UK Gender Pay Gap Report 2020

Illumina’s mission, to improve human health by unlocking the power of the genome, is at the centre of everything we do. Our culture is rooted in openness, collaborating deeply and seeking alternative views and perspectives to propel innovation in genomics. We are cultivating an inclusive environment in which everyone fully contributes to our mission. This demands outstanding and diverse talent. To support this, our people programs are carefully designed to demonstrate how much we value our employees and provide employment experiences that are uniquely differentiated.

We strive to offer meaningful development opportunities and reward for impact, performance and potential. Our pay policies and practices are designed to compensate employees based on factors such as job performance, expertise, and experience relevant to individual geography. We believe no one should be paid differently due to their gender, race, age, ethnicity, sexual orientation, or national origin. For this reason, we monitor our pay equity status and market competitiveness on an annual basis to ensure we offer equal pay.

Our results show that we have made great progress as we continue our journey towards cultivating an environment in which diversity, inclusion and fairness is embedded in all that we do.

Illumina UK in context

Our UK female population exceeds many industry benchmarks, but we would like to do more. We strive for balanced and equitable representation at all levels of our organisation.

<table>
<thead>
<tr>
<th>Proportion of female employees in Illumina workforce</th>
<th>Proportion of female employees in STEM roles at Illumina</th>
<th>Industry average of female employees in STEM roles (Wise Campaign UK, 2019)</th>
</tr>
</thead>
<tbody>
<tr>
<td>49%</td>
<td>46%</td>
<td>24%</td>
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All Illumina statistics are taken at the snapshot date of 5th April 2020.

As a market leader it is our responsibility to educate and inspire women from a young age to enter the STEM industry. We are not satisfied with simply recruiting more women but seek to increase the selection pool for all by educating future generations about the power of genomics and igniting curiosity in students.
Our Results
Taken as at 5th April 2020

Gender pay and bonus gap

<table>
<thead>
<tr>
<th>Difference between men and women</th>
<th>Mean</th>
<th>Median</th>
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</thead>
<tbody>
<tr>
<td>Hourly Pay Gap</td>
<td>8.4%</td>
<td>12.3%</td>
</tr>
<tr>
<td>Bonus Pay Gap</td>
<td>1.0%</td>
<td>19.8%</td>
</tr>
</tbody>
</table>

Proportion of men and women in each pay quartile (April 2020)

- **Upper (highest paid)**
  - Men: 58.8%
  - Women: 41.2%

- **Upper middle**
  - Men: 54.4%
  - Women: 45.6%

- **Lower middle**
  - Men: 48.3%
  - Women: 51.7%

- **Lower (lowest paid)**
  - Men: 43.2%
  - Women: 56.8%

We are pleased with our results and continued progress. Like many companies, our results are influenced by a disparity between the number of men and women in senior roles in our UK operations.

Since April 2017, when we published our first Gender Pay Gap report, we have seen a significant increase in the number of women in senior roles (equivalent to manager level and above).

In 2020, we continued to focus on inclusive pay policies and practices. Our gender-neutral Compassion and Care Time Off policy enabled employees to take paid time off to care for dependents, with no detrimental impact for those with caring responsibilities or facing crises.

In September 2020 we provided a one-time Covid Care payment of $1,000 gross (or local equivalent) to every employee below VP level. The purpose of this was to help with the additional expenses employees may be experiencing as a result of the pandemic, such as childcare, tutors or home office expenses.

Looking ahead we are committed to exploring potential opportunities to increase part-time offerings to enhance gender equality and provide flexibility for individuals entering or re-entering the market after time away from their career.

At Illumina we believe in continually improving our policies and practices to minimise cultural bias and enable progress towards cultivating an inclusive environment in which everyone fully contributes to our mission. The following highlights show the progress we have made to date and our aspirations for the future.

**Key Highlights**

- **Since April 2017, when we published our first Gender Pay Gap report, we have seen a significant increase in the number of women in senior roles (equivalent to manager level and above).**
  - April 2017: 31.2%
  - April 2020: 43.8%

- **In 2020, we continued to focus on inclusive pay policies and practices. Our gender-neutral Compassion and Care Time Off policy enabled employees to take paid time off to care for dependents, with no detrimental impact for those with caring responsibilities or facing crises.**

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- **Looking ahead we are committed to exploring potential opportunities to increase part-time offerings to enhance gender equality and provide flexibility for individuals entering or re-entering the market after time away from their career.**
Please see our [Corporate Social Responsibility](#) website for our global efforts to embed diversity, inclusion, and fairness in all that we do.

We confirm the Illumina pay gap calculations provided herein are accurate and have been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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