



Genomics for Good

Illumina Corporate Social Responsibility Executive Summary Report CY'22

illumina®



This Is the Genome Era™

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

Our fourth annual Corporate Social Responsibility Report documents the evolution of our environmental, social, and governance (ESG) program from January 1 through December 31, 2022.

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

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Message from the CEO

2023 marks Illumina's 25th anniversary. For more than two decades, we have been committed to improving human health by unlocking the power of the genome. Yet today, the need is more urgent than ever to help build a healthier, more sustainable world where all people can thrive.

Genomics has the ability to improve global health care, sustainability, and equity through better diagnosis and treatment; better representation in genomic data; greater access to personalized medicine; and a deeper understanding of the world.

This *is* the genome era, and the last few years have shown the promise that exists around us.

Genomics enables the world to act quickly and mitigate the spread of infectious diseases.

The world's first mRNA vaccine roll-out ignited a wildfire of genomic innovation and breakthroughs that will improve human health beyond the pandemic. There will always be new pathogens, but what matters is our ability to identify and control their spread. Effective global surveillance, backed by collaboration and adoption, can prevent the next pathogenic outbreak from becoming another global pandemic.

Genomics is transforming personalized medicine and saving lives. The science is being applied to every step of cancer care and reducing the diagnostic odyssey for those suffering from rare genetic diseases. Revolutionary therapies are hitting the clinic and reinventing how we fight an expanding number of conditions.

Genomic data has become the blueprint for everything from diagnostics to precision therapeutics. Each day, researchers are learning more about genetic variants that will help unravel the world's most devastating diseases and public health challenges. Yet, genomic data is glaringly imbalanced — underrepresenting the diversity of global populations. Together with our partners, we aim to increase the diversity of genomic data and help every patient access groundbreaking therapies.

Genomics is being brought to bear against the climate crisis. We are already using genomics to understand which seeds will be most productive or most resilient to drought and disease. CRISPR gene-editing technology is starting to bolster the natural ability of plants and soil microbes to both capture and store atmospheric carbon. Genomics will be an essential tool to fight food insecurity for millions of people around the world.

“ This is the genome era, and the last few years have shown the promise that exists around us. Yet, the need is more urgent than ever to help build a healthier, more sustainable world where all people can thrive. ”

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Francis deSouza
Chief Executive Officer

Message from the CEO

Guided by our mission, we are taking bold, meaningful steps through our business strategy to accelerate access to genomics, empower our communities, integrate environmental sustainability, nurture our people, and operate responsibly.

Accelerate Access to Genomics

We are delivering breakthrough innovations that redefine the possibilities in genomics and accelerate impactful health advances globally. We reduced the cost of next-generation sequencing (NGS) by more than 99%, further democratizing the technology and helping patients, communities, and whole populations access the benefits of genomics. We introduced several new innovations, including the NovaSeq™ X – our most powerful and sustainable sequencing system yet. We extended our philanthropic [iHope](#) model, partnering with the March of Dimes Birth Defects Foundation of China. We continued our philanthropic support for the Pathogen Genomics Initiative (PGI), providing critical public health capabilities in Africa and Southeast Asia. And we partnered on population genomics projects including [Precision Health Research](#) to launch the SG100K Project, aiming to map the DNA of 100,000 people in Singapore.

Empower Our Communities

The future of genomics depends on the curiosity, ingenuity, and passion of today's STEM students. This year, Illumina joined the STEMM Opportunity Alliance (SOA) in collaboration with the White House Office of Science and Technology Policy to drive

transformative change across the American science, technology, engineering, math, and medicine (STEMM) ecosystem, with the aim of removing systemic barriers and elevating STEMM equity. I personally signed an open letter pressing state governments and education leaders to make computer science a foundational part of K-12 curriculum.

Integrate Sustainability

We know improving human health is directly tied to creating a healthier planet, both through our own operations and the impactful work of our partners. We are one of the first companies in the world and the first genomics company to receive [verification of our 2050 net-zero emissions targets](#) by the Science Based Targets initiative [Corporate Net-Zero Standard](#). We integrated environmental design into our newest sequencing platform, the NovaSeq™ X, resulting in 90% less packaging, 50% less plastic, and a 61% reduction in climate change impact. We also awarded our annual Agricultural Greater Good Initiative Grant to Brazil's SENAI Innovation Institute for Biosynthetics, where they are exploring the genetic potential for carbon sequestration, environmental services, and food security.

Nurture Our People

An extraordinary mission requires extraordinary people and leaders at every level. Illumina employees are the engine of innovation and key to powering genomics for good. To foster an inclusive culture where innovation and creativity thrive, we practice

diversity and equity in all that we do. For the fourth consecutive year, we achieved a zero net pay gap. We have increased the percentage of female executives for the third consecutive year, and our US workforce includes 52 percent minority representation. We filed a record 193 new patents and we continue to have two times the number of female inventors compared to the US national rate. We launched a new employee resource group supporting employees affected by visible or invisible disability and neurodiversity. And I signed the [Disability:IN CEO Letter on Disability Inclusion](#) urging my peers to advance equality and inclusion.

Operating Responsibly

Our role as a genomics pioneer brings with it the responsibility to enable innovation for good, ensuring the technology we create and the data we collect are used safely, ethically, and responsibly. We have expanded the remit of the Nominating/Corporate Governance Committee to assist the Board in overseeing the company's material ESG matters, except as specifically delegated to another Board committee. We also achieved ISO 27701 certification for Illumina's six cloud based products for privacy information management.

“ Guided by our mission, we are taking bold, meaningful steps through our business strategy to accelerate access to genomics, empower our communities, integrate environmental sustainability, nurture our people, and operate responsibly. ”

The Future of Genomics Starts Now

For 25 years, we have shown the world the promise of genomics and the power of collaboration. Working with our customers, partners, and genomics advocates around the globe, we know what is possible. Now is the time to push the boundaries and extend the benefits of genomics to all. That means ensuring genomics data reflects the diversity of a global population. It means bringing genomics into the clinic and extending its applications.

As we look to the future, it means reaffirming our commitment to be the best employer, the best environmental steward, and the best corporate citizen we can possibly be.

Many thanks to our customers, partners, and employees around the world for helping advance our lifesaving work, giving back to our communities, supporting one another, and bringing our mission to life.



Francis deSouza
Chief Executive Officer



Introduction

illumina®

2022 CSR Highlights



Accelerate Access to Genomics

1.2 billion lives covered

\$11 million in-kind donations to support Pathogen Genomics Initiative

30,000+ medical education learners reached

74 new genomic startups funded since inception

\$200 genome introduced with NovaSeq™ X launch

Launched iHope China

\$1 billion and **22%** revenue R&D investment



Empower Our Communities

\$17.7 million total donations

50% employee participation in giving and volunteer programs

> 1.2 million STEM learners reached since 2019

20,662 volunteer hours donated

1,747 causes supported

Community investment in **46** countries



Integrate Sustainability

First genomics company to have **net zero targets** verified by SBTi

100% of global electricity consumption came from renewable sources

100% of our strategic suppliers committed to minimize their environmental footprint

61% climate impact reduction with NovaSeq™ X compared to NovaSeq™ 6000



Nurture Our People

Maintained a **zero net pay gap**

52% minority representation in the US workforce

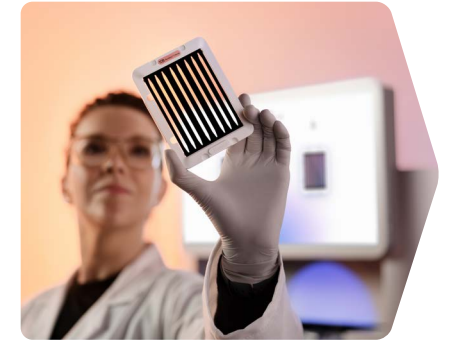
45% global female workforce

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

86% employee engagement index

New disability ERGs **launched**

62 hours average training per employee



Operate Responsibly

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

18% diverse supplier spend

Achieved Privacy Information Management **ISO 27701 certification**

Expanded **remit of the Nominating/Corporate Governance Committee**

to assist the Board in overseeing ESG matters

Recognition 2022



Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA



Workplace

- Glassdoor Best Place to Work
- BioSpace Best Place to Work
- Refinitiv Top 100 Global D&I Index
- Just Capital Top 100 US Companies Supporting Healthy Communities & Families
- Just Capital Workforce Equity & Mobility
- Wall Street Journal Top 250

Regional

- SANDAG Green Commute Award San Diego
- AmCham Cares CSR Singapore
- MIT Tech Review 50 Smartest Companies in China
- Water Efficiency Building (WEB) Singapore
- Best Employer Straits Times Singapore
- Workplace Safety Award Singapore

Leadership

- Most Responsible CEO | Francis deSouza
- Top Chief Human Resources Officer | Aimee Hoyt
- Savoy Most Influential Black Exec | Kathryn Reeves
- Forbes 50 over 50 | Susan Tousi

About Illumina

Our Mission

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

Our Purpose

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

Our Values



Innovation is in our DNA



We are relentless in the creation of great products



We collaborate deeply



We move fast and embrace change



We are open

Driven by our mission, we are committed to making our technology more affordable, accessible, and sustainable, realizing health equity for billions around the world.

Illumina is a global genomics and human health company powering the future of personalized medicine and beyond.

Innovating at the intersection of technology, biology, and health, we are reimagining what is possible for human health and the health of our planet.

We provide the sequencing innovations that enable researchers and clinicians to discover, detect, diagnose, and treat diseases—from cancer to COVID-19, from protecting our natural capital to securing a sustainable food supply.

What if **One Thing** Could Change Everything for the **Better**?

That's **Genomics.**

What causes a cancer cell to mutate?

How do we diagnose a rare genetic disease?

What effect does climate change have on biodiversity?

How do you identify a novel virus like COVID-19 and create a vaccine?

How do we safeguard the world's food supply?

The answer to these and thousands of life's most pressing questions **can be found in the world of genomics.**

APPLICATIONS As an engine of genomics innovation, we are enabling tomorrow's discoveries.



Oncology



Reproductive Health



Genetic Disease



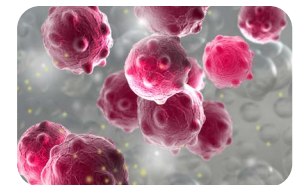
Research/Applied Genomics



Infectious Disease



Drug Discovery



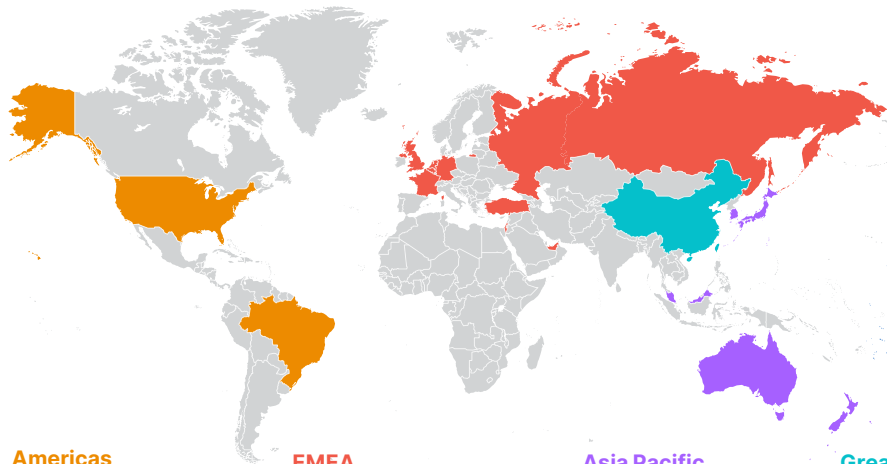
Multi-Omics

Business Overview

illumina at a Glance

10,200 employees	\$4.55B 2022 revenue	1998 founding year	9,178 patents worldwide	9,500+ customers
\$1B R&D investment	22% revenue R&D investment	23,000+ cumulative sequencing installed base	55 customer Net Promoter Score	155 countries receive our products

Where We Operate



Americas

Baltimore, MD, US⁴
Foster City, CA, US^{3,4,6}
Hayward, CA, US^{2,4}
Madison, WI, US^{2,4,6}
San Diego, CA, US^{1,2,3,4,5,6}
São Paulo, Brazil⁴

EMEA

Berlin, Germany⁴
Cambridge, UK^{2,4,5,6}
Eindhoven, Netherlands^{4,5}
Evry, France⁴
Istanbul, Turkey⁴
Mechelen, Belgium⁴
Moscow, Russia⁴
Rennes, France⁴
Steenoven, Netherlands^{4,5}
Tel Aviv, Israel⁴
Dubai, UAE⁴

Asia Pacific

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

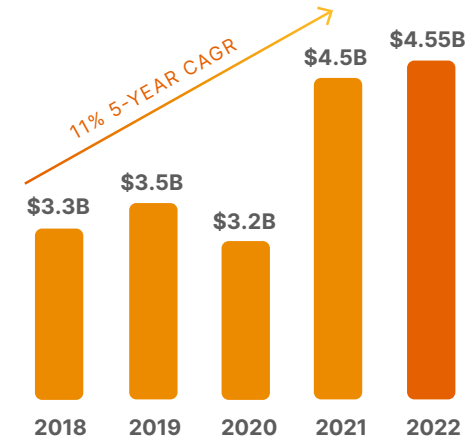
Greater China

Beijing, China⁴
Shanghai, China^{2,4}
Taipei, China⁴

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

Scope of this report reflects core Illumina.

Financial Performance



Revenue Details

\$4.55B
REVENUE

71% Consumables

Library prep and proprietary sequencing kits such as flow cells and reagents for our sequencing and microarray instruments

12% Service and Other

Warranties and maintenance contracts for systems and services undertaken in our labs, revenue from intellectual property fees, *in vitro* diagnostic licensing, milestones, and informatics

17% Instruments

Sequencing systems that span the full range of applications as well as a microarray instrument to support genotyping

Sequencers

LOW-THROUGHPUT



MiSeq™ MiniSeq™ iSeq™ 100

MID-THROUGHPUT



NextSeq™ 500 NextSeq™ 550 NextSeq™ 1000/2000

HIGH-THROUGHPUT



NovaSeq™ X Series NovaSeq™ 6000

DIAGNOSTIC



MiSeq™ Dx



NextSeq™ 550Dx



NovaSeq™ 6000Dx



CSR Strategy & Governance

Q&A With Our CFO and CPAO

Q: When the new public affairs function was established at Illumina, the ESG function shifted from the office of the Chief Financial Officer to the office of the Chief Public Affairs Officer. Can you both tell us about that move?

A: John When Illumina created a new Public Affairs department, it was a natural fit to bring together the internal teams of government affairs, corporate social responsibility, privacy, ethics, and patient advocacy so these groups could work together more closely and take advantage of natural synergies. Coming from Microsoft, where I most recently led the UN Affairs group, the intersection of government affairs, the UN Sustainable Development Goals, and our ESG efforts were interwoven, and we saw similar opportunities here at Illumina.

A: Joydeep I agree with John's points, and while the ESG team moved from Finance to Public Affairs, our shared focus on our investors and risk management is stronger than ever. Our functions work very closely together, and we expect that to deepen as various mandatory regulatory reporting requirements evolve. We see ESG as a key strategic driver to delivering value to our shareholders and stakeholders as we accelerate the adoption of sequencing in existing markets and enable the most impactful, new opportunities for genomics.

Joydeep, you were recently appointed Chief Financial Officer, expanding your role as Chief Business Strategy and Corporate Development Officer. How does Illumina's environmental, social, and governance (ESG) approach fit into the overall financial and business strategy of the company?

A: Joydeep Furthering our ESG strategy advances our business strategy and reinforces our mission to improve human health. Stewardship of our fiduciary responsibility includes a strong emphasis on managing risk, driving performance, and ensuring business integrity. We connect our ESG approach to existing finance governance, including accountability, risk analysis, internal monitoring, reporting transparency, and data assurance.

As CFO, I am looking for ways to ensure we are protecting the long-term value of the company, and that includes both financial and non-financial inputs related to risk and opportunities. ESG provides a lens to evaluate those risks and opportunities, incorporating the voices of all our stakeholders.

Investing in our ESG initiatives can drive growth, create innovation, and contribute to our long-term success.

What are some updates on the ESG/CSR governance approach at Illumina?

A: John There is a consensus that directors on boards of public companies should be taking a greater role in overseeing ESG programs and disclosures; however, there remains variation in how boards have chosen to approach their oversight. Previously, the Board's oversight of Illumina's ESG program and the various themes under the ESG umbrella were captured under existing committee work. Last year, we expanded the remit of the Nominating/Corporate Governance Committee to assist the Board in overseeing the company's ESG matters, except as specifically delegated to another Board committee. The Compensation Committee continues to oversee and provide input to management on diversity and inclusion matters, and the Audit Committee continues to oversee cybersecurity.



This new structure will increase the clarity and level of oversight of how we are managing the opportunities and risks of our material ESG issues and signifies the importance of ESG on the success of our business.

Given the importance of climate risk to the investment community and key stakeholders, how is Illumina signaling to these stakeholders your plans for climate action?

A: Joydeep As a science-based company, we wanted to ground our environmental targets in a science-based framework. We created a climate transition plan that is time-bound, with quantitative targets based on the best climate science recommendations available and aligned to the science-based target initiative (SBTi). We received external validation from SBTi of our climate transition plan, including our emission reduction targets and net zero commitments, demonstrating to stakeholders our commitment to mitigate our climate impact and provide a credible and accountable set of targets to help guide our company toward a 1.5°C climate scenario.

In addition, our commitment to climate action is demonstrated in our NovaSeq™ X launch last September. NovaSeq™ X significantly reduces waste and environmental impact, reflecting Illumina's commitment to using our technology to support the health of people and the planet. NovaSeq™ X features a 90% reduction in packaging waste and weight and 50% reduction in plastic usage compared to NovaSeq™ 6000. The enablement of ambient-temperature shipping of reagents will result in nearly 500 tons of dry ice savings per year, while significantly reducing waste streams for our customers.

What do you see as the future for ESG/CSR at Illumina?

A: John By engaging and empowering all our stakeholders, including customers, business partners, employees, and communities, we will continue to build resilience, create long-term value and support the science that advances public health and the health of our planet.

Connecting Our CSR Strategy to Our Business

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

As a purpose-driven company, we deliver sustainable, long-term value and impact by embedding our CSR strategy in the business.

Our CSR strategy has been influenced by materiality assessments and ongoing stakeholder engagement. It promotes the sustainable stewardship of our business by managing ESG risks, capitalizing on opportunities, driving performance, and ensuring business integrity.



Creating Unique Impact

We prioritize action on our most material environmental, social, and governance (ESG) issues, supported by robust governance, transparency, and accountability.

In this report we outline our management approach, targets, connection to the UN Sustainable Development Goals, and performance for each of our material ESG issues.

Through managing the risks and opportunities related to each material ESG issue, we execute on our purpose and deliver the greatest positive impact to our business, our stakeholders, and the planet.



Accelerate Access to Genomics

We are committed to accelerating access to genomics to realize health equity for billions of people around the world. We are driven by our conviction that genomics should be available to the many, not the few.

UN SDG



Material Topics

- Innovation →
- Pricing and Affordability →
- Democratize Genomics →



Empower Our Communities

We are committed to giving back, creating shared value through our business, and seeking opportunities to enable a more equitable and sustainable future for all.

UN SDG



Material Topics

- Community Investment →
- STEM Education →



Integrate Sustainability

We are committed to integrating environmental stewardship into the fabric of how we operate. Human health and the health of our environment are intertwined and connected to creating a healthy, sustainable future for all.

UN SDG



Material Topics

- Climate Action →
- Sustainable Facilities →
- Sustainable Products →
- Sustainable Supply Chain →



Nurture Our People

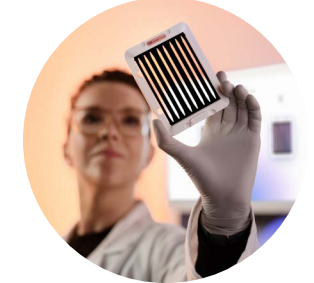
We are committed to engaging extraordinary talent and helping them thrive. By focusing on diversity, equity, and inclusion, investing in our people, and enabling a culture of care, we magnify the value of that collaboration and build community. Together our impact is amplified, and our potential is unlimited.

UN SDG



Material Topics

- Diversity, Equity, and Inclusion →
- Human Capital Management →
- Employee Health, Safety, and Wellness →



Operate Responsibly

We are committed to conducting ourselves with honesty, integrity, and respect for all. As genomic pioneers, we are enabling innovation for good, ensuring that the technology we create and the data we collect are used safely, ethically, and responsibly.






UN SDG



Material Topics

- Data Privacy and Security →
- Corporate Governance →
- Ethics and Transparency →
- Product Safety and Quality →

Our 2030 Targets

Our Focus Areas	Objectives	2030 Targets	UN SDG Target Alignment
Accelerate Access to Genomics	<ol style="list-style-type: none"> 1. Drive innovation and affordability 2. Catalyze genomic startups to broaden the genomic ecosystem 3. Increase genomic data diversity 4. Democratize genomics 5. Enable catalytic philanthropy 6. Expand reach with payer coverage, genomic literacy, and patient advocacy 	<ul style="list-style-type: none"> 🔄 Enable \$100 genome 🔄 Support 50,000 patients through philanthropic iHope programming 🔄 Achieve 2 billion covered lives by 2026 🔄 Invest in 200+ genomic startups ✓ Activate Pathogen Genomics Initiative donations enabling our \$60 million commitments ✓ Reach at least 25,000 medical education learners annually 	 <p>Target 3.d: Improve early warning systems for global health risks</p> <p>Target 17.6: Knowledge sharing and cooperation for access to science, technology, and innovation</p> <p>Target 17.7: Promote sustainable technologies to developing countries</p> <p>Target 17.16: Enhance the global partnership for sustainable development</p>
Empower Our Communities	<ol style="list-style-type: none"> 1. Provide meaningful and strategic community investment 2. Engage our people to be agents of social change 3. Drive equitable access to STEM education 	<ul style="list-style-type: none"> 🔄 Reach 5 million STEM learners 🔄 Donate 100,000+ volunteer hours ✓ Achieve 50% employee participation in giving and volunteering 	 <p>Target 10.3: Ensure equal opportunities and end discrimination</p> <p>Target 5.b: Promote empowerment of women through technology</p>
Integrate Sustainability	<ol style="list-style-type: none"> 1. Drive climate action 2. Operate sustainable facilities 3. Foster a sustainable value chain 4. Develop sustainable products 5. Leverage genomics for a healthier planet 	<ul style="list-style-type: none"> 🔄 Deliver net zero emissions (Scope 1,2,3) by 2050 🔄 Reduce emissions by 46% (Scope 1,2) 🔄 Reduce emissions by 46% (Scope 3) ✓ Achieve 100% renewable electricity 🔄 Reach 90% landfill diversion at core sites 🔄 Reach 10% reduction in water intensity at core sites 🔄 Reduce packaging by 75% 🔄 Invest \$20 million in philanthropic sustainability initiatives ✓ Have 100% of strategic suppliers commit to minimizing their environmental footprint 	 <p>Target 12.2: Sustainable management and use of natural resources</p> <p>Target 12.5: Substantially reduce waste generation</p> <p>Target 13.2: Integrate climate change measures into policy and planning</p>
Nurture Our People	<ol style="list-style-type: none"> 1. Practice diversity, equity, and inclusion 2. Invest in our people 3. Create a culture of care 	<ul style="list-style-type: none"> ✓ Increase gender representation in global leadership ✓ Maintain zero net pay gap ✓ Increase minority representation in executive leadership (US) ✓ Increase representation of Black, Native, Pacific Islander, Hispanic or Latino, 2 or more in US workforce and leadership ✓ Reduce recordable injury and illness rate 	 <p>Target 10.3: Ensure equal opportunities and end discrimination</p>
Operate Responsibly	<ol style="list-style-type: none"> 1. Practice strong corporate governance 2. Maintain a culture of compliance 3. Act with integrity in all that we do 4. Foster a responsible supply chain 5. Uphold high standards for data security and privacy 6. Participate in proactive public policy 	<ul style="list-style-type: none"> ✓ Ensure 100% strategic suppliers committed to reducing their environmental footprint 🔄 Achieve 20% spend with diverse suppliers (US) ✓ Achieve top industry ESG ratings 	 <p>Target 9.2: Promote inclusive and sustainable industrialization</p> <p>Target 10.3: Ensure equal opportunities and end discrimination</p> <p>Target 17.16: Enhance the global partnership for sustainable development</p>

✓ Achieved 🔄 In Progress

CSR Governance

CSR is integral to how we do business. Our governance structure facilitates accountability, transparency, and continuous improvement.

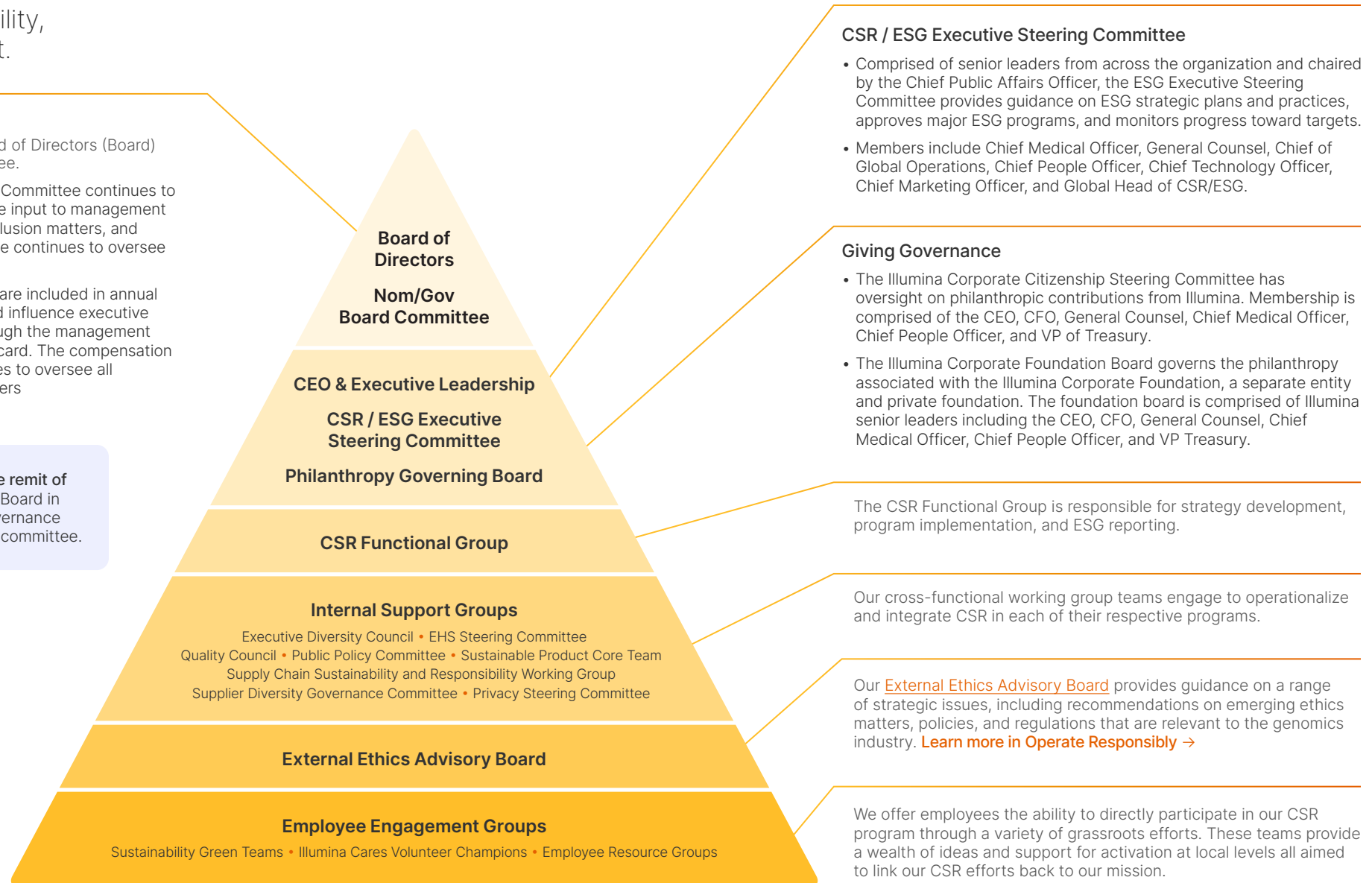
Board of Directors

We govern CSR at the highest level with oversight from the full Board of Directors (Board) with support from the Nominating / Corporate Governance Committee.

- 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
- The full Board provides oversight and receives updates on current performance and future strategic plans at least annually or more frequently if material changes occur
- The Compensation Committee continues to oversee and provide input to management on diversity and inclusion matters, and the Audit Committee continues to oversee cybersecurity
- Select ESG targets are included in annual corporate goals and influence executive compensation through the management performance scorecard. The compensation committee continues to oversee all compensation matters

In addition to the full Board oversight, we have now **expanded the remit of the Nominating/Corporate Governance Committee** to assist the Board in overseeing the company's material environmental, social, and governance matters (ESG), except as specifically delegated to another Board committee.

Learn more about our Board governance, member tenure, independence, and diversity in [Operate Responsibly](#) →



Stakeholder Engagement and Materiality

Our CSR strategy is continuously informed by engaging our stakeholders around our most material ESG issues.

Engaging Our Stakeholders

We are committed to operating with transparency and open communication to develop trusted relationships with all our stakeholders. We routinely gather feedback on environmental, social, and governance (ESG) topics from our stakeholders and work to create an open dialogue. As part of our ongoing engagement, we have used a variety of ways to gather feedback and evolve our program, including customer surveys, employee surveys, industry trade group participation, guidance from relevant frameworks, and external benchmarking.

Investors

- [ESG Investor Event](#) – We convened our second annual ESG investor event to share progress and field questions
- [Investor Day](#) – We hosted Investor Day for presentations by members of Illumina's executive team and a live Q&A session

Customers

- Our Customer Experience team regularly surveys customers to understand how we can improve. We conduct biannual relationship surveys, leverage machine learning tools, and provide an open channel for customer feedback from our field employees. These types of inputs even helped inform our design for environment approach. [Learn more in Sustainability](#) →

Patients

- We continue to advocate for the best clinical care for patients across the globe, actively engaging with medical organizations and governments to ensure that the genetic disease community has not only hope but also a voice

Reporting Frameworks and External Benchmarking



Employees

- Employee pulse surveys are sent out at least bi-annually [Learn more in People](#) →

Community Partners

- Community investment grant recipients complete an impact report following completion of projects to help guide future opportunities and provide feedback [Learn more in Community](#) →

Governments and Regulatory

- Illumina connects with governments and organizations around the world to engage and educate policymakers and key stakeholders on issues that impact our mission and business

Materiality Assessment

- Our materiality assessment guides our CSR strategy by identifying the material issues that matter most to our business and our stakeholders, and where we are uniquely positioned to create the greatest positive impact
- In 2021, we refreshed our 2018 baseline materiality assessment. The updated materiality assessment further refined and validated our priorities and focus areas

[Learn more about our CSR Strategy](#) →



Our Most Material ESG Issues		
Environment	Social	Governance
Climate Action	Democratize Genomics	Innovation
Sustainable Facilities	Community Investment and Philanthropy	Pricing and Affordability
Sustainable Products	STEM Education	Data Privacy and Security
Sustainable Supply Chain	Diversity, Equity, and Inclusion	Corporate Governance
	Human Capital Management	Ethics and Transparency
	Employee Health, Safety, and Wellness	Product Safety and Quality



Accelerate Access to Genomics

Strategic Approach and Impact

We are committed to accelerating access to genomics to realize health equity for billions of people around the world. We are driven by our conviction that genomics should be available to the many, not the few.

Realizing the potential of the genome to exponentially improve the human condition requires continued innovation and the democratization of genomics.

KEY OBJECTIVES

- 1 Drive innovation and affordability
- 2 Catalyze genomic startups to broaden the genomic ecosystem
- 3 Democratize genomics
- 4 Increase genomic data diversity
- 5 Enable catalytic philanthropy
- 6 Expand reach with payer coverage, genomic literacy, and patient advocacy

“To successfully fulfill our mission to improve human health, we must expand access to genomic technology in medical care to improve outcomes, regardless of social status, income, or geographic location. We must continue to bridge the gaps to ensure the individuals receiving genomic analysis represents our global diversity.”



Phil Febbo, MD
Chief Medical Officer

UN SDGs



2030 Target	2022 Progress
Achieve \$100 genome	\$200¹
Support 50,000 patients through philanthropic iHope programming	1,704
Invest in more than 200 genomic startups	74
Activate Pathogen Genomics Initiative donations enabling our \$60 million commitments by 2027	\$11M
Achieve 2 billion covered lives by 2026	1.2B
Reach at least 25,000 medical education learners annually	> 30,000

2022 Highlights

- Breakthrough NovaSeq™ X** series announced
- 22% revenue** invested in R&D
- 193** new patent applications in 2022
- 9,178** total patents issued worldwide

¹~\$200, based on US list price, assuming 120 Gb/genome; compared to NovaSeq™ 6000.



Empower Our Communities

Strategic Approach and Impact

We are committed to giving back, creating shared value through our business, and seeking opportunities to enable a more equitable and sustainable future for all.

Fostering a culture that empowers our employees to give back is integral to our mission. Guided by our CSR focus areas, we deploy our skills, time, and resources to create a positive impact in our communities.

KEY OBJECTIVES

- 1 Provide meaningful and strategic community investment
- 2 Engage our people to be agents of change
- 3 Drive equitable access to STEM education

UN SDGs



“ I continue to be inspired by the passion of our employees to give back and create a path for a more just and sustainable future. ”



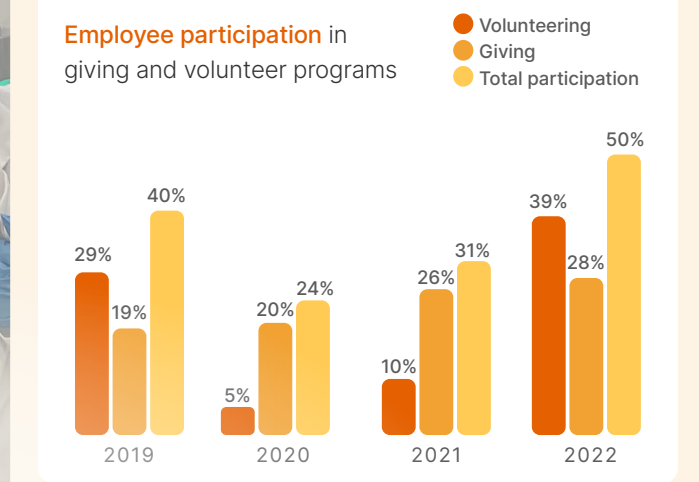
Sharon Vidal
Head of Corporate Social Responsibility

THE FUTURE OF GENOMICS STARTS HERE

2030 Target	2022 Progress
Reach 5 millions STEM learners	1.2M STEM learners ¹
Donate 100,000 volunteer hours	49,827 hours ¹
Achieve 50% employee participation through Illumina Cares programs	50% employee participation

2022 Highlights

46 countries community investment	~18 million total donations
10% increase in employee participation (giving and volunteering) since 2019	1,747 causes supported globally



¹Since 2019 baseline

Future Kings students visiting Illumina Baltimore facility.



Integrate Sustainability

Strategic Approach and Impact

We are committed to integrating environmental stewardship into the fabric of how we operate.

Human health and the health of our environment are intertwined, connecting our mission with our commitment to operate responsibly and sustainably.

We recognize the importance of the environment in creating a healthy, sustainable future for all. Our approach to environmental sustainability prioritizes taking action on climate change and the implementation of sustainable solutions in our facilities, products, and across our value chain.

As the world seeks innovative solutions to tackle climate challenges and protect our natural capital, we recognize the incredible opportunity the field of genomics and our technology provides.

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

KEY OBJECTIVES

- 1 Drive climate action
- 2 Operate sustainable facilities
- 3 Foster a sustainable value chain
- 4 Develop sustainable products
- 5 Leverage genomics for a healthier planet

UN SDGs



“Our science-based, verified climate action targets are an important part of our overall business strategy to minimize risk associated with climate change, build resilience, and identify opportunities for long-term sustainable growth.”



Kevin Pegels
Chief of Global Operations

2030 Target	2022 Progress
Achieve net-zero emissions (Scope 1,2, and 3) by 2050	In progress
Reduce emissions by 46% in our direct operations (Scope 1, 2)	100%
Reduce emissions by 46% in our value chain (Scope 3)	↑51%³
Decrease water intensity at core sites by 10%	↑4%³ ↓9% YoY
Achieve 100% renewable electricity	100%
Divert 90% of waste from landfill at core sites	64%
Invest \$20 million in sustainability and environmental justice initiatives	\$759K \$1.5M Total
Reach 100% of strategic suppliers to commit to minimizing their environmental footprint	100%
Minimize packaging by 75%	30%

2022 Highlights	
NovaSeq™ X launch resulting in 61% reduction² in climate impact compared to NovaSeq™ 6000	Carbon neutral in direct operations (Scope 1, 2) supporting the SBTi beyond value chain mitigation ¹ approach
100% renewable electricity	Verified SBTi Net-Zero and emission reduction targets

¹SBTi Beyond Value Chain Mitigation.

²Learn more on the sustainable product page.

³Since 2019.



Nurture Our People

Strategic Approach and Impact

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

An extraordinary mission requires extraordinary people at every level. By nurturing an inclusive and caring culture we magnify the value of collaboration and building a community.

Together our impact is amplified and our potential is unlimited.

KEY OBJECTIVES

- 1 Practice diversity, equity, and inclusion
- 2 Invest in our people
- 3 Create a culture of care

“Inclusion is core to our purpose. It is essential to the work we do, the communities we serve, the partners we choose, and the teams we build.”



Aimee Hoyt
Chief People Officer

UN SDGs

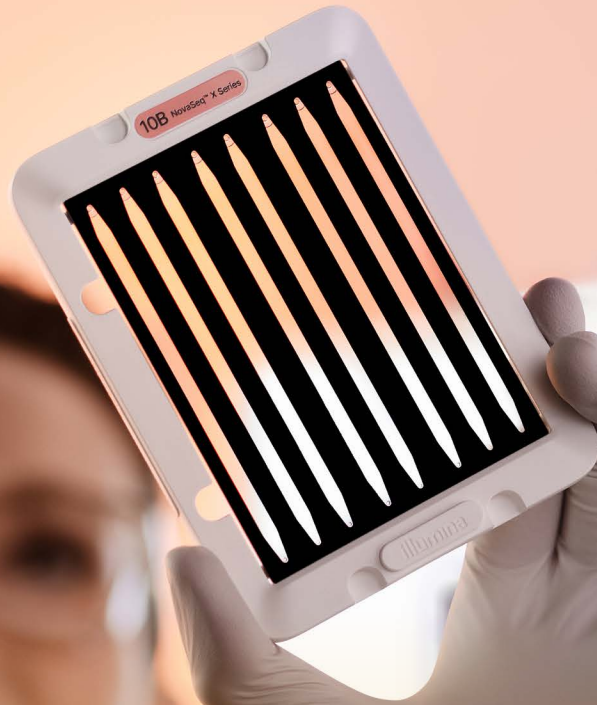


2030 Target	2022 Progress
Increase gender representation in global leadership ¹	41% ↑ 2% ⁴
Increase representation of Black, Native, Pacific Islander, Hispanic or Latino communities, 2 or more in our US leadership ¹	13% ↑ 3% ⁴
Increase representation of Black, Native, Pacific Islander, Hispanic or Latino communities, 2 or more in our US workforce	18% ↑ 1% ⁴
Increase minority representation in executive leadership (US) ^{2,3}	30% ↑ 9% ⁴
Maintain zero net pay gap	Maintained 4 th consecutive year
Reduce recordable injury and illness rate	.23 ↓ from .56 ⁴

2022 Highlights

45% female workforce representation	5% increase in female executive leadership in last three years
Launched new disability ERGs	85% average satisfaction rate from leaders on professional development programming
52% minority representation in US workforce	Launched new mental health benefit program (US)
80 Net Promoter Score on Executive DEI Training Program	

¹Leadership: Manager, equivalent, and above.
²Minorities (US): Asian, Black, Native, Pacific Islander, Hispanic or Latino, 2 or more.
³Executive Leadership: Director, equivalent, and above.
⁴Since 2019 baseline.



Operate Responsibly

Strategic Approach and Impact

We are committed to conducting ourselves with honesty, integrity, and respect for all.

Doing the right thing is core to who we are. Our role as a genomics pioneer brings with it the responsibility to enable innovation for good, ensuring that the technology we create and the data we collect are used safely, ethically, and responsibly.

KEY OBJECTIVES

- 1 Practice strong corporate governance
- 2 Maintain a culture of compliance
- 3 Act with integrity in all that we do
- 4 Uphold high standards for data security and privacy
- 5 Foster a responsible supply chain
- 6 Participate in proactive public policy

“For us, doing the right thing is more than just compliance. It is having a deep sense of integrity and honoring the trust placed in us by employees, patients, customers, shareholders, and communities.”



Gwen Chapman
Chief Compliance Officer

UN SDGs



2030 Target	2022 Progress
Achieve 20% spend with diverse suppliers (US)	18%
100% strategic suppliers committed to reducing their environmental footprint	100%
Achieve top industry ESG ratings	Ongoing
Position Illumina as the most trusted company in genomic privacy and ethics	Ongoing

2022 Highlights	
33% Board members are women	33% Board members represent racial/ethnic diversity
\$269 million (US) diverse supplier spend	100% Illumina core facilities participated in third-party audit programs ¹
Achieved ISO 27701 for Privacy Information Management on Illumina's six cloud-based products	Industry Leader in multiple ESG rating and ranking indices including DJSI, Sustainalytics, and CDP
Completed first Human Rights Impact Assessment	72 approvals from 58 regulatory agencies

¹Core facilities defined as San Diego, Bay Area, Madison, Cambridge, UK, and Singapore.

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.

In 2021, Illumina acquired GRAIL. GRAIL must be held and operated separately and independently from Illumina pursuant to the interim measures ordered by the European Commission, which prohibited the Illumina/GRAIL transaction on 6 September 2022 under the EU Merger Regulation. Data contained in this report does not reflect any GRAIL operations, financial results, or ESG data.

Reporting Period

January 1, 2022, to December 31, 2022, 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.

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
- Water data
- Energy data
- Human capital data

Signatory Participation

- United Nations Global Compact (UNGC)²
- We Mean Business Coalition 1.5^o
- UN Race to Zero
- CEO Action for Diversity & Inclusion
- UN Women Empowerment Principles
- STEMM Opportunity Alliance
- CEOs for Computer Science

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
- UN Global Compact
- UN Universal Declaration of Human Rights
- Dow Jones Sustainability Index
- CDP¹
- Bloomberg Gender Equality Index
- HRC Corporate Equality Index
- ISO 26000 as reference to provide guidance for integration of social responsibility

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 Labs

Contact

We welcome your feedback at csr@illumina.com

Learn More

[Illumina CSR and ESG microsite](#)

[Illumina ESG Reporting Hub](#)

¹To access Illumina's public facing CDP submission [Learn More](#).

²In 2023, the UNGC has updated the Communication on Progress reporting to an online portal. To access Illumina's participant page [Learn More](#).




Photo Credit: Juraj Krivda
Illumina Employee | Distribution Planner
Singapore | Woodlands Facility

Disclosures

This release may contain forward-looking statements that involve risks and uncertainties. Among the important factors to which our business is subject that could cause actual results to differ materially from those in any forward-looking statements are: (i) changes in the rate of growth in the markets we serve; (ii) the volume, timing and mix of customer orders among our products and services; (iii) our ability to adjust our operating expenses to align with our revenue expectations; (iv) our ability to manufacture robust instrumentation and consumables; (v) the success of products and services competitive with our own; (vi) challenges inherent in developing, manufacturing, and launching new products and services, including expanding or modifying manufacturing operations and reliance on third-party suppliers for critical components; (vii) the impact of recently launched or pre-announced products and services on existing products and services; (viii) our ability to further develop and commercialize our instruments, consumables, and products, including Galleri®, the cancer screening test developed by GRAIL, to deploy new products, services, and applications, and to expand the markets for our technology platforms; (ix) the risks and costs associated with the integration of GRAIL's business if we are ultimately able to integrate GRAIL, and our ability to successfully realize the related anticipated synergies; (x) the risk of incurring fines associated with the consummation of our acquisition of GRAIL and the possibility that we may be required to divest all or a portion of the assets or equity interests of GRAIL on terms that could be materially worse than the terms on which we acquired GRAIL; (xi) the risk that disruptions from the consummation of our recent acquisition of GRAIL or any associated legal or regulatory proceedings or obligations will harm our business, including current plans and operations; (xii) our ability to obtain approval by third-party payors to reimburse patients for our products; (xiii) our ability to obtain regulatory clearance for our products from government agencies; (xiv) our ability to successfully partner with other companies and organizations to develop new products, expand markets, and grow our business; (xv) the application of generally accepted accounting principles, which are highly complex and involve many subjective assumptions, estimates, and judgments and (xvi) legislative, regulatory and economic developments, together with other factors detailed in our filings with the Securities and Exchange Commission, including our most recent filings on Forms 10-K and 10-Q, or in information disclosed in public conference calls, the date and time of which are released beforehand. We undertake no obligation, and do not intend, to update these forward-looking statements, to review or confirm analysts' expectations, or to provide interim reports or updates on the progress of the current quarter.

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