ESG
Appendix

Reporting Overview

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

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

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

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

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

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

Materiality
Based on materiality assessment completed in 2018–2019

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

Currency references
US Dollars

Re-statements
- Following our first CSR Report publication, regular review of the data was carried out to ensure accuracy and consistency. This has led to a few changes in the data from our first report. The data quoted in this CSR Report reflect the revised data. All data points that have been adjusted are called out with '†'.
- We have updated our GHG emission boundary definition. Our new boundary definition for Scope 1 and 2 GHG emission includes sites that are greater than 30,000 square feet or contain manufacturing, distribution, or significant R&D activities. These sites represent our jurisdictional control plus material locations. This scope accounts for 96% of our total estimated footprint.
- We have updated our baseline year for GHG inventory from 2018 to 2019 after identifying that 2019 is the earliest accurate, reliable and representative data set for our portfolio. Our science-based targets of 30% reduction by 2030 will remain in effect and will now be tracked against 2019 data.

Contact
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More information available
www.illumina.com/csr

Contents

2020

Key Performance Indicator Summary

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

Focus on Illumina

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

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

Notes:

1 Average square feet during reporting year.

2 New commercial office in Russia, new warehouse in San Diego, Enancio acquisition, and BlueBee acquisition sites.

3 Closure associated with facilities and consolidation of two BlueBee locations to one.

† All data points that have been adjusted.

Key Performance Indicator Summary continued

Focus on Patients

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

Focus on Community

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

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

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

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

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

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

Note:

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

Key Performance Indicator Summary continued

Focus on Environment

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

Emission (Units: Metric Tons CO_2e)	2019[†]	2020[*]
GHG emissions (Scope 1 & 2)	34,404	36,573
Gross direct GHG emissions (Scope 1)	12,489	19,701
Gross location-based energy indirect (Scope 2) GHG emissions	21,915	16,872
Gross market-based energy indirect (Scope 2) GHG emissions	21,915	16,872

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

Emission Intensity Ratios	2019[†]	2020
Numerator for GHG emission intensity: Scope 1 and 2 (metric tons CO_2e)	34,404	36,573
Denominator for emission intensity: per million dollars revenue	3,500 million	3,200 million
Denominator for emission intensity: square feet (rentable space)	2.49 million	2.43 million
Denominator for emission intensity: number of employees (full-time employees)	7,802	7,828
GHG emission intensity per million dollars revenue	9.8	11.4
GHG emission intensity $kgCO_2e$/square feet	13.8	15.1
GHG emission intensity employee number	4.4	4.7

Greenhouse Gas Breakdown (Units: Metric Tons CO_2e)	2019[†]	2020[*]
CO_2 Scope 1	12,475	19,681
CH_4 Scope 1	7	10
N_2O Scope 1	6	10

Notes:

- Updated boundary definition for energy and greenhouse gas emission inventory: sites >30,000 square feet or contain manufacturing, distribution, or significant R&D activities. These sites represent our jurisdictional control plus material locations. This scope accounts for 96% of our total estimated footprint.
- Within the boundary, data reported for energy and emission comes from direct utility sources. Where direct data was unavailable, (shared tenant spaces, etc.), industry standards (CBECS) were applied as estimates to capture total impact.
- Updated energy and emission baseline year definition: updated from 2018 to 2019 after identifying that 2019 is the earliest reliable and representative data set for our portfolio.
- Energy emission factor for fuel based on 2018 Climate Registry Default Emission Factors. Metric tons CO_2e; GWP Reference: IPCC Fifth Assessment Report (AR5 – 100 year).
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard is utilized as the methodology to collect activity data and calculate Scope 1 and Scope 2 emissions.
- Refrigerant-specific data is not included.
- Some segments may not add up to total due to rounding.
- † Data points that have been adjusted, including a re-statement of all 2019 data.
- * Denotes data has been assured.

Key Performance Indicator Summary continued

Focus on Environment continued

Regional Data (Units: Metric Tons CO_2e)	2019[†]	2020[*]
Scope 1 & 2 AMR region	22,903	25,207
Scope 1 & 2 EMEA region	3,014	2,253
Scope 1 & 2 APAC/APJ region	8,488	9,113

Country-Specific Scope 1 (Units: Metric Tons CO_2e)	2019[†]	2020[*]
China	0	0
Netherlands	73	73
Singapore	0	0
United Kingdom of Great Britain and Northern Ireland	1,132	801
United States of America	11,284	18,827

Country-Specific Scope 2 (Units: Metric Tons CO_2e)	2019[†]	2020[*]
China	388	518
Netherlands	384	368
Singapore	8,099	8,595
United Kingdom of Great Britain and Northern Ireland	1,425	1,011
United States of America	11,619	6,380

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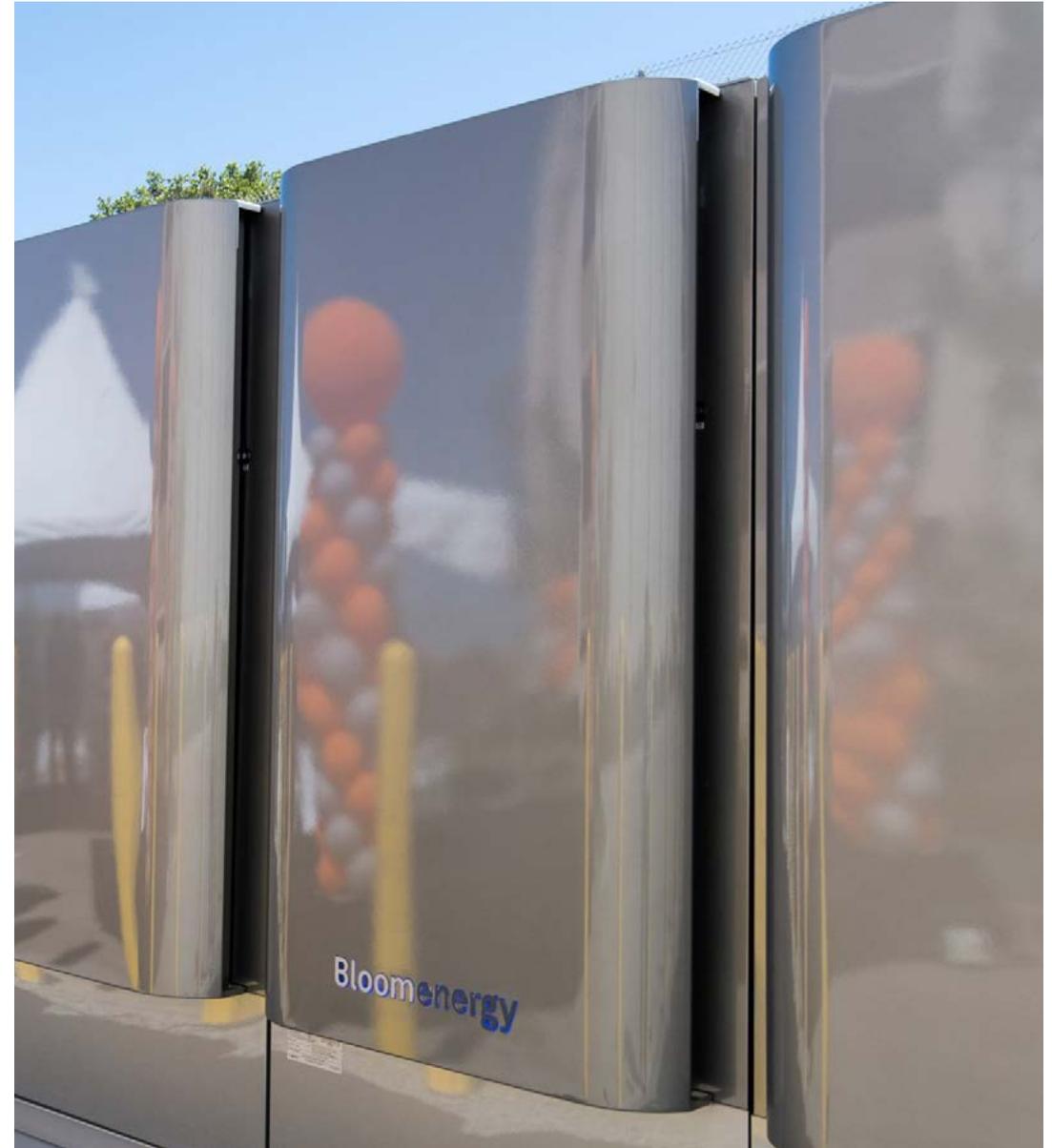
Key Performance Indicator Summary continued

Focus on Environment continued

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

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

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

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

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

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

Notes:

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

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

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

† Updated data to reflect most current information.

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

Key Performance Indicator Summary continued

Focus on People

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

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

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

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

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

Notes:

- For all people metrics unless specified, the values include only regular Illumina employees, not contingent workers.
- We do not track personal information for contingent workers.
- Total turnover = (involuntary + voluntary).
- For all gender statistics, percentage of women is based on number of employees that identify as male or female, not total number of Illumina employees.
- Some segments may not add up to total due to rounding.

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

Key Performance Indicator Summary continued

Focus on People continued

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

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

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

Notes:

- For all people metrics unless specified, the values include only regular Illumina employees, not contingent workers.
- Minority defined as any EEOC category that is non-white/non-Caucasian. Does not include those that choose not to specify a race/ethnicity.
- Total turnover = (involuntary + voluntary).
- For all gender statistics, percentage of women is based on number of employees that identify as male or female, not total number of Illumina employees
- Some segments may not add up to total due to rounding.
- † Data correction from previous year due to calculation approach error for minority population, The field being used to count "Minority" groups was correctly excluding those that chose "Decline to State", but not excluding those with a value of "Blank", which got mistakenly bundled into a group called "Other" that was being counted in the Minority population. 2018 and 2019 data has been updated with corrected metrics.

Key Performance Indicator Summary continued

Focus on People continued

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

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

Key Performance Indicator Summary continued

Focus on People continued

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

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

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

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

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

Notes:

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

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

• For all gender statistics, percentage of women is based on number of employees that identify as male or female, not total number of Illumina employees.

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

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

Key Performance Indicator Summary continued

Focus on People continued

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

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

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

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

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

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

Key Performance Indicator Summary continued

Focus on People continued

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

Benefit Plan and Other Retirement	2018–2020
Percentage of salary contributed by employee or employer	US 401(k): Employee elected between 0–80%, Illumina matching contribution of 50% up to the first 6% employee election (3% of eligible salary)
Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact	US 401(k): 97% employee voluntary participation

Key Performance Indicator Summary continued

Focus on People continued

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

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

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

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

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

Notes:

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

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

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

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

Key Performance Indicator Summary continued

Focus on People continued

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

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

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

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

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

Key Performance Indicator Summary continued

Focus on Integrity

Governance	2019	2020
Non-compliance with environmental laws and regulations	0	0
Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations		
# of FDA recalls/total units recalled	0	0
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0
Anti-corruption	0	0
Anti-competitive[1]	2	0
Nature and total number of critical concerns communicated to highest governance body regarding CSR topics	0	0
Total employees covered by collective bargaining agreements	0	0

Incidents of discrimination and corrective actions taken

During the past 11 years, neither the EEOC nor any court or administrative agency has issued a finding against Illumina in a claim involving discrimination.

In 2020, there were four requests for arbitration filed, each of which Illumina has challenged. Illumina is defending the cases and denies that any discrimination has occurred.

We do not tolerate acts of discrimination, and promote an open culture to report concerns (including anonymously). Illumina takes all reports of misconduct seriously and has a strict nonretaliation policy. If a report is substantiated, the company will respond as it deems appropriate or necessary, consistent with the law, and will act swiftly to correct the problem and deter future occurrences. Depending on the circumstances, this may include training and/or disciplinary action up to, and including, termination. Individuals may also be subject to civil or criminal prosecution for violating the law.

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

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

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

Notes:

1 No new claims. Main outcomes of completed legal actions, including any decisions or judgments: The International Equipment Trading, Ltd. (IET) civil action noted in our 2019 CSR report was resolved on July 13, 2020, by confidential settlement with Illumina expressly denying any liability or wrongdoing.

2 No change to the number of women on the Board. There were 3 out of 9 in 2019 and 3 out of 10 in 2020. As of March 19, 2021, there were 3 out 9 again.

3 Shipped quantity represents units based on customer-facing physical order types.

4 All direct and indirect suppliers are included.

• All data points that have been adjusted are called out with †.

Key Performance Indicator Summary continued

Focus on Integrity continued

Political Contributions[1]	2019	2020
Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary	$50,000	$0

Trade Association & Memberships[2]	2020 Fees
Illumina participates in various trade associations and industry memberships for collaboration and exchange of ideas. Some of these organizations may utilize a portion of membership fees for non-deductible state and federal lobbying and political expenditures. As part of our transparency practices, we disclose trade memberships for which we contribute at least $5,000 annually in fees.	
Trade and industry group memberships above $5,000 threshold annually	
National Association of Manufacturers (NAM) Manufacturing Leadership Council	$49,000
Coalition for 21st Century Medicine	$47,500
US Chamber of Commerce	$25,000
AdvaMed	$19,950
San Diego Regional Chamber of Commerce	$15,300
US-China Business Council	$15,000
US-UAE Business Council	$10,775
MIPI Alliance	$8,240
Industrial Environmental Association (IEA)	$6,000
Healthcare Businesswomen's Association (HBA)	$5,000
International memberships of potential equivalent scope to trade association and industry memberships above $5,000 annually	
All.Can International (ASBL), Belgium	$34,939
MedTech Europe	$25,858
EUCOPE	$10,482
Guangdong Precision Medicine Application Association	$7,413
Pathology Technology Australia	$6,711
German Diagnostics Industry Association VDGH	$5,928
International Quality Network for Pathology, Luxembourg (IQN Path)	$5,410

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

Notes:

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

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

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SASB Index

The Sustainability Accounting Standards Board (SASB) is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. Illumina is reporting to the SASB Standards for the first time in 2021 based on our 2020 reporting data. Illumina is classified officially in the Health Care Sector and Medical Equipment & Supply Industry. In addition to the recommended disclosure topics for our assigned industry, we have identified supplemental sections that we feel closely align with our business. Therefore, we have chosen to add relevant sections from the industry category of Biotechnology & Pharmaceuticals Industry as well as the Software & IT Services Industry to capture employee engagement and diversity topics.

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

Dimension	General Issue Category	Disclosure Topic	Code	Accounting Metric	Response
PRIMARY SICS SECTOR: HEALTH CARE					
Primary SICS Industry: Medical Equipment & Supplies					
Social Capital	Access & Affordability	Affordability and Pricing	HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	Illumina's annual price change[1] was below the CPI.
		Affordability and Pricing	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Focus on Integrity, 72
	Product Quality & Safety	Product Safety	HC-MS-250a.1	Number of FDA recalls issued, total units recalled	0
		Product Safety	HC-MS-250a.2	List of products listed in the FDA's MedWatch safety alerts for human medical products database	0
		Product Safety	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	0
		Product Safety	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of Current Good Manufacturing Practices (cGMP), by type	0
	Selling Practices & Product Labeling	Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	0
		Ethical Marketing	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Focus on Integrity, 72 Illumina Code of Conduct
Business Model & Innovation	Product Design & Lifecycle Management	Product Design & Lifecycle Management	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Focus on Environment, 45–47 Focus on People, 64–66
		Product Design & Lifecycle Management	HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Focus on Environment, 45–47 Focus on People, 64–66 ESG Appendix, 87
	Supply Chain Management	Supply Chain Management	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	Focus on Integrity, 79
		Supply Chain Management	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Focus on Integrity, 77–79
		Supply Chain Management	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Focus on Integrity, 77–79
Leadership & Governance	Business Ethics	Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Focus on Integrity, 77–79 ESG Appendix, 96
		Business Ethics	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	Focus on Integrity, 72 HCP Policy

Notes:
1 December 2019 to December 2020.

SASB Index continued

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

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

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

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

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

TCFD Index continued

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

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

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

Governance

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

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

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

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

CSR is increasingly embedded into all areas of our business, including several supporting working groups with targeted focus such as: Diversity & Inclusion Steering Committee; Environment, Health & Safety Steering Committee; Quality Council; Public Policy Committee; Illumina Cares Champions; Sustainability Green Teams, and employee resource groups.

As we grow our CSR programming and the external sustainability landscape evolves, we will re-assess the frequency of regular updates to the Board and the potential assignment of responsibility to a Board sub-committee.

Strategy

Environmental sustainability was identified as one of our CSR core focus areas following our first materiality assessment and stakeholder engagement exercises. With the publication of our first CSR Report in April 2020, we announced our approach, focus, and targets. We established targets in support of the science-based methodology to align with the Paris Agreement and a scenario of well below 2°C. Our first sustainability targets are centered around our facilities, our supply chain, and our products. We plan to expand to include Scope 3 assessments in 2021.

We recognize that climate-related risks and opportunities span both physical risk (extreme weather) and transition risks (energy pricing, customer expectations, regulations, and technology). The following types of risk were identified in line with TCFD terminology: technology; market; reputation; acute physical; and chronic physical. Impact could be the result of business interruption due to climate-related risk or business operational impact. Impact is assessed for financial, operational, and reputational risk.

The following definitions apply to our assessment:
Time Horizon: Short (0–5 years), Medium (5–8 years), Long (8–10 years)

Likelihood: Not likely, As likely as not, More likely than not, Likely, Virtually certain

Impact: Low (ability to absorb financial, operational, reputational impact), Moderate (some impact to finances, operations, reputation), High (substantive financial, operational, strategic, reputational impact. Substantive financial impact would likely require material financial reporting disclosure)

Risk	Description	Time Horizon	Likelihood	Impact
Acute Physical	Increased severity and frequency of extreme weather	Medium	More likely than not	Moderate
	Increased severity and frequency of wildfires	Medium	More likely than not	Moderate
Chronic Physical	Changes in patterns for precipitation and extreme variability in weather	Long	More likely than not	Low
	Rising temperatures and sea levels	Long	Not likely	Moderate
Reputation	Increased stakeholder concern or negative stakeholder feedback	Medium	Not likely	Low
Market	Carbon or energy tax	Medium	Not likely	Low
	Supply chain raw material availability and cost	Medium	Not likely	Moderate

TCFD Index continued

Opportunities	Description	Time Horizon	Likelihood	Impact
Energy Source	Lower emission source of energy	Short	More likely than not	Moderate
Products & Services	Development of new products or services through R&D and innovation	Medium	More likely than not	Low
Resource Efficiency	More efficient buildings, processes, modes of transport	Short	More likely than not	Low
Markets	Access to new markets	Medium	More likely than not	Low
Resilience	Participation in renewable energy programs and adoption of energy-efficiency measures	Short	More likely than not	Moderate
Reputation	Consumer preferences	Short	As likely as not	Low

The climate change elements that have most influenced our strategy are physical risk to operations, supply chain impact, and reputation. These risks have been incorporated into business continuity planning, future product development, redundancy in supply chain where possible, and site selection for future growth. We are actively reviewing opportunities to further integrate climate into our processes and path to further expand resilience.

Examples of incorporation include: targets to align with the UN Sustainable Development Goals and utilize the Science Based Targets initiative (SBTi) methodology for a well below 2°C scenario (2DS); holistic goals of reducing the environmental footprint of our products throughout the life cycle; incorporation of Design for Environment into our new product design; and addition of a new logistics location to our network on the east coast resulting in cost savings, improved supply chain planning, and a reduction of air emissions. We have implemented redundant planning and maintained safety stock to provide resilience during severe weather events. For financial planning, we include risk and opportunities evaluated through our standard budget planning. Investment in energy-reduction projects that require capital expenditures are evaluated through the Capital Committee planning process. Potential indirect cost associated with supply chain, future tax, or increased operating costs from extreme weather would connect with these internal workstreams.

Climate Scenario Analysis

In 2020, we engaged with BSR (Business for Social Responsibility) to develop three 2030 climate scenarios linked to global warming by 2100. Our goal was to better understand the implications of climate change for our business and identify opportunities to build resilience.

Climate scenario analysis was completed using three plausible narrative future representations of our operating environment respectively aligned to a well below 2°C, a 3°C , and a 4°C level of warming. To map assumptions for each trajectory, we utilized standardized third-party climate modeling data, such as the Shared Socioeconomic Pathways (SSPs) and the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways (RCP).

Climate Trajectory	SSP Scenarios	RCP	Variables Assessed
4°C	SSP 3 – baseline	RCP 8.5	GHG emissions, energy consumption, carbon price; physical impacts including temperature change, drought likelihood, heat wave probability, and maximum rainfall. Physical climate impact models used The World Bank Climate Change Knowledge Portal.
3°C	SSP 4-45	RCP 6.0	
Well below 2°C	SSP 1-26	RCP 2.6	

Under the 4°C scenario, global warming reaches 4°C by 2100, relative to pre-industrial temperatures. In 2030, we assume a geopolitically fragmented world with limited flows of goods or knowledge, and a challenging economic situation, worsened by disinformation and general mistrust. Limited action on climate policy will be taken and a doubling down on fossil-based energy sources will result. More frequent climate-related weather events impact most regions by 2030. This scenario utilizes data from RCP 8.5 and SSP 3 (high challenges to mitigation and adaptation).

Under the 3°C scenario, we assume a world in 2030 facing a slow global economy with fraught geopolitical alliances. Accelerating automation with uneven benefits leads to a focus on inequality. Society is slow to react to climate impacts, distracted by larger economic concerns. Carbon emissions have started to decline slightly: energy efficiency and renewable gains are easily offset by increased use of energy-intensive tech. This scenario causes some physical climate impacts by 2030. This model utilizes data from RCP 6.0 and SSP 4 (low challenges to mitigation, high challenges to adaptation).

Under the well below 2°C scenario, we assume a world in which global cooperation leads to economic recovery that fully embraces the low-carbon transition, with strong climate policy and regulatory action. Some severe climate impacts felt spur coordinated risk-containment efforts.

TCFD Index continued

While some physical impacts are already locked in, the pace of change slows and by 2050 the world is on a well below 2°C trajectory. This model utilizes data from RCP 2.6 and SSP 1 (low challenges to mitigation/adaptation).

The scenarios were reviewed in a cross-functional workshop that included key stakeholders across various business units. The implications for each scenario were discussed and participants identified risk and opportunity hot spots to help direct further integration of resilience planning and embed climate into our developing enterprise risk management program. We will be utilizing the climate scenario insights to expand influence on our climate planning evolution and business continuity plans.

Sample hot spots identified for further consideration included:

Hot Spot	Description
Supply Chain	Raw material availability, cold chain, and supplier community climate resilience
Physical Risks	Risk of acute and chronic physical risks to Illumina's operations and employees
Energy	Energy pricing and availability, renewables, customer expectations, and product energy efficiency
New Products/ Markets	Opportunities generated by climate change in agriculture, human health, and climate science
Geopolitical and Trade Dynamics	Availability of materials and feasibility of current operating model
Employee Demographics	Changing workforce demographics and culture, including implications of remote work
Social License to Operate	Perceptions of genomics, data privacy and security, and ethics of product use

Risk Management

To identify and manage climate-related issues we are integrating climate impact into our existing risk management structure using the Environment, Health & Safety team management system, the CSR materiality assessment, business continuity program management, supply chain risk reviews, and internal audit risk program. As our enterprise risk management program evolves, we plan to integrate climate as a key component.

Metrics and Targets

In 2020, we announced our 2030 sustainability targets with a focus around energy, water, and waste at our facilities. We created targets on engaging our strategic suppliers in our supply chain, and incorporating Design for Environment into our products and packaging. In 2021, we will assess our Scope 3 footprint and initiate planning for addressing our more holistic environmental footprint.

Metrics	Targets	Next Steps
Embed green design in new construction projects	Achieve LEED certification elements or regional equivalent	Continue reviewing opportunities to green our current and new facilities
Reduce emissions	30% reduction in portfolio level Scope 1 and 2 by 2030	Add Scope 3 emission reduction targets
Increase renewable use	50% increase from 2019 baseline by 2030	Continue to investigate renewable opportunities for our sites and start to review carbon offsets and/or PPA to complement energy conservation projects
Reduce water footprint	10% decrease at our main site locations by 2030	Identify water conservation projects that can be initiated at main sites
Reduce waste	Achieve >90% landfill diversion at our main site locations by 2030	Continue to seek opportunities to reduce sources of waste, repurpose waste, and increase recycling
Integrate Design for Environment principles in new product design	All new product development includes Design for Environment assessments	Identify product quantitative targets such as energy optimization in sequencers, plastic reduction, green chemistry, and circular model options
Packaging reduction	By 2030, achieve a 75% reduction in packaging; 50% recyclable primary packaging; 90% recyclable or reusable secondary and tertiary packaging; and 90% reduction in use of dry ice	Measure Scope 3 emissions and create targets for reduction
Magnify impact with suppliers	100% of our strategic suppliers have a commitment to reduce their environmental footprint	Scope 3 assessment, supplier physical risk assessment on key raw materials, develop climate indicators to embed in procurement process and vendor selection

Additional details on current energy, water, and waste levels can be found in the performance summary of this CSR Report, with additional impact stories in the sections on Focus on Environment and Focus on Integrity.

Results

The results of our scenario analysis and review of the TCFD recommendations indicate there are some risks and opportunities in each scenario path. While we are confident that our business model is resilient and will continue on our growth trajectory, it is clear that we will need to continue to work to enable the realization of a world with a temperature rise of well below 2°C. We are currently evaluating how the results of this predictive analysis can best support inclusion of climate-related scenario analysis in business strategy development going forward. We are committed to investing to support a more sustainable future and will continue to evaluate risk and opportunities as external conditions evolve.

UNGC Communication on Progress

illumina®

January 11, 2021

UN Global Compact Communication on Progress

United Nations Global Compact Support
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,
Illumina, Inc. is proud to be a member of the Global Compact. I am pleased to re-confirm our support of and continued commitment to the Ten Principles of the United Nations Global Compact. In this, our first annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture, and daily operations. We are also committed to share this information with our stakeholders using our annual Corporate Social Responsibility report available on our website.

My signature below affirms our company's ongoing commitment and our intent to support and advance the Compact's ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption. We are committed to support of achieving the United Nations Sustainable Development Goals.

Sincerely yours,

Francis de Souza
Chief Executive Officer
Illumina, Inc.

Illumina • 5200 Illumina Way • San Diego, CA 92122 • Tel 858.202.4500 • Fax 858.202.4766 • www.illumina.com

Illumina has been a member of the United Nations Global Compact (UNGC) since December 2019. We remain committed to aligning our business practices to the 10 UNGC principles in the areas of human rights, labor, environment, and anti-corruption. This report serves as our annual UNGC Communication on Progress. The table below shows the reference location of our disclosures against each UNGC Principle.

Principle		Response/Illumina CSR Report section	Cross Reference Applicable GRI Section
Human Rights			
1	Businesses should support and respect the protection of internationally proclaimed human rights.	Focus on Integrity	GRI 102, 205, 401, 403, 405, 408, 409, 412, 413, 414
2	Businesses should make sure that they are not complicit in human rights abuses.	Focus on Integrity	
Labour			
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Focus on Integrity	GRI 401, 402, 405, 408, 409, 412, 414
4	Businesses should uphold the elimination of all forms of forced and compulsory labour.	Focus on Integrity	
5	Businesses should uphold the effective abolition of child labour.	Focus on Integrity	
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Focus on Integrity Focus on People	
Environment			
7	Businesses should support a precautionary approach to environmental challenges.	Focus on Environment Focus on People	GRI 302, 303, 305, 306, 308
8	Businesses should undertake initiatives to promote greater environmental responsibility.	Focus on Environment	
9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Focus on Environment	
Anti-Corruption			
10	Businesses should work against corruption in all its forms, including extortion and bribery.	Focus on Integrity	GRI 205, 206, 414, 415, 417

Index of CSR Goals and SDG Link

CSR Focus Area	Description	SDG Link
Access to Genomics	Enable innovation and reduce the cost per genome, working toward $100 genome	3 GOOD HEALTH AND WELL-BEING; 4 QUALITY EDUCATION; 10 REDUCED INEQUALITIES
	Expand reach to >400 patients in 2021 for philanthropic cWGS through iHope	
	Broaden genomic literacy with HCP and STEM education	
	Continue to support genomic startups with global expansion of Illumina for Startups and support for Illumina Ventures	
	Nurture the genomic ecosystem through collaborations, market access efforts, and partnerships	
Empower Our Community	Double participation in our STEM programs to reach 600,000 participants a year	4 QUALITY EDUCATION; 5 GENDER EQUALITY; 10 REDUCED INEQUALITIES
	Drive meaningful employee engagement opportunities to support a culture of community outreach with at least 50% employee participation (giving + volunteer)	
	Support our CSR focus areas through philanthropic activities that magnify our impact, including partnering with nonprofits to address unmet needs locally and globally	
	Achieve 90% positive survey rate on employees' responses to Illumina Cares programming and connection to our mission	
Environmental Sustainability	Integration of green design principles in new construction projects with LEED certification elements or regional equivalent	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
	30% reduction in Scope 1 and 2 carbon emissions	
	Increase renewable energy use by 50% from 2019 baseline	
	10% reduction in water footprint	
	Landfill diversion of 90% at each main site	
	Integration of green principles associated with Design for Environment in new products	
	Optimize sequencer power consumption and processing efficiency	
	Reduce plastic associated with product	
	Replace use of chemicals of concern wherever possible with greener alternatives	
	75% reduction in packaging	
	50% recyclable primary packaging	
	90% recyclable or reusable secondary and tertiary packaging	
	90% reduction in use of dry ice	

CSR Focus Area	Description	SDG Link
Our People	Acquire and grow extraordinary talent and teams to create a deep and diverse pipeline	3 GOOD HEALTH AND WELL-BEING; 4 QUALITY EDUCATION; 5 GENDER EQUALITY; 10 REDUCED INEQUALITIES
	Steward our employee safety and wellness	
	Maintain above 80% engagement index in iPulse employee surveys	
	Increase representation of women in senior leadership	
	Increase representation of black, Latinx, and multi-racial workforce	
	Elevate racial and ethnic representation in senior leadership	
	Increase participation of disabled people in our workforce	
	Increase participation of veterans in our workforce	
	Achieve a diverse intern cohort by gender, race, and ethnicity	
	Maintain pay equity with zero net pay gap	
	Foster an environment where people feel Illumina is a great place to work for everyone	
	Embed diversity, inclusion, and fairness in all that we do	
	Offer employees the resources and support they need to bring their personal best every day and reinforce our culture of care	
	Increase prevention-based safety reporting and decrease injury and illness rates	
	Maintain certification of ISO 14001 and 45001 at Singapore site and achieve conformance at all other manufacturing locations by end of 2021	
Our Integrity	Maintain a corporate governance framework to promote ethics and integrity in all we do	10 REDUCED INEQUALITIES
	Continue working to ensure human rights are respected in our workplace, our supply chain, and the marketplace	
	Demonstrate responsible data stewardship with strong privacy and cybersecurity practices	

Notes:

- Unless otherwise specified, targets are linked to 2030 timeline.

Independent Limited Assurance Report to Illumina, Inc.

We engaged a third-party organization, ISOS Group, Inc., to provide limited assurance engagement in accordance with ISAE 3000 and ISAE 3410 on our energy usage and GHG emission data.

Background and introduction
ISOS Group, Inc. ("ISOS" or "we") were engaged by Illumina, Inc. ("Illumina" or "Company") to undertake a limited assurance engagement in accordance with ISAE 3000 and ISAE 3410 to report the energy usage and greenhouse gas ("GHG") emissions of Illumina for the period beginning January 1, 2020 and ending December 31, 2020 ("FY20").

We have performed our limited assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (ISAE 3000), Assurance other than Audits or Reviews of Historical Financial Information, as well as the International Standard on Assurance Engagements 3410 (ISAE 3410) Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board. The engagement covered all entities and all facilities under the operational control of Illumina.

Our review was limited to the data reported in the Key Performance Indicator Summary (pages 85–86) ("Summary"):

- Energy Consumption (Units: Gigajoules)
- Emission (Units: Metric Tons CO_2e)
- Consumption by Activity (Units: Gigajoules)
- Regional Data (Units: Metric Tons CO_2e)

- Greenhouse Gas Breakdown (Units: Metric Tons CO_2e)
- Country-Specific Scope 1 (Units: Metric Tons CO_2e)
- Country-Specific Scope 2 (Units: Metric Tons CO_2e)

Several smaller Scope 1 GHG emission sources (i.e., refrigerant releases, mobile combustion sources, emergency generators) and Scope 3 GHG emissions have been excluded from this review. We have not performed any procedures with respect to other information included in the Illumina 2021 Corporate Responsibility Report and, therefore, no conclusion on the Report as a whole is expressed.

Illumina's responsibilities
The Company's management are responsible for:

- Preparing the Summary in accordance with the World Resources Institute's Greenhouse Gas Protocol
- The accuracy and completeness of the information contained in the Summary
- The design, implementation and maintenance of internal controls relevant to the preparation of the report to provide reasonable assurance that the report is free from material misstatement, whether due to fraud or error
- Ensuring the performance summary is fairly stated in accordance with the applicable criteria and for the content and statements contained therein.

Inherent uncertainty
ISAE 3410 recognizes that greenhouse gas quantification process can rarely be 100 percent accurate due to:

- Scientific uncertainty, arising from incomplete scientific knowledge about the measurement of the gases
- Measurement uncertainty, arising from limitations in measurement techniques and the use of estimations.

Where significant assumptions or deductions are utilized, they are disclosed.

To provide a consistent basis for measurement and reporting the Company utilizes a third-party data management system. Where direct data was unavailable, the company used industry standards as estimates. The assurance provided therefore does not guarantee or provide certainty over the completeness of reported data.

The emissions have been impacted by changes in working practices as a result of COVID-19 restrictions, but this has not changed the basis of reporting or restricted our ability to undertake testing.

Criteria

The greenhouse gas data was prepared in accordance with the Greenhouse Gas Protocol, a Corporate Accounting and Reporting Standard (revised edition, 2004). The testing conducted at company facilities across 12 countries in scope of the reporting varied based upon the proportion of energy consumption and corresponding emissions relating to Scope 1 and 2. Testing focused on two facilities which accounted for a significant proportion of the Illumina energy consumption and emissions and were individually material. The two material facilities were in the United States and Singapore. Other facilities were tested only when there was potential for errors to accumulate to material amounts.

Our responsibility

Our responsibility is to express a limited assurance conclusion in accordance with ISAE 3000 and ISAE 3410 and to provide this in a report to Illumina. In providing this limited assurance report, it is important to note that the procedures performed in a limited assurance engagement vary in nature from, and are less in extent than for, a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Work performed

The procedures we performed were based on our professional judgment. We:

- Carried out interviews with key personnel to understand the systems and controls in place during the reporting period
- Assessed the systems, processes, and controls to collate, aggregate, validate and report the data
- Checked the relevant conversion factors and GHG emission calculations
- Reviewed any matters showing significant variations from prior years
- Reviewed the appropriateness of the GHG emissions and other environmental data provided by Illumina and their third-party data management system service provider
- Tested a sample of records against underlying records

The relative effectiveness and significance of specific control procedures at Illumina and their effect on assessment of control risk at a facility level are dependent on their interaction with the controls and other factors present at individual facilities. We have not performed any procedures to evaluate the effectiveness of controls at individual facilities. We have not conducted any work outside the agreed scope and therefore restrict our conclusion to the above-mentioned subject matter.

Inherent limitations

Given the characteristics of the subject matter and the methods used for determining such information, greenhouse gas emission information is subject to inherent limitations. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable measurement techniques which can result in materially different measurements and can impact accuracy and comparability. Greenhouse gas quantification is unavoidably subject to inherent uncertainty because of both scientific and estimation uncertainty and for other non-financial performance information the precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.

Restriction of use

This assurance report is made solely to Illumina in accordance with the terms of our engagement, which include agreed arrangements for disclosure. Our work has been undertaken so that we might state to Illumina those matters we have been engaged to state in this limited assurance report and for no other purpose. Our limited assurance report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than Illumina for any purpose or in any context. Any party other than Illumina who obtains access to our limited assurance report or a copy thereof and chooses to rely on our limited assurance report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than Illumina for our work, for this independent limited assurance report, or for the conclusions we have reached.

Other matter

The data reviewed in the Illumina Summary for FY20 was subject to the first year of independent limited assurance. Comparative figures are not in scope and are unaudited.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the "Energy Consumption," "Emission," "Consumption by Activity," "Regional Data," "Country-Specific Scope 1," and "Country-Specific Scope 2" data noted in the Key Performance Indicator Summary (pages 85–86) for FY20 ended on December 31, 2020, has not been prepared, in all material respects, in accordance with Illumina's reporting methodologies.

Brian Noveck
CSAP Practitioner for, and on behalf of, ISOS Group, Inc.
29 March 2021

Disclosures

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

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