SUPPLIER CODE OF CONDUCT:
Integrity Guide for Suppliers, Contractors and Consultants of Illumina

Purpose:
At Illumina, our mission is to improve human health by unlocking the power of the genome.

We are dedicated to making a positive impact on humanity, not just through our technology, but through our actions to bring a more sustainable and equitable future. For this reason, Illumina is committed to working with suppliers and partners who share our sense of corporate social responsibility and who strive to be good corporate citizens.

Preface:
Integrity and fairness are central to how we operate both in the workplace and the marketplace. To achieve our mission, we consider it business-critical to work with suppliers who share our commitment to integrity and who support an ethical and compliant culture.

We hold our suppliers to the same high standards of business conduct and social and environmental responsibility. Illumina complies with all local workplace regulations and is committed to treating all stakeholders with respect and dignity.

We expect our suppliers to:

- Comply with local regulations
- Uphold human rights
- Ensure a safe and healthy workplace
- Demonstrate social and environmental responsibility
- Conduct business in an ethical manner

This Supplier Code of Conduct has been developed to incorporate the principles of the Illumina Code of Conduct, which details the ethical framework for how we manage our business and governs the work we do each day. 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.

As such, this Supplier Code of Conduct is also consistent with the commitments that Illumina has made as a signatory of the United Nations Global Compact and as a member of the Dow Jones Sustainability World Index.

Illumina suppliers are expected to understand and comply with the Illumina Supplier Code of Conduct and Illumina reserves the right to verify the supplier's compliance with it at any time.

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GOVERNANCE & ETHICS

Ethics and Legal Compliance:
Illumina is committed to conducting its business in compliance with all applicable laws and regulations, and with the highest ethical standards.

- Illumina bases its supplier relationships on lawful and fair practices.
- Suppliers shall conduct their business competitively, with integrity and ethics.
- Suppliers must follow applicable laws, regulations, legal requirements, other contractual obligations and uphold the fundamental elements of human rights.
- Suppliers are responsible for ensuring that they and their employees, independent contractors, representatives, downstream suppliers and subcontractors comply with the standards of behavior in this document and adhere to similar environmental and social responsibility principles as outlined in the Illumina Code of Conduct and the Supplier Code of Conduct.

Anti-Corruption and Anti-Bribery:
Illumina forbids bribery and corruption in the conduct of its business. It is Illumina's Anti-Bribery and Anti-Corruption Policy to comply with all applicable anti-bribery and anti-corruption laws, including but not limited to the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and the China Anti-Unfair Competition Law. This includes laws that prohibit bribery of government officials and employees.

- Suppliers are required to comply with anti-corruption and anti-bribery laws of every country in which they conduct business.
- Suppliers are prohibited from offering, requesting, agreeing to receive, or accepting a bribe, kickback, payment for advertising, gifts disguised as allowances or expenses, or any other improper financial or other advantage to government officials, health care professionals, or anyone else. This includes anything of value, including cash, gifts, entertainment, offers of employment, or participation in a contest game or promotion to any Illumina employee, representative, Illumina customer or to any government official.
- Facilitation payments, regardless of whether permitted by local law, are also prohibited.
- Suppliers are prohibited from activities that directly or indirectly offer, promise, pay, give, or authorize the giving of any financial or other advantage, or anything of value, to any other person or organization, in order to exert improper influence over the recipient, induce the recipient to violate his or her duties, secure an improper advantage for the Company, or improperly reward the recipient for past conduct.
- Suppliers will maintain and enforce a policy requiring adherence to lawful business practices, including a prohibition against bribery and extortion of government officials.
- Suppliers are required to maintain books and records that accurately and fairly reflect transactions in reasonable detail and that internal controls are maintained to prevent and detect potential violations of policy or applicable law. No false or misleading entries may be made in the books and records for any reason, and all payments and transactions, regardless of value, must be recorded accurately.

Compliance Reporting:
Illumina is committed to the highest possible standards of ethical, moral and legal business conduct. To help facilitate the reporting of good faith concerns regarding, among other things, Legal and Ethical Issues, Accounting and Finance, Discriminatory Employment Practices, Harassment and/or Misconduct, Substance Abuse concerns, Breach of Confidentiality, Environmental Health & Safety Issues, Anti-Bribery and Regulatory violations, Illumina has

established a third-party compliance hotline and website that Illumina employees and others may use. Suppliers are expected to report violations or possible violations to the Illumina Third Party Compliance at Illumina Compliance and Fraud Prevention website.

Human Rights:
Illumina is committed to respecting human rights and to treating every stakeholder with respect. We expect Illumina suppliers to do the same.

Illumina's approach to human rights is based on internationally recognized standards.

We respect the fundamental principles contained in the International Bill of Rights (i.e., United Nations Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social, and Cultural Rights), the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. As a member of the United Nations Global Compact, Illumina is committed to integrating these principles into our strategy, our culture, our operations, and our relationships with business partners.

Illumina's key human rights commitments can be found in the Illumina Human Rights Policy.

Illumina suppliers are expected to respect international human rights and labor standards throughout their operations (including the operations of their suppliers and any sub-contractors) in accordance with these fundamental principles and international recognized standards.

Conflict Free Minerals:
When suppliers procure tantalum, tin, tungsten, and gold, the following conflict free guidance applies:

- Suppliers shall adopt policies and establish systems to procure tantalum, tin, tungsten, and gold from sources that have been verified as conflict free and will provide related supporting data to Illumina when requested.
- Suppliers shall support the goal of avoiding use of conflict minerals that directly or indirectly finance armed groups that contribute to human rights violations or abuses. This policy is reflected in the: Illumina Conflict Free Minerals Policy and the Illumina Conflict Minerals Report.
- Suppliers shall establish their own due diligence program to ensure supply chains are free of conflict minerals and to make their due diligence measures available upon request.

Restriction of Hazardous Substances (RoHS):
When applicable, suppliers shall adopt policies to restrict the use of certain hazardous substances in Electronic and Electrical Equipment (RoHS) that can be used in the manufacture of electrical and electronic equipment (EEE) as per EU Directive 2011/65/EU, as amended by (EU) 2015/863.

Competition Law:

- Suppliers shall never share or exchange any price, cost, bids, market allocation, production plans, strategic business information, or other competitively sensitive information or engage in any collusive conduct with any third party with respect to any proposed, pending, or current Illumina product and/ or procurement.
- Suppliers are expected to conduct business, and to take reasonable steps to ensure employees, agents, and subcontractors conduct business, in compliance with antitrust and fair competition laws where they operate and maintain appropriate controls and training to prevent anticompetitive conduct.

Security and Privacy:

- Suppliers are expected to protect Illumina confidential and proprietary information. Any information or data regarding Illumina operations shall always be treated as strictly confidential unless that information is in the public domain.
- Suppliers shall respect privacy rights and secure the data of Illumina employees, customers, and suppliers (collectively, "Illumina Data").
- Suppliers shall implement and maintain physical, organizational, and technical measures to ensure the security and confidentiality of Illumina Data to prevent accidental, unauthorized, or unlawful destruction, alteration, modification, or loss of Illumina Data, misuse of Illumina Data, or unlawful processing of Illumina Data.
- Suppliers will protect their operations and facilities against exploitation by criminal or terrorist individuals and organizations.
- Suppliers shall comply with applicable security and privacy laws and regulations as well as data retention requirements in all situations when conducting business with Illumina.
- Suppliers must ensure that, at all times, they have appropriate technical and security measures in place to protect Illumina's confidential information from unauthorized disclosure. Suppliers may not outsource, disclose, share, or use this information with anyone, or for any purpose, outside the terms of their agreement(s) with Illumina.
- The Illumina logo must not be used without written approval.

Intellectual Property:

- Suppliers shall honor the intellectual and other property rights of Illumina and of third parties, including all patents, trade secrets, trademarks, and copyrights.
- Any use, disclosure, and handling of Illumina's intellectual property must be in accordance with any applicable agreements.

Trade Controls and Customs Matters:

Suppliers shall not transfer Illumina technical information to any third party without the prior express, written consent of Illumina, and shall comply with all applicable trade control laws and regulations in the import, export, re-export, or transfer of goods, services, software, technology, or technical data including any restrictions on access or use by unauthorized persons or entities.

Suppliers must provide up to date Country of Origin information for all materials supplied to Illumina. This includes timely notification of any changes to manufacturing location, sourcing, or processing steps that could affect Country of Origin determination under applicable customs laws and trade agreements.

Controllership:

Suppliers will ensure that all invoices and any customs or similar documentation submitted to Illumina or governmental authorities or audited by third parties about transactions involving Illumina accurately describe the goods and services provided or delivered and the price thereof and ensure that all documents, communications, and accounting are accurate and honest.

Quality:
The Illumina Supplier Quality vision is to build and foster a leading supplier base that ensures safe and quality products every time. Direct suppliers shall reference the Illumina Quality Policy and Supplier Quality Manual.

PEOPLE

Illumina suppliers are expected to treat their employees with respect and dignity.-

Elimination of Modern Slavery:
Illumina is committed to conducting its business lawfully and with integrity and to continually strengthen its practices that seek to eliminate human trafficking, slavery, or forced, child or compulsory labor (hereafter, "Modern Slavery") from any part of its global value chains and global operations. 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, business partner, etc. engaged in child, forced, or slave labor nor will we condone such practices. Illumina will never knowingly use a supplier, contractor, channel partner, or other business partner that engages in Modern Slavery, nor will we condone such practices.

- Suppliers shall not use child labor. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above the country's legal age for employment.
- Suppliers shall not use forced, involuntary prison, or indentured labor, or workers subject to any form of physical, sexual or psychological compulsion, exploitation, or coercion, or engage in or abet trafficking in persons.
- Suppliers shall comply with all applicable labor laws, rules, and regulations, including, but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery or human trafficking.
- Suppliers shall comply with Illumina's Modern Slavery Statement.

Fair Employment, Equal Opportunity, Non-Discrimination, and Freedom of Association:
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 in the workplace and in all aspects of our business operation. We are a federal contractor required to develop and maintain an Affirmative Action Plan for purposes of Section 503 of the Rehabilitation Act and the Vietnam Era Veterans Readjustment Assistance Act in accordance with the rules and regulations of the U.S. Department of Labor, Office of Federal Contract Compliance Programs. We expect our suppliers to provide employment and advancement opportunities to individuals based on merit and not tolerate acts of discrimination, and to comply with any federal rules and provisions required of them by 41 CFR Part 60-300 and 60-741, or other applicable rules or regulations, as amended.

- Suppliers will observe applicable laws and regulations governing wages and hours and the benefits and privileges of employment.
- Suppliers will prohibit discrimination, harassment, and retaliation.
- Harassment or discrimination for reasons 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, political affiliation, union membership, or any other protected class is not tolerated.
- Suppliers will provide fair and respectful treatment and equal opportunity. They will provide fair wages, benefits, and working hour schedules that comply with applicable

laws and collective agreements.

- Suppliers must practice ethical recruitment. They must prohibit confiscation of worker identity documents, provide written documents with terms and conditions of employment in a language the candidate can understand, and ensure third party recruitment agencies are in compliance with provisions of the law and this policy.
- Suppliers will allow workers to choose freely whether to organize or join associations of their own choosing for collective bargaining as provided by local law or regulation.

ENVIRONMENT, HEALTH, SAFETY & SUSTAINABILITY

Health and Safety

Illumina is committed to providing a safe, healthy, and respectful work environment for all employees, contractors, and the communities where we operate. We expect our suppliers to uphold the same standards.

- Compliance: Suppliers must comply with all applicable health and safety laws and regulations.
- Safe Workplace: Suppliers shall maintain a safe and healthy working environment for their workforce.
- Respectful Environment: Suppliers must ensure a workplace free from violence, harassment, intimidation, or coercion of any kind.
- Hazard Communication: Suppliers shall provide safety information related to hazardous materials and train employees on hazard prevention and protection.
- Emergency Preparedness: Suppliers must implement and maintain emergency response plans and procedures.
- Management Systems: Preference will be given to suppliers with health and safety management systems aligned with ISO 45001.
- Policy Alignment: Suppliers shall reference and adhere to the Illumina EHS Policy.

Environment

As a global corporate citizen, Illumina recognizes the importance of environmental stewardship for a healthy, sustainable future. We are committed to safeguarding natural resources and reducing environmental impact across our operations, products, and supply chain. Illumina supports the United Nations Sustainable Development Goal #13 to take urgent action against climate change and its impacts.

- Compliance: Suppliers must comply with all applicable environmental laws and regulations.
- Responsible Operations: Any generation and disposal of waste, emissions to air and discharges to water, with the potential to adversely impact human health or the environment shall be appropriately minimized, properly managed, controlled, and/or treated prior to release into the environment.
- Waste: Suppliers shall have processes and systems in place to ensure the safe handling, movement, storage, recycling, reuse, or management of waste.
- Management Systems: Preference will be given to suppliers with environmental management systems aligned with ISO 14001.
- Footprint Reduction: Suppliers shall actively work to reduce their environmental footprint.
- Transparency: Upon request, suppliers must provide Illumina with information on sustainability performance.
- Voluntary Reporting: Suppliers are encouraged to report sustainability and corporate citizenship progress using recognized frameworks such as:
    - UN Sustainable Development Goals
    - Dow Jones Sustainability Index

    - CDP
    - GRI, SASB, TCFD, or equivalent standards
    - Regular Sustainability reports
- Policy Alignment: Suppliers shall reference and adhere to the Illumina EHS Policy.

Sustainability

- Suppliers are expected to commit to establishing and monitoring goals associated with the reduction of their environmental footprint.
- Suppliers should conserve natural resources by reducing energy, water, and waste.
- Suppliers should collect and report greenhouse gas emissions and energy use, water use, and waste.