

Invitae Environmental Policy

Introduction

Invitae is a leading medical genetics company focused on improving healthcare access, health equity, quality and affordable healthcare and is trusted by millions of patients and providers to deliver timely and critical genetics information using digital technology.

This Policy statement lays out our commitment to use our resources, influence and expertise to help protect our planet and secure a sustainable future for all. We remain committed to reducing the environmental impact of our operations and improving sustainability practices across our business. Invitae recognizes climate change directly impacts human health and well-being, making sustainability a critical part of the company's DNA.

Scope and Applicability

This Policy applies to all Invitae locations including owned or leased office or operational facilities. The Policy is applicable to all Invitae employees and contractors directly engaged by the company. We expect our suppliers to adhere to the spirit of the Policy and engage with their own stakeholders on responsible environmental practices.

Compliance with Environmental Laws

Invitae is committed to compliance with, and wherever possible, exceeding the standards set by local, state, and federal environmental statutes and regulations.

We insist on full compliance with all relevant environmental policies, laws, and regulations for our organization and expect our suppliers and contractors to do the same. Invitae has instituted management systems that are designed to ensure compliance with the mandates of regulatory agencies as well as Invitae's internal criteria. These systems further serve to integrate environment, health, and safety considerations into our core business operations.

Focus Areas and Practices

Our environmental efforts and strategy are focused on four core areas.

- *Greenhouse Gas (GHG) Management and Climate Change Mitigation*
 - We are committed to monitoring our emissions year over year and evaluating sources of emissions which can be reduced.
 - Where possible, we leverage the economies of scale associated with our data-center usage and are aligned with large providers who source energy from renewable sources.
- *Energy and Facilities Management*
 - We consider sustainability criteria in the selection and management of our facilities and labs, such as energy and water efficient systems, green building certifications, and more.

- We consider sustainability during development and design of new products, processes, and operational facilities.
- *Recycling, Waste and Hazardous Material Management*
 - We are committed to reducing and diverting the waste generated through our operations through recycling, composting, donations and more.
 - Hazardous medical waste is treated as a separate stream from regular waste and is managed by internal SOPs aligned with regulations and protocols. We train employees on safe handling and disposal as part of our Employee Health and Safety training.
 - Our business units seek to divert or reduce waste related to products, including reducing paper use and plastic packaging associated with our sample test-kits.
- *Water and Wastewater Management*
 - We strive to reduce our water consumption as part of our commitment to sustainable business practices.

Our continual goal is to advance our environmental performance metrics in a meaningful manner. Our operational strategy includes conducting comprehensive sustainability and environmental audits on an annual basis at a minimum and includes transparent disclosures on our sustainability performance.

Engagement with Suppliers

Invitae believes it is our responsibility to measure, understand and reduce the environmental impact of our business operations, and we encourage our suppliers and contractors to adopt the same or exceed standards to mitigate climate change and protect both natural resources and natural habitats. Our expectations are clearly outlined in both the [Code of Business Conduct](#) and [Supplier Code of Conduct](#). Suppliers should ensure compliance with the Supplier Code and lawful compliance through an established management system. All suppliers are mandated to acknowledge our Code of Conduct. They must provide written agreement or show alignment with the Code through their own policies. Suppliers are also expected to raise concerns and be alert to possible violations, reporting them in a timely manner.

Measuring and Reporting Our Progress

Invitae releases an annual Environment, Social and Governance (ESG) report detailing the company's ESG strategy, capabilities and performance. As part of our ongoing efforts to monitor and reduce our impact on the environment, Invitae is committed to maintaining transparent and timely reporting of key environmental metrics to track progress around our GHG emissions (measured in accordance with the GHG Protocol's GHG calculation methodology), water use, and waste from our offices and labs. The foundational measurements and understanding of our footprint allow us to evaluate reduction opportunities and targets. We continue to enhance the scope and capabilities to complement our annual ESG reporting, such as disclosing to CDP in 2023.

Governance

Identification and mitigation of environmental risk is held by the Chief Sustainability Officer and overseen by the Chief Compliance Officer and the Compliance Committee. The Board's Nominating and Governance Committee (NGC) holds responsibility at the board level for overseeing this Policy, and provides oversight with respect to the Company's Corporate Social Responsibility (CSR) and ESG strategy, initiatives and policies. This Policy will be reviewed on an annual basis and changes approved by the full board after NGC review and acceptance.

Reporting a Concern

In our [Code of Business Conduct and Ethics](#), we outline the procedure for reporting violations or concerns on any ethics matters. This includes concerns related to the management of this Policy. We encourage employees to raise concerns and be alert to possible violations and report them without fear of retaliation.

If you become aware of a violation of this Policy or believe that a violation may take place in the future, you must promptly report the matter. Failure to report a known violation allows misconduct to go unremedied and is itself grounds for discipline. Ordinarily, the report may be made to the employee's immediate supervisor who, in turn, must report it to the Chief Compliance Officer of the Company.

The report and subsequent investigation findings will be routed to the Chair of the Audit Committee and the action taken will depend on the nature of the concern.

We investigate allegations of misconduct and take appropriate steps, including corrective action when allegations are substantiated.

Concerns should be reported in one of the following ways: Directly to your immediate supervisor, any People & Culture Business Partner, or through our ethics hotline process outlined below.

Invitae Ethics Hotline Contact Information

- E-mail: reports@lighthouse-services.com
- Fax: 215-689-3885
- Website *: www.lighthouse-services.com/invitae
- Phone *:

English speaking USA and Canada: (833) 470-0006

Spanish speaking USA and Canada: (800) 216-1288

Spanish speaking Mexico: 01-800-681-5340

French speaking Canada: (855) 725-0002

Outside of North America:

- (1) First dial the [access-code](#) for the country from which you are calling
- (2) Second, dial (800) 603-2869. You will be connected to the worldwide Lighthouse hotline and may select your preferred communication language

** To report anonymously, use one of these methods (phone or website).*

Our Continuing Commitment to Improve

Our goal is to continue to enhance our standing as a company that our patients, customers, providers and employees trust to be their partner and that delivers health for humanity the right way. In developing this statement, we engaged internal teams, our executive leadership team and external consultants. We will continue to work with them to improve our diligence and disclosure to ensure transparency and reduce risk across our sustainable business practices.

Additional Resources

For more information on Invitae's ESG and Sustainability initiatives, including our annual ESG report, please visit <https://www.invitae.com/en/sustainability>.