, strategic, differentiating, core, transactional, finished medical

device, custom spec, off the shelf, internal, external, and services.

We source components, software, equipment and services from 28 countries across the Americas, Asia, Europe and Africa.



Magnifying Our CSR Impact Through Our Supply Chain continued

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 Illumina's 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](#).



Working With Business Partners


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.

Verification and Due Diligence

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. All employees and business partners are encouraged to report potential violations or concerns through a variety of formal channels, including our Legal team and/or our compliance hotline.

Modern Slavery

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 occur in any part of our supply 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.

 [California Transparency in Supply Chain Act & UK Modern Slavery Act](#)

Conflict-Free Minerals

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



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Channel Partners¹

Magnifying Our CSR Impact Through Our Supply Chain continued

Supplier Quality Vision and Values

The aim of the Illumina Supplier Quality Vision is to construct and foster a leading supplier base that ensures safe and quality products every time. The supplier quality management life cycle incorporates the following phases:

- Initial risk assessments
- Qualification
- Audits
- Monitoring

Working with our suppliers, we can focus on the customer experience, continual improvement, effectiveness of our quality management system, and compliance.

100% of Illumina owned or operated facilities participate in third-party audit programs. 97% of Tier 1 suppliers participate in some form of third-party audit program, based on our supplier qualification requirements. All products shipped by Illumina carry a barcode for traceability and are tracked via our inventory management system, SAP.

Product Quality

Quality Policy

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

Quality Management Systems

The following locations are certified to the ISO 13485 Standard:

- San Diego
- Hayward
- Madison
- Netherlands
- Singapore
- Foster City
- Cambridge, UK

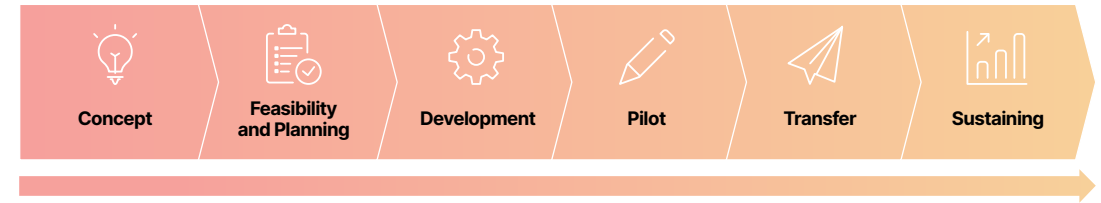


The essence of the Illumina quality philosophy is that all employees, both at Illumina and at our suppliers, have the responsibility and discipline to ensure the quality of their own work before passing it on to the next step in the process. We strive to build quality into our products and processes starting early in the development cycle to ensure that we meet customer expectations. We expect the same from our suppliers.”

Gary Workman, Vice President, Global Quality

QMS AND COMPLIANCE ROLES IN PRODUCT LIFE CYCLE

Identifying the Quality teams that play a key role during the product life cycle



QMS and Compliance

QMS and compliance serves as a critical aspect at any stage of the product life cycle, ensuring that policies and objectives are in place and product quality standards are met to the highest caliber.

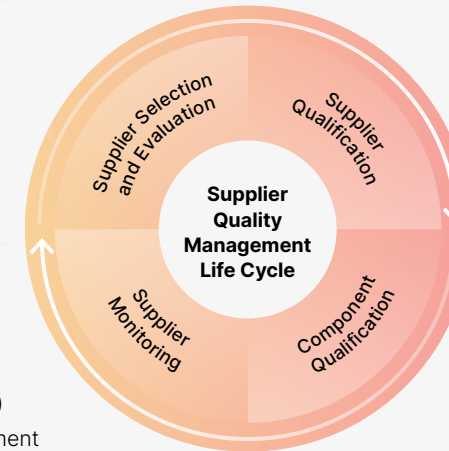
SUPPLIER QUALITY MANAGEMENT LIFE CYCLE

Supplier Selection and Evaluation

- Supplier selection
- Supplier evaluation

Supplier Monitoring

- Non-conformance management
- Supplier Corrective Action Request (SCAR)
- Performance management
- Business reviews
- Scorecard



Supplier Qualification

- Change notification agreement
- Quality agreement
- Qualification audit

Component Qualification

- First article inspection
- Measurement system analysis
- Process capability
- Process Failure Mode and Effects Analysis (PFMEA)
- Control plan
- Sub-tier supplier control

Partnering With Policymakers to Improve Human Health

We believe proactive, responsible engagement with public policy stakeholders translates to sharing accurate and reliable information about genomics and advocating 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.

Pursuant to our Code of Conduct, we commit to deal with governments, government agencies, and public officials according to the highest ethical standards and in compliance with all applicable laws. In 2020, we released an updated public statement on [Political Contributions](#).

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. They may also provide expertise on policy and specific regional issues.

In compliance with the Lobbying Disclosure Act, illumina regularly files quarterly [reports](#) as required by law, outlining:

- Total federal lobbying expenditure
- The name(s) of the respective legislative topic(s)
- A list of employees that lobbied on our behalf
- Respective legislative body contacted

We file a similar publicly available [lobbying report](#) at the state level as required by state law.



We are committed to constructive and responsible advancement of the power and possibilities of genomics for patients and communities worldwide.”

Kathy Lynch, Vice President, Global Government Affairs & Public Policy

Disclosures & Transparency

illumina complies with all applicable laws and requirements in connection with its 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](#)

Trade Associations & Memberships

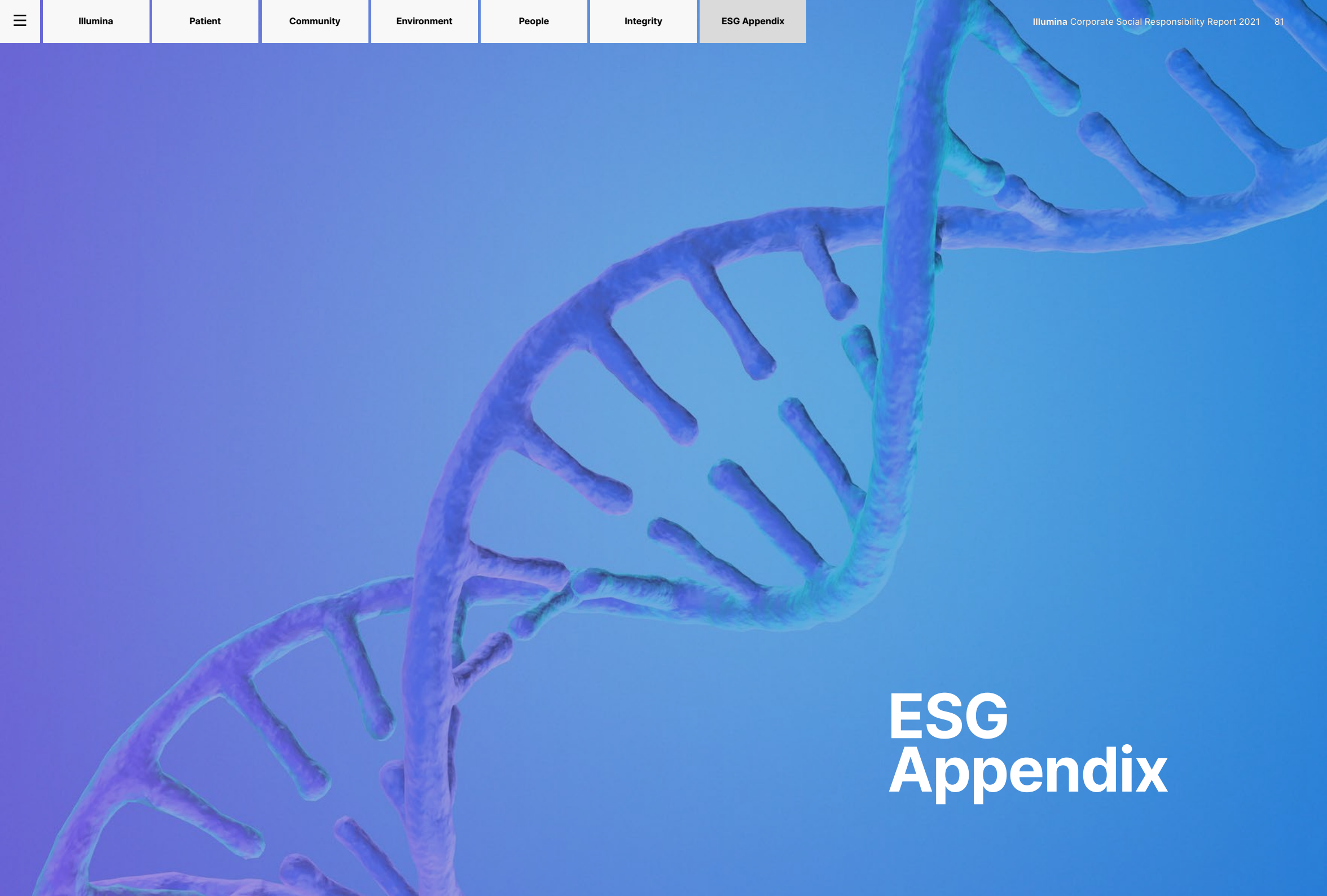
illumina participates in various trade associations for collaboration and exchange of ideas. illumina pays annual dues to a number of trade and industry associations, some of which utilize a portion of membership for non-deductible state and federal lobbying and political expenditures. As part of this policy, we disclose [memberships in trade associations](#) for which we contributed over \$5,000 in the immediately preceding year, as well as the total amount of such dues. For trade association payments in excess of \$50,000, we also disclose the portion of payments that are non-deductible under Section 162(e)(1)(B) of the Internal Revenue Code, such as payments to organizations designated as 501(c)(4) and 501(c)(6).

Oversight

How we interact with policymakers must align with our core values, ethical responsibilities and legal obligations. This approach includes our political policy interactions. The Nominating/Corporate Governance Committee of illumina’s Board of Directors oversees this policy and illumina’s 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, illumina will provide an update on the Company’s public policy priorities, political contributions, lobbying expenditures, and information about significant memberships.

LEGISLATIVE PRIORITIES

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



ESG Appendix

Reporting Overview

We aim to help shape a more sustainable and equitable future for all.

About This Report

This report was prepared in accordance with the **GRI Standards: Comprehensive option**. It has been designed to address disclosures and material issues to provide a comprehensive and integrated view of our commitments, progress, and activities related to sustainability and corporate social responsibility.

In addition to GRI, we have utilized the following references:

- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- CDP
- Dow Jones Sustainability Index
- UN Sustainable Development Goals
- UN Global Compact Communication on Progress
- UN Universal Declaration of Human Rights
- CSR Industry Peer Groups: Business for Social Responsibility (BSR), American College of Clinical Pharmacy (ACCP), and CSR Board

Reporting Period

- January 1, 2020 to December 31, 2020
- Publication annually in April
- Second annual CSR Report

Reporting Scope

- The CSR Report covers all Illumina global locations, including main sites, distribution centers, and commercial locations in the Americas region, EMEA region, and Asia Pacific region.
- In this CSR Report, we have included the acquisitions of BlueBee and Enancio in the scope.

Materiality

Based on materiality assessment completed in 2018–2019

Assurance

Limited assurance has been provided in accordance with ISAE 3000 and ISAE 3410 on the energy usage and greenhouse gas (“GHG”) emissions data.

Currency references

US Dollars

Re-statements

- Following our first CSR Report publication, regular review of the data was carried out to ensure accuracy and consistency. This has led to a few changes in the data from our first report. The data quoted in this CSR Report reflect the revised data. All data points that have been adjusted are called out with ‘+’.
- We have updated our GHG emission boundary definition. Our new boundary definition for Scope 1 and 2 GHG emission includes sites that are greater than 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 estimated footprint.
- We have updated our baseline year for GHG inventory from 2018 to 2019 after identifying that 2019 is the earliest accurate, reliable and representative data set for our portfolio. Our science-based targets of 30% reduction by 2030 will remain in effect and will now be tracked against 2019 data.

Contact

Feedback welcomed at csr@illumina.com

More information available

www.illumina.com/csr

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2020



Key Performance Indicator Summary

We are committed to transparency and continuous improvement. This section contains key performance indicators for select economic, social, environmental, and governance metrics.

Focus on Illumina

General	2020
Name of organization	Illumina, Inc.
Location of headquarters	San Diego, California, US
Number of global locations	25
Nature of ownership and legal form	Public corporation
Public corporation	\$3.2 billion
Revenue	Instruments: 13% Service & Other: 16% Consumables: 71%
Total capitalization (stockholder's equity) market value as of 12/31/2020	\$54 billion
5Y CAGR	8%
10Y CAGR	14%
R&D % revenue investment	21%
R&D spend	\$681 million

Facility Changes	2019	2020
Building footprint ¹	2,601,433 sq feet	2,519,667 sq feet
Facility additions ²	3	5
Facility closures ³	4 [†]	4

Notes:

- 1 Average square feet during reporting year.
 - 2 New commercial office in Russia, new warehouse in San Diego, Enancio acquisition, and BlueBee acquisition sites.
 - 3 Closure associated with facilities and consolidation of two BlueBee locations to one.
- † All data points that have been adjusted.



Key Performance Indicator Summary continued

Focus on Patients

Access to Genomics	2020
Cost per genome	\$600
iHope patients supported	250
Clinical iHope network sites	28
Total patients supported since iHope Program inception	>850
Professional healthcare education programs launched	23
Illumina Accelerator companies funded through December 2020	45
Coverage increase for genetic disease and NIPT over last four years	100%



Focus on Community

Total Giving	2019	2020
Illumina, Inc. + Illumina Corporate Foundation + employee giving	\$1,185,088	\$13,829,496

Illumina, Inc. Giving	2019	2020
In-kind product donations	\$537,000	\$4,387,325
Charitable donations cash grant	\$23,088	\$2,759,125

Illumina Corporate Foundation Giving	2019	2020
Employee giving	\$312,000	\$573,728
% Employee participation (giving)	19%	22%
Foundation match & volunteer rewards (Dollars for Doers)	\$208,000	\$721,111
Charitable grants	\$105,000	\$5,388,207

Volunteer Hours	2019	2020
Employee hours	13,980	4,236
% Employee participation (volunteering)	29%	5%
Intern hours	140	1,237

Employee Participation	2019	2020
Total employee participation (giving + volunteering)	40%	24%

Summary of International Giving (Outside US) ¹	2019	2020
Illumina, Inc.	-	\$2,894,129
Illumina Corporate Foundation	-	\$635,126
# of countries	24	29

Note:

¹ International giving dollars are included in the total giving numbers.

Key Performance Indicator Summary continued

Focus on Environment

Energy Consumption (Units: Gigajoules)	2019 [†]	2020*
Total fuel consumption from non-renewable sources	247,576	390,564
Total fuel consumption from renewable sources	1,566	3,333
Generation from renewable sources consumed by the organization	1,566	3,333
Total energy consumption from renewable sources	1,566	3,333
Total energy consumption from non-renewable sources	503,658	561,258
Total energy consumption	505,224	564,591

Emission (Units: Metric Tons CO ₂ e)	2019 [†]	2020*
GHG emissions (Scope 1 & 2)	34,404	36,573
Gross direct GHG emissions (Scope 1)	12,489	19,701
Gross location-based energy indirect (Scope 2) GHG emissions	21,915	16,872
Gross market-based energy indirect (Scope 2) GHG emissions	21,915	16,872

Consumption by Activity (Units: Gigajoules)	2019 [†]	2020*
Total electricity (purchased + generated)	257,648	174,028
Purchased electricity	256,082	170,694
Generated electricity	1,566	3,333
Total fuel	247,576	390,564
Natural gas	247,576	390,564
Total steam	0	0
Electricity, heating, cooling, steam sold	0	0

Notes:

- Updated 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 estimated footprint.
- Within the boundary, data reported for energy and emission comes from direct utility sources. Where direct data was unavailable, (shared tenant spaces, etc.), industry standards (CBECS) were applied as estimates to capture total impact.
- Updated energy and emission baseline year definition: updated from 2018 to 2019 after identifying that 2019 is the earliest reliable and representative data set for our portfolio.
- Energy emission factor for fuel based on 2018 Climate Registry Default Emission Factors. Metric tons CO₂e; GWP Reference: IPCC Fifth Assessment Report (AR5 – 100 year).
- 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.
- Refrigerant-specific data is not included.
- Some segments may not add up to total due to rounding.

† Data points that have been adjusted, including a re-statement of all 2019 data.

* Denotes data has been assured.

Emission Intensity Ratios	2019 [†]	2020
Numerator for GHG emission intensity: Scope 1 and 2 (metric tons CO ₂ e)	34,404	36,573
Denominator for emission intensity: per million dollars revenue	3,500 million	3,200 million
Denominator for emission intensity: square feet (rentable space)	2.49 million	2.43 million
Denominator for emission intensity: number of employees (full-time employees)	7,802	7,828
GHG emission intensity per million dollars revenue	9.8	11.4
GHG emission intensity kgCO ₂ e/square feet	13.8	15.1
GHG emission intensity employee number	4.4	4.7

Greenhouse Gas Breakdown (Units: Metric Tons CO ₂ e)	2019 [†]	2020*
CO ₂ Scope 1	12,475	19,681
CH ₄ Scope 1	7	10
N ₂ O Scope 1	6	10



Key Performance Indicator Summary continued

Focus on Environment continued

Regional Data (Units: Metric Tons CO ₂ e)	2019 [†]	2020*
Scope 1 & 2 AMR region	22,903	25,207
Scope 1 & 2 EMEA region	3,014	2,253
Scope 1 & 2 APAC/APJ region	8,488	9,113

Country-Specific Scope 1 (Units: Metric Tons CO ₂ e)	2019 [†]	2020*
China	0	0
Netherlands	73	73
Singapore	0	0
United Kingdom of Great Britain and Northern Ireland	1,132	801
United States of America	11,284	18,827

Country-Specific Scope 2 (Units: Metric Tons CO ₂ e)	2019 [†]	2020*
China	388	518
Netherlands	384	368
Singapore	8,099	8,595
United Kingdom of Great Britain and Northern Ireland	1,425	1,011
United States of America	11,619	6,380

Note:

- Some segments may not add up to total due to rounding.
- † Data points that have been adjusted, including a re-statement of all 2019 data.
- * Denotes data has been assured.



Key Performance Indicator Summary continued

Focus on Environment continued

Water (Units: Megaliters)	2019	2020
Interactions with water: total water (potable source + recycled source)	293	401
Water withdrawal (municipal)	214	315
Water withdrawal (recycled)	78	86
Water intensity (normalized by rentable square feet for main campuses included in the water data) ¹	0.000127	0.000169

Total Waste (Units: Metric Tons) ²	2019	2020
Total (hazardous + non-hazardous)	5,039 [†]	4,979
Global average non-hazardous diversion from landfill	51% [†]	49%

Regional Waste Data AMR (Units: Metric Tons)	2019	2020
Non-hazardous waste total	2,723 [†]	2,869
Hazardous waste total	902	699
Madison Site % diversion ³	39%	43%
Foster City % diversion ³	54%	48%
Hayward % diversion ³	32%	22%
San Diego % diversion ³	33%	56%

Regional Waste Data EMEA (Units: Metric Tons)	2019	2020
Non-hazardous waste total	451	397
Hazardous waste total	67	35
Illumina Centre Cambridge, UK % diversion ³	100%	100%
Eindhoven % diversion ³	100%	100%

Regional Waste Data APAC/APJ (Units: Metric Tons)	2019	2020
Non-hazardous waste total	424	437
Hazardous waste total	471	542
Singapore % diversion ³	100%	100%

Notes:

1 Water intensity based on total water consumption at main sites normalized by square feet of rentable space at main site locations. Water data includes main site locations (San Diego HQ, i3 and Warehouse, Hayward, Foster City, Madison, Eindhoven, UK Cambridge Illumina Centre, and Singapore Woodlands).

2 Waste baseline data year is 2019 for application of 2030 targets.

3 % Diversion calculated using non-hazardous waste and % diverted from landfill.

† Updated data to reflect most current information.

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

Effluent & Waste Waste by type and disposal method (Units: Metric Tons)	2019	2020
Non-hazardous Waste		
Non-hazardous waste total	3,599 [†]	3,703
Reuse	0	0
Recycling	911 [†]	872
Composting	151 [†]	203
Recovery (including energy recovery)	760 [†]	729
Incineration	0	0
Deep well injection	0	0
Landfill	1,777 [†]	1,899
On-site storage	0	0
Other	0	0
Hazardous Waste		
Hazardous waste total	1,440	1,276
Reuse	0	0
Recycling	413	489
Composting	0	0
Recovery (including energy recovery)	850	707
Incineration	62	34
Deep well injection	0	0
Landfill	37	20
On-site storage	0	0
Other	77	26

Key Performance Indicator Summary continued

Focus on People

General Employee Data	2018	2019	2020
Total employees	7,395	7,802	7,828
Employees by region AMR	4,788	4,973	4,937
Employees by region EMEA	879	946	1,020
Employees by region APAC/APJ	1,728	1,883	1,871
Full-time employees	7,333	7,749	7,782
Part-time employees	62	53	46
Temporary employees	1,476	1,247	1,459

Employee Data by Age Group	2018	2019	2020
Employees under 30	1,585 [†]	1,527 [†]	1,363
	21% [†]	20% [†]	17%
Employees 30–50	4,706 [†]	5,090 [†]	5,235
	64% [†]	65% [†]	67%
Employees over 50	1,104 [†]	1,185 [†]	1,230
	15% [†]	15% [†]	16%

Regional Employment Data: AMR	2018	2019	2020
Total women	1,953	2,071	2,067
Women in leadership	364	404	421
Full-time employees	4,755	4,954	4,918
Part-time employees	33	19	19
Temporary employees	1,286	971	1,182
New employee hires	1,118	707	629
	23%	14%	13%
Employee turnover	466	530	666
	11%	11%	13%
Voluntary turnover	293	384	442
	7%	8%	9%

Regional Employment Data: APAC/APJ	2018	2019	2020
Total women	792	847	826
Women in leadership	71	95	104
Full-time employees	1,728	1,882	1,871
Part-time employees	0	1	0
Temporary employees	103	164	146
New employee hires	529	376	249
	31%	20%	13%
Employee turnover	164	223	261
	11%	12%	14%
Voluntary turnover	132	188	207
	9%	10%	11%

Regional Employment Data: EMEA	2018	2019	2020
Total women	374	416	449
Women in leadership	61	72	85
Full-time employees	850	913	993
Part-time employees	29	33	27
Temporary employees	87	112	131
New employee hires	207	180	176
	24%	19%	17%
Employee turnover	99	103	101
	12%	11%	10%
Voluntary turnover	60	72	65
	7%	8%	7%

Notes:

- For all people metrics unless specified, the values include only regular Illumina employees, not contingent workers.
- We do not track personal information for contingent workers.
- Total turnover = (involuntary + voluntary).
- 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.

[†] Age of employee data corrected from 2018 and 2019. In our previous report, data was pulled using age of employee as of the date the report was run as opposed to snapshot of employee age at end of each fiscal year. As such, the numbers for headcount and turnover by age bracket are adjusted compared to last year's submission.

Key Performance Indicator Summary continued

Focus on People continued

Gender Data	2018	2019	2020
Total women	3,119	3,334	3,342
	42%	43%	43%
Women in leadership	496	571	610
	37%	39%	40%
Full-time women	3,070	3,293	3,305
	42%	43%	43%
Women in executive leadership	94	112	136
	31%	33%	36%
Part-time women	49	41	37
	79%	79%	80%
Temporary women	N/A	N/A	N/A
	N/A	N/A	N/A
Women on Board of Directors	3	3	3
	33%	33%	30%
New female employee hires	843	566	490
	27%	17%	15%
New male employee hires	1,003	684	560
	24%	15%	12%
Female employee total turnover	334	351	483
	12%	11%	14%
Male employee total turnover	391	501	544
	10%	12%	12%
Female voluntary turnover	234	285	342
	8%	9%	10%
Male voluntary turnover	250*	358	372
	6%	8%	8%

EEOC Minority Summary (US)	2018	2019	2020
Total employees identifying in minority race and ethnicity statistics	2,304*	2,429*	2,422
% Minority of total employees	48%	49%	49%
% Non-Minority	47%	46%	46%
% Decline to State	5%	5%	5%

EEOC Minority by Category (US)	2018	2019	2020
# White/Caucasian	2,226	2,284	2,253
% White	47%	46%	46%
# Native Hawaiian or Other Pacific Islander	64	62	56
% Native Hawaiian or Other Pacific Islander	1%	1%	1%
# American Indian or Native Alaskan	8	10	11
% American Indian or Native Alaskan	<1%	<1%	<1%
# Asian	1,529	1,601	1,601
% Asian	32%	32%	33%
# Hispanic or Latino	423	447	435
% Hispanic or Latino	9%	9%	9%
# Black or African American	123	121	121
% Black or African American	3%	2%	2%
# 2 or More	157	188	198
% 2 or More	3%	4%	4%
# Choose not to self disclose	233	240	238
% Choose not to self disclose	5%	5%	5%
# Veteran	136	143	141
% Veteran	3%	3%	3%
# Disabled	212	248	235
% Disabled	4%	5%	5%

Notes:

- For all people metrics unless specified, the values include only regular Illumina employees, not contingent workers.
- Minority defined as any EEOC category that is non-white/non-Caucasian. Does not include those that choose not to specify a race/ethnicity.
- Total turnover = (involuntary + voluntary).
- 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.

† Data correction from previous year due to calculation approach error for minority population, The field being used to count "Minority" groups was correctly excluding those that chose "Decline to State", but not excluding those with a value of "Blank", which got mistakenly bundled into a group called "Other" that was being counted in the Minority population. 2018 and 2019 data has been updated with corrected metrics.

Key Performance Indicator Summary continued

Focus on People continued

EEOC Data by Level (US)	2018	2019	2020
Support to Entry Professional			
# White/Caucasian	292	261	226
% White	25%	24%	23%
# Native Hawaiian or Other Pacific Islander	33	29	31
% Native Hawaiian or Other Pacific Islander	3%	3%	3%
# American Indian or Native Alaskan	2	3	2
% American Indian or Native Alaskan	<1%	<1%	<1%
# Asian	517	489	452
% Asian	45%	45%	45%
# Hispanic or Latino	165	173	160
% Hispanic or Latino	14%	16%	16%
# Black or African American	55	48	38
% Black or African American	5%	4%	4%
# 2 or More	50	57	56
% 2 or More	4%	5%	6%
# Choose not to self disclose	40	38	34
% Choose not to self disclose	3%	3%	3%
Intermediate to Senior Professional			
# White/Caucasian	1,336	1,403	1,389
% White	50%	50%	48%
# Native Hawaiian or Other Pacific Islander	22	22	16
% Native Hawaiian or Other Pacific Islander	1%	1%	1%
# American Indian or Native Alaskan	3	4	6
% American Indian or Native Alaskan	<1%	<1%	<1%
# Asian	829	895	938
% Asian	31%	32%	33%
# Hispanic or Latino	185	199	201
% Hispanic or Latino	7%	7%	7%
# Black or African American	49	51	56
% Black or African American	2%	2%	2%
# 2 or More	86	105	115
% 2 or More	3%	4%	4%
# Choose not to self disclose	143	143	146
% Choose not to self disclose	5%	5%	5%

EEOC Data by Level (US) continued	2018	2019	2020
Manager to Associate Director			
# White/Caucasian	401	413	421
% White	57%	54%	56%
# Native Hawaiian or Other Pacific Islander	9	11	9
% Native Hawaiian or Other Pacific Islander	1%	1%	1%
# American Indian or Native Alaskan	2	2	2
% American Indian or Native Alaskan	<1%	<1%	<1%
# Asian	155	182	174
% Asian	22%	24%	23%
# Hispanic or Latino	65	65	61
% Hispanic or Latino	9%	9%	8%
# Black or African American	16	17	21
% Black or African American	2%	2%	3%
# 2 or More	18	22	21
% 2 or More	3%	3%	3%
# Choose not to self disclose	39	46	48
% Choose not to self disclose	6%	6%	6%
Director and Above			
# White/Caucasian	197	207	217
% White	78%	75%	75%
# Native Hawaiian or Other Pacific Islander	0	0	0
% Native Hawaiian or Other Pacific Islander	0%	0%	0%
# American Indian or Native Alaskan	1	1	1
% American Indian or Native Alaskan	<1%	<1%	<1%
# Asian	28	35	37
% Asian	11%	13%	13%
# Hispanic or Latino	8	10	13
% Hispanic or Latino	3%	4%	4%
# Black or African American	3	5	6
% Black or African American	1%	2%	2%
# 2 or More	3	4	6
% 2 or More	1%	1%	2%
# Choose not to self disclose	11	13	10
% Choose not to self disclose	4%	5%	3%

Key Performance Indicator Summary continued

Focus on People continued

% Female of Each EEOC Category	2018	2019	2020
% White	40%	41%	41%
% Native Hawaiian or Other Pacific Islander	38%	31%	27%
% American Indian or Native Alaskan	50%	50%	45%
% Asian	45%	44%	44%
% Hispanic or Latino	36%	39%	40%
% Black or African American	39%	37%	41%
% 2 or More	41%	45%	46%
% Choose not to self disclose	38%	40%	40%

% Male of Each EEOC Category	2018	2019	2020
% White	60%	59%	59%
% Native Hawaiian or Other Pacific Islander	63%	69%	73%
% American Indian or Native Alaskan	50%	50%	55%
% Asian	55%	56%	56%
% Hispanic or Latino	64%	61%	60%
% Black or African American	61%	63%	60%
% 2 or More	59%	55%	54%
% Choose not to self disclose	62%	60%	60%

Total New Hire Data	2018	2019	2020
Total number of new employee hires	1,854	1,263	1,054
Rate of new employee hires	25%	16%	14%

New Hire Data by Age ¹	2018	2019	2020
Employees under 30	770 [†]	422 [†]	380
	49% [†]	30% [†]	28%
Employees 30–50	948 [†]	715 [†]	586
	20% [†]	14% [†]	11%
Employees over 50	136 [†]	89 [†]	88
	12% [†]	8% [†]	7%

% New Hire per EEOC (US)	2018	2019	2020
% White	44%	44%	47%
% Native Hawaiian or Other Pacific Islander	1%	1%	<1%
% American Indian or Native Alaskan	<1%	<1%	<1%
% Asian	34%	32%	33%
% Hispanic or Latino	10%	10%	7%
% Black or African American	3%	2%	4%
% 2 or More	4%	7%	6%
% Choose not to self disclose	5%	5%	3%

Notes:

¹ % data for new hire by age represents the percentage of the total age group headcount for the reporting year.

- For all people metrics unless specified, the values include only regular Illumina employees, not contingent workers.
- 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.

[†] Age of employee data corrected from 2018 and 2019. In our previous report, data was pulled using age of employee as of the date the report was run as opposed to snapshot of employee age at end of each fiscal year. As such, the numbers for headcount and turnover by age bracket are adjusted compared to last year's submission.

Key Performance Indicator Summary continued

Focus on People continued

Total Turnover Data	2018	2019	2020
Total number of employee turnover	713	856	1,028
Rate of employee turnover	11%	11%	14%
Total number of voluntary terminations	476	644	714
Rate of voluntary terminations	7%	9%	9%

Employee Turnover Data by Age	2018	2019	2020
Employees under 30	173 [†]	229 [†]	224
	12% [†]	15% [†]	16%
Employees 30–50	436 [†]	489 [†]	638
	10% [†]	10% [†]	12%
Employees over 50	104 [†]	138 [†]	166
	11% [†]	12% [†]	14%
Voluntary employee turnover under 30	143 [†]	195 [†]	182
	10% [†]	13% [†]	13%
Voluntary employee turnover 30–50	287 [†]	366 [†]	456
	6% [†]	7% [†]	9%
Voluntary employee turnover over 50	46 [†]	82 [†]	76
	5% [†]	7% [†]	6%

Turnover by Level	2018	2019	2020
Voluntary turnover support to entry professional	8%	11%	11%
Involuntary turnover support to entry professional	3%	3%	5%
Voluntary turnover intermediate to senior professional	7%	8%	8%
Involuntary turnover intermediate to senior professional	3%	2%	4%
Voluntary turnover manager to associate director	5%	6%	8%
Involuntary turnover manager to associate director	6%	4%	4%
Voluntary turnover director and above	5%	6%	13%
Involuntary turnover director and above	8%	4%	4%

Turnover by EEOC (US)	2018	2019	2020
% Voluntary turnover for each of following			
% White	6%	8%	10%
% Native Hawaiian or Other Pacific Islander	9%	11%	10%
% American Indian or Native Alaskan	13%	0%	0%
% Asian	6%	7%	8%
% Hispanic or Latino	5%	8%	7%
% Black or African American	7%	11%	12%
% 2 or More	13%	6%	11%
% Choose not to self disclose	8%	6%	8%

Notes:

- For all people metrics unless specified, the values include only regular Illumina employees, not contingent workers.
- Minority defined as any EEOC category that is non-white/non-Caucasian. Does not include those that choose not to specify a race/ethnicity.
- Total turnover = (involuntary + voluntary).
- We do not track personal information for contingent workers.
- Some segments may not add up to total due to rounding.

[†] Age of employee data corrected from 2018 and 2019. In our previous report, data was pulled using age of employee as of the date the report was run as opposed to snapshot of employee age at end of each fiscal year. As such, the numbers for headcount and turnover by age bracket are adjusted compared to last year's submission.

Key Performance Indicator Summary continued

Focus on People continued

Parental Leave	2019	2020
Total number of employees that were entitled to parental leave, by gender	4,714	4,900
Total number of employees that took parental leave, by gender	Female 116 Male 65	Female 181 Male 121 Blank 1
Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Female 116 Male 65	Female 191 Male 138 Blank 1
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	Female 100 Male 54	Female 177 Male 123 Blank 1
Return to work and retention rates of employees that took parental leave, by gender	Return to Work: Female 100% Male 98% Retention: Female 86% Male 83%	Return to Work: Female 100% Male 98% Retention: Female 86% Male 83%

Benefit Plan and Other Retirement	2018–2020
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



Key Performance Indicator Summary continued

Focus on People continued

Ratio of Average Compensation Ratio—Women to Men	2019	2020
Across all employee categories	100%	100%
Support to entry professional	102%	102%
Intermediate to senior professional	100%	100%
Supervisor ¹ to associate director	98%	99%
Director and above	101%	98%

Compensation Ratio	2019	2020
Annual compensation ratio. Ratio of annual total compensation for the organization's highest-paid individual in each region to the median annual total compensation for all employees	15 to 1	Refer to Proxy Filing

Performance & Career Development Reviews	2018	2019	2020
Percentage of employees receiving regular performance and career development reviews	100%	100%	100%
Employees receiving regular performance and career development reviews by level (senior management, middle management)	100%	100%	100%
Employees receiving regular performance and career development reviews by function (technical, administrative, production)	100%	100%	100%

Employee Survey (iPulse) ²	2018	2019	2020
Participation rate for employee iPulse survey	89%	89%	79%

Training	2018	2019	2020
Average hours of training per employee per year	53	60	64
Total hours of training by gender: Male	53	60	66
Total hours of training by gender: Female	52	61	61
Hours of training by employee category: Individual Contributor	55	64	68
Hours of training by employee category: Middle Management	61	71	76
Hours of training by employee category: Senior Management	36	38	38
Hours of training by employee category: Executive Leadership	24	22	24
Hours of training by functional category: Commercial Operations	43	50	46
Hours of training by functional category: General Operations	24	23	25
Hours of training by functional category: Manufacturing	72	91	104
Hours of training by functional category: Research & Development	51	53	57
Total number of hours devoted to training on human rights	1,176	1,737	5,578
Applicable employees certified to Code of Conduct	100%	100%	100%

Notes:

1 Previous report listed Manager instead of Supervisor as label of the grouping. No change to data set. Updated accurate description of category.

2 iPulse participation rates in 2018 and 2019 are calculated using an average of two surveys per year (Q2 and Q4 of each year). For 2020, the participation rate is based on an average of three quarterly surveys (Q2–Q4). Quarterly cadence moving forward.

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

Key Performance Indicator Summary continued

Focus on People continued

Health & Safety	2018	2019	2020
Global recordable injury or illness incident rate (incident per 100 employees)	0.76	0.52	0.34
Lost time incident rate	1.44	0.74	0.18
Environment, Health & Safety notices of violations	0	0	0
Environmental fines	0	0	0
Prevention reporting statistics	2,318	3,611	3,018

Safety Employees	2018	2019	2020
Number of work-related fatalities	0	0	0
Rate of work-related fatalities	0	0	0
The number of high-consequence work-related injuries and illnesses (excluding fatalities)	62	49	29
The rate of high-consequence work-related injuries and illnesses (excluding fatalities)	0.88	0.62	0.39
The number of recordable work-related injuries and illnesses	62	49	29
The rate of recordable work-related injuries and illnesses	0.88	0.62	0.39
The main types of work-related injury and illness	Ergonomics (repetitive stress injury), strain, contusion, and sprain		
The number of hours worked	13,582,299	15,647,395	15,344,520

Safety Workers who are not employees but whose work and/or workplace is controlled by the organization	2018	2019	2020
Number of work-related fatalities	0	0	0
Rate of work-related fatalities	0	0	0
The number of high-consequence work-related injuries and illnesses (excluding fatalities)	1	0	3
The rate of high-consequence work-related injuries and illnesses (excluding fatalities)	0.08	0	0.07
The number of recordable work-related injuries and illnesses	1	0	3
The rate of recordable work-related injuries and illnesses	0.08	0	0.07
The main types of work-related injury and illness	Ergonomics (repetitive stress injury), strain, contusion, and sprain		
The number of hours worked	2,552,606	2,741,396	2,798,888

Environmental, Health & Safety Training	2018	2019	2020
Total hours of EHS training	16,552	26,758	30,054
Average hours per employee	2.72	3.7	3.4

Notes:

- 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.



Key Performance Indicator Summary continued

Focus on Integrity

Governance	2019	2020
Non-compliance with environmental laws and regulations	0	0
Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations		
# of FDA recalls/total units recalled	0	0
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0
Anti-corruption	0	0
Anti-competitive ¹	2	0
Nature and total number of critical concerns communicated to highest governance body regarding CSR topics	0	0
Total employees covered by collective bargaining agreements	0	0
Incidents of discrimination and corrective actions taken		
During the past 11 years, neither the EEOC nor any court or administrative agency has issued a finding against Illumina in a claim involving discrimination.		
In 2020, there were four requests for arbitration filed, each of which Illumina has challenged. Illumina is defending the cases and denies that any discrimination has occurred.		
We do not tolerate acts of discrimination, and promote an open culture to report concerns (including anonymously). Illumina takes all reports of misconduct seriously and has a strict nonretaliation policy. If a report is substantiated, the company will 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.		

ESG Governance Topics	Position	Level from CEO	Level from Board
Corporate Social Responsibility	SVP, Chief Financial Officer	1	2
Environment, Health & Safety	SVP, Global Quality & Operations	1	2
People, Diversity, Inclusion, Employment Equity	SVP, Chief People Officer	1	2
Supply Chain	SVP, Global Quality & Operations	1	2
Compliance, Ethics, Legal	SVP, General Counsel	1	2

Notes:

- 1 No new claims. Main outcomes of completed legal actions, including any decisions or judgments: The International Equipment Trading, Ltd. (IET) civil action noted in our 2019 CSR report was resolved on July 13, 2020, by confidential settlement with Illumina expressly denying any liability or wrongdoing.
- 2 No change to the number of women on the Board. There were 3 out of 9 in 2019 and 3 out of 10 in 2020. As of March 19, 2021, there were 3 out of 9 again.
- 3 Shipped quantity represents units based on customer-facing physical order types.
- 4 All direct and indirect suppliers are included.
 - All data points that have been adjusted are called out with †.

Board of Directors	2019	2020
Board of Directors—level oversight for CSR/Sustainability	Yes	Yes
Clawback provision	Yes	Yes
Commitment to gender diversity on board	Yes	Yes
Board of Directors composition by gender	33%	30% ²

Supply Chain	2019	2020
Quantity of product shipped ³	3,118,142 units	3,297,561 units
Spend on direct suppliers	\$440 million	\$396 million
Supplier Code of Conduct in place	Yes	Yes
Geographic location of suppliers ⁴	Countries†: AE, AM, AR, AT, AU, BE, BS, CA, CH, CL, CN, CO, CZ, DE, DK, EE, ES, FI, FR, GB, GR, HK, ID, IE, IL, IN, IS, IT, JP, KR, LT, LU, MO, MX, MY, NL, NO, NZ, PA, PE, PH, PL, PT, RO, RU, SE, SG, SI, TH, TR, TW, UA, US, UY, VN, ZA	Countries: AE, AM, AR, AU, AU, BE, BR, BY, CA, CH, CL, CN, CR, CZ, DE, DK, EE, ES, FI, FR, GB, GH, HK, ID, IE, IL, IND, IS, IT, JP, KR, LT, LU, MY, MX, NL, NO, NZ, PE, PH, PL, PT, RU, SA, SE, SG, TH, TR, TW, UA, US, UY, ZA
A description of the organization's supply chain	Illumina's global supply chain consists of suppliers, sub-contractors, channel partners, manufacturing sites, distribution centers, and customers	
Types of suppliers	Direct, indirect, strategic, differentiating, core, transactional, finished medical device, custom spec, off the shelf, internal, external, and services	
Number of suppliers engaged by organization	3,891 [†]	3,704
Estimated monetary value of payments made to suppliers	>\$1 billion	\$935 million
Number of active diverse suppliers (US)	>400	334
Diverse supplier spend	\$190 million	\$152 million
% of total PO spend with diverse suppliers	19%	16%
Percentage of suppliers screened using social criteria	Social screening is included in our Request for Information (RFI) tools for evaluating potential suppliers	
Percentage of new suppliers that were screened using environmental criteria	Environmental screening is included in our RFI tools for evaluating potential suppliers	

Key Performance Indicator Summary continued

Focus on Integrity continued

Political Contributions¹	2019	2020
Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary	\$50,000	\$0

Trade Association & Memberships²	2020 Fees
Illumina participates in various trade associations and industry memberships for collaboration and exchange of ideas. Some of these organizations may utilize a portion of membership fees for non-deductible state and federal lobbying and political expenditures. As part of our transparency practices, we disclose trade memberships for which we contribute at least \$5,000 annually in fees.	
Trade and industry group memberships above \$5,000 threshold annually	
National Association of Manufacturers (NAM) Manufacturing Leadership Council	\$49,000
Coalition for 21st Century Medicine	\$47,500
US Chamber of Commerce	\$25,000
AdvaMed	\$19,950
San Diego Regional Chamber of Commerce	\$15,300
US-China Business Council	\$15,000
US-UAE Business Council	\$10,775
MIPI Alliance	\$8,240
Industrial Environmental Association (IEA)	\$6,000
Healthcare Businesswomen's Association (HBA)	\$5,000
International memberships of potential equivalent scope to trade association and industry memberships above \$5,000 annually	
All.Can International (ASBL), Belgium	\$34,939
MedTech Europe	\$25,858
EUCOPE	\$10,482
Guangdong Precision Medicine Application Association	\$7,413
Pathology Technology Australia	\$6,711
German Diagnostics Industry Association VDGH	\$5,928
International Quality Network for Pathology, Luxembourg (IQN Path)	\$5,410

Organization	Total annual membership fee	% Membership fees used for state or federal lobbying	Dollars applied to state or federal lobbying from membership fees
For the trade associations with membership fees that we contribute greater than \$50,000, we are also disclosing the percentage of membership fees associated with state and federal lobbying efforts annually.			
World Economic Forum	\$386,514	0	0
World 50, Inc.	\$160,000	0	0
Access to Comprehensive Genomic Profiling Coalition	\$95,000	0	0
Coalition for Access to Prenatal Screening (CAPS)	\$100,000	20%	\$20,000
Biocom	\$55,000	8%	\$4,400
American Clinical Laboratory Association	\$50,000	22%	\$11,000

Notes:

1 In December 2019, Illumina contributed \$50,000 in support of the Yes! For a Better San Diego initiative on the March 2020 Primary Election Ballot in San Diego.

2 Trade memberships are defined as organizations with categorization of 501(c) (4) or 501 (c) 6 status or equivalent scope.

GRI Index

GRI Description	GRI Section	Illumina Report Section	Page Number
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Strategy			
Statement from senior decision maker/CEO	GRI 102-14	Message From Our CEO	3–4
Key impacts, risks, and opportunities	GRI 102-15	Message From Our CEO, Focus on Illumina, Focus on Patients, Focus on Community, Focus on Environment, Focus on People, Focus on Integrity, ESG Appendix	3–4 , 9 , 13 , 17–19 , 22–25 , 29 , 31 , 35 , 40–46 , 50 , 54–56 , 60 , 69 , 73–79 , 106–109 , 111
Ethics & Integrity			
Values, principles, standards, and norms of behavior	GRI 102-16	Focus on Illumina, Focus on Patients, Focus on Community, Focus on Environment, Focus on People, Focus on Integrity	9 , 17 , 20 , 29 , 31 , 40 , 50–66 , 69–80
Mechanisms for advice and concern about ethics	GRI 102-17	Focus on Integrity	69–74 , 77–78
Governance			
Governance structure	GRI 102-18	Focus on Illumina, Focus on Integrity, ESG Appendix	12 , 70 , 71 , 96
Delegating authority	GRI 102-19	Focus on Illumina, ESG Appendix	12 , 96
Executive level responsibility for economic, environmental, and social topics	GRI 102-20	Focus on Illumina, Focus on Integrity, ESG Appendix	12 , 70 , 96
Consulting stakeholders on economic, environmental, and social topics	GRI 102-21	Focus on Illumina	14
Composition of the highest governance body and its committees	GRI 102-22	Focus on Illumina, Focus on Integrity, ESG Appendix	12 , 70 , 96
Chair of the highest governance body	GRI 102-23	Focus on Illumina, Focus on Integrity, ESG Appendix	12 , 70 , 96
Nominating and selecting the highest governance body	GRI 102-24	Focus on Illumina, Focus on Integrity, ESG Appendix	12 , 70 , 96
Conflicts of interest	GRI 102-25	Focus on Integrity, Board Corporate Governance Guidelines	70
Role of highest governance body in setting purpose, values, and strategy	GRI 102-26	Focus on Illumina, Focus on Integrity, ESG Appendix	12 , 70 , 96
Collective knowledge of highest governance body	GRI 102-27	Focus on Integrity	70

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GRI Description	GRI Section	Illumina Report Section	Page Number
GENERAL: Disclosure 102			
Evaluating the highest governance body's performance	GRI 102-28	Focus on Integrity, Board Corporate Governance Guidelines	70
Identifying and managing economic, environmental, and social impacts	GRI 102-29	Focus on Illumina, Focus on Integrity, ESG Appendix	12 , 69 , 96
Effectiveness of risk management processes	GRI 102-30	Focus on Illumina, Focus on Integrity, Board Audit Committee Charter , ESG Appendix	12 , 69 , 70–72 , 73 , 95
Review of economic, environmental, and social topics	GRI 102-31	Focus on Illumina	12
Highest governance body's role in sustainability reporting	GRI 102-32	Focus on Illumina, Focus on Integrity, ESG Appendix	12 , 70 , 96
Communicating critical concerns	GRI 102-33	Focus on Illumina, Focus on Integrity, ESG Appendix	12 , 70 , 96
Nature and total number of critical concerns	GRI 102-34	Focus on Illumina, Focus on Integrity, ESG Appendix	12 , 70 , 96
Remuneration policies	GRI 102-35	Focus on People, ESG Appendix	54 , 55 , 94
Process for determining remuneration	GRI 102-36	Focus on People, ESG Appendix	54 , 55 , 94
Stakeholders' involvement in remuneration	GRI 102-37	Focus on People, ESG Appendix	54 , 55 , 94
Annual total compensation ratio	GRI 102-38	Focus on People, ESG Appendix	54 , 55 , 94
Percentage increase in annual total compensation ratio	GRI 102-39	Focus on People, ESG Appendix	54 , 55 , 94
Stakeholder Engagement			
List of stakeholder groups	GRI 102-40	Focus on Illumina	14
Collective bargaining agreements	GRI 102-41	Focus on Integrity	73
Identifying and selecting stakeholders	GRI 102-42	Focus on Illumina	14
Approach to stakeholder engagement	GRI 102-43	Focus on Illumina	14
Key topics and concerns raised	GRI 102-44	Focus on Illumina	13–14
Reporting Practice			
Entities included in the consolidated financial statements	GRI 102-45	ESG Appendix	82
Defining report content and topic Boundaries	GRI 102-46	ESG Appendix	82
List of material topics	GRI 102-47	Focus on Illumina	14
Restatements of information	GRI 102-48	ESG Appendix	82
Changes in reporting	GRI 102-49	ESG Appendix	82
Reporting period	GRI 102-50	ESG Appendix	82
Date of most recent report	GRI 102-51	ESG Appendix	82
Reporting cycle	GRI 102-52	ESG Appendix	82
Contact point for questions regarding the report	GRI 102-53	ESG Appendix	82 , 114
Claims of reporting in accordance with the GRI Standards	GRI 102-54	ESG Appendix	82
GRI content index	GRI 102-55	ESG Appendix	98–103
External assurance	GRI 102-56	ESG Appendix	112–113

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GRI Description	GRI Section	Illumina Report Section	Page Number
ECONOMIC: Disclosure 200			
Economic Performance			
Management Approach: Economic Performance	GRI 103-1, 103-2, 103-3	Focus on Illumina, Focus on Patients, Focus on Community, Focus on Environment, Focus on People, Focus on Integrity	8-14 , 17 , 29 , 40 , 51 , 69
Direct economic value generated and distributed	GRI 201-1	Focus on Illumina, ESG Appendix	11 , 83
Financial implications and other risks and opportunities due to climate change	GRI 201-2	Focus on Environment, Focus on Integrity, ESG Appendix: TCFD Index	40-48 , 74 , 106-109
Defined benefit plan obligations and other retirement plans	GRI 201-3	Focus on People, ESG Appendix	58-59 , 93
Indirect Economic Impact			
Management Approach: Indirect Economic Impact	GRI 103-1, 103-2, 103-3	Focus on Patients, Focus on Communities, Focus on Integrity, ESG Appendix	16-26 , 29-37 , 69-80 , 84
Significant indirect economic impacts	GRI 203-2	Focus on Patients, Focus on Communities, Focus on Integrity, ESG Appendix	16-26 , 29-37 , 69-80 , 84
Anti-Corruption			
Management Approach: Anti-Corruption	GRI 103-1, 103-2, 103-3	Focus on Integrity, ESG Appendix	71-74 , 77-79 , 96
Operations assessed for risks related to corruption	GRI 205-1	Focus on Integrity, ESG Appendix	71-74 , 77-79 , 96
Communication and training about anti-corruption policies and procedures	GRI 205-2	Focus on Integrity, ESG Appendix	71-74 , 77-79 , 94 , 96
Confirmed incidents of corruption and actions taken	GRI 205-3	ESG Appendix	96
Anti-Competitive Behavior			
Management Approach: Anti-Competitive Behavior	GRI 103-1, 103-2, 103-3	Focus on Integrity, ESG Appendix	71-74 , 77-79 , 96
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206-1	ESG Appendix	96

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GRI Description	GRI Section	Illumina Report Section	Page Number
ENVIRONMENTAL: Disclosure 300			
Energy			
Management Approach: Energy	GRI 103-1, 103-2, 103-3	Focus on Environment, Focus on People	40 , 64
Energy consumption within the organization	GRI 302-1	Focus on Environment, ESG Appendix	40-42 , 45 , 85-86
Energy intensity	GRI 302-3	ESG Appendix	85
Reduction of energy consumption	GRI 302-4	Focus on Environment, ESG Appendix	40-46 , 85-86
Water			
Management Approach: Water	GRI 103-1, 103-2, 103-3	Focus on Environment, Focus on People	40 , 64
Interactions with water as a shared resource	GRI 303-1	Focus on Environment, ESG Appendix	40 , 43 , 87
Water withdrawal	GRI 303-3	Focus on Environment, ESG Appendix	40 , 43 , 87
Biodiversity			
Management Approach: Biodiversity	GRI 103-1, 103-2, 103-3	Focus on Environment, Focus on People	40-41 , 64
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GRI 304-1	Focus on Environment	40-41
Habitats protected or restored	GRI 304-3	Focus on Environment	40-41
Emissions			
Management Approach: Emissions	GRI 103-1, 103-2, 103-3	Focus on Environment, Focus on People	40 , 64
Direct (Scope 1) GHG emissions	GRI 305-1	Focus on Environment, ESG Appendix	40-42 , 45 , 85-86
Energy indirect (Scope 2) GHG emissions	GRI 305-2	Focus on Environment, ESG Appendix	40-42 , 45 , 85-86
GHG emissions intensity	GRI 305-4	ESG Appendix	85
Reduction of GHG emissions	GRI 305-5	Focus on Environment, ESG Appendix	40-46 , 85-86
Effluent and Waste			
Management Approach: Effluent and Waste	GRI 103-1, 103-2, 103-3	Focus on Environment, Focus on People, ESG Appendix	40 , 44-47 , 64 , 87
Waste by type and disposal method	GRI 306-2	Focus on Environment, Focus on People, ESG Appendix	40 , 44-47 , 64 , 87
Environmental Compliance			
Management Approach: Environmental Laws & Regulations	GRI 103-1, 103-2, 103-3	Focus on Environment, Focus on People, ESG Appendix	40 , 51 , 64 , 95
Non-compliance with environmental laws and regulations	GRI 307-1	Focus on Environment, Focus on People, ESG Appendix	40 , 51 , 64-65 , 95-96
Supplier Environmental Assessment			
Management Approach: Supplier Environmental Assessment	GRI 103-1, 103-2, 103-3	Focus on Environment, Focus on People, Focus on Integrity	40 , 64 , 69 , 73-74 , 77-79
New suppliers that were screened using environmental criteria	GRI 308-1	Focus on Integrity	77-79

GRI Index continued

GRI Description	GRI Section	Illumina Report Section	Page Number
SOCIAL: Disclosure 400			
Employment			
Management Approach: Employment	GRI 103-1, 103-2, 103-3	Focus on People, Focus on Integrity	<u>51-66</u> , <u>69-73</u>
New employee hires and employee turnover	GRI 401-1	Focus on People, ESG Appendix	<u>51</u> , <u>61</u> , <u>63</u> , <u>88-89</u> , <u>91-92</u>
Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI 401-2	Focus on People, ESG Appendix	<u>51</u> , <u>58-60</u> , <u>88-94</u>
Parental leave	GRI 401-3	Focus on People, ESG Appendix	<u>58</u> , <u>93</u>
Occupational Health & Safety			
Management Approach: Occupational Health & Safety	GRI 103-1, 103-2, 103-3	Focus on People, ESG Appendix	<u>64-66</u> , <u>95</u>
Occupational health and safety management system	GRI 403-1	Focus on People, ESG Appendix	<u>64-66</u> , <u>95</u>
Hazard identification, risk assessment, and incident investigation	GRI 403-2	Focus on People, ESG Appendix	<u>64-66</u> , <u>95</u>
Worker participation, consultation, and communication on occupational health and safety	GRI 403-4	Focus on People, ESG Appendix	<u>64-66</u> , <u>95</u>
Worker training on occupational health and safety	GRI 403-5	Focus on People, ESG Appendix	<u>64-66</u> , <u>95</u>
Promotion of worker health	GRI 403-6	Focus on People, ESG Appendix	<u>64-66</u> , <u>95</u>
Workers covered by an occupational health and safety management system	GRI 403-8	Focus on People, ESG Appendix	<u>64-66</u> , <u>95</u>
Work-related injuries	GRI 403-9	Focus on People, ESG Appendix	<u>64-66</u> , <u>95</u>
Work-related illness	GRI 403-10	Focus on People, ESG Appendix	<u>64-66</u> , <u>95</u>
Training & Education			
Management Approach: Training & Education	GRI 103-1, 103-2, 103-3	Focus on People, Focus on Integrity, ESG Appendix	<u>51</u> , <u>53</u> , <u>58</u> , <u>62-65</u> , <u>69</u> , <u>95</u>
Average hours of training per year per employee	GRI 404-1	Focus on Illumina, Focus on People, Focus on Integrity, ESG Appendix	<u>10</u> , <u>61-63</u> , <u>73-74</u> , <u>94</u>
Programs for upgrading employee skills and transition assistance programs	GRI 404-2	Focus on People	<u>51</u> , <u>61-63</u>
Percentage of employees receiving regular performance and career development reviews	GRI 404-3	ESG Appendix	<u>94</u>
Diversity & Equal Opportunity			
Management Approach: Diversity & Equal Opportunity	GRI 103-1, 103-2, 103-3	Focus on Community, Focus on People, Focus on Integrity	<u>29</u> , <u>35</u> , <u>37</u> , <u>50-57</u> , <u>69</u> , <u>73</u> , <u>77-78</u>
Diversity of governance bodies and employees	GRI 405-1	Focus on People, Focus on Integrity, ESG Appendix	<u>51-57</u> , <u>70</u> , <u>88-92</u> , <u>96</u>
Ratio of basic salary and remuneration of women to men	GRI 405-2	Focus on People, ESG Appendix	<u>51-55</u> , <u>94</u>
Child Labor			
Management Approach: Child Labor	GRI 103-1, 103-2, 103-3	Focus on Integrity	<u>69</u> , <u>73-74</u> , <u>77-78</u>
Operations and suppliers at significant risk for incidents of child labor	GRI 408-1	Focus on Integrity, ESG Appendix	<u>69</u> , <u>73-74</u> , <u>77-78</u> , <u>96</u>
Forced or Compulsory Labor			
Management Approach: Forced or Compulsory Labor	GRI 103-1, 103-2, 103-3	Focus on Integrity	<u>69</u> , <u>73-74</u> , <u>77-78</u>
Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI 409-1	Focus on Integrity, ESG Appendix	<u>69</u> , <u>73-74</u> , <u>77-78</u> , <u>96</u>



GRI Index continued

GRI Description	GRI Section	Illumina Report Section	Page Number
SOCIAL: Disclosure 400			
Human Rights			
Management Approach: Human Rights	GRI 103-1, 103-2, 103-3	Focus on Integrity	69 , 73–74 , 77–78
Operations that have been subject to human rights reviews or impact assessments	GRI 412-1	Focus on Integrity, ESG Appendix	69 , 73–74 , 77–78 , 96
Employee training on human rights policies or procedures	GRI 412-2	ESG Appendix	94
Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	GRI 412-3	Focus on Integrity, ESG Appendix	69 , 73–74 , 77–78 , 96
Local Communities			
Management Approach: Local Communities	GRI 103-1, 103-2, 103-3	Focus on Patients, Focus on Community	17 , 29
Operations with local community engagement, impact assessments, and development programs	GRI 413-1	Focus on Patients, Focus on Community	17 , 19 , 20–23 , 29–37
Supplier Social Criteria Screening			
Management Approach: Supplier Social Criteria Screening	GRI 103-1, 103-2, 103-3	Focus on Integrity	69 , 73–74 , 77–78
New suppliers that were screened using social criteria	GRI 414-1	Focus on Integrity, ESG Appendix	69 , 73–74 , 77–78 , 96
Public Policy			
Management Approach: Public Policy	GRI 103-1, 103-2, 103-3	Focus on Integrity, ESG Appendix	69 , 80 , 97
Political contributions	GRI 415-1	Focus on Integrity, ESG Appendix	69 , 80 , 97
Customer Privacy			
Management Approach: Customer Privacy	GRI 103-1, 103-2, 103-3	Focus on Integrity	69 , 75–76
Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI 418-1	Focus on Integrity, ESG Appendix	69 , 75–76 , 96

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 reporting to the SASB Standards for the first time in 2021 based on our 2020 reporting data. Illumina is classified officially in the Health Care Sector and Medical Equipment & Supply Industry. In addition to the recommended disclosure topics for our assigned industry, we have identified supplemental sections that we feel closely align with our business. Therefore, we have chosen to add relevant sections from the industry category of Biotechnology & Pharmaceuticals Industry as well as the Software & IT Services Industry to capture employee engagement and diversity topics.

We are committed to supporting improvements on the effectiveness and comparability of corporate disclosure on environmental, social, and governance (ESG) factors.

Dimension	General Issue Category	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 (for all products) to the annual increase in the U.S. Consumer Price Index	Illumina's annual price change ¹ was below the CPI.
		Affordability and Pricing	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Focus on Integrity, 72
	Product Quality & Safety	Product Safety	HC-MS-250a.1	Number of FDA recalls issued, total units recalled	0
		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 the 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), by type	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	Focus on Integrity, 72 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	Focus on Environment, 45-47 Focus on People, 64-66
		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	Focus on Environment, 45-47 Focus on People, 64-66 ESG Appendix, 87
	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	Focus on Integrity, 79
		Supply Chain Management	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Focus on Integrity, 77-79
		Supply Chain Management	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Focus on Integrity, 77-79
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	Focus on Integrity, 77-79 ESG Appendix, 96
		Business Ethics	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	Focus on Integrity, 72 HCP Policy

Notes:

¹ December 2019 to December 2020.

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SASB Index continued

In addition to the recommended disclosure topics for our assigned industry, we have identified supplemental sections that we feel closely align with our business. Therefore, we have chosen to add relevant sections from the industry category of Biotechnology & Pharmaceuticals Industry as well as the Software & IT Services Industry to capture employee engagement and diversity topics.

Dimension	General Issue Category	Disclosure Topic	Code	Accounting Metric	Response
PRIMARY SICS SECTOR: HEALTH CARE					
Other	Activity Metrics	Activity Metrics	HC-MS-000.A	Number of units sold by product category	ESG Appendix, 96
Supplemental SICS Industry: Biotech & Pharma					
Human Capital	Employee Engagement, Diversity & Inclusion	Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Focus on People, 51-54 , 61-62
		Employee Recruitment, Development & Retention	HC-BP-330a.2	1) Voluntary and 2) involuntary turnover rate for a) executive/senior managers b) mid-level managers c) professionals d) all others	ESG Appendix, 88-94
Supplemental SICS Industry: Software & IT Services					
Human Capital	Employee Engagement, Diversity & Inclusion	Recruiting & Managing a Global, Diverse & Skilled Workforce	TC -SI-330a.3	Percentage of gender and racial/ethnic group representation for 1) management 2) technical staff 3) all other employees	ESG Appendix, 88-94

Task Force on Climate-related Financial Disclosures (TCFD) Index

Illumina is committed to providing transparency on our climate change risk management. TCFD has created voluntary climate-related disclosures for use by companies to provide information to stakeholders. We have used the TCFD recommendations to guide our reporting.

TCFD Disclosure Element	Topic	Description	Illumina CSR Report Section
Governance: Describe organization's governance around climate-related risks and opportunities			
Governance	Board oversight	Describe Board's oversight of climate-related risks and opportunities.	Focus on Illumina , TCFD Details
	Management role	Describe management role in assessing and managing risks and opportunities.	Focus on Illumina , TCFD Details
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.			
Strategy	Climate risk and opportunities timeline	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Focus on Environment , Focus on Integrity , TCFD Details
	Climate risk and opportunities impact	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Focus on Environment , Focus on Integrity , TCFD Details
	Targets to manage climate risk and opportunities	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Focus on Environment , Focus on Integrity , TCFD Details
Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.			
Risk Management	Process to identify climate risk	Describe the organization's processes for identifying and assessing climate-related risks.	Focus on Environment , Focus on Integrity , TCFD Details
	Process to manage climate risk	Describe the organization's processes for managing climate-related risks.	Focus on Environment , Focus on Integrity , TCFD Details
	Process to integrate climate risk in overall risk management	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Focus on Environment , Focus on Integrity , TCFD Details
Metrics & Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.			
Metrics & Targets	Climate-related metrics	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Focus on Environment , Focus on Integrity , ESG Appendix , TCFD Details
	GHG emission data	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Focus on Environment , Focus on Integrity , ESG Appendix , TCFD Details
	Targets to manage climate risk and performance to targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Focus on Environment , Focus on Integrity , ESG Appendix , TCFD Details

TCFD Index continued

At Illumina, we believe addressing climate change is one of the key topics to achieving a sustainable, just, and resilient future for all.

To understand the potential risks and opportunities of climate change, we conducted an assessment using the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

We are committed to transparency and as our program evolves, we will continue to share progress in our annual CSR Report and CDP submissions.

Governance

The Board of Directors (Board) provides oversight to the CSR program covering environmental, social, and governance (ESG) topics, including climate-related issues. The Board receives updates at least annually on current performance and future strategic plans, with additional updates provided if material changes occur.

The Illumina CEO is responsible for directing all aspects of company strategy, planning, and operations. Climate-related issues and projects associated with the reduction of our environmental footprint are escalated to the Board through the Illumina CEO and their direct reports. On at least an annual basis, updates on CSR, including climate-related topics, are provided to the Board of Directors.

The Chief Financial Officer (CFO) chairs the Executive CSR Steering Committee, which comprises a team of senior leaders drawn from across the organization, including the Chief People Officer, Chief Medical Officer, Chief Marketing Officer, General Counsel, Chief Product Officer, and SVP Operations. The CSR Executive Committee has overall responsibility for reviewing company activities related to CSR, including climate change.

The CSR functional group reports directly to the Chief Financial Officer (CFO), with responsibility for program recommendations, management, reporting, and oversight on efforts to incorporate sustainability into our business practices.

CSR is increasingly embedded into all areas of our business, including several supporting working groups with targeted focus such as: Diversity & Inclusion Steering Committee; Environment, Health & Safety Steering Committee; Quality Council; Public Policy Committee; Illumina Cares Champions; Sustainability Green Teams, and employee resource groups.

As we grow our CSR programming and the external sustainability landscape evolves, we will re-assess the frequency of regular updates to the Board and the potential assignment of responsibility to a Board sub-committee.

Strategy

Environmental sustainability was identified as one of our CSR core focus areas following our first materiality assessment and stakeholder engagement exercises. With the publication of our first CSR Report in April 2020, we announced our approach, focus, and targets. We established targets in support of the science-based methodology to align with the Paris Agreement and a scenario of well below 2°C. Our first sustainability targets are centered around our facilities, our supply chain, and our products. We plan to expand to include Scope 3 assessments in 2021.

We recognize that climate-related risks and opportunities span both physical risk (extreme weather) and transition risks (energy pricing, customer expectations, regulations, and technology). 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.

The following definitions apply to our assessment:

Time Horizon: Short (0–5 years), Medium (5–8 years), Long (8–10 years)

Likelihood: Not likely, As likely as not, More likely than not, Likely, Virtually certain

Impact: Low (ability to absorb financial, operational, reputational impact), Moderate (some impact to finances, operations, reputation), High (substantive financial, operational, strategic, reputational impact. Substantive financial impact would likely require material financial reporting disclosure)

Risk	Description	Time Horizon	Likelihood	Impact
Acute Physical	Increased severity and frequency of extreme weather	Medium	More likely than not	Moderate
	Increased severity and frequency of wildfires	Medium	More likely than not	Moderate
Chronic Physical	Changes in patterns for precipitation and extreme variability in weather	Long	More likely than not	Low
	Rising temperatures and sea levels	Long	Not likely	Moderate
Reputation	Increased stakeholder concern or negative stakeholder feedback	Medium	Not likely	Low
Market	Carbon or energy tax	Medium	Not likely	Low
	Supply chain raw material availability and cost	Medium	Not likely	Moderate

TCFD Index continued

Opportunities	Description	Time Horizon	Likelihood	Impact
Energy Source	Lower emission source of energy	Short	More likely than not	Moderate
Products & Services	Development of new products or services through R&D and innovation	Medium	More likely than not	Low
Resource Efficiency	More efficient buildings, processes, modes of transport	Short	More likely than not	Low
Markets	Access to new markets	Medium	More likely than not	Low
Resilience	Participation in renewable energy programs and adoption of energy-efficiency measures	Short	More likely than not	Moderate
Reputation	Consumer preferences	Short	As likely as not	Low

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 are actively reviewing opportunities to further integrate climate into our processes and path to further expand resilience.

Examples of incorporation include: targets to align with the UN Sustainable Development Goals and utilize the Science Based Targets initiative (SBTi) methodology for a well below 2°C scenario (2DS); holistic goals of reducing the environmental footprint of our products throughout the life cycle; incorporation of Design for Environment into our new product design; and addition of a new logistics location to our network on the east coast resulting in cost savings, improved supply chain planning, and a reduction of air emissions. 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 connect with these internal workstreams.

Climate Scenario Analysis

In 2020, we engaged with BSR (Business for Social Responsibility) 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).

Climate Trajectory	SSP Scenarios	RCP	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	SSP 1-26	RCP 2.6	

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.

TCFD Index continued

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 and 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

Risk Management

To identify and manage climate-related issues we are integrating climate impact into our existing risk management structure using the Environment, Health & Safety team management system, the CSR materiality assessment, business continuity program management, supply chain risk reviews, and internal audit risk program. As our enterprise risk management program evolves, we plan to integrate climate as a key component.

Metrics and Targets

In 2020, we announced our 2030 sustainability targets with a focus around energy, water, and waste at our facilities. We created targets on engaging our strategic suppliers in our supply chain, and incorporating Design for Environment into our products and packaging. In 2021, we will assess our Scope 3 footprint and initiate planning for addressing our more holistic environmental footprint.

Metrics	Targets	Next Steps
Embed green design in new construction projects	Achieve LEED certification elements or regional equivalent	Continue reviewing opportunities to green our current and new facilities
Reduce emissions	30% reduction in portfolio level Scope 1 and 2 by 2030	Add Scope 3 emission reduction targets
Increase renewable use	50% increase from 2019 baseline by 2030	Continue to investigate renewable opportunities for our sites and start to review carbon offsets and/or PPA to complement energy conservation projects
Reduce water footprint	10% decrease at our main site locations by 2030	Identify water conservation projects that can be initiated at main sites
Reduce waste	Achieve >90% landfill diversion at our main site locations by 2030	Continue to seek opportunities to reduce sources of waste, repurpose waste, and increase recycling
Integrate Design for Environment principles in new product design	All new product development includes Design for Environment assessments	Identify product quantitative targets such as energy optimization in sequencers, plastic reduction, green chemistry, and circular model options
Packaging reduction	By 2030, achieve a 75% reduction in packaging; 50% recyclable primary packaging; 90% recyclable or reusable secondary and tertiary packaging; and 90% reduction in use of dry ice	Measure Scope 3 emissions and create targets for reduction
Magnify impact with suppliers	100% of our strategic suppliers have a commitment to reduce their environmental footprint	Scope 3 assessment, supplier physical risk assessment on key raw materials, develop climate indicators to embed in procurement process and vendor selection

Additional details on current energy, water, and waste levels can be found in the performance summary of this CSR Report, with additional impact stories in the sections on [Focus on Environment](#) and [Focus on Integrity](#).

Results

The results of our scenario analysis and review of the TCFD recommendations indicate there are some risks and opportunities in each scenario path. While we are confident that our business model is resilient and will continue on our growth trajectory, it is clear that we will need to continue to work to enable the realization of a world with a temperature rise of well below 2°C. We are currently evaluating how the results of this predictive analysis can best support inclusion of climate-related scenario analysis in business strategy development going forward. We are committed to investing to support a more sustainable future and will continue to evaluate risk and opportunities as external conditions evolve.

UNGC Communication on Progress



January 11, 2021

UN Global Compact Communication on Progress

United Nations Global Compact Support
 Secretary-General
 United Nations
 New York, NY 10017
 USA

Dear Mr. Secretary-General,
 Illumina, Inc. is proud to be a member of the Global Compact. I am pleased to re-confirm our support of and continued commitment to the Ten Principles of the United Nations Global Compact. In this, our first annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture, and daily operations. We are also committed to share this information with our stakeholders using our annual Corporate Social Responsibility report available on our website.

My signature below affirms our company's ongoing commitment and our intent to support and advance the Compact's ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption. We are committed to support of achieving the United Nations Sustainable Development Goals.










Sincerely yours,






Francis de Souza
 Chief Executive Officer
 Illumina, Inc.

Illumina has been a member of the United Nations Global Compact (UNGC) since December 2019. We remain committed to aligning our business practices to the 10 UNGC principles in the areas of human rights, labor, environment, and anti-corruption. This report serves as our annual UNGC Communication on Progress. The table below shows the reference location of our disclosures against each UNGC Principle.

Principle		Response/Illumina CSR Report section	Cross Reference Applicable GRI Section
Human Rights			
1	Businesses should support and respect the protection of internationally proclaimed human rights.	Focus on Integrity	GRI 102, 205, 401, 403, 405, 408, 409, 412, 413, 414
2	Businesses should make sure that they are not complicit in human rights abuses.	Focus on Integrity	
Labour			
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Focus on Integrity	GRI 401, 402, 405, 408, 409, 412, 414
4	Businesses should uphold the elimination of all forms of forced and compulsory labour.	Focus on Integrity	
5	Businesses should uphold the effective abolition of child labour.	Focus on Integrity	
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Focus on Integrity Focus on People	
Environment			
7	Businesses should support a precautionary approach to environmental challenges.	Focus on Environment Focus on People	GRI 302, 303, 305, 306, 308
8	Businesses should undertake initiatives to promote greater environmental responsibility.	Focus on Environment	
9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Focus on Environment	
Anti-Corruption			
10	Businesses should work against corruption in all its forms, including extortion and bribery.	Focus on Integrity	GRI 205, 206, 414, 415, 417

Index of CSR Goals and SDG Link

CSR Focus Area	Description	SDG Link
Access to Genomics	Enable innovation and reduce the cost per genome, working toward \$100 genome	  
	Expand reach to >400 patients in 2021 for philanthropic cWGS through iHope	
	Broaden genomic literacy with HCP and STEM education	
	Continue to support genomic startups with global expansion of Illumina for Startups and support for Illumina Ventures	
	Nurture the genomic ecosystem through collaborations, market access efforts, and partnerships	
Empower Our Community	Double participation in our STEM programs to reach 600,000 participants a year	  
	Drive meaningful employee engagement opportunities to support a culture of community outreach with at least 50% employee participation (giving + volunteer)	
	Support our CSR focus areas through philanthropic activities that magnify our impact, including partnering with nonprofits to address unmet needs locally and globally	
	Achieve 90% positive survey rate on employees' responses to Illumina Cares programming and connection to our mission	
Environmental Sustainability	Integration of green design principles in new construction projects with LEED certification elements or regional equivalent	  
	30% reduction in Scope 1 and 2 carbon emissions	
	Increase renewable energy use by 50% from 2019 baseline	
	10% reduction in water footprint	
	Landfill diversion of 90% at each main site	
	Integration of green principles associated with Design for Environment in new products	
	Optimize sequencer power consumption and processing efficiency	
	Reduce plastic associated with product	
	Replace use of chemicals of concern wherever possible with greener alternatives	
	75% reduction in packaging	
	50% recyclable primary packaging	
90% recyclable or reusable secondary and tertiary packaging		
90% reduction in use of dry ice		

CSR Focus Area	Description	SDG Link
Our People	Acquire and grow extraordinary talent and teams to create a deep and diverse pipeline	   
	Steward our employee safety and wellness	
	Maintain above 80% engagement index in iPulse employee surveys	
	Increase representation of women in senior leadership	
	Increase representation of black, Latinx, and multi-racial workforce	
	Elevate racial and ethnic representation in senior leadership	
	Increase participation of disabled people in our workforce	
	Increase participation of veterans in our workforce	
	Achieve a diverse intern cohort by gender, race, and ethnicity	
	Maintain pay equity with zero net pay gap	
	Foster an environment where people feel Illumina is a great place to work for everyone	
	Embed diversity, inclusion, and fairness in all that we do	
	Offer employees the resources and support they need to bring their personal best every day and reinforce our culture of care	
Increase prevention-based safety reporting and decrease injury and illness rates		
Maintain certification of ISO 14001 and 45001 at Singapore site and achieve conformance at all other manufacturing locations by end of 2021		
Our Integrity	Maintain a corporate governance framework to promote ethics and integrity in all we do	
	Continue working to ensure human rights are respected in our workplace, our supply chain, and the marketplace	
	Demonstrate responsible data stewardship with strong privacy and cybersecurity practices	

Notes:

- Unless otherwise specified, targets are linked to 2030 timeline.

Independent Limited Assurance Report to Illumina, Inc.

We engaged a third-party organization, ISOS Group, Inc., to provide limited assurance engagement in accordance with ISAE 3000 and ISAE 3410 on our energy usage and GHG emission data.

Background and introduction

ISOS Group, Inc. ("ISOS" or "we") were engaged by Illumina, Inc. ("Illumina" or "Company") to undertake a limited assurance engagement in accordance with ISAE 3000 and ISAE 3410 to report the energy usage and greenhouse gas ("GHG") emissions of Illumina for the period beginning January 1, 2020 and ending December 31, 2020 ("FY20").

We have performed our limited assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (ISAE 3000), Assurance other than Audits or Reviews of Historical Financial Information, as well as the International Standard on Assurance Engagements 3410 (ISAE 3410) Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board. The engagement covered all entities and all facilities under the operational control of Illumina.

Our review was limited to the data reported in the Key Performance Indicator Summary (pages 85–86) ("Summary"):

- Energy Consumption (Units: Gigajoules)
- Emission (Units: Metric Tons CO₂e)
- Consumption by Activity (Units: Gigajoules)
- Regional Data (Units: Metric Tons CO₂e)

- Greenhouse Gas Breakdown (Units: Metric Tons CO₂e)
- Country-Specific Scope 1 (Units: Metric Tons CO₂e)
- Country-Specific Scope 2 (Units: Metric Tons CO₂e)

Several smaller Scope 1 GHG emission sources (i.e., refrigerant releases, mobile combustion sources, emergency generators) and Scope 3 GHG emissions have been excluded from this review. We have not performed any procedures with respect to other information included in the Illumina 2021 Corporate Responsibility Report and, therefore, no conclusion on the Report as a whole is expressed.

Illumina's responsibilities

The Company's management are responsible for:

- Preparing the Summary in accordance with the World Resources Institute's Greenhouse Gas Protocol
- The accuracy and completeness of the information contained in the Summary
- The design, implementation and maintenance of internal controls relevant to the preparation of the report to provide reasonable assurance that the report is free from material misstatement, whether due to fraud or error
- Ensuring the performance summary is fairly stated in accordance with the applicable criteria and for the content and statements contained therein.

Inherent uncertainty

ISAE 3410 recognizes that greenhouse gas quantification process can rarely be 100 percent accurate due to:

- Scientific uncertainty, arising from incomplete scientific knowledge about the measurement of the gases
- Measurement uncertainty, arising from limitations in measurement techniques and the use of estimations.

Where significant assumptions or deductions are utilized, they are disclosed.

To provide a consistent basis for measurement and reporting the Company utilizes a third-party data management system. Where direct data was unavailable, the company used industry standards as estimates. The assurance provided therefore does not guarantee or provide certainty over the completeness of reported data.

The emissions have been impacted by changes in working practices as a result of COVID-19 restrictions, but this has not changed the basis of reporting or restricted our ability to undertake testing.

continued on next page



Criteria

The greenhouse gas data was prepared in accordance with the Greenhouse Gas Protocol, a Corporate Accounting and Reporting Standard (revised edition, 2004). The testing conducted at company facilities across 12 countries in scope of the reporting varied based upon the proportion of energy consumption and corresponding emissions relating to Scope 1 and 2. Testing focused on two facilities which accounted for a significant proportion of the Illumina energy consumption and emissions and were individually material. The two material facilities were in the United States and Singapore. Other facilities were tested only when there was potential for errors to accumulate to material amounts.

Our responsibility

Our responsibility is to express a limited assurance conclusion in accordance with ISAE 3000 and ISAE 3410 and to provide this in a report to Illumina. In providing this limited assurance report, it is important to note that the procedures performed in a limited assurance engagement vary in nature from, and are less in extent than for, a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Work performed

The procedures we performed were based on our professional judgment. We:

- Carried out interviews with key personnel to understand the systems and controls in place during the reporting period
- Assessed the systems, processes, and controls to collate, aggregate, validate and report the data
- Checked the relevant conversion factors and GHG emission calculations
- Reviewed any matters showing significant variations from prior years
- Reviewed the appropriateness of the GHG emissions and other environmental data provided by Illumina and their third-party data management system service provider
- Tested a sample of records against underlying records

The relative effectiveness and significance of specific control procedures at Illumina and their effect on assessment of control risk at a facility level are dependent on their interaction with the controls and other factors present at individual facilities. We have not performed any procedures to evaluate the effectiveness of controls at individual facilities. We have not conducted any work outside the agreed scope and therefore restrict our conclusion to the above-mentioned subject matter.

Inherent limitations

Given the characteristics of the subject matter and the methods used for determining such information, greenhouse gas emission information is subject to inherent limitations. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable measurement techniques which can result in materially different measurements and can impact accuracy and comparability. 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.

Restriction of use

This assurance report is made solely to Illumina in accordance with the terms of our engagement, which include agreed arrangements for disclosure. Our work has been undertaken so that we might state to Illumina those matters we have been engaged to state in this limited assurance report and for no other purpose. Our limited assurance report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than Illumina for any purpose or in any context. Any party other than Illumina who obtains access to our limited assurance report or a copy

thereof and chooses to rely on our limited assurance report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than Illumina for our work, for this independent limited assurance report, or for the conclusions we have reached.

Other matter

The data reviewed in the Illumina Summary for FY20 was subject to the first year of independent limited assurance. Comparative figures are not in scope and are unaudited.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the “Energy Consumption,” “Emission,” “Consumption by Activity,” “Regional Data,” “Country-Specific Scope 1,” and “Country-Specific Scope 2” data noted in the Key Performance Indicator Summary (pages 85–86) for FY20 ended on December 31, 2020, has not been prepared, in all material respects, in accordance with Illumina’s reporting methodologies.



Brian Noveck
CSAP Practitioner for, and on behalf of,
ISOS Group, Inc.
29 March 2021

Disclosures

This report contains forward-looking statements that involve risks and uncertainties, including our expectations and beliefs regarding future conduct and growth of the business and the markets in which we operate. Among the important factors 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 further develop and commercialize our instruments and consumables, to deploy new products, services, and applications, and to expand the markets for our technology platforms; (ix) our ability to obtain regulatory clearance for our products from government agencies; (x) our ability to successfully partner with other companies and organizations to develop new products, expand markets, and grow our business; (xi) our ability to successfully identify and integrate acquired technologies, products, or businesses; and (xii) the application of generally accepted accounting principles, which are highly complex and involve many subjective assumptions, estimates, and judgments, 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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