



Code of Conduct

Code of Conduct. This Code of Conduct and our company values represent the standards by which we all must operate. All employees of Natera, Inc. or any subsidiary of Natera (collectively, “Natera”), as well as Natera’s officers and Board members, must abide by this Code of Conduct. We also expect Natera’s contractors, consultants, suppliers, and agents to abide by our Code of Conduct in connection with their work for Natera.

We operate with honesty and integrity. We are open, transparent, and honest. We keep our commitments to each other, to our customers, and to our partners. We endeavor to communicate with our customers, partners, fellow employees, and suppliers in an honest and unambiguous way, and to avoid making any misstatements of fact, making misleading or exaggerated communications, or creating false impressions. We may make mistakes, but we quickly admit and correct them.

We treat others fairly and respectfully. We foster a respectful work environment free from any form of discrimination, harassment, and intimidation. We provide equal opportunity in all aspects of employment. We do not tolerate discrimination, harassment, violence, or threatening behavior of any kind. We treat everyone with dignity and respect.

We are responsible and law abiding. We follow the law. This includes applicable international, national, and local laws, rules, and regulations.

We do not permit bribery. We do not make or accept bribes to advance our business. A bribe is something of value that is offered or given to improperly influence a decision. Bribes often consist of money, but they could also be remuneration that is disguised as gifts, trips, entertainment, charitable donations, favors, or jobs. We do not offer or give anything of value for an illegal purpose, whether in dealings with a government official or the private sector, and regardless of the norms of local custom.

We avoid conflicts of interest. We have a responsibility to make sound business decisions strictly on the basis of Natera’s best interests without regard to our personal interests. A conflict of interest can occur when our personal activities, investments, or associations compromise our judgment or ability to act in the best interest of Natera. We do our best to avoid conflicts of interest, or even the appearance of a conflict of interest.

We always disclose any relationships, associations, or activities that may create actual, potential, or perceived conflicts of interest to Natera’s Chief Compliance Officer as soon as we become aware of any potential for such conflict.

We respect corporate opportunities. We may not take for ourselves opportunities that are discovered through the use of Natera property, information, or position, and we will not use

Natera property, information, or position for personal gain, or to compete with Natera in any manner. We owe Natera a duty to advance its legitimate business interests when business opportunities arise.

We prohibit insider trading. Federal law prohibits both trading on the basis of material non-public information and “tipping” others by providing material non-public information to them. Material non-public information is information that has not been released to the public and which a reasonable investor would find useful in determining whether to buy or sell stock, e.g., financial results, sales results, acquisitions, customer wins or losses, or changes in senior management. We do not buy or sell stock on the basis of material non-public information, or pass such information to any others, including friends or family. For more information, please consult Natera’s Insider Trading Policy which we are all required to review and follow.

We safeguard confidential information and protect employee privacy. We are committed to protecting the confidential, proprietary, and private information of our employees, customers, partners, and others with whom we do business. We respect and safeguard the private information and intellectual property entrusted to us by our fellow employees, customers, and third parties, using it only for legitimate business purposes and in accordance with all applicable laws and governing contracts. We are all also responsible for protecting Natera’s confidential information. The loss of confidential information can be extremely damaging to Natera. We do not disclose any confidential Natera information without a valid business purpose and proper authorization by our Legal Department. Our obligations in this respect continue even if our employment or other relationship with Natera ends.

We maintain accurate and complete business and financial records. We create and maintain financial records in accordance with applicable legal requirements and generally accepted accounting practices. Our SEC reports, disclosures, and other public communications must be full, fair, accurate, timely, and understandable. Although financial reporting and controls are especially applicable to members of Natera’s Finance Department, we are each responsible for complying with all financial controls and policies. We each acknowledge our responsibility to make sure that appropriate Finance Department personnel are made aware in a timely manner of any fact or issue that might have a material impact on our financial statements or disclosures.

We represent Natera to the public only when authorized. Only those authorized to do so may speak to the press and members of the financial community about Natera. Authorized individuals are the CEO, President, CFO, CMO, and investor relations director.

We use social media wisely. We use social media appropriately and responsibly. We do not disclose confidential Natera information or the confidential information of our customers, suppliers, business partners, or other employees. Only those authorized may speak for Natera, including through social media channels. For more information, please consult Natera’s Social Media Policy.

We deal legally. We endeavor to deal legally with our customers, suppliers, competitors, and employees. Applicable laws specifically prohibit us from colluding with a competitor. When interacting with a competitor, questions about whether our actions are proper and in compliance with the law should be directed to our Legal Department.

We protect and properly use Natera assets. Theft, carelessness, and waste have a direct impact on our profitability. We use Natera’s assets for legitimate business purposes, and in particular, will use Natera’s information systems assets in a responsible manner.

We respect the environment. We conduct our business in an environmentally responsible and sustainable manner, and we are committed to complying with all applicable environmental laws.

Waivers of the Code of Conduct. Waivers of our Code of Conduct must be approved in writing. Waivers for Board members and executive officers require Board approval and must be disclosed as required, while waivers involving any other employee, agent, or contractor require the approval of our General Counsel.

Violations of the Code of Conduct, Natera Policies, or the Law. Anyone who violates the law, our Code of Conduct, or other Natera policies or procedures may be disciplined, including termination of employment and/or his or her business relationship with Natera. Certain violations of this Code of Conduct may be violations of the law, which may result in civil or criminal penalties, and Natera will cooperate fully with the appropriate authorities in these situations.

We use common sense and ask questions if necessary. We use common sense in our business dealings and in upholding this Code of Conduct. If we have any questions regarding the matters discussed in this Code of Conduct, we promptly contact our manager or our Legal Department for answers.

Report Violations. If we witness—or even suspect—a violation of our Code of Conduct, Natera policies, or the law, we promptly report it to our manager or our Chief Compliance Officer or via our compliance hotline.

Compliance Hotline. Natera has established a compliance hotline that we may use to make a good-faith anonymous report. To make an anonymous report, you may:

- Send an email or letter to our Chief Compliance Officer at compliancehotline@natera.com or 201 Industrial Road, Suite 410, San Carlos, CA 94070, Attention: Chief Compliance Officer; or

- Report on our ethics or compliance hotline (anonymously or not) by phone at (855) 228-2685 or online at www.natera.ethicspoint.com.

For more information, please consult Natera's Compliance Reporting Policy.

No Retaliation. Natera takes its non-retaliatory culture very seriously and will not allow anyone to retaliate if someone reports a violation or suspected violation in good faith, or cooperates in an investigation. Natera considers retaliation itself a violation of this Code of Conduct and will respond accordingly.

Reporting Outside the United States. In some locations outside of the United States, anonymous reporting of certain types of issues may not be allowed by local law. If local law prohibits or restricts anonymous reporting, you should reveal your identity when making a report. In those situations, your identity will be kept confidential (unless prohibited by local law), and you will have a right to access and modify your report. If you are in doubt about the requirements of your local law, please contact our Legal Department.