illumina®

Progress on our 2030 targets

Our focus areas	Objectives	2030 Targets ✔Achieved ⟳In Progress	2023 Progress
Accelerate access to genomics	1 Be the engine of genomic innovation 2 Drive down the cost of sequencing 3 Expand the reach of genomics	⟳ Achieve 2 billion covered lives by 2026 ✔ Reach at least 25,000 medical education learners annually ⟳ Reach 5 million STEM learners	1.3 billion lives covered >27,000 medical education learners reached 1.6 million STEM learners reached from 2019 baseline
		SDG Alignment Targets: 3.d, 17.6, 17.7, 17.16	
Nurture our people and communities	1 Practice diversity, equity, and inclusion 2 Attract extraordinary talent 3 Invest in our people 4 Support employee health, safety, and well-being 5 Engage our employees and communities	✔ Increase gender representation in global leadership* ✔ Maintain zero net pay gap ✔ Increase minorities** in executive leadership‡ (US) ✔ Increase underrepresented minorities§ in US workforce and leadership* ⟳ Reduce recordable injury and illness rate ⟳ Donate 100,000+ volunteer hours ✔ Achieve 50% employee participation in giving and volunteering	4% increase from 2019 baseline Maintained for 5th consecutive year 8% increase from 2019 baseline 2% increase in leadership; 1% increase in workforce from 2019 baseline 48% decrease from 2019 baseline 47,130 volunteer hours donated from 2019 baseline 58% employee participation
		SDG Alignment Targets: 10.3, 5.b	
Integrate sustainability	1 Drive climate action 2 Operate sustainable facilities 3 Develop sustainable products 4 Leverage genomics for sustainability applications	⟳ Deliver net zero emissions (Scope 1,2,3) by 2050 ⟳ Reduce emissions by 46% (Scope 1,2) ⟳ Reduce emissions by 46% (Scope 3) ✔ Achieve 100% renewable electricity ⟳ Reach 90% landfill diversion at core sites ⟳ Reach 10% reduction in water intensity at core sites ⟳ Reduce packaging by 75%	In progress 48% decrease from 2019 baseline† 16% increase from 2019 baseline; 24% decrease YoY 100% renewable electricity† 56% landfill diversion at core sites 2.6% increase in water intensity at core sites; 8.3% decrease YoY in total water consumption 53% reduction from 2019 baseline
		SDG Alignment Targets: 12.2, 12.5, 13.2	
Operate responsibly	1 Practice strong corporate governance and compliance 2 Act ethically and with integrity 3 Uphold high standards for data security and privacy 4 Foster a responsible supply chain 5 Advance product quality and safety	✔ Ensure 100% strategic suppliers committed to reducing their environmental footprint ⟳ Achieve 20% spend with diverse suppliers (US) ✔ Achieve top industry CSR ratings	100% strategic suppliers committed to reducing their environmental footprint 11% spend with diverse suppliers (US) Top industry rating for DJSI, Sustainalytics, Just Capital, and others
		SDG Alignment Targets: 9.2, 10.3, 17.16	

Core sites: San Diego (i3, HQ, Distribution Center), Foster City, Hayward, Madison, UK Illumina Centre, the Netherlands, and Singapore Woodlands.

†Through onsite generation, purchased renewable electricity, renewable energy credits, and Green-e certified nature-based carbon credits.

*Leadership: manager, equivalent, and above.

‡Executive leadership: director, equivalent, and above.

§Underrepresented minorities (US): Black, Native, Pacific Islander, Hispanic or Latino, two or more.

**Minorities (US): Asian, Black, Native, Pacific Islander, Hispanic or Latino, 2 or more.

As our business evolves and matures, we consistently evaluate our CSR strategy, targets and the connection to our business priorities. Changes in leadership and macroeconomic trends have led to prioritization of our 2023 targets listed here. A deeper review with a double materiality lens is planned for future inclusion and evaluation.