Corporate Social Responsibility Report

Deepening our impact on human health by serving as a champion for patients, the community, and our planet

2020

illumina®

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Message from the CEO

"We are dedicated to making a positive impact on humanity, not just through our technology, but through our actions. Illumina's commitment to protecting our planet is reliant on the choices we make and the communities we inspire. This report represents the work we do every day to help shape a global culture working toward a more sustainable and equitable future."

Francis deSouza, CEO Illumina

At Illumina, we believe that we are in the midst of the most important human health transformation of our generation, as sequencing continues to deliver new insights into the genome. The lives of future generations will be enriched by genomic insights, because our genome impacts who we are and the quality of life we live. Today, even in the earliest stages of this genomic revolution, our customers are using genomic information to transform lives. From diagnosing disease in critically ill infants to developing new treatments for cancer; from creating drought-resistant plants to increasing the nutritional yield of food crops; from understanding the full diversity of life in the oceans to understanding the history of humankind: Illumina is helping to improve human health by unlocking the power of the genome.

This opportunity to positively impact lives drives Illumina, and it's in our DNA to do the right thing. This commitment transcends almost everything we do, so while our formal CSR program is new, it is building on a strong foundation that has been gaining momentum since the company was founded in 1999. Of course, there's more to do. We're just getting started. But we've already seen the innovation that comes from diverse, inclusive teams, and the cost savings realized from our energy conservation programs. Our customers are integrating CSR into their own businesses, and demanding partners that align to those practices with options such as more sustainable packaging.

To recruit and retain the best employees, we need to create an environment where we can attract the very best talent, and encourage them to do their best work, and deliver on our mission. We aim to connect the work we do with giving back to the community, and enable our employees to feel proud to be part of this organization.

In preparation for our first CSR Report, Illumina conducted a materiality assessment to prioritize the areas where we can leverage our business expertise for positive social impact. These are: accelerating access to genomics; empowering our communities; and environmental sustainability. Underpinning these focus areas are two foundational elements that support how we approach our business and CSR: ethics & governance, and our people.

In the pages that follow, we are sharing – for the first time – details of our priorities and approach, targets for 2030, opportunities, and our achievements so far. We have aligned these priorities and targets with the United Nations Sustainable Development Goals, and Illumina has joined the United Nations Global Compact. We look forward to sharing our journey and providing annual updates on our progress.

Many thanks to our employees for making Illumina such a special place, and for working to improve human health every day.

About Illumina

Illumina is the global leader in genomics – an industry at the intersection of biology and technology. We provide innovative sequencing and array-based solutions that support our customers across a diverse set of applications. From diagnosing rare disease to understanding biodiversity in our ecosystems: Illumina is helping to unlock the power of the genome.

Our Mission: To improve human health by unlocking the power of the genome

Our technologies are radically improving our understanding of the genome and transforming healthcare. Our products have enabled researchers to explore DNA at an entirely new scale. Every breakthrough opens up a new world, and shows us how much further there is to go. While the rate of progress is accelerating exponentially, we are only beginning to understand the significance of the genome. With the ability to now sequence at an unprecedented scale, our customers will develop a much deeper understanding of genetics than ever before and continue to unlock the power of the genome.

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

Illumina At-A-Glance

7,802 employees

>15,000 active sequencing systems installed

13,980 volunteer hours

115 countries

$850,000 donated from Foundation

60 average hours training per person per year

$3.5b 2019 revenue

500 iHope cases to date

43 % women employees

Who we serve

Genetic Disease   Oncology   Reproductive Health   Research   Agriculture   Direct to Consumer   Population Genomics

Where We Operate

Americas

San Diego, CA, USA[1, 2, 3, 4, 5]
Foster City, CA, USA[3,4]
Hayward, CA, USA[2, 4]
Madison, WI, USA[2, 4]
Sao Paulo, Brazil[4]

EMEA

Cambridge, United Kingdom[4, 5]
Hinxton, United Kingdom[3]
Evry, France[4]
Berlin, Germany[4]
Eindoven, Netherlands[4, 5]

Greater China

Beijing, China[4]
Shanghai, China[4]

Asia Pacific

Tokyo, Japan[4]
Osaka, Japan[4]
Seoul, South Korea[4]
Singapore[2, 4, 5]
Melbourne, Australia[4]

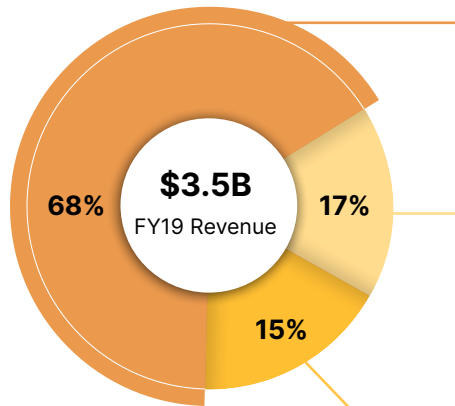1 Headquarters, 2 Manufacturing, 3 Clinical, 4 Commercial, 5 Distribution Center

Business Overview

Illumina revenue is comprised of: Consumables, Instruments, and Service & Other.

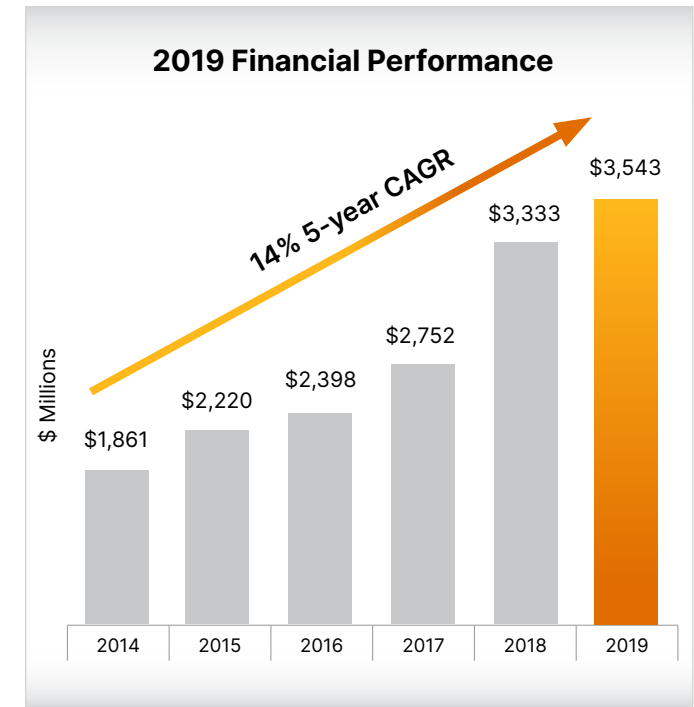**68%** **$3.5B** FY19 Revenue **17%** **15%**

Consumables

Ilumina offers library prep solutions and proprietary sequencing kits (e.g., flow cells and reagents) for our sequencing and microarray instruments.

Service & Other

Illumina provides warranties and maintenance contracts for our sequencing and microarray systems and performs services at our in-house labs. Illumina also receives revenue from IP fees, IVD licensing and milestones, and informatics.

Instruments

Illumina offers a range of sequencing systems that span uses of all sizes, across the full range of applications. Additionally, Illumina offers a microarray instrument to support genotyping.

2019 Financial Performance

14% 5-year CAGR

$ Millions

Year	Value
2014	$1,861
2015	$2,220
2016	$2,398
2017	$2,752
2018	$3,333
2019	$3,543

Sequencing Instruments

NovaSeq™ 6000

NextSeq™ 550Dx   **NextSeq™ 2000**

MiSeq™ and MiSeq Dx™   **MiniSeq™**   **iSeq™**

High Throughput   **Mid Throughput**   **Low Throughput**

Note: Our HiSeq series of instruments, including the HiSeq 4000 and HiSeqX, have been discontinued and are not included in this chart.

Approach

Our CSR strategy focuses on the areas where Illumina can uniquely impact the global community and the issues that matter most to our business and stakeholders.

CSR Framework

At Illumina, Corporate Social Responsibility is governed at the executive level with Board of Director oversight and increasingly embedded into our business at all levels. In 2018, Illumina established a CSR Working Group and an Executive Corporate Social Responsibility (CSR) Steering Committee, chaired by our Chief Financial Officer. In 2019, a dedicated CSR functional group was established, building on existing grass roots efforts.
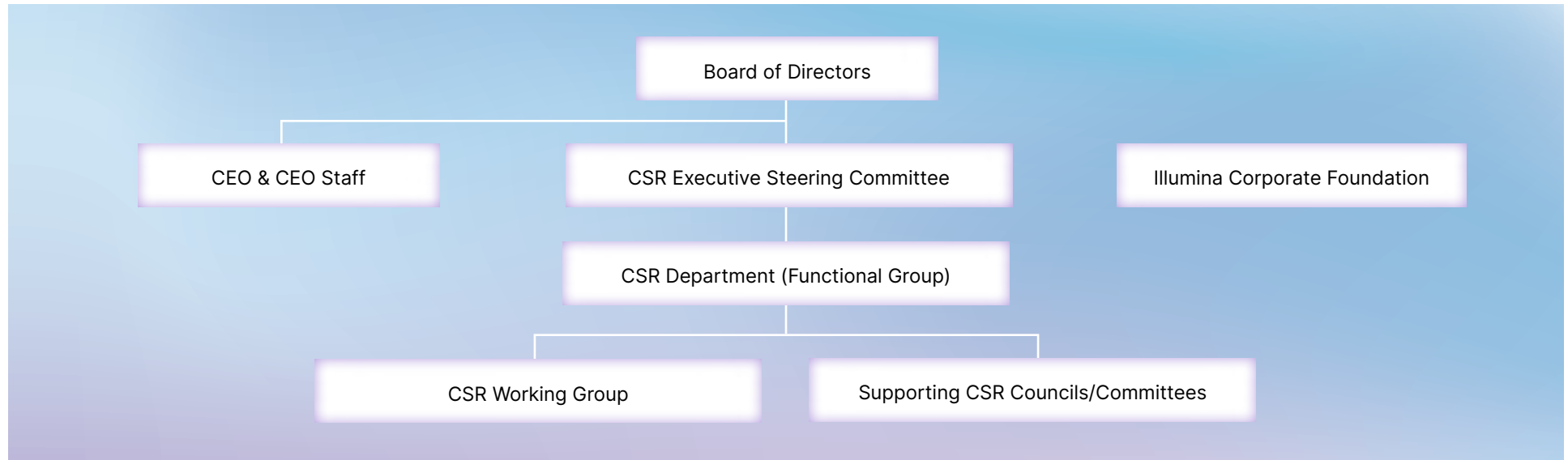
Board of Directors - Provides oversight for CSR Program. Receives an update at least annually on current performance and future strategic plans and additionally if material changes occur.

CEO & CEO Staff - Receives an update at least semi annually on current performance and future strategic plans.

CSR Executive Steering Committee - Comprised of senior leadership from Legal, Marketing, R&D, Supply Chain, Manufacturing, Medical Affairs, Facilities, Environment, Health & Safety, Information Systems, Investor Relations, Government Affairs, Policy Governance, Ethics and Human Resources.

Illumina Corporate Foundation Board - Comprised of Illumina's General Counsel, Chief Executive Officer, Chief Financial Officer, Chief Medical Officer, and Chief People Officer. The Illumina Corporate Foundation Board provides oversight of the programs funded by this Foundation as well as the company's Corporate Citizenship efforts.

CSR Function - New functional group reporting to the Chief Financial Officer's organization through the Vice President of Investor Relations and CSR.

CSR Working Group - Cross functional team responsible for embedding the CSR programs into the business, implementing the CSR strategy and reporting on CSR progress.

Supporting Committee Governance - Additional groups related to governance of CSR elements include Diversity & Inclusion Steering Committee; Environment, Health & Safety Steering Committee; Quality Council; Public Policy Committee; Illumina Cares Network Champions Group; Sustainability Green Teams, Corporate Citizenship Committee, and Employee Resource Groups.

Connecting CSR to Our Business

Engaging Our Stakeholders

We engaged with a wide range of stakeholders to inform our corporate social responsibility strategy. Our internal engagement included all levels of the organization. Our external engagement included representatives from global, national and local interests.

Stakeholder Groups

- Customers
- Employees
- Healthcare Providers
- Suppliers
- Community partners
- Channel partners
- Distributors
- Investors
- Government and Regulators
- Industry Leaders
- Nonprofits
- CSR peer groups

As part of our ongoing stakeholder engagement, we use a variety of ways to gather feedback and gauge interests including customer surveys, employee surveys, industry trade group participation, and guidance from relevant frameworks such as the UN Global Compact and Sustainable Development Goals. In addition we use external benchmarking such as Dow Jones Sustainability Index, CDP, Gender Equality Index, and Corporate Equality Index to identify areas of focus and opportunities. These are just a few examples of how we stay connected to our stakeholders.

> Investing in our employees, communities and a purpose driven strategy will make us stronger as a business and magnify our impact.
>
> Jacquie Ross
> Vice President, Investor Relations & CSR

Assessing our Material Issues

We assessed our material issues on the importance to our business and the ability to create impact across the categories of:
Environment   Community   Product   Employee   Governance

Ability to create impact / Importance to Illumina Business

Philanthropy / Volunteerism / Waste Minimization	Genomic / STEM Education	Corporate Ethics & Compliance / Data Privacy & Security
Diversity & Inclusion / Energy Management / Water Management	Pro Bono Genomic Testing for Patients / Production and Packaging	Employee Safety / Product Quality / Transparency
Sourcing	Delivery / Equitable Rewards / Governance / Health & Lifestyle Benefits	Employee Engagement / Product Design & Development

Note: In this report, we use the terms "material" and "materiality" to refer to topics that reflect Illumina's meaningful environmental, social, and governance impact. The use of such terms shall not be deemed to constitute an admission as to the materiality of any information in this report for purposes of applicable securities laws or any other laws of the United States, nor are we using them as they are used in the context of financial statements and financial reporting.

Discussion with CFO on Why it Matters

Senior Vice President & Chief Financial Officer

**Q Why did Illumina set out to create a more formal approach to CSR?**

A Illumina has always had a strong connection to purpose driven strategy just by the very nature of our company mission. By formalizing the CSR program, we can now build the great internal elements that we already had in a way that focuses on the areas that we are uniquely positioned to drive improvements and shape a more sustainable future.

Q As Illumina set out to develop its strategy to create an intentional CSR approach, what was the approach and methodology you used?

A Our efforts began as a strong desire to make a deeper impact on some of the biggest environmental and social issues facing the world today. We quickly realized that we would need a way to prioritize our focus areas in order to maximize our impact, so we engaged consulting partners to complete our first materiality assessment.

Q Tell us the process you used to conduct the materiality assessment

A The assessment was performed in accordance with the Global Reporting Initiative (GRI) guidelines and evaluated topics related to our business strategy and stakeholder interests. An internal cross functional team collected the material issues associated with the topics of Environment, Governance, Employee, Product, and Community. The topics included energy management; data privacy; diversity and inclusion; sustainable product design, STEM education, and philanthropy for patients to name a few.
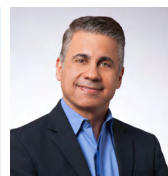
Sam Samad
SVP, Chief Financial Officer
CSR Executive Steering Committee Sponsor

Q How did you engage stakeholders once these core material issues were defined?

A We engaged our key stakeholders through qualitative interviews and a quantitative survey to rank each aspect on the following two elements: the relationship of importance to Illumina's business and the ability to create impact.

Q What did the results show you?

A The assessment process helped identify our most material aspects, where the highest priority issues are to our stakeholders, and where we can create the most impact across social, economic, and environmental elements. CSR will help us shape the future of our growth, value creation and social impact.

Q How did the results translate into your CSR strategy?

A The results helped shape our CSR priorities into a framework for strategic focus priority areas. We organized our CSR strategy around 3 core priorities of Accelerating Access to Genomics; Empowering Communities; and Protecting our Environment. We also identified two foundational elements that support everything we do in CSR and are woven into the fabric of all three focus areas. These include Our People and Governance and Ethics.

Q How does your role as Chief Financial Officer connect to CSR?

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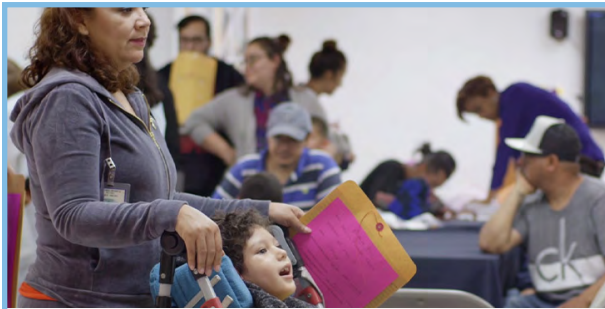
Creating Unique Impact through CSR

Illumina has three CSR Focus Areas supported by two foundational elements.

Corporate Social Responsibility   ↗ CSR Policy

Deepening our impact on human health by serving as a champion for patients, the community, and our planet

Accelerate Access to Genomics
We are committed to connecting individuals, families, and communities to genomic solutions.

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

Environmental Sustainability
We invest in sustainable solutions across our facilities, products and business practices.

Our People
We cultivate an agile, innovative workplace and a culture fueled by innovation, collaboration, and openness.

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

Our Commitment to UN Sustainable Development Goals

To determine the unique impact Illumina would contribute to the global community for a healthier, more equitable world, we utilized the results of our materiality assessment and stakeholder feedback. We have identified our material aspects that align with seven Sustainable Development Goals. These are the areas where we can create the greatest positive impact: Good Health & Well Being (3); Quality Education (4); Gender Equality (5); Industry, Innovation, and Infrastructure (9); Reduced Inequalities (10); Responsible Consumption and Production (12); Climate Action (13).

SUSTAINABLE DEVELOPMENT GOALS

The 17 United Nations Sustainable Development Goals (SDGs) are a global framework for progress toward a more sustainable future. Illumina is committed to supporting UN SDGs.

Accelerate Access to Genomics

- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 10 REDUCED INEQUALITIES

Empower our Communities

- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 10 REDUCED INEQUALITIES

Environmental Sustainability

- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION

Our People

- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 10 REDUCED INEQUALITIES

Governance & Ethics

- 10 REDUCED INEQUALITIES

1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

Focus Areas

Access to Genomics

We are relentless in our pursuit to improve human health, but we recognize that our efforts mean little if people and places lack access to genomic technology. Through our programs and partnerships, we are removing barriers of access to expand the benefits of genomics to as many people as possible.

Accelerating Access to Genomics

6,000+
genetic disorders[1]

300M+
people with a genetic disease worldwide[2]

99%
of variants not yet deciphered

1 in 6
death due to cancer[4]

6%
of global births had Non-Invasive Prenatal Testing

Half of those with genetic disorders are children and 1/3 of those never turn **5 years**

Opportunity

Our efforts to unlock the power of the genome mean little if people and places lack access to our technology.

Illumina's technology can have a meaningful impact on patient lives. Access to genomics through services like non-invasive pre-natal testing (NIPT) and clinical whole genome sequencing (cWGS) can help better diagnose and treat genetic disease and oncology. While reimbursement and use of genomic medicine has increased significantly, there are still too many patients for whom genomic medicine is inaccessible. We are committed to working with key stakeholders to expand genomic technology to reach and benefit as many people as possible.

How We Improve Access

We utilize a broad range of tactics to accelerate access for patients, families, and communities. These efforts enable the expansion of the genomic ecosystem, provide access to genomic technologies, and ensure genomes can be interpreted in the appropriate context of global diversity.

Access for Patients & Families

- iHope, a philanthropic program
- Patient Advocacy & Support

Access for Communities

- Reduce non-financial barriers
- Provide education for health care providers
- Support grants for underserved communities
- Improve engagement through government affairs
- Expand STEM Education efforts
- Enable new startups through Illumina Accelerator & Illumina Ventures

" We believe in equitable access to sequencing for everyone in need. Illumina is working with its partners to identify and help reduce barriers in order to improve broad access to sequencing. "

Phil Febbo
SVP, Chief Medical Officer

[1] https://www.omim.org
[2] Global Genes RARE Facts & Statistics: https://globalgenes.org/
[3] Rare Disease Impact Report: Insights from patients and the medical community. Shire. 2013
[4] American Cancer Society

Access for Patients and Families: iHope

↗ iHope Website

The iHope program is a philanthropic consortium that provides access to clinical whole genome sequencing (cWGS) for patients who are unable to obtain genetic testing. The program aims to reduce the diagnostic odyssey, provide access to families who would otherwise not have access and to collect evidence as to how the testing impacted their diagnosis and management. Together, with the iHope Network members who have committed to a minimum philanthropic donation of whole genome tests per year, we are helping undiagnosed patients and their families find long sought-after answers.

Number of Patients

> 500

Since program inception in 2017

Diagnosis

40-70%

Patients who receive a diagnosis after a cWGS

% Change Management

Up to 50%

Cases for which occurred after cWGS

Global Reach of iHope

27

Clinical sites world wide

2020 Target for iHope

400

Patients

> We have a moral imperative to accelerate access to genomic testing and help find solutions for the children and families who are suffering.

Ryan Taft
Vice President,
Scientific Research

Data references: https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6375919/

CASE STUDIES: Ending Diagnostic Odysseys

↗ iHope Website

iHope Enables Genome Sequencing in Mexico

Two brothers (ages 4 and 11) presented with similar phenotypes of profound intellectual disability and seizures.
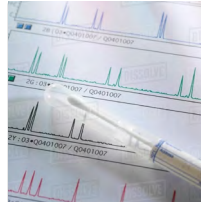
Received Results
Variant identified in a potential new disease gene in both brothers.

Outcome
Both brothers' seizures have decreased.

iHope

Testing performed through Illumina's iHope philanthropic program.

GENEMATCHER

Treatment identified
Through an international "matchmaking" program, this new disease was confirmed and vitamin B was identified as a treatment.

Genetic Testing From a Mother's Perspective

Mother Amanda Byzak's daughter and son have a vision impairment due to albinism.

Amanda's son received free whole genome sequencing and discovered he had OCA4, and not OCA2 as originally suspected.

Only by having the genetic test, did the family learn they had a much more rare form of albinism than initially diagnosed. Without the diagnosis, the family would have been pursuing the wrong studies and delaying the potential to find a match for the correct pigment gene therapy someday.

Angelina and Heriberto Francisco-Mateo with their sons, Alan, 4 and Jesus, 11. Through genome sequencing, doctors identified the boys' condition and prescribed vitamin B6 to decrease their seizures.

Access for Patients and Families: Advocacy

↗ A Global Patient Advocacy Resource

The connection to a community of people with similar experiences provides the support and strength to search for a diagnosis and to improve care and management. By bringing together families, there is now a community for those impacted. Each year, a rare disease campaign is celebrated around the globe to increase awareness to this health priority.

With a diagnosis comes the opportunity to connect with other families who share similar experiences.
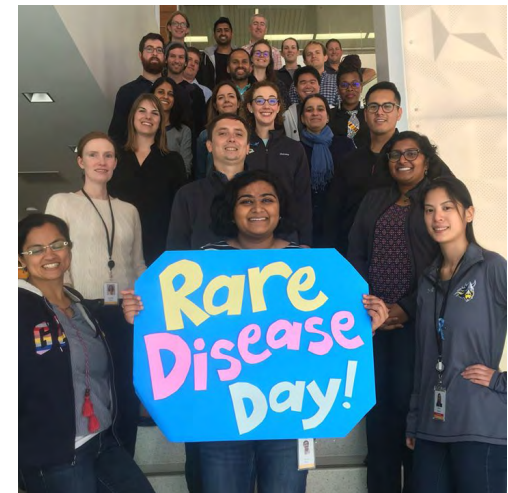
"The burden is not off our shoulders, but we were given wings."

Maja Bartoszewicz-Moritz
EMEA RUGD Patient Ambassador Network member, Mom to Ida

Accelerating Access: Communities

We aim to ensure all communities have access to genomic testing.

Collaboration with Blue Cross Blue Shield

In 2018, Illumina entered into a collaboration with Blue Cross Blue Shield Association with the objective of understanding variabilities in genetic testing utilization. This information will help identify the communities that need additional resources to close the gap. The goal is to create a better understanding of how precision medicine is being used so we can avoid inequities by ensuring all Americans have access to these lifesaving treatments that are tailored to their individual health needs by utilizing precision medicine.

Preliminary findings showed there are variabilities in utilization of genetic testing across different geographies and across different clinical applications, which cannot be explained by variability in coverage policies alone. Such variabilities could lead to disparities in health outcomes and financial burden.

Working Together: Approach to Expand Access to Personalized Medicine = Collaboration

We know that this is not something we can do alone. Illumina has partnered with key stakeholders who also believe every patient, regardless of circumstances, deserves access to genetic testing. To increase access to genomics, we have identified 4 approaches to reduce the non-financial barriers in the ecosystem for Access to Genomics. In 2020, our collaboration continues with the following partners: American College of Medical Genetics (ACMG), the National Coordinating Center (NCC) for Regional Genetics Network initiatives, and the American Cancer Society.

The potential for genetic testing to improve patient outcomes is tremendous, but there is a long road ahead of us before it becomes the standard of care.

1 Localized Education

Approach: Support education directed at Healthcare Providers (HCP) about clinical benefits of next generation sequencing.

Projects: Sponsoring ACMG Genetics 101 for HCP

Goal: Expand support to additional partners and increase localized education.

2 Broader Education

Approach: Expand existing educational programs for Primary Care Physicians and other non-genetics healthcare professionals.

Projects: Sponsorship of Regional Genetics Network Initiatives through collaboration with National Coordinating Center

Goal: Improve non-genetics HCP understanding of genetic network.

3 Content Development

Approach: Develop education for Patient Navigators and Phone Specialists on importance of genomics in cancer care.

Projects: Develop course for American Cancer Society and National Cancer Information Center

Goal: Increase understanding of genetics to help advocates be more effective in their roles and enable access for patients.

4 Program Support

Approach: Support programs that are specifically designed to increase access for underserved communities.

Projects: Various efforts under review to support program development

Goal: Improve access to underserved

Advancing Access through Partnerships and Education

To increase awareness about genomics, Illumina is working to expand medical genetic education and invest in clinical studies.

Medical Genetics Education Resources

Illumina is committed to providing health care professionals with accurate, unbiased, and balanced information and education. Our education begins with basic genetic concepts and encompasses specific areas of focus including obstetrics, oncology, and rare diseases. This includes support for continuing medical education (CME) activities to help enhance health care providers' knowledge, with the goal of improving patient care.

Educational Grants

Illumina is committed to the advancement of medicine and improvement of patient care by increasing awareness of the utility of genomics in medicine. We provide grants that align with our clinical areas of focus to support accredited and non-accredited educational activities for health care providers and allied health professionals.

All grant proposals are reviewed for compliance with our policies and relevant legal and industry requirements, including guidelines set forth by the Accreditation Council for Continuing Medical Education (ACCME). Requests for an educational grant should be submitted at least 90 days prior to the proposed program date and/or accreditation date. Please submit requests to IMEDgrants@Illumina.com.

CASE STUDY: A Successful Partnership

What is Project Baby Bear?

Project Baby Bear is the nickname for a $2-million Medi-Cal pilot program to provide genetic testing clinical whole genome sequencing (cWGS) for babies hospitalized in intensive care. The goal is to demonstrate that Medi-Cal would benefit financially, and Medi-Cal patients would benefit clinically, from improved and accelerated access to cWGS when compared to substantial expenditures for patient "diagnostic odysseys" and costly, ineffective treatments.

How did this all begin?

Illumina and Rady Children's worked closely with key legislative leaders to underscore the life-saving importance of offering cWGS as a first line diagnostic test to produce precise condition diagnoses and treatment pathways.

Why is this so important?

This is the first program in the nation to offer rapid WGS for critically-ill newborns, infants and toddlers. This project will advance precision medicine in California by demonstrating the cost-effective availability of current technology to identify difficult-to-diagnose genetic conditions to more efficiently guide clinician treatments and help improve the lives of patients and family.
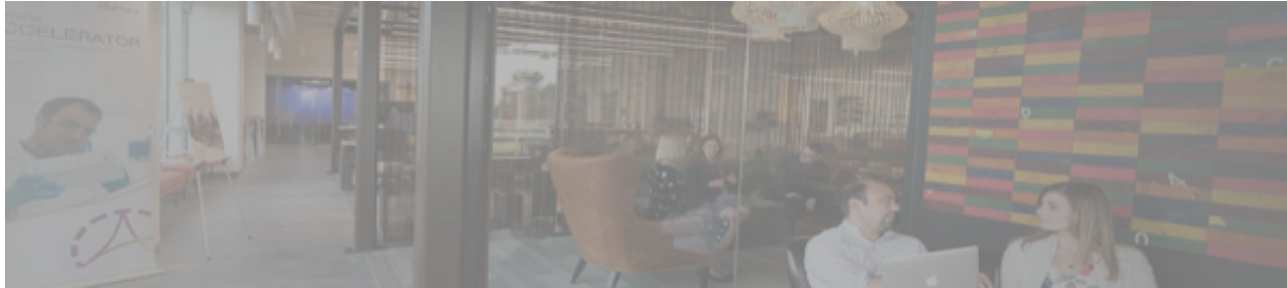
Who will benefit?

Medi-Cal covers about one-third of the total state population, and funds 50% of all births in the state. Racial and ethnic minorities make up 70% of enrollees served by Medi-Cal.

Accelerating Access by Expanding the Genomic Ecosystem

Illumina catalyzes growth of the genomic ecosystem through Illumina Accelerator and Illumina Ventures.

Illumina Accelerator

Illumina Accelerator began in 2014 as the world's first business accelerator focused solely on creating an innovation ecosystem for the genomics industry. Our goal remains to build high-growth, venture-backable startups focused on advancing breakthrough applications in genomics to transform human health and beyond. The scope includes novel drug discovery to treat patients; impactful diagnostics to detect and prevent diseases; important agriculture and food innovations to feed more with less; new synthetic biology approaches to enable a sustainable future; software and tools to further enable new insights; and consumer driven applications to help us understand ourselves better.

- Connected with genomics entrepreneurs from over 45 countries
- Built over 38 portfolio companies
- Collectively raised $340M through 2019

↗| Accelerator website

Illumina Ventures

Founded in 2016, Ilumina Ventures is an independently managed firm focused on early-stage companies that are pioneering new applications of genomics and enabling precision medicine. In addition to providing the initial seed money, Illumina provides a strategic relationship with Illumina Ventures. Illumina provides access to the expertise and vision of the world's leading genomics solutions provider. Companies are pioneering new applications for advancing human health through genomics, applications of genomics for sustainability, biodiversity, climate change research, food scarcity, agrigenomics, and more.

↗| Illumina Ventures website

"Genomic startups are growing in both quality and diversity, and the opportunity is now greater than ever. The dramatic innovations in next-generation sequencing technologies continue to drive down costs at an unprecedented pace and are unlocking new areas of biology and market applications. These historical innovations are making the previously inaccessible .... now accessible."

Amanda Cashin, Ph.D
Vice President,
Illumina Accelerator

Focus Areas

Communities

At Illumina, giving back is in our DNA. Through Illumina Cares, our second strategic focus area of Empowering Communities, we share our time, talent, and technology with the communities where we live and work.

Empowering Our Communities

Sharing our time, talent & technology to inspire patients, employees, and the next-generation.

We donated over
$850,000

To more than
1,000 causes[3]

Our employees donated over
$310,000

2,489
employees
volunteered

Giving back over
13,980 hours
to nonprofit organizations

Our employees
hosted 150+
giving back events in
12 countries

By 2030, Illumina aims to achieve

Genomic Literacy

100%

increase in number of participants
touched by our STEM Programs[1]

Community Service

50%

of employees participate in our
giving or volunteering programs[2]

90%

of employees surveyed feel Illumina supports
employees giving back to the community

[1] Participant target based on 2019 baseline of 306,170 participants touched by STEM. Participants defined as employees + students + educators
[2] 2019 participation rate was 40%
[3] Causes refers to matching gifts made by the Illumina Corporate Foundation.

Educating Future Generations on the Power of Genomics

Increasing Genomic Literacy Through STEM Education

One of the main focus areas for the Illumina Cares program is increasing genomics literacy through STEM education. We aim to accomplish this by sparking student curiosity around genomics. Reaching our goals means offering students and teachers different ways to experience genomics—from employees sharing their experiences to training teachers on next-generation sequencing to bringing students and educators to our campuses, and creating resources that anyone can access.

Cecilia Sasso D'elia, Scientist EMEA Region

Here's a sample of some of our programs

Illumina has employees all over the world. By providing our employees around the world with the resources to volunteer in classrooms, we can reach more students. Since launching our volunteer program in 2018, 170 employees have connected with students to share more about genomics.

↗ Learn More

By showing students what it is like to work at Illumina, we can open their eyes to new and emerging careers. Through a series of career videos, we are introducing students to the diverse range of careers in the dynamic genomics industry.

⬉ Meet our employees
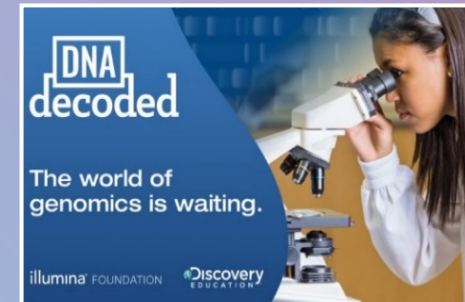
Inspiring students means giving teachers the resources to bring a subject to life. A partnership between the Illumina Corporate Foundation and Discovery Education, DNA Decoded provides ready-to-go, standards-aligned lessons and activities for teachers and students to explore the ways they can see genomics in their everyday lives.

↗ Explore DNA Decoded

Through our STEM Education programs, we have been able to reach over 300K students and 6k educators.

CASE STUDIES: Genomics Beyond Human Health

In addition to furthering Genomic Literacy through STEM Education, our Empower Communities pillar uses the communication platform Genomics for Good to elevate awareness and positive sentiment around the impact genomics is having on humanity. The information contained within DNA is helping solve some of humankind's most challenging problems – from diagnosing rare diseases to finding innovations for sustainable farming.

↗ Adventures in Genomics Video Series

Cataloging Biodiversity with Dolphin Genome

The Bottlenose Dolphin is an iconic species, found all over the world; however, researchers were limited in mapping genetic diversity of populations. The goal was to create high quality genomes, which are essential to resolving challenges in breeding, comparative biology, medicine and conservation planning. This study helped facilitate research on comparative genomics, provide structure for cataloging biodiversity and ultimately support decisions around species conservation and management. The data is being used to further understand diversity in wild and captive dolphin populations. The Illumina team partnered with Sea World, Plant with Purpose, Ocean Discovery Institute, NRGene and Johns Hopkins University.

Footprints of Climate Change in Ancient DNA

Climate change has threatened and influenced animal and plant populations since ancient times. Beth Shapiro, from the University of California Santa Cruz, is using ancient DNA and Illumina technology to understand these effects. Ultimately, she aims to provide information on how climate change will influence currently living species. By gathering bones and other types of environmental data that go back through time in the permafrost, they are learning how species in the past responded to periods of rapid climate change so that we can make more informed decisions about how to protect living species in the face of projected climate change.

Genomics to Enhance Global Food Security

Illumina sequencing technologies can be used to help more people gain access to a safe, nutritious, and adequate food supply.

Illumina hosts a yearly grant award program as part of our Agricultural Greater Good Initiative. This program spurs research on increasing the sustainability, productivity, and nutritional density of agriculturally important crop and livestock species. Past winners included studies on camel genomic diversity datasets to assist in conservation programs, goat and sheep breeders attempting to achieve more resilient animals in the face of climate change, and projects on how to breed more disease resistant peas.

⌐ Watch video   ↗ Visit website   ⌐ Watch video   ⌐ Watch video   ↗ Visit website

Employees Making a Difference in our Community

At Illumina, we strive to make giving back easy and more meaningful for all of our employees. Whether it's by providing giving opportunities or through our matching and volunteer time off programs, we encourage employees to make a difference in their community.

The Illumina Foundation Matching Gift Program

All full and part-time employees can apply for a 1:1 match to their donations up to $250. Illumina has governance and giving guidelines to ensure charitable contributions align with our Company values.[1] Donations can be made to any eligible global charity (501(c)3 or equivalent) of the employee choice.

Overall Participation

2017   21%
2019   **40%**

Volunteer Time Off

16

Employees are provided up to 16 hours of paid volunteer time per year.
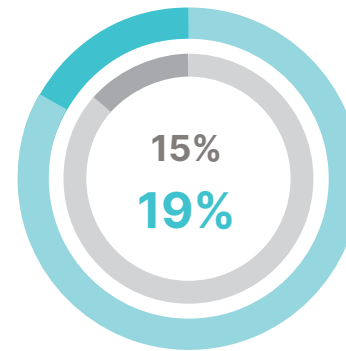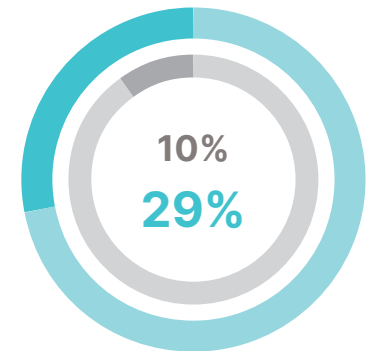
" By promoting volunteer time off, and leveraging our local culture, we've been able to develop an effective recipe for giving back to the Madison area. People enjoy giving back with their peers, the leadership team, and across functions. Giving back has made our site feel not only more connected to one another, but more connected to Illumina's mission. "

Carly Cohen
Manufacturing Administration Department

Giving

15%
19%

2017 | 2019

Volunteering

10%
29%

2017 | 2019

[1] In order to be included in the Causes Database, an organization must meet their country's NGO guidelines. Organizations are then evaluated against 1,200 watchlists and a number of National Taxonomy of Exempt Entities Codes (NTEE) that are also excluded from matching eligibility. Illumina currently blocks the SPLC Hate List from search, matching and volunteering, which is comprised of charitable organizations that have been found to discriminate against a specific race, religion, ethnicity, sexual orientation or gender identity.

CASE STUDIES: Giving Back is in Our DNA

Science Festivals, Community Service, On-Site Volunteer Opportunities

Supporting Caden at Rady's Celebration of Champions

Each year, hundreds of little fighters, warriors and true champions at Rady Children's Hospital battle one of the toughest rivals of all: cancer. And once a year, these champions are celebrated at one of the most inspirational events of the year: Celebration of Champions.

Illumina had the honor to connect with one of these local champions: Caden. In late 2016, Caden started showing strange symptoms—bruises, nosebleeds, excessive bleeding from bug bites. A series of tests showed Caden's platelet count was dangerously low. Further tests showed he had acute lymphoblastic leukemia (ALL).

After several years of aggressive treatments, Caden is now completing his maintenance treatment, and in 2019, a team of Illumina employees had the privilege of running alongside Caden in the Rady Children's Hospital's Celebration of Champions. The event brought together hundreds of pediatric cancer patients, survivors and family members to celebrate wins, honor losses and raise funds to improve care.

Heroes Make Capes

There are only six Illumina employees in St. Louis, but they stepped up big time for the 2019 St. Louis Pedal the Cause Kids Challenge. As a Pedal Partner, Illumina contributed something truly fitting for the kids in the challenge – CAPES.

Illumina bought 624 blank capes, and Illumina staff and supporters hand-decorated each one. There were super hero and Star Wars themes; St. Louis Cardinals and St. Louis Blues.

On the morning of the challenge, the 624 capes were hung up in a tent, and each kid got to choose their favorite.

"I don't know if it was the kids or adults who were happier," says Staff Field Application Scientist Melissa Spears, who spearheaded Illumina's participation. "Imagine 600 capes hanging up; they couldn't even decide which one to choose."

The capes were just part of the story – the St. Louis team also raised around $6,500 for cancer research.

San Diego Festival of Science & Engineering

Cancer Society Festive Food Packs

Jesse's Joy Jars

Pink Ribbon Walk

Pedal to End Cancer

Cambridge Science Festival

Focus Areas

Environmental Sustainability

As a global corporate citizen, Illumina recognizes the importance of the environment to a healthy, sustainable future for our business, our patients, and communities. We are committed to safeguarding earth's resources and to continuously strengthening our environmental stewardship.

Fostering Environmental Sustainability

Illumina is committed to continuously strengthening our environmental stewardship through our facilities, products, and supply chain.

Background

Environmental Stewardship is integral to Illumina's approach to sustainable business practices. The results of our materiality assessment highlighted Sustainability as a strategic focus area. We have organized our approach by prioritizing the implementation of sustainable solutions in our facilities, our products and our supply chain.
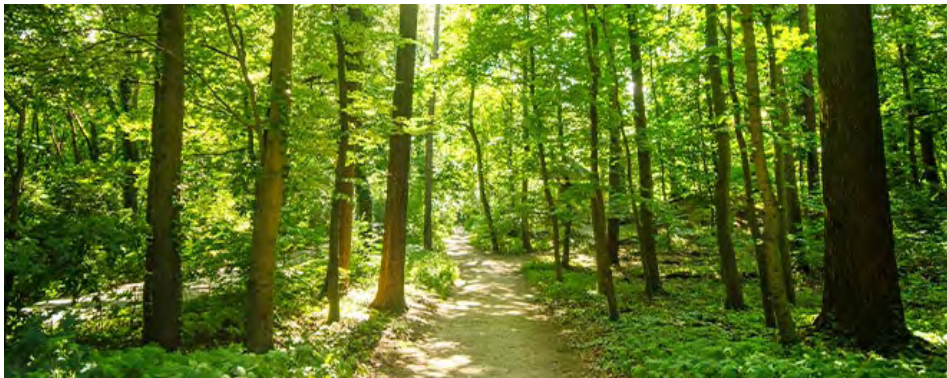
Minimizing Our Environmental Footprint

Facilities

- Green Building Design
- Reduce CO_2 Emissions
- Increase Renewable Energy
- Reduce Water Footprint
- Reduce Waste to Landfill

Product

- Design for Environment
- Packaging and Dry Ice Reduction

Supply Chain

- Supplier Commitments
- Supplier Diversity

"Environmental stewardship has been woven into the fabric of how we operate. We will continue to look at sustainability through the lens of continuous improvement, knowing there are always more opportunities for us to explore in the quest to protect our planet and do our part."

Sharon Vidal
Associate Director, Corporate Social Responsibility & Sustainability

Facilities: Going Green

By minimizing our environmental footprint, we aim to safeguard, sustain, and improve sustainability.

Our 2030 environmental targets were established based on 2018 baseline data. We have created a portfolio of opportunities for each site and are working on prioritization and implementation. We are committed to integrating green design principles in new construction projects and will track progress toward our targets in our annual CSR report.

We are committed to the integration of green design principles in new construction projects

By 2030

30%
Decrease CO_2 emission[1]

50%
Increase in renewable energy use

10%
Decrease in water consumption[3]

90%
Diversion of landfill waste at all main campuses[2]

Guiding Frameworks

Illumina supports the Intergovernmental Panel on Climate Change (IPCC) findings and the elements agreed upon in the Paris Agreement.

Illumina supports the implementation of the United Nations SDG #13: Take urgent action to combat climate change and its impacts.

Illumina also supports efforts to align carbon emissions reduction efforts with scientific consensus and science-based targets.

Our 2030 targets to impact greenhouse gas emissions were created from the science based methodology and intended to keep global warming potential to less than 2°C.

↗ Climate Position Statement

[1] Based on the concepts outlined by the Paris Climate Accord and Science Based Target methodology for 2 degree reduction using absolute percent reductions. Scope 1 and 2 emission reduction baseline and target include main campuses, commercial locations, and Illumina operated distribution centers. Commercial locations utilized industry estimates if actual energy usage data was not available due to shared lease agreements, etc.
[2] Main campus locations currently include: San Diego, Foster City, Hayward, UK Illumina Centre, Netherlands, Singapore Woodlands
[3] Water targets are applied to main campus locations and normalized for intensity across square feet.
[4] Renewable energy and emission targets are based on 2018 data as baseline.

Facilities: Integrating Green Principles into Building Design

Illumina recognizes its campuses are an extension of the environment around us and must be protected for long-term sustainability.

Fuel Cell Power Installations Improve Environmental Sustainability

In October of 2019, a 3.5 megawatt fuel cell system was installed at the San Diego headquarter campus. The Bloom Energy innovative technology uses solid oxide fuel cell technology to convert fuel into electricity through an electrochemical process without combustion at the highest efficiency. Each Energy Server produces 200 to 300 kilowatts of power in a footprint roughly equivalent to that of a parking spot.

The estimated amount of CO_2 emissions reduced through the use of the new, clean power system is equal to planting over 2,000 acres of forest or saving 213,285 gallons of gasoline.

Green Building Design

To protect our environment, we have installed green roofs, utilized sustainable building materials, sourced furniture from recycled content, and incorporated energy conservation design. We continue to look for ways to incorporate the natural world into the site planning in order to maximize wellness and sustainability at our main campuses.

Our rapid business growth over the last few years has resulted in the construction of new campus locations around the globe. As our business continues to grow, we recognize the challenge of balancing economic growth with environmental stewardship. That is why we have committed to a science based approach for emissions using an absolute reduction target and committed to green design elements in new construction.

Biodiversity

The natural space in and around our campuses are an extension of our working environment. Illumina actively works with external experts to reduce the risk of impact on biodiversity and maintain strong management of protected spaces. At Illumina's San Diego headquarters, there is a dedicated habitat conservation area to protect an endangered species of fairy shrimp and their vernal pools. The preservation area is 2.5 acres of habitat that is protected by annual maintenance and monitoring activities. We also host walking tours for employees to learn more about the ecology of the natural areas surrounding our site, and our role in protecting these spaces.

As Illumina continues to grow, it is a key priority to integrate green design principles in new construction projects. We will continue to ensure our facilities are designed to minimize their environmental footprint and protect the surrounding biodiversity.

San Diego HQ   **San Diego i3**   **Foster City**   **Cambridge, UK**   **China**   **Singapore**

Facilities: Achievements in Environmental Stewardship

Across our facilities, Illumina has identified projects to increase renewable energy, optimize water usage, and reduce waste.

Energy Conservation

- Optimized central plant and air handler units
- LED lighting projects
- Retro commissioning
- Battery Storage
- Lab Energy Management[1]
- Occupancy controls for lighting and HVAC
- Solar power installations in San Diego, Foster City, and Cambridge (UK)
- 3.5 MW Fuel Cell Power Generation System is the largest in San Diego providing a cleaner source of energy to our HQ

Green Transportation

- Free EV Charging: >250 electric vehicle charging stations installed globally[2]
- Free shuttle from local train stations to campus
- Carpool network and regional commuter benefits, including sponsored vanpool programs
- Bike commute support including bike lockers, bike charging stations, commuter locker rooms, and employee networking groups

Water Conservation

- Use of recycled water instead of potable water in cooling towers
- Recycled water for irrigation
- Low flow fixtures
- Synthetic grass in amphitheater

Green Facility Services

- Locally sourced food and plant based protein options
- Reusable dishware, reusable to go containers, and compostable utensils
- Coffee ground and food waste donation programs
- Composting waste
- Lab glove recycling project pilot
- Waste audits
- Internal reuse and donation program for lab and computer equipment
- Re-purpose of packaging material for intra campus movement

Commuter Program Award 2018 and 2019 Recipient.[3]

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[1] The lab energy management system takes samples of air remotely and routes them to a centralized suite of sensors. By measuring critical indoor environmental parameters, it provides intelligent input to building ventilation systems for energy efficiency and high quality indoor environmental quality focused on safety

[2] The electric vehicle charging stations are free for employees and are located at the following campuses: San Diego, Foster City, Hayward, Madison, and UK Illumina Centre.

[3] Commuter Program Award through SANDAG

Sustainable Products: Designing for the Environment

Illumina's products and technology are fueling groundbreaking advancements in life science, genomics, molecular diagnostics, agriculture and even supporting conservation biology. We are committed to developing our products, technologies and solutions in a manner that respects and protects the environment. Our CSR commitment to lead with sustainable, responsible, and proactive corporate citizenship includes the application of these principles to the very products we make, how we produce them, and their impact through the product lifecyle.

In 2019, Illumina initiated the first product lifecycle assessment to identify opportunities for continuous improvement and quantitatively focus our efforts. Design for Environment (DfE) is being incorporated into the product development evaluation process and governance principles of bringing new products to market. DfE criteria encompasses evaluation of resource selection, manufacturing, packaging, and end of life disposal.

What is Design for Environment?

Design for Environment is an approach to incorporate sustainability and lower the environmental impact options for emerging product designs.

Sustainable Product Highlights

- Reduced reagent consumption by 80% with NovaSeq reagent cartridges compared to HiSeq
- Created cartons and inserts that are 100% recycled content and 100% recyclable
- Utilized biodegradable consumable carton inserts for NovaSeq
- Optimized NovaSeq accessory crate and reduced weight by 100 lbs. by moving from wood to hexacomb corrugated material
- Isolated hazardous reagents NovaSeq and NextSeq550 reagent cartridges so that they could be separated and removed
- Enabled ambient shipment of sequencing flowcells for NextSeq550, NextSeq2000 and iSeq platforms
- Reduced labels by 50% on the packaging carton level for the iSeq and NovaSeq platforms
- Decreased the total consumable waste footprint of NextSeq2000 by >75% vs. NextSeq550
- Designed >50% of NextSeq2000 consumable cartridge plastics as recyclable

Reduced carbon footprint with new ambient ship flowcell

" Design for environment fosters a new opportunity for product innovation and helps improve the environmental footprint across the whole lifecycle of our product. It is a win for our customers and the planet. "

Mark Nibbe
Director Engineering Lifecycle Management

James Tsay
Sr. Staff Scientist
Product Development

Sustainable Products: Creating Sustainable Packaging

Illumina is working to deliver products in a manner that respects and protects the environment.

Our Commitment

Illumina's CSR commitment to lead with sustainable, responsible, and proactive corporate citizenship extends to the very products we make, how we produce them, and how we move materials through our value chain.

Our Approach

Creating sustainable packaging follows the hierarchy of waste management and the precautionary principle: Avoid, Reduce, Reuse, Recycle, Disposal.

We incorporate renewable materials, seek to eliminate unfavorable materials, increase recycling, increase material efficiency, design for recovery, use recycled content, source responsibly, and look for volumetric efficiencies.

Opportunities

Many of Illumina's products are temperature sensitive, creating unique requirements in packaging, shipment, and storage. We recognize there are opportunities in our packaging footprint and have established targets to support our commitment to reducing our impact in this area.

To achieve our CSR 2030 packaging and dry ice reduction targets, we have integrated sustainability into our new product design processes.

2030 Packaging Targets

75%
Reduction in packaging

50%
Recyclable primary packaging

90%
Recyclable or reusable secondary and tertiary packaging

90%
Reduction in use of dry ice

Sustainable Products: Optimizing Packaging

We are committed to deliver products in a manner that respects and protects the environment by reducing the environmental footprint of our packaging.

CASE STUDY: Material Reclamation
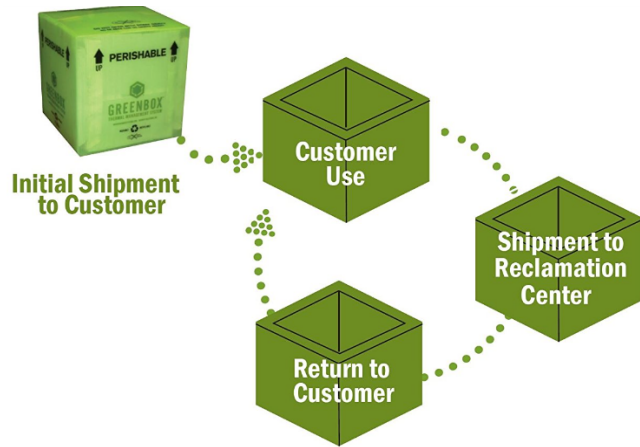
Illumina has implemented a container reuse program where customers return-ship insulated containers that are inspected, sterilized, reworked and returned for customer use again. The reusable shipping product provides the following benefits:

Improved thermal performance

80% less packaging material

50% weight reduction

50% emission reduction

Pilot project completed in 2019 with selected customers in the US and Europe official launch in 2020

CASE STUDY: Innovation and Optimization

By prioritizing packaging optimization projects, we can minimize the environmental footprint of our materials and how they move through our value stream. We have innovated across our packaging solutions, including the following improvements:

- Shifted passive pallet shippers to advanced passive containers, offering tighter temperature tolerance and eliminating need for dry ice and disposal
- Converted from bubble wrap to brown kraft paper, improving the environmental impact and customer experience
- Provided alternatives to bulk insulated containers with reusable pallets, resulting in an average of 45% dry ice reduction and 60% material reduction
- Introduced of a multi-piece thermoformed tray with foil lid, which reduces packaging and offers an easy open peel feature and stack-ability

Supply Chain: Engaging our Suppliers

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

Our Supply Chain

Illumina's supply chain organization incorporates the functions of Global Trade Compliance, Sourcing & Procurement, Warehouse & Logistics, Global Travel, Planning, Supplier Management, and Packaging.

Connecting Supply Chain to CSR

Our supply chain is not just fundamental to our business success, it is also integral to helping us achieve our CSR vision to deepen our impact as a company by serving as a champion for patients, the community, and our planet. We are committed to minimizing our environmental footprint in our supply chain by focusing on requirements upstream for our strategic suppliers and maximizing opportunities for small and diverse suppliers[1].

By extending our efforts to minimize our environmental footprint throughout our value chain, we can magnify the impact for greater results.

100%

of strategic suppliers will commit to reducing their environmental footprint

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

TARGETS
2030

20%

achieve and maintain spend level with diverse suppliers

Our commitment is to maximize the opportunities for small and diverse suppliers to participate in our sourcing and procurement processes involving contracts awarded by Illumina for products and services.

[1] At Illumina, a strategic supplier is defined as a supplier with a high degree of opportunity and high risk.

Supply Chain: Strengthening our Supply Chain through Diversity

Expansion of a diverse supply base will promote and strengthen Illumina's ability to deliver on our mission by harnessing the unique experiences, creativity and innovative solutions of small and diverse suppliers.

Policy Statement

Illumina is committed to establishing collaborative partnerships with qualified small and diverse suppliers and recognizes the importance of ensuring our supply base reflects the diversity of the communities in which we live, work and serve. We believe having a diverse supply base gives us a competitive advantage by harnessing the unique experiences, creativity and innovative solutions of small and diverse suppliers.

Eligibility Requirements

Illumina's Supplier Diversity Program promotes partnership opportunities for small and diverse suppliers in the U.S. that are at least 51% owned, managed and controlled by a qualifying diverse group, including but not limited to: woman-owned, minority-owned, veteran-owned, disability-owned, LGBTQ-owned, or socially and economically disadvantaged owned businesses.

In 2019, we spent over $190 million with 400+ small and diverse suppliers.

Progress in 2019

In 2019, Illumina's Supplier Diversity Governance Committee was established to oversee strategic initiatives and solidify the program's mission of having a readily available pool of qualified, high-performing small and diverse suppliers accessible to key product development, sourcing, and procurement decision makers at Illumina. We also launched several initiatives to create awareness and drive more partnerships with women, minority, veterans, and LGBTQ owned businesses and increase overall awareness of the program.

Procurement Spend with Small and Diverse Suppliers

Target >20%

2018	2019	2030
16%	19%	>20%

SAN DIEGO **EQUALITY** BUSINESS ASSOCIATION — THE LGBTQ & ALLY CHAMBER OF COMMERCE

SBA U.S. Small Business Administration
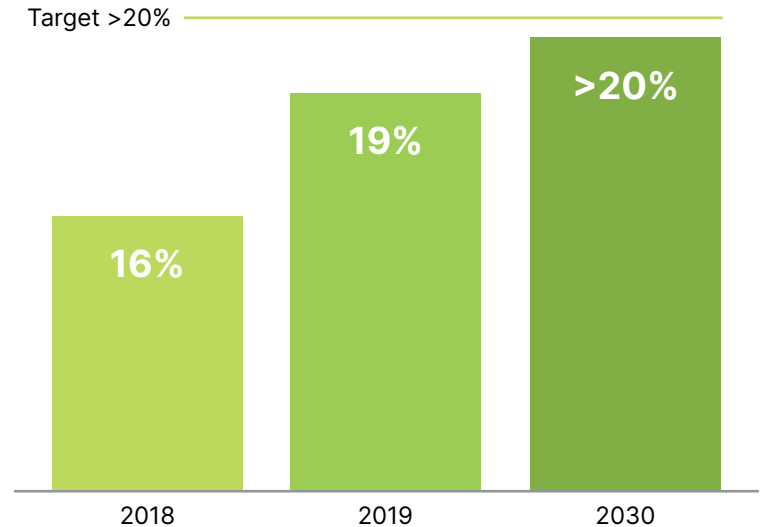
> "Utilizing a diverse supply base not only supports our local communities but provides Illumina with suppliers who are fast, innovative, and creative."

Kevin Pegels
Vice President, Supply Chain

↗ Supplier Diversity Program

Focus Areas

Our People

At Illumina, we strive to foster an innovative workplace, powered by passionate people, to deliver on the transformative power of genomics. Our culture is fueled by openness, collaboration, caring, and innovation.

Our People

With an extraordinary mission comes the need for extraordinary people and leaders at every level.

Our People

At Illumina, you will find the world's top scientists, researchers, and engineers. You will find creative minds with an "everything is possible" mentality. And you will also find a remarkably open and collaborative environment that fosters teamwork.

Life at Illumina: It is fast paced. It is challenging. It is full of surprises. We wouldn't have it any other way. We are innovators. Optimists. Collaborators. Dreamers.

Every day at Illumina, we have the chance to do once-in-a-lifetime work. We are transforming human health and driving scientific innovation.

Employee Listening

One of the most critical ways we continuously listen to our employees is through our employee surveys. With very strong survey participation from our dedicated employees, we are able to gather actionable insights to help create an environment where everyone can contribute to our mission.

89%
Survey Participation

4,973
Employees in AMR Region

946
Employees in EMEA Region

1,883
Employees in APAC/APJ Region

7,802
Total number of employees
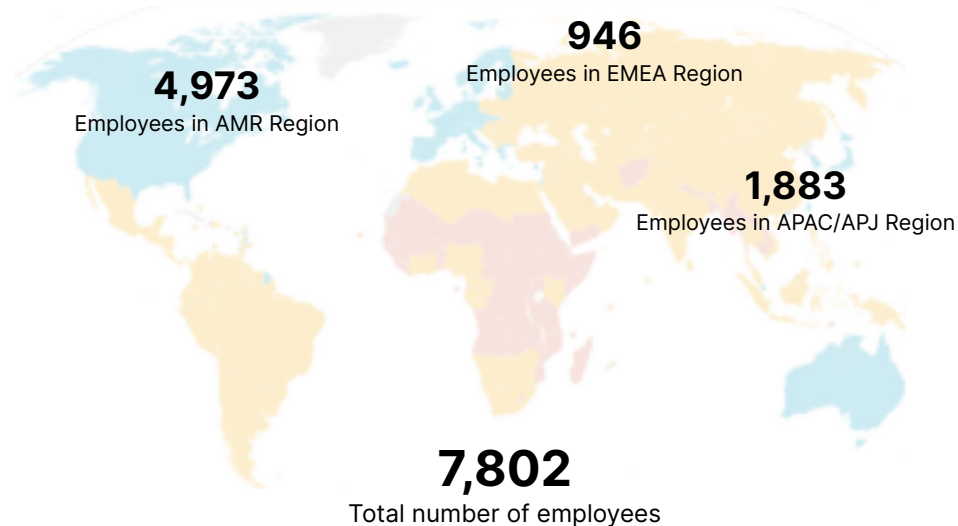
Employees at Illumina

43%
Female

57%
Male
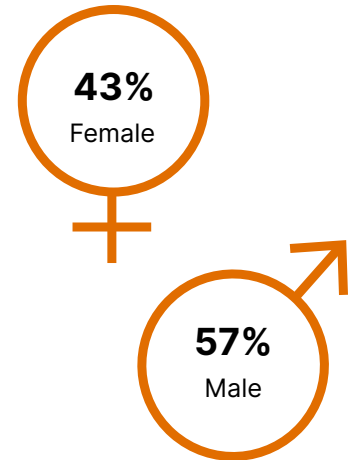
> Illumina's mission is our north star and powered by passionate, dedicated employees. We care deeply about our employees and strive to deliver people practices and programs that are equally as progressive as our external products. This is essential in our collective effort to create an environment at Illumina that enables everyone to fully contribute to our mission and deliver on the transformative power of genomics.

Aimee Hoyt
SVP, Chief People Officer

[1] North America, [2] Europe, Middle East, Africa, [3] Asia, Australia

Promoting Diversity & Inclusion

Diversity is a competitive advantage that drives innovation in all that we do.

Diversity & Inclusion Strategy

Illumina's Diversity, Inclusion and Fairness strategy is focused on organically and programmatically cultivating an environment in which everyone fully contributes to our mission.

This commitment to diversity is at the heart of our company culture and extends into all aspects of our business. Examples of integration with the business include: our supply chain, philanthropies, communities, leadership approach, and access to our technology.

We are committed to helping our diverse teams thrive across our global footprint. We strive to understand and meet the needs of our employees in unique and individual ways. We offer support for working parents, an innovative approach to student recruitment, and targeted programs to ensure an inclusive environment for women, veterans, LGBTQ, and ethnic minorities. We will continue to attract, retain, develop and reward talent - regardless of gender, race, ethnicity, age, religion, or sexual orientation.

We are committed to improving diversity representation at every level of the organization. We strive to source diverse, qualified candidates, and create consistency across the recruitment cycle.

How We Support Diversity & Inclusion

1 **Cultural Competence:** We offer employees training, tools, and resources to build cultural awareness, competence and engage more authentically with each other. This includes training on unconscious bias to teach valuing differences and skills for inclusive and diverse culture.

2 **Equal Opportunity:** We provide employment and advancement opportunities to individuals based on merit and do not tolerate acts of discrimination. Our policies prohibit discrimination based on race, color, age, gender, sexual orientation, marital status, gender identity and expression, ethnicity, religion, physical or mental disability, medical condition, genetic information, veteran status, national origin or any protected class.

3 **Employee Resource Groups (ERG):** We sponsor ERGs to help create communities where individuals can receive support from peers. Our ERG programs have five main objectives: to create a more inclusive environment, provide a collective voice around shared issues, foster a respectful workplace, promote internal and external diversity initiatives, and strengthen relationships through connection and value creation.

Examples of Employee Resource Groups

SHADES — Employees of color and diverse backgrounds

iPride — Employees of LGBTQIA+ community

iServed — Employees who served or currently serve in the military

Horizons — Serving new career employees

WIN Women @ Illumina Network — Women of all levels and stages of career

Pay Equity: Zero Net Gap in Pay

No one should be paid differently because of their gender, race, age, ethnicity, sexual orientation or national origin.

Illumina strives to embed diversity, inclusion and fairness in all we do. Our pay policies and practices are designed to compensate employees based on factors such as job performance, expertise, and experience relevant to individual geography. We annually monitor our pay equity status and market competitiveness to ensure we offer equal pay[1].

While we are proud that the analysis of our 2019 global compensation cycle confirmed a zero net gap[2] in pay, we recognize there are more opportunities to improve when we look at the average pay[3] between women and men in our organization. This is in large part due to more men in senior positions than women, which increases the average pay calculated for men overall. We will continue to review opportunities to provide balanced and equitable representation of women, men, and ethnic minorities at every level.

Number of Women and Men in Our Workforce

In 2019, women were 43% of our total workforce and 45% of all new hires were women.

Support – Entry Professional

47%   53%

Intermediate – Senior Professional

42%   58%

Manager – Associate Director

40%   60%

Director and Above
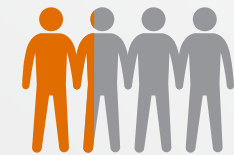
33%   67%

Women   **Men**

> Innovation in technology and an exceptional customer experience is key to extending our market leadership in genome sequencing. For this, we need the world's best talent and we need to harness the diversity that comes with a global workforce. In return, we provide a collaborative and inclusive culture where employees are rewarded fairly and given the opportunities to thrive.

Paula Dowdy
SVP, General Manager EMEA

[1] Equal pay refers to paying a woman and man the same amount for the same or similar work.
[2] Zero net gap in pay means no statistically significant difference in pay for same or similar work, regardless of gender, ethnicity or race.
[3] A pay gap is the difference in average pay between women and men in an organization.

Our People: A Culture of Care

Building the world's best team starts with how we care for our employees.

Our people programs are carefully designed to demonstrate how much we value our employees. Our goal is to enhance investments in genetic services and offer differentiated benefits supporting an exceptional employment experience.

Compassion and care time off
100% of pay for 30 days

100% of employees eligible for bonus pay
Universal compensation program

Medical and sick leave support
100% base pay for 12 weeks

Health & Lifestyle allowance
$500 for health, lifestyle and well-being

Flexible time off
Paid time off without accrual limits

Progressive benefits
Programs for fertility, expert second opinions, and genomic resources

"Illumina's culture is built on a foundation of care. I'm grateful for our Culture of Care because it enriches the environment to allow for employees like myself to grow both personally and professionally. This environment creates a healthy space where everyone is welcomed to collaborate and contribute together as one working family. Together we unite our intelligence to make a positive impact in the world and leave a lasting legacy of innovative care for present and future generations."

Alfred Lerma
Manager, Distribution, Supply Chain Team

"I think one of the most unique aspects of working at Illumina is the way we go about our work. Here, culture is not just a nice-to-have, it's an integral part of how we are reaching for our mission and vision. For me, the way we work together is just as important as the technological and scientific advancements we achieve."

Amy Rochino
Sr. Knowledge Manager, Design Transfer Excellence Team

People: Caring for our Employees

We provide a portfolio of benefits and wellness programs to be the most compelling to recruit top talent, to care for our employees through life events, and support the diversity of their personal needs. All of our benefits are provided to employees, spouses, domestic partners, and dependents.

Benefits

Workplace Genomics Program

Through our partner, Genome Medical, we provide employees and their families free access to genetic experts to answer questions, provide genetics consultations, facilitate testing and offer guidance to both employees and physicians, as well as financial support for cancer tests, reproductive health tests (NIPT - Noninvasive Prenatal Testing, PGS/PGD - Preimplantation Genetic Screening/Diagnosis), and clinical whole-genome sequencing (cWGS) in cases of rare and undiagnosed diseases (RUGD).

Reproductive Health Benefits

Through Progyny, we offer a comprehensive fertility benefit program that provides coverage for fertility preservation (egg or sperm freezing) and personalized emotional support.

Financial Benefits

- Retirement Plans
- Flexible Spending Account (FSA)
- Health Savings Account (HSA)
- Employee Stock Purchase Plans
- Legal Assistance

Additional Benefits

- Medical, Dental, Vision Plans
- Education and Adoption Assistance
- Commuter Programs
- Employee Assistance Program
- Workplace Flexibility
- Innovation and Values Awards
- Employee Sequencing Program

Wellness

Global Wellness Program

Through Spark, a digital platform powered by VirginPulse, employees can track wellness-related activities and engage in fun activities. Participation in Spark is voluntary and free to all regular employees globally.

At our major office locations, we also offer blood pressure monitoring, fitness centers and exercise classes, chair massages, and onsite sporting leagues.

Annual Health Screening and Flu Shots

Keeping in mind convenience and accessibility, we host annual health screenings and flu shots for employees at our office locations.

Mental Well-Being Program

We offer several programs to improve mental well-being, such as Mindfulness 101, Emotional Intelligence 101, Yoga 101, and guided meditation sessions.

[1] U.S. based programs

Our People: Building our Future Talent

We actively work to ensure there is a robust, diverse pipeline of future talent.

Attracting a Diverse Pipeline

Across our Talent teams, we identify, attract and build internal and external talent to ensure that we have exceptional talent at every level for now and for our future.

Connecting with Future Talent: iAspire Internship

We have several paid internship programs around the world, where students have the opportunity to make an impact working on meaningful and business critical projects. Interns work alongside our engineers, scientists and corporate employees. We offer internships across multiple business functions and varying academic levels (Bachelor's, Master's and PhD).

> iAspire, like Illumina, is defined by the people behind the program. The projects I worked on were impactful but the experience was unforgettable because of my invested manager, caring mentors, and passionate peers. The Illumina internship program ultimately led me to a full-time position helping to expand our employee volunteer program. Thanks to the internship, I am making an impact everyday. I am grateful for the Illumina internship program that led me to my dream job.
>
> Tiana Austel
> Tiana was recognized in 2019 with the Benevity Do Gooder Award for her role in growing a global network on giving champions within Illumina.

Investing and Developing our People

We continue to invest in the development and growth of our people to retain top talent, and enhance career growth opportunities.

26%

of roles filled with internal candidates

Professional Development

- Career Development Center
- LinkedIn Learning
- Mentoring & Lean In Circles
- Tuition Assistance

- Leading External Speaker Series
- Open Career Panel Discussions
- Enterprise Learning Management System
- TEK Talks (Technical Education Knowledge)

85%

of employees active on LinkedIn Learning Platform

Coaching & Leadership Development

We recognize the need for leaders to be effective coaches, whether it's around goal setting, career enablement and growth, or overall performance. There are a variety of options offered to employees at every level to learn, practice, and build leadership coaching skills through both online learning and critical classroom learning situations.

Training programs are offered for emerging leaders and those new to leadership roles, along with programs for nominated high potential leaders. Based on 180° / 360° assessments, learning content is curated to best develop talent according to their unique strengths and development opportunities.

>40%

participation in leadership programs for new leaders

"Leadership Advantage was an immersive Illumina experience that taught me how to effectively work at a global company and fostered a deep appreciation for disciplines that I didn't even know existed. I am a better teammate, a stronger leader, and a more engaged Illumina advocate."

Kimmy Dimalanta
Sr. Manager Finance Project Management Team

Providing a Safe Workplace Environment

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

↗ EHS Policy

↗ 14001 Certificate

↗ 45001 Certificate

↗ Injury & Illness Prevention Program (IIPP)

Environment, Health & Safety (EHS) Vision

Our vision is for every Illumina employee to be an environmental, health, and safety leader.

EHS Mission

Our mission is to foster partnerships with employees and develop a culture where EHS is integrated throughout all levels of the organization. Our focus is on prevention of injuries and using a risk based approach to continually seek opportunities to improve.

EHS Policy Statement

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

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

EHS Management System

We established a management system framework to measure performance and continually seek improvement. Our manufacturing sites are working through the implementation of an integrated ISO 14001 and 45001 system with an objective to conform to both standards by 2021. Our Singapore site achieved certification to both in 2019.

Precautionary Approach

Illumina has embedded the precautionary approach[1] in the our risk assessments, our environmental aspects/impacts, our EHS Policy, Product Stewardship, and the engagement of our people. We practice the "precautionary principle" of identifying risk and taking prevention measures. Additionally, we continuously monitor opportunities to improve our products and make them more sustainable, identify safer alternatives, and innovate.

2017   2018   2019
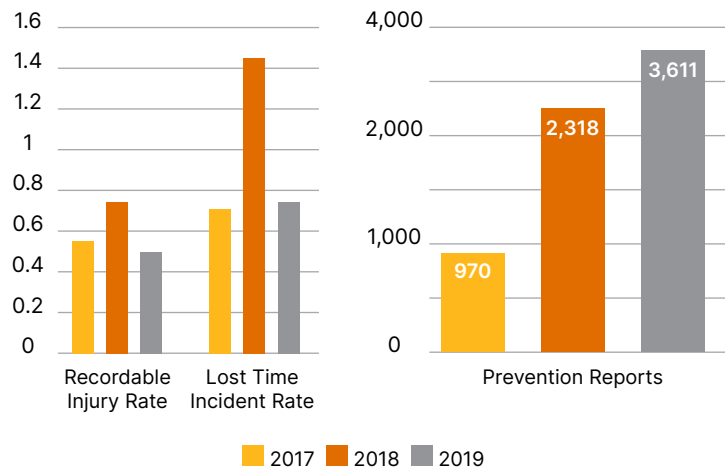
[1] The UN Global Compact Principle 7 and The UN Global Compact Principle 15 states 'in order to protect the environment, the precautionary approach shall be applied..'
Recordable Injury & Illness Rate calculated using total hours worked from employees + contingent workers. Lost Time Incident rate calculated using total hours worked from employees + contingent workers. Rates have been calculated based on 200,000 hours worked.

Committed to Health & Safety in the Workplace

Embedding a safety culture into how we operate: All employees are EHS leaders

Engagement

Our programs are designed to maximize how we engage and inspire employees around safety.

We establish grassroots safety culture teams that drive continuous improvement projects. In Singapore, a project resulted in the creation of an online portal for safety-related topics linked to rewards for participation. In San Diego, a project called "Kill the Spill" helped drive down the number of slip and fall injuries.

We apply software tools for incident management, risk assessment, and safety performance that enables employees to easily report and measure safety performance.

Ergonomics

To help keep employees from injury, we provide several prevention-based ergonomic resources:

- Ergonomic and material handling training
- In-person ergonomic evaluations
- Exercise and sports medicine added to our ergo program with pre-shift stretch and warm ups
- Proactive processes and equipment ergonomic assessments
- Office ergonomic software to provide customized training and recommendations
- In 2019, we managed a 35% decrease in ergonomic related recordable injuries from 2018

Prevention and Preparedness

EHS has a Global Injury & Illness Prevention Program[1] that describes the basic processes for Illumina staff to maintain a safe, healthy and compliant workplace.

To stay prepared, our Emergency Action teams, which includes Evacuation Sweep Team, First Aid Volunteers, Chemical Incidental Spill Response Team, work together to create awareness and lead regular preparedness drills and activities.

63%
reduction of Slip and Fall injuries after the Grassroots Safety Culture Project

100%
ergonomic, height adjustable workstations at our new facilities[2]

400%
Increase in Prevention Reporting since 2017

[1] The program includes risk assessment, worksite inspections, incident tracking and investigation, employee qualifications, corrective action item tracking, and employee training.
[2] New locations include Foster City, Madison, and the UK

Madison

Cambridge

Singapore

San Diego

Hayward

China

Singapore

- Best Places to Work
- Environmental Excellence Award[1]
- Singapore Safety Commendation[2]
- National Singapore Safety Campaign Winner[3]
- Computerworld 100 Best Places to Work in IT
- Top 50 Healthcare Technology CEOs

[1] CMTA & IEA
[2] Workplace Safety and Health Council Singapore
[3] National Safety Starts with Me Competition

Focus Areas

Ethics & Governance

Ethics and governance are foundational elements of our CSR program and how Illumina does business. These foundational elements ensure that our business principles align with our core values, ethical responsibilities, and legal obligations.

Governing with Integrity

Illumina is committed to conducting business with integrity and honesty, and has developed a governance framework to promote an ethical workplace.

Board of Directors

The Corporate Governance Guidelines, Code of Conduct, and Board Committee Charters provide the framework for corporate governance at Illumina.

As specified in the Corporate Governance Guidelines, Illumina seeks to achieve a mix of Board members that represents a diversity of background and experience, including with respect to age, gender, international background, race, and specialized experience.

9 Board Members	**7** Independent Directors	**33%** Female Board Members

Board composition data as of December 31, 2019

There are 4 Board Committees:

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

Ethics Advisory Board

Starting in 2008, Illumina has appointed an Ethics Advisory Board (EAB) to guide Illumina on ethical questions. The EAB meets as necessary, but typically twice a year, to advise and provide recommendations on existing and emerging ethical questions related to Illumina's clinical and research products. This includes providing strategic advice to Illumina regarding emerging ethical issues, policies, and regulations that are relevant to the genomic industry.

Corporate Governance Guidelines

Board of Directors Overview

Audit Committee Charter

Compensation Committee Charter

Nominating / Corporate Governance Committee Charter

Science and Technology Committee Charter

Ethics Advisory Board Charter

Ethics Advisory Board

Enabling a Culture of Compliance and Ethics

Our Corporate Policies demonstrate our commitment to operate with the highest standards of excellence.

Compliance Committee

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

It is the responsibility of the Compliance Committee to:

- Foster a culture of ethics and compliance
- Advocate and promote global awareness of the Company's compliance program efforts with the understanding that all employees are responsible for compliance efforts

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

These fundamental elements include:

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

Board of Directors

CEO

Compliance Committee

Compliance Officer Secretary to Committee

Committee Members

SVP, General Counsel & Chief Compliance Officer (Committee Chair)

SVP Marketing, Products, and Strategic Planning

SVP & Chief Medical Officer

SVP & Chief Commercial Officer

SVP & Chief Financial Officer

SVP & Chief Information Officer

Internal Audit
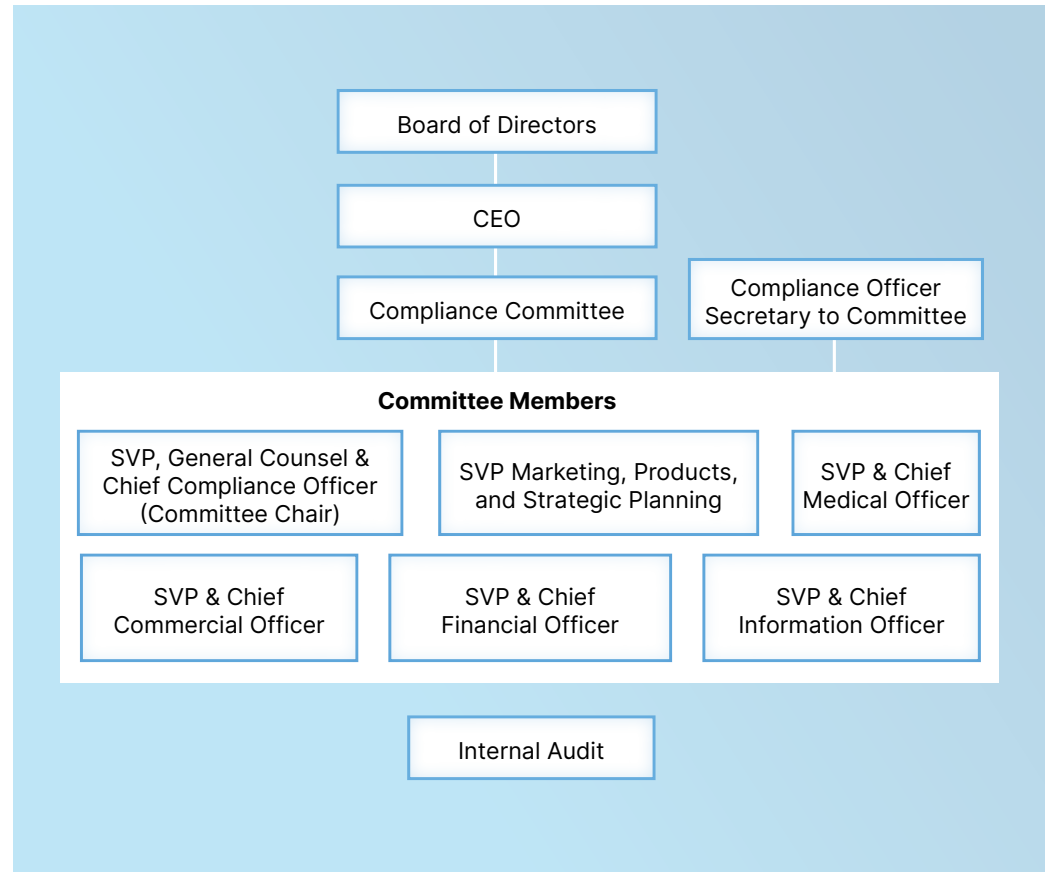
Composition data as of December 31, 2019

Compliance Committee Charter

Compliance Committee Framework

Doing Business to Reflect the Best of Illumina

Code of Conduct

Illumina is committed to conducting its business in compliance with all applicable laws and regulations, and with the highest ethical standards. Illumina provides training on the Code of Conduct for new and existing employees, along with training on other company policies. Training is conducted through Illumina's enterprise Learning Management System and training records are documented for all employees. To ensure compliance, all employees are trained when they are hired and thereafter on an annual basis. Employees are required to provide written acknowledgment that they have read, understood, and will abide by the Code.

Code of Conduct Languages

8

Employees certified to the Code

100%

Anti-Corruption & Anti-Bribery

Illumina forbids bribery and corruption in the conduct of its business. Illumina complies with the anti-corruption laws of every country in which we conduct business. This includes laws that prohibit bribery of government officials and employees, as well as of employees of commercial organizations. Illumina is supportive of businesses working against corruption in all its forms, including extortion and bribery. We expect all our business partners (suppliers, distributors, agents, sales channel partners, and consultants) to maintain the same standard.

Interactions with Healthcare Organizations & Professionals

As a company that manufactures and sells products and services for medical use, Illumina is subject to rigorous standards of conduct regarding its interactions with healthcare professionals and organizations. The Illumina Policy for Interactions with Healthcare Organizations & Professionals establishes guidance on how we conduct business with these groups while ensuring compliance with applicable laws, regulations, and standards of conduct.

Fair Competition

We work to compete and succeed in a fair and honest marketplace. We do not engage in unethical, unfair, or illegal communications with competitors. We always deal fairly with customers, suppliers, competitors, and employees. We do not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation, or any other unfair-dealing practice. We do not enter into formal or informal agreements with competitors to engage in any anti-competitive behavior, including setting prices or dividing up customers, suppliers, or markets. We comply with all laws related to competition, antitrust, and the gathering of competitive information.

Ethics & Compliance Reporting Hotline

We are committed to a culture where employees feel comfortable raising compliance concerns without fear of retaliation. We have an open door policy, and we encourage people to raise any concerns or questions they may have with their supervisor, manager, and/or human resources. We have nonretaliation policies, confidentiality policies and mechanisms to ensure anonymity, which protect our employees who report concerns in good faith.

If an employee prefers, where lawful, such issues, concerns, problems or suggestions, can be made on an anonymous basis, 24 hours a day, 7 days a week, via the Compliance and Fraud Prevention Hotline (800-461-9330), or electronically at Compliance and Fraud Prevention Reporting.

↗ Anti Bribery & Anti-Corruption Policy Statement

↗ HCP & HCO Policy

↗ Code of Conduct

Respecting Human Rights

Illumina is committed to human rights and treating every stakeholder with dignity and respect.

Our Commitment

In the workplace and in the marketplace, integrity and fairness are central to our values. Illumina acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights and the United Nations Global Compact, Illumina is committed to integrating these principles into our strategy, our culture, and our operations.

Key Commitments of Illumina Human Rights Policy include: Ethical Business Conduct; Supplier Code of Conduct: Right to Exercise Freedom of Association; Fair Wages and Working Hours; Protection of Privacy; Safe Workplace; Elimination of Child and Forced Labor; and Equal Opportunity.

Elimination of Child Labor, Forced Labor, and Human Trafficking

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

Safe Workplace

- Our injury and illness prevention program and Environment Health and Safety (EHS) Management System Policy proactively manages risk and engage employees
- We are committed to creating a work environment free from violence and harassment of any kind that threatens, intimidates, or coerces another person

Equal Opportunity and Non-Discrimination

- Illumina supports the elimination of discriminatory practices with respect to employment
- We are committed to fair and respectful treatment
- We are committed to and promote equal opportunity and diversity in the workplace and in all aspects of our business operation
- We will provide employment and advancement opportunities to individuals based on merit and do not tolerate acts of discrimination
- Our policies prohibit discrimination based on race, color, age, gender, sexual orientation, marital status, gender identity and expression, ethnicity, religion, physical or mental disability, medical condition, genetic information, veteran status, national origin or any protected class
- Our commitment to diversity is at the heart of our company culture and extends beyond our workforce into our supply chain, our philanthropy, and communities

〟The principles embodied in the United Nations Universal Declaration of Human Rights are just as relevant today as when they were drafted. They compel us to continue working to ensure that every individual is provided liberty, freedom, equality and dignity. 〟

Charles Dadswell
SVP, General Counsel

Protecting Privacy

⬀ Privacy Policy

Illumina is committed to developing, upholding and promoting the highest standards for genomic data privacy.

Our Privacy Guiding Principles

We create and develop advances in technology to improve human health by unlocking the power of the genome. To support this mission, Illumina collects and processes personal information in a variety of manners. We believe that responsible data stewardship, built on a foundation of strong privacy and data security protections, is essential to promote trust and support innovation. Illumina is committed to handling personal information according to applicable laws and the following guiding principles:

Transparency
We clearly communicate our privacy practices and how we use personal information.

Responsible Stewardship
We protect personal information to keep it confidential and secure.

Ethical Use
We only collect and use personal information in a lawful and transparent manner for purposes that further our mission to improve human health by unlocking the power of the genome.

Accountability
We are committed to compliance with all legal requirements and promoting internal practices to achieve the highest standards for personal information privacy.

Privacy Policy Overview

Protecting the privacy of personal information is a foundational principle of Illumina's business. The Illumina Privacy Policy describes how Illumina may use, maintain, protect, disclose, or transfer certain types of personal information in the provision of our Products and Services. Our Privacy Policy also describes the controls we provide to manage the use of personal information. Across our business activities, Illumina is committed to handling personal information according to applicable laws and aligned to Illumina's four fundamental Privacy Guiding principles.

Genomic Information

Genomic data has been the source of life-saving medical breakthroughs and holds enormous promise to revolutionize clinical care and benefit the health of entire populations. At the same time, because genomic data provides important insights into the medical and life prospects of individuals as well as their relatives, the privacy of this information raises questions, including whether and how sensitive knowledge about an individual can be protected. To realize the potential of genomic data to inform discoveries that provide public good, individuals must have confidence that the privacy of their genomic information is respected and secured. Illumina is committed to developing, upholding and promoting the highest standards for genomic data privacy.

❝ Privacy is an absolute priority at Illumina. We are committed to ensuring that our privacy guiding principles are integrated across our organization. We are always considering new ways to improve data privacy from implementing the best available cybersecurity protections to incorporating privacy-by-design function into our products. ❞

Shane Chase
Director Policy Governance, Ethics and Privacy

Magnifying our CSR Impact through our Supply Chain

We expect our suppliers to comply with the standards of behavior included in the Supplier Code of Conduct: **Illumina Integrity Guide for Suppliers, Contractors and Consultants**.

Overview

All new suppliers are required to acknowledge the Supplier Code of Conduct prior to onboarding.

This Code incorporates the principles of Illumina's Code of Conduct. The same fundamental elements outlined in our Illumina Code of Conduct are expected to be supported and promoted by our suppliers, contractors, consultants, and business partners. We will not knowingly do business with suppliers who violate these expectations. We will favor competitive suppliers who are proactive in contributing to the continued education and betterment of employees, and who provide equal employment opportunity. Illumina complies with all local workplace regulations and ensures that our employees and community members are treated with respect and dignity. All suppliers must uphold international human rights and labor standards.

The Supplier Code of Conduct is also consistent with the commitments we have made as a signatory of the United Nations Global Compact and as a member of the RobecoSam Dow Jones Sustainability World Index. Illumina is committed to upholding and advancing The Universal Declaration of Human Rights by developing productive business relationships around the world to continue working cooperatively among different customs and cultures.

Sustainability Risk in Supply Chain

Our risk mitigation process captures risks from multiple sources and contains mitigation strategies based on risk type. Sources of sustainability risks are captured from supplier assessments and evaluations during the initial supplier onboarding process, supplier audits, supplier performance, customer complaints, and as part of our sourcing strategy review process.

Channel Partner Code of Conduct

The Channel Partner Code of Conduct has been developed to incorporate the principles of Illumina's Code of Conduct and Illumina's Integrity Guide for Suppliers, Contractors and Consultants. The expectation is for all channel partners to commit to the same level of business integrity and ethics, follow applicable laws and regulations, and uphold the fundamental elements of human rights. Potential channel partners are evaluated for legal, environmental, social, and governance risk prior to inclusion in the network.

Supplier Quality Vision and Values

The Illumina Supplier Quality vision is to build and foster a leading supplier base that ensures safe and quality products every time. The supplier quality management life cycle includes the following phases:

- Supplier assessments and initial risk assessment
- Supplier qualification
- Supplier audits
- Supplier monitoring

Together, Illumina and our suppliers will focus on the customer experience, commit to continual improvement, maintain the effectiveness of Illumina's quality management system and comply with regulatory requirements.

Supplier Code of Conduct   Quality Policy   Quality Expectations for Suppliers   Conflict-Free Minerals Policy

Illumina channel partners are authorized partners that give customers access to our products while providing them the same level of sales, marketing, service, and support offered directly by Illumina.

Partnering with Policy Makers to Improve Human Health

Illumina participates in the political and public policy process with governments and organizations around the world to engage and educate policy-makers and key stakeholders on issues that impact our mission and business.

Pursuant to our Code of Conduct, we commit to deal with governments, government agencies and public officials according to the highest ethical standards and in compliance with all applicable laws.

- Illumina does not have a company political action committee (PAC).
- Illumina limits our trade association memberships to those that are highly relevant.

2019 Legislative Priorities

- Advancement of precision medicine
- Adoption and reimbursement for NIPT
- Promoting STEM opportunities
- Increasing access to genetic testing

How We Interact

Illumina pays regular dues to a number of trade and industry associations, some of which utilize a portion of membership for non-deductible state and federal lobbying and political expenditures. Illumina does not have a PAC, but does retain outside consultants who support our global engagement with policy-makers and key stakeholders.

Illumina complies with all applicable laws and requirements in connection with its global political and public policy activities. These laws generally require reporting on lobbying activities and compliance with applicable gift laws.

Reports filed on behalf of Illumina are publicly available in the following government-hosted databases:

- Office of the Clerk, U.S. House of Representatives
- Secretary of the Senate, U.S. Senate
- Lobbying Disclosure, California Secretary of State
- Transparency Register, European Commission

External Initiatives & References

- UN Universal Declaration Human Rights
- UN Global Compact
- UN Sustainable Development Goals
- American National Standards Institute
- Science Based Targets
- ISO 14001, 45001

Membership of Associations

- World Economic Forum
- European Society of Human Genetics
- Advancing Human Genetics & Genomics
- Personalized Medicine Coalition
- Advanced Medical Technology Association
- BIOCOM
- Coalition for 21st Century Medicine
- US-China Business Council
- AmCham China
- AmCham Korea
- MedTech Forum Brussels
- VDGH Germany

> Proactive, responsible engagement with public policy stakeholders translates to sharing accurate and reliable information about genomics and advocating for policies that ensure and promote broad access. We are committed to constructive and responsible advancement of the power and possibilities of genomics for patients and communities worldwide.

Kathy Lynch
Vice President, Global Government Affairs & Public Policy

For additional details, see: Federal Lobbying Disclosures, State Lobbying Report, Federal Lobbying Report, Federal Lobbying Report

Performance Summary

The key performance indicators for select economic, social, and environmental metrics show our commitment to transparency and continuous improvement.

General	2019
Name of organization	Illumina, Inc.
Location of headquarters	San Diego, California, U.S.
Number of global locations	26
Nature of ownership and legal form	Public Corporation
Building footprint	2,520,820 square feet
Net revenue	$3.5 billion
Total capitalization (stockholder's equity) Market value as of 12/31/19	$48.8 billion
Revenue	Instruments: 15%
	Service & Other: 17%
	Consumables: 68%
R&D % revenue investment	18%

Social & Giving	2019
Employee donations	$312,000
In kind giving	$537,000
Foundation match	$208,000
Foundation grants	$105,000
Total Foundation giving (in kind giving + matching + grants)	$850,000
Employee volunteering hours	13,980

Supply Chain	2019
Quantity of product shipped	3,118,142 units
Spend on direct supplier	$440 million
# FDA recalls	0
Diverse suppliers	> 400
Diverse supplier spend	$190 million
Supplier Code of Conduct in place	Yes
Geographic location of suppliers	Countries: US, SG, GB, NL, DE, JP, CN, CA, MY, KR, TW, AU, CH, IN, BR, ES, FR
A description of the organization's supply chain	Illumina's global supply chain consists of suppliers, sub-contractors, channel partners, manufacturing sites, distribution centers and customers
Types of suppliers	Direct, Indirect, Strategic, Differentiating, Core, Transactional, Finished Medical Device, Custom Spec, Off the Shelf, Internal, External, and Services
Number of suppliers engaged by organization	560
Estimated number of suppliers throughout the supply chain	3,500
Estimated monetary value of payments made to suppliers	> $1 billion
Percentage of suppliers screened using social criteria	Social screening is included in our Request for Information (RFI) tools for evaluating potential suppliers
Percentage of new suppliers that were screened using environmental criteria	Environmental screening is included in our Request for Information (RFI) tools for evaluating potential suppliers

Quantity of product shipped: Units are based on customer facing physical order types

General Employee Data	2017	2018	2019
Total employees	6,270	7,395	7,802
Employees by region AMR	4,136	4,788	4,973
Employees by region EMEA	771	879	946
Employees by region APAC / APJ	1,363	1,728	1,883
Full time employees	6,213	7,333	7,749
Part time employees	57	62	53
Temporary employees	1,128	1,476	1,247
Participation rate in employee survey	86%	90%	89%
Minority employees race and ethnicity statistics (U.S.)	2,152	2,546	2,674
Total number of new employee hires	1,369	1,854	1,263
Rate of new employee hires	22%	25%	16%
Total number of employee turnover	637	729	856
Rate of employee turnover	11%	11%	11%
Total number of voluntary terminations	497	485	644
Rate of voluntary terminations	8%	7%	9%

Employee Data by Age Group	2017	2018	2019
Employees under 30	802	1,290	1,512
	13%	17%	19%
Employees 30-50	4,247	4,859	5,097
	68%	66%	65%
Employees over 50	1,221	1,246	1,193
	20%	17%	15%

New Hire Data by Age	2017	2018	2019
New employee hires under 30	342	619	422
	43%	48%	28%
New employee hires 30-50	861	1,066	747
	20%	22%	15%
New employee hires over 50	166	169	94
	14%	14%	8%

Employee Turnover Data by Age	2017	2018	2019
Total turnover under 30	99	130	200
	15%	12%	14%
Total turnover 30-50	405	455	508
	10%	10%	10%
Total turnover over 50	133	144	148
	11%	12%	12%
Voluntary employee turnover under 30	83	110	171
	12%	11%	12%
Voluntary employee turnover 30-50	332	311	383
	8%	7%	8%
Voluntary employee turnover over 50	82	64	90
	7%	5%	7%

Employee survey participation rate: averages of two surveys per year (Q2 and Q4 of each year).
For all people metrics unless specified, the values include only regular Illumina employees, not contingent workers.
Minority defined as any EEO-C category that is non-white/non-Caucasian. Does not include those that choose not to specify a race/ethnicity.
Total turnover = (involuntary + voluntary)

Regional Employment Data: AMR	2017	2018	2019
Total women	1,657	1,953	2,071
Women in leadership	326	364	404
Full time employees	4,105	4,755	4,954
Part time employee	31	33	19
Temporary employees	994	1,286	971
New employee hires	842	1,118	707
	20%	23%	14%
Employee turnover	396	466	530
	10%	11%	11%
Voluntary turnover	303	293	384
	8%	7%	8%

Regional Employment Data: APAC/APJ	2017	2018	2019
Total women	635	792	847
Women in leadership	58	71	95
Full time employees	1,363	1,728	1,882
Part time employees	0	0	1
Temporary employees	49	103	164
New employee hires	366	529	376
	27%	31%	20%
Employee turnover	164	164	223
	13%	11%	12%
Voluntary turnover	131	132	188
	10%	9%	10%

Regional Employment Data: EMEA	2017	2018	2019
Total women	317	374	416
Women in leadership	58	61	72
Full time employees	745	850	913
Part time employees	26	29	33
Temporary employees	85	87	112
New employee hires	161	207	180
	21%	24%	19%
Employee turnover	77	99	103
	11%	12%	11%
Voluntary turnover	63	60	72
	9%	7%	8%

For all people metrics unless specified, the values include only regular Illumina employees, not contingent workers.
Total turnover = (involuntary + voluntary)

Training	2017	2018	2019
Total hours training per employee per year	46	53	60
Total hours of training by gender: Male	46	53	60
Total hours of training by gender: Female	46	52	61
Hours of training by employee category: Individual Contributor	48	55	64
Hours of training by employee category: Middle Management	59	61	71
Hours of training by employee category: Senior Management	36	36	38
Hours of training by employee category: Executive Leadership	20	24	22
Hours of training by functional category: Commercial Operations	39	43	50
Hours of training by functional category: General Operations	21	24	23
Hours of training by functional category: Manufacturing	62	72	91
Hours of training by functional category: Research & Development	56	51	53
Total number of hours devoted to training on human rights	1,100	1,176	1,737
Applicable employees certified to Code of Conduct	100%	100%	100%

Performance & Career Development Reviews	2017	2018	2019
Total Employees receiving regular performance and career development reviews	100%	100%	100%
Employees receiving regular performance and career development reviews by level (senior management, middle management)	100%	100%	100%
Employees receiving regular performance and career development reviews by function (technical, administrative, production)	100%	100%	100%

Defined Benefit Plan and other Retirement	2019
If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.	Not Applicable
If a separate fund exists to pay the plan's pension liabilities.	Not Applicable
If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy.	Not Applicable
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

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

Diversity of Governance Bodies and Employees	2017	2018	2019
Number of women	2,609	3,119	3,334
	42%	42%	43%
Women in leadership	442	496	571
	36%	37%	39%
Full time women	2,565	3,070	3,293
	41%	42%	43%
Women in executive leadership	81	94	112
	30%	31%	33%
Part time women	44	49	41
	77%	79%	79%
Temporary women	N/A	N/A	N/A
	N/A	N/A	N/A
Women on Board of Directors	30%	33%	33%
New female employee hires	594	843	566
	23%	27%	17%
New male employee hires	771	1,003	684
	21%	24%	15%
Female employee total turnover	272	334	351
	11%	12%	11%
Male employee total turnover	363	391	501
	11%	10%	12%
Female voluntary turnover	219	234	285
	9%	8%	9%
Male voluntary turnover	277	140	358
	8%	6%	8%

Ratio of Average Compa-Ratio Women to Men	2019
Across all employee categories	100%
Support to Entry Professional	102%
Intermediate to Senior Professional	100%
Manager - Associate Director	98%
Director and Above	101%

Parental Leave	2019
Total number of employees that were entitled to parental leave, by gender.	4,714 (as of 12/31/2018)
Total number of employees that took parental leave, by gender.	Female 116 Male 65
Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	Female 116 Male 65
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	Female 100 Male 54
Return to work and retention rates of employees that took parental leave, by gender.	Return to Work: Female 100% Male 98% Retention: Female 86% Male 83%

Executive: Director and above
For all people metrics unless specified, the values include only regular Illumina employees, not contingent workers.

Governance	2019	Notes
Non-compliance with environmental laws and regulations. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.	0	N/A
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	We have not identified any substantiated complaints.
Anti Corruption	0	There were no public legal corruption cases brought against Illumina during 2019.
Anti Competitive	2	Main outcomes of completed legal actions, including any decisions or judgments: 1. On July 6, 2017, International Equipment Trading, Ltd. (IET) filed a civil complaint in the United States Court for the Northern District of Illinois alleging that Illumina's policies and practices regarding the sale of preowned Illumina instruments by third parties (including the charging of software relicensing fees) violate federal and state antitrust and competition laws. Illumina has answered the complaint denying the allegations in their entirety. Illumina believes the allegations are without basis. The case is pending; no trial date is yet scheduled. 2. On November 1, 2018, Illumina entered into a Merger Agreement with Pacific Biosciences of California, Inc. ("PacBio"). The transaction was subject to the notification and waiting period requirements of the Hart-Scott-Rodino Act. Following an HSR Act investigation, the US Federal Trade Commission initiated an internal administrative proceeding in which it alleged that the transaction would be anticompetitive. Illumina disagreed with the FTC's allegations, and believes the FTC's position was based on a fundamental misunderstanding of the gene sequencing markets and a misinterpretation of the relevant law. The proposed acquisition would have benefitted the industry and customers and the facts of the proposed transaction supported this. However, Illumina and PacBio mutually agreed to terminate the Merger Agreement as a result of the lengthy regulatory approval process in the US and elsewhere and uncertainties regarding the ultimate outcome of the regulatory process. The FTC dismissed its administrative complaint.
Incidents of discrimination and corrective actions taken		During the past decade, neither the EEOC nor any court or administrative agency has issued a finding against Illumina in a claim involving discrimination. In 2019, there were two lawsuits and one request for arbitration filed, each of which Illumina has challenged. Illumina is defending the cases and denies that any discrimination has occurred. We do not tolerate acts of discrimination, promote an open culture to report concerns (including anonymously). Illumina takes all reports of misconduct seriously and has a strict nonretaliation policy. If a report is substantiated, the company 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.

Diversity includes: diverse by gender, race or national origin

Governance	2019	Notes
Nature and total number of critical concerns communicated to highest governance body regarding CSR topics	0	
Total employees covered by collective bargaining agreements.	0	
Board of Director level oversight for CSR / Sustainability	Yes	
Clawback Provision	Yes	Implemented in February 2020
Commitment to gender diversity on board	Yes	
Board of Director composition by gender	33%	
Board of Director composition by diversity	56%	Diverse in gender, race or national origin
Political Contributions: Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	$50,000	December 2019, Illumina contributed $50,000 in support of the Yes For a Better San Diego initiative effort pending on the March 2020 Primary Election Ballot in San Diego
Executive-level responsibility for economic, environmental, and social topics	Yes	

ESG Topics	Position	Level From CEO	Level From Board
Corporate Social Responsibility	VP, Investor Relations & CSR	2	3
Environment, Health & Safety	SVP, Global Quality & Operations	1	2
People, Diversity, Inclusion, Employment Equity	SVP, Chief People Officer	1	2
Supply Chain	VP, Supply Chain	2	3
Compliance, Ethics, Legal	SVP, General Counsel	1	2

Facility Changes	2019	Notes
Facility openings	3	Shanghai, China commercial office opened March with 47,000 square feet; Baltimore, Maryland commercial office opened October with 13,000 square feet; Melbourne, Australia opened June with 6,458 square feet
Facility closures	3	Closures associated with moves to new facility openings referenced above

Health & Safety	2017	2018	2019
Global Recordable Injury or Illness Incident Rate (Incident per 100 employees)	.61	0.76	0.52
Lost time incident rate	0.73	1.44	0.74
Environment, Health & Safety notices of violations	0	0	0
Environmental fines	0	0	0
Prevention reporting statistics	970	2,318	3,611

Employees	2017	2018	2019
Number work related fatalities	0	0	0
Rate of work related fatalities	0	0	0
The number of high-consequence work-related injuries and illness (excluding fatalities)	37	62	49
The rate of high-consequence work-related injuries and illness (excluding fatalities)	0.59	0.88	0.62
The number of recordable work-related injuries and illness	37	62	49
The rate of recordable work-related injuries and illness	0.59	0.88	0.62
The main types of work-related injury and illness	Ergonomics (repetitive stress injury), strain, contusion and sprain		
The number of hours worked	11,898,076	13,582,299	15,647,395

Workers who are not employees but whose work and/or workplace is controlled by the organization	2017	2018	2019
Number work related fatalities	0	0	0
Rate of work related fatalities	0	0	0
The number of high-consequence work-related injuries and illness (excluding fatalities)	7	1	0
The rate of high-consequence work-related injuries and illness (excluding fatalities)	0.54	0.08	0
The number of recordable work-related injuries and illness	7	1	0
The rate of recordable work-related injuries and illness	0.54	0.08	0
The main types of work-related injury and illness	Ergonomics (repetitive stress injury), strain, contusion and sprain		
The number of hours worked	2,578,557	2,552,606	2,741,396

Recordable Injury & Illness Rate calculated using total hours worked from employees + contingent workers
Contingent workers: workers who are not employees but whose work and/or workplace is controlled by the organization.
Lost Time Incident rate calculated using total hours worked from employees + contingent workers.
High-consequence work related injuries are defined as all recordable injuries.
Rates have been calculated based on 200,000 hours worked.

Energy Consumption (Units: Gigajoules)	2018	2019
Total fuel consumption from non-renewable sources	125,227	151,978
Total fuel consumption from renewable sources	399	1,272
Genration from renewable sources consumed by the organization	399	1,272
Total energy consumption from renewable sources	399	1,272
Total energy consumption from non-renewable sources	511,467	499,114
Total energy consumption	511,866	500,386

Emission (Units: Metric Tons CO2e)	2018	2019
Greenhouse gas emissions (Scope 1 & 2)	43,507	42,054
Gross direct GHG emissions (Scope 1)	6,317	7,666
Gross location based energy indirect (Scope 2) GHG emissions	37,190	34,388
Gross market based energy Indirect (Scope 2) GHG emissions	37,165	34,388

Consumption by Activity (Gigajoules)	2018	2019
Total Electric (Purchased + Generated)	387,486	348,408
Purchased electric	387,486	347,137
Generated electric	398.7	1,272
Total Fuel	125,226	151,978
Natural Gas	125,226	151,978
Total Steam	0	0
Electricity, heating, cooling, steam sold	0	0

Emission Intensity Ratios	2018	2019
Numerator for GHG emission intensity: Scope 1 and 2 (Metric Tons CO2e)	43,507	42,054
Denominator for emission intensity: per million dollars revenue	3300 million	3500 million
Denominator for emission intensity: Square Feet (Rentable Space)	2.6 million	2.5 million
Denominator for emission intensity: Number of Employees (Full Time Employee)	7,395	7,802
GHG emission intensity per million dollars revenue	13	12
GHG emission intensity kgCO2e/square feet	19.69	18.70
GHG emission intensity employee number	5.9	5.4

Reduction of GHG Emissions	2019
Reduction of GHG emissions	Installation of a 2.5 MW Fuel Cell at SD headquarters in October 2019. Electric energy offset by the fuel cell for October -December 2019 was 7,914,028 kWh.
	Solar from San Diego and Cambridge, UK: 434,889 kWh. Foster City Solar installed but not activated until 2020.

Greenhouse Gas Breakdown (Units: Metric Tons CO2e)	2018	2019
CO2 Scope 1	6,298	7,643
CH4 Scope 1	16	19
N2O Scope 1	3	4

Regional Data (Units: Metric Tons CO2e)	2018	2019
Scope 1 & 2 AMR Region	18,099	19,031
Scope 1 & 2 EMEA Region	3,265	1,112
Scope 1 & 2 APAC/APJ Region	22,143	21,911

Energy and Emission baseline year data is 2018.
Significant changes from 2018 to 2019 including opening new locations; addition of fuel cell.
Emission factor for fuel based on 2017 The Climate Registry Default Emission Factors.
Metric tons CO2e; GWP Reference: IPCC Fifth Assessment Report (AR5 – 100 year).

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard utilized as the methodology to collect activity data and calculate Scope 1 and Scope 2 emissions.
2018 Scope 1 and 2 data includes all active locations in the Illumina portfolio.
Where direct data was unavailable, industry standards were applied as estimates to capture holistic total impact (i.e. commercial locations; shared tenant spaces; etc).

Water (Units: Megaliter)	2019
Interactions with Water Total Water (potable source + recycled source)	293
Water withdrawal (municipal)	214
Water withdrawal (recycled)	78
Water Intensity (normalized by rentable square feet for main campuses included in the water data = 2,308,296 sq feet)	0.000127

Total Waste (Units: Metric Tons)	2019
Total (Hazardous + Non Hazardous)	5,152
Non-hazardous diversion from landfill	63% global average
Regional Data AMR	
Non hazardous waste total	3,025
Hazardous waste total	995
Regional Data EMEA	
Non hazardous waste total	83
Hazardous waste total	63
Regional Data APAC/APJ	
Non hazardous waste total	467
Hazardous waste total	519

Effluent & Waste	2019
Waste by type and disposal method	Unit: Metric Tons
Non Hazardous Waste	
Non hazardous waste total	3,755
Reuse	0
Recycling	1,206
Composting	173
Recovery (including energy recovery)	19
Incineration	385
Deep well injection	0
Landfill	1,973
On-site storage	0
Other	0
Hazardous Waste	
Hazardous waste total	1,577
Reuse	0
Recycling	455
Composting	0
Recovery (including energy recovery)	937
Incineration	59
Deep well injection	0
Landfill	41
On-site storage	0
Other	85

In 2019, 49% of San Diego Campus Water Source = Recycled (used in irrigation and support for cooling towers)

Our Singapore, Eindhoven, and Cambridge locations have achieved zero waste to landfill.

Waste baseline year data is 2019 for application of 2030 targets.
Water intensity based on total water consumption at main campuses normalized by square feet of rentable space at main campus locations.
Water data includes main campus locations (San Diego, Hayward, Foster City, Madison, Eindhoven, UK Cambridge Illumina Centre, and Singapore Woodlands.
Hazardous Waste Other: Discharge to POTW from TSDF with neutralization as needed.

GRI Index

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option.

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About the Report

- This is the first year Illumina has published a comprehensive Corporate Social Responsibility report.

- The report reflects the reporting period January 1, 2019 to December 31, 2019.

- This report was published in March 2020 and will be published on an annual basis.

- This report was prepared in accordance with the GRI Standards: Core option.

- This report was designed to address disclosures and material issues related to CDP, Dow Jones Sustainability Index, United Nations Sustainable Development Goals, the Ten Principles of the UN Global Compact, and the United Nations Universal Declaration of Human Rights.

- Illumina's first annual CSR report and program development were designed to align with internal and external stakeholder feedback. As the program evolves, we will continue to focus on issues that are most material to the priorities of our stakeholders and our company mission.

- We have prioritized the most material topics to magnify our impact and utilized the materiality assessment and stakeholder engagement in the selection of strategic focus areas for CSR prioritization.

- The boundary and scope of the report include all Illumina Global locations including main campuses, distribution centers, and commercial locations in the Americas region, EMEA region, and Asia Pacific region.

- This is the first report for Illumina and as such there are no material restatements of information provided in this report. There are no significant changes in scope, boundaries, or material topics.

- The Illumina CSR Report was developed in consultation with subject matter experts, consideration of changes in external regulations impacting Illumina, and evaluation of feedback from various stakeholders. The Report content included contributions from a wide group of Illumina employees. Functions such as investor relations, human resources, marketing, public relations, environmental, health & safety, operations, legal, research & development, supply chain, and medical affairs were part of the process. An external consultant was used for support on the materiality assessment.

We welcome your comments and feedback at csr@Illumina.com

Photo Credit
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Disclosures

This report contains forward-looking statements that involve risks and uncertainties, including our expectations and beliefs regarding future conduct and growth of the business and the markets in which we operate. Among the important factors that could cause actual results to differ materially from those in any forward-looking statements are: (i) changes in the rate of growth in the markets we serve; (ii) the volume, timing and mix of customer orders among our products and services; (iii) our ability to adjust our operating expenses to align with our revenue expectations; (iv) our ability to manufacture robust instrumentation and consumables; (v) the success of products and services competitive with our own; (vi) challenges inherent in developing, manufacturing, and launching new products and services, including expanding or modifying manufacturing operations and reliance on third-party suppliers for critical components; (vii) the impact of recently launched or pre-announced products and services on existing products and services; (viii) our ability to further develop and commercialize our instruments and consumables, to deploy new products, services, and applications, and to expand the markets for our technology platforms; (ix) our ability to obtain regulatory clearance for our products from government agencies; (x) our ability to successfully partner with other companies and organizations to develop new products, expand markets, and grow our business; (xi) our ability to successfully identify and integrate acquired technologies, products, or businesses; and (xii) the application of generally accepted accounting principles, which are highly complex and involve many subjective assumptions, estimates, and judgments, together with other factors detailed in our filings with the Securities and Exchange Commission, including our most recent filings on Forms 10-K and 10-Q, or in information disclosed in public conference calls, the date and time of which are released beforehand. We undertake no obligation, and do not intend, to update these forward-looking statements, to review or confirm analysts' expectations, or to provide interim reports or updates on the progress of the current quarter.

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