

# Professional equality between women and men

illumina's mission, to improve human health by unlocking the power of the genome, is at the centre of everything we do. Our culture has always been 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. We base total compensation on factors related to the job, location and the ability to perform in the role. We annually monitor our pay equity status and market competitiveness globally and external analysis confirmed that there is a net zero pay gap when comparing base salaries for the same roles at the same level.

We continue on our journey towards cultivating an environment in which diversity, inclusion and fairness is embedded in all that we do.

## Our results in figures

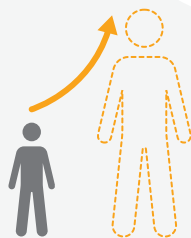
**6.2% PAY GAP IN FAVOUR OF WOMEN**  
UNDER THE LEGISLATIVE RULES FOR CALCULATION



**ANNUAL PAY INCREASES ARE AWARDED TO ALL ELIGIBLE EMPLOYEES**  
INCLUDING THOSE ON, OR RETURNING FROM, MATERNITY LEAVE

**86**  
points

**INDIVIDUAL PAY INCREASES ARE AWARDED ON MERIT**  
AND BASED ON JOB PERFORMANCE, EXPERTISE AND EXPERIENCE AGAINST THE ROLE EXPECTATIONS



**2 WOMEN**  
AMONG THE 10 HIGHEST SALARIES



Key: **XY** Male **XX** Female