

Our 2030 Targets

Our Focus Areas

Objectives

2030 Targets

UN SDG Target Alignment

<p>Accelerate Access to Genomics</p>	<ol style="list-style-type: none"> 1. Drive innovation and affordability 2. Catalyze genomic startups to broaden the genomic ecosystem 3. Increase genomic data diversity 4. Democratize genomics 5. Enable catalytic philanthropy 6. Expand reach with payer coverage, genomic literacy, and patient advocacy 	<ul style="list-style-type: none"> 🔄 Enable \$100 genome 🔄 Support 50,000 patients through philanthropic iHope programming 🔄 Achieve 2 billion covered lives by 2026 🔄 Invest in 200+ genomic startups ✓ Activate Pathogen Genomics Initiative donations enabling our \$60 million commitments ✓ Reach at least 25,000 medical education learners annually 	 <p>Target 3.d: Improve early warning systems for global health risks</p> <p>Target 17.6: Knowledge sharing and cooperation for access to science, technology, and innovation</p> <p>Target 17.7: Promote sustainable technologies to developing countries</p> <p>Target 17.16: Enhance the global partnership for sustainable development</p>
<p>Empower Our Communities</p>	<ol style="list-style-type: none"> 1. Provide meaningful and strategic community investment 2. Engage our people to be agents of social change 3. Drive equitable access to STEM education 	<ul style="list-style-type: none"> 🔄 Reach 5 million STEM learners 🔄 Donate 100,000+ volunteer hours ✓ Achieve 50% employee participation in giving and volunteering 	 <p>Target 10.3: Ensure equal opportunities and end discrimination</p> <p>Target 5.b: Promote empowerment of women through technology</p>
<p>Integrate Sustainability</p>	<ol style="list-style-type: none"> 1. Drive climate action 2. Operate sustainable facilities 3. Foster a sustainable value chain 4. Develop sustainable products 5. Leverage genomics for a healthier planet 	<ul style="list-style-type: none"> 🔄 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% 🔄 Invest \$20 million in philanthropic sustainability initiatives ✓ Have 100% of strategic suppliers commit to minimizing their environmental footprint 	 <p>Target 12.2: Sustainable management and use of natural resources</p> <p>Target 12.5: Substantially reduce waste generation</p> <p>Target 13.2: Integrate climate change measures into policy and planning</p>
<p>Nurture Our People</p>	<ol style="list-style-type: none"> 1. Practice diversity, equity, and inclusion 2. Invest in our people 3. Create a culture of care 	<ul style="list-style-type: none"> ✓ Increase gender representation in global leadership ✓ Maintain zero net pay gap ✓ Increase minority representation in executive leadership (US) ✓ Increase representation of Black, Native, Pacific Islander, Hispanic or Latino, 2 or more in US workforce and leadership ✓ Reduce recordable injury and illness rate 	 <p>Target 10.3: Ensure equal opportunities and end discrimination</p>
<p>Operate Responsibly</p>	<ol style="list-style-type: none"> 1. Practice strong corporate governance 2. Maintain a culture of compliance 3. Act with integrity in all that we do 4. Foster a responsible supply chain 5. Uphold high standards for data security and privacy 6. Participate in proactive public policy 	<ul style="list-style-type: none"> ✓ Ensure 100% strategic suppliers committed to reducing their environmental footprint 🔄 Achieve 20% spend with diverse suppliers (US) ✓ Achieve top industry ESG ratings 	 <p>Target 9.2: Promote inclusive and sustainable industrialization</p> <p>Target 10.3: Ensure equal opportunities and end discrimination</p> <p>Target 17.16: Enhance the global partnership for sustainable development</p>

✓ Achieved 🔄 In Progress