

iRHYTHM®

2022

Environmental,
Social and
Governance
Report





From ECG to ESG: Every beat matters.

At iRhythm we're putting environmental, social and governance issues at the heart of our business agenda.

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01. Company Overview





Quentin Blackford

A message from our CEO

Dear iRhythm Stakeholders,

iRhythm is setting a new standard for how cardiac arrhythmias are diagnosed and an aspiration to be the world leader in the management of cardiac arrhythmia information. In order to accomplish these goals, we believe it is important to integrate ESG into ECG by working to embed sustainability into our operations and products. This report provides an update regarding our ESG initiatives and the development of our strategic ESG roadmap.

Our Approach to Security & Trust

Ensuring the confidentiality, integrity and availability of data for our customers is one of our highest priorities. We are dedicated to exceeding our customer's expectations with respect to protected health information privacy and security by adhering to all relevant security requirements. More information on our approach to security and trust is included in this ESG Report, and is available online at our [Trust Center](#).

Developing a Diverse and Engaged Workforce

We are focused on developing a diverse and engaged workforce, and believe in the richness and quality of a working environment that is informed by people from all walks of life. We are proud that, overall, our workforce is more than 60% female and greater than 48% of employees are ethnically diverse, and are excited to share more details about our approach to diversity in this report.



Quentin Blackford

Improving Access to Affordable Health Care

We believe that our Zio service has the potential to improve healthcare outcomes due to its ability to detect more arrhythmias with a high degree of clinical accuracy, which allows for earlier changes in clinical patient management. We are committed to ensuring that the Zio service is accessible to every patient for whom a physician believes the monitor is medically necessary and have demonstrated a commitment to providing financial support for those patients who need it.

Our Commitment to Sustainability

Environmental sustainability is integral to producing world-class products, and we are committed to being a responsible steward of the environment. Our sustainability strategy covers the full lifecycle of our products, from design to disposal. In 2022, we recycled 48% of our product-related waste, and we are proud of the circularity

measures that have been efficiently embedded into our business model. Our products use an innovative design that enables the safe and effective reuse of printed circuit boards, by far the most environmentally impactful component of our devices.

Thank you for taking the time to read our 2022 ESG Report. We believe that we can drive business success and stockholder value by taking into account the interests of our various stakeholders. The pages that follow describe our efforts in this regard, and we look forward to sharing our progress as we continue to execute on our strategic ESG roadmap.

A handwritten signature in white ink that reads "Quentin Blackford". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

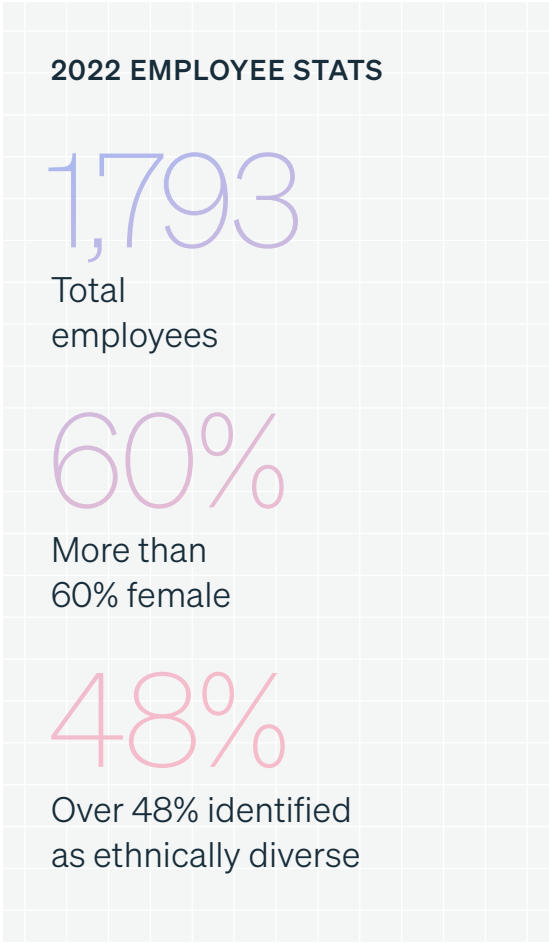
Quentin Blackford
Chief Executive Officer

Introduction

This 2022 Environmental, Social and Governance (“ESG”) Report covers iRhythm’s operations for fiscal year 2022, which began on January 1, 2022, and ended on December 31, 2022, unless otherwise noted. Throughout this report, we define ESG as a way of categorizing factors that impact a company’s performance as well as a strategy for integrating these factors into the business to operate in a sustainable manner.

The contents of this report are informed by our ESG Priority Assessment, which leveraged leading sustainability reporting standards and frameworks, including the Sustainability Accounting Standards Board (“SASB”), the Global Reporting Initiative and the Task Force on Climate-Related Financial Disclosures. Our sustainability reporting is aligned with disclosure topics included in the SASB Medical Equipment & Supplies Equipment Standard and additional disclosure topics based on the findings of our ESG Priority Assessment.

About iRhythm



iRhythm (Nasdaq: IRTC) is a leading digital healthcare company that creates trusted solutions that detect, predict and prevent disease. Combining wearable biosensors and cloud-based data analytics with powerful proprietary algorithms, iRhythm distills data from millions of heartbeats into clinically actionable information. Through a relentless focus on patient care, iRhythm’s vision is to deliver better data, better insights and better health for all. Our mission is to boldly innovate to create trusted solutions that detect, predict and prevent disease. We continue to focus on our people, our innovative technologies and remain passionate about improving and enhancing lives through better data and insights.

We have created a unique platform, Zio by iRhythm, which we believe allows physicians to diagnose many arrhythmias more quickly and efficiently than traditional technologies, avoiding multiple indeterminate tests, allowing for appropriate medical intervention and potentially avoiding more serious downstream medical events, including stroke.

Since receiving FDA clearance, we have provided the Zio Services to over six million patients (as of February 2023) and have collected over one billion hours of curated heartbeat data.

The Zio Service



Each Zio System combines a wire-free, patch-based, 14-day wearable biosensor that continuously records electrocardiogram (“ECG”) data with a proprietary, FDA-cleared, CE-marked cloud-based data analytic software to help physicians monitor patients and diagnose arrhythmias.

We currently offer three Zio Service options — the Zio XT Service, the Zio AT Service, and the Zio Monitor System. The Zio XT System is CE-marked, as well as UKCA marked, while the Zio XT, Zio AT, and Zio Monitor Services are all FDA-cleared.

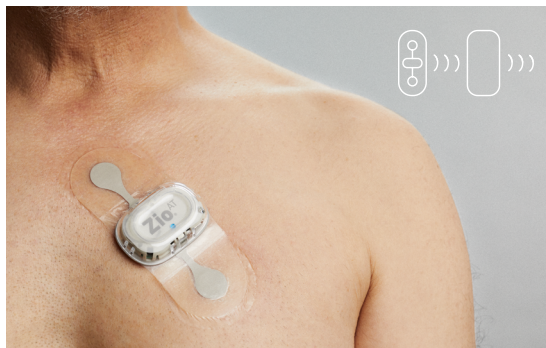
ZIO XT SYSTEM

The Zio XT System is a prescription-only, remote ECG monitoring system that consists of the Zio XT patch that records the electric signal from the heart continuously for up to 14 days and the Zio ECG Utilization System (referred to as the ZEUS System), which supports the capture and analysis of ECG data recorded by the Zio XT patch at the end of the wear period, including specific arrhythmia events detected by the ZEUS algorithm. The final step in the Zio Services is the delivery of an electronic Zio report to the prescribing physician with a summary of findings. The Company’s Zio XT services are generally billable when the Zio report is issued to the physician.

The Zio Service



Zio Monitor



Zio AT

ZIO MONITOR SYSTEM

The Zio Monitor System is the next generation of the Zio XT System, and is a prescription-only, remote ECG monitoring system that consists of the Zio Monitor patch that records the electric signal from the heart continuously for up to 14 days and the ZEUS System, which supports the capture and analysis of ECG data recorded by the Zio Monitor patch at the end of the wear period, including specific arrhythmia events detected by the ZEUS algorithm.

ZIO AT SYSTEM

The Zio AT System is a prescription-only, remote ECG monitoring system that similarly consists of the Zio AT patch that records the electric signal from the heart continuously for up to 14 days and the ZEUS System, but which also incorporates the Zio AT wireless gateway that provides connectivity between the patch and the ZEUS System during the patient wear period. The wireless gateway, slightly larger than a smart phone, is provided to the patient at the time of Zio AT patch application and collects and transmits data from the Zio AT patch to the cloud via a LTE protocol. The Zio AT provides transmission reports and daily summary reports as well as a comprehensive final report covering the entire wear period.

The Zio Service



While wearing a Zio patch, patients can mark when symptoms occur by pressing a trigger button on the device and separately recording contextual data like activities and circumstances in a written symptom diary or digitally via the myZio application. This allows physicians to match symptoms and activity with ECG data. The Zio patches are not available for sale outside of use with our Zio Services.

The Zio patches include the following features:

- patented flexible, lightweight, wire-free design;
- unobtrusive and inconspicuous profile;
- proprietary adhesive backing designed to keep the Zio patch securely in place for the duration of the prescribed wear period;

- water-resistant functionality, allowing patients to shower, sleep, and perform normal daily activities, including moderate exercise;
- hydrogel electrodes and a compliant mechanical design to deliver a clear ECG with minimal artifact from movement;
- large symptom button, or patient trigger, that is easy to find and press;
- indicated single application wear period of up to 14 days (for longer prescribed wear periods for MCT services, additional Zio AT patches and gateways will be provided); and
- sufficient battery power for the entire wear period, without the need to recharge or replace batteries.

In this report, we refer to the Zio Monitor System, Zio AT System and the Zio XT System as our Zio monitor(s), unless otherwise specified.

The Zio Service

CARDIAC ARRHYTHMIAS

Every year, millions of patients experience symptoms potentially associated with cardiac arrhythmias, a condition in which the electrical impulses that coordinate heartbeats do not occur properly, causing the heart to beat too quickly, too slowly or irregularly. Early detection of heart rhythm disorders, such as atrial fibrillation (“Afib”) and other clinically relevant arrhythmias, supports appropriate medical intervention and can help avoid more serious downstream medical events, including stroke.

According to the Centers for Disease Control and Prevention, approximately 11 million people in the United States have a heart rhythm disorder, or arrhythmia. The most common sustained type of arrhythmia is Afib, a condition which causes the upperchambers of the heart to beat irregularly and blood to not flow properly to the lower chambers of the heart. The American Heart Association (“AHA”) estimates that as many as six million people in the United States and 33.5 million patients worldwide have Afib with at least one-third of these patients presenting as asymptomatic at the time of their diagnosis. More than 450,000 hospitalizations occur each year in the United States because of Afib, and the condition contributes to an estimated 160,000 deaths each year. Since Afib is more common among people over the age of 60, these numbers are expected to increase as the U.S. population ages.

The Zio Service



“Zio was much easier and more seamless to use than a Holter monitor. Having tried both, it’s really impressive what iRhythm has done to make cardiac monitoring more usable.”

Lauren,
Zio XT patient

ATRIAL FIBRILLATION AND STROKE

Afib is the leading risk factor for stroke because Afib can cause blood to collect in the heart and potentially form a clot, which can then travel to the brain possibly resulting in an ischemic stroke. While individuals with Afib are approximately five times more likely to suffer a stroke, the American Stroke Association estimates that up to 80% of strokes in people with Afib can be prevented through early detection and proper treatment. According to the AHA, stroke costs the United States an estimated \$34 billion each year in healthcare costs and lost productivity and is a leading cause of serious long-term disability. The AHA estimates that ischemic strokes represent 85% of all strokes in the United States and that between 15% and 20% of the estimated 690,000 ischemic strokes are attributable to Afib.

We believe early detection of Afib is critical to optimizing patient care, delivering earlier treatment to help avoid further adverse clinical events, managing symptoms caused by Afib, and reducing the total public health burden of treating stroke. The AHA and American Stroke Association (“ASA”) have published treatment guidelines for patients diagnosed with Afib to manage heart rhythm and rate and prevent stroke. These early treatments include medications such as oral anticoagulants, treatment with anti-arrhythmic drugs, and interventions such as cardiac ablation therapy to help control heart rhythm and rate.

The Zio Service



Mary Sue,
patient

Afib burden, the amount of time a patient spends in Afib during a monitoring period, has been identified in the clinical community as an important measure for determining appropriate and effective therapeutic interventions to manage patients with Afib and for assessing stroke risk. The calculated Afib burden is only as good as the data available for analysis during the monitoring period. Since the most common type of Afib occurs intermittently, long-term continuous patch-based monitoring, such as that performed with our Zio Systems, more accurately measures Afib burden because heartbeats are continuously recorded without interruption during the entire monitoring period.

A study to determine the correlation between Afib burden, as measured using our Zio XT System, and the risk of stroke in patients was published in JAMA Cardiology in May 2018. Using this data, in combination with electronic health record (“E”) data from 1,965 patients at two large integrated healthcare delivery systems, the researchers concluded that an increase in Afib burden is independently associated with a higher risk of ischemic stroke and arterial thromboembolism (“TE”) in patients who are not taking oral anticoagulant medication. An Afib burden of 11.4% or higher was associated with more than three-fold increased risk for a stroke or TE event after adjusting for either CHA2DS2-VASc or ATRIA scores, two tools physicians use to assess stroke risk.

Our Approach to ESG

At iRhythm, we believe that effectively managing ESG risks and opportunities drives business success, and that when fully integrated into the business, ESG can provide a competitive advantage. In 2022, we set out on a journey to develop iRhythm's approach to ESG by conducting an ESG Priority Assessment to identify the ESG priority topics that are important to internal and external stakeholders and operationalizing ESG within the organization by forming an ESG Steering Committee and multiple ESG Working Groups, which focus on specific ESG substantive areas or workstreams. In addition, in 2023, we established formal board oversight of ESG by revising the charters of two Board committees – the Nominating and Corporate Governance Committee and the Compensation and Human Capital Management Committee. We continue to work as organization to advance our strategic ESG roadmap by pursuing ESG

workstreams. This report provides an update on our progress, and we plan to continue to report on our progress, by various means, as we advance our ESG workstreams.

Our strategic ESG roadmap is by no means static, and so as we move forward, we plan to regularly review and revisit our ESG priority topics, our ESG measures and initiatives, and any ESG goals so that we can dynamically support the success of our business by addressing those topics, and only those topics, that make our business more sustainable. We believe that advancing the interests of our stakeholders supports the sustainability and success of our business, and so as we implement our ESG program, we plan to regularly consult internal and external stakeholders to take into account the views and perspectives of those groups that are critical to our business and which we impact by virtue of operating our business – our employees, customers, suppliers, investors, communities and others.

Our Approach
to ESG

ESG Priority Assessment

In 2022, we conducted our first ESG Priority Assessment, one of the resources that guides our overall ESG strategy. The ESG Priority Assessment was designed to identify the environmental, social and governance topics with the greatest

impact on our business strategy, operations and value creation. Going forward, we aim to regularly assess a wide range of ESG topics to inform our strategy, with the goal of increasing the scope of our priority assessment in future reports.

1

Identify a list of sustainability-related issues and opportunities relevant to our business, industry, and stakeholders.

2

Consolidate our sustainability issues and opportunities into relevant ESG topics based on comprehensive analysis.

3

Prioritize our ESG topics based on their impact on our business, using input from management and technical experts.

4

Validate our priority ESG topics through engagement with our leadership and a presentation to the Board.

Our Approach to ESG

Together with an external ESG specialist, we conducted desktop research and external benchmarking to identify ESG topics that are relevant to our company, industry and key stakeholders.

The ESG Priority Assessment included data collection from a variety of sources and methods, including:

- A review of our sustainability context, including the nature of our business operations and where we operate around the world, to identify ESG topics that are relevant to our healthcare solutions and the broader business.
- References to leading ESG standards and frameworks, including the Sustainability Accounting Standards Board (SASB) standard, the Global Reporting Initiative and the Task Force on Climate-Related Financial Disclosures.
- Assessments of ESG ratings for our company and peers, together with external benchmarking against the ESG priorities and disclosure of our peer companies and companies in our industry that are identified as best in class according to third-party ESG ratings and rankings.
- A review of the ESG priorities of our investors through a review of their proxy voting guidelines, voting records, stewardship principles, ESG policies and other disclosures.

Through this process, we identified a list of 33 relevant ESG issues and opportunities that were consolidated into 12 ESG topics using the outputs from our business analysis, peer benchmarking and review of stockholder priorities.

Our Approach to ESG

To prioritize the 12 ESG topics and conduct an inventory of recently completed and ongoing workstreams, we engaged with members of our leadership team and internal technical specialists closest to the relevant issues and opportunities. Using questionnaires and targeted interviews, we collected data on the relative importance of the ESG topics and their potential impacts on our business and success.

Our priority ESG topics were then validated through engagement with our leadership and presented to our Board of Directors.

Our Priority ESG Topics

The ESG Priority Assessment helped to identify the ESG topics that have the greatest impact on our business. This 2022 ESG Report includes details on our strategy and relevant metrics aligned with the SASB standards for each priority ESG topic.

OUR PRIORITY ESG TOPICS ARE THE FOLLOWING:

- Access and Affordability
- Business Ethics
- Climate Change
- Corporate Governance
- Diversity, Equity and Inclusion
- Human Capital Management
- Human Rights
- Impact and Local Communities
- Product Development and Safety
- Risk Management
- Security
- Sustainability

Our Approach
to ESG



Our Approach
to ESG

ESG Oversight

Given the importance of ESG to the long-term success of our business, our Board and its committees play a critical role in overseeing ESG matters.

BOARD OF DIRECTORS

Responsible for (i) oversight of ESG risks and opportunities and (ii) the integration of ESG into strategy, to the extent that it is material to the business

COMPENSATION
AND HUMAN CAPITAL
MANAGEMENT COMMITTEE

Oversees iRhythm’s strategies and policies related to the management of human capital

Oversees implementation and effectiveness of iRhythm’s policies, strategies, programs and practices relating to talent recruiting, development, progression and retention, diversity, equity and inclusion, culture, human health and safety and total rewards

Our Approach
to ESG

<p>NOMINATING AND CORPORATE GOVERNANCE COMMITTEE</p> <p>Oversees iRhythm’s strategies, activities, risks and opportunities related to ESG matters</p> <p>Responsible for, among other items, reviewing and evaluating ESG trends, opportunities, policies, strategies, programs and iRhythm’s performance related to ESG matters</p>	<p>AUDIT COMMITTEE</p> <p>Reviews and discusses with management, the independent auditor and the internal auditor</p> <p>Oversees iRhythm’s major financial and information technology risk exposures and evaluates steps management has taken to monitor and control those exposures</p>	<p>EXECUTIVE OVERSIGHT</p> <p>Chief Risk Officer is the executive leader with oversight of ESG; enterprise risk management; ethics & compliance; operationalizing global privacy; and diversity, equity and inclusion</p>
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Our Approach
to ESG

ESG STEERING COMMITTEE

Establish programs, policies and practices relating to ESG matters and assist the Nominating & Corporate Governance Committee of the Board in fulfilling its oversight responsibilities with respect to ESG matters

Cross functional membership includes risk management, legal, investor relations, product management and user experience, manufacturing, quality and regulatory, marketing, finance, sales, human resources and supply chain

ESG WORKING GROUPS

Responsible for tactically advancing the ESG workstreams in iRhythm’s strategic ESG roadmap

02. Environmental Impact



Environmental Impact

Environmental Sustainability

SUSTAINABILITY STRATEGY

We recognize that environmental sustainability is integral to producing world-class products, and we see environmental sustainability and efficiency as important sources of value creation at iRhythm. Having a strong sustainability program in place is important to meet the growing expectations of our stakeholders, including patients, providers and stockholders. And we see our sustainability strategy as a key cost saving initiative, where reductions in the amount of materials used in our products, improvements in the energy efficiency of our products and expanding circularity measures at the end of our product lifecycle helps to improve our bottom line. Our sustainability strategy covers our own operational footprint, including our limited use of energy and water, efforts to minimize the amount of waste generated and managing climate-related risks and

greenhouse gas emissions. As the leading provider of single-use cardiac diagnostic devices, our sustainability strategy also includes efforts to minimize the environmental impact of our products.

Our approach to product sustainability includes:

- Innovative product design to enable the safe and effective reuse of relevant components in our devices
- Efforts to improve the energy efficiency and efficient use of materials across our devices
- Avoiding the use of hazardous material in our devices
- Efficient circularity measures to maximize the amount of reusable and recyclable components recovered from our devices

Environmental Impact

As our sustainability strategy continues to develop, we are seeking to identify opportunities for improved efficiencies by better measuring our energy, waste and water usage across our operations. We are also identifying opportunities to assess and minimize the indirect environmental impact of our activities in the supply chain.

To drive our sustainability strategy and embed our commitment to environmental sustainability across our operations, we have established a robust governance structure at the management and Board level. We are committed to conducting business in a manner that actively manages environmental risks across our operations, products and supply chain. We are committed to identifying opportunities to

integrate sustainable practices in our operations. And we are committed to minimizing the impact of our operations on the environment (including with respect to energy, greenhouse gas emissions, waste, water, pollution, hazardous materials and recycling).

Our Board's Nominating and Corporate Governance Committee oversees our company's strategies, activities and risks and opportunities related to sustainability and the environment. In 2022, the Board reviewed environmental sustainability measures included in our strategic ESG roadmap and emerging environmental regulations and disclosure requirements.

Environmental Impact

In 2022, we established the Climate and Environmental Sustainability Working Group, which includes representatives from manufacturing, facilities, enterprise risk management and environmental health and safety. The Climate and Environmental Sustainability Working Group is responsible for coordinating efforts to implement and advance our environmental sustainability efforts. In 2022, our Climate and Environmental Sustainability Working Group completed an inventory of recently completed and ongoing workstreams aligned with the findings of our ESG Priority Assessment and identified potential workstreams to advance our environmental sustainability efforts moving forward, including capturing relevant Scope 3 emissions data and increasing waste recycling and optimization.

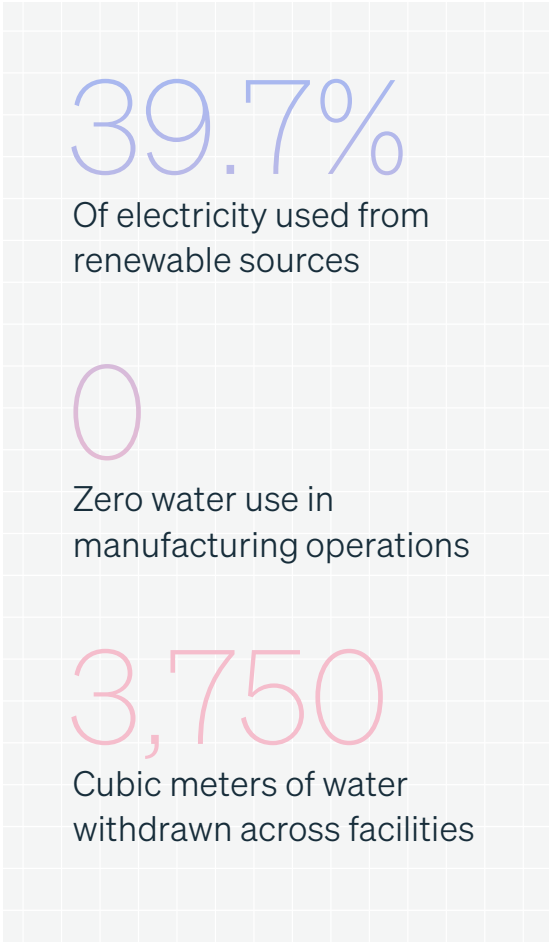
While we believe that our environmental impact as a digital health company is modest, integrating sustainable practices as a source of long-term value is a priority for our company.

ENERGY USE

Our commitment to environmental sustainability includes efforts to reduce energy use, including by improving energy efficiency. As a digital health company, our facilities do not require significant amounts of energy to support our business operations, but we still take our commitment to the efficient use of energy seriously. In 2022, we consumed an estimated 1,898 MWh across all of our facilities.

We are dedicated to implementing energy efficient measures in our manufacturing facilities and offices to reduce our energy consumption. Our San Francisco headquarters is LEED-Gold certified. Our Cypress manufacturing facility, which is our largest facility, and Deerfield processing facility both use energy efficient lighting systems with auto sensors and LED lightbulbs. Electricity consumption in our manufacturing activities accounted for the majority of our energy usage in 2022. At our facilities in Cypress,

Environmental Impact



California, where our products are assembled and packaged, we consumed 870 MWh of electricity in 2022. Approximately 39.7% of the electricity we purchased at our Cypress facilities in 2022 came from renewable sources.

Additionally, we directly and indirectly consume energy through the collection, storage and analysis of patient information, including through the use of a combination of on-site systems, managed data center systems and cloud-based computing center systems.

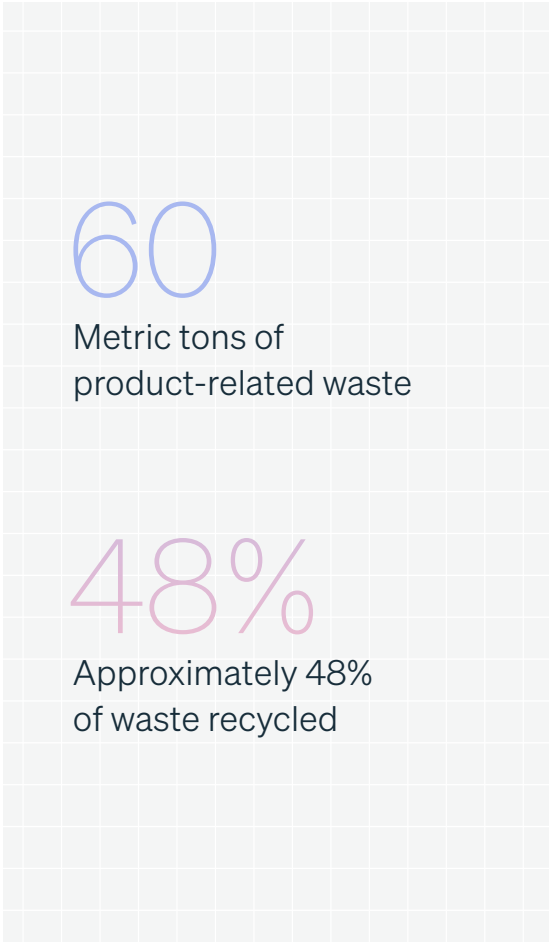
In the coming year, our Climate and Environmental Sustainability Working Group plans to conduct a review of our energy usage, with the goal to identify further initiatives to improve the efficient use of energy at iRhythm.

WATER

Although we do not view water use as an ESG topic that is critical to our business, we nonetheless seek to conserve water in our operations. In 2022, we withdrew an estimated 3,750 cubic meters of water in our assembly and production facilities, which are located in Cypress, California. We do not use water in our manufacturing operations, and our water use in Cypress is limited to employee use at our facilities, including in breakrooms and bathrooms.

Our Climate and Environmental Sustainability Working Group is tracking our water use as part of our commitment to environmental sustainability, and is working to identify efforts to promote the sustainable use of water at our facilities.

Environmental Impact



WASTE AND RECYCLING

Minimizing the impact of our own operations on the environment, including impacts related to waste and hazardous materials, is an important part of our commitment to environmental sustainability. We generate a minimal amount of solid waste in our own operations. In 2022, we generated approximately 60 metric tons of product-related waste across our manufacturing, R&D and processing facilities. Approximately 48% of our waste was recycled through our own circularity measures and our recycling and waste management partners. We use a snap-together assembly process in our manufacturing facilities, which only produces a minimal amount of solid waste.

We seek to reduce and divert the waste that we generate, and work with third-party recycling and waste management partners to minimize our environmental impact. We work with Keter Environmental Services to manage and coordinate the recycling of all batteries, plastics, and circuit boards from our returned devices. We also work with Iron Mountain, Inc. to responsibly shred and recycle any printed material with Protected Health Information (PHI) or company confidential data. For office-based waste, we recycle through municipal services associated with each of our office locations.

Environmental Impact

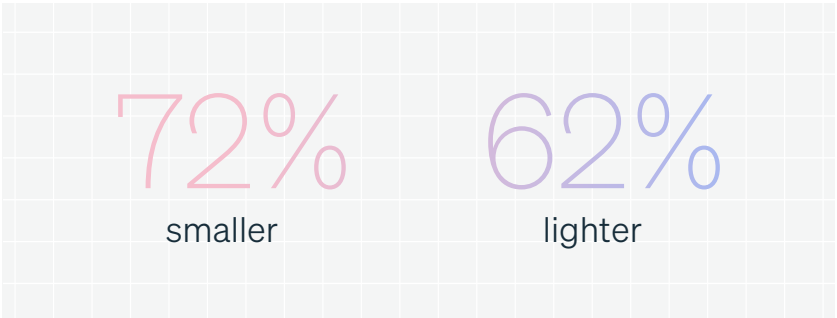
Product Sustainability

PRODUCT SUSTAINABILITY STRATEGY

We believe that the development of environmentally sustainable healthcare products and practices is a significant opportunity given the cost savings associated with reuse and the pressures on the medical device industry with respect to medical waste, carbon emissions and sustainable packaging. As the leading provider of single-use cardiac diagnostic devices, we see the sustainability of our products as a priority, and we have developed a comprehensive product sustainability strategy that covers our products from research and development to disposal.

Our innovation team considers sustainability-related factors at the onset of research and development as well as in product design. For instance, our products use an innovative design that enables the safe and effective reuse of printed circuit boards, by far the

most environmentally impactful component of our devices. Additionally, as part of our design and intake processes, we consider the recyclability of other components, and are able to safely recycle many other non-re-useable components such as batteries and plastic enclosures. We also aim to reduce the size of our monitors, and thus reduce our material usage. The Zio Monitor, our newest model, is 72% smaller and 62% lighter relative to the previous generation. The Zio Monitor uses 1 coin-cell battery, as compared to the 2 used in Zio XT. This is the second-most environmentally impactful component of our devices (after the circuit board). While we recycle these batteries, this is still a meaningful reduction in impact.



Environmental Impact

Our product sustainability strategy includes circularity measures that are efficiently embedded in our business model. Through our product takeback program, our business model is inherently oriented toward reuse and recycling. The Zio service requires that our monitoring devices be returned to iRhythm after use. The information collected by the device is used to generate a diagnostic report, which is the highest value-add component of the Zio service. Our rate of return in 2022 was 94%, which, in turn, enabled the effectiveness of our reuse and recycling practices. In the coming year, our Climate and Environmental



Sustainability Working Group seeks to establish recycling and circularity policies covering our products, and is identifying further opportunities to incorporate circularity measures into our operations.

While our innovative product designs can play a significant role in the reduction of medical waste, we acknowledge that transitioning to a more circular economy in healthcare will also require strong cooperation between medical device manufacturers and healthcare providers. We believe that communicating the circular nature of products with healthcare providers is key to enabling the ultimate reuse and recycling of medical devices by the end user. In our business model, the vast majority of patients return their monitor to us after use. It is important that our providers and patients understand the necessity of returning the monitor, as the returned monitor is vital for data analysis by our cardiographic technicians and has a secondary benefit of enabling product reuse and recycling.

Environmental Impact

MEDICAL WASTE

Waste Management is a sustainability challenge for the healthcare sector. The healthcare sector produces millions of tons of medical waste a year, ranging from infectious waste and used needles to electronic waste from medical devices and pharmaceutical manufacturing by-products. The World Health Organization estimates that [85% of medical waste is non-hazardous waste](#), including waste from medical devices, equipment and supplies. Hospitals in the United States generate more than [5 million tons of waste](#) each year. While medical waste is a byproduct of treating patients and providing life-saving care, the volume and treatment of medical waste creates [environmental and health concerns](#). Medical waste in landfills can contaminate groundwater, and incinerating medical waste can release pollutants and toxic materials into the air. For instance, healthcare waste is one of the [largest sources of mercury pollution](#) in the environment.

We believe that innovative technologies and new approaches to improve the healthcare delivery workflow will have a positive impact on reducing medical waste, and that healthcare products which help reduce medical waste will be an important source of growth in the healthcare sector. As a leading digital healthcare company that has embedded circularity into our products from design to disposal, we see business model innovation and new technologies as playing a critical role in addressing medical waste. Barriers to reducing medical waste include gaps in practitioner and user knowledge regarding opportunities for reusing or recycling medical devices and other products. In [a study published in the American Journal of Surgery](#) on healthcare professionals' perception of medical waste, 57% of study participants reported being unclear which healthcare products were recyclable, and 48% of study participants reported that the greatest barrier to recycling was lack of knowledge. As part of our commitment to product sustainability, we try to

Environmental Impact

address these knowledge gaps in our engagements with practitioners and through the materials we provide together with our devices.

THE EFFICIENT USE OF MATERIALS AND ENERGY

Our strategy with respect to product sustainability includes the efficient use of materials and energy. As a regulated medical device manufacturer, we can only employ medical grade plastics in our devices, which means that we are limited in our use of recycled plastics. In part because we are limited in our use of recycled plastics, one of our highest product sustainability priorities has been the reduction of the size of our monitors to reduce the amount of materials used per device. The Zio Monitor, our newest model, is 72% smaller and 55% lighter relative to the Zio XT monitor.

Our commitment to product sustainability also includes addressing the energy efficiency of our products. Unlike other Mobile Cardiac Telemetry monitors, the Zio AT monitor does not require battery charging, and the batteries included in our devices are designed to last for the entire intended use.

OUR APPROACH TO CIRCULARITY

Our approach to product circularity is an important part of our sustainability strategy. We examine the end-of-life treatment and disposal of our products and components to reduce costs and minimize our environmental impact, and have established circularity measures for all of our Zio monitors as part of our business model. While our products are single patient use devices, we seek to promote the circularity of components used in our monitors and increase the amount of material recycled and reused from our devices in our efforts to reduce waste.

Environmental Impact

Our patients return their used monitor to one of iRhythm's intake centers after the prescribed duration of wear. At the intake center, the monitor's ECG data is uploaded, and we generate a diagnostic report for the patient and provider. After the monitor's prescribed wear duration is completed and returned to iRhythm, we separate the components of our device into reusable components, recyclable material, and landfill waste. For example, after screening and testing to maintain product quality and safety, we reuse printed circuit boards an average of 4 to 5 times. We also partner with third parties including Keter Environmental Services to recycle batteries as well as printed circuit boards that did not pass the quality and safety review we conduct before reusing components.

We receive a very high rate of product return, as most patients return their monitor in order to receive a diagnostic report, which is an essential value-add component of our service offering. Our practice of reusing printed circuit boards enhances product quality as our reused monitor circuit boards tend to have better yield than circuit boards in their first use. Excluding components recovered and reused as part of our circular business practices, we recycle 48% of the components in our returned monitors by weight.

We cannot reuse or recycle every component of the monitor. In 2022, excluding recovered and reused components, 29% of our product components by weight (17.5 metric tons) were sent to landfill, which included materials lacking reuse or recycling capabilities, and 23% of our product components by weight (13.6 metric tons) were incinerated, which included biohazardous medical waste and materials which could not safely be reused on patients.

Environmental Impact

Climate Change

ADDRESSING CLIMATE CHANGE

Climate change is a significant challenge for our healthcare systems and for the life sciences industry. We recognize that while our greenhouse gas emissions are modest, we nonetheless need to take steps to support the resilience of our business in the face of a changing climate and the transition to a low-carbon economy. While we are early in our journey on addressing climate change, we are committed to measuring, tracking and reducing our greenhouse gas (“GHG”) emissions.

Our climate-related strategy starts at the top. Our Board’s Nominating and Corporate Governance Committee has ultimate oversight of our approach to environmental matters, including climate change. Climate change is also a management priority, and the Climate and Environmental Sustainability Working Group is responsible for advancing climate change workstreams.

In 2022 and 2023, we conducted an inventory of our 2022 Scope 1 and Scope 2 GHG emissions. In the coming year, we plan to begin to assess our Scope 3 GHG emissions. We also plan to formalize our approach to identifying and assessing climate-related risks as part of our enterprise risk management system. We are also considering climate-related factors as part of our strategy and business planning. For instance, we plan to open an additional intake site for our products, which may reduce the average distance that each monitor is shipped, with the potential indirect effect of reducing our downstream transportation- and distribution-related Scope 3 GHG emissions per monitor.

Environmental Impact

GREENHOUSE GAS EMISSIONS INVENTORY

Reduction of greenhouse gas emissions is crucial across the entire healthcare sector, with the healthcare sector accounting for at least 8.5% of U.S. greenhouse gas emissions. As indicated above, in 2022 and 2023, we conducted an inventory of our 2022 Scope 1 and Scope 2 emissions, and the results of the inventory are included in the data tables for this ESG Report. Our GHG emissions inventory included emissions from our energy consumed at our manufacturing facilities and offices. We calculated our greenhouse gas emissions using the Greenhouse Gas Protocol's calculation methodology and the U.S. EPA's publicly available emission factors. As we continue our emission tracking efforts, in the coming years, we intend to expand our collection to Scope 3 emissions and to provide year-over-year comparisons.

CLIMATE CHANGE AND HEALTHCARE

The healthcare sector in the United States is a major contributor of greenhouse gas emissions at the national level, accounting for [at least 8.5%](#) of U.S. greenhouse gas emissions. Healthcare in the U.S. is also highly emissions intensive compared to the rest of the world – while the U.S. population accounts for less than 4.2% of the world population, the U.S. healthcare sector accounts for [more than one-fourth](#) of healthcare-related greenhouse gas emissions globally. And [more than 70%](#) of global greenhouse gas emissions in the healthcare sector are Scope 3 emissions from across the healthcare supply chain, including pharmaceutical and medical device manufacturing, healthcare-related transportation and logistics, and the disposal of medical waste. In our view, mitigating the impact of the healthcare sector on the climate will require innovations in healthcare

Environmental Impact

practices. As a leading digital healthcare company primarily operating in the U.S., we believe that innovative devices and improvements in healthcare processes will help reduce GHG emissions in the U.S. healthcare sector.

Healthcare institutions will be impacted by climate-related events, which may hinder the ability of the healthcare sector to delivery safe, effective and efficient care. Climate change [may disrupt healthcare delivery](#) through power outages, infrastructure damage and shortages of medical products and

supplies. These [disruptions](#) could reduce patient access to health services and decrease the quality of services provided. Additionally, there may be [increased demand](#) for healthcare services, adding stress to the healthcare workforce. Strengthening the resiliency of health systems, and providing innovative solutions and technologies that help healthcare systems effectively adapt to the changing climate, will be key to maintaining and improving [access and quality of care](#) in a changing climate.

03. Social Impact



Social Impact

Access and Affordability

AFFORDABILITY

Access and affordability are high priority ESG topics for the life sciences industry. As a leading digital healthcare company, our vision is to provide better health for all, as we work to ensure fair pricing practices given our customer base while we find and realize new opportunities associated with expanded access to health care. iRhythm aims to provide the best clinical care to the patient, irrespective of their ability to pay. We are dedicated to helping patients get the care they need and have demonstrated a commitment to providing financial support for those patients who need it.

As part of our efforts to improve access and affordability, we have a Pricing Committee that oversees our pricing strategy. The Pricing Committee governs our market access and pricing decisions to ensure alignment across the company, with the following objectives: (1) ensure that the company operates within its Market Access and Pricing Strategy, (2) prioritize market access efforts and (3) ensure clarity across the commercial organization on market access priorities. In 2022, our Pricing Committee membership included our Chief of Staff, General Counsel, Chief Operating Officer, Chief Financial Officer, Chief Commercial Officer, SVP Market Access and Government Affairs, VP Sales and SVP Business Transformation. The Pricing Committee meets monthly.

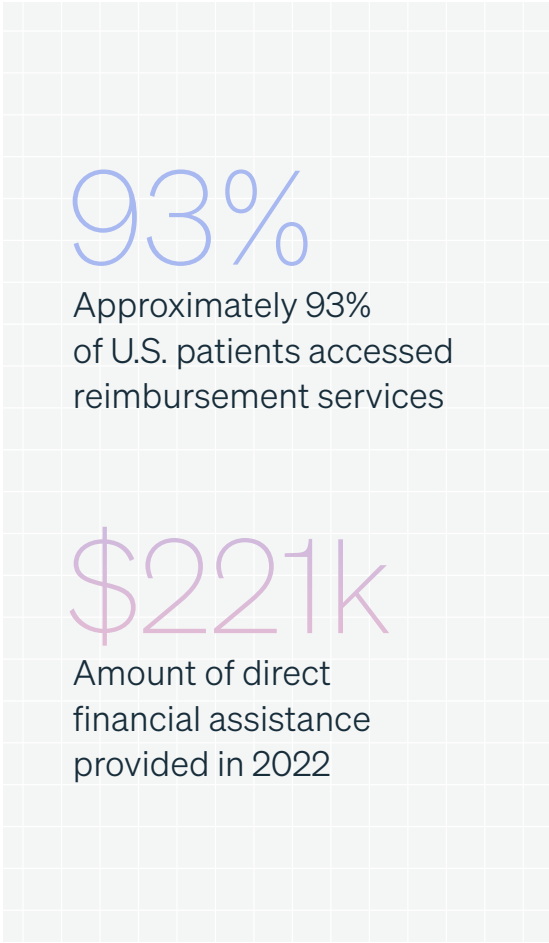
PRICING
COMMITTEE

1 Ensure Market Access
and Pricing Strategy

2 Prioritize market
access efforts

3 Ensure clarity on market
access priorities

Social Impact



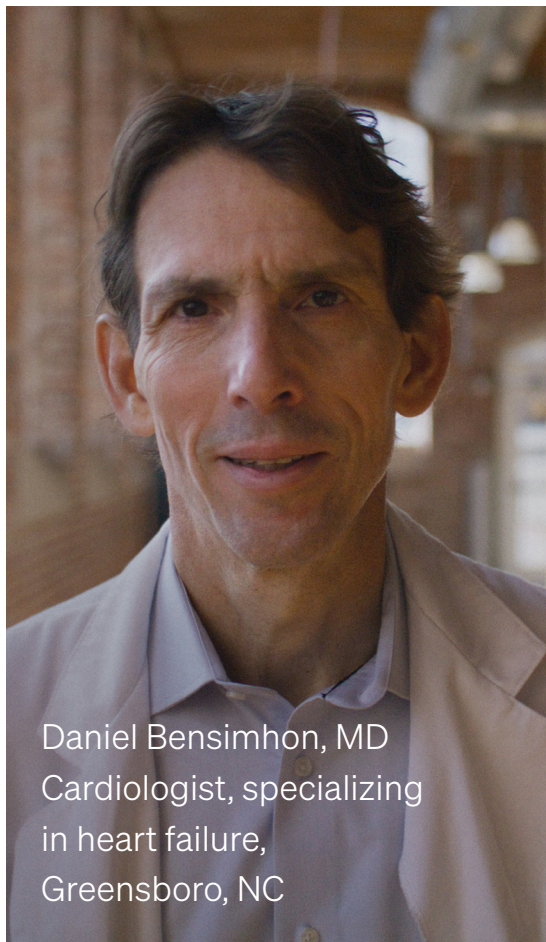
iRhythm offers uniform retail pricing (i.e., billed charges) for its services across the U.S. Our list price considers the clinical value of the service provided to patients, physicians, and the overall healthcare system. Our list price incorporates health economics and outreach research, competitive differences, and marketplace influences. Additionally, our pricing policy is designed to support innovation and delivery of industry-leading arrhythmia diagnostics.

Our products are covered by most major commercial insurance providers in the U.S., and Medicare coverage is available nationwide. We regularly engage with government and private payers regarding the clinical value of the Zio service. As of 2022 year end, approximately 93% of commercial lives eligible for coverage have access to Zio XT with no prior

authorization requirement. Depending on their plan and benefits, patients may have an out-of-pocket responsibility. The amount owed is determined by the patient’s insurance company and can vary, comprised of a co-pay, co-insurance, or deductible. We have dedicated patient advocates who are available to help patients learn more about their insurance benefits and provide an estimated out-of-pocket cost for our products.

In instances where health insurance payment sources are unavailable or only partial coverage is present, we offer multiple payment options to ease the financial burden. We provide alternative payment options, which include interest-free monthly payment plans, a discounted self-pay price and a prompt pay discount. Additionally, we offer a financial assistance program for patients with a household income up to 400% of the federal poverty level. In 2020, 2021 and 2022,

Social Impact



Daniel Bensimhon, MD
Cardiologist, specializing
in heart failure,
Greensboro, NC

iRhythm provided direct financial assistance in the amount of approximately \$284,000, \$348,000 and \$221,000, respectively.

We also have a Patient Financial Navigation Team to discuss available payment programs to ensure patients can afford the Zio service. The customer care team is available to help patients twenty-four hours a day, and our billing team is available to help patient and payors ten hours a day on weekdays via a toll-free customer care line, +1-888-693-2401.

ACCESS AND HEALTH EQUITY

iRhythm is committed to ensuring Zio service accessibility to every patient for whom a physician believes the monitor is medically necessary. As iRhythm positions Zio services to achieve greater market access through clinical and commercial strategies, there is an opportunity to lead the charge for action and ensure health disparity gaps are closed by incorporating objectives into our various business units. To that end, in 2022, we formed the Advancing Health Equity task force, which is a cross-functional task force to advance health equity and access to care and to address social determinants of health as it relates to cardiovascular disease and other related disorders. The Advancing Health Equity task force will make recommendations to the Executive Leadership Team and ESG Steering Committee regarding

Social Impact

iRhythm's overall strategy with respect to advancing health equity initiatives. Additionally, the task force has responsibility for facilitating the establishment of programs relating to advancing health equity.

In the coming year, we plan to focus on awareness of and education on health inequities. In February, we hosted Dr. Richard Allen Williams, the founder of the Association of Black Cardiologists and Dr. Robert Gillespie from Sharp Cardiology, to speak at our global sales meeting on health inequities.

Additionally, we aim for our materials and services to be accessible to our patients. For example, our Customer Care teams together with a third party offer translation services in 240 languages including Spanish, Mandarin, and Tagalog.

HEALTH EQUITY AND ARRYTHMIAS

The American Heart Association ("AHA"), estimates that as many as six million people in the United States have atrial fibrillation ("AF"), a common sustained type of arrhythmia, with at least one-third of these patients being asymptomatic at the time of their diagnosis. Individuals with AF are five times more likely to suffer a stroke; however, the National Stroke Association ("NSA") estimates that up to 80% of strokes suffered by people with AF are preventable with early detection and proper treatment.

Numerous studies have found that disparities in socioeconomic status and race impact health outcomes. For example, Black adults are **four times more likely** to have a stroke than their white peers and **30% more likely** to die from heart disease than white adults. These disparities extend to arrhythmia-related

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mortality. In a population-based [study](#) of patients with atrial fibrillation in the United Kingdom, individuals from areas with the lowest socioeconomic status were found to have a 12% greater risk of developing atrial fibrillation, a common type of arrhythmia, and a 26% higher atrial fibrillation-related mortality rate than those living in the wealthiest areas.

Differences in race have also been found to have an effect on the clinical detection of arrhythmia. One [study](#) in the United States reviewed differences by race and ethnicity in the prevalence of clinically detected atrial fibrillation and monitor-detected atrial fibrillation. Study participants were tracked for atrial fibrillation for approximately fourteen years. At the end of the study participants were invited to participate in a follow-up study involving ambulatory

ECG monitoring using our Zio XT monitor. The study found that atrial fibrillation was clinically detected in more white study participants than Black study participants. However, this difference did not extend to participants in the follow-up study on ECG monitoring. The proportion of participants with atrial fibrillation detected by the ECG monitoring did not differ between Black and white study participants. The study concluded that ECG monitoring provides an unbiased assessment of cardiac arrhythmias.

We believe that our products have a role to play in addressing adverse healthcare outcomes caused by these types of disparities. We aspire to be a market leader and a business partner in providing solutions to address health inequities in healthcare.

Social Impact

Human Capital Management

HUMAN CAPITAL MANAGEMENT STRATEGY

At iRhythm, the growth and success of our employees is a top priority, as it impacts our performance as a digital healthcare company and our ability to redefine the way cardiac arrhythmias are clinically diagnosed. As of December 31, 2022, we have approximately 1,800 employees globally with offices in San Francisco, San Diego, Chicago, Houston and the United Kingdom. Our people are dedicated, self-motivated and driven to do the right thing for our patients, clinicians and

their coworkers. At the same time, our leadership is focused, approachable and committed to iRhythm’s employees and the mission of the company.

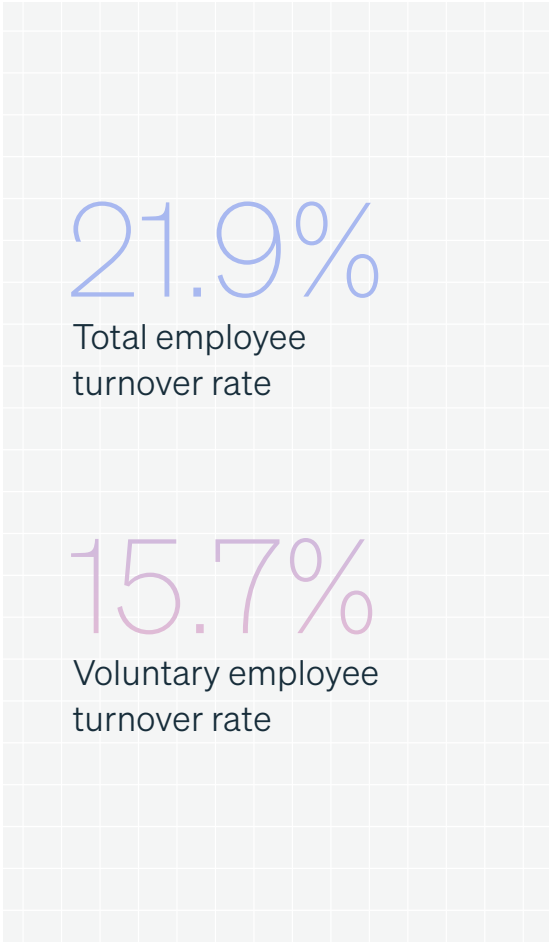
Our governance structure helps facilitate our commitment to our employees’ growth and success. Our Compensation and Human Capital Management Committee of our Board is responsible for the oversight of human capital management, including our approach to talent recruiting, development, progression and retention, culture, human health and safety and total rewards. On the management level, our ESG Steering Committee formed a Human Capital Management Working Group to bring together human resources and safety professionals from across the organization. The Human Capital Management Working Group ensures that we have holistic oversight across our priority focus areas of attraction and retention, development and training, employee engagement, employee benefits and wellness and health and safety.



Social Impact

<p>Our values guide how we accomplish our mission and treat each other and those we serve:</p>	<p>PASSION</p> <p>We are passionate because we believe in what we are doing and where we are going. Our inspired determination drives our commitment to what we do and how we do it.</p>	<p>BOUNDARYLESS</p> <p>We are open to accepting and sharing ideas, knowledge, advice and challenges. We evaluate new ideas and solutions with sincerity and honesty.</p>
<p>BOLD</p> <p>We encourage thinking outside the box, trying new things, asking questions, and not being afraid to try something, fail and learn from it.</p>	<p>RESPECT</p> <p>We hold ourselves, others and the environment in the highest regard, and will act as such.</p>	<p>BALANCE</p> <p>We encourage an atmosphere that fosters our team’s personal and professional development. We appreciate and respect the importance of all the different layers of people’s lives.</p>

Social Impact



ATTRACTION AND RETENTION

Employee attraction and retention is one of our top priorities, and we seek to attract quality candidates from many diverse backgrounds and to maintain long-term relationships with our employees. We increased visibility of iRhythm career opportunities by establishing partnerships with the organizations such as the National GEM Consortium, National Society of Black Engineers (NSBE), MedTech Color and Black Women in Science and Engineering (BWISE). We post our positions on the highest traffic job sites as well as niche job boards. Furthermore, we have developed an internship program to grow our future candidate pool.

Our employees are one of the most important resources at iRhythm, and we work hard to retain them. Our efforts in this regard include programs to support development and training, strategies to promote employee engagement, our approach to total rewards, and ensuring that employees have a safe and

healthy workplace. Part of our approach to retention also includes stay conversations with our employees. Stay conversations are conversations between a manager and their direct report designed to learn more about the employee, including their career goals, what they value and what they need to be successful and to feel supported in their role. A stay conversation is designed to be the opposite of an exit interview: we ask employees questions when there is an opportunity to address employee concerns. We provide managers with guidelines for holding stay conversations. The guidelines include questions to assess work motivation and explore factors that would encourage employees to stay.

Our total employee turnover rate in 2022 was 21.9%, and our voluntary employee turnover rate in 2022 was 15.7%.

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TALENT DEVELOPMENT

We encourage an atmosphere that fosters our employee's personal and professional development. In 2022, every employee had a development goal created by March 1. As new employees joined throughout the year, 94% had goals in place by the end of the year. We have invested heavily to support our employees' development goals and enable their success and ongoing growth. We have built in-house tools and resources, including sessions around our core competencies, interview skills and coaching practices, and we rolled out a toolbox on our intranet with resources for employees and managers across the employee lifecycle. We offer a variety of training opportunities, whether focused on building vocational or management and leadership skills. Additionally, we use tools like LinkedIn Learning to expand readiness of content and options for skill building.

We are focused on identifying top talent, preparing future managers and leaders, and providing equal access to growth opportunities. In 2022, we launched three leadership development programs that are part of iLEADu – iRhythm's Leadership Development University:

- **INTEGRATE** Our new leader onboarding experience
- **IGNITE** Our core leadership development program for all people leaders
- **GLOBAL LEADERSHIP FORUM** Strategic alignment and development for all directors and above

INTEGRATE is a virtual program designed to inspire, engage and accelerate new leaders' ability to drive results by understanding our core business model. This program standardizes new leader onboarding

Social Impact

across the organization with a playbook of best practice checklists designed for every hiring manager. Participants learn about the organization's strategy, structure and core processes. They also learn about our core competencies and what it means to be a great leader at iRhythm.

IGNITE is our foundational leadership development program designed to build core leader competencies. Participants learn key skills and practices for leadership, including skills for leading cross-functional teams and leading change.

GLOBAL LEADERSHIP FORUM was launched in October to bring all directors and above together to learn about our new company vision, mission and strategy. Participants develop skills for leading their teams through change to accomplish our strategy.

EMPLOYEE ENGAGEMENT

We believe that strong employee engagement is central to our efforts to innovate and make a positive impact. Feedback from our employees is an important contributor to determine where we prioritize internal areas of investment, growth and improvement.

In the spring and fall of 2022, we completed engagement surveys that measured our employee engagement based on the following questions:

- How happy are you working at iRhythm?
- Would you recommend iRhythm as a great place to work?

Additionally, we solicited feedback on items related to organizational culture, employee work experience, leadership effectiveness, and diversity, inclusion, and belonging.

Social Impact

Our response rate in April was 91% of all employees, and in October, we received a 89% response rate. We shared feedback on outcomes with our leadership team and employees at the end of the calendar year. Our employee engagement score of 79 from our most recent survey was at the benchmark we use internally to track engagement based on key engagement drivers such as Purpose, Equal Opportunity, Belonging, Empowerment, Leadership and Speak Up Culture. Key strengths for the company were that employees find the work they do is meaningful. Regardless of background, everyone has an equal opportunity to succeed and employees feel a sense of belonging.

We use our employee engagement survey results to drive our decision-making and investments in the company. The results of the engagement survey reinforced the importance of three investment areas – increasing employee empowerment, creating an environment where everyone feels safe to speak up and increasing confidence in the leadership team. We

also shared our survey's high-level results internally, with the goal to promote transparency and empower our employees to focus on high-priority areas identified in the survey. Managers met with their teams to create action plans that are being tracked by the leadership team.

TOTAL REWARDS

We offer an attractive mix of compensation and benefit plans to support our employees and their families' physical, mental and financial well-being. We generally offer to full time employees globally health benefits, a retirement plan, paid time off and family leave, an Employee Stock Purchase Plan ("ESPP"), and an employee assistance program that is available to employees and their families with a variety of support services. We believe that we employ a fair and merit-based total compensation system - we evaluate our compensation programs to ensure our employees are compensated fairly for the important work they do, and we reward outstanding performance.

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It is important that all employees have an opportunity to have an ownership interest in our company, and there are several programs that provide the ability to own our stock. Generally, more than 75% of our employees participate in at least one of our stock programs, which we believe supports alignment between the interests of our employees and the interests of our stockholders. During their tenure with our company, all employees have an opportunity to receive an equity award, either upon hire and/or

during an annual review process to recognize those with significant impact on achieving our goals. Another program offered to all employees, whether part or full time, is the ability to participate in our ESPP. Participants in the ESPP may purchase our stock at a 15% discount to market price. We believe our discounted stock purchase program helps to build an ownership mentality amongst participating employees.

Social Impact

Employees are generally eligible for medical, dental, vision and other comprehensive benefits, most of which become effective on their start date. All full-time employees, whether hourly or salaried, have access to the same types of coverage options.

We believe safeguarding the physical and mental health of our employees is critical, especially in the wake of the COVID-19 pandemic. In support of employee wellness, we provide a variety of benefits options, resources, programs, online tools and regular webinars.

Our benefits include the following mental and physical health and wellness programs:

LYRA HEALTH Mental health coaching & short-term therapy (Global benefit)

Lyra’s providers practice evidence-based techniques (therapies that have been rigorously tested in scientific studies and proven to work). Evidence-

based therapies include Cognitive Behavioral Therapy (CBT), Acceptance and Commitment Therapy (ACT), Emotionally Focused Therapy and Mindfulness-Based Cognitive Therapy (MBCT).

CARROT Fertility and family forming solution (Global benefit)

- Access to a personalized Carrot Plan to guide employees through every step of their family-forming journey
- One-on-one consultations with navigation experts for guidance and support, including helping plan the journey, connecting them to experts, sharing information on providers in their area and facilitating appointment booking
- Unlimited, free virtual visits with Carrot’s team of family-forming experts, including reproductive endocrinologists, urologists, adoption experts, doulas, midwives, LGBTQ+ family-forming experts, mental health professionals and more

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- Expert-produced educational resources, including articles and how-to videos
- At-home support through Carrot's telehealth platform and partners, including discounted access to the Ava bracelet, a clinically backed ovulation tracking tool that helps people get pregnant faster through timed intercourse, and Legacy, a digital fertility clinic that helps Carrot members test, freeze and improve the quality of their sperm
- Carrot Rx®, a premium pharmacy experience that offers significant savings on fertility medications, easy ordering and virtual clinician support anytime, day or night
- Exclusive discounts and expedited appointments at top clinics and agencies

OMADA FOR JOINT & MUSCLE HEALTH Enhanced ergonomic support for remote work (US only)

- Prevention program: Omada's injury prevention program against future pain and injury is a self-directed program tailored to employee needs and is appropriate for those without a current muscle or joint issue.
- Recovery program: Omada's recovery program is an enhanced version of what employees might experience via in-person physical therapy. It combines symptom relief, therapeutic exercise, patient education, and more with an always-available dedicated PT partnering with patient throughout to ensure care is personalized.
- Personalized recovery plan designed to treat the source of the pain, not just the symptoms.

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- App-guided exercises with 3D animations and voice narration to ensure proper pacing and form.
- Dedicated physical therapist guiding employees every step of the way with support, adjustments, education and more.

AAPTIV Fitness mobile app: 4,000+ audio and video classes featuring a variety of workouts, intensity levels and music genres (Global benefit)

WEEKLY GROUP SESSIONS Stretching/meditation and cardio sessions via zoom (Global benefit)

MONTHLY WEBINARS Personal wellness or benefit plan education (Global benefit)

WE OFFER COMPETITIVE BENEFITS:

- Medical, dental, vision insurance
- Enhanced travel reimbursement for medical care
- Life and disability plans
- 401(k) with company match
- Employee Stock Purchase Plan
- Paid holidays and time off
- Pre-tax programs including HSA employer contributions
- Emotional health and work-life resources
- Wellness programs
- Personal travel assistance
- Pet insurance and discount program
- Paid parental leave, fertility & family forming

Social Impact

HEALTH AND SAFETY

At iRhythm, we are focused on maintaining a healthy, safe and secure work environment that protects our employees from harm. We use a multi-faceted approach to ensure the health and safety of our employees, from our Code of Conduct to our policies governing the way we act within and outside of iRhythm. To proactively prevent workplace safety incidents, we operate an integrated Environmental, Health, and Safety (EHS) management system, which includes multiple training offerings, standard operating procedures and workplace safety inspections. All employees are encouraged to immediately report any safety concerns or incidents through our dedicated EHS management software, which all employees have access to and have received training on during onboarding. To ensure the safety of our employees, all employees receive annual EHS training. We also offer specialized safety training depending on an employee's job description or risk exposure.

We are proud of our safety record. In 2022, we had 0 reportable injuries and 9 recordable work-related injuries. We also continued our emphasis on employee safety. Our Total Recordable Incident Rate for the reporting period was 0.45.

IMPACT AND LOCAL COMMUNITIES

We believe that positively involving our employees and giving back to our community is central to our culture, an expression of our core values, and an important way in which we engage with our stakeholders. We are committed to supporting initiatives that improve our communities whether through corporate, team or individual participation. Our Culture Committee, made up of volunteers around iRhythm, organizes events to support and raise funds for a designated organization each year. In addition, iRhythm teams and offices contribute to local activities through volunteering and donations.

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In 2022, one of our most meaningful philanthropic initiatives was our campaign to donate to Ukraine crisis relief. We partnered with the Red Cross and made a commitment to match 100% of employee donations. We also held a campaign to support StopAfib.org. In 2022, our commercial team held a 5K fun run race. Employees donated to StopAfib.org, and we matched 100% of employee donations.

Diversity, Equity, Inclusion and Belonging

At iRhythm, every beat matters, and our people are our biggest asset. We are committed to diversity, equity, and inclusion to ensure that everyone throughout our organization feels a sense of respect, belonging, acceptance, and pride in the workplace. Our vision statement: We are committed to an inclusive and representative culture. We recognize,

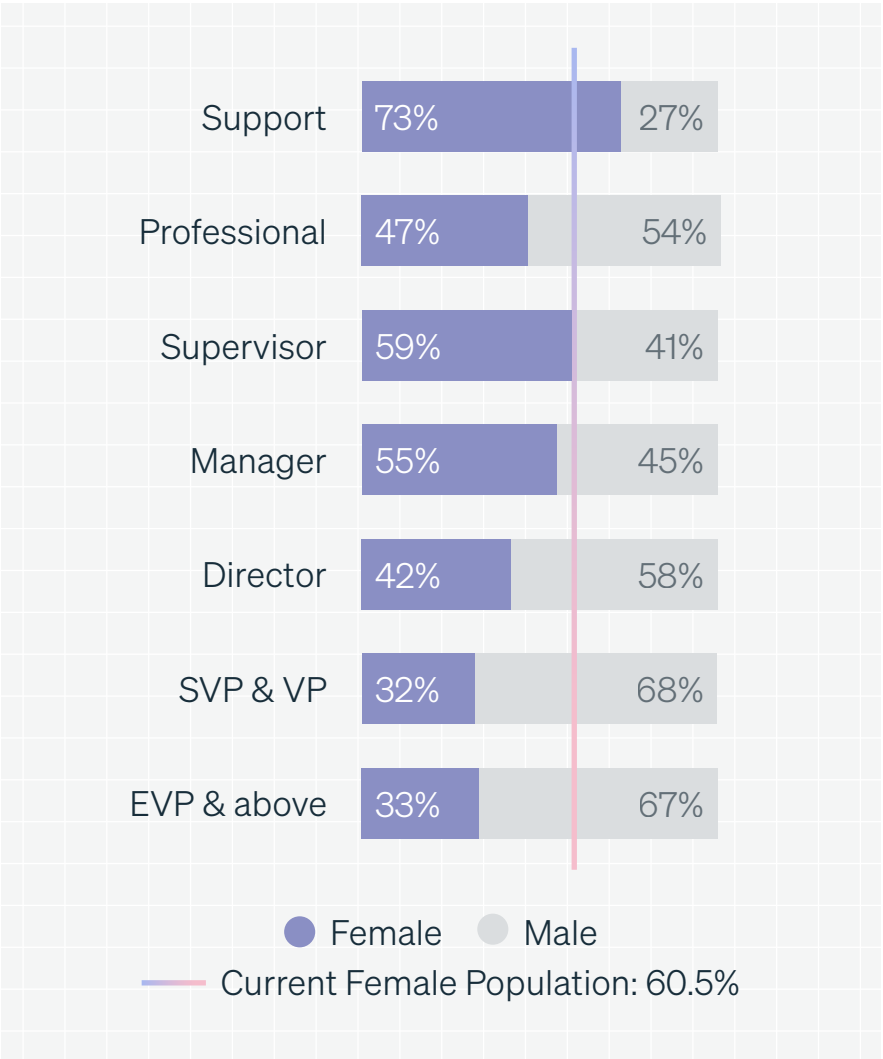
celebrate and leverage diverse ideas, skills and experiences. We achieve beyond the imaginable and improve outcomes for all.

Our DEI vision statement is more than just words for us. It is our north star guiding how we build our teams, cultivate leaders, and create an organization where we celebrate diversity and are committed to an inclusive environment where everyone can bring their authentic self to work. We firmly believe that when this happens, it unlocks innovation and drives market growth. Therefore, we are committed to diversity, equity, and inclusion to ensure that everyone throughout our organization feels a sense of respect, belonging, acceptance, and pride in the workplace.

Social Impact

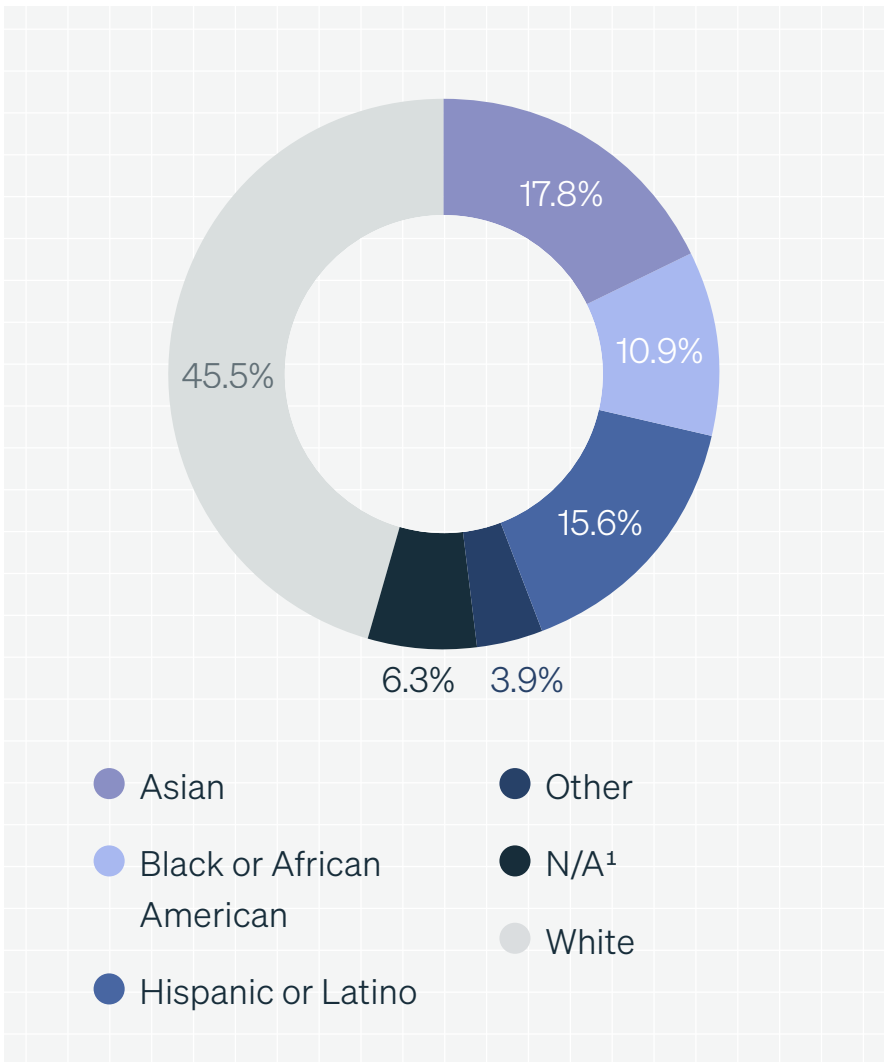
In 2022, we created the new position of Diversity, Equity, Inclusion, and Belonging (DEIB) Director which reports to our Chief Risk Officer and is responsible for the development and execution of a holistic DEI strategy. In addition, we reviewed employee engagement surveys to get a pulse on our work culture and the overall employee experience, and we captured the voices of our employees as we assessed our diversity, inclusion and belonging index. In our 2022 employee engagement surveys, we received scores at or above our benchmark for our questions on diversity, inclusion & belonging. Through the survey, we identified opportunities for improving our approach to DEI, such as providing more DEI events.

As of December 31, 2022, the organization has 1,793 employees globally with offices in UK, Houston, Chicago, San Francisco, and San Diego. iRhythm has strong gender diversity as females make up 60.5% of the organization, and our hiring momentum continues with a 6% increase in headcount (700+ hires).



Social Impact

Our commitment to DEI at iRhythm includes the belief that diverse hiring is the development and implementation of a strategy that corrects bias while attracting, and retaining, qualified candidates. In 2022, we had three organizational DEI Pillars: Hiring, Retention, and Culture. To support these pillars, we collaborated with key stakeholders across the organization to establish diverse talent pools and communities by cultivating diversity partnerships and increasing brand recognition in diverse communities. Partnerships with organizations such as Black Women in Science and Engineering (BWSE) and National GEM Consortium resulted in an increase of diverse candidates in applicant pools and strengthened our efforts to mirror the communities where we serve. In addition, our partnership with National GEM Consortium directly benefitted one of our employees as the cost of his graduate program was absorbed by the organization.



1. Not available or not disclosed.

Social Impact

Consistently throughout 2022, iRhythm's Culture Committee sponsored programs that highlighted different cultures and perspectives and created an atmosphere where everyone could feel welcomed and connected. Celebrations included Mental Health Awareness Month, Men's Health Month, National Cancer Survivors Day, and Pride Month. Differences are celebrated here at iRhythm!

Support and Allyship for Diverse Employee Populations

SPOTLIGHTING WOMEN INRHYTHM:

- Women inRhythm is our flagship Employee Resource Group that aspires to be a fundamental resource for the organization to build and maintain a work environment that supports the growth and development of women. We strive to create an environment for collaboration, dialogue, and practice to further promote women in leadership and create a stronger overall organization.

- Women inRhythm aims to build an alliance among all employees in our workplace who support our vision.

Since 2021, Women inRhythm has partnered with a psychology-based women's leadership group to host quarterly brainscience based learning events using the format below to develop and inspire women employees and allies. Nearly 200-400 employees attend each of the events.

THE THREE-PART SERIES EVENT:

- Created awareness on the subject matter
- Enabled discussion groups to roll up their sleeves and put new subject matter to work through a pull-through activity that applied the information and transitioned it to action
- Brought content to life through an Executive Spotlight featuring a key leader within iRhythm

Social Impact

2022 LEARNING TOPICS INCLUDED:

- Empathy
- Me Biased? Yep, it isn't what you think - Mitigate our unconscious biases
- My past is my Present - How key elements of our past puts us in the driver's seat for our present
- I Talk to Myself, and it Helps - Dive deeper into our self-talk and how to effectively choose the talk to move ourselves forward

To ensure we continued to make positive progress along our diversity journey, we also engaged a consulting firm to help us conduct focus groups and listening tours with a goal to receive firsthand feedback from our employees and leaders. The listening tour, coupled with organizational surveys conducted in April and October, provided valuable insights that helped us create our three-year roadmap and strategy focusing on:

- People and Culture
- DEI Learning and Education
- Social Impact

We are poised to realize the power of our diversity and could not be more excited about the road ahead.

04. Governance



Governance

Corporate Governance

Our Board of Directors oversees our company and its vision to deliver better data, better insights and better health for all. This includes oversight of management to support the competent and ethical operation of the company, and our directors take a proactive, focused approach to ensure that the company is committed to business excellence, ethical and honest conduct and the highest levels of integrity.

COMMITTEES OF OUR BOARD OF DIRECTORS

Our Board of Directors has established an Audit Committee, a Compensation and Human Capital Management Committee, and a Nominating and Corporate Governance Committee. The composition and responsibilities of each committee are described below. Each of these committees has a written charter approved by our Board of Directors. Copies of the charters for each committee are available, without charge, in the “Investor Relations” section of our website, which is located at <https://investors.irhythmtech.com>, by clicking on “Governance Documents and Charters” in the “Governance” section of our website. Members serve on these committees until their resignations or until otherwise determined by our Board of Directors.

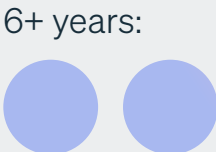
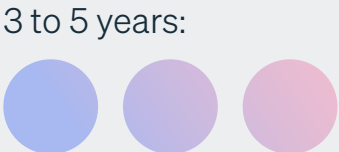
Governance

Board of Directors
Highlights

BOARD INDEPENDENCE
Seven directors, including our Chair, are independent of the Company and management. Mr. Blackford, our President and CEO, is our only non-independent director nominee.



BOARD TENURE
Our directors bring a balance of experience and fresh perspectives to our Board. The average tenure of our director nominees is 4.3 years.



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Governance

COMMITTEE	RESPONSIBILITIES
Nominating and Corporate Governance Committee	<p>Our Nominating and Corporate Governance Committee is responsible for, among other things: assisting the Board of Directors in identifying individuals who are qualified to become members of the Board, recommending members for each committee of the Board of Directors; developing and maintaining corporate governance policies; overseeing our strategies, activities, risks and opportunities related to ESG matters; and reviewing and monitoring key public policy trends, issues, regulatory matters and other concerns that may affect iRhythm.</p> <p>Diversity in the Board Nomination Process</p> <p>As stated in our corporate governance guidelines, the Board’s composition should reflect a diversity of background and experience to best perpetuate the success of the business and represent stockholder interests through the exercise of sound judgment. Accordingly, the Nominating and Corporate Governance Committee, and any search firm it engages, will include women, minority and underrepresented community candidates in the pool of each director search.</p>

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COMMITTEE	RESPONSIBILITIES
Audit Committee	Our Audit Committee is responsible for, among other things, overseeing: our accounting and financial reporting processes and internal controls over financial reporting, as well as the audit and integrity of our financial statements; our compliance with applicable law (including U.S. federal securities laws and other legal and regulatory requirements); all matters related to the security of and risks related to computerized information and technology systems across our company as well as by product (including privacy, data security, and cybersecurity matters); and risk assessment and risk management program, policies and procedures.
Compensation and Human Capital Management Committee	Our Compensation and Human Capital Management Committee is responsible for, among other things: providing oversight of our compensation policies, plans and benefits programs and overall compensation philosophy; and overseeing our strategies and policies related to the management of human capital, including programs and practices relating to talent recruiting, development, progression and retention, diversity, equity and inclusion, culture, human health and safety and total rewards.

Governance

Risk Management

In early 2022, iRhythm committed to developing a culture of risk awareness and integrity by aligning the company to the principles of fairness and equity in all professional matters. In doing so, the Chief Risk Officer (CRO) was empowered to bring the disciplines of Internal Audit, Compliance & Ethics, Enterprise Risk Management (ERM), ESG and DEI under the Office of Global Risk & Integrity with the intent to develop structure and guidance to all employees.

The ERM program, which was initially outsourced, was brought in-house to mature the function and improve stakeholder engagement. The program is based on the most recent framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) and focuses on operational, financial, strategic, compliance, regulatory, safety, hazard and emerging risk factors. The ultimate objective of the ERM program is the identification, and appropriate mitigation, of threats and opportunities

that impact the organization's ability to achieve its strategic pillars.

The ERM program is overseen by our Board of Directors and is driven by the CRO with active engagement from the executive leadership team ("ELT"), with the ELT also serving as our Risk Committee. Through their participation in the Risk Committee, our ELT is empowered with risk-informed data to support effective business decision-making, assign accountabilities to key functional leadership and assess risk-reward tradeoffs.

At iRhythm, every employee is encouraged to raise their hand to share ways we can collectively achieve our goals and build a more resilient company. Our systematic approach to risk identification ensues that risks are captured in an internal risk register and vetted for their effect across the organization. In an iterative process, risks are assessed against an ELT-approved rating criteria, prioritized based on the level

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of materiality to the company’s enterprise value. At iRhythm, the Risk Management function partners with cross functional stakeholders to identify and confirm the material nature of the risks and their potential mitigation strategy. Contributors assess the level of risk based on the likelihood and potential impact, which is then leveraged for risk prioritization purposes. The net effect of each material risk is then evaluated against a mitigation plan. Senior Management reviews the findings of this process, and provides any additional information as needed based on experience.

On at least an annual basis, risk assessments, scans and surveys may be performed by the ERM function to identify external/emerging events that might affect shareholder value. These include analysis of applicable business intelligence, trends in external health authorities, other government inspections and enforcement actions, legislative changes, and shifts in the market, payer and consumer models.

Security

TRUST AND SECURITY

Trust and security are core values at iRhythm, and we are dedicated to upholding these values in all that we do. We understand that our customers, patients and stakeholders entrust us with sensitive data including Protected Health Information (PHI), and we take this responsibility seriously. We also recognize that the cybersecurity threat landscape continues to evolve, and we are committed to continually investing in and prioritizing the protection of our systems and data.

At iRhythm, we take a holistic approach to cybersecurity that aligns with leading frameworks such as the National Institute of Standards and Technology (NIST) Cyber Security Framework and the Health Insurance Portability and Accountability Act of 1996 (HIPAA) Security Rule focusing on both the technology environment and our people. We have established policies to govern the security of our

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systems and the protection of customer and patient data. These include regular system updates and patches, employee training on cybersecurity and HIPAA best practices, incident reporting and the use of encryption to secure sensitive information. In addition, we also perform phishing tests of our employees and update our training plan at least annually.

iRhythm's Board of Directors is responsible for overseeing the cybersecurity program. The Audit Committee is responsible for generally overseeing all matters related to the security of and risks related to computerized information and technology systems across iRhythm as well as by product (including privacy, data security and cybersecurity matters). The Audit Committee provides an update to the full Board at least annually on our information technology cybersecurity control environment. The Information

Technology (IT) department, led by the Vice President (VP) of IT and the Chief Financial Officer, is responsible for cybersecurity management. The management-level Privacy and Security Committee, comprised of representatives from different departments, has regular meetings to discuss the effectiveness of our cybersecurity measures, and reports on these efforts to the Board of Directors on a biannual basis. We also engage independent third parties to regularly perform penetration testing and other audits to assess the effectiveness of our overall cybersecurity efforts and identify and implement prioritized improvements.

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SOC 2 Type II
certification



Privacy Shield

In 2022, we took a number of actions to further strengthen our cybersecurity posture. We implemented additional security controls, established enhanced incident response plans and provided additional employee training on leading cybersecurity practices. We also maintained compliance with relevant requirements, such as HIPAA, and continued our SOC 2 Type II certification, which examines our adherence to criteria for security, confidentiality, availability and privacy.

In addition to our internal efforts, we also work closely with industry Information Sharing and Analysis Centers, industry partners and regulatory bodies to stay informed of emerging potential threats and to stay up-to-date on the latest cybersecurity best practices. We believe that this collaboration is essential in today’s digital age.

Ensuring Information Security

ADMINISTRATIVE SAFEGUARDS:

iRhythm has defined policies and procedures that provide administrative safeguards around the security and protection of its data that include:

- Formal policies and procedures
- Employee training
- Access controls
- Logging and monitoring
- Incident response plan
- Regular security assessments, vulnerability assessments and penetration testing
- Change management
- Threat intelligence

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PHYSICAL SAFEGUARDS:

iRhythm employs physical safeguards to protect and retain data. Core data processing occurs at Amazon Web Services (AWS) datacenters that employ industry leading protections. The overview of these safeguards can be found [here](#).

iRhythm facilities employ the following:

- Secure server rooms with restricted access
- Fire suppression systems
- Uninterruptible power supplies
- Surveillance cameras
- Badge access systems to restrict access to facilities
- Environmental controls to maintain a stable environment
- Regular data backups

TECHNICAL SAFEGUARDS:

iRhythm has defined processes that provide technical safeguards around the security and protection of its data that include:

- Secure server rooms with restricted access
- Encryption
- Firewalls
- Endpoint Detection and Response
- Two-factor authentication
- Access controls
- Intrusion detection and prevention systems
- Logging and monitoring
- Virtual Private Network (VPN)

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PRIVACY OVERSIGHT

iRhythm has a robust and comprehensive privacy and data security program. iRhythm employs a ‘Privacy by Design’ approach, identifying use cases and risks for data usage as early as the project concept stage. We have defined pre-development stages for security and privacy risk, including compliance assessments.

Our Chief Legal Officer leads our privacy program, and our security program is overseen by our Senior Director of Cyber Security. The daily management of the privacy program is undertaken by the Privacy Operations team, which is overseen by our Chief Risk Officer.

One of iRhythm’s core principles is ensuring that all data that we hold – be it patient, employee or client – is managed with the highest levels of safety and confidentiality. We are committed to ensuring the privacy and security of our customer and patient data and do not sell data to third parties.

Our privacy practices are explained in detail in our privacy notices:

IRHYTHM TRUST CENTER – SECURITY

- [European Website Privacy Notice](#)
- [HIPPA Notice of Privacy Practices](#)
- [GDPR Commitment](#)
- [US Website Privacy Notice](#)

As part of our general oversight of risk, our strategic direction for privacy and security is determined by the Privacy and Security Committee, which focuses on all business activities relating to personal data, including our privacy and regulatory compliance with global privacy legislation. The Privacy and Security Committee reports into the Board biannually to give updates on progress on our global privacy compliance program.

Governance

PROTECTED HEALTH INFORMATION (PHI)

iRhythm collects personal and health information about its patients during the course of providing services. iRhythm uses PHI and personally identifiable information to:

- Treat the patient
- Run our organization
- Bill for health care services
- Assist with public health and safety issues
- Do research
- Comply with the law
- Work with a medical examiner, coroner, or funeral director
- Address workers' compensation, law enforcement and other government requests
- Respond to lawsuits and legal actions

As a provider of clinical diagnostic services, iRhythm is a “covered entity” subject to the HIPAA Privacy, Security and Breach Notification Rules. Our global Privacy and Compliance programs are subject to inspection by the Secretary of Health and Human Services (“HHS”) and the Office of Civil Rights (“OCR”) for the purpose of complaint investigation and monitoring of our compliance with the HIPAA rules. iRhythm is also registered with the Information Commissioner’s Office (“ICO”) – the United Kingdom’s data protection regulatory body – and is subject to inspection in respect of compliance with the UK General Data Protection Regulation (“UK GDPR”) and associated privacy legislation.

To monitor access to protected health information, we employ access control policies, require approval to access relevant systems, conduct quarterly user access reviews and monitor user access to data.

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We take a whole organization approach towards information security, focusing both on the IT environment and its constituent parts, and the people who use this environment, to ensure the protection and safeguarding of patient/customer/employee data. We review our Privacy and Security program methodology annually and update it to reflect emerging risks and new practices, to ensure that we adhere to a 'Privacy by Design' approach. We have recently implemented new Direct Operating Procedures (DOPs) formally requiring security and privacy assessments at all stages of a project lifecycle, including engagement with the Privacy Operations team at the outset of any new project. We also employ the OneTrust privacy solution to enable the successful facilitation and management of data subject rights requests from all territories, as part of a unified and coordinated framework.

We foster an open and supportive incident reporting culture, aimed at education and awareness raising among employees regarding our privacy and security responsibilities. We have a robust, recently updated incident investigation and remediation process in place, to ensure that all incidents are recorded and investigated appropriately, and if required, we ensure that the relevant authorities are notified.

AUDITS, CERTIFICATIONS AND ACCREDITATIONS

We employ a robust audit program, involving internal as well as third-party assessments, to ensure that our core systems and processes comply with industry requirements. We routinely engage reputable, licensed external auditors to perform comprehensive evaluations of our controls, capabilities and programs against stringent standards.

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For instance, our AWS data centers – used for the generation and storage of our ZioReports – conform to ISO 27001, and meet SOC 1 and 2. Additionally, we employ a Quality Management System that conforms to ISO 13485. iRhythm holds both a SOC 2 Type II and SOC 3 Type II certification for our Zio service. Our HIPAA and SOC 2 compliance are audited annually by independent third-party assessors to help ensure we remain compliant. iRhythm has also received the National Institute of Standards and Technology’s (NIST) Federal Information Processing Standard (FIPS) 140-2 validation for data encryption, which adds an additional level of security. Additionally, our security and privacy stance also meets the Cyber Essentials and Data Security & Protection Toolkit (DSPT) accreditations in the UK.

TRAINING AND AWARENESS

We provide annual privacy and security training for all employees. In 2022, 98% of our employees attended HIPAA refresher training. New employees are also required to undergo training as part of their new-hire onboarding activities. Our security training covers data protection and privacy responsibilities as well as awareness of cyber threats, including malware, ransomware and social engineering attacks. The training also covers password hygiene, the incident reporting process and physical security best practices. In 2022, 99.5% of our employees attended security awareness training. Our privacy training also addresses the requirements of HIPAA, GDPR, CCPA/CPRA and other global privacy legislation.

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We are also developing bespoke department-specific privacy training to help ensure each team understands how privacy compliance impacts their daily operations. Additionally, we regularly undertake phishing tests and training within our IT environment and update our security training program and advice on an ongoing basis.

We require all employees, contractors and business associates to follow our policies and procedures and report any failures of process or disclosures. Our remediation process may include additional training and supervision and/or potential disciplinary action. iRhythm is dedicated to the safety of our customers' and patients' data and will continue to prioritize cybersecurity as a key component of our business.

Ethics & Compliance

IRHYTHM'S COMMITMENT TO ETHICAL CONDUCT

At iRhythm, our mission is to boldly innovate to create trusted solutions that detect and prevent disease. To help us meet this mission, our five core values provide direction and serve as a reminder of the way that we will conduct our activities as we strive to transform our mission into reality.

We believe integrity builds trust in our business, and modeling the highest standards of ethics and compliance helps us create and maintain a culture of integrity. iRhythm is committed to conducting business lawfully and with integrity for the benefit of employees, the Company, customers and the patients we treat. iRhythm's Ethics and Compliance Program reflects this commitment and the Company's values. Our Global Ethics and Compliance Program provides a

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comprehensive framework to detect and prevent behaviors, such as violations of law or company policy, which could harm iRhythm and the people we serve.

Our Code of Conduct (the “Code”) was developed to provide employees with the guidance and access to resources needed to operate with unquestionable integrity. The Code is designed to deter wrongdoing and to promote:

- Honest and ethical conduct;
- Compliance with applicable laws, rules and regulations;
- Prompt internal reporting of violations of the Code;
- Accountability for adherence to the Code; and
- Full, fair, accurate, timely and understandable disclosure in our reports and public communications.

iRhythm recognizes that compliance is a dynamic concept, so we constantly review and update our Program to improve it and make it more effective. We most recently reviewed and updated our Code of Conduct in October 2022.

Our Code is available on our Ethics & Compliance webpage at irhythmtech.com/company/ethics-compliance.

The Code applies to all employees and members of our Board of Directors. iRhythm also engages consultants, contractors and other third-parties to perform services for iRhythm; these individuals are also expected to read, understand and abide by the Code. All iRhythm employees are held to the same compliance and ethical standards, regardless of their position at the Company. Individuals in management and leadership positions are expected to go one step further to encourage a strong compliance “tone at the top.”

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OVERVIEW OF THE GLOBAL ETHICS & COMPLIANCE PROGRAM

The fundamental elements of our Global Ethics & Compliance Program are described below. In accordance with the Code of Conduct Guidelines, we have tailored our Program to fit the unique environment, organizational structure, resources, operations and size of our company.

AN ETHICS & COMPLIANCE OFFICER AND COMMITTEE

At iRhythm, our vision, mission, and values guide every decision we make, and every action we take. They form the basis of our commitment to act with integrity, do honest work, and hold ourselves accountable. To help us maintain these standards, we worked with our Board of Directors and senior management to create a comprehensive compliance program. This program is governed by our Global Risk and Integrity department with oversight by our

Chief Compliance Officer and cross functional Management Compliance Committee. Responsibilities include maintaining and implementing our Code of Conduct, compliance audits, integrity hotline, and supporting policies, procedures, and trainings. We seek continuous improvement of our program through on-going assessments, auditing and monitoring and building on the foundation of integrity.

EFFECTIVE TRAINING AND EDUCATION

iRhythm is committed to effective and efficient compliance training and education for employees and agents to aid them in meeting their ethical obligations. iRhythm's training programs consist of courses, reports and training sessions and iRhythm annually reviews and updates its training programs and identifies additional areas of training.

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Employees are required to take an annual Code of Conduct policy online training course. The training covers aspects of employee conduct, including conduct with individuals, corporations and governments. As of March 2023, 92% of employees completed our annual training on the Code of Conduct.

To ensure iRhythm's commitment to ethics and integrity, employees go through the following trainings:

- General Ethics and Compliance Training
- Sales Ethics and Compliance Training
- iRhythm Code of Conduct Training
- Interactions with Health Care Professionals Training
- Global Anti-Corruption Training

Each training provides employees an overview of the applicable rules and regulations and iRhythm's commitment and expectation to ensure compliance. Training completion is tracked and reported by our Ethics and Compliance Program.

OPEN LINES OF COMMUNICATION

INCLUDING AN ANONYMOUS ETHICS LINE

iRhythm is committed to an environment where open, honest communications are the expectation, not the exception. We want employees to feel comfortable speaking up in instances where there are concerns or potential violations of policies or standards. Consistent with the Company's ethos of strong compliance, there are several channels available to employees to communicate an ethical concern. Appropriate channels available to employees include a direct manager, the Human Resources group,

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iRhythm's Ethics and Compliance Officer (available via compliance@irhythmtech.com), or iRhythm's Ethics Line. iRhythm requires all employees to report any suspected non-compliance with any law or ethical standard. In situations where employees prefer to place an anonymous report in confidence, the company offers a hotline, hosted by a third-party hotline provider, EthicsPoint.

The Ethics Line is available to all employees as a reporting mechanism. The Ethics Line is available 24 hours a day, 365 days a year. A third-party hotline provider, Ethics Point, hosts the Ethics Line. Reports can be communicated to Ethics Point via phone (US: (844) 884-0117; UK: 0-800-89-0011) or a report can be filed via the online form at irhythmethics.ethicspoint.com

When a matter is reported to iRhythm, investigations are conducted using internal company resources. If the circumstances of an investigation require external resources to be utilized, iRhythm has access to independent consultants who would be called upon to help with an investigation. iRhythm abides by a strict "Non-Retaliation Policy," which promotes an environment where employees can raise questions and concerns without fear of retaliation. All iRhythm employees must honor the Code's non-retaliation policy by maintaining respect for one another. Retaliation of any form against an employee who reports, in good faith, misconduct or wrongdoing is not allowed at iRhythm.

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INTERNAL RISK ASSESSMENTS, AUDITING AND MONITORING

iRhythm produces annual monitoring and auditing reports for our Global Ethics & Compliance Program to evaluate its effectiveness. The nature of our reviews, as well as the extent of our compliance monitoring and auditing, varies according to several factors, including but not limited to regulatory requirements and changes in business practices.

PROMPT RESPONSE TO VIOLATIONS AND DEFICIENCIES

iRhythm is committed to taking appropriate corrective action when an area for improvement or issue within the Program is identified. The results of auditing and monitoring are communicated to our Chief Compliance Officer, Chief Risk Officer, Board of Directors Audit and Nominating and Corporate Governance Committees and executive leadership.

DISCIPLINARY GUIDELINES

iRhythm requires that all employees and agents abide by our Code of Conduct and guidelines as a condition for continued employment. iRhythm supports ethical behavior and holds annual evaluations of performance, promptly investigating reports of misconduct and taking prompt disciplinary action against those who violate our Code of Conduct or policies.

At iRhythm, we take all allegations of misconduct seriously and, where there is sufficient information provided, will investigate every report of potential violations of the Code, Company policy, or the law.

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**INTERACTIONS WITH HEALTHCARE
PROFESSIONALS (HCPS)**

Maintaining the ethical relationship between the Company and health care professionals, including doctors, nurses, hospitals, health plan administrators and anyone else involved in the decision to buy, use, or recommend iRhythm health care services, is of the utmost importance to us. We are subject to various international, national and state laws pertaining to health care fraud and abuse, and we endeavor to have a strict compliance program. In 2022, iRhythm’s ECS updated the organization’s Interactions with Healthcare Professionals (HCPs) Policy as well as created and implemented a Speaker Bureau Policy. With the introduction of the Speaker Bureau Policy as well as the updates to the Interactions with HCPs Policy, we aim to improve our interactions with HCPs and to engage with HCPs with the appropriate guidance and oversight.

INTERACTIONS WITH HCPS POLICY

Strict regulations govern our interactions with healthcare professionals, which include physicians, nurses and hospital or medical office administrators. We ensure our employees are aware of the potential compliance risks inherent in these interactions. Our HCPs Interactions Policy and robust employee training programs ensure that any interaction iRhythm employees have with a healthcare professional serves an appropriate and ethical business purpose, does not interfere with the healthcare professional’s independent medical judgment and does not violate local law or regulation. Pursuant to our HCPs Interactions and Open Payments Policies, we disclose payments and transfers of value made to physicians and other healthcare entities in every state where disclosure is required by law.

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Our updates to our Interactions with HCPs Policy included the following:

- Formation of the Grants Committee that reviews and approves requests based on established criteria;
- Formation of the Credentialing and Fair Market Value Committee;
- Introduction of a formal needs assessment to address iRhythm's legitimate business needs for services from HCPs; and

In the U.S., iRhythm has voluntarily adopted the AdvaMed Code of Ethics on Interactions with Healthcare Professionals.

iRhythm provided training on the updated policy to relevant employees in 2022, including to employees in the Commercial Organization, Health Economics Outcome Research, Marketing, Research Leadership, and Clinical Leadership. Over 99% of employees completed the training.

SPEAKER BUREAU POLICY

In 2022, iRhythm enhanced our Speaker Bureau process and rolled out a new policy to ensure iRhythm's Speaker Bureau Programs continue to comply with applicable legal and ethical standards, including the federal Anti-Kickback Statute and the AdvaMed Code of Ethics. This included a needs assessment, the formation of a Credentialing and Fair Market Value Committee and additional guidance on in-person and virtual programs.

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AUDITS

iRhythm conducts audits related to our interactions with HCPs and reports expenses provided to HCPs annually via the [Open Payments database](#). Audits conducted include:

- Physician Payment Audits – Quarterly, iRhythm’s ECS reviews all payments made to HCPs to ensure payment is consistent with contract terms and does not violate any applicable laws.
- Open Payments Monitoring – iRhythm’s ECS along with Finance and Research collaborate quarterly to ensure the data gathered for submission to the Open Payments database is accurate and complete.

- Additional monitoring activities by iRhythm’s ECS to ensure there are no gaps or issues with the adherence to policies and procedures including Sales Team Ride Along and Speaker Event Monitoring.

iRhythm’s Ethics & Compliance department provides quarterly reports of our audit findings to our internal Compliance Committee, which is comprised of leadership across the organization. Also, iRhythm provides regular updates on the results of these monitoring and auditing activities to the Board of Director’s Audit Committee quarterly.

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ANTI-CORRUPTION

iRhythm complies with applicable anti-corruption and anti-bribery laws such as the United States Foreign Corrupt Practices Act of 1977 (the “FCPA”), the United Kingdom Bribery Act of 2010 (the “UKBA”), U.S. Travel Act, 18 U.S.C. Section 201 and the OECD Anti-Bribery Convention. iRhythm’s policy is to fully comply with both the letter and spirit of anti-corruption laws, and iRhythm’s Global Anti-Corruption Policy applies to all Company employees around the world as well as third-party intermediaries, business partners and agents. No one working for or with iRhythm may pay or receive a bribe or receive or provide anything of value, including government officials, in order to improperly influence such person.

FOREIGN CORRUPT PRACTICES ACT (FCPA)

The FCPA’s anti-bribery provisions generally prohibit U.S. citizens or firms, as well as their officers, directors, employees, agents, or controlling shareholders, from offering, paying, promising, or authorizing the payment of money or “anything of value” to a “foreign official” in order to “obtain or retain business” or to secure an improper advantage.

iRhythm’s ECS has developed an FCPA process to help identify potential red flags related to the Company’s relationships with external agents. The FCPA process includes the following:

- iRhythm’s FCPA Questionnaire
- iRhythm’s FCPA Certification Letter
- iRhythm’s FCPA due diligence process

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iRhythm will work towards resolution of any FCPA red flags prior to engaging in a business relationship with external partners. Unresolved red flags will prevent iRhythm from contracting with the external partners. iRhythm’s Ethics and Compliance department is charged with confirming that documentation is completed accurately and fully.

HUMAN RIGHTS

Consistent with our dedication to Respect as a key value at iRhythm, we are committed to recognizing human rights on a global scale. Our Code of Conduct contains certain standards designed to protect human rights, and we expect our partners to do the same:

- Freedom of association and collective bargaining
- Prohibition against forced labor and abuse of labor
- Prohibition against child labor
- Prohibition against discrimination
- Prohibition against corruption and bribery
- Compliance with work hour, wage and benefit laws
- Provision of a safe and healthy workplace
- Environmental protection

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Quality Policy

At iRhythm Technologies, the patient is at the heart of everything we do. Each of us has the responsibility to contribute to quality through collaboration, innovation and passion.

We incorporate quality in everything we do by:

- Operating with integrity and in compliance with applicable laws and regulations.
- Continuously improving our products, processes, and services.
- Identifying and preventing issues before they arise.



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ESTABLISHED QUALITY MANAGEMENT SYSTEM

The safe and effective treatment of patients is crucial to the success of the company. Our quality management system is designed to ensure best practice in product safety and quality.

iRhythm's quality management system is certified to ISO 13485, an internationally recognized standard for medical device quality management system. Additionally, iRhythm has earned The Joint Commission's Gold Seal of Approval® for Ambulatory Health Care Accreditation by demonstrating continuous compliance with its nationally recognized standards. The Gold Seal of Approval® is a symbol of quality that reflects an organization's commitment to providing safe and effective patient care. Our systems are compliant with global regulations including FDA QSR, ISO 13485, EU MDR 2017/745, UK MDR 2002 and

EU MDD 93/42/EEC. We strive to have a cooperative and collaborative relationship with both the FDA's Center for Devices and Radiological Health (CDRH) and the Office of Regulatory Affairs (ORA). In 2022, we did not have any FDA warning letters or consent decrees. The FDA issued one Form 483 with four observations for our Cypress facility. We have implemented process changes under the Corrective Action and Preventive Action (CAPA) system with monthly updates provided to the FDA.

CLINICAL STUDIES

All iRhythm clinical studies are conducted by contract and with a study protocol in place in order to reinforce appropriate compliance, governance and patient protections. More specifically, clinical study contracts ensure that key requirements are in place for patient safety, including requirements for Informed Consent,

Governance

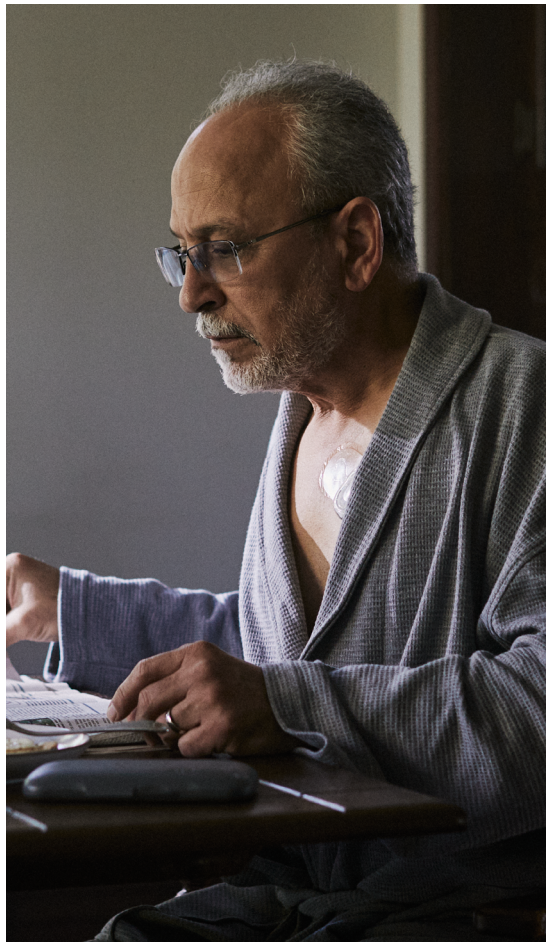
protections for patient privacy and quality provisions. Clinical Study protocols ensure appropriate organization and management of all clinical studies. Typically, Institutional Review Boards (IRBs) are utilized to provide the additional level of scrutiny of external oversight to ensure the highest level of compliance and patient safety. iRhythm's conscientious process around clinical study execution begins with an internal review of proposed research. Key requirements of this process step are to ensure the protocol displays a scientifically rigorous design and that the lead investigators have well established track records based on publications in reputable journals. Examples of our completed studies—objective evidence of the high-quality approach of our clinical research initiatives—are available on our website (irhythmtech.com/professionals/evidence).

PRODUCT SAFETY

In 2022, iRhythm had no Class 1 recalls. In November 2022, we had one voluntary Class 2 recall, which was a Customer Advisory Notice for our Zio AT patch. We have modified the Zio AT Clinical Reference Manual and Zio AT Important Information Pamphlet, and we have informed customers of labeling updates. No physical devices were deficient and required return to iRhythm.

In 2022, we did not have any products listed in MedWatch, the FDA's medical product safety reporting program. Additionally, we did not have any fatalities directly related to our devices.

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CUSTOMER SATISFACTION

iRhythm recognizes its obligation to its customers to deliver safe and effective products. As a digital health company, we invest in innovation and tools to capture and analyze feedback. We review feedback at various management meetings to support effective communications and actions. Our Quality Council reviews matters quarterly, and we conduct a management review annually. Subsystem metrics, such as Corrective and Preventive Actions (CAPA) and complaints are typically reviewed monthly.

PROACTIVE POST-MARKET SURVEILLANCE SYSTEM

The patient is at the heart of everything we do. iRhythm has established processes to communicate with our customers if a problem is found through surveillance activities. Formal and systemic communication occurs through the field action process through a customer letter, advisory letter, or safety advisory letter.

iRhythm works cross-functionally with Medical Safety, Clinical Operations, R&D, Customer Care and Quality to identify the root cause of the reported complaints. The information is analyzed, trended, evaluated with available data of the same or similar devices, and then reported back to the appropriate functions to determine next steps. Quality and Regulatory leaders meet at least quarterly to review, and where necessary, take action to address quality system performance indicators.

QUALITY MANAGEMENT IN THE SUPPLY CHAIN

Our supply chain program is rooted in quality. Our supplier selection and monitoring programs are designed to ensure that our suppliers have the same values, and suppliers are regularly monitored, including by means of audits, to confirm alignment.

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We monitor suppliers every quarter for lot acceptance performance. Additionally, for critical suppliers, we conduct full performance surveillance every year and conduct supplier audits every two years. We also conduct routine audits for Tier 1 and Tier 2 suppliers, but on a less frequent basis. A drop in supplier performance or reoccurrence of an issue may trigger a “for-cause” supplier audit.

In 2022, we audited 60% of our Tier 1 and critical suppliers. 35% of our Tier 1 suppliers are certified to ISO 13485, and these suppliers may be exempted from the quality audit.

Our key quality indicators during supplier audits are:

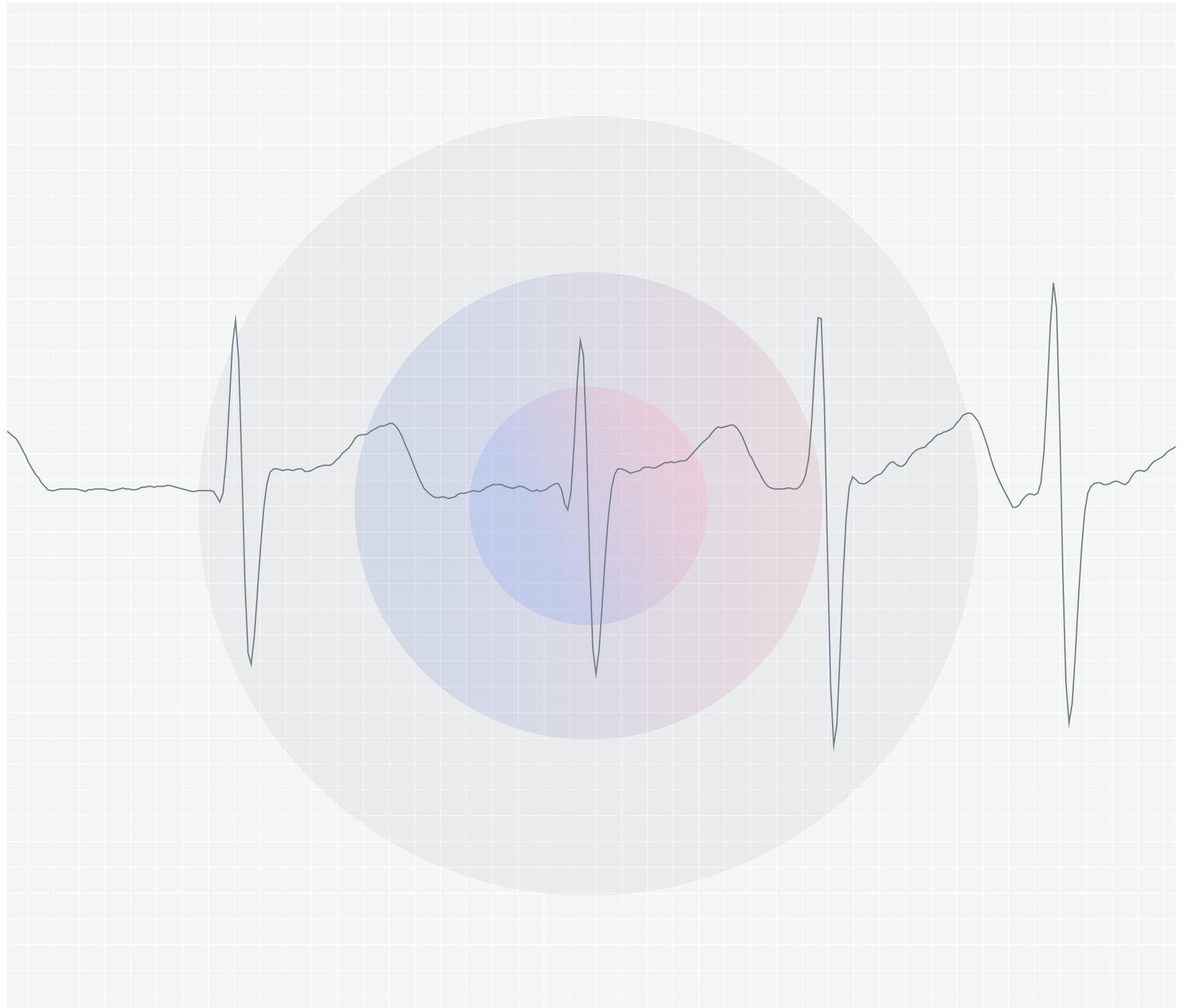
- Control of production and service provision
- Material identification & traceability
- Validation of processes for production and service provision (if applicable)
- Control of monitoring and measuring equipment
- Control of non-conforming product
- Monitoring and measurement of process/product
- Purchasing and supplier controls
- Management responsibility
- Document/record control
- Change control
- Training

Looking Toward the Future

iRhythm is working to address the future focus of health care. As part of operating a sustainable business, we plan to continue to execute on iRhythm's strategic ESG roadmap by more fully integrating ESG into our business in a gradual and iterative manner and exploring additional ways of sharing our progress. iRhythm intends to leverage the ESG Priority Assessment conducted in 2022 to guide the selection and implementation of ESG

workstreams. In addition, iRhythm plans to identify and assess potential ESG goals with appropriate oversight from the Board and management with respect to setting ESG goals, tracking performance against those goals, and disclosing the company's progress. We look forward to continuing to drive value for our company and our stockholders through the development of our ESG program.

05. Appendix



Appendix

Materiality Disclaimer

This report contains “forward-looking statements.” Forward-looking statements in this report are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and other federal securities laws. These statements are based on management’s current opinions, expectations, beliefs, plans, objectives, assumptions, or projections regarding future events or results, including, but not limited to, our ESG strategies, initiatives and commitments; our business plans and strategy; our technology, products and services; ESG risks and opportunities; and our stakeholder engagement efforts. These forward-looking statements are only predictions, not historical fact, and involve certain risks and uncertainties, as well as assumptions.

Actual results, levels of activity, performance, achievements and events could differ materially from those stated, anticipated, or implied by such forward-looking statements. While iRhythm believes that its assumptions are reasonable, there are many risks and uncertainties that could cause actual results to differ materially from forward-looking statements, including the risks discussed under the heading “Risk Factors” in our most recent Annual Report on Form 10-K and subsequent 10-Q filings with the U.S. Securities and Exchange Commission. iRhythm undertakes no obligation to update or revise any forward-looking statement contained in this report, except as otherwise required by law.

Appendix

Any references to “priority” or “relevant”, including the ranking of priority or relevant topics, in this report are not intended to have the same meaning as the terms “material” or “materiality” in the context of financial statements or financial reporting or as defined by the securities laws of the United States.

This report contains human capital measures or objectives that may be different from or are in addition to the human capital measures or objectives that iRhythm is required to disclose in its U.S. Securities and Exchange Commission filings. For a discussion on human capital measures or objectives that iRhythm focuses on in managing its business, please see the

“Human Capital” section in our most recent Annual Report on Form 10 K. While iRhythm believes that our ESG initiatives are important to operating in a sustainable manner, we do not believe that such initiatives are material to our financial results and results of operations. For a discussion of the risks that iRhythm believes could materially affect our financial results and results of operations, please see the “Risk Factors” section in our most recent Annual Report on Form 10-K and subsequent 10-Q filings.

Data Tables

Data Tables

GREENHOUSE GAS EMISSIONS

Scope 1 Emissions	67.07 mtCO2e
Scope 2 Location-Based Emissions	541.03 mtCO2e
Total Scope 1 and Location-Based Scope 2 Emissions	608.10 mtCO2e

GHG EMISSIONS CALCULATION METHODOLOGY

Calculations are in accordance with the GHG Protocol Corporate Standard and the Corporate Value Chain Accounting and Reporting Standard. Calculations include global facilities accounting for all of our office based employees and all of our manufacturing activities. To convert energy consumption and fuel combustion into GHG emissions, we used factors from the U.S. Environmental Protection Agency (EPA) Emission Factors for Greenhouse Gas Inventories and Defra/BEIS 2020 Emissions Factors. Global warming potentials used for converting emissions into CO2e are sourced from the Intergovernmental Panel on Climate Change Fourth Assessment Report.

Data Tables

All gender representation data and racial/ethnic group representation data is as of December 31, 2022.

1. Not available or not disclosed.

2. “Technical Staff ” includes non-management employees in in departments such as IT, Engineering and Quality.

3. Other includes the classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islands and “Two or More Races.”

Gender and Racial and Ethnic Diversity

GENDER REPRESENTATION OF GLOBAL EMPLOYEES (%)		FEMALE	MALE		N/A ¹	
All employees		60.5%	39.4%		0.1%	
Management		5.5%	13%		0%	
Technical Staff ²		8.2%	27.1%		0%	
All Other Employees		86.3%	59.9%		100%	

RACIAL/ETHNIC GROUP REPRESENTATION OF U.S. EMPLOYEES (%)		ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER ³	N/A ¹
All employees		17.8%	10.9%	15.6%	45.5%	3.9%	6.3%
Management		9.7%	2.6%	1.1%	11.6%	4.3%	13.3%
Technical Staff ²		29.8%	6.1%	11.8%	13.7%	11.6%	17.7%
All Other Employees		60.5%	91.3%	87.1%	74.6%	84.1%	69%

SASB Index

The table below provides content aligning to the Sustainability Accounting Standards Board (SASB) Medical Equipment & Supplies Standard, which is most relevant to our operations, together with accounting metrics relevant to the priority ESG topics identified in our ESG Priority Assessment. Unless otherwise specified, the data and descriptions pertain to year-end 2022.

SASB Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
	Affordability and Pricing	
HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	In 2022, iRhythm’s average sales price increase was 4.7% compared to a +6.5% change in the U.S. Consumer Price Index.
HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	See Access and Affordability

SASB Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
HC-MS-250a.1	Product Safety	
	Number of recalls issued, total units recalled	<p>In November 2022, we had one voluntary Class 2 recall, which was a Customer Advisory Notice for our Zio AT patch. We have modified the Zio AT Clinical Reference Manual and Zio AT Important Information Pamphlet, and we have informed customers of labeling updates. No physical devices were deficient and required return to iRhythm.</p> <p>We did not receive any Class 1 recalls in 2022.</p> <p>See Quality for how we approach product safety at iRhythm</p>
HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	<p>In 2022, we did not have any products listed in MedWatch, the FDA's medical product safety reporting program.</p>

SASB Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience database	In 2022, we did not have any fatalities related to products.
HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	In 2022, the FDA issued one Form 483 for our Cypress facility. We have implemented process changes under the CAPA system with monthly updates provided to the FDA.

SASB Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
HC-DR-230a.1	<p>Data Security & Privacy</p> <p>Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)</p>	<p>iRhythm has a range of policies and procedures to ensure information security and privacy are embedded throughout all iRhythm business processes and iRhythm's wider information ecosystem, including systems, applications and supporting technologies.</p> <p>See the Security section of this report, our HIPAA Notice of Privacy Practices and our GDPR Commitment</p>
HC-DR-230a.2	<p>(1) Number of data breaches, (2) percentage involving (a) personally identifiable information (PII) only and (b) protected health information (PHI), (3) number of customers affected in each category, (a) PII only and (b) PHI</p>	<p>We did not experience any material data breaches in 2022. When public disclosure criteria are met, material data breaches are included in our Form 10-K.</p> <p>See the Security section of this report for how we approach data security at iRhythm.</p>

SASB Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
HC-DR-230a.3	Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	In 2022, we did not have any monetary losses as a result of legal proceedings associated with data security and privacy. When public disclosure criteria are met, monetary losses as a result of legal proceedings are included in our Form 10-K .
HC-MS-270a.1	Ethical Marketing Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	In 2022, we did not have any material monetary losses as a result of legal proceedings associated with false marketing claims. When public disclosure criteria are met, monetary losses as a result of legal proceedings are included in our Form 10-K .
HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	iRhythm and its representatives are strictly prohibited from promoting off-label usage. See Ethics & Compliance

SASB Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
HC-DY-320a.1	Employee Health & Safety	
	(1) Total recordable incident rate (TRIR) and (2) days away, restricted, or transferred (DART) rate	<p>In 2022, iRhythm’s TRIR was 0.45 and our DART rate was 0.45.</p> <p>See the Health and Safety section of this report for how we approach health and safety at iRhythm.</p>
TC-SI-330a.2	Recruiting & Managing a Global, Diverse & Skilled Workforce	
	Employee engagement as a percentage	<p>We conducted two surveys in 2022 to measure employee engagement. 89% of our employees participated in our most recent survey, conducted in October 2022, which measured an engagement index of 79, at our benchmark .</p> <p>See the Employee Engagement section of this report for how we approach employee engagement at iRhythm.</p>

SASB Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	See the Gender and Racial & Ethnic Diversity Data Tables included in this report for our metrics on gender and racial/ethnic group representation.
HC-BP-330a.1	Employee Recruitment, Development & Retention Discussion of talent recruitment and retention efforts for scientists and research and development personnel	<p>We aim to increase visibility of iRhythm career opportunities by establishing partnerships with organizations like the National GEM Consortium, National Society of Black Engineers (NSBE), MedTech Color and Black Women in Science and Engineering (BWISE).</p> <p>See the Attraction and Retention section of this report for our approach to talent recruitment and retention.</p>

SASB Index

SASB CODE	ACCOUNTING METRIC	RESPONSE															
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Our total employee turnover rate in 2022 was 21.9%, and our voluntary employee turnover rate in 2022 was 15.7% and our involuntary turnover rate was 6.20%.															
		<table><tr><th>TURNOVER RATE</th><th>VOLUNTARY</th><th>INVOLUNTARY</th></tr><tr><td>Management</td><td>13.85%</td><td>6.04%</td></tr><tr><td>Technical Staff – including managers</td><td>6.67%</td><td>1.82%</td></tr><tr><td>Technical Staff – excluding managers</td><td>7.09%</td><td>1.57%</td></tr><tr><td>All Other Employees</td><td>17.09%</td><td>6.49%</td></tr></table>	TURNOVER RATE	VOLUNTARY	INVOLUNTARY	Management	13.85%	6.04%	Technical Staff – including managers	6.67%	1.82%	Technical Staff – excluding managers	7.09%	1.57%	All Other Employees	17.09%	6.49%
		TURNOVER RATE	VOLUNTARY	INVOLUNTARY													
		Management	13.85%	6.04%													
		Technical Staff – including managers	6.67%	1.82%													
		Technical Staff – excluding managers	7.09%	1.57%													
All Other Employees	17.09%	6.49%															

SASB Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
	Product Design & Lifecycle Management	
HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	See Product Sustainability
HC-MS-410a.2	Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	48% of products and components by weight were recycled See Our Approach to Circularity

SASB Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
HC-MS-430a.1	Supply Chain Management	
	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	iRhythm has one production facility and approximately 27 production vendors that support our manufacturing operations. In 2022, we audited 60% of our Tier 1 and critical suppliers. 35% of our Tier 1 suppliers are certified to ISO 13485, and these suppliers may be exempted from the quality audit. See Quality
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	iRhythm utilizes a QAD ERP system in manufacturing and Salesforce.com for customer service purposes to track medical devices. Through the use of these tools, serialization, and well-established best practices, we maintain the traceability of medical devices throughout our supply and distribution chains. Our printed circuit boards are also tracked through each reuse and receive a modified serial number after each use.

SASB Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
HC-MS-510a.1	Business Ethics	
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	<p>In 2022, we did not have any monetary losses as a result of legal proceedings associated with bribery or corruption. When public disclosure criteria are met, monetary losses as a result of legal proceedings are included in our Form 10-K.</p> <p>See Ethics & Compliance for how we approach anti-bribery and anti-corruption at iRhythm.</p>
HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	See Ethics & Compliance

SASB Index

SASB CODE	ACCOUNTING METRIC	RESPONSE
TC-SI-550a.2	<div>Managing Systemic Risks from Technology Disruptions</div> <div>Description of business continuity risks related to disruptions of operations</div>	See the Risk Management section of this report and the risks discussed under the heading “Risk Factors” in our most recent Annual Report on Form 10-K and subsequent 10-Q filings with the U.S. Securities and Exchange Commission.
HC-MS-000.A	<div>Activity Metric</div> <div>Number of units sold by product category</div>	Approximately 1.5 million units sold in 2022