



Appendix



This is a reference document to the full CSR report, which can be found [here](#).

About this report

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

Boundaries and exclusions

The boundary of this report includes only core Illumina activities.

Reporting period

January 1, 2023, to December 31, 2023, unless otherwise indicated.

Baseline year

2019, unless otherwise indicated.

Materiality

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

Currency references

US dollars

Re-statements

We conduct ongoing data review to ensure accuracy and consistency. Any material data changes would be identified. In 2023, there was one restatement of water data noted as a footnote on page 77.

Assurance

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

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

Reporting frameworks

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

Signatory participation

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

Relevant memberships

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

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CONTACT

We welcome your feedback at csr@illumina.com

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[Illumina ESG reporting hub](#)





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

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

Progress on our 2030 targets

Our focus areas	Objectives	2030 Targets	✓ Achieved	🔄 In Progress	2023 Progress
Accelerate access to genomics	<ol style="list-style-type: none"> Be the engine of genomic innovation Drive down the cost of sequencing Expand the reach of genomics 	<ol style="list-style-type: none"> Achieve 2 billion covered lives by 2026 Reach at least 25,000 medical education learners annually Reach 5 million STEM learners 	<ol style="list-style-type: none"> ✓ ✓ 🔄 	<ol style="list-style-type: none"> 🔄 🔄 🔄 	<ol style="list-style-type: none"> 1.3 billion lives covered >27,000 medical education learners reached 1.6 million STEM learners reached from 2019 baseline
		<p>SDG Alignment Targets: 3.d, 17.6, 17.7, 17.16</p> 			
Nurture our people and communities	<ol style="list-style-type: none"> Practice diversity, equity, and inclusion Attract extraordinary talent Invest in our people Support employee health, safety, and well-being Engage our employees and communities 	<ol style="list-style-type: none"> Increase gender representation in global leadership* Maintain zero net pay gap Increase minorities** in executive leadership† (US) Increase underrepresented minorities§ in US workforce and leadership* Reduce recordable injury and illness rate Donate 100,000+ volunteer hours Achieve 50% employee participation in giving and volunteering 	<ol style="list-style-type: none"> ✓ ✓ ✓ ✓ 🔄 🔄 ✓ 	<ol style="list-style-type: none"> 🔄 🔄 🔄 🔄 🔄 🔄 🔄 	<ol style="list-style-type: none"> 4% increase from 2019 baseline Maintained for 5th consecutive year 8% increase from 2019 baseline 2% increase in leadership; 1% increase in workforce from 2019 baseline 48% decrease from 2019 baseline 47,130 volunteer hours donated from 2019 baseline 58% employee participation
		<p>SDG Alignment Targets: 10.3, 5.b</p> 			
Integrate sustainability	<ol style="list-style-type: none"> Drive climate action Operate sustainable facilities Develop sustainable products Leverage genomics for sustainability applications 	<ol style="list-style-type: none"> Deliver net zero emissions (Scope 1,2,3) by 2050 Reduce emissions by 46% (Scope 1,2) Reduce emissions by 46% (Scope 3) Achieve 100% renewable electricity Reach 90% landfill diversion at core sites Reach 10% reduction in water intensity at core sites Reduce packaging by 75% 	<ol style="list-style-type: none"> 🔄 🔄 🔄 ✓ 🔄 🔄 🔄 	<ol style="list-style-type: none"> 🔄 🔄 🔄 🔄 🔄 🔄 🔄 	<ol style="list-style-type: none"> In progress 48% decrease from 2019 baseline† 16% increase from 2019 baseline; 24% decrease YoY 100% renewable electricity† 56% landfill diversion at core sites 2.6% increase in water intensity at core sites; 8.3% decrease YoY in total water consumption 53% reduction from 2019 baseline
		<p>SDG Alignment Targets: 12.2, 12.5, 13.2</p> 			
Operate responsibly	<ol style="list-style-type: none"> Practice strong corporate governance and compliance Act ethically and with integrity Uphold high standards for data security and privacy Foster a responsible supply chain Advance product quality and safety 	<ol style="list-style-type: none"> Ensure 100% strategic suppliers committed to reducing their environmental footprint Achieve 20% spend with diverse suppliers (US) Achieve top industry CSR ratings 	<ol style="list-style-type: none"> ✓ 🔄 ✓ 	<ol style="list-style-type: none"> 🔄 🔄 🔄 	<ol style="list-style-type: none"> 100% strategic suppliers committed to reducing their environmental footprint 11% spend with diverse suppliers (US) Top industry rating for DJSI, Sustainalytics, Just Capital, and others
		<p>SDG Alignment Targets: 9.2, 10.3, 17.16</p> 			

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

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

*Leadership: manager, equivalent, and above.

†Executive leadership: director, equivalent, and above.

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

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

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

Recognition 2023

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



Key performance indicators

Introduction

General	2023
Name of organization	illumina, Inc.
Location of headquarters	San Diego, California, US
Number of global locations	2023 10-K
Nature of ownership and legal form	Public Corporation
Core illumina revenue	\$4.44 billion
Total capitalization (stockholder's equity) market value as of 12/31 of reporting year	\$5.7 billion
5Y CAGR	6%
10Y CAGR	12%
R&D % revenue investment (GAAP)	23%
R&D spend (GAAP)	\$1.03 billion
Building footprint ^a	2,560,913 square feet
Facility additions ^{b,c}	1
Facility closures ^d	2

Accelerate access to genomics

Access to genomics	2023
Cost per genome ^e	~\$200
iHope™ patients supported ^f	330
Total iHope™ patients supported since program inception ^f	2312
Clinical iHope™ network sites	26
Professional health care learners	>27,000
NGS coverage outlook: total insured lives	1.3 billion

Footnotes:

^aAverage square feet during reporting year.

^bAdded commercial facilities in India.

^cAcquired new facility through acquisition.

^dClosed San Diego i3 site. Moved Israel Office.

^eAnnounced launch in 2022 based on US list price, assuming 120 Gb/genome, compared to NovaSeq™ 6000.

^fFamilies with multiple affected children are considered one case.

^gIn 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.

Nurture our people and communities

Total giving	2019 baseline	2021	2022	2023
illumina, Inc. + illumina Corporate Foundation + employee giving	\$1,185,088	\$14,966,331	\$18,239,858	\$9,223,443
illumina, Inc. + illumina Corporate Foundation	\$873,088	\$14,446,500	\$17,676,194	\$8,899,992
Number of causes supported ^g	1021	1345	1747	2281

illumina, Inc. giving	2019 baseline	2021	2022	2023
In-kind product donations + cash grants	\$560,088	\$9,409,966	\$12,379,381	\$8,899,992

illumina Corporate Foundation giving	2019 baseline	2021	2022	2023
Employee giving	\$312,000	\$519,831	\$563,664	\$323,451
Employee participation (giving)	19%	26%	28%	47%
Charitable grants	\$105,000	\$4,489,650	\$4,887,885	\$3,737,249
Total Foundation giving (not including employees)	\$313,000	\$5,036,534	\$5,860,477	\$4,237,544

Volunteer hours	2019 baseline	2021	2022	2023
Employee hours (including intern hours)	13,980	8772	20,142	20,506
Employee volunteering	29%	10%	39%	31%

Employee participation	2019 baseline	2021	2022	2023
Total employee participation (giving + volunteering)	40%	31%	50%	58%

Summary of international giving (outside US)	2019 baseline	2021	2022	2023
illumina, Inc.	NA	\$7,044,842	\$5,994,599	\$960,571
illumina Corporate Foundation	NA	\$1,089,892	\$1,980,646	\$1,363,411
Number of countries	24	44	46	63

STEM	2019 baseline	2021	2022	2023
Number of teachers and students engaged in illumina STEM programs	306,170	315,000	396,865	348,691

Key performance indicators

Nurture our people and communities continued

Workforce data	2019 baseline	2021*	2022*	2023*
Total employees	7802	9191	10,257	9308
Full-time employees	7749	9137	10,195	9254
Part-time employees	53	54	62	54
Contingent workers	1247	1647	1578	1375

Age group	2019 baseline	2021*	2022*	2023*
Employees under 30	1527 20%	1820 20%	1963 19%	1538 17%
Employees 30–50	5090 65%	5992 65%	6748 66%	6253 67%
Employees over 50	1185 15%	1379 15%	1546 15%	1517 16%

AMR	2019 baseline	2021*	2022*	2023*
Total employees	4973	5668	6342	5559
Full-time employees	4954	5650	6324	5550
Part-time employees	19	18	18	9
Contingent workers	971	884	726	576

APAC	2019 baseline	2021*	2022*	2023*
Total employees	1883	2238	2456	2384
Full-time employees	1882	2238	2456	2383
Part-time employees	1	0	0	1
Contingent workers	164	588	726	605

EMEA	2019 baseline	2021*	2022*	2023*
Total employees	946	1285	1459	1365
Full-time employees	913	1249	1415	1321
Part-time employees	33	36	44	44
Contingent workers	112	175	186	194

Footnotes:

* Denotes data has been assured.

^aPercentage of all part-time employees.

^bLeadership: Manager, equivalent, and above.

^cExecutive leadership: Director and above.

General notes:

• 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 baseline	2021*	2022*	2023*
Workforce				
Total women	3334 43%	4076 45%	4596 45%	4189 45%
Full-time women	3293 43%	4036 45%	4543 45%	4142 45%
Part-time women ^a	41 79%	40 76%	53 86%	47 87%
Temporary women	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Leadership				
Women in leadership ^b	571 39%	746 42%	898 41%	865 43%
Women in executive leadership ^c	112 33%	174 38%	217 38%	210 38%
Women on Board of Directors	3 33%	3 33%	3 33%	3 27%
Total women by region				
AMR	2071	2474	2813	2453
APAC	847	1037	1124	1130
EMEA	416	565	659	606
Women in leadership by region				
AMR	404	506	613	575
APAC	95	135	153	157
EMEA	72	105	132	133
Functional group				
Women in revenue-generating roles	41%	48%	48%	46%
Women in revenue-generating roles—management	35%	42%	42%	44%
Women in STEM-related roles (% of total STEM roles)	37%	39%	39%	40%
Women in IT roles	24%	24%	24%	24%
Women in engineering roles	37%	29%	29%	30%

Key performance indicators

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

Nurture our people and communities continued

Percentage female of each EEOC category (US)	2019 baseline	2021*	2022*	2023*
White/Caucasian	41%	43%	44%	43%
Native Hawaiian or Other Pacific Islander	31%	33%	31%	32%
American Indian or Native Alaskan	50%	50%	50%	50%
Asian	44%	45%	46%	46%
Hispanic or Latino	39%	44%	43%	42%
Black or African American	37%	45%	46%	50%
2 or More	45%	51%	51%	52%
Choose not to self disclose	40%	41%	37%	36%

Percentage male of each EEOC category (US)	2019 baseline	2021*	2022*	2023*
White/Caucasian	59%	57%	56%	57%
Native Hawaiian or Other Pacific Islander	69%	67%	69%	68%
American Indian or Native Alaskan	50%	50%	50%	50%
Asian	56%	55%	54%	54%
Hispanic or Latino	61%	56%	57%	58%
Black or African American	63%	55%	54%	50%
2 or More	55%	49%	49%	48%
Choose not to self disclose	60%	59%	63%	64%

Percentage gender by level 2023*	Male 2023*	Female 2023*	Undisclosed 2023*
Support to Entry Professional	50%	49%	0%
Intermediate to Senior Professional	56%	44%	1%
Supervisor to Assoc Director	54%	45%	1%
Director and Senior Director	61%	39%	1%
VP	64%	34%	1%
SVP / C suite	55%	45%	0%
Board of Directors	73%	27%	0%

Footnotes:

*Denotes data has been assured.

^aMinority defined as any EEOC category that is non-white/non-Caucasian. Does not include those who choose not to specify a race/ethnicity.

^bLeadership: Manager, equivalent, and above.

^cExecutive leadership: Director and above.

^dURM defined as underrepresented minorities (US) including: Black, Native, Pacific Islander, Hispanic or Latino, two or more.

General notes:

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

EEOC minority summary (US)	2019 baseline	2021*	2022*	2023*
Total employees identifying in minority race and ethnicity statistics ^a	2429	2830	3213	2818
Minority of total employees ^a	49%	50%	52%	52%
Non-Minority of total employees ^a	46%	45%	44%	44%
Decline to state of total employees	5%	5%	4%	4%
Representation of Black, Native, Pacific Islander, Hispanic or Latino, 2 or more communities in workforce	17%	17%	18%	18%
Representation of URMs (Black, Native, Pacific Islander, Hispanic or Latino, 2 or more communities in leadership) ^{b,d}	10%	12%	13%	12%
Minority representation in executive leadership ^c	21%	27%	30%	29%

EEOC minority by category (US)	2019 baseline	2021*	2022*	2023*
White/Caucasian	2284	2514	2756	2407
	46%	45%	44%	44%
Native Hawaiian or Other Pacific Islander	62	67	64	53
	1%	1%	1%	1%
American Indian or Native Alaskan	10	13	15	13
	<1%	<1%	0%	0%
Asian	1601	1863	2097	1838
	32%	33%	34%	34%
Hispanic or Latino	447	510	588	529
	9%	9%	9%	10%
Black or African American	121	130	146	122
	2%	2%	2%	2%
2 or More	188	248	303	263
	4%	4%	5%	5%
Choose not to self disclose	240	294	241	197
	5%	5%	4%	4%
Veteran	143	145	157	125
	3%	3%	3%	2%
Disabled	248	230	223	157
	5%	4%	4%	3%

Key performance indicators

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

Nurture our people and communities continued

EEOC data by level (US)	2019 baseline	2021*	2022*	2023*
Support to entry professional				
White/Caucasian	261 24%	264 23%	255 23%	192 23%
Native Hawaiian or Other Pacific Islander	29 3%	34 3%	29 3%	19 2%
American Indian or Native Alaskan	3 <1%	3 <1%	4 <1%	3 0%
Asian	489 45%	514 45%	485 44%	361 42%
Hispanic or Latino	173 16%	185 16%	191 17%	160 19%
Black or African American	48 4%	38 3%	36 3%	30 4%
2 or More	57 5%	65 6%	83 7%	72 8%
Choose not to self disclose	38 3%	35 3%	26 2%	14 2%
Intermediate to senior professional				
White/Caucasian	1403 50%	1555 48%	1721 46%	1512 45%
Native Hawaiian or Other Pacific Islander	22 1%	21 1%	22 1%	20 1%
American Indian or Native Alaskan	4 <1%	7 <1%	9 <1%	8 0%
Asian	895 32%	1078 33%	1292 34%	1162 35%
Hispanic or Latino	199 7%	243 7%	300 8%	281 8%
Black or African American	51 2%	63 2%	75 2%	65 2%
2 or More	105 4%	150 5%	181 5%	163 5%
Choose not to self disclose	143 5%	191 6%	147 4%	121 4%

Footnotes:

* Denotes data has been assured.

General notes:

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

EEOC data by level (US)	2019 baseline	2021*	2022*	2023*
Manager to associate director				
White/Caucasian	413 54%	452 55%	508 54%	453 53%
Native Hawaiian or Other Pacific Islander	11 1%	11 1%	12 1%	13 2%
American Indian or Native Alaskan	2 <1%	1 <1%	0 0%	0 0%
Asian	182 24%	214 26%	243 26%	234 27%
Hispanic or Latino	65 9%	70 8%	82 9%	75 9%
Black or African American	17 2%	22 3%	26 3%	20 2%
2 or More	22 3%	23 3%	28 3%	19 2%
Choose not to self disclose	46 6%	51 6%	49 5%	45 5%
Director and above				
White/Caucasian	207 75%	243 70%	272 67%	250 66%
Native Hawaiian or Other Pacific Islander	0 0%	1 <1%	1 <1%	1 0%
American Indian or Native Alaskan	1 <1%	2 1%	2 <1%	2 1%
Asian	35 13%	57 16%	77 19%	81 21%
Hispanic or Latino	10 4%	12 3%	15 4%	13 3%
Black or African American	5 2%	7 2%	9 2%	7 2%
2 or More	4 1%	10 3%	11 3%	9 2%
Choose not to self disclose	13 5%	17 5%	19 5%	17 4%

Key performance indicators

Nurture our people and communities continued

New hire data	2019 baseline	2021*	2022*	2023*
New hire by age group^a				
Employees under 30	458	990	860	309
	30%	54%	44%	20%
Employees 30–50	716	1,358	1,320	419
	14%	23%	20%	7%
Employees over 50	89	156	140	51
	8%	11%	9%	3%
New hire by gender^b				
New female employee hires	566	1185	1049	407
	17%	29%	23%	10%
New male employee hires	684	1262	1240	365
	15%	25%	22%	7%
New hire by region				
AMR new employee hires	707	1479	1315	316
	14%	26%	21%	6%
APAC new employee hires	376	621	621	345
	20%	28%	25%	14%
EMEA new employee hires	180	404	384	118
	19%	31%	26%	9%
Percentage new hire per EEOC (US)				
White/Caucasian	44%	40%	39%	38%
Native Hawaiian or Other Pacific Islander	1%	1%	1%	<1%
American Indian or Native Alaskan	<1%	<1%	<1%	<1%
Asian	32%	34%	35%	34%
Hispanic or Latino	10%	10%	11%	14%
Black or African American	2%	2%	3%	3%
2 or More	7%	7%	6%	7%
Choose not to self disclose	5%	6%	4%	4%

Footnotes:

* Denotes data has been assured.

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

^bRepresents percentage of new hires out of all female employees.

Promotion data	2019 baseline	2021*	2022*	2023*
Total number of employees promoted	1502	2583	2436	1372
Promotion rate by EEOC (US)				
White/Caucasian	22%	34%	26%	14%
Native Hawaiian or Other Pacific Islander	19%	34%	24%	21%
American Indian or Native Alaskan	0%	33%	21%	0%
Asian	23%	37%	25%	15%
Hispanic or Latino	19%	34%	17%	16%
Black or African American	14%	33%	25%	14%
2 or More	20%	37%	38%	18%
Choose not to self disclose	21%	35%	21%	14%
Veteran data (US)				
Number of US employees, regardless of whether they have any military connection	4908	5561	6210	5422
Number of employees as defined by the federal government as meeting the criteria for protected veteran status	87	90	92	74
Number of veteran and active-duty employees, regardless of protected status	143	145	157	125
Number of disabled veteran employees	2	3	3	0
Number of women veteran employees	24	26	27	22
Number of minority veteran employees—minority veterans include, but are not limited to, people of color, women, LGBTQIA+, and (non) religious minorities	67	75	80	75
Percentage of Veterans (US)	3%	3%	3%	2%
Other identities self reported (us)				
LGBTQ (US)	1%	2%	3%	3%
Disabilities (US)	3%	4%	4%	10%

General notes:

• 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

Nurture our people and communities continued

Employee turnover data	2019 baseline	2021*	2022*	2023*
Total turnover				
Total number of employee turnover	856	1154	1246	1734
Rate of employee turnover	11%	14%	13%	18%
Total number of voluntary turnover	644	1048	1050	674
Rate of voluntary turnover	9%	12%	11%	7%
Turnover by age				
Employees under 30	229	246	308	362
	15%	15%	16%	21%
Employees 30–50	489	749	787	1090
	10%	13%	12%	17%
Employees over 50	138	159	151	282
	12%	12%	10%	18%
Voluntary employee turnover under 30	195	233	279	176
	13%	15%	15%	10%
Voluntary employee turnover 30–50	366	686	654	429
	7%	12%	10%	7%
Voluntary employee turnover over 50	82	129	117	69
	7%	10%	8%	5%
Turnover by level				
Voluntary turnover support to entry professional	11%	14%	16%	9%
Involuntary turnover support to entry professional	3%	1%	2%	15%
Voluntary turnover intermediate to senior professional	8%	12%	9%	6%
Involuntary turnover intermediate to senior professional	2%	1%	2%	10%
Voluntary turnover manager to associate director	6%	11%	10%	6%
Involuntary turnover manager to associate director	4%	2%	1%	9%
Voluntary turnover director and above	6%	17%	9%	6%
Involuntary turnover director and above	4%	3%	2%	9%

Footnotes:

* Denotes data has been assured.

General notes:

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

Employee turnover data	2019 baseline	2021*	2022*	2023*
Total turnover by region				
AMR	530	763	646	1098
	11%	14%	11%	18%
APAC	223	251	405	417
	12%	12%	17%	17%
EMEA	103	140	195	219
	11%	12%	14%	16%
Voluntary turnover by region				
AMR	384	701	586	368
	8%	13%	10%	6%
APAC	188	224	315	192
	10%	11%	13%	8%
EMEA	72	123	149	114
	8%	11%	11%	8%
Voluntary turnover percentage by EEOC (us)				
White/Caucasian	8%	13%	9%	6%
Native Hawaiian or Other Pacific Islander	11%	5%	17%	9%
American Indian or Native Alaskan	0%	25%	7%	0%
Asian	7%	13%	11%	6%
Hispanic or Latino	8%	14%	10%	5%
Black or African American	11%	16%	12%	6%
2 or More	6%	21%	9%	7%
Choose not to self disclose	6%	13%	13%	6%

Key performance indicators

Nurture our people and communities continued

Parental leave ^a	2019 baseline	2021	2022	2023
Total number of employees who were entitled to parental leave	4714	5302	5916	5641
Total number of employees who took parental leave, by gender	Female 116 Male 65	Female 173 Male 89	Female 236 Male 128 Blank 1	Female 176 Male 192 Blank 1
Total number of employees who returned to work in the reporting period after parental leave ended, by gender	Female 116 Male 65	Female 166 Male 123	Female 226 Male 121 Blank 1	Female 170 Male 192 Blank 1
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 150 Male 107	Female 192 Male 102 Blank 1	Female 160 Male 180 Blank 1
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 98% Male 99% Retention: Female 93% Male 89%	Return to Work: Female 97% Male 100% Retention: Female 85% Male 84%	Return to Work: Female 96% Male 100% Retention: Female 91% Male 93%

Benefit plan and other retirement	2019 baseline	2021	2022	2023
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 baseline	2021	2022	2023
Employees eligible for annual VCP bonus	All employees			
Employees eligible to participate in employee stock purchase plan	All employees			

Footnotes:

^aFollowing 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.

^bEmployee 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).

General notes:

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

Performance & career development review	2019 baseline	2021	2022	2023
Percentage of employees receiving regular performance and career development reviews (includes all administrative, production, technical, middle management, and senior management)	100%	100%	100%	100%

Employee survey ^b	2019 baseline	2021	2022	2023
Participation rate for employee iPulse survey	89%	80%	86%	88%

Average compensation ratio—women to men	2019 baseline	2021	2022	2023
Across all employee categories	100%	100%	99%	98%
Support to entry professional	102%	101%	100%	97%
Intermediate to senior professional	100%	99%	99%	98%
Supervisor to associate director	98%	100%	99%	97%
Director and above	101%	99%	98%	100%

Annual compensation ratio	2019 baseline	2021	2022	2023
Ratio of annual total compensation for the organization's highest-paid individual in each region to the median annual total compensation for all employees	Refer to Proxy Filing	Refer to Proxy Filing	Refer to Proxy Filing	Refer to Proxy Filing

Training	2019 baseline	2021	2022	2023
Average hours of training per employee per year	60	64	62	62
Hours of training by gender: Male	60	66	63	65
Hours of training by gender: Female	61	63	60	60
Hours of training by employee category: Individual Contributor	64	68	66	66
Hours of training by employee category: Middle Management	71	76	70	77
Hours of training by employee category: Senior Management	38	44	39	41
Hours of training by employee category: Executive Leadership	22	30	26	28
Hours of training by functional category: Commercial Operations	50	52	51	45
Hours of training by functional category: General Operations	23	27	25	28
Hours of training by functional category: Manufacturing	91	98	96	101
Hours of training by functional category: Research & Development	53	62	58	59
Total number of hours devoted to training on human rights	1737	3333	4726	3081
Applicable employees certified to Code of Conduct	99%	97%	97%	96%

Key performance indicators

Nurture our people and communities continued

Health & safety	2019 baseline	2021	2022	2023
Global recordable injury or illness incident rate (incident per 100 employees)	0.52	0.54	0.23	0.27
Lost time incident rate	0.74	0.23	0.12	0.10
Days Away Restricted Time (DART)	0.34	0.43	0.17	0.20
Environment, Health & Safety notices of violations	0	0	0	0
Environmental fines	0	0	0	0
Prevention reporting statistics	3611	1452	2054	4135

Employee safety	2019 baseline	2021	2022	2023
Number of work-related fatalities	0	0	0	0
Rate of work-related fatalities	0	0	0	0
The number of high-consequence work-related injuries and illnesses (excluding fatalities)	49	51	23	29
The rate of high-consequence work-related injuries and illnesses (excluding fatalities)	0.62	0.16	0.24	0.27
The number of recordable work-related injuries and illnesses	49	51	23	29
The rate of recordable work-related injuries and illnesses	0.62	0.16	0.24	0.27
The main types of work-related injury and illness	Ergonomics, strains, contusions, and sprains	Ergonomics and strains	Ergonomics, strains, contusions, and sprains	Slips, trips, ergonomics, strains, and sprains
The number of hours worked	15,647,395	15,946,780	19,462,592	18,055,184

Safety workers who are not employees but whose work and/or workplace is controlled by the organization	2019 baseline	2021	2022	2023
Number of work-related fatalities	0	0	0	0
Rate of work-related fatalities	0	0	0	0
The number of high-consequence work-related injuries and illnesses (excluding fatalities)	0	2	3	0
The rate of high-consequence work-related injuries and illnesses (excluding fatalities)	0	0.13	0.18	0
The number of recordable work-related injuries and illnesses	0	2	3	0
The rate of recordable work-related injuries and illnesses	0	0.13	0.18	0
The main types of work-related injury and illness	Ergonomics, Strains, Contusions, and Sprains	Fractures and strains	Ergonomics, strains, contusions, and sprains	N/A
The number of hours worked	2,741,396	2,986,473	3,296,423	2,687,619

Environmental, health & safety training

Total hours of EHS training	26,758	43,066	45,022	43,067
Average hours per employee	3.7	4.1	4	4.1

General notes:

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

Key performance indicators

Integrate sustainability

Energy consumption (Units: Gigajoules)	2019 baseline	2021*	2022*	2023*
Total fuel consumption from nonrenewable sources	247,576	403,211	375,516	357,299
Total fuel consumption from renewable sources	0	0	0	0
Generation from renewable sources consumed by the organization	1566	2417	2966	2837
Total energy consumption from nonrenewable sources	503,658	581,067	228,712	232,578
Total energy consumption from renewable sources	1566	9077	375,516	357,299
Total energy consumption	505,224	590,144	604,228	589,878

Energy consumption by activity and region (Units: Gigajoules)	2019 baseline	2021*	2022*	2023*
Total electricity (purchased + generated)	257,648	187,297	231,678	236,358
Purchased electricity	256,082	184,882	228,711.6	233,521
Generated electricity (onsite solar)	1566	2417	2966.4	2837
Total fuel	247,576	403,211	375,516	357,299
Natural gas	247,576	403,211	375,516	357,299
Total steam	0	0	0	0
Electricity, heating, cooling, steam sold	0	0	0	0
Total energy consumption AMR region	380,106	469,104	473,893	452,895
Total energy consumption EMEA region	47,779	36,358	36,308	39,282
Total energy consumption APAC region	75,752	84,681	94,026	101,481

Renewable electricity consumption	2019 baseline	2021*	2022*	2023*
Percentage of global electricity consumption that is renewable	0.6%	59%	100%	100%
Onsite solar generation	0.6%	1%	1%	1%
Renewable electricity purchased	0%	3%	37%	39%
Covered by Renewable Energy Credits	0%	55%	62%	60%

Footnotes:

* Denotes data has been assured.

General Notes:

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

Emissions (Units: Metric Tons CO ₂ e)	2019 baseline	2021*	2022*	2023*
Total Scope 1 & 2 (market-based) GHG emissions	34,404	26,265	18,902	17,993
Total Scope 1 & 2 (location-based) GHG emissions	34,404	36,914	39,924	39,130
Gross direct GHG emissions (Scope 1)	12,489	20,296	18,902	17,993
Gross market-based energy indirect GHG emissions (Scope 2)	21,915	5,968	0	0
Gross location-based energy indirect GHG emissions (Scope 2)	21,915	16,618	21,022	21,137

Regional emissions market-based (Units: metric tons CO ₂ e)	2019 baseline	2021*	2022*	2023*
Scope 1 & 2 AMR region	22,903	25,060	18,159	17,173
Scope 1 & 2 EMEA region	3,014	864	743	820
Scope 1 & 2 APAC region	8,488	341	743	0

Country-specific scope 1 emissions (Units: metric tons CO ₂ e)	2019 baseline	2021*	2022*	2023*
China	0	0	0	0
Netherlands	73	74	55	82
Singapore	0	0	0	0
United Kingdom of Great Britain and Northern Ireland	1132	768	688	738
United States of America	11,284	19,454	18,159	17,173

Country-specific scope 2 market-based emissions (Units: metric tons CO ₂ e)	2019 baseline	2021*	2022*	2023*
China	388	0	0	0
Netherlands	384	8	0	0
Singapore	8099	341	0	0
United Kingdom of Great Britain and Northern Ireland	1425	14	0	0
United States of America	11,619	5605	0	0

Key performance indicators

Integrate sustainability continued

Facility-specific emissions ^{a,b} (Units: Metric Tons CO ₂ e)	Scope 1			Scope 2 Market-Based			Scope 2 Location-Based		
	2021*	2022*	2023*	2021*	2022*	2023*	2021*	2022*	2023*
Cambridge, United Kingdom	749	681	731	0	0	0	903	971	1035
Eindhoven, Netherlands	72	Moved to Steenoven, Netherlands		0	Moved to Steenoven, Netherlands		203	Moved to Steenoven, Netherlands	
Foster City, California	1359	1506	990	1403	0	0	1403	1906	1456
Hayward, California	634	624	598	592	0	0	592	673	656
Madison, Wisconsin	1458	1554	1253	2138	0	0	2138	2695	2542
Northcoast, Singapore	N/A	0	0	N/A	0	0	N/A	247	1105
San Diego Headquarters, California	15,248	13,910	13,883	1291	0	0	1580	3443	3778
San Diego i3, California ^c	756	564	449	134	0	0	200	325	171
San Diego Warehouse, California	0	0	0	47	0	0	74	96	76
Shanghai, China (Commercial)	0	0	0	0	0	0	358	220	492
Shanghai, China (Manufacturing)	N/A (new facility)		0	N/A (new facility)		0	N/A (new facility)		299
Steenoven, Netherlands	2	55	82	8	0	0	218	541	424
Watson, United Kingdom	19	7	7	14	0	0	23	26	24
Woodlands, Singapore	0	0	0	341	0	0	8927	9556	9079

Greenhouse Gas Breakdown (Units: Metric Tons CO ₂ e)	2019 baseline	2021*	2022*	2023*
CO ₂ Scope 1	12,475	19,884	18,518	17,628
CH ₄ Scope1	7	375	349	332
N ₂ O Scope 1	6	37	35	33

Emission intensity ratios (scope 1 & 2)	2019 baseline	2021*	2022*	2023*
GHG emission intensity per million dollars revenue	9.8	5.8	4.2	4.1
GHG emission intensity kgCO ₂ e/square feet	13.8	10.4	7.5	7.0
GHG emission intensity per employee	4.4	2.9	1.8	1.9

Emission intensity ratio (scope 3)	2019 baseline	2021*	2022*	2023*
GHG emission intensity per million dollars revenue	72.6	66.1	78.8	65.4

Footnotes:

*Denotes data has been assured.

^aFacilities included in Scope 1 & 2 GHG Scope Boundary.

^bEnergy emission factor for fuel based on 2018 Climate Registry Default Emission Factors. Metric tons CO₂e; GWP Reference: IPCC Fifth Assessment Report (AR5 – 100 year).

^cIllumina vacated San Diego i3 location August 2023.

^dScope 3 material categories included in SBTi emission reduction and net zero targets

General Notes:

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

Scope 3 emissions (units: metric tons CO ₂ e)	2019 baseline	2021*	2022	2023*
Purchased Goods and Services (Category 1) ^d	72,915	138,563	131,929	115,187
Capital Goods (Category 2) ^d	39,940	79,530	83,071	61,677
Fuel- and Energy-Related Activities (Category 3)	6956	9048	8590	7039
Upstream Transportation & Distribution (Category 4) ^d	46,327	68,934	85,993	86,429
Waste Generated in Operations (Category 5)	236	1055	1275	1483
Business Travel (Category 6) ^d	19,350	3959	20,040	10,884
Employee Commuting (Category 7) ^d	18,012	7616	15,027	8954
Upstream Leased Assets (Category 8)	1480	547	830	1502
Downstream Transportation & Distribution (Category 9)		Assessed, not relevant		
Processing of Sold Products (Category 10)		Assessed, not relevant		
Use of Sold Products (Category 11)	6968	9221	11,865	5764
End-of-Life Treatment of Sold Products (Category 12)	2368	5230	31	107
Downstream Leased Assets (Category 13)		Assessed, not relevant		
Franchises (Category 14)		Assessed, not relevant		
Investments (Category 15) ^d	23,559	0	0	0
Total Scope 3 Emissions	238,110	323,702	358,651	299,025

Scope 3 emissions: % of total scope 3 emissions	2019 baseline	2021*	2022*	2023*
Purchased Goods and Services (Category 1) ^d	31%	43%	37%	39%
Capital Goods (Category 2) ^d	17%	25%	23%	21%
Fuel- and Energy-Related Activities (Category 3)	3%	3%	2%	2%
Upstream Transportation & Distribution (Category 4) ^d	19%	21%	24%	29%
Waste Generated in Operations (Category 5)	0.1%	0.3%	0%	0%
Business Travel (Category 6) ^d	8%	1%	6%	4%
Employee Commuting (Category 7) ^d	8%	2%	4%	3%
Upstream Leased Assets (Category 8)	0.6%	0.2%	0%	1%
Use of Sold Products (Category 11)	3%	3%	3%	2%
End-of-Life Treatment of Sold Products (Category 12)	1%	2%	0%	0%
Investments (Category 15) ^d	10%	0%	0%	0%

Key performance indicators

Integrate sustainability continued

Water ^a (Units: Megaliters)	2019 baseline	2021*	2022*	2023*
Interactions with water: total water withdrawal (potable + recycled)	225	268	256	277
Water withdrawal (potable)	147	195	213	267
Water withdrawal (recycled)	78	74	43	10
Percentage of total water withdrawal in water-stressed regions ^b	63%	70%	66%	49%
Water intensity (kiloliters by rentable square feet for core locations) ^c	0.10	0.11	0.10	0.13
% water consumption in AMR	97%	97%	92%	73%
% water consumption in EMEA	2%	1%	2%	2%
% water consumption in APAC	1%	2%	6%	25%

Total waste (Units: Metric Tons)	2019 baseline	2021	2022*	2023*
Total (hazardous + non-hazardous)	4934	5975	7503	7336
Global average non-hazardous diversion from landfill ^d	51%	49%	64%	63%

Regional waste data AMR (Units: Metric Tons)	2019 baseline	2021	2022*	2023*
Non-hazardous waste total	2619	3326	4802	4724
Hazardous waste total	902	605	594	546
Madison Site % diversion ^d	39%	43%	43%	47%
Foster City % diversion ^d	54%	49%	66%	60%
Hayward % diversion ^d	32%	22%	70%	33%
San Diego % diversion ^d	33%	31%	42%	49%

Regional waste data EMEA (Units: Metric Tons)	2019 baseline	2021	2022*	2023*
Non-hazardous waste total	451	590	569	589
Hazardous waste total	67	55	79	64
Cambridge, UK % diversion ^d	100%	100%	100%	100%
Netherlands % diversion ^d	100%	100%	100%	100%

Regional waste data APAC (Units: Metric Tons)	2019 baseline	2021	2022*	2023*
Non-hazardous waste total	424	504	750	651
Hazardous waste total	471	894	710	762
Singapore % diversion ^d	100%	100%	100%	100%

Footnotes:

* Denotes data has been assured.

^a2023 water data includes a re-statement from previous years due to accounting updates identified for water usage related to cooling towers at Singapore NorthTech facility.

Effluent & waste by type and disposal method (Units: Metric Tons)	2019 baseline	2021	2022	2023*
Non-hazardous waste				
Non-hazardous waste total	3494	4421	6119	5964
Reuse	0	0	0	0
Recycling	887	937	3338	2701
Composting	149	259	267	336
Recovery (including energy recovery)	760	977	366	303
Incineration	0	0	0	0
Deep well injection	0	0	0	0
Landfill	1698	2247	2224	2624
Onsite storage	0	0	0	0
Other	0	0	0	0

Hazardous waste				
Hazardous waste total	1440	1554	1383	1372
Reuse	0	0	0	0
Recycling	413	332	65	206
Composting	0	0	0	0
Recovery (including energy recovery)	850	1169	943	1079
Incineration	62	41	47	44
Deep well injection	0	0	0	0
Landfill	37	6	8	43
Onsite storage	0	0	0	0
Other	77	4	12	0

^bWater-stressed regions listed on [page 45](#).

^cCore locations: San Diego HQ, i3 and Warehouse, Hayward, Foster City, Madison, Netherlands, Cambridge, and Singapore.

^d% Diversion calculated using nonhazardous waste and % diverted from landfill.

Key performance indicators

Operate responsibly

Governance	2019 baseline	2021	2022	2023
Noncompliance with environmental laws and regulations; Significant fines and non-monetary sanctions for noncompliance with environmental laws and/or regulations	0	0	0	0
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0	0
Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period	0	0	0	0
Antitrust cases	2	See notes 1, 2	See notes 1, 2	See notes 1, 2
Nature and total number of critical concerns communicated to highest governance body regarding CSR topics	0	0	0	See note 3
Total employees covered by collective bargaining agreements	0	0	0	0
Incidents of discrimination and corrective actions taken	See note 4	See note 4	See note 4	See note 4
Transparency Reporting Law Enforcement & National Security Requests	N/A	2021 Privacy Transparency Report	2022 Privacy Transparency Report	2023 Privacy Transparency Report
Security personnel are trained in organization's policies or procedures concerning aspects of human rights that are relevant to operations.	N/A	N/A	Yes	Yes
The organization is unaware of any operations in which there is a significant risk for incidents of child labor.	N/A	N/A	Confirmed	Confirmed
The organization is unaware in which there is a significant risk for incidents of forced or compulsory labor.	N/A	N/A	Confirmed	Confirmed

- 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. On July 14, 2022, we entered into a settlement and license agreement with BGI resolving litigations between the parties, resulting in the dismissal of BGI's antitrust and unfair competition claims. None of the parties made an admission of liability in entering into the agreement.
- 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. Following a full trial on the merits, the FTC's Chief Administrative Law Judge (ALJ) rejected the FTC's complaint and found in favor of Illumina. On April 3, 2023, the FTC Commissioners overturned the ALJ's decision in Illumina's favor, and the FTC Commissioners issued an opinion and order requiring Illumina to divest GRAIL. Illumina appealed to the US Court of Appeals for the Fifth Circuit, which on December 15, 2023, found that the FTC Commissioners applied the wrong legal standard. The Fifth Circuit vacated the FTC's order to divest GRAIL and remanded the case to the FTC to reconsider the matter under the correct legal standard as articulated by the Fifth Circuit. In parallel proceedings, the European Commission also issued orders prohibiting Illumina's acquisition of GRAIL, and instructed Illumina to divest GRAIL. On July 12, 2023, the European Commission

CSR governance topics	Position	Level from CEO	Level from Board
Corporate Social Responsibility / CSR	SVP, Chief People 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
Cybersecurity	SVP, Chief Information Officer	1	2
Finance, Investor Relations, Internal Audit	SVP, Chief Financial Officer	1	2

Board of Directors (BoD)	2023
BoD level oversight for CSR and CSR (including themes of sustainability and climate action; diversity, equity, and inclusion; human rights; cybersecurity; data privacy; and ethical and responsible business practices)	Yes
Clawback provision	Yes
Commitment to gender diversity on BoD	Yes
BoD composition by gender (% female)	27%
BoD composition by racial/ethnic minority representation	9%
Number of directors	11
Number of independent directors	10
Average Board tenure	4 years

issued a fine pursuant to Article 14(2)(b) of the EU Merger Regulation of approximately €432 million, based on the allegation that Illumina consummated the acquisition of GRAIL during the pendency of the European Commission's review. Illumina denies the allegations and is appealing the European Commission's decisions relating to the GRAIL acquisition. While the appeals are pending, Illumina has announced it will divest GRAIL in accordance with the EU's order.

- Illumina treats this data as confidential company information. Supplemental references: [Proxy Filing](#); [Code of Conduct](#)
- During the past 12 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

Key performance indicators

Operate responsibly continued

Supply chain	2019 <small>baseline</small>	2021	2022	2023
Spend with direct suppliers	\$440 million	\$585 million	\$694 million	\$648 million
Supplier Code of Conduct in place			Yes	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, 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	Countries: US, DE, CA, GB, SG, CH, JP, PL, FR, AU, ZA, BE, NZ, IT, CN, NL, DK, NO, MY, IN, ES, IS, SE, IL, PT, AR, HK, AM, KR, UA, IE, BN, ID, BD, EC, AT, FI, TW, MO, LU, VN, TR, LK, AE, MX, CZ, RU, RO, TH, BR, LV, CR, PH, BY, UY, SA, HU, SI, GR, PK, CY, BG, LT, RS, BO, PY, NG, KY, GT, PA, SV, KE, EE, PE, CL, CO	Countries: AU, BE, CA, CH, CN, CZ, DE, DK, ES, FR, GB, HK, IE, IT, JP, KR, LT, MX, MY, NL, SE, SG, TH, TW, US, VN, ZA
A description of the organization's supply chain	Illumina's global supply chain consists of suppliers, subcontractors, 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	3891	3798	3323	4533
Estimated monetary value of payments made to suppliers	>\$1 billion	>\$1 billion	>\$1 billion	>\$1 billion
Number of active diverse suppliers (US)	>400	517	919	872
Diverse supplier spend	\$190 million	\$209 million	\$269 million	\$107 million
Percentage of total PO spend with diverse suppliers (US)	19%	17%	18%	11%
Percentage of total PO spend with total diverse suppliers (Global)	N/A	N/A	13%	8%
Percentage of strategic suppliers that have committed to minimizing their environmental footprint	N/A	84%	100%	100%

Key performance indicators

Operate responsibly continued

Political contributions	2019 baseline	2021	2022	2023
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	\$0

Trade association & memberships	2021	2022	2023
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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	\$330,000	\$0
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EMEA trade association memberships

All.Can (ASBL)	\$35,000	\$32,204	\$31,752
EUCOPE	\$27,892	\$19,322	\$19,034
US Qatar Business Council	\$10,000	\$10,000	\$10,000
US Saudi Arabian Business Council	\$10,000	\$10,000	\$10,000
US UAE Business Council	\$10,000	\$10,000	\$10,000
International Quality Network for Pathology (IQN Path)	\$5000	\$0	\$5439
American European Community Association (AECA)			\$5634

APJ and greater China trade association memberships

US India Business Council	\$27,500	\$20,000	\$0
Pathology Technology Australia	\$7309	\$20,868	\$0
US Chamber — China	\$25,000	\$25,000	\$0
US-China Business Council (USCBC)	\$15,000	\$15,000	\$15,000
US-ASEAN	\$11,686	\$14,500	\$18,850
AmCham China	\$7413	\$4026	\$4007

U.S. trade association memberships

World 50, Inc.	\$393,766	\$240,850	\$183,670
US Chamber of Commerce	\$150,000	\$160,000	\$360,000
Coalition for Access to Prenatal Screening (CAPS)	\$100,000	\$100,000	\$75,000
Access to Comprehensive Genomic Profiling Coalition	\$80,813	\$75,000	\$75,000
Procurement Leaders	\$57,000	\$58,710	\$0
Biocom	\$56,300	\$57,500	\$67,500
American Clinical Laboratory Association (ACLA)	\$50,000	\$50,000	\$50,000
Coalition for 21st Century Medicine	\$50,000	\$50,000	\$0
Personalized Medicine Coalition (PMC)	\$32,000	\$32,000	\$38,000
California Chamber of Commerce	\$25,000	\$0	\$0
San Diego Economic Development Corp. (SDEDC)	\$25,000	\$25,000	\$25,000
National Association of Manufacturers (NAM)	\$24,500	\$24,500	\$0
AdvaMed	\$19,950	\$19,950	\$19,950
American Cancer Society—Cancer Action Network (ACS-CAN) ^a	\$10,000	\$0	\$0
San Diego Regional Chamber of Commerce (SD Chamber)	\$7650	\$7650	\$7900
Industrial Environmental Association (IEA)	\$6000	\$6000	\$6000
Healthcare Business Women's Association (HBA)	\$5000	\$5000	\$0

For the US 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.

Organization	Total annual membership fee			% Membership fees used for state or federal lobbying			Dollars applied to state or federal lobbying from membership fees		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
US Chamber of Commerce	\$161,625	\$160,000	\$360,000	25%	35%	35%	\$40,406	\$56,000	\$126,000
Coalition for Access to Prenatal Screening (CAPS)	\$100,000	\$100,000	\$75,000	25%	0%	25%	\$25,000	\$0	\$18,750
American Clinical Laboratory Association (ACLA)	\$50,000	\$50,000	\$50,000	33%	30%	59%	\$16,500	\$29,500	\$29,500
Biocom	\$56,300	\$57,500	\$67,500	10%	10%	10%	\$5630	\$5750	\$6750
Coalition for 21st Century Medicine	\$50,000	\$50,000	\$0	45%*	30%	0%	\$22,500*	\$15,000	\$0

Footnotes:

^aFor 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.

General notes:

- Updated data to reflect most current information.

GRI index

GRI description	GRI section	illumina report
GRI 1: Foundation		
Statement of use	illumina has reported in accordance with the GRI Standards for the period 1st January 2023 to 31st December 2023	
GRI 1 reference	GRI 1	GRI 1: Foundation 2021
GRI 2: General disclosures		
Organizational details	GRI 2-1	Introduction, Appendix
Entities included in the organization, sustainability reporting	GRI 2-2	Introduction, Appendix
Reporting period, frequency and contact point	GRI 2-3	About this report
Restatements of information*	GRI 2-4	About this report
External assurance	GRI 2-5	Assurance Letter
Activities, value chain and other business relationships	GRI 2-6	Introduction, CSR at Illumina, Access, Sustainability, Responsibility, Appendix
Employees	GRI 2-7	People, Appendix
Workers who are not employees	GRI 2-8	Appendix
Governance structure and composition	GRI 2-9	CSR at Illumina, Responsibility, Appendix
Nomination and selection of the highest governance body	GRI 2-10	CSR at Illumina, Responsibility, Appendix
Chair of the highest governance body	GRI 2-11	CSR at Illumina, Responsibility, Appendix
Role of the highest governance body in overseeing the management of impacts	GRI 2-12	CSR at Illumina, Responsibility, Appendix
Delegation of responsibility for managing impacts	GRI 2-13	CSR at Illumina
Role of the highest governance body in sustainability reporting	GRI 2-14	CSR at Illumina, Responsibility, Appendix
Conflicts of interest	GRI 2-15	Responsibility
Communication of critical concerns	GRI 2-16	Appendix
Collective knowledge of the highest governance body	GRI 2-17	Responsibility
Evaluation of the performance of the highest governance body	GRI 2-18	Responsibility
Remuneration policies	GRI 2-19	Responsibility, Proxy
Process to determine remuneration	GRI 2-20	Responsibility, Proxy
Annual total compensation ratio	GRI 2-21	Responsibility, Proxy
Statement on sustainable development strategy	GRI 2-22	CEO Message, CSR at Illumina, Sustainability
Policy commitments	GRI 2-23	CSR at Illumina, People, Sustainability, Responsibility, ESG Hub
Embedding policy commitments	GRI 2-24	CSR at Illumina, People, Sustainability, Responsibility, ESG Hub
Processes to remediate negative impacts	GRI 2-25	Responsibility, Appendix
Mechanisms for seeking advice and raising concerns	GRI 2-26	Responsibility, Appendix
Compliance with laws and regulations	GRI 2-27	People, Responsibility
Membership associations	GRI 2-28	CSR at Illumina, Access, People, Sustainability, Appendix
Approach to stakeholder engagement	GRI 2-29	CSR at Illumina
Collective bargaining agreements	GRI 2-30	Appendix

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

Footnotes:

*A restatement of water data occurred in this 2023 reporting period due to accounting updates identified for water usage related to cooling towers at Singapore NorthTech facility.

GRI index continued

GRI description	GRI section	Illumina report
GRI 301: Materials		
Management approach: Materials	GRI 3-3	CSR at Illumina, Sustainability
Reclaimed products and their packaging materials	GRI 301-3	Sustainability
GRI 302: Energy		
Management approach: Energy	GRI 3-3	CSR at Illumina, Sustainability
Energy consumption within the organization	GRI 302-1	Sustainability, Appendix
Energy consumption outside of the organization	GRI 302-2	Sustainability, Appendix
Energy intensity	GRI 302-3	Sustainability, Appendix
Reduction of energy consumption	GRI 302-4	Sustainability, Appendix
Reductions in energy requirements of products and services	GRI 302-5	Sustainability
GRI 303: Water and effluents		
Management approach: Water and Effluents	GRI 3-3	CSR at Illumina, Sustainability
Interactions with water as a shared resource	GRI 303-1	Sustainability, Appendix
Management of water discharge-related impacts	GRI 303-2	Sustainability, Appendix
Water withdrawal	GRI 303-3	Sustainability, Appendix
Water discharge	GRI 303-4	Sustainability, Appendix
Water consumption	GRI 303-5	Sustainability, Appendix
GRI 304: Biodiversity		
Management approach: Biodiversity	GRI 3-3	CSR at Illumina, Sustainability
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GRI 304-1	Sustainability
Significant impacts of activities, products and services on biodiversity	GRI 304-2	Sustainability
Habitats protected or restored	GRI 304-3	Sustainability
IUCN Red List species and national conservation list species with habitats in areas affected by operations	GRI 304-4	Sustainability
GRI 305: Emissions		
Management approach: Emissions	GRI 3-3	CSR at Illumina, Sustainability
Direct (Scope 1) GHG emissions	GRI 305-1	Sustainability, Appendix
Energy indirect (Scope 2) GHG emissions	GRI 305-2	Sustainability, Appendix
Other indirect (Scope 3) GHG emissions	GRI 305-3	Sustainability, Appendix
GHG emissions intensity	GRI 305-4	Sustainability, Appendix
Reduction of GHG emissions	GRI 305-5	Sustainability, Appendix
Emissions of ozone-depleting substances (ODS)	GRI 305-6	Appendix
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GRI 305-7	Appendix

GRI description	GRI section	Illumina report
GRI 306: Waste		
Management approach: Waste	GRI 3-3	CSR at Illumina, Sustainability
Waste generation and significant waste-related impacts	GRI 306-1	Sustainability, Appendix
Management of significant waste-related impacts	GRI 306-2	Sustainability
Waste generated	GRI 306-3	Sustainability, Appendix
Waste diverted from disposal	GRI 306-4	Sustainability, Appendix
Waste directed to disposal	GRI 306-5	Sustainability, Appendix
GRI 308: Supplier environmental assessment		
Management approach: Supplier Environmental Assessment	GRI 3-3	CSR at Illumina, Sustainability, Responsibility
New suppliers that were screened using environmental criteria	GRI 308-1	Responsibility, Appendix
Negative environmental impacts in the supply chain and actions taken	GRI 308-2	Sustainability
GRI 401: Employment		
Management approach: Employment	GRI 3-3	CSR at Illumina, People
New employee hires and employee turnover	GRI 401-1	Appendix
Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI 401-2	People, Appendix
Parental leave	GRI 401-3	People, Appendix
GRI 403: Occupational health and safety		
Management approach: Health and Safety	GRI 3-3	CSR at Illumina, People
Occupational health and safety management system	GRI 403-1	People, Appendix
Hazard identification, risk assessment, and incident investigation	GRI 403-2	People, Appendix
Occupational health services	GRI 403-3	People, Appendix
Worker participation, consultation, and communication on occupational health and safety	GRI 403-4	People, Appendix
Worker training on occupational health and safety	GRI 403-5	People, Appendix
Promotion of worker health	GRI 403-6	People, Appendix
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GRI 403-7	People, Appendix
Workers covered by an occupational health and safety management system	GRI 403-8	People, Appendix
Work-related injuries	GRI 403-9	People, Appendix
Work-related ill health	GRI 403-10	People, Appendix

GRI Index continued

GRI description	GRI section	illumina report
GRI 404: Training and education		
Management approach: Training and Education	GRI 3-3	CSR at Illumina, People
Average hours of training per year per employee	GRI 404-1	Introduction, People, Appendix
Programs for upgrading employee skills and transition assistance programs	GRI 404-2	People
Percentage of employees receiving regular performance and career development reviews	GRI 404-3	People, Appendix
GRI 405: Diversity and equal opportunity		
Management approach: Diversity and Equal Opportunity	GRI 3-3	CSR at Illumina, People, Appendix
Diversity of governance bodies and employees	GRI 405-1	People, Responsibility, Appendix
Ratio of basic salary and remuneration of women to men	GRI 405-2	Appendix
GRI 406: Non-discrimination		
Management approach:	GRI 3-3	CSR at Illumina, People
Incidents of discrimination and corrective actions taken	GRI 406-2	People, Appendix
GRI 407: Freedom of association and collective bargaining		
Management approach: Freedom of Association and Collective Bargaining	GRI 3-3	CSR at Illumina, People
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GRI 407-1	Appendix
GRI 408: Child labor		
Management approach: Child Labor	GRI 3-3	CSR at Illumina, Responsibility
Operations and suppliers at significant risk for incidents of child labor	GRI 408-1	Responsibility
GRI 409: Forced or compulsory labor		
Management approach: Forced and Compulsory Labor	GRI 3-3	CSR at Illumina, Responsibility, Appendix
Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI 409-1	Responsibility, Appendix
GRI 410: Security practices		
Management approach: Security Practice	GRI 3-3	CSR at Illumina
Security personnel trained in human rights policies or procedures	GRI 410-1	Appendix
GRI 413: Local communities		
Management approach: Local Communities	GRI 3-3	CSR at Illumina, People
Operations with local community engagement, impact assessments, and development programs	GRI 412-1	People, Access

GRI description	GRI section	illumina report
GRI 414: Supplier social assessment		
Management approach: Supplier Social Assessment	GRI 3-3	CSR at Illumina, Sustainability, Responsibility
New suppliers that were screened using social criteria	GRI 414-1	Responsibility, Appendix
GRI 415: Public policy		
Management approach: Public Policy	GRI 3-3	CSR at Illumina, Responsibility
Political contributions	GRI 415-1	Responsibility, Appendix
GRI 417: Marketing and labeling		
Management approach: Marketing and Labeling	GRI 3-3	CSR at Illumina, Access, Responsibility
Requirements for product and service information and labeling	GRI 417-1	Responsibility, Access, Appendix
Incidents of noncompliance concerning product and service information and labeling	GRI 417-2	Appendix
Incidents of noncompliance concerning marketing communications	GRI 417-3	Appendix
GRI 418: Customer privacy		
Management approach: Customer Privacy	GRI 3-3	CSR at Illumina, Access, Responsibility
Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI 418-1	Appendix

SASB index

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

Dimension	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	Access p21
		Affordability and pricing	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Access p21
	Product quality & safety	Product safety	HC-MS-250a.1	Number of FDA recalls issued, total units recalled	Responsibility
		Product safety	HC-MS-250a.2	List of products listed in the FDA's MedWatch safety alerts for human medical products database	0
		Product safety	HC-MS-250a.3	Number of fatalities related to products as reported in FDA Manufacturer and User Facility Device Experience	0
		Product safety	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of Current Good Manufacturing Practices (cGMP)	0
	Selling practices & product labeling	Ethical marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	0
		Ethical marketing	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Responsibility , Illumina Code of Conduct
Business model & innovation	Product design & lifecycle management	Product design & lifecycle management	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Sustainability
		Product design & lifecycle management	HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Sustainability , Appendix
	Supply chain management	Supply chain management	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	Responsibility , Appendix
		Supply chain management	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Responsibility , Appendix
		Supply chain management	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Responsibility , Appendix
Leadership & governance	Business ethics	Business ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Appendix
		Business ethics	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	Responsibility , Integrity Code for Interactions with Healthcare Professionals and Government Officials
Other	Activity metrics	Activity metrics	HC-MS-000.A	Number of units sold by product category	Not currently disclosed
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 , Appendix
		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
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	People , Appendix

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

Illumina response

Governance: Describe organization's governance around climate-related risks and opportunities

1 Governance

1.1 Board oversight	<p>The Illumina CEO is a member of the Board of Directors (Board) and 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 reviewed at least annually by the full Board and can be escalated to the Board through Illumina's CEO and the CEO's direct reports. Each direct report manages responsibilities associated with their functional area.</p> <p>The Board provides oversight to the CSR program covering environmental, social, and governance 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.</p> <p>The Board provides oversight, guidance and direction on CSR risk and opportunities that have potential impact on reputation and long-term economic viability, including climate action.</p>	<p>In addition to the full Board oversight, the remit of the Nominating/Corporate Governance Committee assists the Board in overseeing the company's material environmental, social, and governance matters, except as specifically delegated to another Board committee.</p> <p>The Compensation Committee continues to oversee and provide input to management on diversity and inclusion matters, and the Audit Committee continues to oversee cybersecurity.</p> <p>We govern CSR at the highest level with oversight from the full Board of Directors. This strong leadership supports the management of material environmental, social, and governance issues, including climate action, diversity, equity and inclusion, human rights, cybersecurity, and ethical, responsible business practices.</p>
1.2 Management role	<p>The Executive CSR Steering Committee comprises a team of senior leaders from across the organization, including the General Counsel, Chief of Global Operations, Chief People Officer, Chief Technology Officer, Chief Marketing Officer, Global Head of CSR, and VP of Investor Relations. The CSR Executive Committee has overall responsibility for reviewing company activities related to CSR, including climate change programs. The CSR Executive Committee sets the strategy for environmental sustainability including establishing reduction targets and monitoring annual</p>	<p>progress. A council of leaders from each CSR strategic focus area report to the CSR Executive Committee on a regular basis with progress updates. Reports to the broader CEO staff are scheduled as needed to provide updates on status regarding CSR elements including environmental matters. On at least an annual basis, updates on CSR projects are provided to the full Board of Directors and the Nominating/Corporate Governance Committee.</p>

TCFD disclosure element **illumina response**

Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

2 Strategy

2.1	Climate risk and opportunities timeline	<p>Short (0–5 years) To ensure we hit critical milestones on our path to net-zero, we created short-, medium-, and long-term targets. These climate commitments include Science Based Targets initiative (SBTi) verified targets aligned to the 1.5 °C pathway. Our short term target outlines a 4% annual reduction in Scope 1, 2 and 3 emissions on our path towards 46% Scope 1, 2 and 3 emissions reduction by 2030.</p> <p>Under the recommendations of SBTi Net-Zero Standard, companies should go beyond their near- and long-term science-based targets to further mitigate climate change by undertaking actions or making investments that generate additional co-benefits for people and nature. To further facilitate beyond value chain mitigation, Illumina has invested in Nature Based Green-e Certified Carbon Credits while on our journey to net zero. We have applied carbon offsets for our natural gas scope 1 as a temporary mitigation. This enabled us to reach carbon neutrality in our direct operations (Scope 1 & 2) for 2022 and 2023.</p> <p>Environmental performance metrics are monitored consistently and reported quarterly. Functional groups establish projects to meet these short-term goals. Energy or carbon reduction projects are reported at project scoping level with expected impacts and timeline for returns on investment.</p> <p>Medium (5–8 years) Illumina has established a Climate Action Plan to prioritize the implementation of sustainable solutions in our facilities and products, as well as across our supply and value chain. We expanded our 2030 climate action targets to minimize risk associated with climate change, build resilience, and identify opportunities for long-term sustainable growth.</p>	<p>Illumina commits to reducing absolute Scope 1 and 2 GHG emissions 46% by 2030 from a 2019 base year. We also commit to increase annual sourcing of renewable electricity from 0.6% in 2019 to 100% by 2030. We further commit to reducing absolute scope 3 GHG emissions from the most material categories of purchased goods and services, capital goods, upstream transportation and distribution, business travel, employee commuting and investments 46% by 2030 from a 2019 base year. These targets are aligned to a 1.5 °C climate ambition and externally verified by SBTi.</p> <p>Long term targets are aligned with UN Sustainable Development Goals (SDG) 2030 timeline and science-based emission reduction approach result in functional group projects and goals for shorter term timeline.</p> <p>Long (8–28 years) With our commitment to responsible and sustainable practices, we have established targets to prioritize the implementation of sustainable solutions in our facilities and products, as well as across our supply and value chain.</p> <p>We set a long-term target of net-zero emissions by 2050 across our operations and value chain (Scopes 1, 2 and 3). This target has been verified by SBTi and is aligned with the most aggressive climate action goals of keeping global warming to 1.5 °C. On the path to net-zero, our milestone targets for 2030 will ensure we hit critical milestones. These targets have been verified by SBTi and include: 46% absolute reduction in Scope 1, 2 and 3 emissions; and 100% renewable electricity.</p> <p>We have also committed to 90% landfill diversion and 10% reduction in water intensity at core sites.</p>
2.2	Climate risk and opportunities impact	<p>Illumina defines a substantive financial or strategic impact as one with a potential financial impact greater than 5% of revenue impact. This could be the result of business interruption due to climate related risk or business operational impact. Additional factors considered include the climate related risk that would cause a business interruption and exposure to critical operations.</p>	<p>To understand the potential risks and opportunities of climate change, Illumina conducted an assessment using the recommendations of the TCFD. The assessment measured impact utilizing the following definitions:</p> <ul style="list-style-type: none"> · Low Impact- Ability to absorb financial, operational, and reputational impact. · Moderate Impact - Some impact to finances, operations, and reputation. · High Impact- Substantive financial, operational, strategic, and reputational impact.
2.3	Targets to manage climate risk and opportunities	<p>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 SDGs and utilize the 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.</p> <p>In 2020, we evaluated 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).</p> <p>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).</p>	<p>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).</p> <p>Under the well below 2°C scenario, we assume a world in which global cooperation leads to economic recovery that fully embraces the low-carbon transition, with strong climate policy and regulatory action. Some severe climate impacts felt spur coordinated risk-containment efforts. While some physical impacts are already locked in, the pace of change slows and by 2050 the world is on a well below 2°C trajectory. This model utilizes data from RCP 2.6 and SSP 1 (low challenges to mitigation/adaptation).</p> <p>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.</p>

TCFD disclosure element **illumina response**

Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.

3 Risk management

3.1 Process to identify climate risk

To understand the potential risks and opportunities of climate change, we conducted an assessment in 2020 using the recommendations of the TCFD. We evaluated 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 modelling data, such as the Shared Socioeconomic Pathways (SSPs) and the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways (RCP).

and increasing annual sourcing of renewable electricity from 0.6% in 2019 to 100% by 2030. To address our Scope 3 emissions, we are working with each functional group on projects to continue to drive down the value chain impact. Initial projects and sample initiatives include updates to our investment policy, communication campaign to our supplier base, supplier mapping optimization, expanding green travel policy, and shifting purchased goods from air to ocean freight wherever possible. Illumina has created a 2030 target for 100% of strategic suppliers to have a commitment to reduce their environmental footprint. Additionally, the emissions associated with our investments accounted for 10% of the impact in our value chain in our 2019 baseline study and was one of the top five areas contributing to our Scope 3 greenhouse gas inventory. Following review of the Scope 3 data, we modified our investments policy to eliminate investing in Energy and Utilities sector bonds unless the associated issuance is identified as a Green, Social or Sustainability (GSS) Bond.

3.2 Process to manage climate risk

To identify and manage climate-related issues, Illumina is 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. 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.

In 2022 we received approval from SBTi on our long-term target to reach net-zero GHG emissions across our direct operations and our value chain by 2050 from a 2019 base year.

Additional processes for identifying, assessing, and responding to climate-related risks and opportunities have been developed. We utilize our enterprise risk management program, emergency preparedness & response program, our environmental management system, and our business continuity program to leverage existing workflows.

Examples of incorporation include: targets to align with the UN SDG and utilization of the SBTi methodology for a well below 1.5°C scenario; holistic goals of reducing the environmental footprint of our products throughout the life cycle; incorporation of Design for Environment into our new product design; improved supply chain planning; and a reduction of air emissions.

We review the environmental management system framework annually as part of the global aspect and impacts clause. Output from this data influences environmental performance and GHG reduction objectives. Illumina also uses our ISO14001 environmental management system as one of the mechanisms to monitor and reduce our environmental impacts from GHG emissions.

3.3 Process to integrate climate risk in overall risk management

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.

The EHS team monitors legislation related to climate change and general environmental regulations at the global, regional, country, and local level. Supply chain data is reviewed through data collection during the RFP process, new supplier onboarding, and regular supplier reviews. Input from government affairs, EHS, regulatory, and compliance teams is also incorporated to overall risk culture and various workstream assessments. Addressing risk at the site level is performed by our site emergency management cross functional group which plan for and react to immediate and near-term physical risks caused by climate change.

In early 2021, Illumina launched our first Scope 3 emission inventory assessment across all relevant categories for our value chain. Of the fifteen categories assessed, we selected the most material categories contributing to our emission inventory that represented 7% or more were defined as material and account for 92% of our total Scope 3 footprint. These categories include, upstream transportation and distribution, purchased goods and services, capital goods be the focus of our reduction efforts, investments, business travel, employee commuting. In September of 2021, we successfully received verification from SBTi on our emission reduction approach aligned to a 1.5 °C pathway. Our verified targets include reducing absolute Scope 1, 2 and Scope 3 emissions 46% by 2030 compared to 2019

The following definitions apply to our assessment:

- Time Horizon: Short (0–5 years), Medium (5–8 years), Long (8–28 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).

TCFD disclosure element **illumina response**

Metrics & Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

4 Metrics & Targets

4.1	Climate-related metrics	<p>As a science-based organization, we are compelled to ensure our reduction targets are aligned and verified to a science-based approach. In 2022, we were among the first companies in the world and our industry, and the first genomics company to receive verification of our 2050 net-zero emissions targets by the SBTi Corporate Net-Zero Standard. In 2021, our Scope 1, 2, and 3 emission targets were aligned to a 1.5 °C climate ambition and externally verified by SBTi. We set a long-term target of net-zero carbon emissions by 2050 across our operations and value chain which received</p>	<p>validation from SBTi. Our net-zero target includes all material value chain categories: purchased goods and services, capital goods, upstream transportation and distribution, business travel, employee commuting, and investments. We have identified material categories as all relevant categories that represented 7% or more of our total 2019 Scope 3 emissions inventory baseline. These material categories represented 92% of Illumina's 2019 Scope 3 emissions and established our baseline.</p>
4.2	GHG emission data	<p>Detailed current and historical greenhouse gas emission data is available in Key Performance Indicators</p>	
4.3	Targets to manage climate risk and performance to targets	<ul style="list-style-type: none"> · Reach net-zero GHG emissions across Illumina's direct operations (Scope 1 ,2) and our value chain (Scope 3) by 2050 from 2019 baseline levels · Reduce Scope 1, 2 absolute GHG emissions 46% by 2030 from 2019 baseline · Reduce absolute GHG emissions from material Scope 3 categories 46% by 2030 from 2019 baseline · Reduce Scope 1, 2 absolute GHG emissions 90% by 2050 from 2019 baseline · Reduce absolute GHG emissions from material Scope 3 categories 90% by 2050 from 2019 baseline · Increase annual sourcing of renewable electricity to 100% by 2030 from 2019 baseline 	

Independent limited assurance report to Illumina, Inc.



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 2023 Corporate Social Responsibility Report (“2023 CSR Report”) for the period beginning January 1, 2023, and ending December 31, 2023 (CY2023).

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 sections (pages 64 – 88) marked with the symbol “*” (“Reported Information”), comprising of the following metrics and their respective segmentations:

Integrating Environmental Sustainability:

- 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 waste

Nurturing Our People:

- 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 date by EEOC (US)
- Veteran data (US)
- Employee turnover data
- Other identities self-reported (US)
- Parental leave
- Benefit and employee bonus/stock plan
- Performance review and employee survey
- Compensation ratio
- Training
- Health & safety

We have not performed any procedures with respect to other information included in the Illumina 2023 CSR Report and, therefore, no conclusion on the Report as a whole is expressed.

Reporting criteria

The reporting criteria are the standards identified in the 2023 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 or reviewing questionnaires from 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, water and waste consumption at 13 company facilities in scope of the reporting.
 - Testing of scope 3 emissions across the 10 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 64-88) for CY2023 (ending on December 31, 2023), 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.
April 8, 2024

Lauren Anderson
ACSAP Practitioner for, and on behalf of, ISOS Group, Inc.
April 8, 2024

Learn More: [2023 Assurance Letter](#)



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

Disclosures

This report may contain forward-looking statements that involve risks and uncertainties. Among the important factors to which our business is subject that could cause actual results to differ materially from those in any forward-looking statements are: (i) changes in the rate of growth in the markets we serve; (ii) the volume, timing and mix of customer orders among our products and services; (iii) our ability to adjust our operating expenses to align with our revenue expectations; (iv) our ability to manufacture robust instrumentation and consumables; (v) the success of products and services competitive with our own; (vi) challenges inherent in developing, manufacturing, and launching new products and services, including expanding or modifying manufacturing operations and reliance on third-party suppliers for critical components; (vii) the impact of recently launched or pre-announced products and services on existing products and services; (viii) our ability to modify our business strategies to accomplish our desired operational goals; (ix) our ability to realize the anticipated benefits from prior or future actions to streamline and improve our R&D processes, reduce our operating expenses and maximize our revenue growth; (x) our ability to further develop and commercialize our instruments, consumables, and products; (xi) to deploy new products, services, and applications, and to expand the markets for our technology platforms; (xii) the risks and costs associated with our ongoing inability to integrate GRAIL due to the transitional measures imposed on us by the European Commission as a result of their prohibition of our acquisition of GRAIL and orders issued by the European Commission and the Federal Trade Commission requiring that we divest GRAIL; (xiii) the risks and costs associated with the expected divestment of GRAIL, including the possibility that the terms on which we divest all or a portion of the assets or equity interests of GRAIL are materially worse than those on which we acquired GRAIL; (xiv) our ability to satisfy the necessary conditions to consummate the divestiture of GRAIL on a timely basis or at all, due to the requirements set by the European Commission; (xv) the risk that disruptions from the consummation of our acquisition of GRAIL and associated legal or regulatory proceedings, including appeals, or obligations will harm our business, including current plans and operations; (xvi) the risk of incurring additional fines associated with the consummation of our acquisition of GRAIL; (xvii) our ability to obtain approval by third-party payors to reimburse patients for our products; (xviii) our ability to obtain regulatory clearance for our products from government agencies; (xix) our ability to successfully partner with other companies and organizations to develop new products, expand markets, and grow our business; (xx) uncertainty, or adverse economic and business conditions, including as a result of slowing or uncertain economic growth or armed conflict; (xxi) the application of generally accepted accounting principles, which are highly complex and involve many subjective assumptions, estimates, and judgments and (xxii) legislative, regulatory and economic developments, together with other factors detailed in our filings with the Securities and Exchange Commission, including our most recent filings on Forms 10-K and 10-Q, or in information disclosed in public conference calls, the date and time of which are released beforehand. We undertake no obligation, and do not intend, to update these forward-looking statements, to review or confirm analysts' expectations, or to provide interim reports or updates.

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