

A nighttime photograph of a city skyline. In the foreground, several tall evergreen trees are silhouetted against the dark sky. Behind them, a large, modern office building with a white facade and many windows is visible. The building's windows are lit up, and the word "IMPINJ" is displayed in large, illuminated letters on its side. To the right of this building is a taller, darker skyscraper with a grid-like facade and some lit windows. In the background, other city buildings and a distant mountain range are visible under a deep blue twilight sky.

# Corporate Citizenship

December 2022



# A message from our Co-founder & CEO

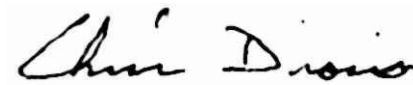
Impinj's vision is a boundless Internet of Things. We are driving a future in which trillions of everyday items – retail apparel, packages, automotive parts, airline baggage, pallets, medical supplies, food and much, much more – are wirelessly connected to digital counterparts, or digital twins, in the cloud, and in which businesses and people access information about an item from its digital twin. Our mission is to connect every one of these items via our platform, which powers that item-to-cloud connectivity and on which enterprise solution providers innovate IoT whole products.

We are building that vision, and our company, on an unwavering commitment to our [principles](#), which guide us in good times and bad. Above all, they epitomize both our belief that respecting and protecting the rights and dignity of all people elevates us, and our desire to make the world a better place. I believe our corporate success has, and always will, stem from the culture we built and continue building on those principles. As CEO, my #1 priority is to nurture and advance that culture.

I also believe the most successful people are those who are endlessly curious and who, in that curiosity, spend the most time listening. I meet weekly with employees from across Impinj, and with Impinj's partners, enterprise end users and shareholders as often as possible. Whether discussing diversity, equity and inclusion, spotlighting employee-led community involvement or refining how we work, I am committed to helping people. I am also committed to creating a work environment that operates every day according to Impinj's [Code of Business Conduct and Ethics](#) and [Supplier Code of Conduct](#).

I consider environmental stewardship a corporate imperative. I believe the Impinj platform can reduce waste and increase sustainability for trillions of everyday items, by giving businesses and individuals easy access to information that can reduce an item's environmental impact at every stage of the item's life. To that end, Impinj is committed to working closely with our partners and enterprise end users to reduce both their and our environmental impact.

This past year, Impinj focused on strengthening the foundation of our corporate citizenship. We made good progress, but in that progress we see how much more we can accomplish. Looking forward, we will continue our efforts to improve our products, our culture and drive sustainability, knowing we can always do better. Thank you for joining us on our journey.



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



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# People and Culture

Who we are is as important as what we make. Impinjineers, as we affectionately call ourselves, are curious and talented explorers who bring passion, reliability, and inventiveness to everything we do – from differentiated product development to efficient day-to-day operations to delightful customer experiences. Impinjineers are champions for change, each other, our customers and our global community. Quite simply, Impinjineers are our company.

We built Impinj on the belief that serving each other forms the strongest foundation a company can forge. Our leaders practice selfless leadership – nurturing employee ideas, learning, aspirations, careers and personal growth. Their first responsibility is to serve and nurture individuals and teams. We aspire to develop our leaders of tomorrow by investing in our people today. Impinjineers' successes are Impinj successes.

As of September 30, 2022, we had 375 employees in the Americas, Europe and Asia Pacific.



# Employee engagement

We believe we have the most talented team in our industry. Understanding what's important to them and how we can help them succeed in their careers is a hallmark of our leadership style. 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 CEO and leadership team host weekly all-employee forums to introduce new employees, speak to the state of the business, reinforce our strategy, discuss goals, celebrate team and company successes and acknowledge individual and family milestones.
- Our employee-led ePlc Achievers awards highlight Impinjineers who go above and beyond in driving our corporate goals. Any team member can nominate a coworker for recognition. We celebrate the effort of both our nominees and awardees during quarterly all-employee business reviews.

- Our CEO hosts monthly listening lunches with small groups of employees from across the organization to connect, answer questions and provide a personal setting to get to know the diverse group of Impinjineers from across our company.
- To strengthen cross-company relationships and trust, we introduced monthly Culture Connections sessions. A member of our senior leadership facilitates each session, with participants from each department across the global organization. These conversations provide opportunities to make personal connections, encourage storytelling and promote inclusion, all of which we believe are important as we foster a culture free from bias and discrimination.

**We prioritize open and honest two-way communication and recognition**

# Commitment to diversity, equity and inclusion (DEI)



We are committed to building and maintaining a diverse and inclusive culture built on respect, equity and collaboration. We value Impinjineers from around the globe who represent varied backgrounds, viewpoints and experiences. We have made efforts to educate ourselves, learn from others, identify issues, improve our recruiting practices, engage in respectful and constructive dialogue, and advance community initiatives. But we know we can always do better. We strive daily to build an increasingly diverse company and are committed to fostering an environment free from discrimination. Doing so strengthens who we are and what we can together achieve. In support of our commitment:

- Our Diversity Action Team comprises a group of passionate employees and senior leaders that raise DEI awareness and engagement, establish an annual DEI plan to enrich Impinj culture, and partner with others to drive programs and initiatives in support of that workplan. Through these efforts, we strive to improve our collective understanding of the diverse identities across our communities and of the ways in which we can achieve and sustain a culture of respect and inclusiveness.



- For the second year, we hosted a Summer of Diversity series. Guest speakers included female board members who shared their journeys and talked about authenticity, resolve and taking action. Another session promoted grassroots, employee-led DEI initiatives including an Impinj book club that discusses privilege, power, and racism; a small-group discussion series that leverages personal storytelling as a means of building empathy; and a guide that establishes DEI best practices for marketing.
- All Impinjineers complete training courses on diversity and inclusion, bias, and recognizing and preventing harassment and discrimination. 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.
- We launched an employee engagement and diversity survey to gain a better understanding of our communities and how we can support growth and access. The results allow us to act on feedback and enrich our culture.



We're a proud partner of [Year Up](#), a nonprofit organization whose mission is to close the opportunity divide by ensuring that young adults gain the skills, experiences and support to reach their potential through careers and higher education. We've hosted several Year Up interns and have been fortunate to convert some to full-time Impinjineers.



Several women in leadership roles at Impinj spoke with [YWCA Femme2STEM](#), a free program that supports women of color, specifically Black women, girls and gender non-binary students. During a panel, Impinjineers shared insights into their career journeys, current Impinj roles and provided guidance about entering a STEM field.



Since 2020, we have used Textio software to check for implicit bias in our job descriptions and were recognized by Textio in both 2021 and 2022 with the [Textio Leadership Award](#).

# Talent management and development



We focus on nurturing each Impinjeer, rewarding their unique contributions and providing a runway for their career growth.

Our leaders strive to provide the support each of our employees needs to thrive. Employees and managers meet frequently to set and evaluate personal goals as part of our larger program to empower teams to deliver and succeed. We encourage and facilitate personal and professional development, offering employees a variety of tools and opportunities to support their growth.

These offerings range from programs for new leaders with limited management experience to more experienced leaders seeking the next level of leadership, technical training focused on RAIN RFID, and tuition reimbursement to further develop skills for current or future positions. Our tuition-reimbursement program allows Impinjeers to pursue higher-education degree programs, professional certifications and continuing education. It is a valuable resource to employees who've identified areas or skillsets they want to advance and as a tool for leaders.



# Compensation, benefits and wellness

We are committed to providing competitive compensation and benefits. In addition to salary, we offer equity awards to all eligible employees because we believe all contribute to, and should share in, our success.

As we emerge from the pandemic-impacted work world, one in which most of our employees thrived working from home, we are implementing a team and customer-centric hybrid work model. This model gives 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.**

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

- Medical, dental and vision insurance, as well as travel reimbursement for employees and dependents seeking essential medical care not available in reasonable proximity to where they live
- Employee assistance program
- Health savings and flexible savings accounts
- Life, AD&D, disability and pet insurance options
- 401(k) with employer contribution
- 16-hours of paid volunteer time
- Flexible vacation policy and 11 paid holidays
- Up to 16-weeks of paid parental leave
- Monthly transportation subsidy with green options
- Tuition reimbursement and leadership training
- Hybrid work model
- Onsite privacy rooms, free snacks, fresh fruits, and beverages at our Seattle headquarters

## Health and safety

We want our employees to be and feel safe at work. We know that a healthy workplace improves productivity, retention and morale. We endeavor to create that safe and healthy workplace using best practices, employee engagement and ongoing training. 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.

With respect to Covid-19, we have implemented safeguards designed to keep Impinjineers safe at work. These safeguards have included maintaining high air quality in our facilities, requiring vaccinations for those entering our facilities, encouraging social distancing and masking while at work, and testing and tracing as appropriate.

## 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 incidence reporting.

## No child labor

We prohibit child labor in our business. We will not consider anyone for employment who is under the minimum age set by law.

## Freely chosen employment

Impinjineers work at Impinj because they want to. They are free to leave at any time with reasonable notice. We do not confiscate any employee's government-issued identification, passports or work permits as a condition of employment. We abhor and have zero tolerance for forced, bonded or indentured labor; child labor; slavery or trafficking of persons in any form. We do not and will not transport, harbor, recruit or transfer persons by means of threat, force, coercion, abduction or fraud.

## Freedom of association

We respect the rights of all employees to associate freely, seek representation or join workers' councils in accordance with applicable laws. We encourage all employees to communicate openly without fear of reprisal or harassment.



## Supply chain commitment

As part of our commitment to the highest standards of ethics and integrity, we adhere to the Responsible Business Alliance (RBA) Code of Conduct. This commitment extends to our relationship with suppliers and to affirming 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](#).

## Conflict minerals policy

We support efforts by organizations such as the Responsible Minerals Initiative (RMI) seeking to eradicate the use of minerals that fund armed conflict or human rights violations. Impinj does not directly purchase conflict minerals. We perform reasonable diligence to ensure that our subcontractors do not purchase or use conflict minerals but rely on them to perform appropriate country-of-origin diligence and to monitor their subcontractors. We regularly request conflict minerals reports from them, using the RMI reporting template.

**We are committed to the highest standards of ethics and integrity**

# Community involvement



We believe that together we have a voice, influence and responsibility to make the world a better place. We gather, listen, learn and act in ways that matter to Impinjineers and our global community. We believe empowering employees to drive positive change in ways that matter to them reinforces our commitment to giving back and fosters a culture of compassion.

Impinj Cares is our global corporate giving program that promotes and supports corporate and Impinjineer-led philanthropic activities, including financial contributions and volunteering. All employees worldwide receive 16 hours of paid time off to volunteer each year.

We are inspired by wide-ranging grassroots activities spearheaded by Impinjineers. Groups built tiny homes to help end homelessness, participated in the Seattle Run & Walk-with-Pride fundraising event, raised funds to help fight hunger and support youth in foster care, and so much more.

The Impinj team around the world came together to support the people of Ukraine. Impinjineers, with company matching, donated more than \$200,000 for humanitarian aid in Ukraine.

As we grow, so will our ability to do more through the Impinj Cares program.



# Environment

We believe climate change is a global crisis, and that protecting the environment requires an urgent, collective effort. We are inventing products that help customers implement sustainable practices, protect resources, operate efficiently and recycle responsibly. We provide Impinjineers the resources they need to build technology that creates a positive impact on our world. At the same time, we strive to minimize the impact of our internal business.

We are actively participating in the [RAIN Alliance](#) Sustainability Workgroup. Through this group, we are working collaboratively with other solution providers and end users to further demonstrate the value of RAIN RFID in helping companies achieve their sustainability goals.



# Sustainability enabled by Impinj

A key focus of the Impinj platform is protecting people, items and the environment. Our products help companies minimize environmental impact by driving efficiencies, reducing waste, enabling responsible material use and protecting brands, people and the supply chain from counterfeit products.

Using the real-time data our platform provides, retailers can track inventory, eliminate overstocks and minimize unsold items; healthcare organizations can ensure medications get used before they expire; and logistics companies can 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. In addition, enterprises can build circular systems to receive, reuse and recycle items.



[Post Norway](#) reduces fuel consumption and vehicle maintenance costs through transport optimization analysis and process improvements enabled by the Impinj platform—helping reduce CO<sub>2</sub> emissions and meet sustainability goals.



[Coöperatie Hoogstraten](#) uses the Impinj platform to track cartons of strawberries from farm to table to maintain freshness and reduce the chance of wasted fruit. In the event of a recall, only affected product must be taken off the market.



[Cuploop](#) incentivizes recycling with a fast and easy option for recirculating reusable food containers and returning customer deposits. The system, enabled by the Impinj platform, receives food packaging for reuse and tracks each item's history for optimal management.



# Sustainability at Impinj

Our commitment to the environment includes the steps we are taking to improve our internal operations’ environmental impact. To date, our commitment to sustainability includes:

- 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
- Green transportation incentives
- In-office recycling and composting programs
- Use of automatic LED lighting and energy-efficient appliances

In 2022, we completed our first [Scope 1](#) and [Scope 2](#) greenhouse gas (GHG) emissions inventory utilizing the Greenhouse Gas Protocol. We are committed to tracking and reporting our emissions annually. Our greenhouse gas inventory includes three years’ worth 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 2021 for three U.S. Impinj facilities totaling approximately 90% of our leased square footage, including our LEED Gold certified headquarters.

	<u>2019</u>	<u>2020</u>	<u>2021</u>
<b>Total Energy Use from Grid (MWh)</b>	<b>1,153</b>	<b>1,088</b>	<b>1,150</b>
<b>Total CO<sub>2</sub>e (Metric Tons)<sup>1</sup></b>	<b>433</b>	<b>389</b>	<b>465</b>
Scope 1	90	72	90
Scope 2	343	317	375

As we look ahead, we plan to build on these early successes to measure and reduce our environmental footprint.

(1) Impinj holds a lease for commercial office space that expires in 2023. We have sublet the entirety of this office space. Purchased electricity associated with the sublet space is included in our scope 2 emissions because the utility bills are sent directly to Impinj. The increase in CO<sub>2</sub>e in 2021 was driven by purchased electricity at the sublet location as well as changes to grid level emission factors in our region.

# 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.

Our [nominating and corporate governance committee](#) is responsible for reviewing environmental, social, and governance (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, communicating goals and progress and regularly engaging with the board, employees, customers and investors on ESG matters.



# 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 towards creating a board of directors with diverse experiences and perspectives, including diversity 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. Our initial public offering was in 2016, and as we have matured as a public company our board has taken additional steps to enhance aspects of our corporate governance.

These steps include approving the process to declassify our board in 2020, implementing proxy access requirements in 2021 and eliminating a super-majority requirement for bylaws amendments in 2022.

In 2020, the board amended our [audit committee's charter](#) to add overseeing the company's risk management and appointing our general counsel as the company's chief compliance officer (CCO). The audit committee and CCO are also responsible for reviewing the Company's Code of Business Conduct and Ethics at least annually. These actions together increase board and management focus on risk management and compliance.



## Policies

Our insider trading policy prohibits directors, officers, employees, consultants, contractors, agents or others who have material nonpublic information from trading on or disclosing that information to others who then trade based on that information. Directors, officers and employees designated as corporate insiders require preapproval to trade Impinj securities at any time. Our policy also establishes quarterly blackout periods when employees generally may not trade Impinj securities, subject to narrow exceptions, including through compliant Rule 10b5-1 trading plans.

Our board and management have adopted certain corporate policies that reflect our high standards for good corporate governance and maintaining an ethical culture that respects the law. These include:

- [Corporate Governance Guidelines](#)
- [Code of Conduct and Ethics](#)
- [Global Anticorruption Policy](#)
- [Whistleblower Policy](#)
- [Supplier Code of Conduct](#)



## Shareholder Communication

Our investor relations team manages a robust shareholder outreach program, committed to understanding investors' views and potential concerns. Our CEO, CFO and investor relations team regularly engage with shareholders via quarterly earnings conference calls, company hosted meetings and participating in financial conferences.

**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



Impinj (NASDAQ: PI) helps businesses and people analyze, optimize and innovate by wirelessly connecting billions of everyday things—such as apparel, automobile parts, luggage and shipments—to the Internet. The Impinj platform uses RAIN RFID to deliver timely data about these everyday things to business and consumer applications, enabling a boundless Internet of Things. [www.impinj.com](http://www.impinj.com)

