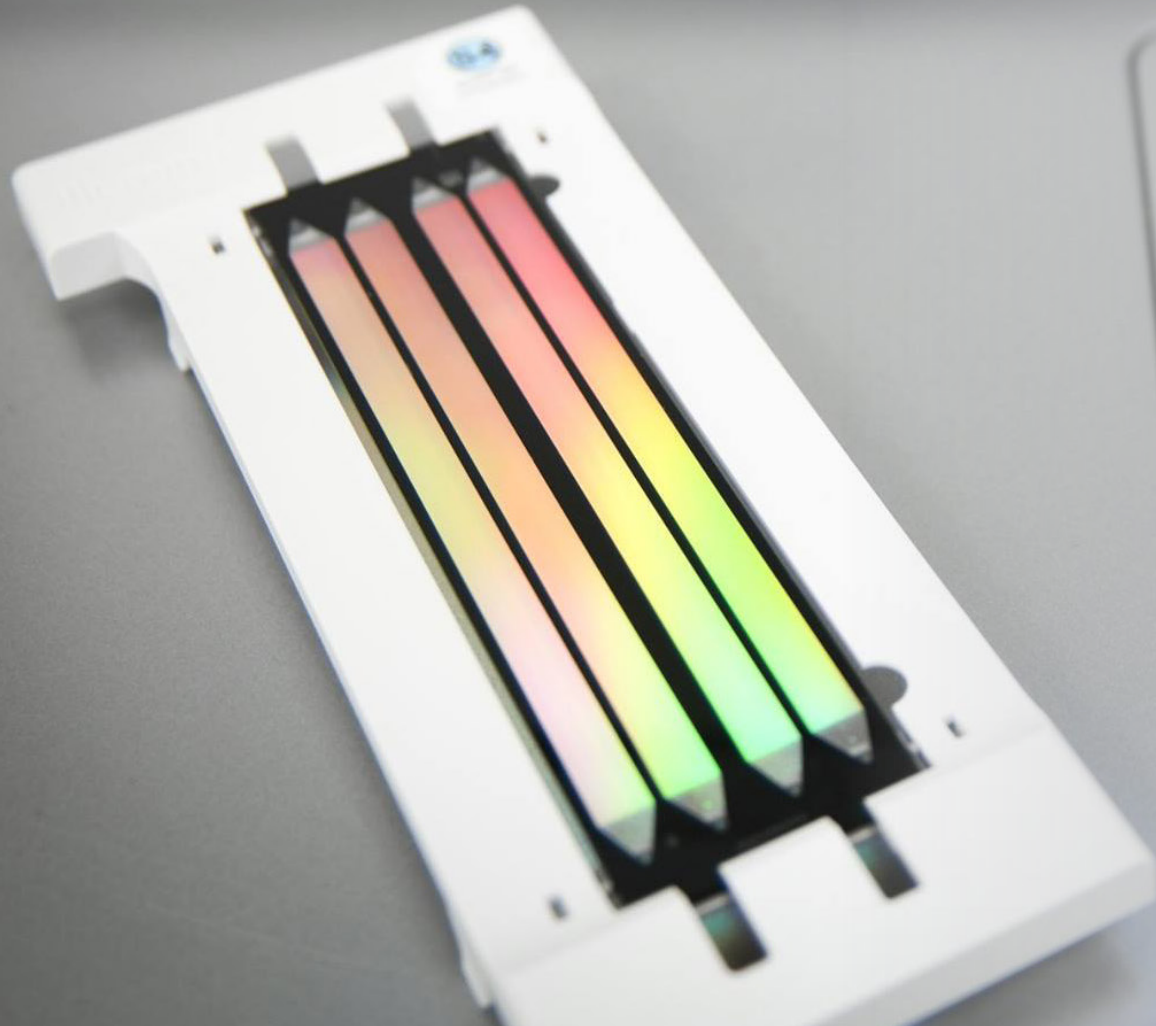


NovaSeq™ 6000



Appendix

Reporting Overview

About This Report

Our report has been designed to provide a comprehensive and integrated view of our commitments, progress, and activities related to our corporate social responsibility program and most material environmental, social, and governance themes.

Our voluntary reporting is informed by the following frameworks:

- In accordance with the GRI Standards: Comprehensive
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- UN Sustainable Development Goals
- UN Global Compact
- UN Universal Declaration of Human Rights
- Dow Jones Sustainability Index
- CDP
- Bloomberg Gender Equality Index
- HRC Corporate Equality Index

We also recognize ISO 26000 as a reference document that provides guidance for integration of social responsibility.

CSR and ESG Industry Peer Groups

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

Signatories

- UN Global Compact
- We Mean Business Coalition 1.5°
- UN Race to Zero
- CEO Action for Diversity & Inclusion
- UN Women Empowerment Principles

Entities Excluded in This Report

In 2021, Illumina acquired GRAIL. Pending the outcome of the European Commission's review of the acquisition, GRAIL is required to be held and operated separately. Data contained in this report does not reflect any GRAIL operations, financial results, or ESG data.

Reporting Period

January 1, 2021, to December 31, 2021, unless otherwise indicated.

Baseline Year

2019, unless otherwise indicated.

Materiality

Based on the [materiality assessment refresh](#) completed in 2021.

Assurance

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

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

Currency References

US Dollars

Re-statements

We conduct ongoing data review to ensure accuracy and consistency. Any material data changes quoted in the current CSR report that reflect a revision from previous reports have been adjusted and are called out with the symbol '†'.

Contact

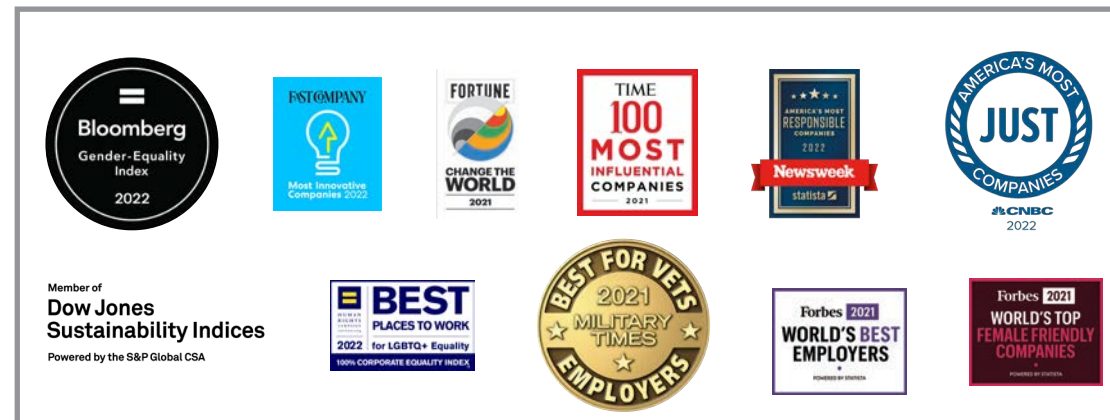
We welcome your feedback at csr@illumina.com

Learn More

www.illumina.com/csr
[ESG reporting hub](#)

ESG Appendix Contents

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Key Performance Indicator Summary

About Illumina

General	2021
Name of organization	Illumina, Inc.
Location of headquarters	San Diego, California, US
Number of global locations	28
Nature of ownership and legal form	Public Corporation
Revenue	\$4.52 billion
Total capitalization (stockholder's equity) market value as of 12/31/2021	\$10.74 billion
5Y CAGR	14%
10Y CAGR	16%
R&D % revenue investment	20%
R&D spend	\$885 million
Building footprint ¹	2,541,548 square feet
Facility additions ²	3
Facility closures ³	1

Expanding Access to Genomics

Access to Genomics	2021
Cost per genome	\$600
iHope™ patients supported in 2021	300
Total iHope™ patients supported since program inception	1,150
Clinical iHope™ network sites	24
Professional healthcare learners	30,000
Illumina Accelerator companies funded through December 2021	63
NGS coverage outlook: Total insured lives	>1 billion

Notes:

¹ Average square feet during reporting year.

² Emedgene Acquisition, new commercial office in Dubai, and new distribution center in Steenhoven.

³ Moved out of Eindhoven distribution center into larger distribution center in Steenoven.

⁴ 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 watch lists and a number of National Taxonomy of Exempt Entities Codes (NTEE) that are also excluded from matching eligibility. Illumina currently blocks charitable organizations that have been found to discriminate against a specific race, religion, ethnicity, sexual orientation, or gender identity.

Empowering Our Communities

Total Giving	2019	2020	2021
Illumina, Inc. + Illumina Corporate Foundation + employee giving	\$1,185,088	\$13,829,496	\$14,966,331
Illumina, Inc. + Illumina Corporate Foundation	\$873,088	\$13,255,768	\$14,446,500
Number of causes supported ⁴	1,021	1,034	1,345
Illumina, Inc. Giving			
In-kind product donations + cash grants	\$560,088	\$7,146,450	\$9,409,966
Illumina Corporate Foundation Giving			
Employee giving	\$312,000	\$573,728	\$519,831
Employee participation (giving)	19%	20%	26%
Foundation match & volunteer rewards (Dollars for Doers)	\$208,000	\$721,111	\$546,884
Charitable grants	\$105,000	\$5,388,207	\$4,489,650
Total Foundation giving (not including employees)	\$313,000	\$6,109,318	\$5,036,534
Volunteer Hours			
Employee hours	13,980	4,236	8,772
Employee volunteering	29%	5%	10%
Intern hours	140	1,237	800
Employee Participation			
Total employee participation (giving + volunteering)	40%	24%	31%
Summary of International Giving (Outside US)			
Illumina, Inc.	NA	\$2,894,129	\$7,044,842
Illumina Corporate Foundation	NA	\$635,126	\$1,089,892
Number of countries	24	29	44
STEM			
Number of teachers and students engaged in Illumina STEM programs	306,170	195,000	315,000

Key Performance Indicators

Integrating Environmental Sustainability

Energy Consumption (Units: Gigajoules)	2019	2020*	2021*
Total fuel consumption from non-renewable sources	247,576	390,564	403,211
Total fuel consumption from renewable sources	0	0	0
Generation from renewable sources consumed by the organization	1,566	3,333	2,417
Total energy consumption from non-renewable sources	503,658	561,258	581,067
Total energy consumption from renewable sources	1,566	3,333	9,077
Total energy consumption	505,224	564,591	590,144
Energy Consumption by Activity and Region (Units: Gigajoules)	2019	2020*	2021*
Total electricity (purchased + generated)	257,648	174,028	187,297
Purchased electricity	256,082	170,694	184,882
Generated electricity (on-site solar)	1,566	3,333	2,417
Total fuel	247,576	390,564	403,211
Natural gas	247,576	390,564	403,211
Total steam	0	0	0
Electricity, heating, cooling, steam sold	0	0	0
Total energy consumption AMR region	380,106	445,190	469,104
Total energy consumption EMEA region	47,779	35,072	36,358
Total energy consumption APAC region	75,752	80,996	84,681
Renewable Electricity Consumption	2019	2020	2021*
Percentage of global electricity consumption that is renewable	0.6%	2%	59%
On-site solar generation	0.6%	2%	1%
Renewable electricity purchased	0%	0%	3%
Covered by Renewable Energy Credits	0%	0%	55%

Emissions (Units: Metric Tons CO₂e)	2019	2020*	2021*
Total Scope 1 & 2 (market-based) GHG emissions	34,404	36,573	26,265
Total Scope 1 & 2 (location-based) GHG emissions	34,404	36,573	36,914
Gross direct GHG emissions (Scope 1)	12,489	19,701	20,296
Gross market-based energy indirect GHG emissions (Scope 2)	21,915	16,872	5,968
Gross location-based energy indirect GHG emissions (Scope 2)	21,915	16,872	16,618
Regional Emissions (Units: Metric Tons CO₂e)	2019	2020*	2021*
Scope 1 & 2 market-based emissions AMR region	22,903	25,207	25,060
Scope 1 & 2 market-based emissions EMEA region	3,014	2,253	864
Scope 1 & 2 market-based emissions APAC region	8,488	9,113	341
Country-Specific Scope 1 (Units: Metric Tons CO₂e)	2019	2020*	2021*
China	0	0	0
Netherlands	73	73	74
Singapore	0	0	0
United Kingdom of Great Britain and Northern Ireland	1,132	801	768
United States of America	11,284	18,827	19,454
Country-Specific Scope 2 Market-Based (Units: Metric Tons CO₂e)	2019	2020*	2021*
China	388	518	0
Netherlands	384	368	8
Singapore	8,099	8,595	341
United Kingdom of Great Britain and Northern Ireland	1,425	1,011	14
United States of America	11,619	6,380	5,605

Notes:

* Denotes data has been assured.

- Boundary definition for energy and Scope 1 & 2 emission inventory: sites >30,000 square feet or contain manufacturing, distribution, or significant R&D activities. These sites represent our jurisdictional control plus material locations. This scope accounts for 96% of our total 2019 baseline footprint.
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard is utilized as the methodology to calculate Scope 1 and Scope 2 emissions.
- Some segments may not add up to total due to rounding.

Key Performance Indicators

Integrating Environmental Sustainability continued

Facility-Specific Emissions (Units: Metric Tons CO ₂ e) ¹	2021 Scope 1*	2021 Scope 2 Market-Based*	2021 Scope 2 Location-Based*
Cambridge, United Kingdom	749	0	903
Eindhoven, Netherlands	72	0	203
Foster City, California	1,359	1,403	1,403
Hayward, California	634	592	592
Madison, Wisconsin	1,458	2,138	2,138
San Diego Headquarters, California	15,248	1,291	1,580
San Diego i3, California	756	134	200
San Diego Warehouse, California	0	47	74
Shanghai, China	0	0	358
Steenoven, Netherlands	2	8	218
Watson, United Kingdom	19	14	23
Woodlands, Singapore	0	341	8,927
Greenhouse Gas Breakdown (Units: Metric Tons CO ₂ e)	2019	2020*	2021*
CO ₂ Scope 1	12,475	19,681	19,884
CH ₄ Scope 1	7	10	375
N ₂ O Scope 1	6	10	37
Emission Intensity Ratios	2019	2020*	2021*
Scope 1 and 2 Emissions			
GHG emission intensity per million dollars revenue	9.8	11.4	5.8
GHG emission intensity kgCO ₂ e/square feet	13.8	15.1	10.4
GHG emission intensity per employee	4.4	4.7	2.9
Scope 3 Emissions ²			

Notes:

¹ Facilities included in Scope 1 & 2 emission boundary.

² Emission intensity for Scope 3 categories included in 2050 net zero target.

³ Categories included in 2050 net zero target.

* Denotes data has been assured.

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

• The Greenhouse Gas Protocol: A Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

Scope 3 Emissions (Units: Metric Tons CO ₂ e)	2019	2020	2021*
Purchased Goods and Services (Category 1) ³	72,915	100,351	138,563
Capital Goods (Category 2) ³	39,940	44,057	79,530
Fuel- and Energy-Related Activities (Category 3)	6,956	5,785	9,048
Upstream Transportation & Distribution (Category 4) ³	46,327	48,256	68,934
Waste Generated in Operations (Category 5)	236	617	1,055
Business Travel (Category 6) ³	19,350	8,913	3,959
Employee Commuting (Category 7) ³	18,012	7,567	7,616
Upstream Leased Assets (Category 8)	1,480	733	547
Downstream Transportation & Distribution (Category 9)	Assessed, not relevant		
Processing of Sold Products (Category 10)	Assessed, not relevant		
Use of Sold Products (Category 11)	6,968	4,850	9,221
End-of-Life Treatment of Sold Products (Category 12)	2,368	2,245	5,230
Downstream Leased Assets (Category 13)	Assessed, not relevant		
Franchises (Category 14)	Assessed, not relevant		
Investments (Category 15) ³	23,559	19,038	0
Total Scope 3 Emissions	238,110	242,411	323,702
Scope 3 Emissions: % of Total Scope 3 Emissions	2019	2020	2021*
Purchased Goods and Services (Category 1) ³	31%	41%	43%
Capital Goods (Category 2) ³	17%	18%	25%
Fuel- and Energy-Related Activities (Category 3)	3%	2%	3%
Upstream Transportation & Distribution (Category 4) ³	19%	20%	21%
Waste Generated in Operations (Category 5)	0.1%	0.3%	0.3%
Business Travel (Category 6) ³	8%	4%	1%
Employee Commuting (Category 7) ³	8%	3%	2%
Upstream Leased Assets (Category 8)	0.6%	0.3%	0.2%
Use of Sold Products (Category 11)	3%	2%	3%
End-of-Life Treatment of Sold Products (Category 12)	1%	0.9%	2%
Investments (Category 15) ³	10%	8%	0%

Key Performance Indicators

Integrating Environmental Sustainability continued

Water (Units: Megaliters)	2019	2020	2021*
Interactions with water: total water withdrawal (potable source + recycled source)	225†	294†	268
Water withdrawal (potable)	147†	208†	195
Water withdrawal (recycled)	78	86	74
Percentage of total water withdrawal in water stressed regions ¹	63%	62%	70%
Water intensity (kiloliters normalized by rentable square feet for core site locations) ²	0.10†	0.12†	0.11
% water withdrawal in AMR	97%	97%	97%
% water withdrawal in EMEA	2%	1%	1%
% water withdrawal in APAC	1%	2%	2%
Total Waste (Units: Metric Tons)	2019	2020	2021
Total (hazardous + non-hazardous)	4,934	4,979	5,975
Global average non-hazardous diversion from landfill	51%	49%	49%
Regional Waste Data AMR (Units: Metric Tons)	2019	2020	2021
Non-hazardous waste total	2,619	2,869	3,326
Hazardous waste total	902	699	605
Madison Site % diversion ³	39%	43%	43%
Foster City % diversion ³	54%	48%	49%
Hayward % diversion ³	32%	22%	22%
San Diego % diversion ³	33%	36%†	31%
Regional Waste Data EMEA (Units: Metric Tons)	2019	2020	2021
Non-hazardous waste total	451	397	590
Hazardous waste total	67	35	55
Cambridge, UK % diversion ³	100%	100%	100%
Netherlands % diversion ³	100%	100%	100%
Regional Waste Data APAC (Units: Metric Tons)	2019	2020	2021
Non-hazardous waste total	424	437	504
Hazardous waste total	471	542	894
Singapore % diversion ³	100%	100%	100%

Notes:

¹Water stressed regions listed on [page 44](#).

²Core site locations: San Diego HQ, I3 and Warehouse, Hayward, Foster City, Madison, Netherlands, Cambridge, and Singapore Woodlands.

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

* Denotes data has been assured.

† Updated data to reflect most current information.

Effluent & Waste by Type and Disposal Method (Units: Metric Tons)	2019	2020	2021
Non-Hazardous Waste			
Non-hazardous waste total	3,494	3,703	4,421
Reuse	0	0	0
Recycling	887	872	937
Composting	149	203	259
Recovery (including energy recovery)	760	729	977
Incineration	0	0	0
Deep well injection	0	0	0
Landfill	1,698	1,899	2,247
On-site storage	0	0	0
Other	0	0	0
Hazardous Waste			
Hazardous waste total	1,440	1,276	1,554
Reuse	0	0	0
Recycling	413	489	332
Composting	0	0	0
Recovery (including energy recovery)	850	707	1,169
Incineration	62	34	41
Deep well injection	0	0	0
Landfill	37	20	6
On-site storage	0	0	0
Other	77	26	4

Key Performance Indicators

Nurturing Our People

Workforce Data	2019	2020	2021*
Total employees	7,802	7,828	9,191
Full-time employees	7,749	7,782	9,137
Part-time employees	53	46	54
Contingent workers	1,247	1,459	1,647
Age Group			
Employees under 30	1,527	1,363	1,820
	20%	17%	20%
Employees 30–50	5,090	5,235	5,992
	65%	67%	65%
Employees over 50	1,185	1,230	1,379
	15%	16%	15%
AMR			
Total employees	4,973	4,937	5,668
Full-time employees	4,954	4,918	5,650
Part-time employees	19	19	18
Contingent workers	971	1,182	884
APAC			
Total employees	1,883	1,871	2,238
Full-time employees	1,882	1,871	2,238
Part-time employees	1	0	0
Contingent workers	164	146	588
EMEA			
Total employees	946	1,020	1,285
Full-time employees	913	993	1,249
Part-time employees	33	27	36
Contingent workers	112	131	175

Notes:

¹ Percentage of all part-time employees.

² Leadership: Manager, equivalent, and above.

³ Executive leadership: Director and above.

* Denotes data has been assured.

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

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

Gender Data	2019	2020	2021*
Workforce			
Total women	3,334	3,342	4,076
	43%	43%	45%
Full-time women	3,293	3,305	4,036
	43%	43%	45%
Part-time women ¹	41	37	40
	79%	80%	76%
Temporary women	N/A	N/A	N/A
	N/A	N/A	N/A
Leadership			
Women in leadership ²	571	610	746
	39%	40%	42%
Women in executive leadership ³	112	136	174
	33%	36%	38%
Women on Board of Directors	3	3	3
	33%	30%	33%
Total Women by Region			
AMR	2,071	2,067	2,474
APAC	847	826	1,037
EMEA	416	449	565
Women in Leadership by Region			
AMR	404	421	506
APAC	95	104	135
EMEA	72	85	105
Functional Group			
Women in revenue-generating roles	41%	36%	48%
Women in revenue-generating roles—management	35%	36%	42%
Women in STEM-related roles (% of total STEM roles)	37%	37%	39%
Women in IT roles	24%	23%	24%
Women in engineering roles	37%	36%	29%

Key Performance Indicators

Nurturing Our People continued

Percentage Female of Each EEOC Category (US)	2019	2020	2021*
White/Caucasian	41%	41%	43%
Native Hawaiian or Other Pacific Islander	31%	27%	33%
American Indian or Native Alaskan	50%	45%	50%
Asian	44%	44%	45%
Hispanic or Latino	39%	40%	44%
Black or African American	37%	41%	45%
2 or More	45%	46%	51%
Choose not to self disclose	40%	40%	41%
Percentage Male of Each EEOC Category (US)	2019	2020	2021*
White/Caucasian	59%	59%	57%
Native Hawaiian or Other Pacific Islander	69%	73%	67%
American Indian or Native Alaskan	50%	55%	50%
Asian	56%	56%	55%
Hispanic or Latino	61%	60%	56%
Black or African American	63%	60%	55%
2 or More	55%	54%	49%
Choose not to self disclose	60%	60%	59%

EEOC Minority Summary (US)	2019	2020	2021*
Total employees identifying in minority race and ethnicity statistics	2,429	2,422	2,830
Minority of total employees	49%	49%	50%
Non-Minority of total employees	46%	46%	45%
Decline to state of total employees	5%	5%	5%
Representation of Black, Native, Pacific Islander, Hispanic or Latino, 2 or more communities in workforce	17%	17%	17%
Representation of Black, Native, Pacific Islander, Hispanic or Latino, 2 or more communities in leadership	10%	11%	12%
EEOC Minority by Category (US)	2019	2020	2021*
White/Caucasian	2,284	2,253	2,514
	46%	46%	45%
Native Hawaiian or Other Pacific Islander	62	56	67
	1%	1%	1%
American Indian or Native Alaskan	10	11	13
	<1%	<1%	<1%
Asian	1,601	1,601	1,863
	32%	33%	33%
Hispanic or Latino	447	435	510
	9%	9%	9%
Black or African American	121	121	130
	2%	2%	2%
2 or More	188	198	248
	4%	4%	4%
Choose not to self disclose	240	238	294
	5%	5%	5%
Veteran	143	141	145
	3%	3%	3%
Disabled	248	235	230
	5%	5%	4%

Notes:

- * Denotes data has been assured.
- Minority defined as any EEOC category that is non-white/non-Caucasian. Does not include those who choose not to specify a race/ethnicity.
- Some segments may not add up to total due to rounding.

Key Performance Indicators

Nurturing Our People continued

EEOC Data by Level (US)	2019	2020	2021*
Support to Entry Professional			
White/Caucasian	261	226	264
	24%	23%	23%
Native Hawaiian or Other Pacific Islander	29	31	34
	3%	3%	3%
American Indian or Native Alaskan	3	2	3
	<1%	<1%	<1%
Asian	489	452	514
	45%	45%	45%
Hispanic or Latino	173	160	185
	16%	16%	16%
Black or African American	48	38	38
	4%	4%	3%
2 or More	57	56	65
	5%	6%	6%
Choose not to self disclose	38	34	35
	3%	3%	3%
Intermediate to Senior Professional			
White/Caucasian	1,403	1,389	1,555
	50%	48%	48%
Native Hawaiian or Other Pacific Islander	22	16	21
	1%	1%	1%
American Indian or Native Alaskan	4	6	7
	<1%	<1%	<1%
Asian	895	938	1,078
	32%	33%	33%
Hispanic or Latino	199	201	243
	7%	7%	7%
Black or African American	51	56	63
	2%	2%	2%
2 or More	105	115	150
	4%	4%	5%
Choose not to self disclose	143	146	191
	5%	5%	6%

EEOC Data by Level (US)	2019	2020	2021*
Manager to Associate Director			
White/Caucasian	413	421	452
	54%	56%	55%
Native Hawaiian or Other Pacific Islander	11	9	11
	1%	1%	1%
American Indian or Native Alaskan	2	2	1
	<1%	<1%	<1%
Asian	182	174	214
	24%	23%	26%
Hispanic or Latino	65	61	70
	9%	8%	8%
Black or African American	17	21	22
	2%	3%	3%
2 or More	22	21	23
	3%	3%	3%
Choose not to self disclose	46	48	51
	6%	6%	6%
Director and Above			
White/Caucasian	207	217	243
	75%	75%	70%
Native Hawaiian or Other Pacific Islander	0	0	1
	0%	0%	<1%
American Indian or Native Alaskan	1	1	2
	<1%	<1%	1%
Asian	35	37	57
	13%	13%	16%
Hispanic or Latino	10	13	12
	4%	4%	3%
Black or African American	5	6	7
	2%	2%	2%
2 or More	4	6	10
	1%	2%	3%
Choose not to self disclose	13	10	17
	5%	3%	5%

Notes:

- * Denotes data has been assured.
- Some segments may not add up to total due to rounding.



Learn More [Federal Employer Information EEO-1 Report](#)

Key Performance Indicators

Nurturing Our People continued

New Hire Data	2019	2020	2021*
New Hire by Age Group			
Employees under 30	458	380	990
	30%	28%	54%
Employees 30–50	716	586	1,358
	14%	11%	23%
Employees over 50	89	88	156
	8%	7%	11%
New Hire by Gender			
New female employee hires ¹	566	490	1,185
	17%	15%	29%
New male employee hires ¹	684	560	1,262
	15%	12%	25%
New Hire by Region			
AMR new employee hires ¹	707	629	1,479
	14%	13%	26%
APAC new employee hires ¹	376	249	621
	20%	13%	28%
EMEA new employee hires ¹	180	176	404
	19%	17%	31%
Percentage New Hire per EEOC (US)			
White/Caucasian	44%	47%	40%
Native Hawaiian or Other Pacific Islander	1%	<1%	1%
American Indian or Native Alaskan	<1%	<1%	<1%
Asian	32%	33%	34%
Hispanic or Latino	10%	7%	10%
Black or African American	2%	4%	2%
2 or More	7%	6%	7%
Choose not to self disclose	5%	3%	6%

Promotion Data	2019	2020	2021*
Total number of employees promoted	1,502	1,568	2,583
Promotion Rate by EEOC (US)			
White/Caucasian	22%	20%	34%
Native Hawaiian or Other Pacific Islander	19%	10%	34%
American Indian or Native Alaskan	0%	29%	33%
Asian	23%	20%	37%
Hispanic or Latino	19%	19%	34%
Black or African American	14%	15%	33%
2 or More	20%	18%	37%
Choose not to self disclose	21%	22%	35%
Veteran Data (US)			
Number of US employees, regardless of whether they have any military connection	4,908	4,866	5,561
Number of employees as defined by the federal government as meeting the criteria for protected veteran status	87	87	90
Number of veteran and active duty employees, regardless of protected status	143	141	145
Number of disabled veteran employees	2	2	3
Number of women veteran employees	24	20	26
Number of minority veteran employees—minority veterans include, but are not limited to, people of color, women, LGBTQIA+, and (non) religious minorities	67	68	75

Notes:

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

* Denotes data has been assured.

- For all gender statistics, percentage of women is based on number of employees who identify as male or female, not total number of Illumina employees.
- Some segments may not add up to total due to rounding.

Key Performance Indicators

Nurturing Our People continued

Employee Turnover Data	2019	2020	2021*
Total Turnover			
Total number of employee turnover	856	1,028	1,154
Rate of employee turnover	11%	14%	14%
Total number of voluntary terminations	644	714	1,048
Rate of voluntary terminations	9%	9%	12%
Turnover by Age			
Employees under 30	229	224	246
	15%	16%	15%
Employees 30–50	489	638	749
	10%	12%	13%
Employees over 50	138	166	159
	12%	14%	12%
Voluntary employee turnover under 30	195	182	233
	13%	13%	15%
Voluntary employee turnover 30–50	366	456	686
	7%	9%	12%
Voluntary employee turnover over 50	82	76	129
	7%	6%	10%
Turnover by Level			
Voluntary turnover support to entry professional	11%	11%	14%
Involuntary turnover support to entry professional	3%	5%	1%
Voluntary turnover intermediate to senior professional	8%	8%	12%
Involuntary turnover intermediate to senior professional	2%	4%	1%
Voluntary turnover manager to associate director	6%	8%	11%
Involuntary turnover manager to associate director	4%	4%	2%
Voluntary turnover director and above	6%	13%	17%
Involuntary turnover director and above	4%	4%	3%

Employee Turnover Data	2019	2020	2021*
Total Turnover by Region			
AMR	530	666	763
	11%	13%	14%
APAC	223	261	251
	12%	14%	12%
EMEA	103	101	140
	11%	10%	12%
Voluntary Turnover by Region			
AMR	384	442	701
	8%	9%	13%
APAC	188	207	224
	10%	11%	11%
EMEA	72	65	123
	8%	7%	11%
Voluntary Turnover Percentage by EEOC (US)			
White/Caucasian	8%	10%	13%
Native Hawaiian or Other Pacific Islander	11%	10%	5%
American Indian or Native Alaskan	0%	0%	25%
Asian	7%	8%	13%
Hispanic or Latino	8%	7%	14%
Black or African American	11%	12%	16%
2 or More	6%	11%	21%
Choose not to self disclose	6%	8%	13%

Notes:

* Denotes data has been assured.

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

Key Performance Indicators

Nurturing Our People continued

Parental Leave ¹	2019	2020	2021
Total number of employees who were entitled to parental leave	4,714	4,900	5,302
Total number of employees who took parental leave, by gender	Female 116 Male 65	Female 181 Male 121 Blank 1	Female 173 Male 89
Total number of employees who returned to work in the reporting period after parental leave ended, by gender	Female 116 Male 65	Female 191 Male 138 Blank 1	Female 166 Male 123
Total number of employees who 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	Female 150 Male 107
Return to work and retention rates of employees who 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%	Return to Work: Female 98% Male 99% Retention: Female 93% Male 89%
Benefit Plan and Other Retirement	2019	2020	2021
Percentage of salary contributed by employee or employer	US 401(k): Employee elected between 0–80%, Illumina matching contribution of 50% up to the first 6% employee election (3% of eligible salary)		
Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact	US 401(k): 97% employee voluntary participation		US 401(k): 98% employee voluntary participation
Employee Bonus and Stock Program	2019	2020	2021
Employees eligible for annual VCP bonus	All employees		
Employees eligible to participate in employee stock purchase plan	All employees		
Performance & Career Development Review	2019	2020	2021
Percentage of employees receiving regular performance and career development reviews (includes all administrative, production, technical, middle management, and senior management)	100%	100%	100%
Employee Survey ²	2019	2020	2021
Participation rate for employee iPulse survey	89%	79%	80%

Notes:

¹ Following the birth of a child or placement of a child for adoption or foster care, we provide 100% pay continuity to eligible US-based employees for up to six weeks to help ensure peace of mind during this essential time. In some cases, a mother could receive up to 28 weeks of pay continuity depending on the combination of leaves associated with childbirth. Our parental leave policies in the other locations where we operate either meet or exceed local legal entitlements.

² Employee survey participation rates in 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). For 2021, the participation rate is based on an average of four quarterly surveys (Q1–Q4).

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

† Updated data to reflect most current information.

Average Compensation Ratio—Women to Men	2019	2020	2021
Across all employee categories	100%	100%	100%
Support to entry professional	102%	102%	101%
Intermediate to senior professional	100%	100%	99%
Supervisor to associate director	98%	99%	100%
Director and above	101%	98%	99%
Annual Compensation Ratio	2019	2020	2021
Ratio of annual total compensation for the organization's highest-paid individual in each region to the median annual total compensation for all employees	Refer to Proxy Filing	Refer to Proxy Filing	Refer to Proxy Filing
Training	2019	2020	2021
Average hours of training per employee per year	60	64	64
Hours of training by gender: Male	60	66	66
Hours of training by gender: Female	61	61	63
Hours of training by employee category: Individual Contributor	64	68	68
Hours of training by employee category: Middle Management	71	76	76
Hours of training by employee category: Senior Management	38	38	44
Hours of training by employee category: Executive Leadership	22	24	30
Hours of training by functional category: Commercial Operations	50	46	52
Hours of training by functional category: General Operations	23	25	27
Hours of training by functional category: Manufacturing	91	104	98
Hours of training by functional category: Research & Development	53	57	62
Total number of hours devoted to training on human rights	1,737	5,578	3,333
Applicable employees certified to Code of Conduct	99% [†]	98% [†]	97%

Key Performance Indicators

Nurturing Our People continued

Health & Safety	2019	2020	2021
Global recordable injury or illness incident rate (incident per 100 employees)	0.52	0.34	0.54
Lost time incident rate	0.74	0.18	0.23
Environment, Health & Safety notices of violations	0	0	0
Environmental fines	0	0	0
Prevention reporting statistics	3,611	3,018	1,452

Employee Safety	2019	2020	2021
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)	49	29	51
The rate of high-consequence work-related injuries and illnesses (excluding fatalities)	0.62	0.39	0.16
The number of recordable work-related injuries and illnesses	49	29	51
The rate of recordable work-related injuries and illnesses	0.62	0.39	0.16
The main types of work-related injury and illness	Ergonomics (repetitive stress injury), strain, contusion, and sprain		Repetitive stress injury and strains
The number of hours worked	15,647,395	15,344,520	15,946,780

Safety Workers Who Are Not Employees but Whose Work and/or Workplace is Controlled by the Organization	2019	2020	2021
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)	0	3	2
The rate of high-consequence work-related injuries and illnesses (excluding fatalities)	0	0.07	0.13
The number of recordable work-related injuries and illnesses	0	3	2
The rate of recordable work-related injuries and illnesses	0	0.07	0.13
The main types of work-related injury and illness	Ergonomics (repetitive stress injury), strain, contusion, and sprain		Fracture and strains
The number of hours worked	2,741,396	2,798,888	2,986,473
Environmental, Health & Safety Training			
Total hours of EHS training	26,758	30,054	43,066
Average hours per employee	3.7	3.4	4.1

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 Indicators

Operating Responsibly

Governance	2019	2020	2021
Non-compliance with environmental laws and regulations; Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations	0	0	0
# of FDA recalls	0	0	0
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0
Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period	0	0	0
Anti-competitive	2	0	See notes 1 and 2
Nature and total number of critical concerns communicated to highest governance body regarding CSR topics	0	0	0
Total employees covered by collective bargaining agreements	0	0	0
Incidents of discrimination and corrective actions taken	See note 3		
Transparency Reporting Law Enforcement & National Security Requests	N/A	2020 Privacy Transparency Report	2021 Privacy Transparency Report
<p>1. On January 11, 2021, Complete Genomics, Inc., BGI Americas Corp., and MGI Americas, Inc. (collectively BGI) filed a complaint in the US District Court for the Northern District of California alleging that Illumina violated federal antitrust and state unfair competition laws, based on a patent infringement suit Illumina filed against BGI in the same court. Illumina denies the allegations, which are without merit, and will vigorously defend the case.</p> <p>2. On March 30, 2021, the United States Federal Trade Commission filed an administrative complaint alleging that Illumina's acquisition of GRAIL, Inc. violates federal antitrust laws. Illumina denies the allegations, which are without merit, and will vigorously defend the case.</p> <p>3. During the past twelve years, neither the EEOC nor any court or administrative agency has issued a finding against Illumina in a claim involving discrimination. No incidents were filed during the reporting period. The matters that were pending during the last reporting period have been resolved. 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 non-retaliation policy. If a report is substantiated, the company would respond as it deems appropriate or necessary, consistent with the law, and will act swiftly to correct the problem and deter future occurrences. Depending on the circumstances, this may include training and/or disciplinary action up to, and including, termination. Individuals may also be subject to civil or criminal prosecution for violating the law.</p>			
ESG Governance Topics	Position	Level from CEO	Level from Board
Corporate Social Responsibility	SVP, Chief Financial Officer	1	2
Environment, Health & Safety, Supply Chain, Facilities, Operations	SVP, Chief of Global Operations	1	2
People, Employment, Diversity, Equity, and Inclusion	SVP, Chief People Officer	1	2
Compliance, Ethics, Legal	SVP, General Counsel	1	2
Product	SVP, Chief Technology Officer	1	2

Board of Directors (BoD)	2019	2020	2021
BoD level oversight for CSR and ESG (including themes of sustainability and climate action; diversity, equity, and inclusion; human rights; cybersecurity; data privacy; and ethical and responsible business practices)	Yes	Yes	Yes
Clawback provision	Yes	Yes	Yes
Commitment to gender diversity on BoD	Yes	Yes	Yes
BoD composition by gender (% female)	33%	30%	33%
BoD composition by racial/ethnic minority representation	N/A	N/A	33%
Supply Chain	2019	2020	2021
Quantity of product shipped	3,118,142 units	3,297,561 units	3,862,839 units
Spend with direct suppliers	\$440 million	\$396 million	\$585 million
Supplier Code of Conduct in place	Yes		
Geographic location of suppliers	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	Countries: AE, AM, AR, AT, AU, BE, BG, BR, CA, CH, CN, CO, CZ, DE, DK, ES, FI, FR, GB, GH, HK, ID, IE, IL, IN, IT, JP, KR, LK, LT, LU, LV, MY, NL, NO, NZ, PL, RO, RU, SA, SE, SG, SI, TH, TR, TW, US, 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, finished medical device, custom spec, off the shelf, and services		
Number of suppliers engaged by organization	3,891	3,704	3,798
Estimated monetary value of payments made to suppliers	>\$1 billion	\$935 million	>\$1 billion
Number of active diverse suppliers (US)	>400	334	517
Diverse supplier spend	\$190 million	\$152 million	\$209 million
Percentage of total PO spend with diverse suppliers	19%	16%	17%
Percentage of strategic suppliers that have committed to minimizing their environmental footprint	N/A	75%	84%

Key Performance Indicators

Operating Responsibly continued

Political Contributions	2019	2020	2021
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	\$0

Trade Association & Memberships	2021
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	
Global	
World Economic Forum	\$330,000
U.S. Trade Association Memberships	
World 50, Inc	\$393,766
US Chamber of Commerce	\$150,000
Coalition for Access to Prenatal Screening (CAPS)	\$100,000
Access to Comprehensive Genomic Profiling Coalition	\$80,813
Procurement Leaders	\$57,000
Biocom	\$56,300
American Clinical Laboratory Association (ACLA)	\$50,000
Coalition for 21st Century Medicine	\$50,000
Personalized Medicine Coalition (PMC)	\$32,000
California Chamber of Commerce	\$25,000
San Diego Economic Development Corp. (SDEDC)	\$25,000
National Association of Manufacturers (NAM)	\$24,500
AdvaMed	\$19,950
American Cancer Society—Cancer Action Network (ACS-CAN)*	\$10,000
San Diego Regional Chamber of Commerce (SD Chamber)	\$7,650
Industrial Environmental Association (IEA)	\$6,000
Healthcare Businesswomen's Association (HBA)	\$5,000

Trade Association & Memberships	2021
EMEA Trade Association Memberships	
All.Can (ASBL)	\$35,000
EUCOPE	\$27,892
US Qatar Business Council	\$10,000
US Saudi Arabian Business Council	\$10,000
US UAE Business Council	\$10,000
International Quality Network for Pathology (IQN Path)	\$5,000
APJ and Greater China Trade Association Memberships	
US India Business Council	\$27,500
US Chamber — China	\$25,000
US-China Business Council (USCBC)	\$15,000
US-ASEAN	\$11,686
AmCham China	\$7,413
Pathology Technology Australia	\$7,309

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 greater than \$50,000, the portion of such payments that is 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) associated with state and federal lobbying efforts annually.			
US Chamber of Commerce	\$161,625	25%	\$40,406
Coalition for Access to Prenatal Screening (CAPS)	\$100,000	25%	\$25,000
American Clinical Laboratory Association (ACLA)	\$50,000	33%	\$16,500
Biocom	\$56,300	10%	\$5,630

GRI Index

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Hazard identification, risk assessment, and incident investigation	GRI 403-2	People, Appendix	52-53 , 67-68 , 97
Worker participation, consultation, and communication on occupational health and safety	GRI 403-4	People, Appendix	52-53 , 67-68 , 97
Worker training on occupational health and safety	GRI 403-5	People, Appendix	52-53 , 67-68 , 97
Promotion of worker health	GRI 403-6	People, Appendix	52-53 , 67-68 , 97
Workers covered by an occupational health and safety management system	GRI 403-8	People, Appendix	52-53 , 67-68 , 97
Work-related injuries	GRI 403-9	People, Appendix	52-53 , 67-68 , 97
Work-related illness	GRI 403-10	People, Appendix	52-53 , 67-68 , 97

GRI Description	GRI Section	Illumina CSR Report Section	Page Number
SOCIAL: DISCLOSURE 400 (cont.)			
Training & Education			
Management Approach: Training & Education	GRI 103-1, 103-2, 103-3	People, Integrity, Appendix	52-54 , 56-65 , 67 , 71-72
Average hours of training per year per employee	GRI 404-1	Illumina, People, Integrity, Appendix	8 , 52-53 , 62 , 67 , 74 , 96-97
Programs for upgrading employee skills and transition assistance programs	GRI 404-2	People	59-65
Percentage of employees receiving regular performance and career development reviews	GRI 404-3	People, Appendix	62 , 96
Diversity & Equal Opportunity			
Management Approach: Diversity & Equal Opportunity	GRI 103-1, 103-2, 103-3	Community, People, Integrity	31-37 , 52-53 , 56-60 , 71-73 , 82
Diversity of governance bodies and employees	GRI 405-1	Illumina, People, Integrity, Appendix	5 , 8 , 53 , 55 , 58 , 63-64 , 72-73 , 75 , 82 , 91-95
Ratio of basic salary and remuneration of women to men	GRI 405-2	Illumina, People, Appendix	4 , 8 , 53 , 58 , 96
Child Labor			
Management Approach: Child Labor	GRI 103-1, 103-2, 103-3	Integrity	71-72 , 77 , 81 , 83
Operations and suppliers at significant risk for incidents of child labor	GRI 408-1	Integrity, Appendix	71-72 , 77 , 81 , 83 , 98
Forced or Compulsory Labor			
Management Approach: Forced or Compulsory Labor	GRI 103-1, 103-2, 103-3	Integrity	71-72 , 77 , 81 , 83
Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI 409-1	Integrity, Appendix	71-72 , 77 , 81 , 83 , 98
Human Rights			
Management Approach: Human Rights	GRI 103-1, 103-2, 103-3	Integrity	71-72 , 77 , 81 , 83
Operations that have been subject to human rights reviews or impact assessments	GRI 412-1	Integrity, Appendix	71-72 , 77 , 81 , 83 , 98
Employee training on human rights policies or procedures	GRI 412-2	Integrity, Appendix	77 , 96
Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	GRI 412-3	Integrity, Appendix	71-72 , 77 , 81 , 83 , 98
Local Communities			
Management Approach: Local Communities	GRI 103-1, 103-2, 103-3	Access, Community, Environment, Integrity	15-16 , 31-32 , 39-40 , 71-72
Operations with local community engagement, impact assessments, and development programs	GRI 413-1	Illumina, Access, Community, Environment, Integrity	4 , 11-13 , 15-16 , 21-27 , 31-37 , 39-42 , 47-50 , 71-72 , 77 , 81-83
Supplier Social Criteria Screening			
Management Approach: Supplier Social Criteria Screening	GRI 103-1, 103-2, 103-3	Integrity	81-83
New suppliers that were screened using social criteria	GRI 414-1	Integrity, Appendix	81-83 , 98
Public Policy			
Management Approach: Public Policy	GRI 103-1, 103-2, 103-3	Integrity, Appendix	71-72 , 80 , 99
Political contributions	GRI 415-1	Integrity, Appendix	71 , 80 , 99
Customer Privacy			
Management Approach: Customer Privacy	GRI 103-1, 103-2, 103-3	Integrity	71-72 , 78-79
Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI 418-1	Integrity, Appendix	71 , 78-79 , 98

SASB Index

The Sustainability Accounting Standards Board (SASB) is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. Illumina is classified officially in the Health Care Sector and Medical Equipment & Supply Industry. We have also chosen to add relevant sections from the industry categories of Biotechnology & Pharmaceuticals as well as Software & IT Services.

Dimension	General Issue Category	Disclosure Topic	Code	Accounting Metric	Response
PRIMARY SICS SECTOR: HEALTHCARE PRIMARY SICS INDUSTRY: MEDICAL EQUIPMENT & SUPPLIES					
Social Capital	Access & Affordability	Affordability and Pricing	HC-MS-240a.1	Ratio of weighted average rate of net price increases to the annual increase in the U.S. Consumer Price Index	Integrity, 76
		Affordability and Pricing	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Integrity, 76
	Product Quality & Safety	Product Safety	HC-MS-250a.1	Number of FDA recalls issued, total units recalled	Integrity, 84
		Product Safety	HC-MS-250a.2	List of products listed in the FDA's MedWatch safety alerts for human medical products database	0
		Product Safety	HC-MS-250a.3	Number of fatalities related to products as reported in FDA Manufacturer and User Facility Device Experience	0
		Product Safety	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of Current Good Manufacturing Practices (cGMP)	0
	Selling Practices & Product Labeling	Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	0
Ethical Marketing		HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Integrity, 74-76 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	Environment, 39, 45-48
		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	Environment, 44-46 Appendix, 90
	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	Integrity, 84
		Supply Chain Management	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Integrity, 81-84
		Supply Chain Management	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Integrity, 81-84
Leadership & Governance	Business Ethics	Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Appendix, 98
		Business Ethics	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	Integrity, 74-75 HCP Policy
Other	Activity Metrics	Activity Metrics	HC-MS-000.A	Number of units sold by product category	Illumina, 9 Appendix, 98
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 R&D personnel	People, 61
		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	Appendix, 95
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	Appendix, 91-95

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

TCFD voluntary climate-related disclosure recommendations have been used to guide our reporting. We believe addressing climate change is key to achieving a sustainable, just, and resilient future for all. We are committed to transparency and will continue to share progress in our annual CSR Report and CDP submissions.

TCFD Disclosure Element	Topic	Description	Illumina CSR Report Section/2021 CDP Questionnaire Response
Governance: Describe organization's governance around climate-related risks and opportunities.			
Governance	Board oversight	Describe Board's oversight of climate-related risks and opportunities.	Illumina, 11 ; CDP C1.1, C1.1a, C1.1b
	Management role	Describe management's role in assessing and managing risks and opportunities.	Illumina, 11 ; Integrity, 73 ; CDP C1.2, C1.2a
Strategy: Describe the actual and potential impacts of climate-change risks and opportunities on the organization's business, 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.	Environment, 39-50 ; Integrity, 83 ; CDP C2.1a, C2.1b, C2.2, C2.2a, C2.3, C2.3a, C2.4, C2.4a
	Climate risk and opportunities impact	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Environment, 39-50 ; Integrity, 76, 81, 83 ; CDP C2.2, C2.2a, C2.3b, C2.4b, C3.1, C3.1d, C3.1e, C3.1f, C3.3, C3.4
	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.	Environment, 39-50 ; Integrity, 76, 81, 83 ; CDP C2.2, C3.1a, C3.2, C3.2a, C3.3
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.	Illumina, 11-13 ; Environment, 39-50 ; Integrity, 71-72, 76, 81, 83 ; Appendix, 88-90 ; CDP C2.1, C2.1a, C2.1b, C2.2, C2.2a, C3.2a
	Process to manage climate risk	Describe the organization's processes for managing climate-related risks.	Community, 31-33 ; Environment, 39-50 ; Integrity, 71-72, 76, 81, 83 ; CDP C2.1, C2.1a, C2.2
	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.	Environment, 41-42 ; Integrity, 71-72, 76, 81, 83 ; CDP C2.2
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.	Environment, 39-50 ; Integrity, 71-72, 81, 83 ; Appendix, 88-90 ; CDP C4.1, C4.1a, C4.2, C4.2a, C4.2b, C9.1
	GHG emission data	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environment, 39-44, 47-48 ; Integrity, 81, 83 ; Appendix, 88-89 ; CDP C6.1, C6.3, C6.5, C6.10, C7.2, C7.3b, C7.5, C7.6b
	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.	Environment, 39-40 ; Integrity, 71-72 ; Appendix, 88-90, 108 ; CDP C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b

UNGC Communication on Progress



February 17, 2022

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 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.

United Nations Global Compact Communication on Progress Index: 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 the UNGC.

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.	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.	Integrity	
Labour			
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Integrity	GRI 401, 402, 405, 408, 409, 412, 414
4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	Integrity	
5	Businesses should uphold the effective abolition of child labor.	Integrity	
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Integrity , People	
Environment			
7	Businesses should support a precautionary approach to environmental challenges.	Environment , Integrity	GRI 302, 303, 305, 306, 308
8	Businesses should undertake initiatives to promote greater environmental responsibility.	Environment , Integrity	
9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Environment , Integrity	
Anti-Corruption			
10	Businesses should work against corruption in all its forms, including extortion and bribery.	Integrity	GRI 205, 206, 414, 415, 417

Our CSR Goals and SDG Connections

We align our priorities and targets to support the 17 United Nations Sustainable Development Goals and have identified eight we can most uniquely impact.



CSR Focus Area	CSR Goal Description	SDG Link
Expanding Access to Genomics	\$100 Genome	
	2 billion covered lives by 2026	
	50,000 patients supported through iHope™ programming	
	Enable \$60 million PGI philanthropic commitment by 2027	
	Reach over 200 organizations through Illumina for Startups	
Empowering Our Communities	50% employee participation (giving + volunteering)	
	100,000 volunteer hours	
	Achieve 90% positive employee survey rate on Illumina Cares programming	
	5 million STEM learners reached through direct programming and nonprofit partners	
Nurturing Our People	Maintain Net Zero Pay Gap	
	Increase representation of women in leadership	
	Increase representation of women in executive leadership	
	Increase representation of Black, Native, Pacific Islander, Hispanic or Latino, 2 or more communities in US workforce and leadership	
	Improve representation of Veteran workforce	
	Improve representation of disability workforce	
	Increase prevention-based safety reporting and decrease injury and illness rates	

CSR Focus Area	CSR Goal Description	SDG Link
Integrating Environmental Sustainability	Net Zero in operations and value chain by 2050	
	46% emission reduction (Scopes 1, 2, and 3)	
	Carbon neutral in direct operations (Scopes 1 and 2) by 2023 beyond SBTi	
	\$20 million philanthropic support for sustainability initiatives	
	100% renewable electricity	
	10% reduction water intensity	
	90% landfill waste diversion	
	Green design principles in new construction with LEED elements or equivalent	
	Reduce energy intensity of sequencers	
	Reduce petroleum-based plastic use	
	Replace chemicals of concern with green alternatives wherever possible	
	Seek additional opportunities to engage in circular economy	
	100% of strategic suppliers commit to minimizing their environmental footprint	
Operating Responsibly	20% of yearly spend with diverse suppliers (US)	
	Demonstrate responsible data stewardship with strong privacy and cybersecurity practices	
	Position Illumina as the most trusted company in genomic privacy and ethics	
	Continue working to ensure human rights are respected in our workplace, our supply chain, and the marketplace	
	Maintain a corporate governance framework promoting ethics and integrity in all we do	
	Achieve top industry ESG ratings, indices, and rankings	
	75% reduction in packaging	
90% of our secondary and tertiary packaging will be recyclable, reusable or compostable		

Notes:

¹2030 target year unless different target date is specified.

Independent Limited Assurance Report to Illumina, Inc.

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 covering select information reported within Illumina’s 2022 Corporate Social Responsibility Report (“2022 CSR Report”) for the period beginning January 1, 2021, and ending December 31, 2021 (“FY21”).

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 following Key Performance Indicator Summary sections (pages 88 - 95) and marked with the symbol * (“Reported Information”), comprising of:

Integrating Environmental Sustainability:	Nurturing Our People:
<ul style="list-style-type: none"> • Energy Consumption • Energy Consumption by Activity and Region • Renewable Electricity Consumption • Emissions • Regional Emissions • Greenhouse Gas Breakdown • Country-Specific Scope 1 • Country- Specific Scope 2 Market-Based • Facility-Specific Emissions • Emission Intensity Ratios • Scope 3 Emissions • Scope 3 Emissions: % of Total Scope 3 Emissions • Water 	<ul style="list-style-type: none"> • Workforce Data • Gender Data • Percentage Female and Male of Each EEOC Category (US) • EEOC Minority Summary (US) • EEOC Minority by Category (US) • EEOC Data by Level (US) • New Hire Data • Percentage New Hire per EEOC (US) • Promotion Data • Promotion Rate by EEOC (US) • Veteran Data (US) • Employee Turnover Data

We have not performed any procedures with respect to other information included in the Illumina 2022 Corporate Responsibility Report and, therefore, no conclusion on the Report as a whole is expressed.

Reporting criteria

The reporting criteria are the standards identified in the 2022 CSR Report – Reporting Overview (“Reporting Criteria”).

Inherent uncertainty

The nature of non-financial information and the methods used to determine non-financial information, allow for different, but acceptable measurement techniques, which can result in materially different measurements and can impact accuracy and comparability. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.

The Reported Information has been measured applying the Reporting Criteria, which has been adopted solely for the purpose of providing this non-financial information. As such the Reported Information may not be suitable for another purpose. Where significant assumptions or deductions are utilized, they are disclosed. 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.

Illumina’s responsibilities

The Company’s management are responsible for:

- The accuracy and completeness of the information contained in the Reported Information.
- 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 Reported Information is fairly stated in accordance with the applicable criteria (“Reporting Criteria”) and for the content and statements contained therein.

Our responsibilities

Our responsibility is to express a limited assurance conclusion in accordance with ISAE 3000 and ISAE 3410 whether the Reported Information has been properly prepared in accordance with the Reporting Criteria and to provide this in a report to Illumina.

Work performed

The procedures we performed were based on our professional judgment. Our work included, but was not limited to:

- Assessing the appropriateness of the Reporting Criteria for the Reported Information.
- Carrying out interviews with key personnel to understand the systems and controls in place during the reporting period.
- Assessing the systems, processes, and controls to collate, aggregate, validate and report the data.
- Reviewing a selection of factors and formulae used and calculations performed over the Reported Information.
- Considering the appropriateness of the Reported Information provided by Illumina and any third-party data management system service providers.
- Testing a sample of records against underlying records, which were either individually material or where there was potential for errors to accumulate to material amounts included:
 - Testing of energy consumption, scope 1 and 2 emissions, and water consumption at company facilities across 12 countries in scope of the reporting.
 - Testing of scope 3 emissions across the 11 calculated scope 3 emissions categories.
 - Testing of human capital data aggregated across three regions and 28 countries where company operates, including against EEO-1 reporting for US operations.
- Reperforming a selection of calculations of the Reported Information.

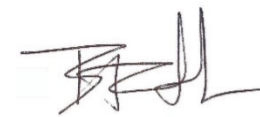
The relative effectiveness and significance of specific control procedures at Illumina and their effect on assessment of control risk at a facility level are dependent on their interaction with the controls and other factors present at individual facilities. We have not performed any procedures to evaluate 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.

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.

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 Reported Information, noted in the Key Performance Indicator Summary (pages 88 - 95) for FY21 ended on December 31, 2021, has not been prepared, in all material respects, in accordance with Illumina's Reporting Criteria.



Brian Noveck

CSAP Practitioner for, and on behalf of, ISOS Group, Inc.

31 March 2022

Disclosures

This release may contain forward-looking statements that involve risks and uncertainties. Among the important factors to which our business is subject that could cause actual results to differ materially from those in any forward-looking statements are: (i) the impact to our business and operating results of the COVID-19 pandemic; (ii) changes in the rate of growth in the markets we serve; (iii) the volume, timing and mix of customer orders among our products and services; (iv) our ability to adjust our operating expenses to align with our revenue expectations; (v) our ability to manufacture robust instrumentation and consumables; (vi) the success of products and services competitive with our own; (vii) 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; (viii) the impact of recently launched or pre-announced products and services on existing products and services; (ix) our ability to further develop and commercialize our instruments, consumables, and products, including Galleri®, the cancer screening test developed by GRAIL, to deploy new products, services, and applications, and to expand the markets for our technology platforms; (x) the risks and costs associated with the integration of, and our ability to integrate, GRAIL's business successfully to achieve anticipated synergies, including the restrictions on integration during the hold separate period or any delay in integration following the hold separate period; (xi) the risk that disruptions from the consummation of our recent acquisition of GRAIL or any associated legal or regulatory proceedings or obligations will harm our business, including current plans and operations; (xii) potential adverse reactions or changes to business relationships resulting from the consummation of our recent acquisition of GRAIL; (xiii) our ability to obtain approval by third-party payors to reimburse patients for our products; (xiv) our ability to obtain regulatory clearance for our products from government agencies; (xv) our ability to successfully partner with other companies and organizations to develop new products, expand markets, and grow our business; (xvi) our ability to successfully identify and integrate acquired technologies, products, or businesses; (xvii) the application of generally accepted accounting principles, which are highly complex and involve many subjective assumptions, estimates, and judgments and (xviii) legislative, regulatory and economic developments, together with other factors detailed in our filings with the Securities and Exchange Commission, including our most recent filings on Forms 10-K and 10-Q, or in information disclosed in public conference calls, the date and time of which are released beforehand. We undertake no obligation, and do not intend, to update these forward-looking statements, to review or confirm analysts' expectations, or to provide interim reports or updates on the progress of the current quarter.



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illumina®

+1.800.809.4566 toll-free (US)

+1.858.202.4566 tel

www.illumina.com

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Illumina Staff Engineer

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