This is a reference document to the full CSR report, which can be found here.

GRI index

GRI description	GRI section	Illumina report
GRI 1: Foundation		
Statement of use		Illumina has reported in accordance with the GRI Standards for the period 1st January 2023 to 31st December 2023
GRI 1 reference	GRI 1	GRI 1: Foundation 2021
GRI 2: General disclosures		
Organizational details	GRI 2-1	Introduction, Appendix
Entities included in the organization, sustainability reporting	GRI 2-2	Introduction, Appendix
Reporting period, frequency and contact point	GRI 2-3	About this report
Restatements of information*	GRI 2-4	About this report
External assurance	GRI 2-5	Assurance Letter
Activities, value chain and other business relationships	GRI 2-6	Introduction, CSR at Illumina, Access, Sustainability, Responsibility, Appendix
Employees	GRI 2-7	People, Appendix
Workers who are not employees	GRI 2-8	Appendix
Governance structure and composition	GRI 2-9	CSR at Illumina, Responsibility, Appendix
Nomination and selection of the highest governance body	GRI 2-10	CSR at Illumina, Responsibility, Appendix
Chair of the highest governance body	GRI 2-11	CSR at Illumina, Responsibility, Appendix
Role of the highest governance body in overseeing the management of impacts	GRI 2-12	CSR at Illumina, Responsibility, Appendix
Delegation of responsibility for managing impacts	GRI 2-13	CSR at Illumina
Role of the highest governance body in sustainability reporting	GRI 2-14	CSR at Illumina, Responsibility, Appendix
Conflicts of interest	GRI 2-15	Responsibility
Communication of critical concerns	GRI 2-16	Appendix
Collective knowledge of the highest governance body	GRI 2-17	Responsibility
Evaluation of the performance of the highest governance body	GRI 2-18	Responsibility
Remuneration policies	GRI 2-19	Responsibility, Proxy
Process to determine remuneration	GRI 2-20	Responsibility, Proxy
Annual total compensation ratio	GRI 2-21	Responsibility, Proxy
Statement on sustainable development strategy	GRI 2-22	CEO Message, CSR at Illumina, Sustainability
Policy commitments	GRI 2-23	CSR at Illumina, People, Sustainability, Responsibility, ESG Hub
Embedding policy commitments	GRI 2-24	CSR at Illumina, People, Sustainability, Responsibility, ESG Hub
Processes to remediate negative impacts	GRI 2-25	Responsibility, Appendix
Mechanisms for seeking advice and raising concerns	GRI 2-26	Responsibility, Appendix
Compliance with laws and regulations	GRI 2-27	People, Responsibility
Membership associations	GRI 2-28	CSR at Illumina, Access, People, Sustainability, Appendix
Approach to stakeholder engagement	GRI 2-29	CSR at Illumina
Collective bargaining agreements	GRI 2-30	Appendix

GRI description	GRI section	Illumina report
GRI 3: Material topics		
Process to determine material topics	GRI 3-1	CSR at Illumina
List of material topics	GRI 3-2	CSR at Illumina
Management of material topics	GRI 3-3	CSR at Illumina, Access, People, Sustainability, Responsibility
GRI 201: Economic performance		
Management of material topics	GRI 3-3	CSR at Illumina
Direct economic value generated and distributed	GRI 201-1	Proxy
Financial implications and other risks and opportunities due to climate change	GRI 201-2	Sustainability, Responsibility, Appendix
Defined benefit plan obligations and other retirement plans	GRI 201-3	People, Appendix
GRI 202: Market presence 2016		
Management approach: Market Presence	GRI 3-3	Introduction, CSR at Illumina, Access
Ratios of standard entry level wage by gender compared to local minimum wage	GRI 202-1	People, Appendix
Proportion of senior management hired from the local community	GRI 202-2	People
GRI 203: Indirect economic impacts		
Management approach: Indirect Economic Impacts	GRI 3-3	Introduction, Access, People, Sustainability, Responsibility
Infrastructure investments and services supported	GRI 203-1	Introduction, Access, People, Sustainability, Appendix
Significant indirect economic impacts	GRI 203-2	Access, People, Sustainability
GRI 204: Procurement practices		
Management approach: Procurement Practice	GRI 3-3	CSR at Illumina, Responsibility, Appendix
Proportion of spending on local suppliers	GRI 204-1	Responsibility, Appendix
GRI 205: Anti-corruption		
Management approach: Anti-corruption	GRI 3-3	CSR at Illumina, Responsibility, Appendix
Operations assessed for risks related to corruption	GRI 205-1	Responsibility, Appendix
Communication and training about anti-corruption policies and procedures	GRI 205-2	Responsibility, Appendix
Confirmed incidents of corruption and actions taken	GRI 205-3	Appendix
GRI 206: Anti-competitive behavior		
Management approach: Anti-competitive	GRI 3-3	CSR at Illumina, Responsibility
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206-1	Appendix

Footnotes:

*A restatement of water data occurred in this 2023 reporting period due to accounting updates identified for water usage related to cooling towers at Singapore NorthTech facility.

GRI index continued

GRI description	GRI section	Illumina report
GRI 301: Materials		
Management approach: Materials	GRI 3-3	CSR at Illumina, Sustainability
Reclaimed products and their packaging materials	GRI 301-3	Sustainability
GRI 302: Energy		
Management approach: Energy	GRI 3-3	CSR at Illumina, Sustainability
Energy consumption within the organization	GRI 302-1	Sustainability, Appendix
Energy consumption outside of the organization	GRI 302-2	Sustainability, Appendix
Energy intensity	GRI 302-3	Sustainability, Appendix
Reduction of energy consumption	GRI 302-4	Sustainability, Appendix
Reductions in energy requirements of products and services	GRI 302-5	Sustainability
GRI 303: Water and effluents		
Management approach: Water and Effluents	GRI 3-3	CSR at Illumina, Sustainability
Interactions with water as a shared resource	GRI 303-1	Sustainability, Appendix
Management of water discharge-related impacts	GRI 303-2	Sustainability, Appendix
Water withdrawal	GRI 303-3	Sustainability, Appendix
Water discharge	GRI 303-4	Sustainability, Appendix
Water consumption	GRI 303-5	Sustainability, Appendix
GRI 304: Biodiversity		
Management approach: Biodiversity	GRI 3-3	CSR at Illumina, Sustainability
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GRI 304-1	Sustainability
Significant impacts of activities, products and services on biodiversity	GRI 304-2	Sustainability
Habitats protected or restored	GRI 304-3	Sustainability
IUCN Red List species and national conservation list species with habitats in areas affected by operations	GRI 304-4	Sustainability
GRI 305: Emissions		
Management approach: Emissions	GRI 3-3	CSR at Illumina, Sustainability
Direct (Scope 1) GHG emissions	GRI 305-1	Sustainability, Appendix
Energy indirect (Scope 2) GHG emissions	GRI 305-2	Sustainability, Appendix
Other indirect (Scope 3) GHG emissions	GRI 305-3	Sustainability, Appendix
GHG emissions intensity	GRI 305-4	Sustainability, Appendix
Reduction of GHG emissions	GRI 305-5	Sustainability, Appendix
Emissions of ozone-depleting substances (ODS)	GRI 305-6	Appendix
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GRI 305-7	Appendix

GRI description	GRI section	Illumina report
GRI 306: Waste		
Management approach: Waste	GRI 3-3	CSR at Illumina, Sustainability
Waste generation and significant waste-related impacts	GRI 306-1	Sustainability, Appendix
Management of significant waste-related impacts	GRI 306-2	Sustainability
Waste generated	GRI 306-3	Sustainability, Appendix
Waste diverted from disposal	GRI 306-4	Sustainability, Appendix
Waste directed to disposal	GRI 306-5	Sustainability, Appendix
GRI 308: Supplier environmental assessment		
Management approach: Supplier Environmental Assessment	GRI 3-3	CSR at Illumina, Sustainability, Responsibility
New suppliers that were screened using environmental criteria	GRI 308-1	Responsibility, Appendix
Negative environmental impacts in the supply chain and actions taken	GRI 308-2	Sustainability
GRI 401: Employment		
Management approach: Employment	GRI 3-3	CSR at Illumina, People
New employee hires and employee turnover	GRI 401-1	Appendix
Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI 401-2	People, Appendix
Parental leave	GRI 401-3	People, Appendix
GRI 403: Occupational health and safety		
Management approach: Health and Safety	GRI 3-3	CSR at Illumina, People
Occupational health and safety management system	GRI 403-1	People, Appendix
Hazard identification, risk assessment, and incident investigation	GRI 403-2	People, Appendix
Occupational health services	GRI 403-3	People, Appendix
Worker participation, consultation, and communication on occupational health and safety	GRI 403-4	People, Appendix
Worker training on occupational health and safety	GRI 403-5	People, Appendix
Promotion of worker health	GRI 403-6	People, Appendix
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GRI 403-7	People, Appendix
Workers covered by an occupational health and safety management system	GRI 403-8	People, Appendix
Work-related injuries	GRI 403-9	People, Appendix
Work-related ill health	GRI 403-10	People, Appendix

GRI Index continued

GRI description	GRI section	Illumina report
GRI 404: Training and education		
Management approach: Training and Education	GRI 3-3	CSR at Illumina, People
Average hours of training per year per employee	GRI 404-1	Introduction, People, Appendix
Programs for upgrading employee skills and transition assistance programs	GRI 404-2	People
Percentage of employees receiving regular performance and career development reviews	GRI 404-3	People, Appendix
GRI 405: Diversity and equal opportunity		
Management approach: Diversity and Equal Opportunity	GRI 3-3	CSR at Illumina, People, Appendix
Diversity of governance bodies and employees	GRI 405-1	People, Responsibility, Appendix
Ratio of basic salary and remuneration of women to men	GRI 405-2	Appendix
GRI 406: Non-discrimination		
Management approach:	GRI 3-3	CSR at Illumina, People
Incidents of discrimination and corrective actions taken	GRI 406-2	People, Appendix
GRI 407: Freedom of association and collective bargaining		
Management approach: Freedom of Association and Collective Bargaining	GRI 3-3	CSR at Illumina, People
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GRI 407-1	Appendix
GRI 408: Child labor		
Management approach: Child Labor	GRI 3-3	CSR at Illumina, Responsibility
Operations and suppliers at significant risk for incidents of child labor	GRI 408-1	Responsibility
GRI 409: Forced or compulsory labor		
Management approach: Forced and Compulsory Labor	GRI 3-3	CSR at Illumina, Responsibility, Appendix
Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI 409-1	Responsibility, Appendix
GRI 410: Security practices		
Management approach: Security Practice	GRI 3-3	CSR at Illumina
Security personnel trained in human rights policies or procedures	GRI 410-1	Appendix
GRI 413: Local communities		
Management approach: Local Communities	GRI 3-3	CSR at Illumina, People
Operations with local community engagement, impact assessments, and development programs	GRI 412-1	People, Access

GRI description	GRI section	Illumina report
GRI 414: Supplier social assessment		
Management approach: Supplier Social Assessment	GRI 3-3	CSR at Illumina, Sustainability, Responsibility
New suppliers that were screened using social criteria	GRI 414-1	Responsibility, Appendix
GRI 415: Public policy		
Management approach: Public Policy	GRI 3-3	CSR at Illumina, Responsibility
Political contributions	GRI 415-1	Responsibility, Appendix
GRI 417: Marketing and labeling		
Management approach: Marketing and Labeling	GRI 3-3	CSR at Illumina, Access, Responsibility
Requirements for product and service information and labeling	GRI 417-1	Responsibility, Access, Appendix
Incidents of noncompliance concerning product and service information and labeling	GRI 417-2	Appendix
Incidents of noncompliance concerning marketing communications	GRI 417-3	Appendix
GRI 418: Customer privacy		
Management approach: Customer Privacy	GRI 3-3	CSR at Illumina, Access, Responsibility
Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI 418-1	Appendix