

IMPINJ, INC.
WHISTLEBLOWER POLICY

(As amended on December 16, 2021 and effective as of January 1, 2022)

1. POLICY OVERVIEW

The purpose of this Whistleblower Policy (“**Policy**”) is to ensure all directors, officers, employees, consultants, contractors and agents of Impinj, Inc. and its subsidiaries (“**Company**”) embrace a culture where anyone who becomes aware of what he or she reasonably believes is or could be (i) a failure in accounting, internal accounting controls or auditing matters, (ii) fraudulent financial information, or (iii) a known or suspected violation of the Company’s Code of Business Conduct and Ethics (“**Code**”), can raise his or her concern about (i), (ii), or (iii) (hereinafter “**Complaint**”) free from harassment, discrimination or retaliation. This Policy encourages you to raise any Complaint as soon as possible.

The Audit & Risk Committee has established this Policy for:

- receiving, investigating and retaining Complaints; and
- enabling Company employees to confidentially and anonymously submit Complaints.

For purposes of this Policy, the Company’s General Counsel and Chief Compliance Officer serves as the Compliance Officer. The Compliance Officer may designate others, from time to time, to assist with this Policy.

2. SUBMITTING COMPLAINTS

Non-employees may submit Complaints by mail to:

Impinj, Inc.
400 Fairview Avenue North
Suite 1200
Seattle, WA 98109
Attn: Compliance Officer

Employees may submit Complaints in one of the following ways (confidentially and anonymously, if you wish):

- (i) To the Compliance Officer anonymously by utilizing the In Touch service described in (ii) below. You may also contact the Compliance Officer via regular email at ymorikubo@impinj.com.
- (ii) If your Complaint relates to accounting, internal controls or auditing matters, or if the Compliance Officer is implicated by the Complaint, then you may contact the Board’s Audit & Risk Committee. The Company has contracted In Touch, an independent company, to handle these types of Complaints. You may report your Complaint using either the website or toll-free number on an anonymous basis; however, the investigation may be more effective in obtaining follow-up or clarifying information if you identify yourself. If you make an anonymous report then please provide as much detail as possible, including copies of any relevant documents. In Touch can be utilized:

By phone (toll free): 1-844-308-2524

By Web: www.InTouchWebsite.com/Impinj

By email: Impinj@GetInTouch.com

In Touch provides any Complaints it receives to the Chairman of the Audit & Risk Committee.

The Company will also publish these methods for submitting Complaints on the Company's internal and external websites.

When you submit a Complaint please include at least the following items:

- a description of the Complaint;
- the period of time when you or another person observed the Complaint; and
- any steps you or another person have taken to investigate the Complaint, including reporting it to a supervisor and the supervisor's actions (if any).

When submitting a Complaint you have the option to include your identity and contact information, which are helpful if an investigation requires additional information. However, you are not required to provide your identity if you choose to remain anonymous. Please note, however, that if you do not provide contact information and your submitted Complaint does not contain sufficient information then it may be difficult for the Company or an outside party to investigate the matter fully. Therefore, please ensure your submitted Complaint is as complete and thorough as possible.

Except for Complaints sent directly to the Audit & Risk Committee or requested by you to be forwarded in confidence to the Audit & Risk Committee, all Complaints are sent to the Compliance Officer for treatment as set forth below.

3. COMPLAINT TREATMENT

The Company will log Complaints related to accounting and auditing on an accounting and auditing matters log which includes, among other things, the date the Company received the Complaint, a description of the Complaint, the name of the reporting person (if provided) and the result of an investigation into the Complaint. The Company shall acknowledge receiving the Complaint, within reasonable time after receipt, if the person who submitted the Complaint provided sufficient information for the Company to reply.

The Company will log all other Complaints, including suspected Code violations, separately from the accounting and auditing matters log, as well as forward them to the appropriate person or department for investigation, unless the Compliance Officer chooses other treatment (for example, if a Complaint involves a finance employee or an executive officer).

For Complaints not initially directed to the Audit & Risk Committee, the Compliance Officer will report material Complaints promptly to the Chairperson of the Audit & Risk Committee. The Compliance Officer will also provide the Audit & Risk Committee with a quarterly report of all received Complaints and their investigations.

Except for Complaints the Audit & Risk Committee feels require special treatment, the Compliance Officer and the Audit & Risk Committee will review, direct and oversee the resolution of Complaints, engaging other parties as appropriate.

The Audit & Risk Committee may request special treatment for a Complaint and may assume the direction and oversight of an investigation into it (with whatever assistance the Audit & Risk Committee deems appropriate). The Audit & Risk Committee shall request special treatment for significant accounting or auditing matters such as allegations of fraud or allegations of accounting or auditing matters or those involving executive officers.

The Audit & Risk Committee shall request special treatment for, investigate, and determine appropriate disciplinary action if a Complaint relates to a Board member or an executive officer. The Audit & Risk Committee may designate others to conduct or manage such investigation on its behalf.

When appropriate, the Compliance Officer or the Audit & Risk Committee will report the results of investigations into Complaints, including corrective actions, to the person who submitted the Complaint

if that person provided sufficient information for the Company to reply, maintaining the person's anonymity to the fullest extent possible.

The Compliance Officer shall retain Complaints, the accounting and auditing matters log, and all other related documentation as required by law.

If you submit a Complaint, the Company will maintain your confidentiality to the fullest extent possible. See the Company's Code of Business Conduct and Ethics for Company procedures pertaining to Complaint investigations and possible disciplinary actions.

If you submit a Complaint to an outside regulator or other governmental entity, the Company will treat the Complaint (if and once informed) in the same manner as described above, and you will receive the same protections as described in Section 4 below.

4. WHISTLEBLOWER PROTECTIONS

The Company prohibits reprisal, threats, discrimination, harassment, retribution, or retaliation in any way against any person who has in good faith reported a Complaint, or against any person who assists in any investigation or process with respect to such Complaint. If you believe you are or have been subjected to reprisal, threats, discrimination, harassment, retribution, or retaliation for having submitted a Complaint or for participating in an investigation related to a Complaint then immediately report the issue to the Compliance Officer, an executive officer, or any supervisor. The Company will promptly and thoroughly investigate any assertion that a manager, supervisor, or employee is involved in discrimination, retaliation, or harassment related to you reporting or the Company's subsequent investigation of a Complaint. The Company will not tolerate discrimination, retaliation, or harassment; if such behavior is substantiated then the Company will take appropriate action, up to and including termination. In certain circumstances, executive officers may be subject to criminal penalties, including imprisonment, for retaliation against whistleblowers.

* * *

The Company is committed to continuously reviewing and updating its policies and procedures. It reserves the right to amend or terminate this policy at any time and for any reason. The proscriptions in this policy do not constitute a complete list of restrictions or a complete list of the types of conduct that can result in discipline, up to and including discharge. The Company will remind employees of options to submit a whistleblower complaint and related whistleblower protections in an employee communication provided at least annually via the Company's internal communications platform.