

Corporate Social Responsibility Policy

Overview

We believe that pursuing our mission to improve human health extends beyond bringing innovative technologies to market. We have a responsibility to ensure that everyone can benefit from unlocking the power of the genome. It is in our DNA to lead with sustainable, responsible, and proactive corporate citizenship.

Illumina's Corporate Social Responsibility (CSR) vision is to deepen our impact on human health by serving as a champion for patients, our communities, our people, and our planet.

Our CSR framework is based on five strategic focus areas: Expanding Access to Genomics; Empowering Our Communities; Integrating Environmental Sustainability; Nurturing Our People; and Operating Responsibly.

Expanding Access to Genomics

We are committed to expanding access to the transformative benefits of genomics. We are driven by our conviction that genomics should be available to the many, not the few. Genomics has the power to save lives and vastly improve the human condition. As a leader in genomics, we are focused on driving down the cost of sequencing, expanding access to diagnostics technology, and increasing the diversity of genomics data to realize health equity for billions of people around the world.

Empowering Our Communities

We are committed to giving back, creating shared value through our business, and seeking opportunities to enable a more equitable and sustainable future for all. By sharing our time, talent, and technology, we aim to engage our people, inspire future generations, and provide strategic philanthropy. Our community investment areas include equitable access to genomics, STEM education for all, diversity, equity, and inclusion, disaster response, sustainability and environmental justice, and local efforts or employee interests.

Integrating Environmental Sustainability

We are committed to integrating environmental stewardship into the fabric of how we operate. Human health and the health of our environment are intertwined, connecting our Mission to improve human health with our commitment to operate responsibly and sustainably. Our approach to environmental sustainability prioritizes the implementation of sustainable solutions in our facilities and products, as well as across our supply and value chain.

Nurturing Our People

We are committed to engaging extraordinary talent and helping them thrive. Together our impact is amplified, and our potential is unlimited. We strive to embody a culture of care that is

Corporate Social Responsibility Policy

fueled by supporting one another, promoting collaboration, inspiring innovation, and relentlessly practice diversity and inclusion in all that we do to advance equity and belonging. With an extraordinary mission comes the need for extraordinary people and leaders at every level. By nurturing a culture of care, we enable Illumina employees to fully contribute to our Mission and deliver on the transformative power of genomics. Inclusion is core to our purpose. It is essential to the work we do, the communities we serve, the partners we choose, and the teams we build. Our training and development programs embody our belief that opportunities always exist to grow and to learn regardless of where you are on your career path

Operating Responsibly

We are committed to conducting ourselves with honesty, integrity, and respect for all. Our role as a genomics pioneer brings with it the responsibility to enable innovation for good, ensuring that the technology we create and the data we collect are used safely, ethically, and responsibly. That responsibility starts within our own business and is the foundation for magnifying our positive impact on humanity. For us, doing the right thing is more than just compliance. It is having a deep sense of integrity and honoring the trust placed in us by employees, patients, customers, shareholders, and communities. We recognize that the longevity of our success is linked to creating sustainable value for our shareholders and society. As our business and genomics continue to evolve, we strive to set the highest standard for ethical use of our technology, as well as the security and privacy of data.

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