iRobot

2022 CSR Report

So **WE** can human.

Contents

*So **WE** can human.*

Our Guiding Principles

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For more than 30 years, iRobot has continually pushed the boundaries of what's possible in robotics to deliver great products that delight customers worldwide. At the same time, we are committed to taking 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.

OUR COMMITMENT & RESPONSIBILITY

COLIN ANGLE
Chairman and CEO,
iRobot Corporation

"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."

Over the years, iRobot has built its leadership position by innovating 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.

Products

Product Quality & Safety

At iRobot, the customer is at the center of everything we do, helping propel us forward with every decision we make. Roomba, Braava and all other iRobot products are designed to stand the test of time as we combine 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 have made significant progress over the past several years:

Product Development

iRobot's floor cleaning robots are differentiated by their thoughtful intelligence delivered on beautifully designed, high-performance hardware. With state-of-the-art navigation, Artificial Intelligence ("AI") and advanced machine vision, Roomba robots operate with sophisticated home understanding and provide their owners with personalized control over where, when and how the robots clean without compromising customer privacy or cyber security. In 2021, the Roomba j7 Series became the first robot vacuum to achieve the TUV SUD cyber security certification. 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.

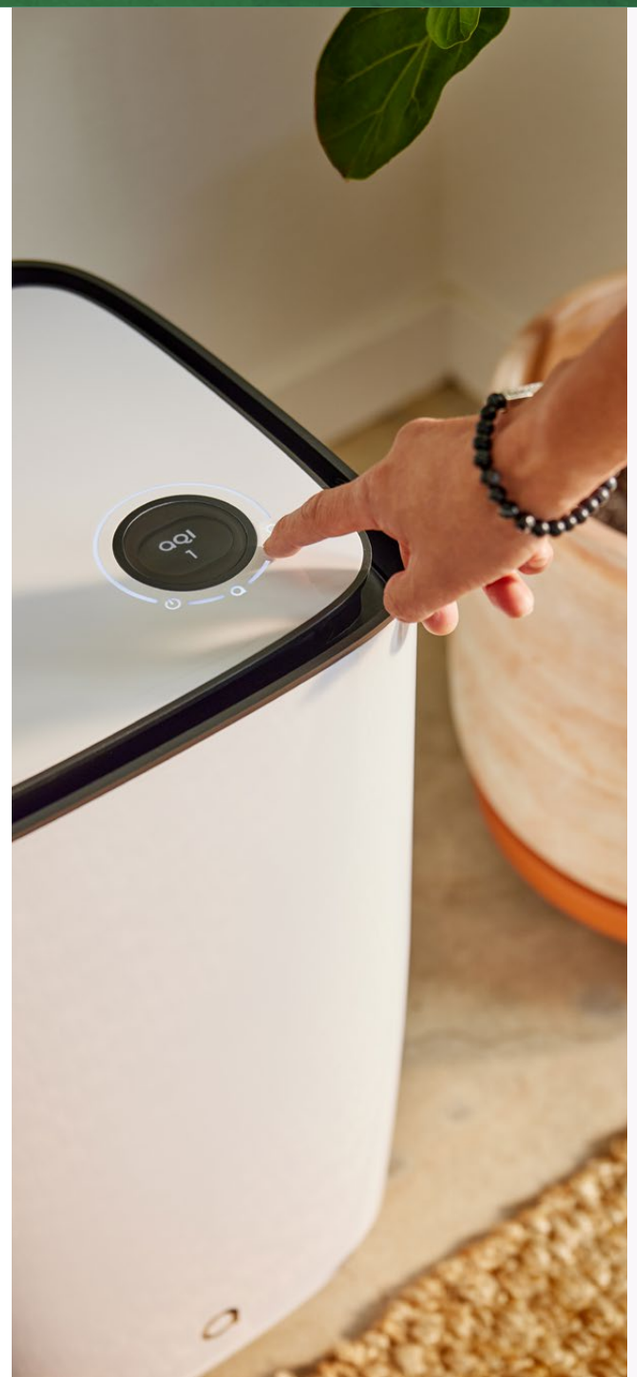
Whether it is with our physical or digital products, iRobot continues to evolve and enhance its product development processes including near-term and long-term roadmap activities, risk assessments of product delivery and lifecycle management. Through the implementation of new product development software, 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, 2021 or the first six months of 2022.

PROGRESS & ACCOMPLISHMENTS:

- ✓ In 2021, we produced **$11.5 million** in estimated savings from a **67% reduction** in specific events tied to product quality issues.
- ✓ **41% reduction** in product quality-related costs (as measured in absolute dollars) from Q420 to Q421.
- ✓ Significant reduction in return rates for all major Roomba and Braava skus entering the second or third year of their lifecycle.
- ✓ **22% decrease** in product quality-related per unit costs from Q420 to Q421.

Product Safety

At iRobot, product safety is paramount. Whether it is our robots, the docking stations that power them, our air purifiers, our handheld vacuums 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 minimizing or, whenever possible, eliminating the use of substances and chemicals used in our products that could be hazardous to our customers or the environment. We have continued our efforts to instill product safety into our culture while evolving our processes accordingly.



PROGRESS & ACCOMPLISHMENTS:

- ✓ **Risk Assessments Embedded into Product Development Process:** Product risk assessments, which are used to identify products, or features of products that may cause or contribute to physical injury, have been integrated into iRobot's product development process as initial designs are advanced into early prototypes.

- ✓ **Monthly Safety Review Board Meetings:** A broad team, which includes c-suite participation, works closely with the customer care organization to review possible product safety incidences, and authorize actions to remediate issues if necessary.

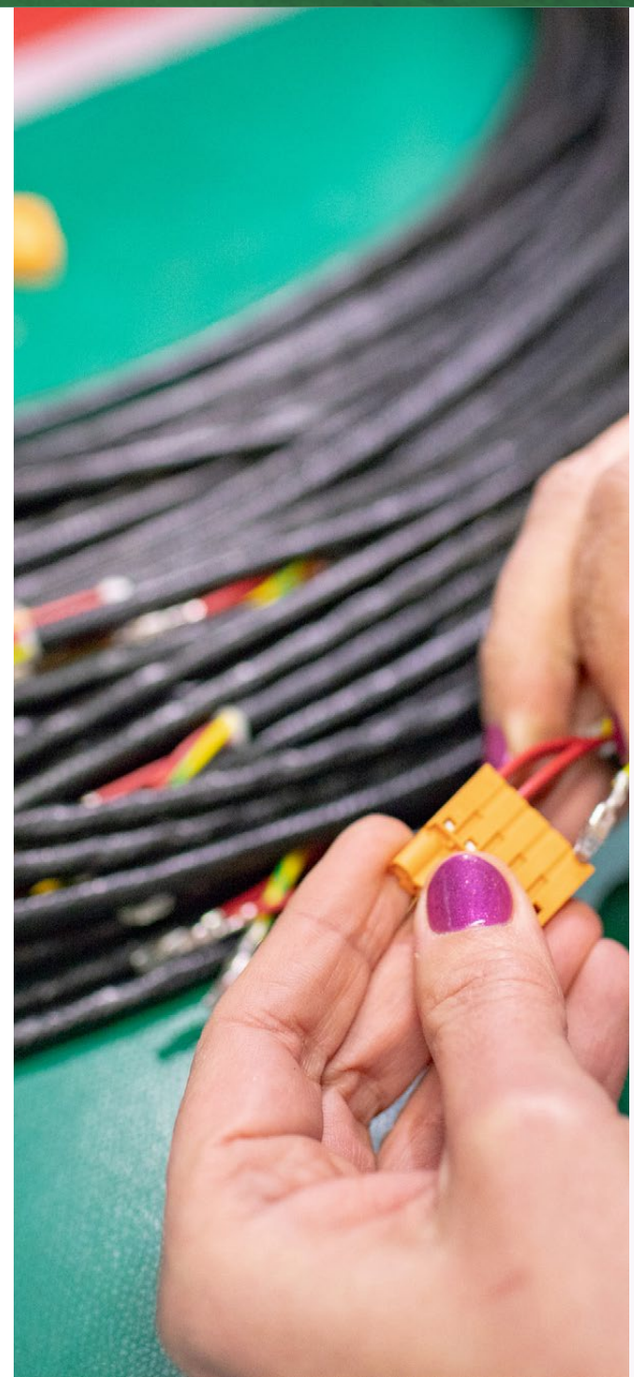
- ✓ **Integration of Air Purifier Products:** Following the November 2021 acquisition of the Aeris air purifier business, iRobot now manages all aspects of ensuring the safety of these products.

Manufacturing

Making great products that customers love – whether it is a Roomba or an air purifier – 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. In recent years, we have continued to take important steps to enhance our manufacturing processes to drive compliance, reduce or eliminate production issues whenever possible, improve yields and standardize best practices.

Customer Care

As a direct connection between our products and their owners, Customer Care at iRobot recognizes the importance of delighting customers, especially if there's an issue that may impact their experience. We are proud of the steps we have taken during the past year within Customer Care, to upgrade our tools and talent, modify the way we triage and escalate customer inquiries, closely monitor potential quality and safety issues, and communicate proactively with customers about issues potentially affecting robot performance. We have built voice of the customer programs that put our customersat the heart of our organization, enabling us to incorporate customer feedback into our decision-making processes and prioritize our product enhancement roadmaps.



PROGRESS & ACCOMPLISHMENTS:

- ✓ Meaningful improvement in first-run yields for new Roomba robots introduced in 2021 while also increasing final yields for Roomba robots moving beyond.
- ✓ Since the third quarter of 2020, the number of suppliers who earned preferred supplier status nearly tripled while the number of suppliers managed directly by iRobot nearly doubled.
- ✓ After training dozens of key suppliers during 2021 on the Six Sigma methodology for quality management, they suppliers completed more than 40 projects that delivered meaningful cost savings, improved yields, reduced downtime and decreased scrap.
- ✓ In 2021 and into 2022, iRobot continued to scale its Malaysia-based manufacturing capacity for Roomba robot capacity while maintaining quality levels at parity with the output from its contract manufacturers in China.
- ✓ Automated previously manual production processes to further elevate product quality and lower costs.
- ✓ Integrated Aeris air purification into the iRobot manufacturing supply chain to support the planned rebranding and relaunch of iRobot's air purification products.
- ✓ Over the past 12 months, the steps we've taken to elevate our customer care are reflected in continued improvement in our customer satisfaction ratings and net promoter scores.

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 mopping companion Braava®, and its other offerings comply with applicable environmental and other regulatory requirements related to connectivity standards, power consumption, electromagnetic compatibility, energy consumption, hazardous materials and overall product safety.

Substance & Materials Management

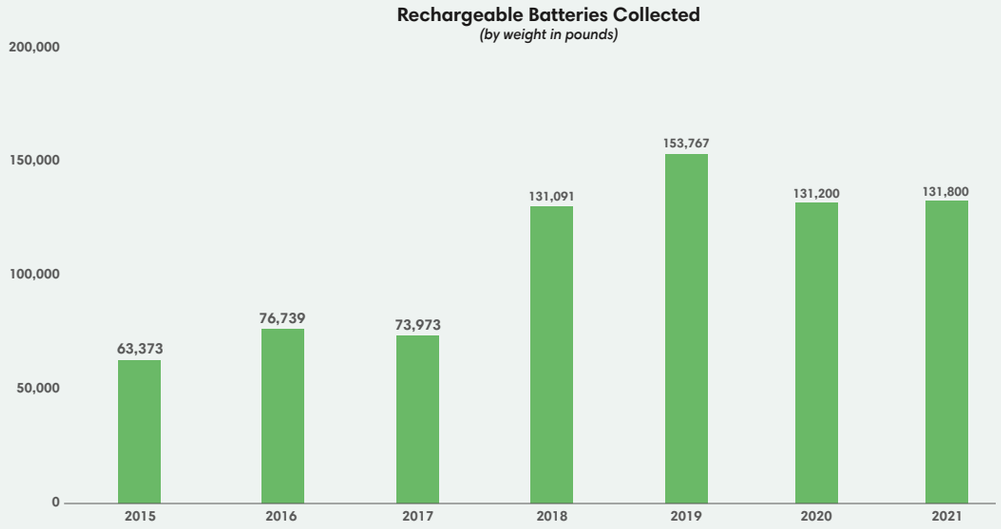
Building market-leading robots that delight millions of customers on any given day requires attention to detail. We work closely with our contract manufacturers and suppliers to ensure that our products themselves are not hazardous to the consumer. As part of this effort, we strive to eliminate, whenever 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 mops.

> For more information about substances and materials, as well as safety data, pertaining to our products: **Product Substance and Materials Information**

> For more information about products' EU regulatory compliance: **Declarations of Conformity**

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.



Packaging

iRobot's products – from robot vacuums and mops to air purifiers – are shipped in recyclable, corrugated cardboard. Our product packaging is 93% paper-based (by weight) and recyclable.

Product End of Life & Recycling

Our user manuals provide helpful information and instructions on how to recycle the batteries used in iRobot's products. While the recyclability of Roomba, Braava and the Automated Dirt Disposal and standard charging blocks vary, certain models have as much as 97% recyclability. In addition to supporting the recycling of up to 24,000 pounds of robots per week, we manage an active refurbishment program for products that have been returned by consumers to its retailers. In Europe, in accordance with EU rules for Waste from Electrical and Electronic Equipment (WEEE), consumers can take iRobot's products to any electronics retailer to be collected for recycling purposes while products that are scrapped by iRobot in its European workshops will be properly disposed of in compliance with local regulations.

In addition to recycling its robotic products, iRobot also restores used Roomba robots. With dedicated facilities in Chicago, IL and Toronto, Canada along with its corporate headquarters in Bedford, MA, up to 45,000 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 still relatively small today, we anticipate continued growth of our refurbishment program over the coming years.

Battery Recycling

iRobot encourages consumers to recycle the lithium ion batteries that power Roomba® and Braava®. In 2021, approximately 132,000 pounds of iRobot batteries were recycled in North America, up 18% from the prior year.

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. Call2Reycle has recognized iRobot as one of its "Leaders in Sustainability" for the past six consecutive years.

Energy Efficiency & Performance

Roomba® 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, a robot vacuum 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.

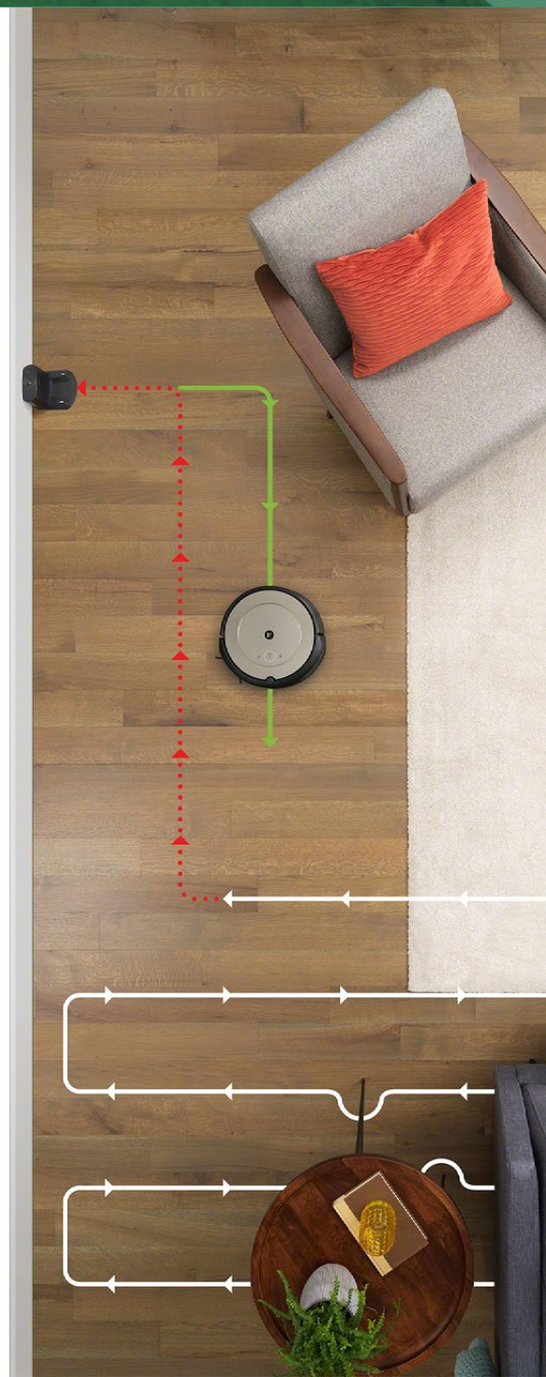
With the late 2021 acquisition of Aeris, iRobot now markets a family of high-performance, intelligent air purifiers. We expect to provide greater information about the energy efficiency of these products in conjunction with the company's plans to relaunch and enhance these products under the iRobot brand in the second half of 2022.

Sensor-based Navigation

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. The Roomba j7 Series, introduced in 2021, ushers in new PrecisionVision navigation that enables the robot to identify and avoid common obstacles, such as cords and pet waste in real time, thereby improving mission completion rates.

Recharge and Resume

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. It is our practice to anonymize and aggregate performance data about our robots, which enables us to assess performance of our robots in the field, inform our product development roadmaps and help our support teams be more responsive.

> 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 continues to be 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. The Roomba j7 Series was the first robot vacuum to achieve the TUV SUD cyber security certification.

In January 2021, iRobot's Roomba was the only robot vacuum cleaner to earn Consumer Reports' Excellent rating for data security. 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

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.

Production

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 2021, approximately 80% 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 acknowledgement and acceptance by all suppliers of our Supplier Code of Conduct.

At the end of 2021, approximately 55 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 Supplier Code of Conduct, aligned with the RBA, to all direct material suppliers (including contract manufacturers). In addition, the top suppliers (91% 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"), 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.

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.

> Responsible Manufacturing

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, all contract manufacturers have completed RBA-approved independent audits of their facilities.

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.

Places

Footprint Around the World

iRobot is headquartered in Bedford, Massachusetts with an additional U.S. office in Pasadena, California and an international presence of 20 offices in 18 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.

Office Waste

iRobot has partnered with E.L. Harvey 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 1,600 lbs. of batteries Veolia North America (toxic waste removal).

iRobot also engages Shred-it for best-practice in information security and privacy protection.

The 2021 numbers are as follows:

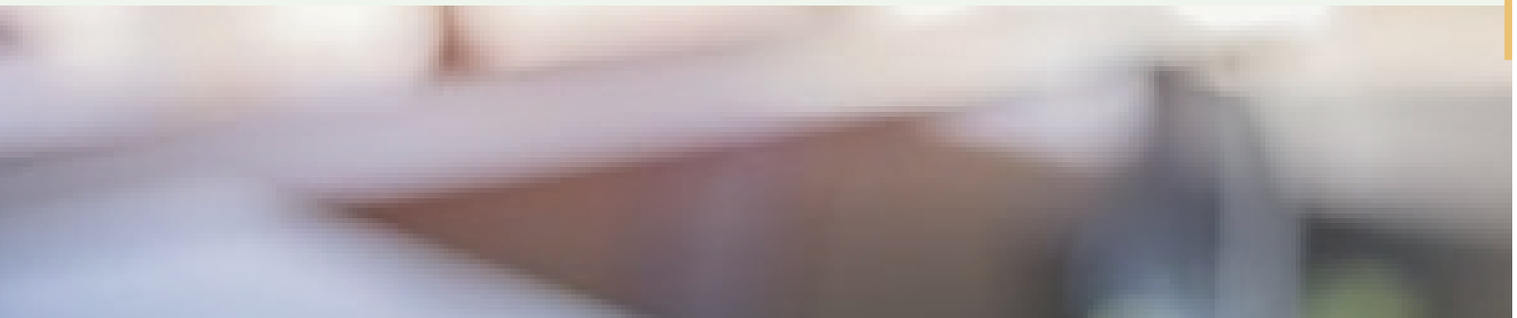
Estimated Weight (lbs)	***165,280***
Trees Saved	***1,412***
Oil Saved (gallons)	***31,403***
Water Saved (gallons)	***578,480***
Cubic Yard Landfill Saved	***248***

Section 2. Summary of Work-Related Injuries and Illnesses, 2021

Number of Cases	Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
	0	**0**	**0**	**0**
	(G)	(H)	(I)	(J)

Number of Days	Total number of days away from work	Total number of days of job transfer or restriction
	0	**0**
	(K)	(L)

Injury and Illness Types			
Total number of... (M)	(1) Injuries	**0**	(4) Poisonings **0**
	(2) Skin disorders	**0**	(5) Hearing loss **0**
	(3) Respiratory conditions	**0**	6) All other illnesses **0**



Safety

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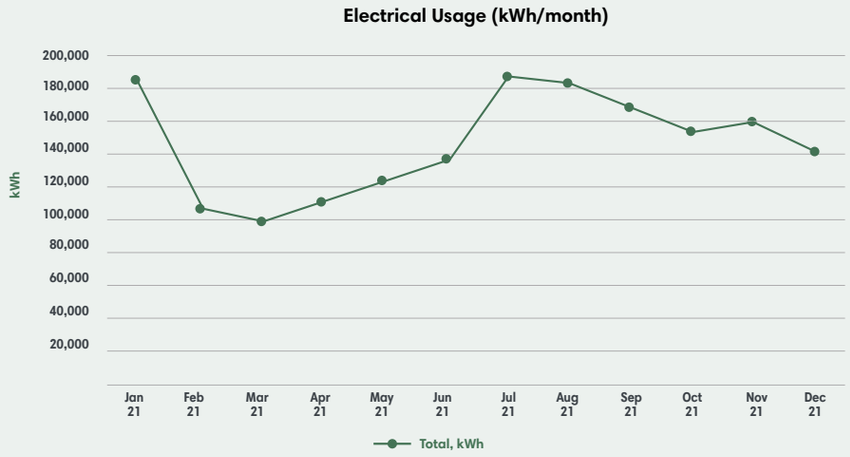
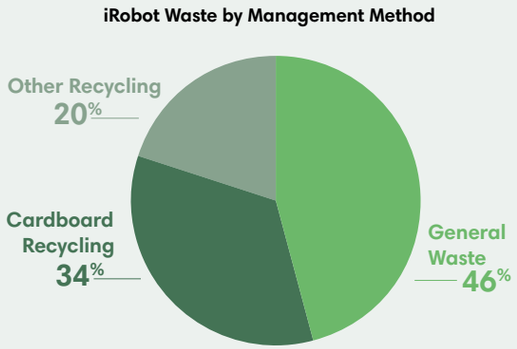
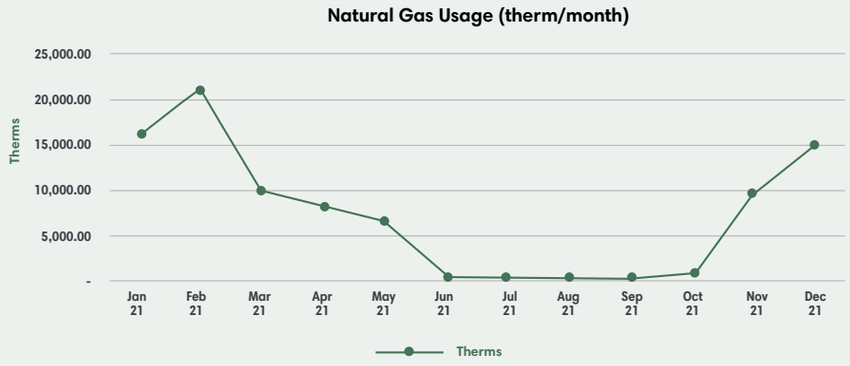
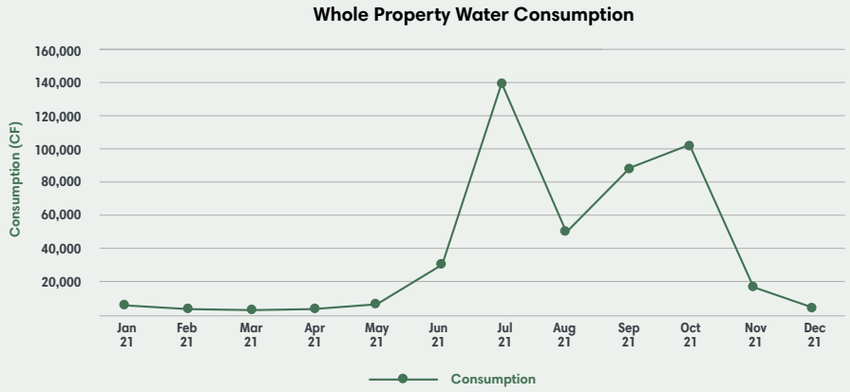
Energy Usage & Waste of Bedford HQ









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:

Project Type	Project Subtype	Estimated Annual Energy Savings (kWh)
Energy efficiency: Building services	Upgrade Area Lighting to LED	24,536
Energy efficiency: Building services	Air Compressor Optimization	380,402
Total Savings (kWh)		404,938
Total Savings (tCO_2e)		52

Total carbon generated by each emission source

Emission Source	tons CO2e	% of total
Transport	1,331	51%
Natural Gas	485	18%
Fuel Oil	389	15%
Propane	0.45	0%
Electricity	420	16%
Total	2,625	100%

Indoor Bicycle Parking

Hanging bicycle racks were installed in multiple entranceways across its Bedford campus.

Electric Vehicle Parking

iRobot has embraced this trend and added 20 EV charging stations on site, located in two different areas of its Bedford headquarters campus facility.

Sustainability Committee

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.

Shuttle

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.

HEADQUARTERS:

Bedford, MA (US)

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.

Green Space

The office has contracted with a plant supplier to allow for a greener, healthier business environment.

Energy Efficient

As a new space, the recently refurbished office is outfitted with dimmable lights and motion sensors/ detectors, which helps improve overall energy efficiency and cost savings.

Award Winning Space

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.

Canteen

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.

London, England (UK)

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.

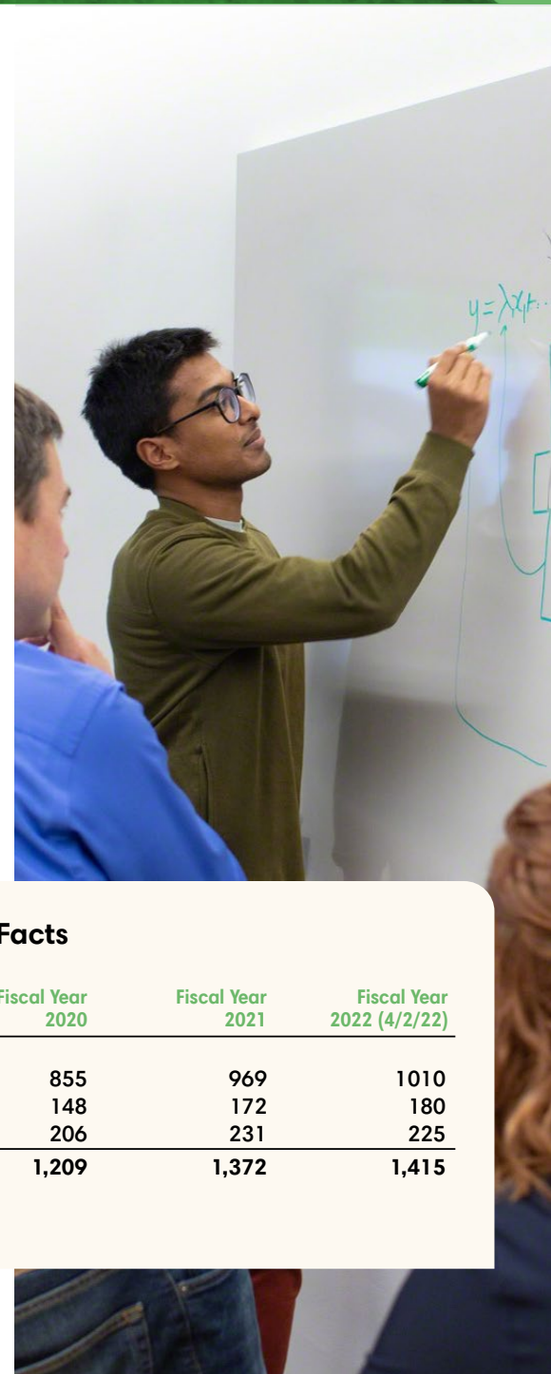
People

iRoboteers

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 a byproduct of creating of its culture. 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. While a lot has changed at iRobot over the years, our people remain mission-driven builders who are passionate, determined and results-oriented about their work and in supporting iRobot as 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 robots and other intelligent home innovations that help make life better. 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

	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	Fiscal Year 2021	Fiscal Year 2022 (4/2/22)
Full-Time Employees					
USA	712	784	855	969	1010
EMEA	131	138	148	172	180
Asia Pacific	189	206	206	231	225
Total	**1,032**	**1,128**	**1,209**	**1,372**	**1,415**

Leadership & Development

iRoboteers are driven by the ability to innovate and build. We will offer opportunities to continue to develop and build their skills portfolio and personal brand, driving equitable access to learning opportunities through experiences, education and exposure activities.

Leadership Training

This year, 50 global directors will be enrolled in an online coaching program with a premier online coaching vendor with a focus on coaching the whole person. This model of whole person coaching focuses on career and leadership development, proactive mental health and inclusion and belonging. Each leader that is participating in this program will have a six-month engagement with a certified professional coach for 1-on-1 coaching. This program also offers specialty coaching in High Stakes Conversations, Career Growth, Supporting Others in Grief, Navigating Grief, Presenting with Confidence, Well-Being Habits, Working Parents, Nutrition, Navigating Uncertainty, Sleep, Diversity and Inclusion, Communication Effectiveness and On-Demand coaching.

Management Training

At least two times per year, we provide group coaching for global managers for up to 100 managers. Managers participate in a 6-week program where they meet in small groups with a professional coach that covers topics including Leading with Self Awareness, The Coaching Mindset, Conscious Inclusion, Leading in Times of Stress and Change, Harnessing a Growth Mindset and Driving to results.

Employee Training

Our focus for employee learning and development includes experience, exposure and education. In support of that we launched LinkedIn Learning which is a 24/7 online learning platform available to all employees to support learning and development on demand. We are continuously adding to our training and development portfolio.

Development Programs for Under-Represented Talent

We continue to invest in development opportunities for underrepresented talent in the areas of career development support and leadership skill building. We offer programs for both early and mid-career talent.

Educational Assistance

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

Individual Development Plans

Once a year, we formally launch Individual Development plans to all employees globally to set their development goals. This process provides employees and managers an opportunity to discuss their short- and long-term career goals, skills, strengths, passions, and talents they can apply to their work and how they can develop new skills. Managers and employees are encouraged to have discussions regarding IDP's throughout the year.

Quarterly Business Reviews

These regularly scheduled 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. Emerging leaders are often asked to participate in these forums and provide updates on key projects.

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 their colleagues.

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 and 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 talent – from having a well-defined process for hiring to providing competitive compensation packages complemented with a wide-ranging and appealing set of benefits.

> How We Hire
> Our Rewards

Inclusion
Diversity
Equity &
Acceptance

iDEA at iRobot

iRobot believes that the diversity of our talented workforce and their unique experiences, perspectives and viewpoints add value to our ability to meet the changing global requirements of our business. We continue to evolve our programs and practices to attract 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 developing a talented and diverse global workforce, creating workplaces that are inclusive and support the underrepresented communities within which we operate.

iDEA at iRobot: Workplace

Last year, we formed the inaugural Diversity Council, which comprises our senior leadership along with representatives from our Employee Resource Group, to advance diversity across the organization. We have since branded these efforts as iDEA (inclusion, diversity, equity & acceptance) with dedicated staff and resources to build on our progress domestically and abroad.

Allyship

In 2021, we provided an interactive Diversity Dialogue series focused on racism, discrimination, LGBTQ community, disability biases and developing a culture of support.

Employee Resource Groups (ERGs) Continued support for ERGs, which were formed in 2020 to facilitate change and promote awareness of Women, Black & Brown, Latinx and LGBTQ+ employees. Each ERG includes a member of the executive leadership team as a sponsor. These ERGs held monthly leadership meetings to increase awareness, develop topics for discussion and plan engagement opportunities.

Employee Survey

2021 employee survey results showed the term inclusive as being a strong company value when iRobot employees were asked, “what three words describe the culture at iRobot.”

Partnerships

We maintained partnership with, amongst others, The Partnership Inc. and AfroTech, which enhances our ability to connect with diverse tech talent.

Investment

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.

iDEA at iRobot: Workforce

Underrepresented Communities

In 2021, we far exceeded our goal of hiring new employees from underserved communities and with 36% of all new hires in 2021 coming from underrepresented communities. Entering 2022, 28% of our total U.S. workforce was from underrepresented communities.

Ethnic Diversity

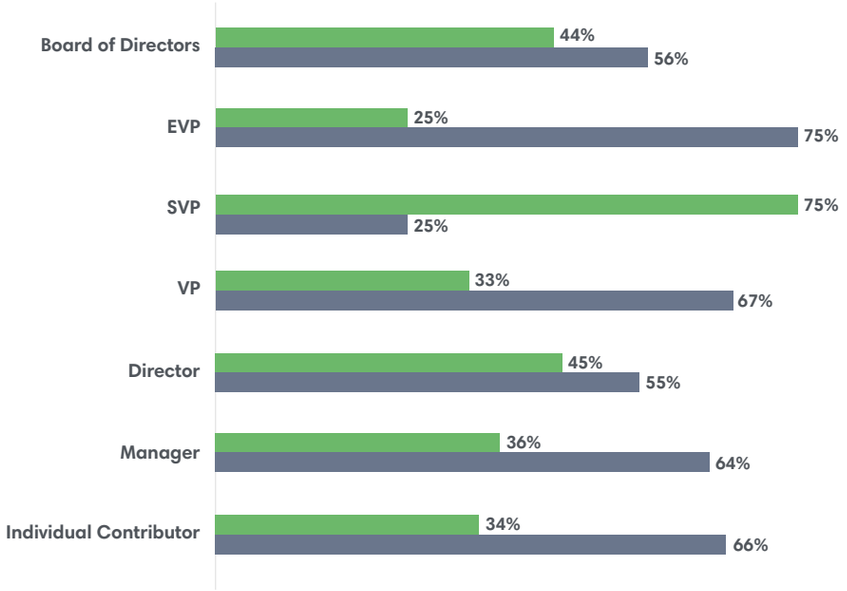
iRobot's workforce prides itself on perpetuating a culture that pushes the boundaries of what's possible in consumer robotics in order to improve our quality of life. Changing the world requires embracing diversity to ensure that we attract and retain the best and brightest in our field. As of December 31, 2021, the company's U.S. workforce includes 28% 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.

Gender Diversity

Women comprised 35% of iRobot's global workforce in 2021 with representation at every management level including the Board of Directors. In 2021, approximately 42% of all new U.S. hires were women, up from 41% in 2020 and 36% in 2019.

iRobot Gender Diversity by Management Level* in 2021



* % levels based on 2021 global employees except Board of Directors

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 women. In 2021, iRobot increased the representation of women within R&D at the manager level to 27%, up from 20% in 2020 and exceeded the industry benchmark for such representation.

Recruiting

Participated in recruiting events specifically aimed at attracting women candidates through Grace Hopper, Women in Technology and AfroTech.

Training and Development

iRobot promotes gender diversity and supports career advancement by women iRoboteers in a variety of ways including:

- iRobot's executive team will participate in a workshop designed to build allyship and understanding of diversity with well-known inclusion strategist and certified coach Amber Cabral.
- 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. managers have been trained in "Unconscious Bias" and "Allyship".
- For the past two years, iRobot has sponsored women employees to participate in the following events:
  - MA Conference for Women
  - Grace Hopper Conference
  - The Boston Club – Corporate Salute
- Sponsored the Aurora Program for early career women at iRobot with career coaching through a partnership with reacHIRE LLC.

iDEA at iRobot: Community

In addition to our iDEA focus on our workforce and workplace, we have made meaningful progress in supporting diversity in our community activities and within our supply chain:

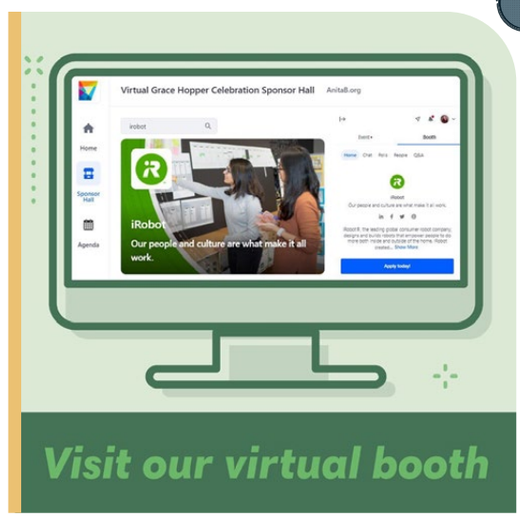
- Expanded our STEM Education program by establishing seven partnerships with community-based children's organizations supporting underrepresented communities.
- We are actively expanding diversity within our supply chain. In 2021, we established a Supplier Diversity Program aimed at strengthening and broadening our base of diverse suppliers.
- Provided sponsorships to professional organizations that are focused on assisting underrepresented talent including MA Conference for Women, Grace Hopper Conference, AfroTech and National Society for Black Engineers.

THE MASSACHUSETTS CONFERENCE FOR WOMEN

AFROTECH

GRACE HOPPER CELEBRATION

ANITA B.ORG



iRobot's Voice

We invest meaningfully in our 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.

We also remain committed to inspiring a new generation of builders through our STEM outreach programs. To complement these activities, we are actively forging stronger ties with the relevant U.S. regulatory agencies and federal, state and local politicians who are shaping the policies and programs that impact our company and its products, people, performance and customers. In 2020, these efforts underpinned our success in receiving an exclusion to Section 301 tariffs on the products we import from China. While this tariff was reinstated at the start of 2021, we received another tariff exclusion in March 2022. iRobot's political action committee, formed in 2021, supports our lobbying efforts.

iRobot is focused on realizing the promise of robots and intelligent home innovations that make life better. As we fulfill the potential of consumer robots and advance our technology, we also 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 tech professionals through our STEM outreach program, educational resources including our learning content and proprietary coding platform, and educational robots.

Philanthropy

iRobot stem

Since 2009, iRobot has been actively engaged in building a future for Science, Technology, Engineering and Math (STEM) education in the United States. iRobot Education was launched in April 2020, further reinforcing the company's commitment to this cause.

STEM Outreach:
Programs & Partnerships

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 programs. The iRobot Education team is working with dozens of non-profit organizations, community groups and local school systems around the country to support programs aligned with iRobot's STEM focus.

iRobot stem

Programs

The combination of dedicated iRobot Education staff and strong employee engagement is critical to advancing iRobot's STEM focus. To support this effort, employees are provided 2 days to work on STEM advancement in the community. While inspiring students, employee participation has a reciprocal effect of boosting employee engagement and overall satisfaction. As a result, iRobot Education offers the following impactful programs:

iRobot Cool Stuff Museum Virtual Tours:

The COVID-19 pandemic has directly and indirectly impacted iRobot's business, requiring the company to make a wide range of operational and strategic shifts. iRobot Education was no different. Whereas the company's U.S. workforce previously participated in hundreds of in-person engagements each year through early 2020, school visits pivoted to an online format as a result of the pandemic. Employees discussed careers and career path, as well as provided an insight into robotics and coding through Zoom as a virtual experience. iRobot Education has evolved its in-person museum tours to a virtual experience. Using Zoom and a mobile telepresence robot equipped with a camera, iRobot Education has already hosted dozens of virtual tours for over 2,600 students in 2022, far exceeding the number of students reached with in-person tours prior to the pandemic. Participants spanned 27 states, and included a global reach to over 10 countries. Moving forward, iRobot Education will continue to provide virtual tours with plans to offer traditional tours in accordance with local public health conditions.

Permission to Fail Tours:

In addition to working directly with K-12 students, iRobot engages with many colleges and universities each year, assembling discussions and panels which include the company's employees from those schools. iRobot's signature "Permission to Fail" panels provides college students with an open, honest discussion of the challenges facing undergraduates pursuing STEM degrees along with helpful insights and advice for pursuing post-graduate careers. By acknowledging the challenges of a STEM pathway and admitting to our own failures, iRobot becomes more relatable and reachable. We encourage students to continue their chosen career defeating the Imposter Syndrome that claims so many.

> Request a (Virtual) College Panel, Virtual Tour or Other iRobot STEM Experiences

iRobot stem PERMISSION TO FAIL 2022: THE VIRTUAL TOUR

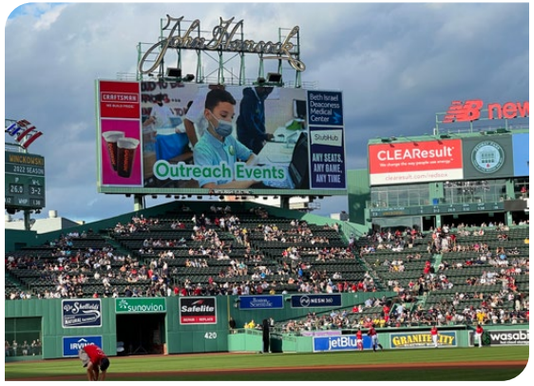
Charity Robots:

iRobot receives thousands of requests for charitable support. 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 – the equivalent of over $100,000. In addition to these donations, iRobot provides educational robots to many of its community partners.

iRobot stem

Partnerships

iRobot continues to broaden the number of organizations and institutions it works with in order to help more young people gain access to robotics, coding knowledge and tools, and STEM-based resources. Over the past year, iRobot has established the following partnerships:



The Clubhouse Network: iRobot is expanding the scope of its work with the Clubhouse Network, a global community of 100+ sites spanning 21 countries that is dedicated to helping young people from low-income communities become more creative, capable and confident with technology. iRobot has donated hundreds of Root educational robots and trained the staff at 43 clubhouses, enabling thousands of children and young adults to learn how to code and advance their coding skills.

Perfecto Labs: iRobot is working closely with Perfecto Labs, a school dedicated to teaching children in the Dominican Republic to code. After training the staff and providing Root educational robots to Perfecto, students are now learning to code with lessons available in both Spanish and English. The instructors are using the robot to teach math and English to the students, providing a resource they would never have had otherwise.

Empower Yourself: iRobot and Empower Yourself, a Brockton, MA-based organization offering middle and high school students a rigorous curriculum that focuses on STEM and financial/economic literacy, teamed to build an extended network of like-minded organizations and educational institutions across the U.S., each of which has at least 50 young adults in their programs. Students in these programs come from underrepresented and underresourced communities around the U.S. In addition to providing each organization with complementary and discounted Root robots, iRobot also offers them a monthly coding challenge or other resource to engage with the students. These activities will culminate in a coding competition held at the Museum of Science during National Robotics Week.

Ron Burton Training Village: This year-round training organization helps challenged youth achieve their purpose through education, leadership, physical wellness, social advancement and spiritual growth. iRobot and the RBTV partner to help 50 girls in the Greater Boston area learn coding fluency and computational thinking skills through a year-round program. Working with the girls in the program, iRobot provided hands-on learning experiences and the opportunity to explore robotics.

E.V.O.L.V.E. Foundation: Former NE Patriot Kyle Arrington's E.V.O.L.V.E. Foundation is focused on promoting a positive and enduring impact in the lives of youth it serves in the Prince George's County community. His E.V.O.L.V.E. Foundation, in combination with a grant from the Players Coalition, purchased 200 RT0 Root robots. iRobot Education trained staff at Brandywine Elementary School in order to establish a coding club and incorporate Root into various aspects of the school's curriculum. The hope is to continue this program beyond the Elementary school and throughout the district.

The Boston Red Sox: iRobot has partnered with the Boston Red Sox professional baseball team since 2017 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 of the month. By showcasing educators working in STEM on field, we bring light to the arduous work they do in inspiring our students.

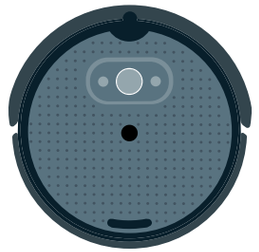
Code.org: iRobot Education has joined Amazon, NASA and the Monterey Aquarium in partnering with Code.org to offer its virtual Cool Stuff Museum tour. As a result of this relationship, thousands of students participated in our virtual tours. In April alone for National Robotics Week, iRobot hosted over 2000 students virtually in our Museum. Our tour is the only fully live tour, where students can interact as they view the museum.

National Robotics Week (RoboWeek): iRobot is the founder and lead organizer of National Robotics Week (RoboWeek), which was officially designated by the U.S. House of Representatives and occurs annually during the second full week in April. The mission of RoboWeek is clear- to inspire students in Robotics and STEM fields and share the excitement of robotics with audiences of all ages. With hundreds of events each year throughout the US and resources on social media to engage communities, RoboWeek provides a great opportunity to showcase the strength of the industry as well as inspire thousands of students in robotics and STEM fields. RoboWeek was most recently held April 2-10, 2022.

iRobot™ Education

iRobot™ Education brings together all of iRobot's educational robots, resources and programming to provide educators, students and communities with a repository of tools to support 21st-century learning.

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® 3 Programmable Robot, introduced in April 2022, is a mobile robot development platform based on a Roomba robot vacuum.

> Learn more about Root®

> Learn more about Create® 3

iRobot™ Education

iRobot® Coding Platform

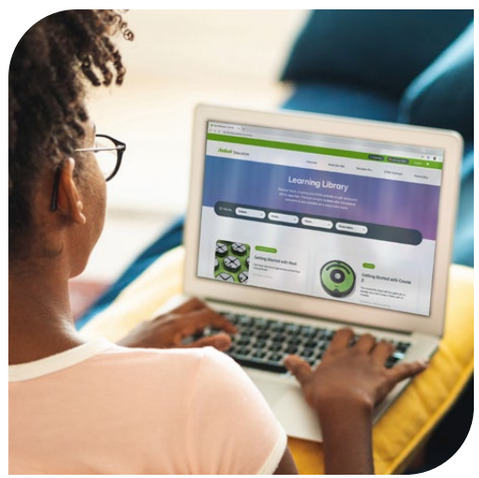
iRobot's Coding App, an accessible, free online coding platform for all skill-levels invites experimentation and creativity as individuals make progress. Available on the Apple Store for Apple devices, Google Play for Android-based products and on iRobot education, this platform offers free tutorials, ready-to-go code and an ever-growing learning library with hundreds of activities and lessons. A simulated 3D environment offers challenges involving SimBots and the ability to connect with real, interactive robots.

> Learn more about the iRobot Coding Platform

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, and in printable formats. Premium content, including activity cards, BETA projects and lesson plans modeled after coding standards, is also available on a subscription basis.

> Access our Learning Library



Professional Development

iRobot Education offers a variety of professional development activities, education workshops and webinars for education professionals led by our in-house learning experience team. Through Zoom and online videos and materials, our in-house experts will help get teachers and their schools successfully help their students learn to code and advance their skills.

> Learn more about our Professional Development services

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.

iRobot™ Education

iRobot

Sustainability Accounting Standards Board (SASB) Index

iRobot

Technology & Communications Hardware

Sustainability Accounting Standards Board (SASB) Index

SASB Index | Technology & Communications - Hardware

Product Security

SASB Code	Metric	Response
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	The iRobot Product Security team works within the framework of a robust Risk Lifecycle Management ("RLM") process based on the principles of Security by Design to ensure the adoption of security best practices in the Software Development Lifecycle by our development partners. Key components of the RLM process include (1) the early engagement of development teams with the security team to review, assess, and design key security controls and techniques during the architecture phase of new development, and (2) the implementation of security assessment and monitoring tools during the construction and deployment of the products to ensure the security controls are properly measured to drive risk downward. Residual risk discovered post-deployment is managed through a Vulnerability Management program, incorporating discovery through public bug bounty programs and internal tooling, that provides continuous feedback to the development teams with the information necessary to remediate field-discovered weaknesses in the product. Key elements of the product portfolio undergo a code signing procedure governed by the product security team to prevent untrusted code from being deployed, and access to key infrastructure and services for product development and operations are governed by the product security team. The product security team is also responsible for developing, deploying and maintaining key security components within the product portfolio to ensure that access to sensitive security operations is minimized. Finally, the product security team works with trusted third-party certification labs to qualify and certify its products for adherence to industry standards such as ETSI EN 303 645 (Cybersecurity for Consumer IoT).

SASB Index | Technology & Communications - Hardware

Employee Diversity & Inclusion

SASB Code	Metric	Response
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees	

Category	iRobot 2021%
LatinX	4.40%
Asian	19.40%
Other	0.40%
2+	2%
Black	1.70%
Totals	**27.90%**

Category	iRobot 2021%
Women US	35%
Men US	65%

Category	iRobot 2021%
Women SVP	75.00%
Male SVP	25.00%
Women VP	33.30%
Men VP	66.70%
Women Director	44.90%
Men Director	55.10%
Women Individual Contributor	34.30%
Men Individual Contributor	65.70%
Women Support	43.50%
Men Support	56.50%

SASB Index | Technology & Communications - Hardware

Product Lifecycle Management

SASB Code	Metric	Response
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	100%
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	N/A
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	N/A
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	In the US, 2.08 million lbs. of iRobot product recycled (not including batteries).

SASB Index | Technology & Communications - Hardware

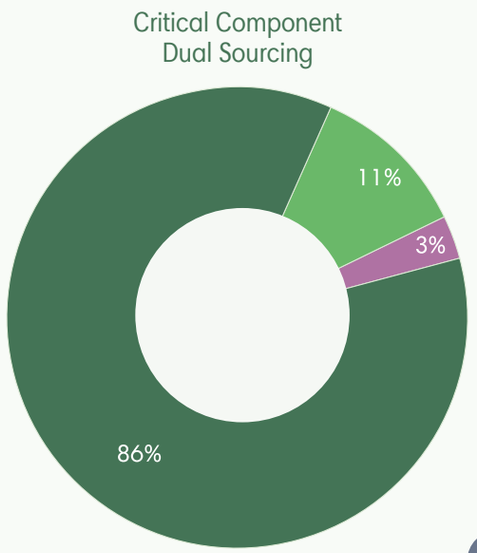
Supply Chain Management

SASB Code	Metric	Response
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process ("VAP") or equivalent, by (a) all facilities and (b) high-risk facilities	VAP All Facilities %: 60% VAP high-risk Facilities %: 69%
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA VAP or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Non-conformance Rate %: 5% Associated corrective action rate %: N/A Priority non-conformances #: 1 Other non-conformances #: 25

SASB Index | Technology & Communications - Hardware

Materials Sourcing

SASB Code	Metric	Response
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	**Two Major Plays for Increased Continuity & Resiliency** **Safety Stock and Dual Qualifications to Long Term Recovery and Supply Chain Stability**



Not Critical

"Low Risk" single-source components
EOL programs | Low demand | Accessory related items
"Popcorn parts": LEDs, Resistors, Diodes, Transistors, etc.
No supply issues to date, continue to monitor

Remaining Focus Area

"High Risk" | 'Core' componentry: Integrated Circuits (ICs) Sensors, Modules, Monitors, and Gearboxes
SW and Compliance related items, requiring lengthy qualification
50 total components in-scope, 21 items in-process

Dual Sourcing in Place

Existing "Dual Source" components
Targeted alternated sourcing for supply continuity & supply resilience

YTD accomplishment:
Qualified 25 new suppliers and 75 components

SASB Index | Technology & Communications - Hardware

Activity Metric

SASB Code	Metric	Response
TC-HW-000.A	Number of units produced by product category	iRobot shipped 5.6 million robots in FY21.
TC-HW-000.B	Area of manufacturing facilities	iRobot does not currently track this information.
TC-HW-000.C	Percentage of production from owned facilities	iRobot does not own any production facilities.

iRobot

Appliance Manufacturing

Sustainability Accounting Standards Board (SASB) Index

SASB Index | Appliance Manufacturing

Product Safety

SASB Code	Metric	Response
CG-AM-250a.1	Number of (1) recalls issued and (2) total units recalled	There was one voluntary corrective action campaign ongoing in 2021 to mitigate a dock risk in North America.
CG-AM-250a.2	Discussion of process to identify and manage safety risks associated with the use of its products	The product safety risk management system incorporates three (3) workstreams to identify and manage risks. 1. **Safety Hazard and Risk Assessment procedure.** Product development teams are required to consider, evaluate, and mitigate all product related safety risks to an acceptable level. This methodology is part of the product development process requiring R&D director review and agreement prior to phase gate completion. 2. **Safety Returns Evaluation and Review process.** Customer Care processes include a safety escalation procedure which ensures the timely return of any products for technical evaluation and review by the appropriate subject matter experts. A cross-functional team including Safety & Compliance, R&D, Quality, and Customer Care review potential safety evaluations to ensure actionable findings are addressed. 3. **Safety Review Board ("SRB") oversight.** The SRB mission is to align the safety program with the overall company strategy, evaluate the program effectiveness, and advise on opportunities for improvement. The SRB is comprised of cross-functional leaders.
CG-AM-250a.3	Total amount of monetary losses as a result of legal proceedings associated with product safety	From time to time, iRobot is and has been subject to legal claims for monetary losses related to alleged product defects. There have been no court adjudications finding iRobot products defective in any manner, including product safety related issues [nor settlements of claim including admission of product defects].

SASB Index | Appliance Manufacturing

Product Lifecycle Environmental Impacts

SASB Code	Metric	Response
CG-AM-410a.1	Percentage of eligible products by revenue certified to the ENERGY STAR® program	N/A
CG-AM-410a.2	Percentage of eligible products certified to an Association of Home Appliance Manufacturers ("AHAM") sustainability standard	N/A
CG-AM-410a.3	Description of efforts to manage products' end-of-life impacts	iRobot products are designed to meet and exceed end of life requirements. Through WEEE directive-based analysis iRobot products are highly recyclable, we provide recycling guidelines to recyclers on irobot.com. https://global.irobot.com/en/Compliance/Product Recycling iRobot also manages a product refurbishment program in the US and in the EU to manage and reduce the amount of waste. Robots returned from customers are assessed, tested, and resold through 3rd parties on the secondary markets. There is also the recycling information on the SCR microsite. Recyclability | iRobot

SASB Index | Appliance Manufacturing

Activity Metric

SASB Code	Metric	Response
CG-AM-000.A	Annual production	iRobot shipped 5.6 million robots in FY21.

For more information about iRobot, please visit
www.iRobot.com