

# GRI Index

GRI Description	GRI Section	Illumina CSR Report Section	Page Number
<b>GENERAL: DISCLOSURE 102</b>			
<b>Organizational Profile</b>			
Name of organization	GRI 102-1	Illumina, Appendix	<a href="#">7</a> , <a href="#">87</a>
Activities, brands, products and services	GRI 102-2	Illumina	<a href="#">7</a> , <a href="#">9</a>
Location of headquarters	GRI 102-3	Illumina, Appendix	<a href="#">8</a> , <a href="#">87</a>
Location of all operations	GRI 102-4	Illumina	<a href="#">8</a>
Ownership & legal form	GRI 102-5	Appendix	<a href="#">87</a>
Markets served	GRI 102-6	Illumina, Appendix	<a href="#">7-9</a> , <a href="#">87</a>
Scale of organization	GRI 102-7	Illumina, People, Appendix	<a href="#">8-9</a> , <a href="#">55</a> , <a href="#">87</a> , <a href="#">91</a> , <a href="#">98</a>
Information on employees and other workers	GRI 102-8	Illumina, People, Appendix	<a href="#">8-9</a> , <a href="#">53</a> , <a href="#">55</a> , <a href="#">58</a> , <a href="#">63-64</a> , <a href="#">87</a> , <a href="#">91-95</a>
Supply chain	GRI 102-9	Integrity, Appendix	<a href="#">72</a> , <a href="#">81-84</a> , <a href="#">98</a>
Significant changes to organization and its supply chain	GRI 102-10	Integrity, Appendix	<a href="#">72</a> , <a href="#">81-84</a> , <a href="#">86</a> , <a href="#">98</a>
Precautionary principle or approach	GRI 102-11	Environment, People, Integrity	<a href="#">39</a> , <a href="#">42</a> , <a href="#">45-48</a> , <a href="#">81-83</a>
External initiatives	GRI 102-12	Illumina, Environment, Integrity, Appendix	<a href="#">12</a> , <a href="#">41</a> , <a href="#">56</a> , <a href="#">79</a> , <a href="#">86</a>
Membership of associations	GRI 102-13	Illumina, Integrity, Appendix	<a href="#">12</a> , <a href="#">79-80</a> , <a href="#">86</a> , <a href="#">99</a> , <a href="#">106</a>
<b>Strategy</b>			
Statement from senior decision maker/CEO	GRI 102-14	Illumina	<a href="#">2-3</a>
Key impacts, risks, and opportunities	GRI 102-15	Illumina, Access, Community, Environment, People, Integrity, Appendix	<a href="#">2-3</a> , <a href="#">7</a> , <a href="#">10-13</a> , <a href="#">15-16</a> , <a href="#">31-32</a> , <a href="#">39-40</a> , <a href="#">52-53</a> , <a href="#">71-72</a> , <a href="#">98</a> , <a href="#">106</a> , <a href="#">108</a>
<b>Ethics &amp; Integrity</b>			
Values, principles, standards, and norms of behavior	GRI 102-16	Illumina, Access, Community, Environment, People, Integrity	<a href="#">7</a> , <a href="#">15</a> , <a href="#">31</a> , <a href="#">39</a> , <a href="#">52-68</a> , <a href="#">71-84</a>
Mechanisms for advice and concern about ethics	GRI 102-17	Integrity	<a href="#">71-77</a> , <a href="#">81-83</a>
<b>Governance</b>			
Governance structure	GRI 102-18	Illumina, Integrity, Appendix	<a href="#">11</a> , <a href="#">73-75</a> , <a href="#">97</a>
Delegating authority	GRI 102-19	Illumina, Appendix	<a href="#">11</a> , <a href="#">97</a>
Executive level responsibility for economic, environmental, and social topics	GRI 102-20	Illumina, Integrity, Appendix	<a href="#">10-11</a> , <a href="#">73-75</a> , <a href="#">98</a>
Consulting stakeholders on economic, environmental, and social topics	GRI 102-21	Illumina	<a href="#">11-12</a>
Composition of the highest governance body and its committees	GRI 102-22	Illumina, Integrity, Appendix	<a href="#">11</a> , <a href="#">73-75</a> , <a href="#">98</a>
Chair of the highest governance body	GRI 102-23	Illumina, Integrity, Appendix	<a href="#">11</a> , <a href="#">73-75</a> , <a href="#">98</a>
Nominating and selecting the highest governance body	GRI 102-24	Illumina, Integrity, Appendix	<a href="#">11</a> , <a href="#">73-75</a> , <a href="#">98</a>
Conflicts of interest	GRI 102-25	Integrity	<a href="#">73-75</a>
Role of highest governance body in setting purpose, values, and strategy	GRI 102-26	Illumina, Integrity, Appendix	<a href="#">11</a> , <a href="#">73-75</a> , <a href="#">98</a>

GRI Description	GRI Section	Illumina CSR Report Section	Page Number
<b>GENERAL: DISCLOSURE 102 (cont.)</b>			
<b>Governance (cont.)</b>			
Collective knowledge of highest governance body	GRI 102-27	Illumina, Integrity, Appendix	<a href="#">11</a> , <a href="#">73-75</a> , <a href="#">98</a>
Evaluating the highest governance body's performance	GRI 102-28	Integrity	<a href="#">73</a>
Identifying and managing economic, environmental, and social impacts	GRI 102-29	Illumina, Integrity, Appendix	<a href="#">12-13</a> , <a href="#">73</a> , <a href="#">98</a>
Effectiveness of risk management processes	GRI 102-30	Illumina, Integrity, Appendix	<a href="#">11</a> , <a href="#">73</a> , <a href="#">98</a> , <a href="#">106</a>
Review of economic, environmental, and social topics	GRI 102-31	Illumina, Integrity, Appendix	<a href="#">11</a> , <a href="#">73</a> , <a href="#">98</a>
Highest governance body's role in sustainability reporting	GRI 102-32	Illumina, Integrity, Appendix	<a href="#">11</a> , <a href="#">73</a> , <a href="#">98</a>
Communicating critical concerns	GRI 102-33	Illumina, Integrity, Appendix	<a href="#">11</a> , <a href="#">73</a> , <a href="#">98</a>
Nature and total number of critical concerns	GRI 102-34	Illumina, Integrity, Appendix	<a href="#">11</a> , <a href="#">73</a> , <a href="#">98</a>
Remuneration policies	GRI 102-35	People, Appendix	<a href="#">56-58</a> , <a href="#">98</a>
Process for determining remuneration	GRI 102-36	People, Appendix	<a href="#">56-58</a> , <a href="#">98</a>
Stakeholders' involvement in remuneration	GRI 102-37	People, Appendix	<a href="#">56-59</a> , <a href="#">98</a>
Annual total compensation ratio	GRI 102-38	Appendix	<a href="#">96</a>
Percentage increase in annual total compensation ratio	GRI 102-39	Appendix	<a href="#">96</a>
<b>Stakeholder Engagement</b>			
List of stakeholder groups	GRI 102-40	Illumina, Appendix	<a href="#">12</a> , <a href="#">86</a>
Collective bargaining agreements	GRI 102-41	Integrity, Appendix	<a href="#">77</a> , <a href="#">98</a>
Identifying and selecting stakeholders	GRI 102-42	Illumina	<a href="#">12</a>
Approach to stakeholder engagement	GRI 102-43	Illumina	<a href="#">12</a>
Key topics and concerns raised	GRI 102-44	Illumina	<a href="#">12-13</a>
<b>Reporting Practice</b>			
Entities included in the consolidated financial statements	GRI 102-45	Appendix	<a href="#">86</a>
Defining report content and topic Boundaries	GRI 102-46	Appendix	<a href="#">86</a>
List of material topics	GRI 102-47	Illumina	<a href="#">12</a>
Restatements of information	GRI 102-48	Appendix	<a href="#">86</a>
Changes in reporting	GRI 102-49	Appendix	<a href="#">86</a>
Reporting period	GRI 102-50	Appendix	<a href="#">86</a>
Date of most recent report	GRI 102-51	Appendix	<a href="#">86</a>
Reporting cycle	GRI 102-52	Illumina, Appendix	<a href="#">1</a> , <a href="#">86</a>
Contact point for questions regarding the report	GRI 102-53	Appendix	<a href="#">86</a> , <a href="#">109-110</a>
Claims of reporting in accordance with the GRI Standards	GRI 102-54	Appendix	<a href="#">86</a>
GRI content index	GRI 102-55	Appendix	<a href="#">100-104</a>
External Assurance	GRI 102-56	Appendix	<a href="#">109</a>

GRI Description	GRI Section	Illumina CSR Report Section	Page Number
<b>ECONOMIC: DISCLOSURE 200</b>			
<b>Economic Performance</b>			
Management Approach: Economic Performance	GRI 103-1, 103-2, 103-3	Illumina, Access, Community, Environment, People, Integrity	6-10, 15-16, 31-32, 39-40, 52-53, 71-72
Direct economic value generated and distributed	GRI 201-1	Illumina, Appendix	8-9, 87
Financial implications and other risks and opportunities due to climate change	GRI 201-2	Environment, Integrity, Appendix: TCFD Index	39-50, 81, 83, 106
Defined benefit plan obligations and other retirement plans	GRI 201-3	People, Appendix	65, 96
<b>Indirect Economic Impact</b>			
Management Approach: Indirect Economic Impact	GRI 103-1, 103-2, 103-3	Access, Community, Environment, Integrity, Appendix	15-16, 31-32, 39-40, 71-72
Significant indirect economic impacts	GRI 203-2	Access, Community, Environment, Integrity, Appendix	15-29, 31-37, 39-40, 49-50, 71-72, 81-83
<b>Anti-Corruption Behavior</b>			
Management Approach: Anti-Corruption	GRI 103-1, 103-2, 103-3	Integrity, Appendix	71-72, 74-77, 81, 83
Operations assessed for risks related to corruption	GRI 205-1	Integrity, Appendix	71-72, 74-77, 81, 83
Communication and training about anti-corruption policies and procedures	GRI 205-2	Integrity, Appendix	71-72, 74-77, 81, 83
Confirmed incidents of corruption and actions taken	GRI 205-3	Appendix	98
<b>Anti-Competitive Behavior</b>			
Management Approach: Anti-Competitive Behavior	GRI 103-1, 103-2, 103-3	Integrity, Appendix	74-77, 81-84, 98
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206-1	Appendix	98
<b>ENVIRONMENTAL: DISCLOSURE 300</b>			
<b>Energy</b>			
Management Approach: Energy	GRI 103-1, 103-2, 103-3	Environment, Integrity, Appendix	39-43, 47-48, 81, 83
Energy consumption within the organization	GRI 302-1	Illumina, Environment, Integrity, Appendix	8, 39-43, 83, 88
Energy consumption outside of the organization	GRI 302-2	Environment, Integrity, Appendix	39-41, 47-48, 81, 83, 89
Energy intensity	GRI 302-3	Environment, Appendix	43, 88-89
Reduction of energy consumption	GRI 302-4	Environment, Appendix	39-43, 47-48, 88-89
<b>Water</b>			
Management Approach: Water	GRI 103-1, 103-2, 103-3	Environment, Integrity	39-40, 43-44, 81
Interactions with water as a shared resource	GRI 303-1	Community, Environment, Appendix	33-34, 39-40, 43-44, 47-49, 81-82
Water withdrawal	GRI 303-3	Environment, Appendix	40, 44, 90
<b>Biodiversity</b>			
Management Approach: Biodiversity	GRI 103-1, 103-2, 103-3	Illumina, Community, Environment	8, 31, 33-34, 39-40, 42
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GIR 304-1	Illumina, Environment	8, 42-44, 49-50
Habitats protected or restored	GRI 304-3	Community, Environment	33-34, 42-44, 49-50

GRI Description	GRI Section	Illumina CSR Report Section	Page Number
<b>ENVIRONMENTAL: DISCLOSURE 300 (cont.)</b>			
<b>Emissions</b>			
Management Approach: Emissions	GRI 103-1, 103-2, 103-3	Environment, Integrity	<a href="#">39-41</a> , <a href="#">43</a> , <a href="#">47-48</a> , <a href="#">81</a> , <a href="#">83</a>
Direct (Scope 1) GHG Emissions	GRI 305-1	Illumina, Environment, Appendix	<a href="#">8</a> , <a href="#">39-41</a> , <a href="#">43</a> , <a href="#">88-89</a>
Energy indirect (Scope 2) GHG emissions	GRI 305-2	Illumina, Environment, Appendix	<a href="#">8</a> , <a href="#">39-41</a> , <a href="#">43</a> , <a href="#">88-89</a>
Other indirect (Scope 3) GHG emissions	GRI-305-3	Environment, Integrity, Appendix	<a href="#">39-41</a> , <a href="#">47-48</a> , <a href="#">81</a> , <a href="#">83</a> , <a href="#">89</a>
GHG emissions intensity	GRI 305-4	Environment, Integrity, Appendix	<a href="#">43</a> , <a href="#">89</a>
Reduction of GHG emissions	GRI 305-5	Illumina, Environment, Integrity, Appendix	<a href="#">8</a> , <a href="#">40-41</a> , <a href="#">43</a> , <a href="#">47-48</a> , <a href="#">81</a> , <a href="#">83</a> , <a href="#">88-89</a>
<b>Effluent and Waste</b>			
Management Approach: Effluent and Waste	GRI 103-1, 103-2, 103-3	Environment, People, Integrity	<a href="#">39-40</a> , <a href="#">43-44</a> , <a href="#">45-49</a> , <a href="#">67</a> , <a href="#">81</a> , <a href="#">83</a>
Waste by type and disposal method	GRI 306-2	Environment, Integrity, Appendix	<a href="#">40</a> , <a href="#">44</a> , <a href="#">45-46</a> , <a href="#">90</a>
<b>Environmental Compliance</b>			
Management Approach: Environmental Laws & Regulations	GRI 103-1, 103-2, 103-3	Environment, People, Integrity, Appendix	<a href="#">39-42</a> , <a href="#">67-68</a> , <a href="#">81</a> , <a href="#">83</a>
Non-compliance with environmental laws and regulations	GRI 307-1	Environment, People, Integrity, Appendix	<a href="#">39-42</a> , <a href="#">44</a> , <a href="#">67-68</a> , <a href="#">81</a> , <a href="#">83</a> , <a href="#">97</a>
<b>Supplier Environmental Assessment</b>			
Management Approach: Supplier Environmental Assessment	GRI 103-1, 103-2, 103-3	Environment, Integrity, Appendix	<a href="#">39-41</a> , <a href="#">47-48</a> , <a href="#">81</a> , <a href="#">83</a>
New suppliers that were screened using environmental criteria	GRI 308-1	Integrity, Appendix	<a href="#">40</a> , <a href="#">47-48</a> , <a href="#">81</a> , <a href="#">83</a> , <a href="#">89</a>
<b>SOCIAL: DISCLOSURE 400</b>			
<b>Employment</b>			
Management Approach: Employment	GRI 103-1, 103-2, 103-3	People, Integrity	<a href="#">52-69</a> , <a href="#">71-77</a>
New employee hires and employee turnover	GRI 401-1	People, Appendix	<a href="#">53</a> , <a href="#">55</a> , <a href="#">57</a> , <a href="#">62-63</a> , <a href="#">94-95</a>
Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI 401-2	People, Appendix	<a href="#">61-66</a> , <a href="#">96</a>
Parental leave	GRI 401-3	People, Appendix	<a href="#">65</a> , <a href="#">96</a>
<b>Occupational Health &amp; Safety</b>			
Management Approach: Occupational Health & Safety	GRI 103-1, 103-2, 103-3	People, Appendix	<a href="#">52-53</a> , <a href="#">67-68</a> , <a href="#">97</a>
Occupational health and safety management system	GRI 403-1	People, Appendix	<a href="#">52-53</a> , <a href="#">67-68</a> , <a href="#">97</a>
Hazard identification, risk assessment, and incident investigation	GRI 403-2	People, Appendix	<a href="#">52-53</a> , <a href="#">67-68</a> , <a href="#">97</a>
Worker participation, consultation, and communication on occupational health and safety	GRI 403-4	People, Appendix	<a href="#">52-53</a> , <a href="#">67-68</a> , <a href="#">97</a>
Worker training on occupational health and safety	GRI 403-5	People, Appendix	<a href="#">52-53</a> , <a href="#">67-68</a> , <a href="#">97</a>
Promotion of worker health	GRI 403-6	People, Appendix	<a href="#">52-53</a> , <a href="#">67-68</a> , <a href="#">97</a>
Workers covered by an occupational health and safety management system	GRI 403-8	People, Appendix	<a href="#">52-53</a> , <a href="#">67-68</a> , <a href="#">97</a>
Work-related injuries	GRI 403-9	People, Appendix	<a href="#">52-53</a> , <a href="#">67-68</a> , <a href="#">97</a>
Work-related illness	GRI 403-10	People, Appendix	<a href="#">52-53</a> , <a href="#">67-68</a> , <a href="#">97</a>

GRI Description	GRI Section	Illumina CSR Report Section	Page Number
<b>SOCIAL: DISCLOSURE 400 (cont.)</b>			
<b>Training &amp; Education</b>			
Management Approach: Training & Education	GRI 103-1, 103-2, 103-3	People, Integrity, Appendix	<a href="#">52-54</a> , <a href="#">56-65</a> , <a href="#">67</a> , <a href="#">71-72</a>
Average hours of training per year per employee	GRI 404-1	Illumina, People, Integrity, Appendix	<a href="#">8</a> , <a href="#">52-53</a> , <a href="#">62</a> , <a href="#">67</a> , <a href="#">74</a> , <a href="#">96-97</a>
Programs for upgrading employee skills and transition assistance programs	GRI 404-2	People	<a href="#">59-65</a>
Percentage of employees receiving regular performance and career development reviews	GRI 404-3	People, Appendix	<a href="#">62</a> , <a href="#">96</a>
<b>Diversity &amp; Equal Opportunity</b>			
Management Approach: Diversity & Equal Opportunity	GRI 103-1, 103-2, 103-3	Community, People, Integrity	<a href="#">31-37</a> , <a href="#">52-53</a> , <a href="#">56-60</a> , <a href="#">71-73</a> , <a href="#">82</a>
Diversity of governance bodies and employees	GRI 405-1	Illumina, People, Integrity, Appendix	<a href="#">5</a> , <a href="#">8</a> , <a href="#">53</a> , <a href="#">55</a> , <a href="#">58</a> , <a href="#">63-64</a> , <a href="#">72-73</a> , <a href="#">75</a> , <a href="#">82</a> , <a href="#">91-95</a>
Ratio of basic salary and remuneration of women to men	GRI 405-2	Illumina, People, Appendix	<a href="#">4</a> , <a href="#">8</a> , <a href="#">53</a> , <a href="#">58</a> , <a href="#">96</a>
<b>Child Labor</b>			
Management Approach: Child Labor	GRI 103-1, 103-2, 103-3	Integrity	<a href="#">71-72</a> , <a href="#">77</a> , <a href="#">81</a> , <a href="#">83</a>
Operations and suppliers at significant risk for incidents of child labor	GRI 408-1	Integrity, Appendix	<a href="#">71-72</a> , <a href="#">77</a> , <a href="#">81</a> , <a href="#">83</a> , <a href="#">98</a>
<b>Forced or Compulsory Labor</b>			
Management Approach: Forced or Compulsory Labor	GRI 103-1, 103-2, 103-3	Integrity	<a href="#">71-72</a> , <a href="#">77</a> , <a href="#">81</a> , <a href="#">83</a>
Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI 409-1	Integrity, Appendix	<a href="#">71-72</a> , <a href="#">77</a> , <a href="#">81</a> , <a href="#">83</a> , <a href="#">98</a>
<b>Human Rights</b>			
Management Approach: Human Rights	GRI 103-1, 103-2, 103-3	Integrity	<a href="#">71-72</a> , <a href="#">77</a> , <a href="#">81</a> , <a href="#">83</a>
Operations that have been subject to human rights reviews or impact assessments	GRI 412-1	Integrity, Appendix	<a href="#">71-72</a> , <a href="#">77</a> , <a href="#">81</a> , <a href="#">83</a> , <a href="#">98</a>
Employee training on human rights policies or procedures	GRI 412-2	Integrity, Appendix	<a href="#">77</a> , <a href="#">96</a>
Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	GRI 412-3	Integrity, Appendix	<a href="#">71-72</a> , <a href="#">77</a> , <a href="#">81</a> , <a href="#">83</a> , <a href="#">98</a>
<b>Local Communities</b>			
Management Approach: Local Communities	GRI 103-1, 103-2, 103-3	Access, Community, Environment, Integrity	<a href="#">15-16</a> , <a href="#">31-32</a> , <a href="#">39-40</a> , <a href="#">71-72</a>
Operations with local community engagement, impact assessments, and development programs	GRI 413-1	Illumina, Access, Community, Environment, Integrity	<a href="#">4</a> , <a href="#">11-13</a> , <a href="#">15-16</a> , <a href="#">21-27</a> , <a href="#">31-37</a> , <a href="#">39-42</a> , <a href="#">47-50</a> , <a href="#">71-72</a> , <a href="#">77</a> , <a href="#">81-83</a>
<b>Supplier Social Criteria Screening</b>			
Management Approach: Supplier Social Criteria Screening	GRI 103-1, 103-2, 103-3	Integrity	<a href="#">81-83</a>
New suppliers that were screened using social criteria	GRI 414-1	Integrity, Appendix	<a href="#">81-83</a> , <a href="#">98</a>
<b>Public Policy</b>			
Management Approach: Public Policy	GRI 103-1, 103-2, 103-3	Integrity, Appendix	<a href="#">71-72</a> , <a href="#">80</a> , <a href="#">99</a>
Political contributions	GRI 415-1	Integrity, Appendix	<a href="#">71</a> , <a href="#">80</a> , <a href="#">99</a>
<b>Customer Privacy</b>			
Management Approach: Customer Privacy	GRI 103-1, 103-2, 103-3	Integrity	<a href="#">71-72</a> , <a href="#">78-79</a>
Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI 418-1	Integrity, Appendix	<a href="#">71</a> , <a href="#">78-79</a> , <a href="#">98</a>