



**IMPINJ**

Impinj Corporate Citizenship Report

June 2026





A Letter from Our CEO

In 2025, Impinj celebrated our 25th anniversary. We've achieved countless milestones along the way – including enabling connectivity for more than 150 billion items – all helping our enterprise customers drive efficiencies, reduce waste and streamline their operations. But what stands out most to me is our people who make it all possible. They are the heart of our company, united in a purpose that elevates what's possible. I'm proud of how they always rise to meet each and every challenge, without losing sight of our commitment to be a responsible corporate citizen.

Each year, I highlight sustainability as a corporate imperative and reaffirm our commitment to helping our enterprise customers meet their operational and sustainability goals. Those enterprises rely on us for real-time visibility into items they manufacture, transport and sell, driving those operational efficiencies and meeting those sustainability goals.

In retail, the item visibility we deliver helps enterprises reduce overproduction, easing the environmental burden of millions of tons¹ of textile waste. We are enabling new models of loss-prevention, where together with the broader ecosystem we are helping combat retail theft. And in supply chain and logistics, we are helping reduce parcel misshipments, reducing fuel usage and carbon emissions.

We participated in a joint European Union Technical Committee, JTC24, which formally accepted RAIN RFID as a data carrier for the European Union's [Digital Product Passport \(DPP\)](#). We believe RAIN will play a key role in forging a transparent and circular economy, by providing data to better reuse, recycle and recover items. Looking further out, we see food as a compelling sustainability opportunity. In 2026, food waste is expected to cause \$540B² in economic losses and drive significant global greenhouse gas emissions³. We believe RAIN-based item-level food tracking can help reduce that waste while improving freshness and reducing food costs. Expect us to drive innovations in the food space that enable that item-level tracking.

Looking beyond sustainability, we live today in an increasingly complex and uncertain world, highlighting the need for us to stay grounded in our [principles](#) and support our employees, whose development, health and wellbeing remain my highest priority. As one example of that support, we continue investing in employee training. In 2025 we launched a learning and development platform with customized content and learning material, ranging from professional development to industry-specific technical content. Nearly all of our employees have engaged with the platform – more than double the participation other companies our size typically see in the rollout year. Our employees' passion for learning inspires me and reinforces that we have the right team in place to drive our company forward.

We are also prioritizing connections across teams, including hosting an intensive leadership workshop in 2025. Our executive team, senior managers and members of our diversity action team and employee resource groups learned to recognize patterns of bias, align intent with impact and model inclusive leadership to strengthen decision making, innovation and engagement.

Turning to our commitment to elevate our disclosures, last year we began using EcoVadis to inform our customers about our ESG practices. EcoVadis ranked us in the top 25% of companies in our industry – an outstanding first-year achievement upon which we will continue building. We also launched a dedicated [ESG](#) page on our investor-relations website to centralize content and enhance transparency.

And again last year, our employees demonstrated the generosity and shared purpose that define Impinj. Through our employee-led giving program, Impinj Cares, they gave generously to nonprofit organizations across the globe and dedicated over 500 hours of volunteer service to the causes they care deeply about.

I'm proud of what we have achieved over the past 25 years and energized by the opportunity ahead. With what I believe is the best team in the industry, strong connections with our partners and focused execution, we are incredibly well positioned to win that opportunity and deliver long-term value to all our stakeholders. Thank you for joining us on our journey.

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

1. [Textiles: Material-Specific Data | US EPA](#)

2. [Avery Dennison launches AD IdentiFresh™ to unlock efficiency, freshness and waste reduction in food retail](#)

3. [Food loss and waste account for 8-10% of annual global greenhouse gas emissions; cost USD 1 trillion annually | UNFCCC](#)

Impinj at a Glance¹

\$361.1M
annual revenue

150B+
endpoint ICs
shipped to date

6M+
readpoint devices sold
to date

25+
years in
operation

450+
employees
worldwide

LEED Gold
certified Seattle
headquarters

Enabling a Boundless IoT

Our vision is a world in which every item that enterprises manufacture, transport and sell, and that people own, use and recycle, is wirelessly and ubiquitously connected to the cloud. And a world in which the ownership, history and linked information for every one of those items is seamlessly available to enterprises and people. We design and sell a platform that enables that wireless item-to-cloud connectivity and with which we and our partners innovate IoT solutions.

Our mission is to connect every thing, delivering item visibility, traceability and improved operational efficiencies for retailers, supply chain and logistics, restaurants and food-service providers, airlines, automobile manufacturers, healthcare companies and many more.

We are today focused on extending item connectivity from tens of billions to trillions of items, and delivering item data not just to enterprises but to people, so they too can benefit from their connected items. We believe that that connectivity will transform the world.

Learn more about us at www.impinj.com

Awards, Memberships & Affiliations



1. As of December 31, 2025 unless otherwise noted.

STAKEHOLDER ENGAGEMENT

Using a variety of channels, we prioritize 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, we surveyed stakeholders to determine the ESG topics most important to them and to 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.

We map the results here to show each factor’s relative importance to stakeholders and the impact on Impinj specifically. We will continue to incorporate stakeholder feedback as we chart our long-term ESG priorities.

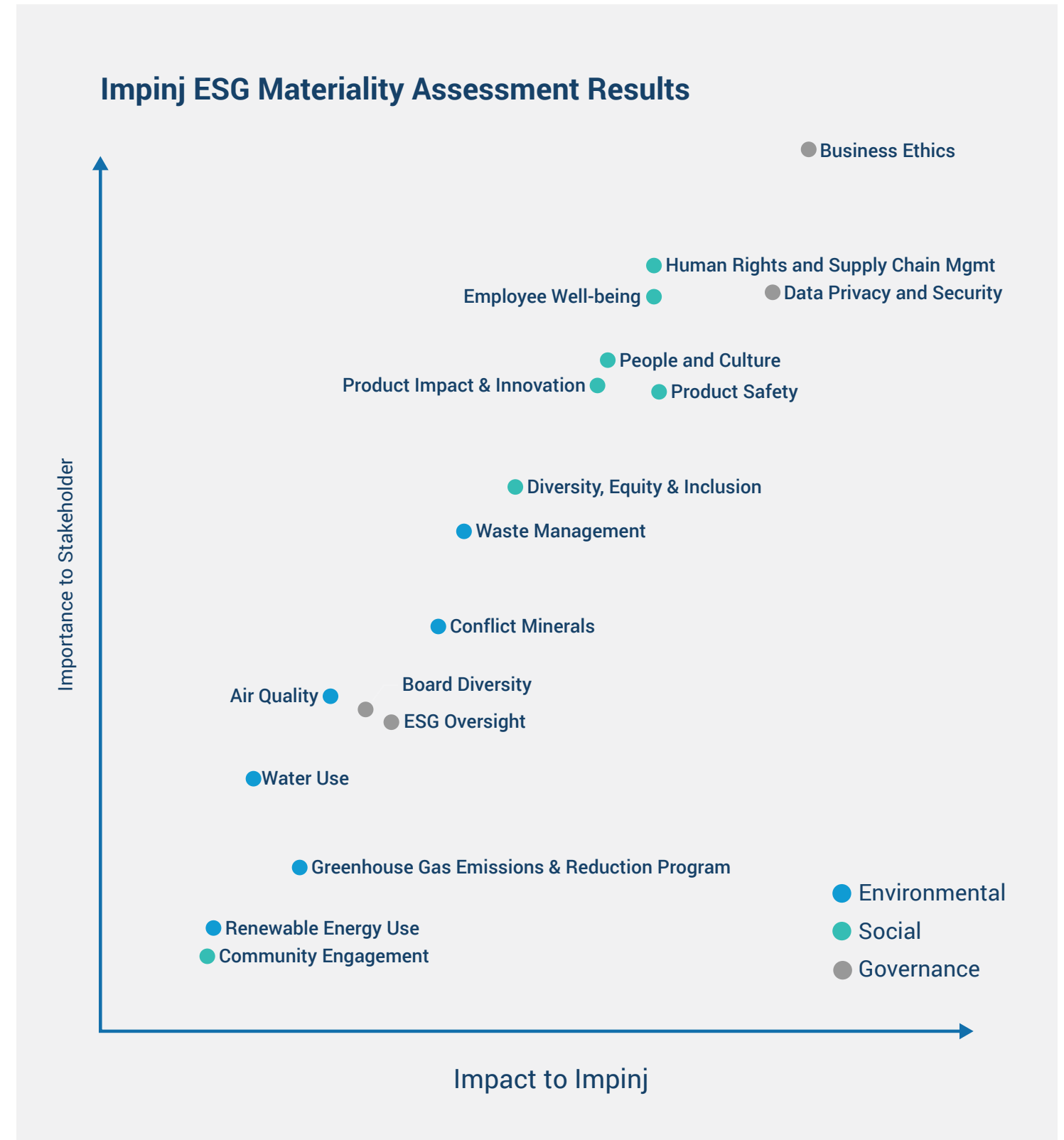
Shareholder Engagement

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 participating in financial conferences, welcoming investors’ views and suggestions.

For the third consecutive year, Extel included Impinj in its All-America Executive Team rankings, and in 2025, our CEO, CFO, IRO, IR Team and IR Program were all ranked first in our sector, earning us the distinction of a Most Honored Company. We are pleased to be recognized for our engagement with our investors.

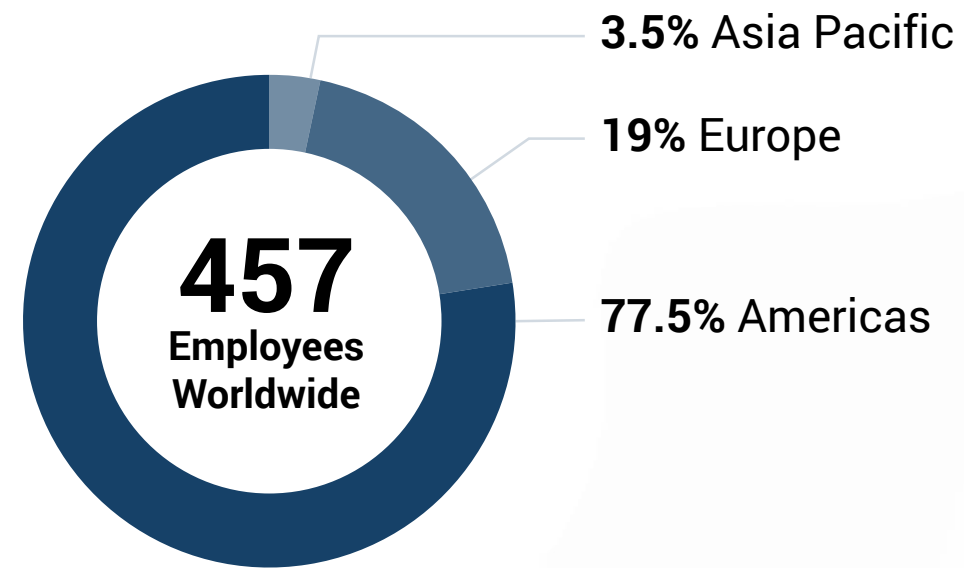
Customer Engagement

In 2025, in response to customer requests, we began using [EcoVadis](#) to provide customers with information on our ESG practices. EcoVadis ranked us in the top 25% of companies in our industry – an encouraging first-time benchmark as we continue building our ESG program.



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 December 31, 2025, we had 457 employees in the Americas, Europe and Asia Pacific.



Employee Engagement

Communication, collaboration and accountability are key to earning trust across our teams, and that trust enriches our culture. The way we collaborate is as important as the work itself. We believe in two-way communication and meaningful recognition to support connections across the organization. Examples of how we engage employees include:

- Weekly all-company meetings hosted by our executive leadership team, creating opportunities for employees across the company to share progress, highlight key wins and align on company goals. We encourage employees to suggest topics of interest through an internal submission process.
- Quarterly all company meetings led by our CEO and executive leadership team to discuss business results, speak to the state of the business, reinforce our strategy, review goals, welcome new employees and recognize individual and team achievements.

- Quarterly Inspire Awards to recognize and celebrate employees who embrace our values and inspire their coworkers.
- PI Times, our monthly internal newsletter, and My PI, our centralized intranet, share employee stories, collaboration opportunities and business updates and recognize important diversity and cultural observances.

Commitment to Diversity, Equity and Inclusion (DEI)

Our employees from around the globe, each of whom brings varied backgrounds, viewpoints and experiences, form the heart of everything we do. We strengthen who we are and what we can achieve by supporting our employees' desire for a diverse and inclusive culture built on respect, equity and collaboration.

We conduct anonymous employee engagement or DEI surveys at least annually to understand what drives engagement and

inclusion and what fosters trust across our teams. The survey results help management and employees build the culture they want. We share survey results with the whole company, while leaders and managers receive team- and topic-specific results to identify strengths and address areas for growth.

We are proud that 80% of employees who participated in our most recent DEI survey said Impinj builds teams that are diverse – an increase of 15% since our last DEI survey in 2022.



We review employee demographic data through two lenses: population of our global workforce and representation within a particular team or group.

Women¹

As of December 2025, women made up 22.0% of Impinj's global workforce, with representation as follows:

- 16%** **Executive and Senior Leadership:** Employees in Senior Director, Vice President, Senior Vice President and Executive roles.
- 24%** **People Managers:** Employees at any level with at least one employee reporting to them.
- 13%** **Technical:** Employees at any level who work in engineering or technical roles. Engineering and technical are defined as all employees in professions and disciplines directly involved in creating and deploying our products and services, including but not limited to software, hardware, research, product and test.

The DAT, made up of passionate employees from across the company and supported by members of the executive leadership team, provides strategic direction for our DEI efforts. The team leads a multi-year plan to engage employees, build understanding and deepen awareness of the many identities represented across our workplace and communities.

1. We collect gender data globally. Numbers may not total 100% due to inclusion of people who identify as transgender, non-binary, or choose not to disclose. As used in this report, descriptions above apply to how we measure data across our workforce.

2025 U.S. Race and ethnic diversity²

All race and ethnic minorities: 37.6%

- 27.0%** Asian
- 2.6%** Black and African American
- 5.2%** Hispanic and Latinx
- 0.3%** Native American and Alaska Native
- 0.0%** Native Hawaiian and Pacific Islander
- 2.6%** Multiracial

With direction from employee-led groups, we continue investing in programs and opportunities to build a diverse and inclusive culture that allows us to educate ourselves, learn from one another, identify and address challenges, improve our recruiting practices, engage in open and respectful dialogue and support meaningful community initiatives. Our employees cultivate an environment where everyone can belong, contribute, be their authentic selves and succeed. All employees complete training courses on the importance of diversity, equity and inclusion; bias; and recognizing and preventing harassment and discrimination.

Several employee-led teams, including our Diversity Action Team (DAT) and Employee Resource Groups (ERGs), collaborate throughout the year to create programs that foster connection and community for our employees around the world. With guidance from these employee-led teams, we continue to make steady progress by expanding employee engagement efforts, strengthening inclusive leadership practices and improving the systems that support transparency, voice and equitable decision-making across the organization. We measure our progress in part by the results of our most recent DEI survey,

2. Race and ethnicity data reflect our US workforce as reportable to the US Equal Employment Opportunity Commission based on the categories above. Percentages are calculated to the 1/100th but rounded and published in the 1/10th. Numbers may vary slightly due to rounding and may not total 100% as a result of rounding or employees who choose not to disclose their information.

where our score in several key categories – including voice, inclusion, decision-making and engagement – all increased since our last survey in 2022.

In 2025, we:

- Hosted an Inclusive Leadership Training Workshop with our executive leadership team, senior managers and DEI representatives from across the company, focused on the mindset and actions that create psychological safety, spark innovation and reinforce a culture where everyone belongs.
- Launched a company-wide survey to better understand employee experiences and perspectives to inform our approach to building an inclusive culture.
- Continued supporting our ERGs that help build connections and community at Impinj by creating spaces for employees to connect, learn and share their experiences. Through cultural celebrations, panels to promote storytelling, community events and collaboration with the DAT, our ERGs contribute to a more inclusive workplace. Current ERGs include the Black Employee Network, Pride at Impinj and the Women at Impinj Network, all of which are led by employees, open to all and supported by executive sponsors.

Our commitment to building and maintaining the diverse and inclusive culture our employees want extends to our recruiting framework that spans three pillars: 1) alignment with our principles 2) a 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.

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 person, 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.

Through our performance enablement program, employees and managers meet frequently to set and evaluate personal goals, provide and receive coaching and discuss development opportunities 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 facilitate personal and professional development, offering employees a variety of tools and opportunities to support their growth. These tools range from programs for new and emerging leaders to development pathways for experienced leaders seeking the next level of leadership, as well as technical training and tuition reimbursement to build skills for current or future roles.

In 2025, we invested in and launched a formal learning and development platform, available to all full-time employees, that includes custom content and learning paths shaped by employee feedback. Monthly learning challenges cover professional topics like coaching, project management and leading effective meetings. We also offer industry-specific technical training on topics like RAIN RFID for food traceability and Gen2X.

Our tuition-reimbursement program allows all full-time and eligible part-time employees 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.

Mentorship is key to personal and professional growth and helps build a strong pipeline of future talent. To support mentorship, we host annual mentorship panels, organize quarterly networking events, offer a custom mentorship learning path through our learning and development platform and provide dedicated mentors for our summer interns. More than 90 employees have participated in mentorship events to date.

We continue to invest in early career talent through the Impinj Summer Internship Program, which 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 summer interns who have transitioned to full-time roles upon graduation.



More than 90% of our employees engaged with our new learning and development platform – more than double what companies our size typically see in the rollout year.

100+ pieces of custom content developed

270+ courses completed

9,000+ videos completed

Compensation, Benefits and Wellness

Our people are the foundation of our success. To retain our industry-leading talent, we provide competitive compensation and comprehensive benefits in support of our employees' financial, physical and mental well-being.

In addition to salary, we offer equity awards to all eligible employees because we believe all employees 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 employees and their families. Benefits vary by country and meet or exceed all applicable laws and regulations.

Living Wage

Impinj is committed to providing a living wage to all of our employees. Beyond complying with local minimum wage, work hours, overtime and benefits laws, as well as international labor standards, we use market wage data to offer competitive, living wages.

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.

As part of our annual compensation review practices, we conduct a pay equity audit and living wage analysis.

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



A variety of benefit choices, including 100% employer covered options

- 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
- Access to employee learning and development platform



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 pet insurance
- Up to \$100 USD per year per employee for charitable contribution matching
- Monthly transportation subsidy with green commuting options
- Hybrid work model
- Privacy rooms, free snacks, fresh fruits and beverages at our Seattle headquarters and design lab

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 our employees and our global community. We empower 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 2025, we introduced a new giving platform to make giving back easier for our employees.

To mark Impinj's 25th anniversary, we invited employees to direct a company-provided donation to the nonprofit organization of their choice, ensuring our celebration reflected the causes and communities most meaningful to our employees.

In 2025, through Impinj Cares, employees:

- Volunteered more than 500 hours and donated to more than 150 organizations
- Came together to support large-scale community events, such as the Blood Cancer United's Light the Night event, helping raise awareness and funds for blood cancer research and patient support
- Hosted several on-site events benefiting United Way of King County and its partner organizations
- Delivered food by bike to food-insecure neighbors through the Pedaling Relief Project
- Helped with trail restoration with the Washington Trails Association
- Participated in the Chain Reaction ride in Finland, benefiting the Red Cross



During our Impinj Cares-a-thon in November and December, our employees chose to support more than 100 organizations because they want to make a positive impact in the world.

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 regularly 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. Impinj had no work-related injuries that resulted in lost time or days away from work in 2025.

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, 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 is committed to providing a living wage to all our employees and respects freedom of association for our employees.



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 engaging our world-class suppliers to ensure products meet our quality and safety requirements.

Impinj supports the standards established by the Responsible Business Alliance (RBA). 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 that 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 conduct 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 U.S. 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 is ISO 9001:2015 certified for endpoint ICs.



Environment

Climate change is a global crisis. We believe 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 believe our efforts will have a positive, material impact on item sustainability worldwide.

Sustainability Enabled by Impinj

For more than 25 years, we have believed that connecting everyday items to the internet will make the world more efficient, transparent and sustainable. That belief that has only grown with time.

Today, the Impinj platform powers enterprises across retail, healthcare, food, logistics and beyond, helping them eliminate waste, optimize operations and protect against counterfeit products. We believe RAIN RFID is uniquely positioned to unlock the circular economy at scale, connecting products to the data needed to reuse, recycle and recover them more effectively.

Together with our partners, we help retailers minimize overstock and unsold inventory, healthcare organizations ensure medications are used before expiration, food companies reduce perishable waste and logistics providers cut excess fuel usage and emissions. From manufacture to end-of-life, the Impinj platform gives enterprises, governments and scientists the data they need to build a more sustainable world.

Embedded tagging – where a RAIN RFID tag is put directly into an item, not merely attached as a label – is becoming a critical enabler of sustainability and circularity. These tags remain with an item throughout its usable life, preserving critical information like materials, care information and responsible end-of-life instructions. We are innovating endpoint ICs optimized for highly durable inlays from our partners and embedded into textiles, footwear, tires and even bottle caps.



Avery Dennison launches AD IdentiFresh™ to unlock efficiency, freshness and waste reduction in food retail. [↗](#)

RFID inlay series builds on breakthrough innovation in bakery, meat, deli and produce, leveraging Impinj's M800 series ICs



Data Accuracy: Helping Solve Grocery's \$473 Billion Food Waste Problem. [↗](#)

RAIN RFID tags in food labels can enable 360-degree insight into perishable items, helping grocers keep food on shelves and out of landfills.



From Seed to Second Life: The Journey of a T-Shirt. [↗](#)

RAIN RFID enables sustainability at every point in a product's value chain. Follow a T-shirt as it makes its way through the supply chain – and beyond.



Two Things Retailers May Not Realize About Digital Product Passports. [↗](#)

Megan Brewster, VP of advanced technology, discusses two of the most important factors for retailers preparing for Digital Product Passports.

Sustainability Industry Support

Impinj passionately supports our end users in 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](#):

- Under Impinj's leadership, the Plastics Packaging Tiger Team developed vendor-neutral guidance to support the recyclability of RAIN RFID labels within the existing North American plastics recycling infrastructure. The team defined a high-level testing procedure for labels and inlays, focusing on design and materials, to ensure compatibility with recycling processes and alignment with recyclability design guidelines. Complementing this work for the adjacent paper recycling stream, prior industry studies, such as work by Smurfit Westrock and Western Michigan University, have shown that RAIN labels do not significantly impact the recyclability, repulpability or processing of corrugated packaging.
- Continuing our long history of leading collaborative industry efforts, Impinj currently chairs the active E-waste workgroup.
- Impinj and Voyantic, a wholly owned Impinj subsidiary, are active participants in the RAIN Alliance's [Digital Product Passport \(DPP\) Advocacy Advisory Council](#), working 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.

In 2025, RAIN achieved a major milestone when JTC24 formally accepted it as a data carrier for DPP, reinforcing our belief that RAIN is uniquely positioned to power a more transparent and circular global economy.

Product Development

As a fabless semiconductor company, we partner with Taiwan Semiconductor Manufacturing Company Limited (TSMC) to fabricate our ICs (sometimes called "chips"). Because we do not manufacture our wafers, we make our sustainability impact by maximizing the number of ICs per wafer. Built on a foundation of quality, reliability and manufacturability, we consistently shrink IC size while delivering industry-leading quality and reliability. In addition to being the most advanced ICs available today, our flagship endpoint ICs, the Impinj M800 series, deliver 25% more ICs per wafer than our previous generation product, reducing the carbon footprint per IC. The M800 was featured in [TSMC's 2023 Sustainability Report](#) as a sustainable breakthrough innovation.

Beyond maximizing the number of endpoint ICs we design per wafer, Impinj also strives to improve the sensitivity and energy efficiency of our endpoint ICs with each new product family, allowing our partners and customers to design smaller tag antennas, in turn reducing the material intensity and carbon footprint of each individual tag. Also, our endpoint ICs harvest ambient energy from a RAIN reader to self-power, potentially offsetting other sensors that require batteries, which themselves pose sustainability challenges.



In 2025, M800 became the volume-running endpoint IC series for the company.

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.

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 occupying our new Seattle engineering and testing facility
- Partnering with external providers for recycling of IT assets, as well as scrap wafers and wafer frames and end-of-life disposal of inlay reels.
- Providing green transportation incentives
- Providing 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, enabling 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 2021 to 2025, totaling more than 90% of our leased square footage across four offices, including our LEED Gold-certified headquarters. In 2023, we included one additional location within our inventory – Voyantic in Helsinki – and in 2025, we included emissions from our recently opened office in San Diego.

GHG Emissions (MT CO2e)	2021	2022	2023	2024	2025
Scope 1 Emissions	90	74	53	36	37
Scope 2 Emissions (location-based)	375	328	295	401	438
Scope 2 Emissions (market-based) ¹					51
Total Scope 1 and 2 Emissions (location-based)	465	402	348	437	475

In addition to calculating Scope 1 and 2 emissions, we also track our electricity and water consumption across our operations.

Additional Environmental Data	2021	2022	2023	2024	2025
Total Grid Electricity Usage (MWh)	1,150	1,195	1,032	1,493	1,535
Water Consumption (gal)	N/A	717,611	874,602	684,645	662,720

We calculate emissions using the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard. For 2025, we are reporting a market-based figure for scope 2 emissions for the first time. The market-based method reflects our progress on procuring electricity from renewable sources, including 100% renewable electricity at our Voyantic headquarters in Helsinki. Additionally, the market-based approach considers the relatively low carbon intensity of the Seattle region's electric grid, driven by a large share of hydropower generation.

¹ Market-based approach accounts for utility-specific emission factors for our U.S. offices as well as renewable energy credits covering 100% of our electricity consumption at our Voyantic office in Helsinki.

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 and a cross-functional leadership team representing communications, facilities, human resources, investor relations, legal, engineering, operations and others. The Steering Committee develops and implements our ESG strategy and 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.

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.

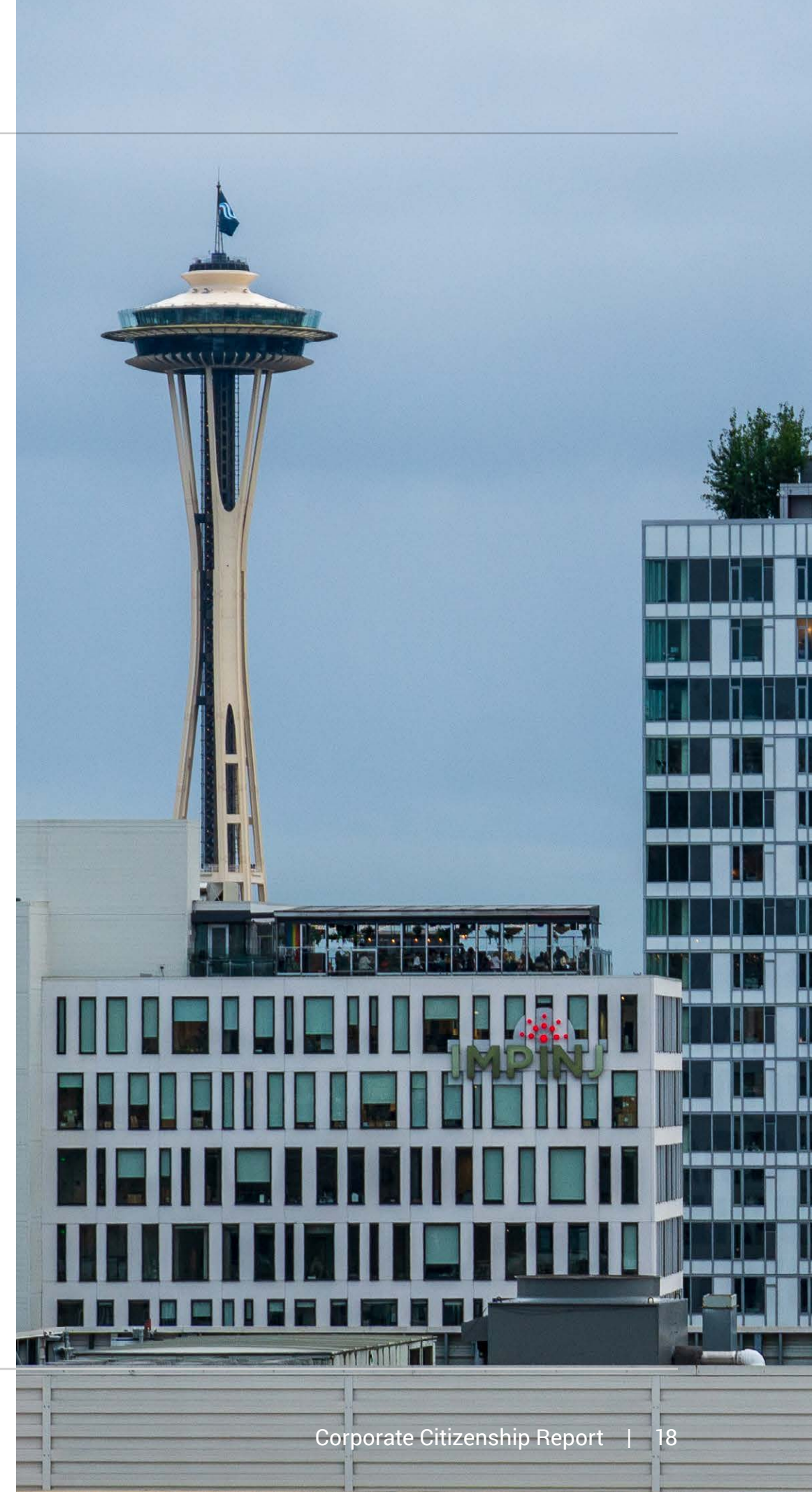
Our Board Chair has been independent throughout the time we have been a public company. We periodically evaluate our governance practices and have implemented policies and procedures that are in the best interest of Impinj and its stockholders, including the annual election of all directors, annual say-on-pay 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 critical to our business continuity and are committed to ensuring our and our stakeholders' information is secure. Our Cybersecurity Risk Management program is managed by our Director of Information Security, 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 are 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 possessing that information or from disclosing it to others. Our policy also establishes quarterly blackout periods during which 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.

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 and Living Wage 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

Scope

Impinj's 2026 Corporate Citizenship Report contains qualitative and quantitative information about Impinj's environmental, social and governance programs and policies, practices and performance. Data boundaries and methodologies may vary by topic, and certain information is based on estimates, assumptions, third-party data and rounding. Unless otherwise noted, the information in this report relates to Impinj's activities during calendar year 2025, and quantitative data presented in this report reflect performance for the period January 1, 2025 through December 31, 2025, unless otherwise indicated.

Forward-Looking Statements

This Corporate Citizenship Report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934 and the Private Securities Litigation Reform Act of 1995. These forward-looking statements include, but are not limited to, our expectations, plans, objectives, commitments, goals and projections regarding our environmental, social, governance, operational and financial performance. Forward-looking statements are based on our current assumptions and beliefs as of the date of this report. Actual results may differ materially due to risks, uncertainties and factors described in our filings with the Securities and Exchange Commission, including our most recent annual and quarterly reports. All information provided in this report is as of the date hereof, and we undertake no duty to update this information unless required by law.

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.



Sustainability Accounting Standards Board Disclosures (SASB) Index¹

Below is our SASB Standards index, now part of IFRS Foundation, for the Technology & Communication industry, and references select SASB metrics for Semiconductors.

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	IMPINJ RESPONSE
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Quantitative	Metric tonnes (t) CO ₂ -e	TC-SC-110a.1	Corporate Citizenship Report, page 16 (1) 37 MT CO ₂ e (2) 0 MT CO ₂ 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	n/a	TC-SC-110a.2	Corporate Citizenship Report, page 16 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, page 16 (1) 6,378 GJ (2) 89% (3) Impinj currently occupies an office space in Finland that uses 100% renewable electricity purchased by the building owner and substantiated with guarantee of origin (GO). This electricity accounts for approximately 4% of our total energy consumption. Additionally, the electricity grid mix in the region of our LEED Gold-certified headquarters is over 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 ³), Percentage (%)	TC-SC-140a.1	Corporate Citizenship Report, page 16 (1) 2.51 thousand m ³ (2) No water consumption to report (water withdrawals are associated with general hygiene and hydration within our facilities) (3) 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 12.31.25

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	IMPINJ RESPONSE
Waste Management	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	Quantitative	Metric tonnes (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, page 12 for more information on how we engage with our suppliers on environmental issues.
Workforce Health & 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, page 11
	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 & Managing a Global & 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, page 12
Intellectual Property Protection & Competitive Behaviour	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Quantitative	Presentation currency	TC-SC-520a.1	\$0