# Corporate Social Responsibility

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Our Commitment and Responsibility

"At iRobot, we’re committed to operating our business responsibly - in ways that will help our talent reach its full potential, preserve and protect our environment, and positively impact the communities in which we operate. Our products are changing the world and that means it’s even more important for us to examine all aspects of our business and operations, and continue taking thoughtful, prudent steps forward that will make our world better.”

Colin Angle
Chairman and CEO, iRobot Corporation

Our Guiding Principles

For over 30 years, iRobot has pushed the boundaries of what’s possible in robotics to deliver great products that delight our customers around the world. At the same time, we continue to take important steps forward to positively impact the environment and our community. This is increasingly evident in how we design our products; the standards we set for our contract manufacturers and broader supply chain; the way we manage our facilities to drive productivity and efficiency; the programs we implement across our offices worldwide that support the productivity, health and safety of our workforce and manage our environmental impact; our efforts to attract, develop and retain our talent; and our long-standing philanthropic commitment to inspire the next generation of innovators.

Products - Over the years, we have innovated in ways that have consistently elevated product performance while minimizing their overall environmental impact. Learn more about our category-leading products and their environmental impact, our support of recycling including our award-winning battery recycling program in the U.S., and Roomba’s overall energy efficiency.

Production - Making products that makes our lives easier isn’t easy. That’s why we work closely with our contract manufacturers and our broader supply chain -- to not only ensure that our products meet our demanding standards for performance and quality but that we also take important steps forward to enhance production efficiency while safeguarding and improving our collective social, ethical, and environmental impact.

People - Over the past three decades, iRobot has created and amplified a unique culture built on fostering invention, discovery and technological exploration in the pursuit of practical and valuable robot products for the next-generation home. iRobot is committed to attracting and retaining the best and brightest talent, leveraging new perspectives, ideas, skills, languages and cultural backgrounds and providing the resources for individuals to reach their full potential.

Places - Having sold over 40 million robots to consumers around the world, iRobot is truly a global company with domestic offices stretching from its headquarters in Bedford, MA to Pasadena, CA and international operations throughout Europe and the Asia-Pacific region. iRobot has invested considerable resources to drive productivity, improve overall efficiency and minimize its environmental impact across its global operations.

Philanthropy - iRobot is focused on realizing the promise of robots that empower people to do more – inside and outside of the home. As we fulfill the potential of consumer robots and advance our technology, we are committed to engaging, encouraging and inspiring the next generation of innovators. This commitment is reflected in both our highly impactful STEM outreach activities and in our broad array of education resources.
PRODUCT QUALITY & SAFETY
At iRobot, we put the customer first – it is at the very core of everything we do. Every year, we produce millions of Roomba and Braava floor cleaning robots that are designed to deliver a high-value cleaning experience and stand the test of time. As each successive generation of Roomba is brought to market, the bar is raised for owning a robot vacuum cleaner. For us, this means combining an unrelenting focus on innovation and performance with uncompromising attention to quality and safety. As we have grown and expanded our product portfolio, we have taken substantial steps to consistently embed quality and safety throughout our research and development, manufacturing and customer support processes. We are proud of the progress we’ve made thus far, which has enabled us to earn the trust of millions of customers and expanded our business globally.

PRODUCT DEVELOPMENT
iRobot’s floor cleaning robots combine an advanced mobile hardware platform with state-of-the-art navigation, Artificial Intelligence (“AI”) and a mobile app to deliver market-leading cleaning, sophisticated home understanding and increased personalized control over where, when and how the robots clean. The complexity and sophistication of the company’s products require ongoing investment in key hardware and software development, manufacturing and customer support processes as well as oversight to meet our own lofty expectations for time-to-market, safety, quality, durability and reliability. Our ongoing efforts to diligently monitor and elevate product quality span a wide range of activities, including those aimed at compliance with environmental and other regulatory requirements.

Whether it is with our physical or digital products, iRobot continues to evolve and enhance its product development processes including near-term and long-term roadmap activities, risk assessments of product delivery and lifecycle management. Through the implementation of new product development software, modifying the processes used for risk discovery and management, and quantitative assessments of key metrics from design through launch, we are identifying and remediating hardware issues earlier and improving overall robot performance. To reduce software-related issues prior to general availability, we are increasing the overall volume of testing at different points in the development process, automating more of these tests via simulation and other tools, and leveraging fleet-based performance metrics. Just as notable, there were no product recalls for Roomba or Braava in 2020.

Notable Results (Through July 2021)

- Finding software issues earlier
- Implemented new processes to guide HW and SW development
- Earlier insight into critical issues drives efficient resource allocation and faster resolutions
- New product timelines remain on track
PRODUCT SAFETY
At iRobot, product safety is paramount. Whether it is our robots, the docking stations that power them or any of our components and accessories, we strive to promote proper and safe use of our products and are actively engaged in elevating product safety. Our product safety efforts also involve eliminating, whenever possible, the use of substances and chemicals used in our products that could be hazardous to our customers or the environment. We took important steps in 2020 to intensify our focus on product safety by dedicating engineering talent and resources to refine our development practices, processes, incident tracking and reporting, and overall oversight in support of this effort. These efforts are now global in scope, leveraging the best practices from each of our regional operations.

MANUFACTURING
We recognize that making innovative floor cleaning robots that delight millions of consumers each year requires a lot more than just a great design – it requires proven manufacturing processes capable of converting that design into the highest quality product possible at scale. Working closely with our contract manufacturers and suppliers, our operations teams work diligently to ensure that each robot leaving the factory not only meets our exacting standards but more importantly fulfills the expectations of our customers. During 2020, we took important steps to enhance our manufacturing process to drive compliance, reduce or eliminate production issues whenever possible, improve yields and standardize best practices.

CUSTOMER CARE
We believe that a happy iRobot customer is far more likely to transact directly with us and with greater frequency over the lifetime of their ownership of our products. Just as important, as loyalty to our company and products grows, our customers are more likely to recommend our products to their friends and family. As a direct connection between our products and their owners, Customer Care at iRobot recognizes the importance of every Roomba or Braava owner. During the year, we have invested considerably within Customer Care, upgrading our tools and talent, modifying the way we triage and escalate customer inquiries, implementing new systems and processes to monitor potential and safety issues, and communicating proactively with customers about issues potentially affecting robot performance. We have built voice of the customer programs that our customers at the heart of our organization, enabling us to incorporate customer feedback into our decision-making processes and prioritize our product enhancement roadmaps. Against this backdrop, we were particularly proud to win Customer Care of the Year awards in France, Germany and Spain during the past 12 months.

Notable Results (Through July 2021)

• Despite COVID-related travel restrictions, we conducted audits and site visits to suppliers and contract manufacturers during 2020 and the first half of 2021.
• Continue efforts to validate that key suppliers and contract manufacturers adhere to iRobot’s General Quality Requirements and General Environmental and Regulatory Requirements
• Working collaboratively with contract manufacturers and suppliers to build quality into the manufacturing process
• Tracking quality consistently throughout the entire production process
• Automating manual processes
• Identifying detects earlier in the process while determining root cause
• Applying learnings from product-specific issues are avert similar recurrence on other Roomba and Braava models
• Dozens of projects underway to elevate product quality
• 10 consecutive years of improvement in annual return rates

Notable Results (Through July 2021)

Increased Frequency and Transparency of Customer Communications
Customer Satisfaction Rating +17% since January 2021
iRobot customer support excellence recognized with Customer Care of the Year awards in France, Germany and Spain
4-star and 5-star ratings on the rise, 1-star ratings declining
Voice of the Customer programs integrated into decision making and product roadmaps
Recycling in the U.S. - Call2Recycle

Since 2013, iRobot has teamed with Call2Recycle, which runs North America’s leading consumer battery recycling and stewardship program, to manage battery recycling efforts and ensure the reduction of hazardous waste in compliance with state and national regulations. Call2Recycle has recognized iRobot as one of its “Leaders in Sustainability” for the past five consecutive years.

Regulatory Compliance

iRobot’s Roomba® robotic vacuum cleaner was first introduced in 2002 and has been the category leader ever since. In the two decades that have passed, the company has continued to innovate, and successive generations of new Roomba® platforms have ushered in notable advances in cleaning performance and functionality. In conjunction with these developments, iRobot continues to invest the resources necessary to ensure that Roomba®, its mapping companion Braava®, and its other offerings comply with applicable environmental and other regulatory requirements related to connectivity standards, power consumption, electromagnetic compatibility, hazardous materials and overall product safety.

Substance & Materials Management

Building market-leading robots that delight millions of customers on any given day requires attention to detail. We work closely with our contract manufacturers and suppliers to ensure that our products themselves are not hazardous to the consumer. As part of this effort, we strive to eliminate, whenever possible, the use of materials and chemicals that could damage the environment or endanger the health of anyone involved in making or using our products. This initiative spans not only analyzing and assessing the materials and components used to make our floor cleaning robot but the lithium ion batteries used to power them and the cleaning solution used by our Braava robot maps.

For more information about substances and materials, as well as safety data pertaining to our products:
Declarations of Conformity

For more information about products’ EU regulatory compliance:
Product Substance and Materials Information

Recyclability

iRobot has continued to evolve its offerings to make it easier for consumers to recycle iRobot products and their batteries when they reach the end of their lifecycle.

Battery Recycling

iRobot encourages consumers to recycle the lithium ion batteries that power Roomba® and Braava®. In 2019, approximately 153,000 pounds of iRobot batteries were recycled in North America, up 18% from the prior year.

Product End of Life and Recycling

Our user manuals provide helpful information and instructions on how to recycle the batteries used in iRobot’s products.

Packaging

iRobot’s products are shipped in recycled, corrugated cardboard. Our product packaging is 98% paper-based (by weight) and recyclable (with the exception of our floor cleaner bottle).

Product Recycling

Both Roomba® and Braava® robots can be recycled. Up to nearly 90% of certain Roomba® models are recyclable. The company expects that the recyclability of Roomba® and Braava® will continue to increase as it further refines and evolves its design and manufacturing processes. In addition to supporting the recycling of up to 23,000 pounds of robots per week, we manage an active refurbishment program for products that have been returned by consumers to its retailers. With dedicated facilities in Chicago, IL and Toronto, Canada along with its corporate headquarters in Bedford, MA, up to 40,000 robots made by iRobot are refurbished each year to support ongoing testing, advance the company’s STEM initiatives and made available for sale to customers. Although relatively small today, we anticipate continued growth of our refurbishment program over the coming years.
Energy Efficiency & Performance

iRobot® robot vacuums are highly efficient, only drawing power when they’re charging in docks and to ensure uninterrupted connectivity with home WiFi systems. In fact, even if left plugged in all day, Roomba® consumes less energy than the typical upright vacuum cleaner. Roomba® is fully compliant with the U.S. Department of Energy, EU and other major regional regulations for power consumption and energy efficiency.

Today’s Roomba® i3 Series, i7 Series and s9 Series as well as the Braava® m6 mop are equipped with vSLAM® (Vision Simultaneous Localization and Mapping) technology, which make them far more efficient when cleaning than their counterparts using other sensor-based navigation techniques. vSLAM-based Roomba® robot vacuums calculate their relative position in a room in real time, which enables them to create a digital map of the area that they are cleaning while also vacuuming in straight lines, thereby increasing coverage efficiency. These robot vacuums and mops also know when they’re running low on power and will return to the docking station to recharge.

Battery Recycling

With vSLAM, owners can enjoy a Recharge and Resume feature that will enable Roomba® to return to the exact spot where it stopped before recharging so that it can complete the mission.

Data Privacy & Security

Data Privacy
At iRobot, we are committed to safeguarding the privacy of customer-related information, including data collected by our connected products. We do not sell information about our customers to third parties. Our privacy policy allows customers to share data with third parties for the customer’s benefit, if they so choose. Additionally, Wi-Fi connected robot performance data is encrypted and sent to our Cloud, where it is stored securely, so it can be shown on the customer’s mobile device and help the customer or iRobot Customer Care diagnose potential performance issues. To assess performance of our robots in the field, inform our product development roadmaps and help our support teams be more responsive, we anonymize and aggregate performance data about our robots.

iRobot’s Data Privacy Policy
iRobot Privacy and Data Sharing Common Questions

Data Security
We take the security of our products very seriously and do everything in our control to make sure the data we have in our system is used for one purpose: making your life easier with iRobot products. Our approach to security is multi-layered around our robots, our Cloud and our apps. We adhere to industry-standard security best practices when developing our products, using technology-leading tools to assist our engineering and security teams during this process. We work closely with our suppliers and partners to ensure that our products and our suppliers’ and partners’ supporting systems (including physical infrastructure, Cloud and mobile apps) are properly configured and monitored with continuous security improvement processes in place.

In January 2021, iRobot’s Roomba was the only robot vacuum cleaner to earn Consumer Reports’ Excellent rating for data security. Our commitment to data security also enabled iRobot to become the first robotics or IoT device company worldwide to receive the trusted TÜV SÜD Cyber Security certification, a designation that demonstrates that the company’s Roomba j7 Series robots have undergone rigorous testing to protect against unauthorized access. But we do not rest on our laurels. We continuously research, develop and modify our processes to help us identify, react to, isolate and resolve security issues within our company and our products as quickly as possible. We also collaborate with independent security researchers who are encouraged to identify issues within our products.

iRobot Data Security Common Questions
SUPPLY CHAIN OVERSIGHT
Since the launch of the Roomba robotic vacuum cleaner two decades ago, iRobot has evolved its relationships with those partners that supply key components and materials required for iRobot to manufacture our products. Over the past 5 years, iRobot has taken control and management over key component and material supplier relationships that were originally controlled and managed by the contract manufacturers. In 2019, approximately 90% of the component and materials suppliers (measured in dollar value) were selected by iRobot. iRobot, through its Global Strategic Sourcing team, conducts a thorough vetting process in approving each supplier. iRobot aims to have robust contracts in place with all critical suppliers and maintains periodic oversight of the suppliers to ensure performance. With the recent membership to the RBA, iRobot is working on developing a supply chain CSR program that includes the acknowledgment and acceptance by all suppliers of our Supplier Code of Conduct.

At the end of 2019, approximately 50 suppliers had pledged to comply with the company’s General Environmental Regulatory Requirements, which details iRobot’s requirements for its suppliers and outlines related responsibilities for providing products, systems, modules and components that meet global environmental requirements. All suppliers working under iRobot’s Master Supplier Agreement have affirmed that they are obligated to comply with all applicable laws and regulations including those regarding minimum wage, living conditions, overtime, working conditions, child labor laws and the applicable labor and environmental laws and the United States Foreign Corrupt Practices Act.

iRobot has also rolled out a Supplier Diversity Program with the following objectives:

- Align program with overall diversity and corporate social responsibility goals.
- Communicate, educate and train on the importance of supplier diversity to key stakeholders.
- Ensure diverse suppliers who are certified and meet standards have equal opportunity in participating in purchasing processes.
- Increase the percentage of diverse suppliers across our organization.

CLIMATE CHANGE
iRobot is committed to operating its business in ways that are environmentally responsible and can help mitigate the myriad of issues stemming from climate change. These efforts span product design, production and recyclability as well as the wide range of activities that take place across our global offices.

RESPONSIBLE BUSINESS ALLIANCE (RBA)
iRobot joined the Responsible Business Alliance in April 2020. The RBA is a coalition of the world’s leading electronics companies working together to improve efficiency and social, ethical, and environmental responsibility in the global supply chain. iRobot’s values are well-aligned with the vision and mission of the RBA to create sustainable value for workers, the environment and business through collaboration with our suppliers in ways that improve working and environmental condition. iRobot’s membership in the RBA is enabling us to engage efficiently with our contract manufacturing partners, direct suppliers and broader supply chain.

Through this engagement, iRobot administers a supplier code of conduct, leverages tools and resources that drive supply chain sustainability performance and stays informed about key trends and emerging issues. iRobot has rolled out the RBA Supplier Code of Conduct to 100 direct material suppliers (including contract manufacturers). In addition, the top suppliers (80% of direct spend) have agreed to abide by the RBA Code of Conduct.
CONTRACT MANUFACTURERS
Since the Roomba® robotic vacuum cleaner was first introduced in 2002, iRobot products have been produced by contract manufacturers in China. iRobot works closely with its contract manufacturers, Jabil Inc., BYD Electronic (International) Company Limited (“BYD”), Kin Yat (HK) Holdings Limited (“Kin Yat”) Simatelex Manufactory Co. Ltd. (“Simatelex”) and VS Industry Berhad (“VS Industry”) to manufacture iRobot products. Each firm continues to take important steps to more efficiently manage its environmental impacts across its manufacturing operations, including those involved in producing iRobot’s products. As part of our strategic supply chain diversification initiative, iRobot partnered with Jabil Inc. to launch manufacturing of iRobot products in Malaysia in November 2019. As we expand production in Malaysia, we remain committed to ensuring that these new facilities operate in full alignment with our supplier code of conduct.

Jabil, Inc. (NYSE: JBL) is a manufacturing solutions provider that delivers comprehensive design, manufacturing, supply chain and product management services. Leveraging the power of over 200,000 people across 100 sites strategically located around the world, Jabil simplifies complexity and delivers value in a broad range of industries, enabling innovation, growth and customer success.

BYD Company – BYD, which is listed on the Hong Kong and Shenzhen Stock Exchanges, is a high-tech company devoted to technological innovations for a better life. BYD was founded in February 1995, and after more than 20 years of fast growth, the company has established over 30 industrial parks worldwide and has played a significant role in industries related to electronics, automobiles, new energy and rail transit. From energy generation and storage to its applications, BYD is dedicated to providing zero-emission energy solutions.

Simatelex Manufactory Co., Ltd. – Headquartered in Hong Kong, Simatelex is a leading OEM manufacturer specializing in electrical household appliances for worldwide brand names. Simatelex has four production plants in China and one production plant in Batam, Indonesia, with a total floor area of over 4 million square feet and a 20,000 strong workforce.

Kin Yat (HK) Holdings Limited – Kin Yat (00638.HK) is an industrial enterprise specializing in the technology-driven production of electrical and electronic products, including robotics, juvenile products and smart products, along with a diverse portfolio of motor drives and related products.

VS Industry founded in 1982 and listed on the Main Market of Bursa Malaysia Securities Berhad in 1998. Today, VS is a leading integrated Electronics Manufacturing Services (EMS) provider in the region, with proven capabilities to undertake the manufacturing needs of global brand names for office and household electrical and electronic products. VS Industry has advanced manufacturing facilities located in Malaysia, China, Indonesia and Vietnam, and collectively employ a workforce of more than 15,000 people. Our Group offers one-stop manufacturing solutions to world-renowned customers from Europe, Japan and USA. Our extensive manufacturing services including R&D services, plastic injection mould design and fabrication, a wide range of injection tonnage and finishing processes, printed circuit boards assembly, complete product assembly and final processes of packaging and logistics.

LABOR PRACTICES
We regularly assess and monitor the labor practices of our contract manufacturers and suppliers through various methods including surveys and third-party audits, which assess a contract manufacturer’s policies and practices for labor, occupational health and safety, environment, ethics and management systems. Based on the results, the contract manufacturer must provide a corrective action plan for any non-conformances which includes a follow-up by iRobot. Even prior to iRobot’s membership in the RBA, certain iRobot contract manufacturers were already members of the RBA and iRobot has encouraged its other contract manufacturers to become RBA members while consistently advocating that its contract manufacturers disclose the results of third-party audits where applicable, consistent with RBA best practices.

We are committed to protecting human rights and ensuring the integrity and dignity of all those involved in making our robots through our Human Rights Policy and our compliance with the California Transparency Act and the UK Modern Slavery Act. iRobot is committed to working with contract manufacturers that strive to provide safe and respectful work environments and that make positive contributions in the communities in which they operate. iRobot insists that its contract manufacturers adhere to applicable labor laws and allow third-party oversight of their labor practices.

• Two of our contract manufacturers are current members of the RBA. RBA members are held accountable to a common Code of Conduct and utilize a range of RBA training and assessment tools to support continual improvement in the social, environmental and ethical responsibility of their supply chains.

• Within the past two years, 3 of 4 contract manufacturers have completed RBA-approved independent audits in their facilities. The fourth plans to have an RBA-approved firm audit its facilities during the first half of 2020.
LABOR PRACTICES

iRobot is headquartered in Bedford, Massachusetts with an additional U.S. office in Pasadena, California and an international presence of 19 offices in 17 countries across EMEA and APAC. Throughout its global physical presence, the company takes tremendous pride in providing its teams with a workplace that is designed to encourage teamwork; maximize productivity; promote the overall health, wellness and safety of employees; and improve the company’s environmental impact. Over the past two years, an ongoing initiative to renovate the company’s headquarters campus is aimed at developing an office that balances productivity, sustainability and employee engagement. At the same time, as iRobot has grown both organically and through acquisition, the company has evolved from using a standard design for its offices to support customization at the local level while retaining a consistent corporate aesthetic.

LABOR PRACTICES

At iRobot, we take the safety of every employee seriously. All injuries (including near misses) are tracked and reported as part of a job hazard analysis. The company takes tremendous pride in a near-zero level of OSHA reportable injuries. First aid training is conducted at our US sites, as well as at other facilities around the world. To ensure best practice and continually review safety practices, a Safety Committee, which is led by the facilities group and includes members of iRobot’s laboratory team, meets bi-monthly. In addition, specific lab safety training is conducted in both the Bedford and Pasadena offices, which includes specific annual woodshop training consisting of up to two educational sessions per week over a six-week period.

### Summary of 2020 Work-Related Injuries and Illnesses

<table>
<thead>
<tr>
<th>Injury and Illness Types</th>
<th>Number of Cases</th>
<th>Total number of deaths</th>
<th>Total number of cases with days away from work</th>
<th>Total number of cases with job transfer or restriction</th>
<th>Total number of other recordable cases</th>
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<td>Total number of</td>
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<td>(H)</td>
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<td>(J)</td>
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<td>Days away from</td>
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<td>work</td>
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<tr>
<td></td>
<td>Injury and</td>
<td>(1) Injuries: 3</td>
<td>(2) Skin disorders: 0</td>
<td>(4) Poisonings: 0</td>
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<tr>
<td></td>
<td>Illness Types</td>
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<td>Total number of</td>
<td>(3) Respiratory</td>
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<td>of... (M)</td>
<td>conditions: 0</td>
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### OFFICE WASTE (U.S. Only)

iRobot has partnered with E.L. Harvey in the United States for a sound solution to iRobot’s solid waste and recycling needs. E.L. Harvey handles single-stream recycling, in which all paper products, plastics, tin cans, aluminum and glass are collected and brought back to their recycling facility where they are sorted through a combination of automated processes and manual handling for quality assurance. In terms of electronic recycling, the total amount in weight collected this year from iRobot’s Bedford headquarters alone has been over 1,500 lbs. of batteries utilizing Green Network Exchange.

iRobot also engages Shred-it for best-practice in information security and privacy protection. The company’s 2020 numbers in the U.S. are as follows:

<table>
<thead>
<tr>
<th>Estimated Weight (lbs)</th>
<th>Trees Saved</th>
<th>Oil Saved (gallons)</th>
<th>Water Saved (gallons)</th>
<th>Cubic Yard Landfill Saved</th>
</tr>
</thead>
<tbody>
<tr>
<td>174,080</td>
<td>1,488</td>
<td>33,075</td>
<td>609,280</td>
<td>261</td>
</tr>
</tbody>
</table>
Local Office Environmental Initiatives

iRobot supports its employees who make sustainable environmental decisions. These activities have historically been developed and supported at a local office level. Here are two examples:

**Headquarters:**
*Bedford, MA (US)*

- iRobot has embraced this trend and added 20 EV charging stations on site, located in two different areas of its Bedford headquarters campus facility.
- Hanging bicycle racks were installed in multiple entranceways across its Bedford campus.
- As part of the Middlesex 3 Coalition, iRobot makes a shuttle available to and from Cambridge, Massachusetts, which helps reduce overall regional traffic and provides a more affordable, sustainable commuting alternative.
- iRobot has formed a sustainability committee composed of employees across the company. The newly formed committee has focused on reducing solid waste on the campus and is advancing a pilot program aimed at replacing single use utensils, cups and plates with reusable items.

**London**
*England (UK)*

- As a new space, the recently refurbished office is outfitted with dimmable lights & motion sensors/detectors, which helps improve overall energy efficiency and cost savings.
- The office has contracted with a plant supplier to allow for a greener, healthier business environment.
- At the canteen, there is no plastic or paper crockery and cutlery – even larger corporate events use proper, non-disposable items instead of disposable dishware, glassware or silverware.
- iRobot’s London office building received the 2019 Environmental Green Apple Gold Award for Environmental Best Practice as a result of recycling in excess of 70% of the waste produced on site. Recycling activities at this office include cardboard, batteries, plastics, paper and cans. In addition, the company uses the Nespresso recyclable coffee system and coffee pods and participates in the HP Planet Partners program for recyclable printer toner.
**Carbon Reduction Projects**

iRobot is committed to reducing its overall carbon footprint. The Company has identified the following carbon reduction projects at its Bedford HQ:

<table>
<thead>
<tr>
<th>Project Type</th>
<th>Project Subtype</th>
<th>Estimated Annual Energy Savings (kWh)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy efficiency: Building services</td>
<td>Upgrade Area Lighting to LED</td>
<td>24,536</td>
</tr>
<tr>
<td>Energy efficiency: Building services</td>
<td>Air Compressor Optimization</td>
<td>380,402</td>
</tr>
<tr>
<td>Total Savings (kWh)</td>
<td></td>
<td>404,938</td>
</tr>
<tr>
<td>Total Savings (tCO₂e)</td>
<td></td>
<td>52</td>
</tr>
</tbody>
</table>

**Energy Usage & Waste of Bedford HQ:**

- **Electrical Usage (kWh/month)**
  - Chart showing electrical usage from September 18 to December 19.

- **Natural Gas Usage (therm/month)**
  - Chart showing natural gas usage from July 18 to March 20.

- **Whole Property Water Consumption**
  - Chart showing water consumption from October 18 to January 21.

- **iRobot Waste by Management Method**
  - Pie chart showing recycled 59%, disposed 41%.
iRobot has achieved many important milestones since its inception in 1990 – not only creating the robotic vacuum cleaner industry, but driving technology innovation, fortifying global category leadership and delivering strong growth over the past three decades. Those accomplishments – enormous both in scale and scope – are the result of creating a culture that permeates conviction, courage and unyielding resolve. iRobot continues to make substantial investments to attract the best and brightest in the business, harness the collective talents and skills of our people, and help individuals reach their full potential.

Talent

We have grown significantly since our beginnings. Celebrating our 30th anniversary in 2020, our iRoboteers are mission-driven builders who are passionate, determined and results-oriented about their work and in making iRobot the world’s #1 global consumer robotics company. iRobot is committed to fostering invention, discovery and technological exploration in the pursuit of practical and valuable robot products for the next generation home. As an organization, we believe in taking pride in our work, taking responsibility for our actions, being more collaborative, communicating with clarity and instilling passion into our everyday lives.

Employee Fast Facts

<table>
<thead>
<tr>
<th>Full-Time Employees</th>
<th>Fiscal Year 2018</th>
<th>Fiscal Year 2019</th>
<th>Fiscal Year 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA</td>
<td>712</td>
<td>784</td>
<td>855</td>
</tr>
<tr>
<td>EMEA</td>
<td>131</td>
<td>138</td>
<td>148</td>
</tr>
<tr>
<td>Asia Pacific</td>
<td>189</td>
<td>206</td>
<td>206</td>
</tr>
<tr>
<td>Total</td>
<td>1,032</td>
<td>1,128</td>
<td>1,209</td>
</tr>
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</table>
iRobot’s Commitment to Racial Equality & Diversity

iRobot is an inclusive organization, seeking out the best and brightest minds to help us meet the new global requirements of our business. We are excited to welcome a variety of perspectives, ideas, skills, and cultural backgrounds to our global iRobot family.

iRobot stands firmly against racial discrimination and social injustice. We are committed to equality, inclusiveness, respect and kindness. Around the globe, iRobot has been and will continue to be a safe, inclusive environment for all, supported by our values as an organization and as individuals.

The iRobot community is built upon the diverse perspectives, beliefs and backgrounds of incredibly talented people from around the world who actively participate in shaping who we were as an organization. Strengthening diversity within our global workforce enables iRobot to bring our collective ideas together to cultivate a future that seamlessly fits the unique, personal and diverse needs of our global consumer base. We have and will continue to act and hold ourselves accountable in fostering equality and diversity on a global scale. Each day we learn from each other, grow and evolve, seeking out new opportunities to strengthen our support for all employees and the communities in which we work. During 2020, we held a Diversity Dialogue series for employees, providing them the opportunity to learn about and ask questions on issues spanning racism, discrimination, LGBTQ+ and disability biases, and further build a culture of support (Allyship).

iRobot has and always will be committed to racial equality and diversity, but that does not mean that we are sitting idle. As a symbol of our commitment, iRobot Founder, CEO and Chairman Colin Angle signed the CEO Action for Diversity and Inclusion Pledge on Juneteenth 2020 and is participating in MassTLC’s Tech Compact for Social Justice and the NAACP Legal Defense Fund. We remain committed to our values and beliefs, and are creating opportunities to have an ongoing dialogue with employees. During 2020, we established four Employee Resource Groups (“ERGs”) for our Women, Black & Brown, Latinx and LGBTQ+ employees. Each ERG includes a member of the executive leadership team as a sponsor. In conjunction with this initiative, we created an iRobot Diversity Council, co-chaired by our CEO, CHRO and Diversity Manager, that is engaged with all ERG leaders and their executive sponsors to ensure our leadership is well connected with and aware of the perspectives and issues facing these different employee bases.

We have also prioritized a series of training programs to educate and empower our team, including Creating an Inclusive Workplace and Unconscious Bias. To continue our efforts to expand our diverse, talented workforce, during 2020 we established new partnerships with, amongst others, The Partnership Inc., and the National Society of Black Engineers, which enhance our ability to source mid-career and management-level African-American, LatinX and Asian-American talent. These efforts helped enable us to expand our base of Black and Latinx employees by 20% during the second half of 2020. Additionally, we continue to focus on developing new capabilities and programs that will continue to raise awareness and education around racial equality and discrimination.

iRobot Education is built upon the principle that all students should have access to high quality STEM education resources. iRobot is working with community and education leaders to prioritize and deliver STEM educational resources, curriculum and Root programing robots to students in underserved communities. During 2020, we expanded our STEM Education program through new partnerships with community-based children’s organizations supporting underrepresented populations including The Clubhouse Network @ Movement City (Lawrence, MA), Kids in Tech (Lowell, MA), Discovering Hidden Gems (Framingham, MA) and the National Society of Black Engineers (Boston, MA). In order to support students with social emotional learning, we are developing tools to help families and classrooms facilitate conversations about social justice and to make these discussions a staple of the education experience.

We are also putting our economic resources to work as well. In June 2021, we invested $100 million in J.P. Morgan Chase’s Empower money market funds distributed by four Minority Depository Institutions: Harbor Bank, Liberty Bank, M&F Bank and Unity National Bank. The fees earned on our investment by these banks are invested in an array of areas that will strengthen their businesses, including advancing digital technology, hiring staff to further expand their lending activities to local small businesses, and community outreach and education about predatory lending.

We continue to listen and remain committed to continue to create mechanisms for positive change within our company and across our communities.
Gender Diversity

We continue to invest in adding talented women to our company at all levels and in all functional areas. These investments include:

- Modified R&D Hiring Practices: In 2020, iRobot instituted a practice to ensure at least one woman will be interviewed for all R&D openings at manager level and above. In cases where a woman is being interviewed, at least one member of the interview team will be a woman.
  - 2020 Progress: iRobot increased the representation of women within R&D at the manager level to over 20% and made improvements in representation of women within R&D at the individual contributor and support levels. As a result, our R&D gender diversity is now largely in line with broader market representation benchmarks.

- Recruiting: Participated in recruiting events specifically aimed at attracting women candidates through Grace Hopper and Women in Technology.

- Training and Development: iRobot promotes gender diversity and supports career advancement by women iRoboters in a variety of ways including:
  - iRobot’s R&D leadership participates in a diversity and inclusion workshop facilitated by Bentley University’s Center for Women and Business.
  - More than 75% of our U.S. management have been trained in “Unconscious Bias” and “Allyship”.
  - All members of iRobot’s Senior Leadership Team participated in a Leadership Summit on Diversity & Inclusion.
  - iRobot sponsored participation by more than 100 women employees in the following events:
    - MA Conference for Women
    - Grace Hopper Conference
    - The Boston Club – Corporate Salute
    - She+ Geeks Out
  - Sponsored the Aurora Program for early career women at iRobot with career coaching through a partnership with reacHIRE LLC.
  - Annual participation for our company’s women leaders in the Strategies for Success program by the Commonwealth Institute, a non-profit organization devoted to advancing businesswomen in leadership positions.
  - iRobot sponsors its women employees to attend Bentley College’s annual Gearing Up Conference, which is dedicated to women professionals in the first decade of their career.

- She is a corporate sponsor of AnitaB.org, a nationwide non-profit that supports women in technical fields, as well as the organizations that employ them and the academic institutions training the next generation. A full roster of programs helps women grow, learn, and develop their highest potential.

Leadership & Professional Development

In addition to women-centric development programs, iRobot provides a broad range of leadership and professional development programs to foster the next generation of senior managers and leaders.

Leadership Training – Approximately two dozen senior leaders (director-level and above) from across the company’s global operations are selected to participate in a multi-day leadership workshop that focuses on helping these individual better understand their current management styles, learn how to work more effectively across functional areas and refining the skills necessary to lead teams. This program is now in its second decade.

Management Training – One to two times per year, dozens of first-time and junior managers are selected to participate in a multi-day management workshop in which they learn skills and gain the insights necessary to improve their overall time management, oversee teams of varying sizes and advance cross-functional problem solving. Entering into its second decade, this program also includes respectful workplace and bystander training. In addition to this workshop, in 2020, the company has added specific training sessions for managers who have needed to adapt to the impact to COVID-19 to manage remote teams.

Quarterly Business Reviews – These full-day executive leadership team briefings are opportunities for the senior leadership of the company to align on key issues and develop and refine plans for achieving short-term and longer-term goals. Rising stars are often asked to participate in these forums and provide updates on key projects.

Mentoring Program – This program is aimed at promoting professional development by linking an employee with a more experienced senior-level manager who will focus efforts to help the mentee grow and advance in his or her career.

Educational Assistance – Eligible employees will be reimbursed for successfully completing job-related courses up to a maximum of $6,000 per calendar year.

Chairman’s Awards – Every year, outstanding work by both individuals and teams that best exemplify the company’s culture and values is recognized at a company-wide meeting with winners receiving a commemorative plaque and an equity grant in front of the colleagues.
Ethnic Diversity

iRobot’s workforce prides itself on perpetuating a culture that pushes the boundaries of what’s possible in consumer robotics in order to improve our quality of life. Changing the world requires embracing diversity to ensure that we attract and retain the best and brightest in our field. As of December 31, 2020, the company’s U.S. workforce includes 27% of employees who identify as Black, LatinX, Asian or two or more races. Our policies and practices support equal opportunity where all iRoboteers can thrive, regardless of race, color, religion, gender identity or expression, sexual orientation, national origin, ancestry, age, marital status, military or veteran status, disability as well other classifications protected by applicable state, federal and local laws. Our workforce continues to expand in terms of diversity with local employee resource groups aimed at fostering community among our women, Black and Brown, Latinx, and LGBTQ+ employees.

Labor Practices

iRobot is committed to ensuring that its employees, customers and suppliers are treated with dignity and respect. The safety and health of our employees is also of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. As detailed in the company’s global human rights policy, we compensate employees competitively relative to the industry and local labor market, and strive to comply with all applicable laws, including those pertaining to freedom of association, privacy, collective bargaining, immigration, working time, wages and hours, as well as laws prohibiting forced, compulsory and child labor and employment discrimination. Additionally, we are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Attracting & Retaining Talent

iRobot created the robot vacuum industry back in 2002 and has continued to set the pace for the consumer robotics industry as a category and technology leader ever since. We have assembled a global team of the best and brightest in our industry by providing our people with unique opportunities to make a tangible impact in helping our company thrive while also advancing careers. As iRobot continues to expand its global workforce, we remain committed to complying with all laws, including those pertaining to freedom of association, privacy, collective bargaining, immigration, working time, wages and hours, as well as laws prohibiting forced, compulsory and child labor and employment discrimination. Just as critical as compliance with all relevant local laws and requirements, we plan to continue to evolve our approach to attracting and retaining our talent – from having a well-defined process for hiring to providing competitive compensation packages complemented with a wide-ranging set of benefits.

iRobot’s Voice

We invest meaningfully in our global advertising and promotional initiatives in ways that drive consumer awareness of and interest in our robotic floor cleaning products, drive sales through our retail and direct-to-consumer channels, and build the iRobot brand around the globe. We also remain committed to inspiring a new generation of builders through our STEM outreach programs in the United States. To complement these activities, we are actively forging stronger ties with the relevant U.S. regulatory agencies and federal, state and local politicians in the U.S. who are shaping the policies and programs that impact our company and its products, people, performance and customers. In 2020, our efforts on this front played an important role in receiving an exclusion to the Section 301 tariffs on products imported from China. To further support our lobbying efforts, we have since formed an iRobot political action committee.
iRobot is committed to building a future for Science, Technology, Engineering and Math (STEM) education in the United States and the launch of iRobot Education in April 2020 further reinforces this commitment.

iRobot is focused on realizing the promise of robots that empower people to do more -- inside and outside of the home. As we fulfill the potential of consumer robots and advance our technology, we believe that our company will help inspire the next generation of innovators. To that end, iRobot Education provides a voice for us to engage and encourage the future generations of roboticists, engineers and programmers through our STEM outreach program, education resources including our learning content and proprietary coding platform, and educational robots.

STEM Outreach: Scope & Reach

iRobot’s STEM outreach leverages the company’s global workforce as part of its enduring mission to help educate and inspire students of all ages to learn more about robotics. Each year, iRobot aspires to have meaningful employee engagement and directly reaches tens of thousands of students through its STEM program. Thus far, much of the company’s formal STEM activities have been focused on the United States. For example, employees in the U.S. are provided 2 days to work on STEM advancement in the community. Employee participation in iRobot’s STEM programs continues to be substantial with well over one-third of its U.S. workforce dedicating time to help students gain a better appreciation of the fast-growing robotics field. Internationally, our employees are involved in regional activities that include hosting student visits and sponsoring hack-a-thons.

STEM Outreach: Engagements

<table>
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<th>Year</th>
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<td>319</td>
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</tr>
<tr>
<td>2019*</td>
<td>482</td>
<td>403</td>
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To continue to reach students during the pandemic crisis of 2020, iRobot STEM used virtual platforms to host discussions with students. We hosted web events with students from grade school through college. From robotics lessons, to online coding games, to college career panels, our volunteers continued to inspire and engage students of all ages.

In a focused effort to reach more students in underserved areas, we partnered with after school STEM programs in three cities near our headquarters. The groups are composed of marginalized students learning STEM with the aim, as one group uses for their tag line, to turn at risk students into at promise students. Those groups were each provided with a set of Root coding robots and training for their facilitators. We will continue to work with them closely providing STEM outreach, career discussion and activities in coding. A similar donation was provided to the National Society of Black Engineers STEM outreach for elementary students in Boston with planned workshops for households so they can hit the ground coding.

Employee Engagement

Each year, hundreds of iRobot professionals in the U.S. visit and speak at elementary schools, middle schools, high schools, universities and other educational symposiums and events that can range in size from a dozen individuals to engagements attended by over 1,500 people. In addition, we host groups at regional facilities and at our headquarters in Bedford, MA, which includes tours of our Cool Stuff museum.

Despite being home, many with family and children at their feet, our employees kept volunteering and giving back. Over 20% of employees talked to students, mentored, or showed off our coding platform. We inspired a student to code LED lights around his Christmas tree, spoke with a class about Python coding and mentored a college student who will now be interning with us this summer.

Our signature Permission to Fail panel for college students often resonates equally with our employees as much as the student audience. This panel provides insight into our individual career paths, but also an open, honest discussion of the challenges a STEM path includes. We share stories of failure, of self-doubt, of losing our way- but also how we overcame those challenges, dealt with stress, and managed the emotional quotient of college as much as the academic. We visited over a dozen colleges and, with remote panels more accepted, have been able to expand our geographic range.

Red Sox Partnership

iRobot has partnered with the Boston Red Sox professional baseball team to drive broader STEM awareness. This multi-faceted relationship includes a STEM career fair held at Fenway Park, a pre-game video featuring a STEM topic, a table opportunity at two K-12 STEM expos and a special pre-game event honoring local STEM teachers. In a year with a shortened baseball season, we still found ways to leverage our partnership with the Boston Red Sox. Reaching out to the Red Sox Foundation, we provided a Careers in STEM panel for a group of the Red Sox Scholars, high school students in the Boston city schools.

BestBuy Flagship Clubhouse Powered by iRobot

BestBuy and iRobot have teamed together to prepare teens from underserved communities in Boston for the tech-reliant jobs of the future. Clubhouse members can get access to the latest technology, including a 3D printer, a professional music studio, digital cameras, robotics, Pro Tools, Logic X, Sculptris, Adobe, and much more!

National Robotics Week

In 2010, after discussion with top universities and industry leaders, the U.S. House of Representatives officially designated the second full week in April as National Robotics Week. National Robotics Week (RoboWeek) is organized by iRobot, and recognizes robotics technology as a pillar of American innovation, highlights its growing importance in a wide variety of application areas, and emphasizes its ability to inspire technology education. With over 350 events each year, in all 50 states, RoboWeek provides a great opportunity to showcase the strength of the industry as well as inspire thousands of students in robotics and STEM fields. National Robotics Week took place from April 4-12, 2020 this year.
Educational Resources

Complementing the outreach efforts of iRobot’s STEM activities are a set of free tools and resources that further advances iRobot’s educational mission.

Events during 2020 in the U.S. shined a new light on topics that have not changed in decades – our need for equity, inclusion, and diversity. To that end, we developed a series of Social Emotional Learning activities and lessons. Our activities generally encourage peer interaction and collaboration, but this renewed commitment allowed students to use our coding platform to learn about fair and unfair choices, friendship, listening to teammates and more. Our goal in releasing these activities was to help facilitate conversations and empower teachers and families in the U.S. to include Social Emotional learning in the education experience. Please see this post for additional information.

In hopes of inspiring students that anyone can succeed in STEM, as well as providing a diverse set of role models, iRobot Education began the Generations of STEM series. Each week, we post a biography of an individual in STEM from a diverse background, or a unique individual in an equally unique role in STEM. From astronauts, to physicists, to inventors, our profiles are brief summaries of their lives with the hope that students will see themselves in STEM.

iRobot® Coding Platform

Learn to code using iRobot Coding, an accessible, free online coding platform for all skill-levels. Beginning with graphical coding before advancing to hybrid coding followed by full-text coding, the platform’s auto-level converter instantly translates code between all 3 learning levels to empower continuous learning and improvement. For those who own a Root Coding Robot, iRobot Coding brings the code to life by connecting to the robot and having it carry out your instructions. Alternatively, virtual arenas let you control robot SimBots on your device screen, allowing anyone who does not have access to robots to participate.

The iRobot Coding App continued to evolve in 2020, with the release of cross-platform functionality to support users across different types of devices. With students home and increasingly turning to remote learning, the simulator proved an invaluable tool for educators. The simulator has advanced from 2D, to 3D, to promote an increasingly realistic coding experience especially for those without access to physical robots. Teachers could have students coding without using the Root Coding Robot and reach more students simultaneously. Families at home also took advantage of the resource, with family game nights turning to coding. As such, iRobot Coding had over 67,000 unique users who spent over 40,000 hours on the App.

Learning Library

iRobot Education provides a repository for meaningful education ideas and resources for the community. Our learning library provides hours of free coding and STEM tutorials, projects, and activities in both online and offline, printable capacities. Premium content modeled after educational standards is also available on a subscription basis.

Much like our coding platform, teachers and families had a great need for virtual resources, lessons, and activities. Providing new content continually, our Social Emotional Learning lessons and a variety of “unplugged” activities based in STEM allowed us to reach our audience in new ways.

In 2020, iRobot Education rolled out two new Professional Development courses and hosted more than six free, public learning design webinars with over 350 registrants. Learning design webinars are designed to help all kinds of educators add more tools and teaching strategies to their repertoire. They provide insight into exciting ways to engage with coding and robotics, along with ready-to-go activities that help parents, teachers and learners get started.


**Educational Robots**

Leveraging our industry expertise, our educational robots are designed to help further 21st-century learning. Our Root® Coding Robot caters to coders of all skill-levels by using interactive, hands-on experiences with robots to bring coding to life and engage learners with innovation and creativity. For advanced makers, our Create® 2 Programmable Robot provides a mobile platform that users can build upon to take their robotics, computer science, and engineering skills to the next level.

Learn more about Root®

Learn more about Create® 2

A bright light in 2020 was the release of the Root rt0 Coding Robot. Like the original Root rt1, the robot offers many of the same features, but at a lower price making it more accessible to families. The appeal of coding crosses from the classroom to the living room and with the Root rt0 we can reach more students where they are in their journey.

In 2020, updates for the Create 2 firmware moved online. Customers can now request a downloadable update for the robot, and as we release further updates, we can easily allow access for our users.

**Charity Robots**

iRobot receives thousands of requests for charitable support in the U.S. alone. In lieu of financial donations and complementing the time its teams spend in the community, our employees can request a robot to donate to a non-profit hosting a fundraiser. The company donates over 12 robots per month to a wide range of organizations and institutions across the U.S. – the equivalent of over $100,000.

iRobot employees continue to support organizations, and work in their community for the greater good. Over 75 robots were donated by employees to various causes and non-profits in the community. Robots were used for fundraisers at organizations including a grassroots group delivering meals to hospital workers in the Boston area at the height of the pandemic. In addition, we continued supporting NEADS, a U.S.-based service dog organization, allowing them to raffle one robot per month among various cohorts of those receiving service dogs. As such, the owner not only gets the dog they need, but a way to keep up after the shedding hair.

**iRobot Education**

Would you like iRobot to visit your educational group? Visits from our volunteers present what our robots do, some of the careers in tech, and a demo of the robot in action. In addition, iRobot provides mentoring, career introduction and internships, all geared toward connecting students to the opportunities provided by a STEM education and occupation. For educators, the Root Coding Robot offers professional development and various webinars for using coding in the classroom. Learn more about how to get involved in our STEM programs, resources, or our education robots.

**Responding to COVID-19**

iRobot has a long history of taking action when the world needs help. Our robots have helped first responders in New York City after the 9/11 attacks, in the Gulf of Mexico to assist with exploratory efforts in the aftermath of the Deepwater Horizon oil spill and in Japan to help inspect the Fukushima Daiichi nuclear plant after a natural disaster. In 2020, as the novel Coronavirus (COVID-19) spread globally, iRobot and its employees proactively donated time, resources and technology to support healthcare workers on the front lines. iRobot supported several COVID-19 relief initiatives, such as donating thousands of masks from its manufacturing facilities to healthcare workers, participating in a project to repurpose Roomba® filters for use in personal protective equipment, retrofitting Roomba in Italian hospitals with a tripod and phone to connect patients with their families and releasing numerous free online and offline learning materials for both teachers and students.