



# Corporate Citizenship Report

December 2024





## A Letter from Our CEO

As I reflect on 2024, I can't help but marvel at the difference a year makes. Last year, my CEO letter focused on the macro headwinds we and our enterprise end users faced, with conviction in the future but cognizant of the challenges ahead. With the benefit of hindsight, that conviction was well-placed. We and our industry have fared remarkably well over the intervening 12 months<sup>1</sup>. Impinj's revenue increased dramatically, led by opportunities in retail general merchandise and supply chain and logistics. And from today's vantage point, with food tagging on the horizon, it feels to me like that secular growth has the underpinnings to continue.

A year ago, I also highlighted sustainability as a corporate imperative and how Impinj was investing in products and solutions to address sustainability. That conviction was also well-placed. Today, as the European Union's [Digital Product Passport \(DPP\)](#) initiative moves toward implementation, and [consumer mobile readers](#) finally seem within reach, it feels like those sustainability efforts will also bear fruit. RAIN can truly deliver full lifecycle connectivity for items, not just in the supply chain and in stores, but also in everyday life – at work, in transit, at home and at end-of-life recycling. So expect us to continue expanding our focus from pre-point-of-sale use cases to full item lifecycle connectivity, and to prioritize sustainability and consumer safety in our efforts.

In addition to DPP, we continue helping enterprises reach their sustainability goals. Whether it is supply chain and logistics companies reducing shipment misloads and thereby saving transportation costs and carbon emissions, or food companies reducing waste by selling or donating food before it expires, we are just beginning to drive meaningful ways to advance sustainability.

Implicit in our efforts is building trust in our products, the data those products deliver and in our company as a whole. That trust starts with a corporate culture centered on quality, reliability and innovation. In March, Fast Company recognized Impinj among

its [2024 Most Innovative Companies](#) for Impinj Authenticity, a cryptographic approach to verifying the authenticity of RAIN-connected items. That authenticity is critically important to sustainability because, as one of our enterprise end users noted, "without authenticity there can be no sustainability." I'm incredibly proud of the work our team did to bring this solution to life.

None of our successes would be possible without the Impinj employees who embody the values, behaviors, spirit and leadership outlined in our [principles](#). Those principles, and the culture we have built on them, is my highest priority as CEO. Expect us to continue investing in our people, including education, employee resource groups, lean-in circles, mentorship and much more.

We actively support our employees' community outreach through Impinj Cares, our corporate giving program. When record-breaking floods devastated southern Brazil earlier this year, employees, with company matching, donated more than \$20,000 for humanitarian aid and those based in Porto Alegre volunteered at local shelters supporting displaced people and pets. We also formalized our [Human Rights and Conflict Minerals](#) policies, reinforcing our commitment to conduct our business with the highest levels of integrity and ethics, also a foundation of our principles.

I'm proud of our accomplishments this year. Yes, we can always expect better and do more in our journey to improve our world. But we have the desire and will to see that remonstrance as an opportunity rather than a barrier. We will capture the enormous opportunity that lies ahead, and in so doing make the world a better place. Thank you for joining us on our journey.

A handwritten signature in black ink that reads "Chris Diorio".

Chris Diorio, Ph.D., *Impinj Co-founder & CEO*

1. 12-month period ended September 30, 2024

## Impinj at a Glance

**\$307.5M**  
revenue in 2023

**100B+**  
endpoint ICs  
shipped to date

**20+**  
years in  
operation

**440+**  
employees  
worldwide<sup>1</sup>

**LEED Gold**  
certified Seattle  
headquarters

**Completed**  
2023 ESG materiality  
assessment

## Enabling a Boundless IoT

Some people imagine the Internet of Things as a network of powered electronic devices. We think bigger. We're expanding the internet's reach by a factor of 1,000 – to apparel, packages, pallets, general merchandise, airline baggage, medical supplies, food, and so much more.

Impinj is driving a future in which trillions of items are wirelessly connected to digital twins in the cloud and in which businesses and people access information about those digital twins. Our mission is to connect everyday items via our platform, providing item-to-cloud connectivity on which enterprise solution providers innovate IoT whole products.

The Impinj platform uses RAIN RFID, a radio-frequency identification technology we pioneered, to deliver timely data about everyday items to business and consumer applications, enabling a boundless Internet of Things. Together with our partners, we're driving efficiencies, reducing waste, enabling the circular economy, and ultimately, we hope, improving people's lives.

Learn more about us at [www.impinj.com](http://www.impinj.com)

1. As of September 30, 2024

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## Awards & Recognition

**Inc.**

Best Workplaces, 2024

**FAST COMPANY**

Most Innovative Companies, 2024

**Newsweek**

America's Greenest Companies, 2024

**GSA**

2024 Most Respected  
Public Semiconductor Company Award Finalist

**Electronics Weekly**

Elektra Awards 2024  
Semiconductor Product of the Year (Analogue) Finalist

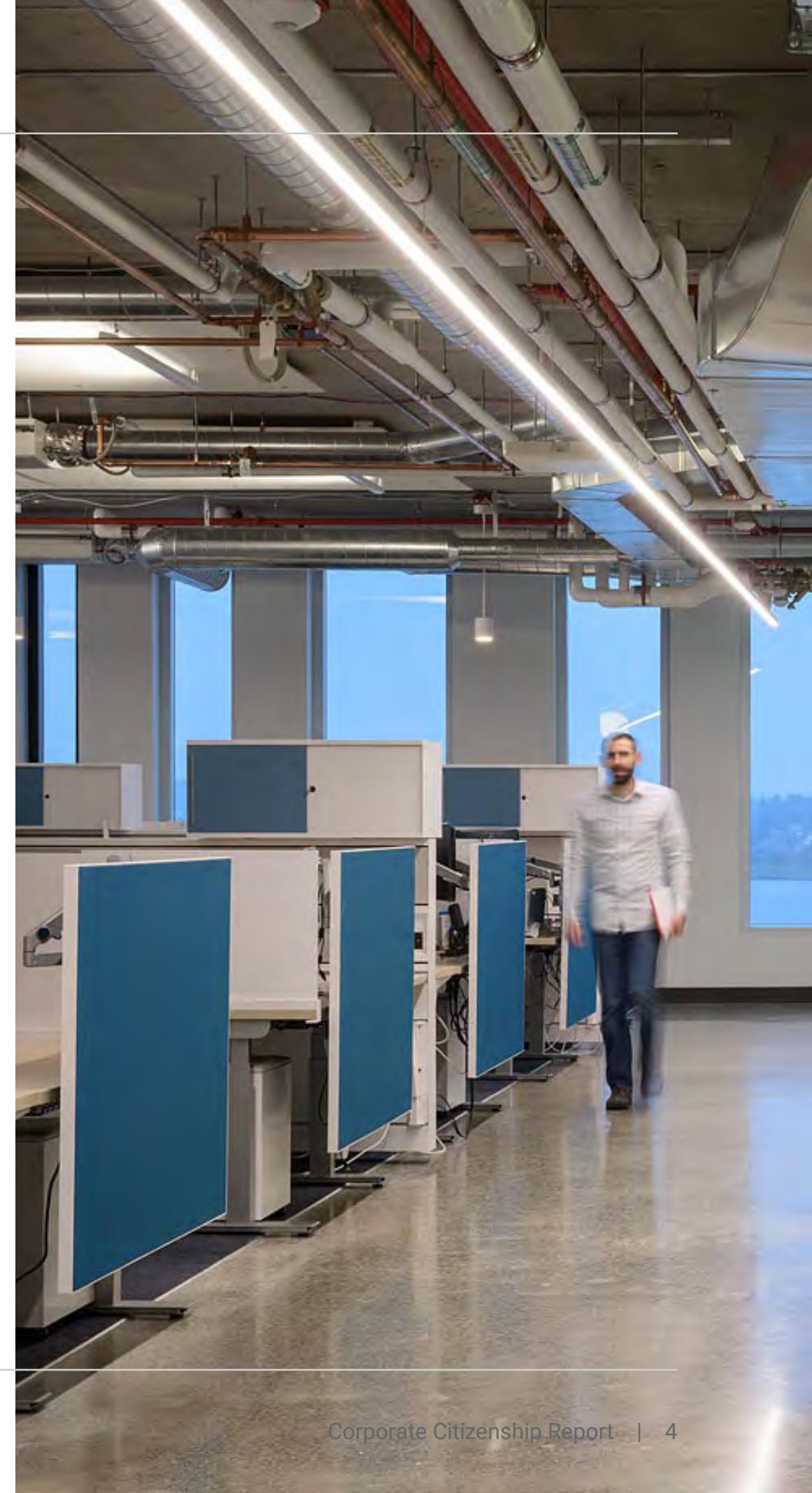
**extel**

All-America Executive Team, 2024

## Memberships & Affiliations



**Responsible Business Alliance**  
Advancing Sustainability Globally



## Stakeholder Engagement

Using a variety of channels, Impinj prioritizes stakeholder engagement by fostering discussions with our employees, suppliers, customers, end users, and investors. Understanding and responding to what is important to our stakeholders is critical to our success.

## Environmental, Social and Governance (ESG) Materiality Assessment

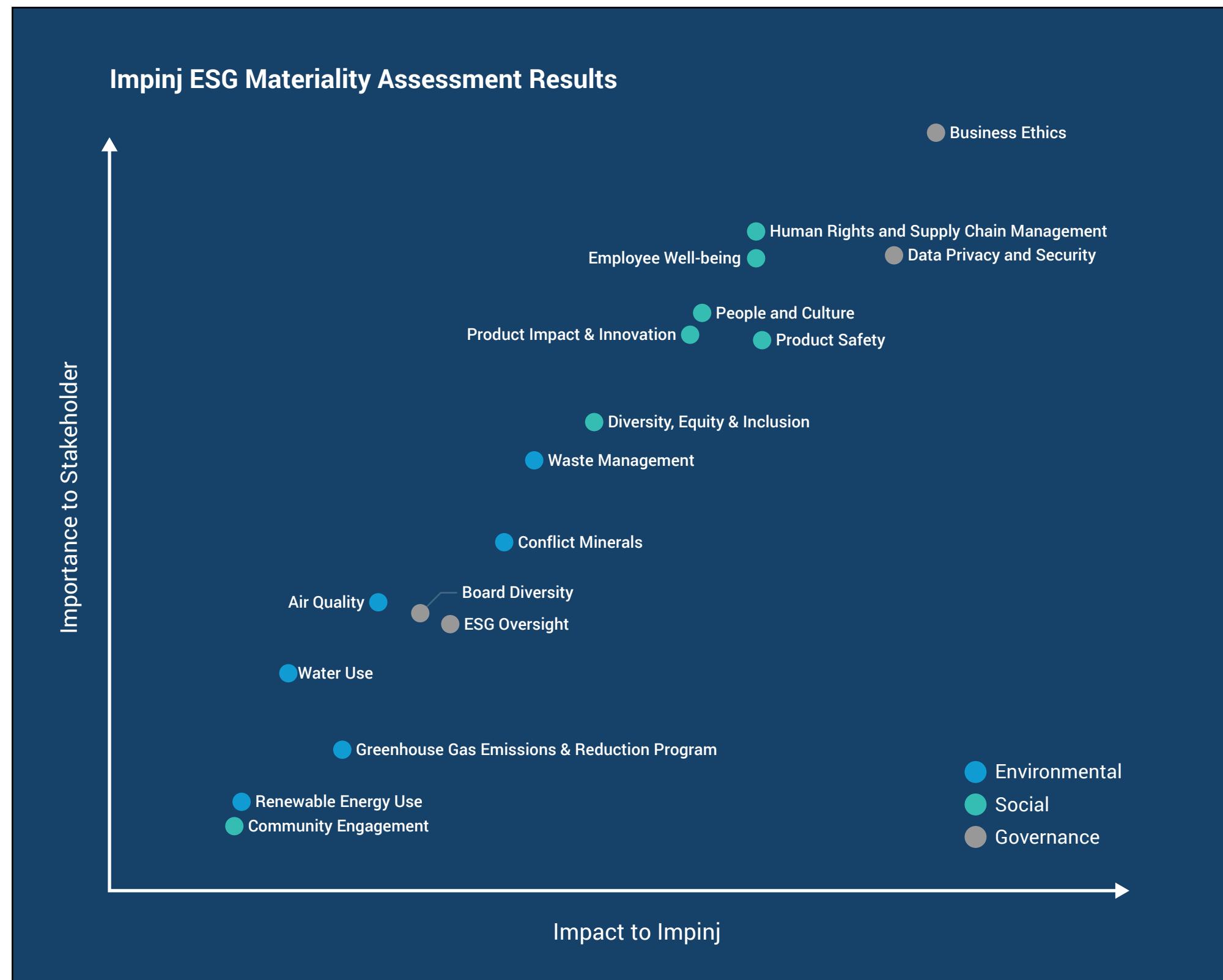
In 2023, Impinj surveyed stakeholders to determine the ESG topics most important to them and Impinj as a company. We selected the topics by analyzing key ESG factors for our business and the broader industry landscape. Key stakeholder groups included our executive leadership team, board of directors, employees representing departments worldwide, suppliers, customers, end users, and investors.

The results are mapped here to show each factor's relative importance to stakeholders and the impact on Impinj specifically. We will incorporate this stakeholder feedback as we chart our long-term ESG priorities.

## Shareholder Engagement

Through a robust shareholder outreach program, our CEO, CFO and investor relations team regularly engage with shareholders via quarterly earnings conference calls, company hosted meetings and participation in financial conferences, welcoming investor's views and potential concerns.

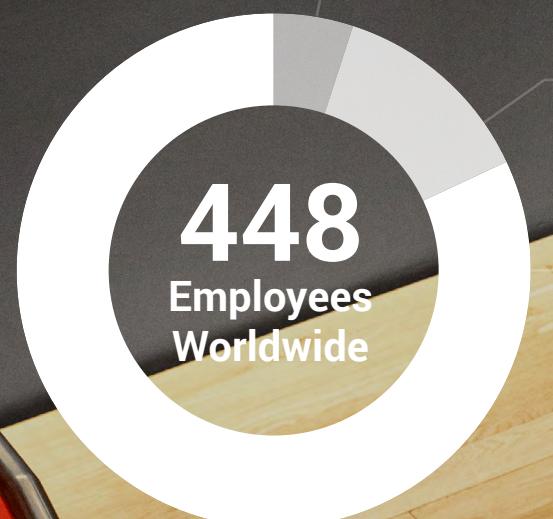
**For the second consecutive year, Impinj was included in Extel's All-America Executive Team rankings. We are honored to be recognized for our engagement with our investors.**



# People and Culture

We firmly believe our corporate success has, and always will, stem from the culture we build. In every department and role at Impinj, our principles are the foundation for how we champion each other and the work we do. They guide our efforts to make the world a better place.

As of September 30, 2024, we had 448 employees in the Americas, Europe and Asia Pacific.



5% Asia Pacific

13% Europe

82% Americas



## Employee Engagement

Communication, collaboration and accountability are key to earning trust across our teams and that trust enriches our culture. Simply put, our strength is in our people.

To build our teams, we prioritize open and honest two-way communication and recognition. For example:

- Our executive leadership team hosts weekly all-employee forums to provide an opportunity for Impinjineers from across the company to share updates on key projects and initiatives.
- Our CEO and executive leadership team host quarterly all-employee meetings to introduce new employees, speak to the state of the business, reinforce our strategy, discuss goals, and celebrate team and company successes.
- Our senior leadership team hosts monthly Culture Connections discussions across the global organization. These conversations provide opportunities to make personal connections, encourage storytelling, and promote inclusion, all of which fosters a culture free from bias and discrimination.
- Our quarterly employee-led ePlc Achievers awards celebrate employees who embody our values, inspiring their colleagues, our stakeholders, and the public.
- PI Times, our monthly internal newsletter, and My PI, a centralized intranet, feature employee interviews, collaboration opportunities, business updates, and important diversity and cultural dates, such as Juneteenth.

We conduct anonymous employee engagement surveys at least annually to understand what drives engagement and fosters trust across our teams and help guide our investment in building the culture employees want. We share survey results with the whole company. Leaders and managers also receive team- and topic-specific results so they can identify strengths and address areas for growth.

**We are proud that 86% of employees who participated in our most recent survey said they would recommend Impinj as a great place to work.**



## Commitment to Diversity, Equity and Inclusion (DEI)

Our employees from around the globe who bring varied backgrounds, viewpoints, and experiences are at the heart of everything we do. We strengthen who we are and what we can achieve by fostering a diverse and inclusive culture built on respect, equity and collaboration.

Our DEI program focuses on making DEI part of our DNA by building and empowering underrepresented populations across our workforce and cultivating an environment where everyone feels a sense of belonging and can be their most authentic selves. All Impinjineers complete training courses on the importance of diversity, equity and inclusion, bias, and on recognizing and preventing harassment and discrimination. We continually work to educate ourselves, learn from others, identify issues, improve our recruiting practices, engage in respectful and constructive dialogue, and advance community initiatives.

Our Diversity Action Team (DAT), made up of passionate employees including representatives from the executive leadership team, crafts and oversees a multi-year DEI plan to engage employees and improve our collective understanding of the diverse identities across our workplace and communities. In 2024, under the DAT's leadership, Impinj focused on allyship, providing education and hosting Culture Connections sessions dedicated to discussing the topic. This work was not only about our leaders emphasizing the importance of allyship at Impinj but providing all Impinjineers with the tools to better support and show up for one another.

Incorporating employee feedback from our DEI survey, Impinj launched Employee Resource Groups (ERGs) in 2023, supporting our culture of inclusion and representation. ERGs enable members to support one another in a safe space, educate others through cultural and community celebrations, and create feedback loops for Impinj leadership. Our three ERGs – Black Employee Network, Pride at Impinj, Women at Impinj Network – are voluntary, employee-led groups that are supported by our senior vice president of human resources and executive leadership team sponsors. Each group hosts regular events and meetings to advance their key objectives.

Our commitment to building and maintaining a diverse and inclusive culture extends to our recruiting framework that spans three pillars: 1) alignment with our principles, 2) growth mindset, and 3) skills and experience needed for the role.

We do not tolerate discrimination, harassment or impropriety of any kind. We are an equal-opportunity employer and do not discriminate based on race, religion, color, national origin, sex, gender, gender expression, sexual orientation, age, marital status, veteran status, disability status or any other classification.

**Each year, Impinj partners with Year Up United to offer program participants Impinj internships. Year Up United is a nonprofit organization that offers a holistic suite of services to help partners both achieve their goals and have a greater impact on the communities around them. Through their offerings, they are expanding economic opportunity for all young adults by building bridges to corporate America.**



## Talent Management and Development

Our employees are the heart of our company. We are only as successful as our people are, which is why we focus on nurturing each Impinjineer, rewarding their unique contributions and providing a runway for their career growth. Our leaders strive to provide what each of our employees needs to thrive.

Employees and managers meet frequently to set and evaluate personal goals as part of a larger program to empower teams to deliver and succeed.

Our goal is to be a leading training organization so our employees excel in their careers. We strive to create an environment where sharing information is encouraged and recognized. We facilitate personal and professional development, offering employees a variety of tools and opportunities to support their growth, ranging from programs for new leaders with limited management experience to more experienced leaders seeking the next level of leadership, along with technical training focused on RAIN RFID, and tuition reimbursement to further develop skills for current or future positions.



Our tuition-reimbursement program allows Impinjineers to pursue higher-education degree programs, professional certifications and continuing education. It is a valuable resource for employees who've identified areas or skillsets they want to advance and a useful tool for our leaders.

Mentorship is key to personal and professional growth and also helps with developing a strong pipeline of future talent. In collaboration with our Women at Impinj ERG, we launched a mentorship program to provide resources and learning opportunities to foster a culture of mentorship at Impinj. More than 60 employees have participated in mentorship events to date, such as a guided networking session to build connections and learn how to identify mentorship opportunities.



The Impinj Summer Internship Program provides undergraduate and graduate students with a comprehensive learning experience beyond traditional work assignments. Our program offers a unique blend of professional development, mentorship, and networking opportunities to help interns thrive in their roles and prepare for successful careers. We measure the success of the program in part by the many former summer interns who have transitioned to full-time roles upon graduation.



## Compensation, Benefits and Wellness

Our people are the foundation of our success. To retain our industry leading talent, Impinj provides competitive compensation and comprehensive benefits in support of our employees' financial, physical and emotional wellbeing.

In addition to salary, we offer equity awards to all eligible employees because we believe all contribute to, and should share in, our long-term success. Additionally, eligible employees participate in our annual variable performance-based cash bonus plan.

We leverage a team- and customer-centric hybrid work model, giving our employees and teams more control over when and where they work while maintaining high productivity.

We offer broad benefits packages that we believe provide the time, resources and flexibility to support the well-being of Impinjineers and their families. Benefits vary by country and meet or exceed all applicable laws and regulations.

**As part of our commitment to employee retention, for the fourth consecutive year, Impinj will absorb 100% of plan-related cost increases across our health and life insurance plans in the U.S. for 2025.**

## Pay Equity

Impinj complies with all federal, state and local laws and regulations and is committed to pay equity. We proactively review compensation for all roles at least annually. Results are reviewed and approved by the executive leadership team.

### In the U.S. we offer all eligible full-time and part-time employees:



#### 100% Employer Covered Benefits

- Medical, dental and vision insurance
- Life, AD&D, and disability insurance
- Employee assistance program



#### Paid Time Off

- Flexible vacation policy
- 11 annual holidays
- Up to 16 weeks of parental leave
- 16 hours of volunteer time



#### Employee Development

- Tuition reimbursement
- Leadership training



#### Other Perks

- Health savings and flexible savings accounts
- 401(k) match program, equity, and ESPP options
- RBC Wealth Management education on 401(k)s and retirement planning
- One-on-one sessions with a Schwab Financial Consultant
- Voluntary supplemental plans for cancer care, life, accident, and pet insurance
- Up to \$100 USD per year per employee of charitable contribution matching
- Monthly transportation subsidy with green commuting options
- Hybrid work model
- Onsite privacy rooms, free snacks, fresh fruits, and beverages at our Seattle headquarters

## Impinj Cares

Together we have the voice, influence and responsibility to make the world a better place. We gather, listen, learn and act in ways that matter to Impinj engineers and our global community. Impinj empowers employees to drive positive change in ways that matter to them, reinforcing our commitment to giving back and fostering a culture of compassion.

Impinj Cares is our global corporate giving program that promotes and supports corporate and employee-led philanthropic activities, including financial contributions, employer matching of up to \$100 USD per year per eligible employee, and 16 hours of paid time off to volunteer annually.

**In 2024, through Impinj Cares, employees volunteered at and donated to more than 90 causes and nearly twice as many employees utilized paid time off to volunteer compared to 2023.**

Through Impinj Cares, employees have:

- Participated in the Seattle Run & Walk with Pride fundraising event
- Raised awareness for United Way of King County's statewide Free Summer Meals Program for youth
- Served as youth mentors at Community for Youth
- Helped with creek restoration with Friends of Arboretum Creek
- Participated in the Chain Reaction ride in Finland benefiting the Red Cross

During our Impinj Cares-a-thon in November and December 2024, employees volunteered and donated to more than 35 causes, including HEMORGs, a state blood donation center in Brazil; Treehouse, a Washington nonprofit focused on supporting youth in foster care; and Northwest Harvest, a hunger relief organization.



**When record-breaking floods devastated southern Brazil earlier this year, employees, with company matching, donated more than \$20,000 for humanitarian aid, and Impinj engineers based in Porto Alegre volunteered at local shelters supporting displaced people and pets.**

## Health and Safety

We know that a healthy workplace improves productivity, retention and morale. And we want our employees to be and feel safe at work. We endeavor to create that safe and healthy workplace using best practices, employee engagement and ongoing training. The Impinj Safety Committee meets quarterly and is responsible for promoting workplace safety and identifying potential hazards. We have procedures to avoid, report, classify, manage and track workplace injury or illness. We provide treatment, encourage employee reporting, investigate underlying causes and implement corrective actions. To date in 2024, Impinj has had no work-related injuries that resulted in lost time or days away from work.

## Emergency Preparedness

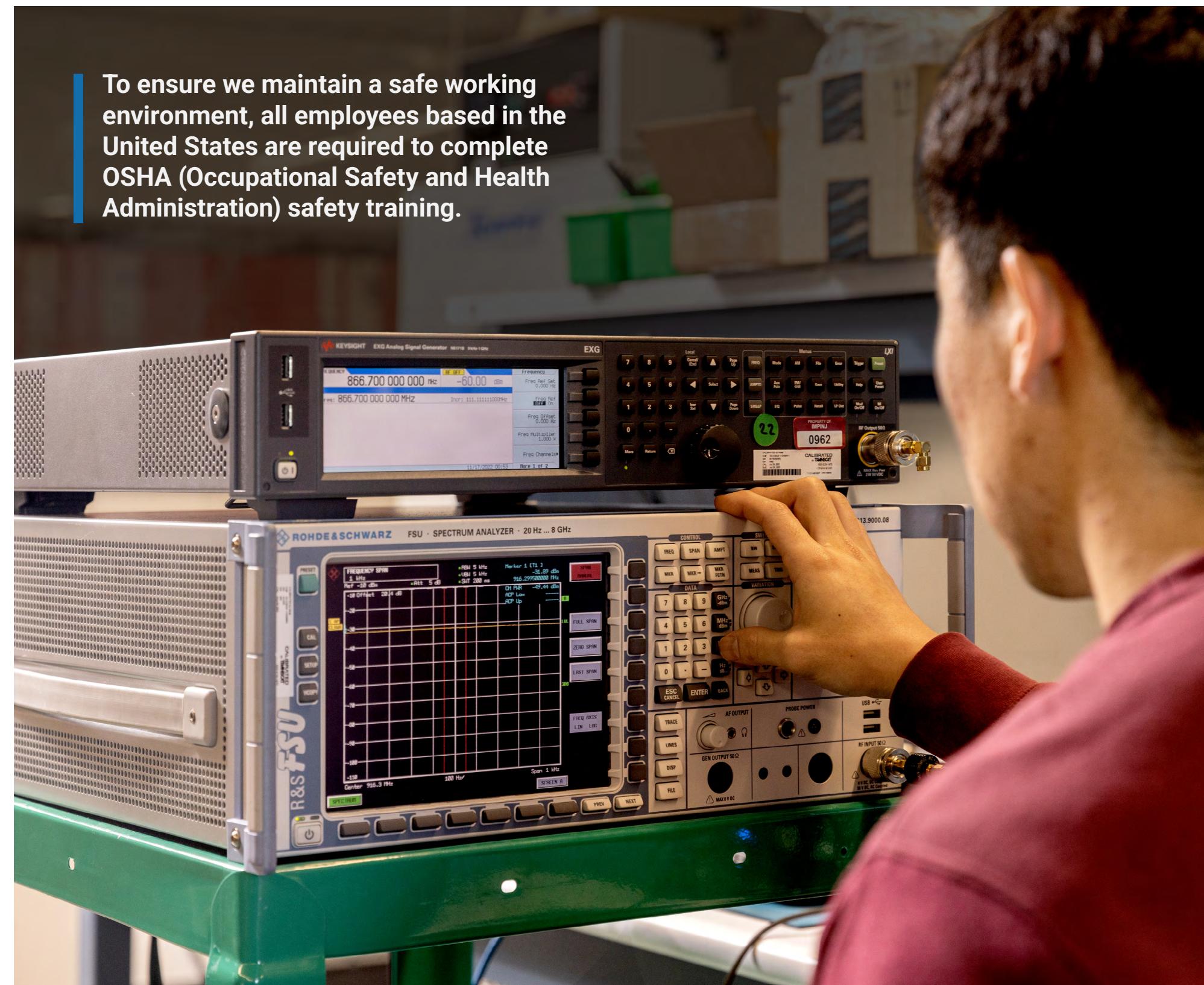
We maintain thorough evacuation procedures and recovery plans and ensure adequate facility exits. Our emergency preparedness includes fire drills and other regular preparedness training, CPR and first-aid training, and incident reporting.

## Human Rights

Respecting and protecting the rights and dignity of all people elevates us all. We recognize the critical importance of maintaining and promoting fundamental human rights in our operations and supply chain. Our [Human Rights Policy](#), which is informed by internationally recognized principles, outlines our commitment to conducting our business not only in accordance with the law, but also with the highest levels of business integrity and ethics.

Impinj prohibits the use of all forms of forced labor, including bonded or indentured labor; child labor; or slavery or trafficking of persons in any form. We do not and will not engage in or condone the unlawful employment or exploitation of children. Impinj respects freedom of association for our employees.

To ensure we maintain a safe working environment, all employees based in the United States are required to complete OSHA (Occupational Safety and Health Administration) safety training.



## Responsible Sourcing

Impinj is passionately inventive with a steadfast commitment to the highest standards of quality, safety, ethics and integrity. Our commitment extends to the relationship with our suppliers. Our quality and compliance function is responsible for working with our world-class suppliers to ensure products meet our quality and safety requirements.

As members of the Responsible Business Alliance (RBA), we adhere to the RBA's Code of Conduct. We work with our suppliers to affirm that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally and socially responsible. To confirm our supplier relationships meet and support these expectations, we adopted the RBA Code of Conduct as our [Supplier Code of Conduct](#).

We also work with our supply chain to ensure they follow our [Conflict Minerals Policy](#). We perform due diligence to ensure that minerals used in our products are sourced from conflict-free smelters and require subcontractors to perform appropriate country-of-origin diligence. We regularly request conflict minerals reports, using the Responsible Minerals Initiative reporting template. [Impinj's Form SD](#) is filed with the US Securities and Exchange Commission.

To ensure the products we deliver to our customers are safe and free of hazardous materials, we require all key subcontractors to comply with:

- **The Restriction of Hazardous Substances Directive (RoHS)**, a European Union directive that prohibits hazardous elements in electronic equipment
- **The European Union's REACH Directive (EC 1907/2006)**, which imposes requirements for registering, evaluating and authorizing chemical substances and products sold in EU countries
- **ISO 14001**, an international standard for managing hazardous waste and implementing recycling programs

**Impinj successfully completed the ISO 9001:2015 audit for endpoint ICs and has been recommended for certification.**



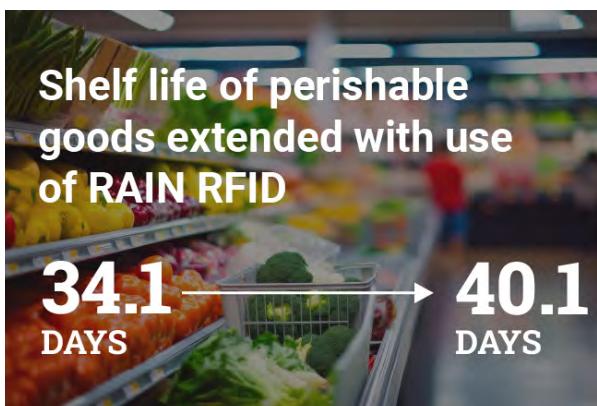
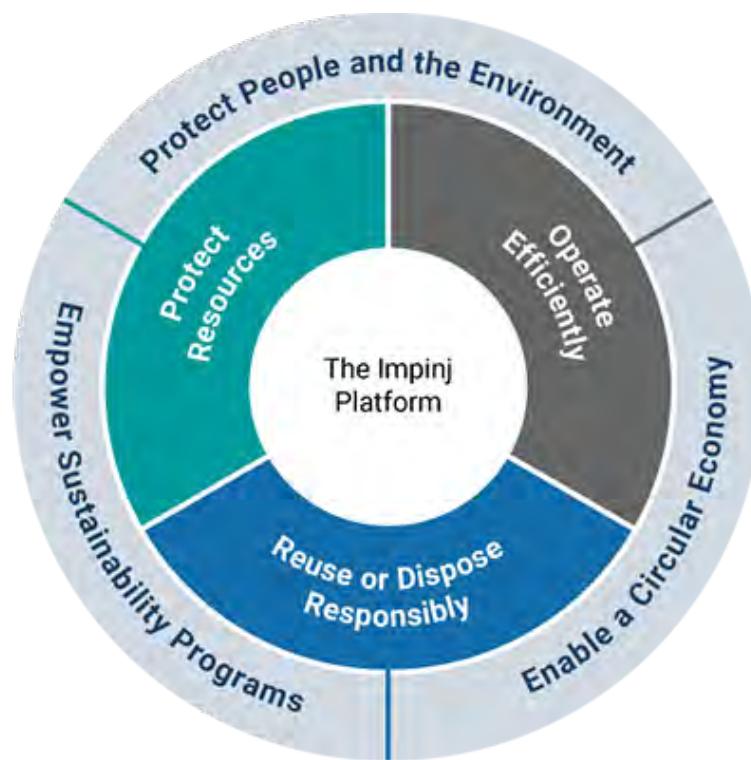
# Environment

We believe climate change is a global crisis and protecting the environment requires an urgent, collective effort. Impinjneers are inventing products that help customers implement sustainable practices, protect resources, operate efficiently and recycle responsibly. We believe our efforts will have a positive, material impact on item sustainability across the planet.

## Sustainability Enabled by Impinj

For Impinj, the opportunity in front of us is about more than just success – it's also about impact. We believe RAIN RFID can unlock a circular economy at scale by helping enterprises drive efficiencies, reduce waste, enable responsible material use, and protect brands, people and the supply chain from counterfeit products.

Together with our partners, Impinj helps retailers track inventory, eliminate overstocks and minimize unsold items; healthcare organizations ensure medications get used before they expire; food companies ensure perishables are consumed or sold before they expire; and logistics companies optimize delivery routes to eliminate excess driving, fuel usage and emissions. With the [Impinj platform](#) enterprises, governments, and scientists across the globe can study and protect natural resources, manage natural events and deliver fresh, safe food to communities. Additionally, enterprises can build circular systems to receive, reuse and recycle items.



## PLM TrustLink Boosts Food Supply Chain Visibility with Impinj

This Impinj partner's RAIN RFID software solution surfaces actionable data to help reduce food waste, enable timely deliveries, and help keep consumers safe.

## What is a Digital Product Passport and How Does It Affect Me?

There's a sustainability revolution underway in Europe, and its impact will soon ripple across the globe. The European Commission is driving a first-of-its-kind regulatory framework called the [Digital Product Passport \(DPP\)](#) to create transparency around product information and accelerate the transition to a circular economy.

## Combat Carbon: RAIN RFID's Effect on Supply Chain Sustainability

While incorporating RAIN RFID solutions in supply chains has long been touted to promote sustainability and reduce carbon emissions, quantitative data to back up these assertions is hard to come by. We reviewed nearly 70 published studies that back up RAIN RFID's eco-friendly claims with definitive data.

## Sustainability Industry Support

Impinj passionately supports our end users meeting their sustainability goals. We harness that passion to help propel the RAIN RFID industry forward. We lead by engaging and collaborating with our partners and the industry to amplify how RAIN RFID deployments can help end users meet their goals today, while also identifying opportunities for innovation to further improve sustainability into the future.

Impinj is an active member of the RAIN Alliance's Sustainability Community, with involvement in each of the current workstreams – Digital Product Passport (DPP), DPP Advocacy Advisory Council, E-waste, and Plastics Packaging Tiger Team, which Impinj chairs.

Impinj and Voyantic, a wholly owned Impinj subsidiary, are both part of the RAIN Alliance's DPP-focused workgroups, producing material – such as leading the development of the [RAIN Alliances position paper on Digital Product Passports](#) – to ensure RAIN's full potential to unlock transparency and circularity is realized in the DPP initiative. Voyantic is also part of the Joint Technical Committee 24 (JTC24), a standards group requested by the European Commission to develop technical, harmonized standards for Digital Product Passports.

## Sustainability at Impinj

As part of our ongoing commitment to the environment, we strive to minimize the impact of our global operations. We continue investing in sustainability initiatives to reduce the environmental impact of our global operations.

As a fabless semiconductor company, we partner with the world's leading foundries to fabricate our chips. With wafer manufacturing occurring outside of Impinj, we can make the greatest sustainability impact by maximizing the number of endpoint ICs we yield per wafer. We design our ICs with the aim of reducing the carbon footprint of each new generation of our products compared

to the prior generation. Built on a foundation of enhanced quality, reliability and manufacturability, we have consistently shrunk the size of the die while delivering industry leading endpoint ICs. In addition to being the most advanced endpoint IC available today, our latest endpoint IC product, the Impinj series M800, delivers 25% more ICs per wafer than our previous generation, thus reducing the carbon footprint per IC.

**We are proud to partner with Taiwan Semiconductor Manufacturing Company Limited (TSMC) to manufacture our endpoint IC wafers. The Impinj series M800 was featured in their [2023 Sustainability Report](#), as a sustainable breakthrough innovation.**

### Additional efforts to date include:

- Selecting a LEED Gold certified building for our headquarters that includes a rainwater harvesting system, solar arrays on the rooftop to offset energy consumption, car charging stations and bike storage
- Entering a Green Lease for our Voyantic headquarters in Helsinki, which includes a commitment to recycling, energy efficiency, and green transportation
- Replacing fluorescent lights with LEDs upon occupancy at our new Seattle engineering and testing facility
- Partnering with external providers to recycle IT assets, as well as scrap wafers and wafer frames
- Providing green transportation incentives
- Utilizing in-office recycling and composting programs
- Using occupancy sensors, LED lighting, energy-efficient appliances, compostable and reusable utensils, and green cleaning supplies
- Incorporating sustainability into marketing and event planning decisions

We once again completed an inventory of our [Scope 1](#) and [Scope 2](#) greenhouse gas (GHG) emissions. We are committed to tracking and reporting our emissions annually in this report and our CDP disclosure. Our greenhouse gas inventory includes five years of reported data that will enable us to monitor changes in our emissions over time and take steps to reduce our emissions footprint.

The table below shows our emissions and energy data from 2019 to 2023, totaling over 90% of our leased square footage, including our LEED Gold certified headquarters. In 2023, we included one additional location within our inventory – Voyantic in Helsinki.

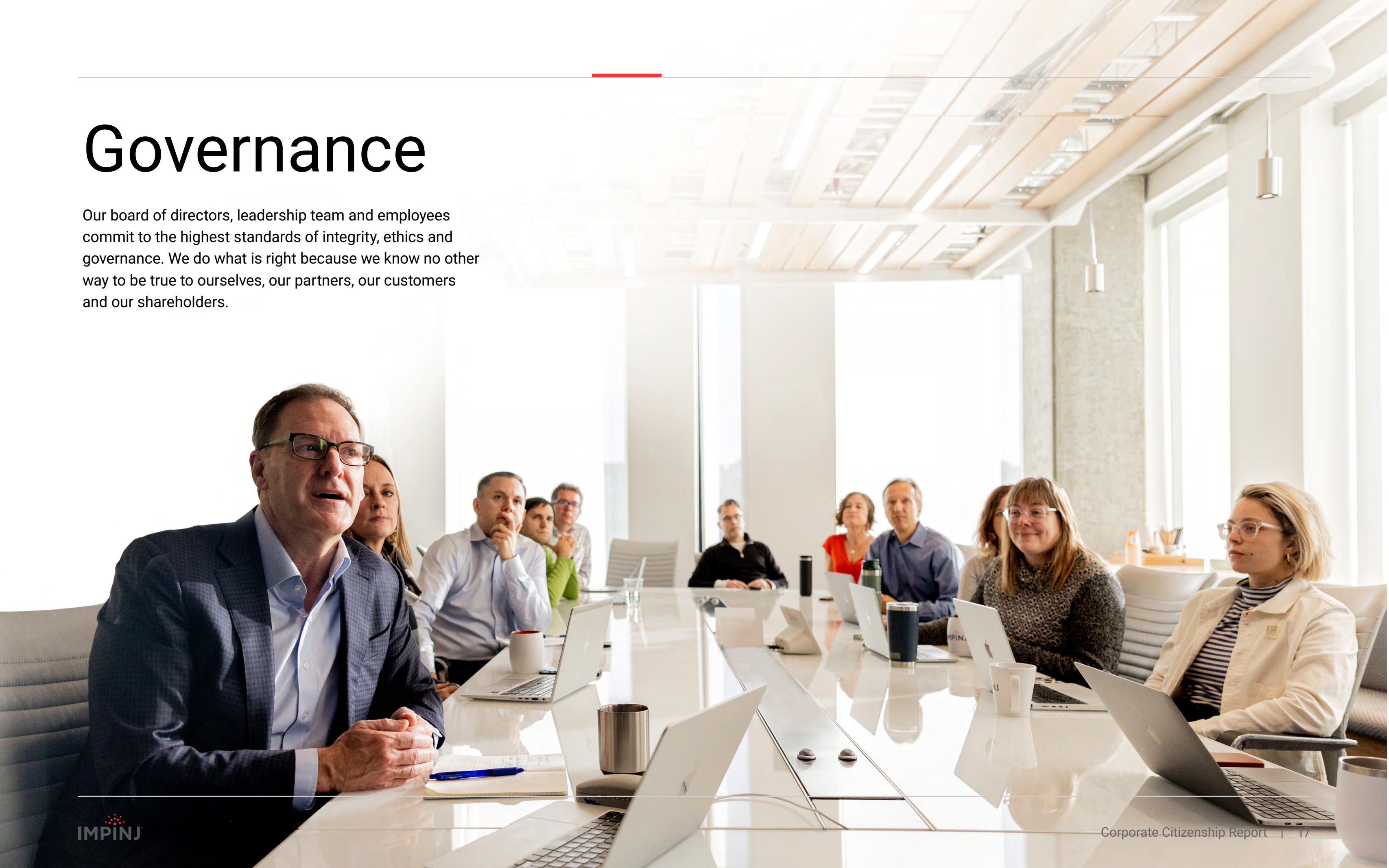
	2019	2020	2021	2022	2023
<b>Total Electricity Use from Grid (MWh)</b>	1,153	1,088	1,150	1,195	1,032
<b>Total CO<sub>2</sub>e (Metric Tons)</b>	433	389	465	402	348
Scope 1	90	72	90	74	53
Scope 2	343	317	375	328	295

Additionally, we again collected water consumption data for our U.S. facilities. We plan to continue updating this information annually.

	2022	2023
Water Consumption (gal)	717,611	874,602

# Governance

Our board of directors, leadership team and employees commit to the highest standards of integrity, ethics and governance. We do what is right because we know no other way to be true to ourselves, our partners, our customers and our shareholders.



## ESG Governance

Our [nominating and corporate governance committee](#) is responsible for reviewing ESG matters that may significantly impact the company's business operations, performance, reputation or relations with employees, customers, vendors, stockholders and other stakeholders.

Our ESG Steering Committee comprises our CEO, CFO, COO and a cross-functional leadership team representing communications, human resources, investor relations, legal, engineering, operations and others. The Steering Committee develops and implements our ESG strategy and regularly engages with the board, employees, customers and investors on ESG goals and progress.

## Board of Directors

Our board of directors is led by an independent chair and comprises directors with diverse skills and experience.

The board of directors believes that the board should be a diverse body. In evaluating candidates for director nominations, the nominating and corporate governance committee considers all aspects of each candidate's qualifications and competencies in light of our needs, with a view toward creating a board of directors with diverse backgrounds, experiences and perspectives, including with respect to race, gender, geography and areas of expertise.

As stated in our [Corporate Governance Guidelines](#), the nominating and corporate governance committee includes, and has any search firm that it engages include, highly qualified women and minority candidates in the pool from which director nominees are selected. A board diversity matrix can be found in our most recent [proxy statement](#).

Our board chair has been independent throughout the time we have been a public company. We periodically evaluate our governance practices and have implemented policies and procedures that are in the best interest of Impinj and its

stockholders, including, the annual election of all directors, annual say-on-pay vote, proxy access, a formal clawback policy and stock-ownership guidelines for our named executive officers and board members.

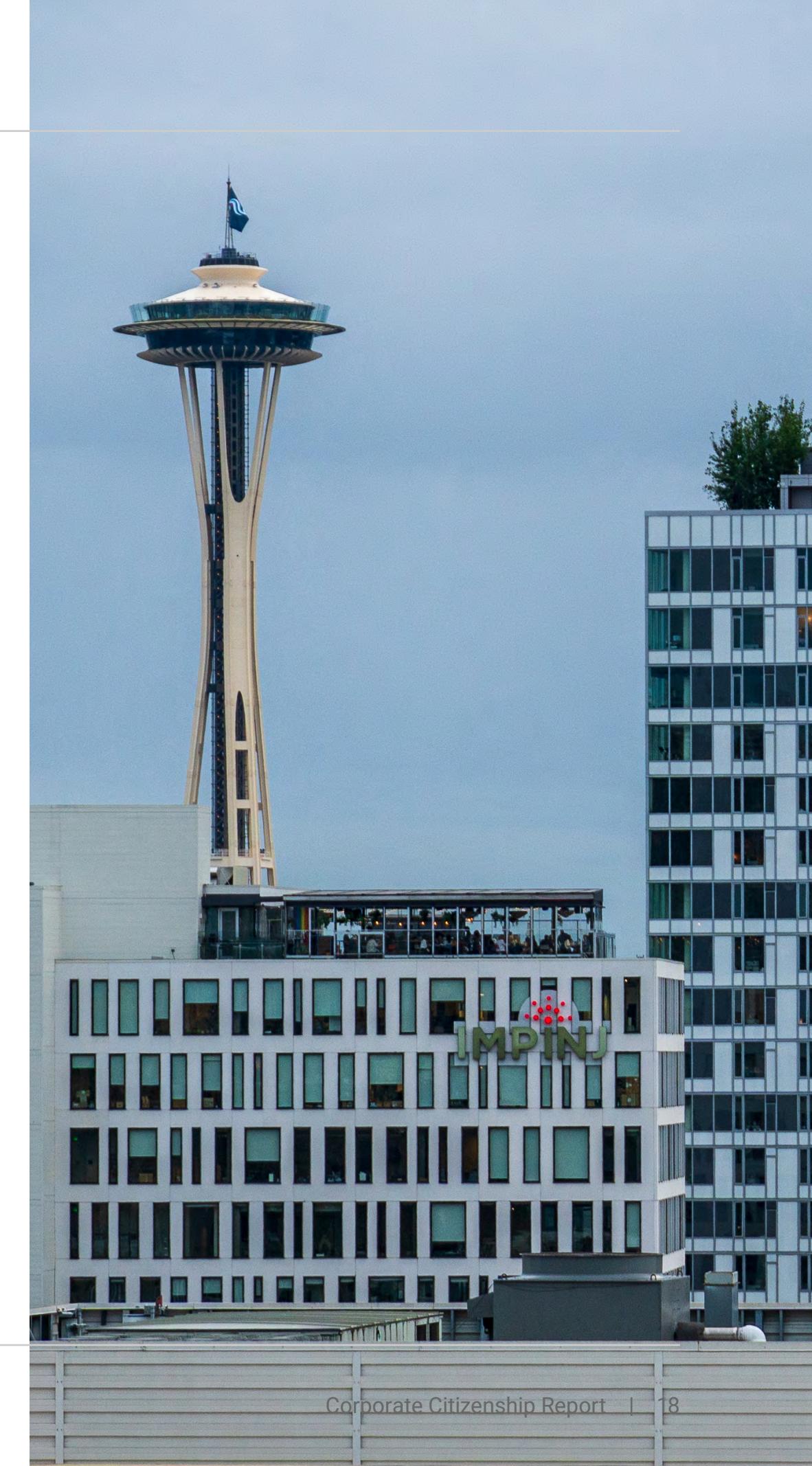
One of the key functions of our board of directors is informed oversight of our risk management process. The audit committee and our chief compliance officer (CCO) are responsible for overseeing the company's whistleblower hotline and transactions with related parties and reviewing the Company's Code of Business Conduct and Ethics at least annually. These actions together increase the board's and management's combined focus on risk management and compliance.

## Cybersecurity

We view cybersecurity as critically essential to our business continuity and are committed to making sure our stakeholders' information is secure.

As outlined in our [Annual Report on Form 10-K](#), our Cybersecurity Risk Management program is managed by our vice president of information technology and senior information security manager, with oversight from the audit committee. The Information Security Steering Committee, which includes members of our executive leadership team, meets quarterly to oversee and guide the organization's security strategy. Regular meetings allow the committee to assess emerging risks, program metrics, and ensure that security initiatives align with business objectives and regulatory requirements. We routinely assess and manage material risks from cybersecurity threats, as well as manage and respond to material cyber incidents if any occur.

We collaborate cross-functionally to monitor and test our safeguards and to train our employees on cybersecurity risks and safeguards. We include employees at all levels and departments, and all contractors, in our cybersecurity training programs.



## Privacy

Protecting personal data is a priority for Impinj. Data collected from users of impinj.com and its associated domains is protected using appropriate physical, managerial, and technical safeguards, as outlined in the [Impinj Privacy Policy](#). We take reasonable steps to protect information we receive from loss, misuse or unauthorized access.

## Policies

Impinj has adopted corporate principles and policies that reflect our high standards for good corporate governance and that maintain an ethical culture.

As outlined in our Code of Business Conduct and Ethics, our employees and contractors are expected to act ethically and appropriately in everything they do for Impinj. Among other things, the policy covers avoiding conflicts of interest, safeguarding company assets and satisfying financial reporting requirements.

We train all new employees and contractors on our Code of Business Conduct and Ethics and our Insider Trading Policy when they are onboarded and offer supplemental training at least annually.

Our Insider Trading Policy prohibits directors, officers, employees, consultants, contractors, agents or others who have material nonpublic information from trading while in possession of that information or disclosing it to others. Our policy also establishes quarterly blackout periods when employees may not trade Impinj securities, subject to narrow exceptions, including through compliant Rule 10b5-1 trading plans. Directors, officers and employees designated as corporate insiders require preapproval to trade Impinj securities when blackout periods are not in effect.

**Please consider the environment and refrain from printing this report when possible or printing in black and white, double-sided, on a high-efficiency network printer.**

## Impinj's governing documents, principles and relevant policies

- [Amended and Restated Bylaws of Impinj](#)
- [Impinj Principles](#)
- [Corporate Governance Guidelines](#)
- [Code of Business Conduct and Ethics](#)
- [Global Anticorruption Policy](#)
- [Insider Trading Policy](#)
- [Related Person Transaction Policy](#)
- [Whistleblower Policy](#)
- [Conflict Minerals Policy](#)
- [Human Rights Policy](#)
- [Privacy Policy](#)
- [Supplier Code of Conduct](#)

## Shareholder Communication

Shareholders may communicate with the board of directors or with any director individually by sending correspondence to:

Impinj, Inc. Attention: Corporate Secretary  
400 Fairview Avenue North, Suite 1200  
Seattle, WA 98109

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## Sustainability Accounting Standards Board Disclosures (SASB) Index<sup>1</sup>

Topic	Metric	Category	Unit Of Measure	Code	Impinj Response
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions, (2) Amount of total emissions from perfluorinated compounds	Quantitative	Metric tons	TC-SC-110a.1	Corporate Citizenship Report, <a href="#">page 16</a> . (1) 53.1 MT CO <sub>2</sub> e (2) 0 MT CO <sub>2</sub> e
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets		Discussion and Analysis		Corporate Citizenship Report, <a href="#">page 16</a> . As part of our ongoing commitment to the environment, Impinj continues investing in sustainability initiatives to reduce the environmental impact of our global operations. As a fabless semiconductor company, the manufacturing process occurs outside of Impinj. Impinj does not generate significant amounts of Scope 1 emissions and does not currently have reduction targets.
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity and, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SC-130a.1	Corporate Citizenship Report, <a href="#">page 16</a> . (1) 4,766 GJ (2) 78% (3) Impinj does not purchase or generate any on- or off-site renewable energy, however, the electricity grid mix in the region of Impinj's LEED Gold certified headquarters is ~90% renewable.
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic metres (m <sup>3</sup> ), Percentage (%)	TC-SC-140a.1	Corporate Citizenship Report, <a href="#">page 16</a> . (1) 3.31 thousand m <sup>3</sup> (2) No water consumption to report (water withdrawals are associated with general hygiene and hydration within our facilities) Impinj does not consume significant quantities of water from any regions with High or Extremely High Baseline Water Stress

1. SASB data points are for the fiscal year ending 12.31.23

Topic	Metric	Category	Unit Of Measure	Code	Impinj Response
Waste Management	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TC-SC-150a.1	As a fabless semiconductor company, the manufacturing process occurs outside of Impinj. Impinj monitors all key subcontractors for ISO 14001 compliance and to ensure Impinj's products are RoHS and/or REACH compliant. See Corporate Citizenship Report, <a href="#">page 13</a> for more information on how we engage with our suppliers on environmental issues.
Workforce Health and Safety	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Discussion and Analysis	n/a	TC-SC-320a.1	Corporate Citizenship Report, <a href="#">page 12</a> .
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	Presentation currency	TC-SC-320a.2	\$0
Recruiting and Managing a Global and Skilled Workforce	Percentage of employees that require a work visa	Quantitative	Percentage (%)	TC-SC-330a.1	Impinj does not disclose this metric.
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%)	TC-SC-410a.1	As a fabless semiconductor company, the manufacturing process occurs outside of Impinj. Impinj monitors all key subcontractors for ISO 14001 compliance and ensures all of Impinj's products are RoHS and/or REACH compliant. We do not collect data concerning the percentage of products by revenue that contain IEC 62474 declarable substances.
	Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	Quantitative	Various, by product category	TC-SC-410a.2	Impinj does not disclose this metric.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	TC-SC-440a.1	Corporate Citizenship Report, <a href="#">page 13</a> .
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Presentation currency	TC-SC-520a.1	\$0