

Corporate Sustainability Report

2024



iRHYTHM®

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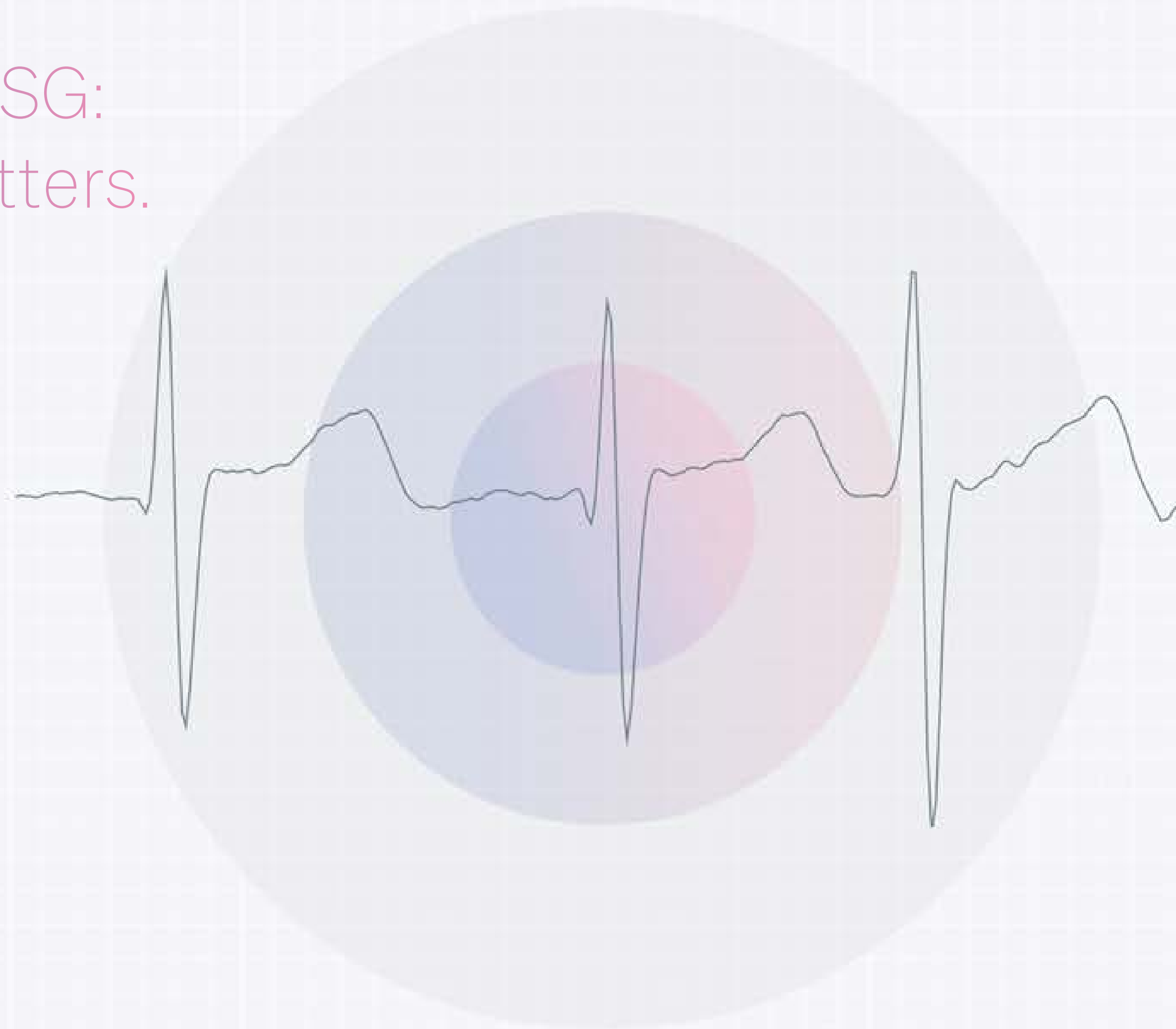
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From ECG to ESG:
Every beat matters.



CEO Message

Dear iRhythm Stakeholders,

We are committed to our vision of delivering better data, better insights, and better health for all, and you can see this reflected in our actions and accomplishments.

iRhythm is committed to a culture of quality and sustainability from the top down. As a reflection of this, remediation of quality and regulatory matters has been, and will continue to be iRhythm's top corporate priority - from the Board of Directors and executive level to every layer of our organization.

As a mission-driven company, we strive to change patients' lives by delivering better health and better insights through trusted solutions and innovative technologies. It is this pursuit that fuels our passion and guides our actions every day. We also believe that providing an engaging and rewarding place to work creates long-term value. Our commitment to being a responsible, ethical, inclusive company starts at the top and extends to all our teams wherever they are.

We are proud of what we've been able to accomplish, including:

- Enhancing our quality systems, improved customer experience through Electronic Health Record (EHR) integration and innovative product launches, and securing strategic technology licensing agreements to advance connected patient care.
- Refreshing our core values to define the culture we would like to shape going forward.
- Receiving regulatory approval from the Japanese Pharmaceutical and Medical Device Agency (PMDA) for the Zio® fourteen-day, long-term continuous electrocardiogram (ECG) monitoring system. Japan is world's second largest market for ambulatory cardiac monitoring (ACM).
- Completing our Scope 3 greenhouse gas emissions inventory and achieving 89.5% landfill waste diversion.
- Improving access by launching in Austria, the Netherlands, Spain and Switzerland.
- Revising our code of conduct to provide employees with the resources and guidance needed to operate with unquestionable integrity.

As a result of our efforts, iRhythm has received external recognition, including being named by Newsweek as one of the World's Best Digital Health Companies in 2024, and one of Americas Greenest Companies in 2025.

As the details in this report demonstrate, we continue to expand our reach, advance our capabilities, and foster partnerships that will enable us to make an even greater impact on the many patients and physicians that we serve. We are optimistic and excited about what the future holds for us.



Quentin Blackford
Chief Executive Officer



About This Report

This 2024 Corporate Sustainability Report covers iRhythm's operations for fiscal year 2024, which began on January 1, 2024, and ended on December 31, 2024, unless otherwise noted. Throughout this report, we define sustainability as a way of categorizing factors that impact the company's performance as well as our strategy for integrating these factors into our business to operate in a sustainable manner.

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

Awards and Recognitions



Sustainability Accomplishments

Completed Scope 3 greenhouse gas emissions inventory

Published Carbon Reduction Plan for UK subsidiary

Achieved 89.5% diversion from landfill

Obtained ISO 14001:2015 Certification

One new Employee Resource Group (ERG) added

Published Supplier Code of Conduct

Published Conflict Minerals Policy

Refreshed Code of Conduct

About iRhythm and Zio Service

Better data, Better insights, and Better Health for all

iRhythm (NASDAQ: IRTC) is a leading digital healthcare company that creates trusted solutions that detect, predict, and prevent disease. Our principal business is the design, development, and commercialization of device-based technology to provide ambulatory cardiac monitoring services that we believe allow clinicians to diagnose certain arrhythmias quicker and with greater efficiency than other services that rely on traditional technology. Each Zio System combines an FDA-cleared and CE-marked, wire-free, patch-based, 14-day wearable biosensor that continuously records electrocardiogram data with a proprietary, FDA-cleared, CE-marked cloud-based data analytic software to help physicians monitor patients and diagnose arrhythmias.

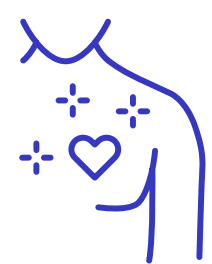
Precision is at the heart of iRhythm.

iRhythm continuously strives to perfect the cardiac monitoring experience. Our patient-friendly Zio ECG monitors and end-to-end service deliver trustworthy data, enabling accurate diagnoses from the start.

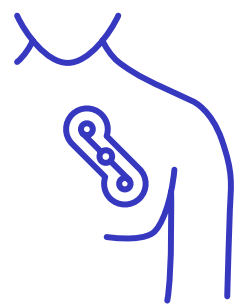
Please visit our corporate [website](#) to learn about our solutions and services.



During 2024 we reached major milestones including



9.5+ million Patient reports posted since company inception through 2024



Patched One millionth Zio Monitor patient this year



More than one million patients used MyZio App

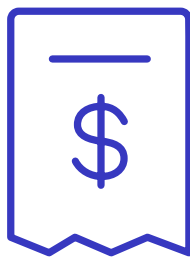


Launched in Austria, Netherlands, Spain, Switzerland

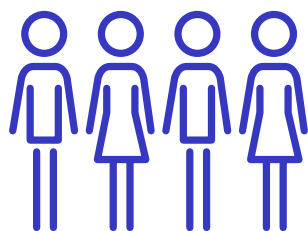


High medical needs designation and PMDA approval for Zio Monitor in Japan

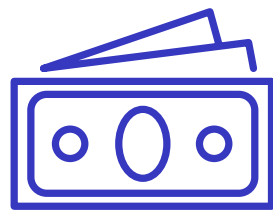
iRhythm at a glance



2024 Revenue of \$591.8 Million



2,005 employees worldwide at the end of 2024



\$535.6 Million in Cash, Cash Equivalents and Marketable Securities as of December 31, 2024



2 Billion hours of curated heartbeat data

Our Products and Services

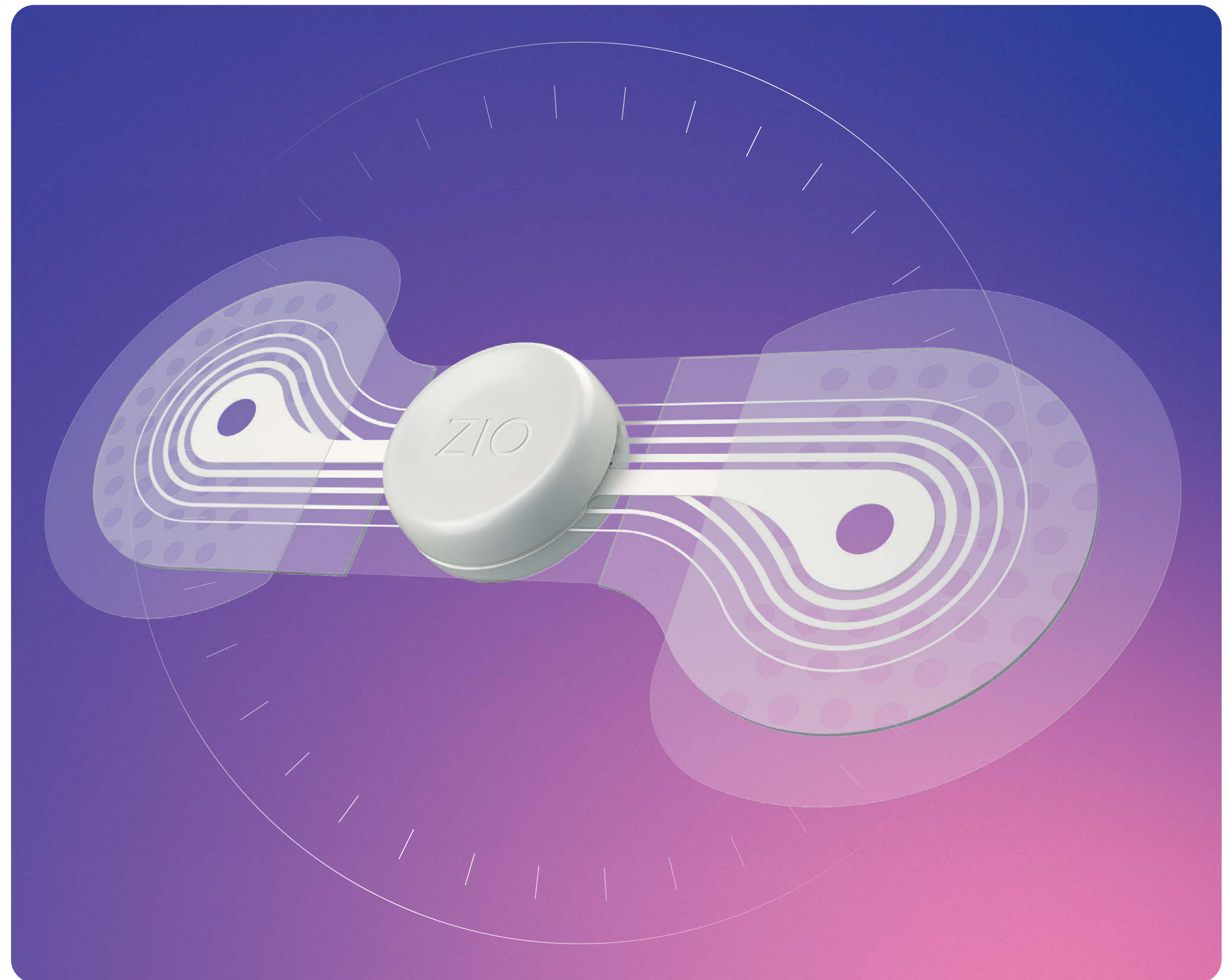
The end-to-end iRhythm monitoring service features our state-of-the-art monitors, FDA-cleared, advanced AI, and highly trained Qualified Technicians (QTs), offering a comprehensive approach to cardiac monitoring.

We deliver a patient-friendly design that enables 99% patient compliance with minimal ECG data noise or artifact, helping deliver superior clinical accuracy to physicians diagnosing arrhythmias and potentially reducing the cost of care for healthcare systems by avoiding costly downstream adverse events.

Our latest generation Zio monitor is smaller and designed to be more comfortable than prior generations so patients can go about their daily activities, including sleeping, showering, and exercising. The Zio monitor drives high patient compliance, ensuring continuous, uninterrupted ECG recording, resulting in comprehensive end-of-wear report.

Please visit our corporate [website](#) to learn more about our service.

99% patient compliance
with minimal ECG data
noise or artifact



The results stand out. The monitor doesn't.

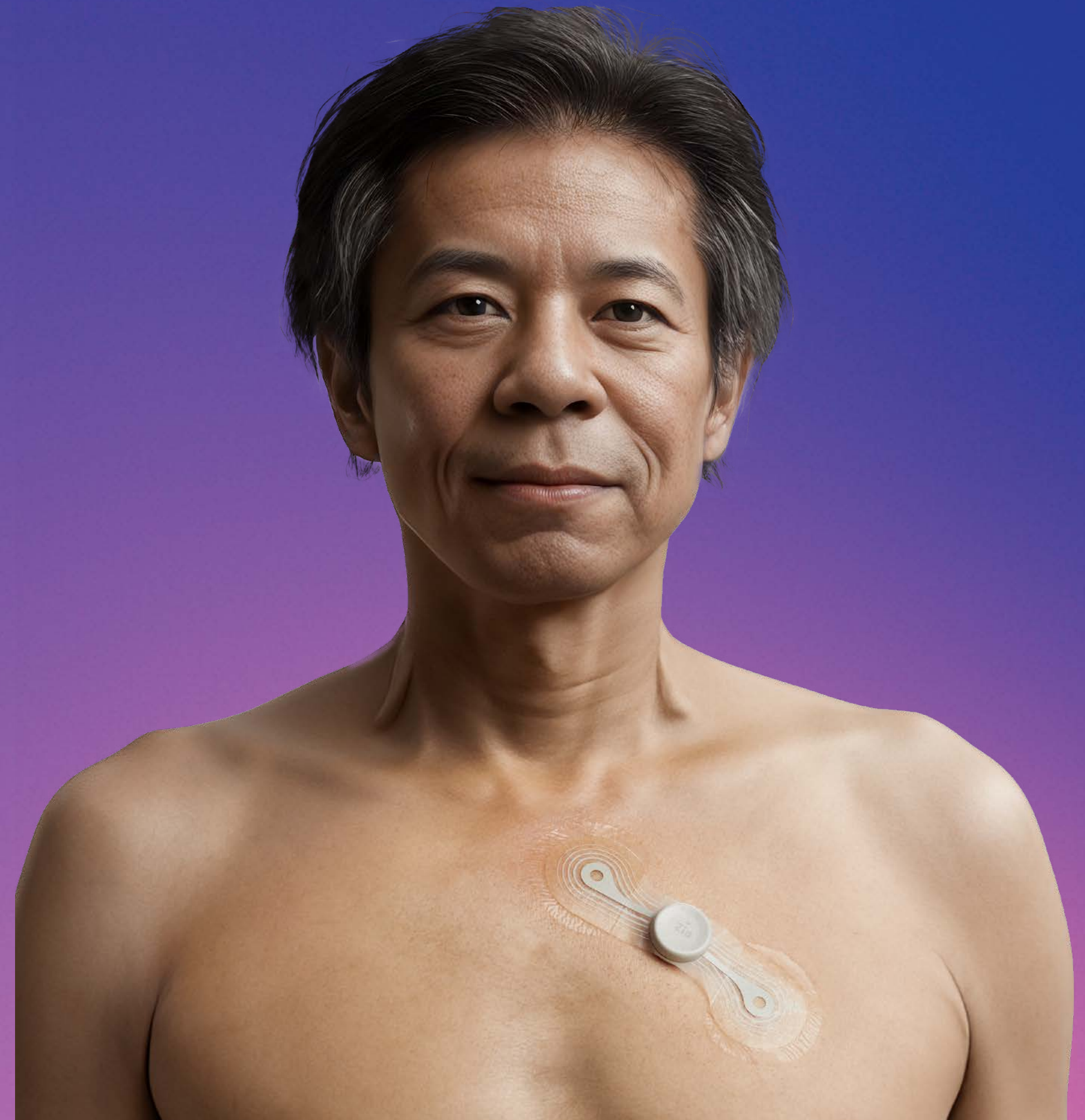
Introducing the next-generation Zio monitor.

Designed with patients in mind, the new monitor is more breathable, features waterproof housing,^{1,2} and is built on the industry-leading performance of Zio XT to deliver an astounding 99 % patient compliance.³

72%
Smaller⁴⁻⁶

62%
Lighter^{4,5}

23%
Thinner^{4,5}



Please refer to iRhythm's corporate website (<https://irhythmtech.com/us/en/solutions-services/irhythm-service>) for details on our products ZIO Monitor, Zio ZT and Zio AT (Mobile Cardiac Telemetry (MCT) Monitoring Service Patch and Wireless Gateway).

Technical Monitoring through our Independent Diagnostic Testing Facility (IDTF)

We support physician and patient use of our Zio Systems through our Medicare-enrolled IDTF and QTs, who perform the technical monitoring services associated with a physician's order for long-term continuous monitoring or MCT monitoring services. After we receive the Zio patch at our IDTF, the ECG data is uploaded to our secure cloud and preliminary findings are generated by our proprietary FDA-cleared deep learning algorithms. Each report is then validated by QTs and sent to the patient's prescribing physician who may access the Zio report on our proprietary, web-based portal, referred to as ZioSuite, and also through our EHR connections or ZioSuite mobile apps. Our technicians also notify physicians of potential urgent arrhythmias according to the ordering physician's specified notification criteria.

MyZio App

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-based findings.

Early detection critical for reducing total public health burden

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

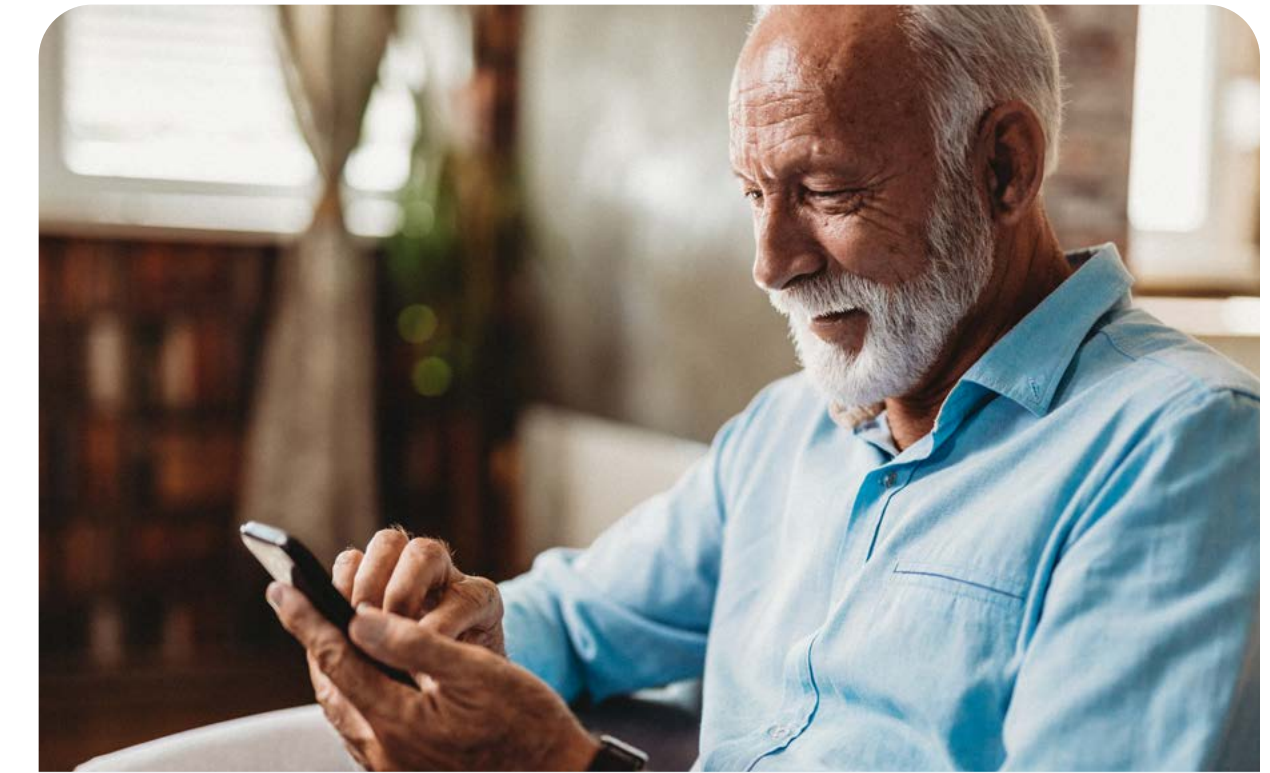
atrial fibrillation (Afib) and other clinically relevant arrhythmias, supports appropriate medical intervention and can help avoid more serious downstream medical events, including stroke.

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 American Heart Association (AHA) and American Stroke Association (ASA) have published treatment guidelines for patients diagnosed with Afib to manage heart rhythm and rate and to support stroke prevention. 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.

Streamlined Access to Zio Services

iRhythm collaborated with Epic to streamline access to Zio® service and drive more seamless connectivity between clinicians and patients.

In support of our goal to optimize clinician workflow efficiencies and provide seamless access to our Zio services, in February 2024, we announced we will use Epic's Aura platform to streamline access to iRhythm's Zio long-term continuous monitoring and ambulatory mobile cardiac telemetry services ("Zio services"). Healthcare provider organizations are expected to save up to 75% of the time it typically takes to integrate Zio services into their local instance of Epic software, saving hundreds of thousands of hours and millions of dollars in staff time costs. By integrating Zio services into healthcare providers' EHR platforms, we are not just simplifying operations, but empowering our health system customers to focus on what truly matters—patient health. For more information, see here (<https://www.irhythmtech.com/company/news>).



iRhythm Epic collaboration to streamline access to Zio service and drive more seamless connectivity between clinicians and patients.

**AVAILABLE ON
IOS AND ANDROID**

More than 1 Million patients
used MyZio App

Patient Story

When Charissa, 40, collapsed unexpectedly, ambulance and emergency room EKGs detected premature ventricular contractions (PVCs). However, medics and doctors weren't concerned, as PVCs are common and often benign. Further in-hospital labs and heart monitoring revealed no clear cause for her episode. To gather more information, doctors at the hospital prescribed the **Zio AT®** mobile cardiac telemetry device for at-home monitoring. A nurse applied and activated the device and Charissa was discharged. A week later, when Charissa had a second episode, the Zio AT device recorded **sustained ventricular tachycardia (VT)**, a dangerous heart rhythm that had caused her heart's electrical system to beat too fast and to stop pumping. Charissa was subsequently notified to go to the hospital immediately¹, and data provided from the Zio service prompted further imaging and testing by her doctors, who diagnosed her with **arrhythmogenic right ventricular cardiomyopathy (ARVC)**, a serious genetic condition. Her doctors performed surgery and placed an implantable cardiac defibrillator (ICD). Charissa is now back to enjoying life, and her diagnosis led six of her family members, including one of her daughters, to undergo genetic testing, where they were found to have the same gene mutation.

At iRhythm, with a vision of better data, better insights, and better health for all — we are dedicated to advancing cardiac monitoring technology and services that provide actionable clinical insights, helping physicians make informed decisions about patient care. From our advanced, yet simple-to-use Zio® ECG monitors² to our elegant data management solutions, we are transforming the world of cardiac monitoring with every heartbeat.

1. Time from cardiac event to notification can vary, with a Median of 53 minutes.

2. Data on file. iRhythm Technologies, 2023.



Our Approach to Sustainability

At iRhythm we believe that effectively managing sustainability risks and opportunities drives business success, and that when fully integrated into the business, sustainability can provide a competitive advantage. Our sustainability strategy is focused on issues that:

- A. Are aligned with our mission;
- B. Are important to our stakeholders; and
- C. Have potential to significantly affect our business growth, finances, and /or reputation.

Our Board and Management believe in transparent and open communication with our stakeholders. We routinely communicate with stakeholders on various topics, including financial performance, capital allocation plans, corporate governance, and sustainability-related initiatives. iRhythm also seeks input from employees on sustainability priorities and provides them with updates of progress on our initiatives. Management also participates in investor conferences and conducts roadshows.

We continuously review our sustainability program throughout the year. In 2024, we refreshed our priority assessment, conducted peer benchmarking and gap analysis, and engaged with stakeholders.

Sustainability Priority Assessment



During 2024, we refreshed our sustainability priority assessment to ensure we are aligning with the issues that matter most to our business and stakeholders. We conducted desktop research and external benchmarking to identify sustainability topics that are relevant to our business, industry, and key stakeholders. We identified 31 relevant sustainability issues and opportunities through data collection from a variety of sources.



To ensure comprehensive input on our priorities, we increased the number of internal stakeholders (e.g., Board members, employees spanning cross-functional groups) that were engaged as part of the assessment. We also obtained input from our suppliers that representing approximately 60% of our 2024 direct spend. These insights further sharpened the focus of our sustainability strategy while aligning to our corporate strategy, risks and opportunities. The assessment also incorporate data from a variety of sources and methods, including:

- Review of our sustainability context, including the nature of our business operations and where we operate around the world, to identify sustainability topics that are relevant to our healthcare solutions and the broader business.

- References to leading sustainability standards and frameworks, including SASB, GRI, and TCFD.
- Benchmarking against the sustainability priorities and disclosure of our peers, especially those identified as best-in-class according to third-party sustainability ratings and rankings.
- Review of the sustainability priorities of our investors through a review of their proxy voting guidelines, voting records, stewardship principles, sustainability policies, and other disclosures.

Through this process, we consolidated the 31 identified sustainability issues and opportunities into 11 sustainability topics.

To prioritize these 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 sustainability topics and their potential impacts on our business.

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

Priority Assessment Findings

iRhythm’s assessment identified 11 sustainability topics that we believe have the greatest impact to our business.

Throughout the report you will see how we are progressing in each of the sustainability priority topics.

Environmental	Social	Governance
Greenhouse Gas Emissions and Climate Risks and Opportunities	Access to Healthcare	Business Ethics and Compliance
Product Sustainability	Affordability and Price Transparency	Data Security
	Human Capital Management	Enterprise Risk Management and Business Continuity Planning
	Inclusive Culture	Product Development and Safety
	Philanthropy and Impact	

Sustainability Oversight

We are diligent in ensuring proper oversight of our sustainability program. Our Board of Directors oversees the adoption and implementation of our sustainability initiatives, while the Nominating and Corporate Governance Committee is responsible for oversight of sustainability matters. The Nominating and Corporate Governance Committee's responsibilities with respect to sustainability include:

- Overseeing and evaluating sustainability risks, opportunities, policies, strategies, programs and performance.
- Reviewing sustainability priority assessments and reports and ensuring that reporting with respect to both voluntary and involuntary sustainability disclosures reflects iRhythm's sustainability priorities.
- Reviewing and evaluating iRhythm's sustainability goals and monitoring progress against these goals.
- Reporting to the full Board for discussion, at least annually, sustainability matters that may affect iRhythm's business, operations and performance, including iRhythm's strategies, initiatives, policies, and performance metrics with respect to sustainability matters.
- Coordinating with the Audit Committee to oversee iRhythm's reporting standards with respect to sustainability matters and ensure compliance with legal and regulatory requirements, as appropriate.
- Overseeing iRhythm's engagement with relevant stakeholders on sustainability matters, which may include customers, employees and community representatives, in addition to shareholders.

Sustainability Oversight



Within management, the Chief Risk Officer leads our global sustainability vision and strategy. Updates on progress on sustainability initiatives are provided to the Nominating and Corporate Governance Committee, and at least annually to the full Board. There is also ongoing interaction between the Chief Risk Officer and Chair of the Nominating and Corporate Governance Committee on status of initiatives and emerging sustainability topics.

Sustainability Oversight

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

Board of Directors

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

Compensation and Human Capital Management Committee

Oversee 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, progress and retention.

Nominating and Corporate Governance Committee

Oversees iRhythm's strategies, activities, risks and opportunities related to sustainability matters.

Responsible for, among other items, reviewing and evaluating trends, opportunities, policies, strategies, programs and iRhythm's performance related to sustainability matters.

Audit Committee

Reviews and discusses with management, the independent auditor and the internal auditor.

Oversees iRhythm's major financial and information technology risk exposures and evaluates steps management has taken to monitor and control those exposures.

Executive Oversight

The Chief Risk Officer is the executive leader with oversight of sustainability; enterprise risk management; ethics and compliance, and operationalizing global privacy; and iBelong initiatives.

Sustainability Steering Committee

Establishes programs, policies and practices relating to sustainability matters and assist the Nominating and Corporate Governance Committee in fulfilling its oversight responsibilities with respect to sustainability 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.

Sustainability Working Groups

Responsible for tactically advancing the Sustainability workstreams in iRhythm's strategic sustainability roadmap.

Environmental Impact



For healthy lives, we need a healthy planet. As a global company, we are committed to understanding and addressing the impacts of environmental changes to our business and improving our impact on the environment and on society, particularly as global challenges continue to become more complex.

We recognize that environmental sustainability is integral to producing world-class products, and we see reducing our impact and increasing efficiency as important sources of value creation at iRhythm. Having a strong sustainability program is important to meeting the expectations of our stakeholders, including patients, providers and stockholders.

Our environmental sustainability strategy covers our own operational footprint, including managing climate-related risks and GHG emissions, optimizing energy and water use and minimizing operational waste.

As the leading provider of single-use cardiac diagnostic devices, we also prioritize 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
- Improving energy efficiency and efficient use of materials
- Avoiding the use of hazardous material
- Efficient circularity measures to maximize the amount of reusable and recyclable components recovered from our devices

As our environmental sustainability strategy continues to develop, we are seeking to identify opportunities for improved efficiencies by better measuring energy, water and waste across our operations.

We are also identifying opportunities to assess and minimize the indirect environmental impact of our activities via our supply chain. Our remote-first work model contributes to a lower carbon footprint.

Our Climate and Environmental Sustainability Working Group, which includes representatives from Manufacturing, Facilities, Enterprise Risk Management and Environmental Health and Safety continues to implement and advance our environmental sustainability efforts and we are excited about our progress across various areas. Highlights of our accomplishments in 2024 included:

- Completing Scope 3 GHG emissions inventory,
- Publishing a Carbon Reduction Plan for our UK subsidiary,
- Obtained ISO 14001:2015 Environmental Management Systems Certification,
- Completing life cycle analysis (LCA) of our products,
- Achieving 89.5% landfill waste diversion rate across our operations,
- Being named to Newsweek's list of America's Greenest Companies for 2025

These achievements and enhanced disclosures reflect our growing commitment to transparency and tackling sustainability challenges across all areas of our business.

In this section we will be discussing:

- A. Climate change & GHG emissions
- B. Energy use
- C. Product Sustainability & Circularity
- D. Waste
- E. Water



Climate Change and GHG Emissions

We recognize that understanding and addressing the impacts of climate change is critical to our long-term resilience and sustainability. Our approach includes evaluating the potential impact of climate-related physical risks, such as extreme weather events, and transitional risks, like changes in regulatory environments and market conditions. Our climate risk assessment helps us identify vulnerabilities and shape mitigation strategies that we believe will help to safeguard our operations and supply chain well into the future.

GHG Emissions Inventory

Building upon the foundation laid in 2022, when we first disclosed our Scope 1 and 2 emissions, in 2024 we completed our Scope 3 GHG emissions inventory.

GHG Emissions Inventory (mtCO2e)

Scope	Categories	Emissions	
		2023	2024
Scope 1	Vehicles	6.01	9.01
Scope 2 (Location based)	Buildings Electricity	506.21	644.11
	Business Travel	1391.53	2106.11
	Waste	16.62	18.64
Scope 3	Product Shipping	2398.63	2773.87
	Employee Commute	1049.62	1048.01
	Work from Home	671.33	643.01
	Servers	0.42	0.69
	Purchase Goods and Services	1515.5	1815.9

We have also introduced a new intensity metric- metric tons CO₂e per million dollars in revenue across Scopes 1, 2, and 3- which we believe helps to normalize our GHG emissions relative to other similarly sized organizations within our industry.

Emissions Intensity (mtCO₂e/\$M revenue)

Scope	2023	2024
Scope 1	0.0122	0.0152
Scope 2 (Location based)	1.0274	1.0884
Scope 3	14.2960	14.2045
Total GHG Emissions	15.3356	15.3081

Carbon Reduction Plan

In 2024 in collaboration with our UK subsidiary, we published the [iRhythm UK Carbon Reduction Plan](#), outlining a roadmap to reduce Scope 1 and 2 emissions from our UK operations to zero by 2030, and to achieve net-zero by 2045.



Energy Use

While our operations are not energy-intensive, we continually strive to enhance energy efficiency across all locations.

Emissions Intensity (mtCO2e/\$M revenue)

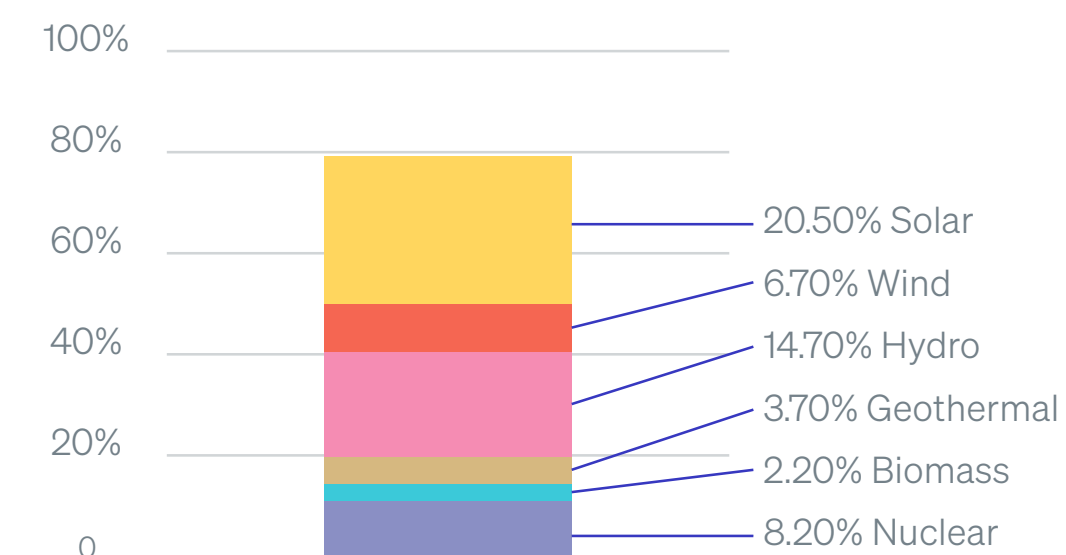
	2023	2024
Total – All Locations	1630.20	2315.14
Total- Cypress, CA Manufacturing Location	983.96	1050.05
Per Employee - Cypress, CA Manufacturing Location	5.4	5.8

Our Cypress facility, which currently houses our sole manufacturing operations, accounted for 60.36% and 45.36% of our total energy consumption in 2023 and 2024 respectively.

As a significant contributor to our total energy consumption, the Cypress, CA facility grid energy supply was over 50% from clean energy sources in 2024, an increase from 39.7% in 2022. See the chart below for a breakdown of grid energy sources for our Cypress location.

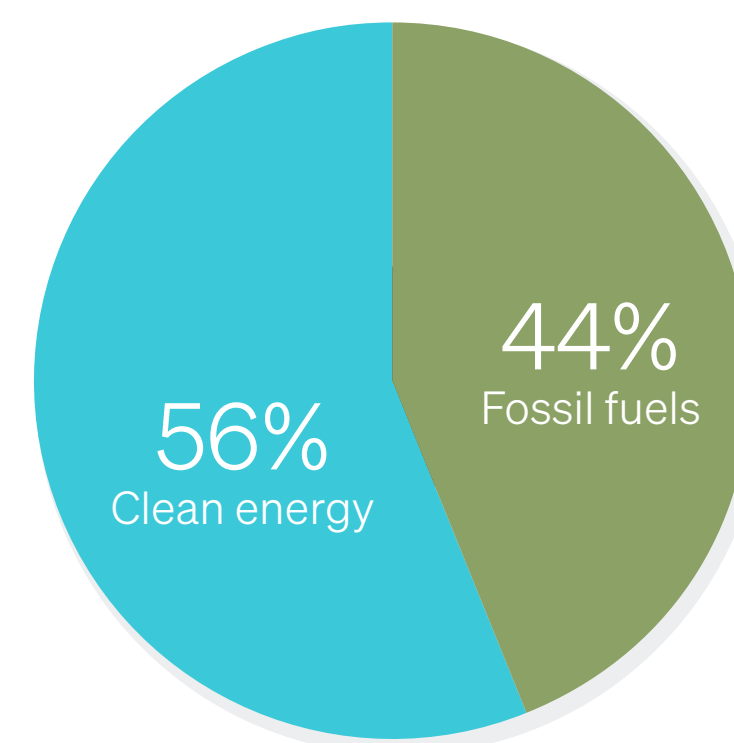
Additionally, the Cypress facility utilizes a Building Management System (BMS), a computer-based system that monitors and controls various building systems like HVAC, lighting, security, to further optimize our energy usage.

Cypress Clean Energy Breakdown



Source: [EPA Power Profiler](#)

2024 Energy Source for Cypress



Over 50% of our Manufacturing facility energy supply is from clean energy sources.

Product Sustainability and Circularity

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.

One way to increase product sustainability and circularity is by reducing the size, and therefore the material usage, of our products. The Zio Monitor, our newest model, is 72% smaller and 62% lighter relative to the previous generation, and is powered by one battery, as opposed to the two batteries used in the Zio XT.

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. After screening and testing to maintain product quality and safety, we reuse printed circuit boards an average of four to five times each.

Additionally, through our unique workflows, we collect back over 94% our devices at the end of their life cycle, ensuring that a substantial number of them are responsibly disposed of and recycled to minimize environmental impact.

Product Life Cycle Analysis

In 2024, we completed a life cycle analysis (LCA) to further assess the environmental impacts of our products (Zio XT, Zio AT, Zio Monitor, Zio AT Gateway) from their inception to disposal.

Using a cradle-to-grave approach, we gathered critical insights into

our product design, procurement, manufacturing, and supply chain management.

Although we found that no component poses a high risk to the environment, we continue to implement various mitigation strategies such as landfill waste diversion, to address the medium-risk components. For additional information, see Waste section of this report.

As our products, systems and operations continue to evolve, the LCA will remain a valuable tool to help us track, understand and reduce the environmental impacts from our products.

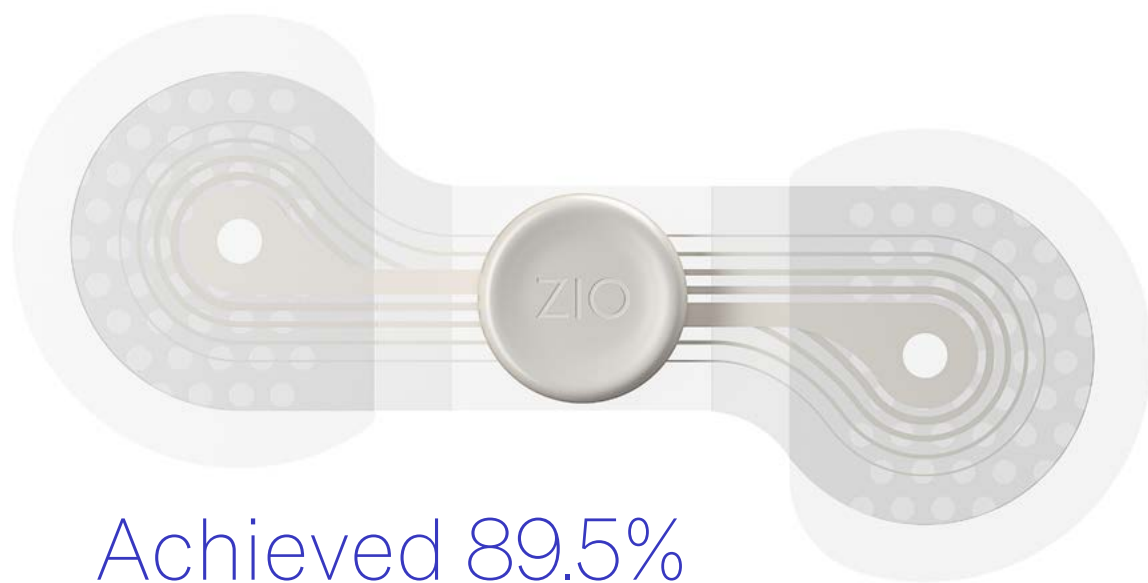
Waste

Minimizing waste and managing hazardous materials are critical components of our environmental sustainability efforts. Our key priorities and initiatives include reducing our environmental footprint through recycling, reusing product components, and collaborating with innovative third-party waste management partners.

Waste Generation and Diversion (tons)

Metric	2023	2024
Total Waste Generated	260.72	293.43
Total Hazardous Waste	0	0
Total Waste Recycled	213.04	262.55
Landfill Diversion Rate*	81.70%	89.50%

* Percentage of waste that is recycled, composted or otherwise diverted from landfill disposal.



Achieved 89.5% waste diversion rate across our portfolio of locations.



Water

Although we do not view water use as a sustainability topic that is critical to our business, we nonetheless seek to conserve water in our operations. In 2024 we used an estimated 1,819 ccf of water in our assembly and production facility, located in Cypress, CA.

Our water use is primarily limited to essential WASH (Water, Sanitation, and Hygiene) activities.

Water Consumption (ccf)

Total - Cypress, CA Manufacturing Location	2023	2024
	1427	1819
Per Employee - Cypress, CA Manufacturing Location	7.95	10.01



Social Impact



We are focused on supporting our employees, customers, and communities. At the heart of our success is the belief that our employees are not just contributors but the driving source behind our innovation and growth. We are focused on developing an engaged workforce and a positive work environment that enables our teams to thrive. We are pursuing opportunities to expand product availability globally and improve affordability in order to help more customers. We also work to engage and support our communities through partnerships, funding and volunteer activities. In this section you will find discussions on:

- A. Access and Affordability
- B. Health and Safety
- C. Human Capital Management
- D. Philanthropy and Impact

Partnered with
commercial payors
to increase access by
approximately
4.8 million
lives during 2024.

Access and Affordability

“Solving for the Patient” is one of our core values at iRhythm and our vision is to provide better health for all. Improving patients’ lives is our passion and this value guides every decision we make, including the ways in which we prioritize patient access and affordability.

Access

iRhythm takes a multi-pronged approach in how we aim to expand access to healthcare, working with commercial insurers and federal agencies to increase access to and coverage of our services. iRhythm also collaborates with industry stakeholders to expand the types of services we can provide and to drive initiatives that address healthcare inequities.

Our Health Economics and Outcomes Research (HEOR) and clinical teams design, develop and disseminate respected clinical studies and reports that bolster iRhythm’s approach to regulatory and commercial policymaking. Collectively, that research, which includes the groundbreaking CAMELOT study, helps to expand access to long term continuous monitoring by easing overly burdensome and outdated policies, -such as unnecessary prior authorization requirements.

Our payer relations team partnered with commercial payors to increase access by approximately 4.8 million lives for 2024. In 2024, one out of every 200 people in the U.S. will wear a Zio, and there is a Zio device going on a patient every 15 seconds. In 2024, we celebrated our 1 millionth Zio Monitor registered patient.



Medicare and Medicaid

The federal Medicare program now covers more than [67 million](#) older Americans, making it one of the most important and influential players in healthcare. But the program is rapidly changing, turning its focus to more value-based types of care and reimbursement, with roughly more than half of beneficiaries covered by a private health plan under Medicare Advantage.

With a focus on cost and care, iRhythm is well-positioned to partner with the agency to advance its continued move into value-based care. In 2024, we helped inform the agency's rules and regulations on physician payment with an emphasis on value and quality over volume. iRhythm, along with a host of other stakeholder groups, will continue this work in 2025 to help inform Medicare on industry changes that could impact future payment decisions.

Throughout the new year, iRhythm has set clear goals to closely partner with the Department of Health & Human Services (HHS), the Centers for Medicare & Medicaid Services (CMS) and other federal agencies to share our peer-reviewed research and to show how our services fit in with the shift to value-based care.

Those goals extend not just to Medicare but also to the critically important Medicaid program, which is the largest federal/state healthcare coverage program in the U.S., covering more than [72 million](#) mostly low-income or disabled Americans. Medicaid represents [about \\$1 out of every \\$5 spent](#) on healthcare. In 2024, we continued efforts to enroll in state Medicaid programs to deliver services to this important patient population and help lower downstream healthcare utilization. To date, iRhythm is enrolled in seven state Medicaid programs with more to come in 2025.

Expanding Access Globally

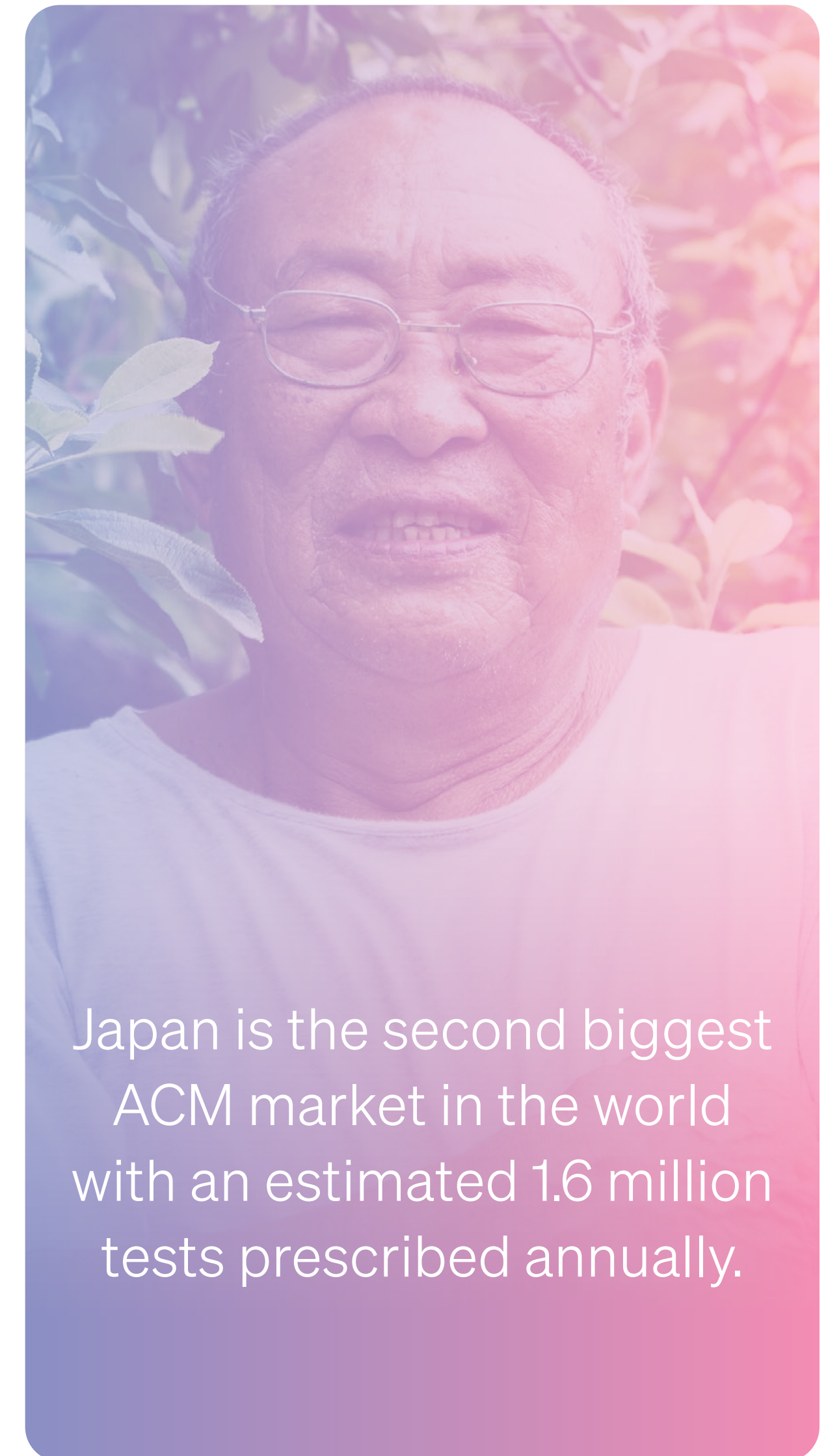
Expanding access to our innovative Zio cardiac arrhythmia monitoring system and services for millions more people globally is an important component of iRhythm's patient-first mission to positively impact people across the globe.

Japanese Regulatory Approval

In 2023, the Zio system was designated for **high medical needs by the Japanese Ministry of Health, Labour, and Welfare (MHLW)**, a rarely bestowed distinction in Japan that is granted to innovative devices recognized as having high medical utility for significant diseases. The Zio system was indicated for this designation at the recommendation of the Japanese Heart Rhythm Society (JHRS) based on the clinical improvements that the Zio services provide compared to traditional Holter monitoring and the significant need that patients in Japan face to improve detection of potential cardiac arrhythmias.

In 2024, we received regulatory approval from the Japanese Pharmaceutical and Medical Device Agency (PMDA) for the Zio® fourteen-day, long-term continuous ECG monitoring system.

iRhythm has signed a letter of intent with a distribution partner in Japan and is actively collaborating with them to prepare for market launch once reimbursement is approved by the MHLW.



EU Launch

During 2024 iRhythm expanded its global reach with the launch of Zio cardiac arrhythmia monitoring service in Austria, the Netherlands, Switzerland, and Spain. The Zio monitor and ZEUS (Zio ECG Utilization Software) system received the European Union's CE Marking Under Medical Device Regulation (EU MDR) in December 2023. The ZioLong-Term Continuous Monitoring (LTCM) service provides up to 14 days of continuous, uninterrupted ECG monitoring, marking a significant advancement in these countries, compared to older, commonly used 24- to 48-hour Holter monitoring services.

Affordability

iRhythm aims to provide the best clinical care to the patient irrespective of their ability to pay. To achieve that goal, we work to ensure fair pricing practices that help expand our customer base so that individuals with varying levels of healthcare coverage can afford a Zio. As a company, we are dedicated to helping patients get the care they need when they need it and where they need it, and are committed to providing financial support for those patients who need it.

Our Pricing Committee ensures that iRhythm is aligned with the following objectives: (1) ensure that the company operates within its Market Access and Pricing Strategy and (2) prioritization of our access efforts. In 2024, our Pricing Committee approvers include Chief Legal Officer, Chief Commercial Officer, Chief Financial Officer and other members including other senior leadership team members within commercial and finance.

iRhythm offers uniform retail pricing (i.e., billed charges) for its services across the U.S. Our list price recognizes the clinical value of the service provided to patients, physicians and the overall

healthcare system. Our list price considers 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. Throughout 2024, iRhythm regularly engaged with government and private payers regarding the clinical value of the Zio service.

Historically, approximately 93% of our patients in the U.S. were able to access reimbursed Zio services through our third-party payer contracts, our IDTF participation status with Centers for Medicare and Medicaid Services (CMS) and self-pay programs when excluding uninsured and/or state Medicaid programs. 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 and services.

In instances where health insurance payment sources are unavailable or only partial coverage is available, we offer multiple payment options to ease the financial burden. We have a Patient Financial Navigation Team to discuss the alternative payment programs we offer, including 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. During 2024, iRhythm provided direct financial assistance in the amount of approximately \$220,000.



Zio Monitor launched in:

Austria



The Netherlands



Spain



Switzerland



Health Economic and Outcomes Research (HEOR)

iRhythm is founded on the concept that better data leads to better insights, which in turn leads to better health for all. To that end, our HEOR team continues to lead on innovative new research that continue to inform payers, providers and patients alike.

In early 2024, the results of the first and largest real world evidence study for ACM, known as CAMELOT were published in the *American Heart Journal*. This retrospective claims-based analysis included 287,789 diagnostic naïve Medicare fee-for-service patients and found that LTCM provided the highest diagnostic yield, the lowest likelihood of retesting, as well as the greatest reduction in follow up healthcare resource utilization and all-cause direct medical costs. We hypothesize that the same findings are likely in other populations and plan to perform similar studies in both the Medicare Advantage and commercial payor databases in 2025.

One highlight of 2024 was iRhythm's presentation at the Heart Rhythm Society's annual conference, where we shared data demonstrating the growth in utilization of ambulatory cardiac monitors. LTCMs were the fastest growing class of ACM with utilization increasing from 23% to 39% of the total ACM market, from 2019 through 2023.

There is a direct link between the research performed by our HEOR team and their partners and policies around affordability that we support. For instance, iRhythm's HEOR group is laser-focused on demonstrating Zio's value in precision and preventative care. Early detection across a vulnerable patient population can lead to significant downstream savings, in part by recognizing the factors that may lead to a more serious cardiac condition.



iRhythm Targets Chronic Disease

Across the U.S., chronic illnesses such as Diabetes and Chronic Obstruction Pulmonary Disease (COPD) continue to impact the everyday lives of Americans. In 2024, more than 38 million people in the US had diabetes. More broadly, people living with chronic and mental health conditions accounted for 90% of the nation's \$4.5 trillion annual healthcare tab.

Early prevention and detection can help people manage their health better, and iRhythm is an integral part of that effort. Our accuracy and precision in aiding in the diagnosis of potential cardiac disturbances can help providers and payers identify at-risk patients. Importantly, studies show that chronic illnesses tend to impact minority populations disproportionately. We believe that our services have a role to play in addressing adverse health outcomes caused by these types of disparities. At iRhythm, we aim to be the market leader and a trusted partner in providing solutions to address health inequities in healthcare.

To that end, in 2024, iRhythm made significant investments in examining the impact of detecting arrhythmias across patients who have comorbidities and chronic diseases. The full impact of those studies, which examine the ties between arrhythmias and patients with diabetes, COPD, chronic kidney and heart diseases, will come in 2025, but early indications suggest that iRhythm will be well positioned to help mitigate some of these clinical conditions through our Zio services.

Advancing 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 pursues greater market access through clinical and commercial strategies, there is an opportunity to lead in closing health disparity gaps.

iRhythm's Better Health, Better Access for All taskforce, a cross functional team of employees, that is dedicated to driving equity in healthcare access and outcomes through education and partnerships. The mission of the taskforce is to identify and address health disparities among different socioeconomic groups, with a particular focus on making quality healthcare accessible to all patients. During 2024, the Better Access for All taskforce worked with various stakeholders across the business on initiatives including Spanish language instructions for use (IFU) for Zio Monitor and, cultural competency training for relevant employees.

Enhancing Accessibility Through Language

Language is a key barrier in patients' ability to obtain the full benefit of a medical device as it limits access to quality healthcare services. To reduce the language barrier and enable more patients to have access to our products, we have initiatives in place including:

- Symptom logs, used by a patient to log anything that they feel is abnormal to their usual heartbeat, available in both English and Spanish for all our products (Zio XT, AT and Monitor).
- IFU for Zio Monitor available in English and Spanish.
- Customer care support available in multiple languages.

After visit summary- iRhythm makes the After Visit Summary (AVS) available to its patients in multiple languages including English,

Spanish, Bengali, Chinese (Traditional and Simplified), Creole, French, Portuguese, Russian. The AVS is made available to the patient in printed form, and/or through the patient portal of the health system. The AVS provides the patients with important information on the product, the MyZio app, importance of logging the symptoms, shipping back the ECG monitor.

Registro de síntomas **ZIO**

Mantenga este folleto con usted mientras usa su monitor de ECG para registrar cualquier síntoma.

No tocar: no para uso clínico.

Nombre _____

Fecha de inicio _____ Hora de inicio _____ ☐ AM ☐ PM

MM / DD / AAAA HH : MM

Tiempo de uso indicado _____ Para ser completado por el paciente:

Fecha de retiro _____

MM / DD / AAAA



Enhancing Accessibility Through Home Delivery

Proximity to a health system could prevent a patient from getting the healthcare they deserve. At iRhythm we want to make sure we go to where our patients are. We offer patients a home enrollment option where the product is shipped directly to the patient. We provide detailed information in the form of videos, FAQ's and printed materials to enable our patients to be able to apply the patch and start using the product seamlessly from home. We are in the process of transitioning Zio XT home enrollment to our next generation Zio Monitor product and this transition will also include a "Welcome Letter" that will be available in Spanish in addition to English. We started piloting Zio Monitor for home enrollment in December 2024 and plan to complete the transition in 2025.

ZIO
BY iRHYTHM

Servicio al cliente
(888) 693-2401
Disponible las 24 horas
del día, los 7 días de la
semana
iRhythmTech.com

Su proveedor médico, [Nombre del prescriptor] en [Nombre del centro], le ha pedido un monitor de ECG Zio® para que lo utilice durante los próximos [Duración] días.

La evaluación de su ritmo cardíaco en este momento permitirá a su proveedor médico comprender mejor su enfermedad y desarrollar su plan de atención.

El uso del monitor de ECG Zio es sencillo. Siga los pasos a continuación:

- 1. Aplicar**
En cuanto pueda, aplíquese el monitor. Las instrucciones, incluidos los videos, están disponibles en el folleto de instrucciones de uso adjunto y en la aplicación móvil MyZio®.
Escanee el código QR para descargar la aplicación MyZio®.
Llame a nuestro equipo de servicio al cliente al (888) 693-2401 si necesita ayuda.
Asegúrese de guardar la caja azul para devolver el monitor al final del uso.
- 2. Usar**
Use el monitor durante [duración] días.
- 3. Registrar**
Hay dos maneras de documentar cuándo siente un síntoma.
 - Pulse el botón en el centro del monitor y registre lo que sintió a través de la aplicación MyZio® O
 - Presione el botón en el centro del monitor y registre lo que sintió en el folleto de Registro de síntomas proporcionado.
- 4. Devolver**
Retire el monitor después de [duración] días y colóquelo en la caja azul junto con el folleto de Registro de síntomas. Selle la caja y déjela en cualquier casilla de correo el día que la retire. La caja está predirigida y prepagada.
Asegúrese de devolver su monitor para que podamos analizar los datos para su proveedor médico. Ellos le informarán cuando estén listos para revisar los resultados con usted.

Si decide no usar el monitor de ECG Zio®, devuélvalo por correo a iRhythm sin usar.

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Human Capital Management

Our human capital management strategy prioritizes the well-being, development and engagement of employees. Our approach includes comprehensive onboarding programs, continuous learning opportunities and a supportive work environment that fosters collaboration and innovation. We believe that by focusing on employees' needs and growth, we are able to enhance job satisfaction, reduce turnover and ultimately drive better business outcomes. In this section we discuss the following:

- A. Our culture
- B. Attraction and Retention
- C. Talent Development
- D. Employee Engagement
- E. iBelong
- F. Total Rewards

Our Culture

We believe in building an inclusive culture that empowers and engages all employees to do their best work as builders, innovators and collaborators. Our culture and fast-paced environment stem from our passion to create life-saving technology with world-wide impact.

We aim to shape a culture that maximizes the impact of our exceptional employees and fosters positive experiences.

In 2024, we refreshed our values to be reflective of who we are and who we want to be as an organization. We assembled a team to speak with as many employees as possible to understand what culture and

values are most important for creating a great work environment. The HR team hosted extensive cross-functional focus groups at every level of the company.

Through this process, we created the following values, setting a renewed foundation for our company culture:

Our Values



Lead with Integrity

Doing the right thing is our thing.

- Build trust
- Hold ourselves to the highest standards of ethics
- Act with transparency
- Be accountable



Solve for the Patient

Improving the lives of patients is our passion.

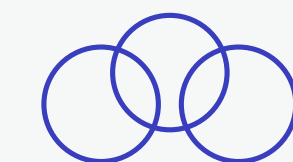
- Put patients first
- Deliver high-quality results
- Consider customer needs



Think Big, Go Fast

Achieving our vision requires bold action without compromising quality.

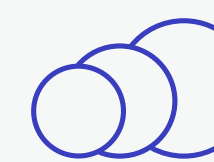
- Be open to new ideas
- Take intelligent risks
- Act with a sense of urgency
- Learn from failure



Collaborate to Win

Prioritizing collective success delivers astounding results.

- Think holistically and strategically
- Develop relationships proactively
- Work as one team



Strive for Better

Immense possibility exists at iRhythm.

- Embrace change
- Pursue opportunities for growth
- Seek diverse perspectives

To promote awareness and the adoption of our refreshed values, we created a group of Culture Ambassadors representing every function of the business. These Culture Ambassadors work to embed the values into each of their functions through activities, team discussions and celebrations for putting the values into action.

New recognition opportunities to celebrate people who are living our values everyday includes:

- Heartbeat Hero Values Awards: Peer-to-peer recognition awards celebrated at company-wide meetings each quarter.
- Elevating Culture Generating Impact (ECG) Values Awards: Executive nominated leadership awards Dir+ leaders celebrated at our annual Global Leadership Forum.
- iAppreciate messages: Peer-to-peer recognition tool enabling everyone at iRhythm to easily provide recognition and kudos on living our values.

Attraction and Retention

iRhythm is an organization energized by the impact of our technologies on patients' lives. For every person on the journey, it is a place for growth with ample opportunity to be a part of building a world of better health for all. It is the power of our people who enable us to reach our goals and impact the lives of patients every day. We are creating a place where people come for opportunity and stay due to the impact, they make on the people they work with and the patients we ultimately serve. Our efforts to retain great talent include providing ongoing learning and development opportunities, promoting employee engagement in shaping our culture and path forward, ensuring fairness in our performance and talent processes, offering comprehensive total rewards and protecting employee health and safety.

As part of our values, we Strive for Better when creating a great employee experience when it comes to identifying talent pipelines and rewarding annual performance. We continue to leverage Workday to optimize our talent processes and generate more valuable talent data to inform business decisions and target development plans. Centralizing our performance and talent processes also promotes transparency, consistency and alignment between managers and employees, giving employees insights on how to drive both individual and collective success.

Talent Development

At iRhythm, the opportunities for career growth and development are all around. We encourage our employees to be curious, take risks and challenge themselves in thinking about their development. We think about development as the alignment between business need and personal aspiration, knowing that development doesn't always follow a linear path. That's why we offer support and guidance for employees to apply their skills and passions across the organization as we build the future together.

We encourage employees to set clear annual goals aligned to our business strategy and development goals. We provide a digital tool for employees to capture annual goals and track progress on a quarterly basis through manager-employee conversations, encouraging employees to stay on track and achieve their goals. We also provide reminders and guidelines to encourage employees and managers to have effective performance and development conversations on a regular basis throughout the year.

We provide all employees with access to LinkedIn Learning to support their individual development plans and encourage its use from the very first day they are onboarded into the organization.



Values award winners
with iRhythm's CEO

In 2024 we streamlined our leadership competencies to set clear expectations and guidance for our leaders on their development journeys. All directors and above completed a 360-degree evaluation based on these streamlined competencies to set a benchmark for their development and creation of action plans. We continue to make the competencies actionable and top of mind by embedding them into our performance practices and development programs.

We are focused on identifying top talent, succession planning for senior leaders roles, and constantly monitoring what our leaders need to succeed in our business landscape. In 2024 we continued to develop and deploy formal leadership development programs, targeting essential topics for successfully leading our company forward and developing strong teams, including the following:

- iGNITE: Our leadership development program for all people leaders focused on strengthening essential leadership behaviors and competencies, including skills for building trust, coaching, giving feedback, leading cross-functional teams, delegating, holding people accountable and leading change.
- Global Leadership Forum: Annual live event and quarterly virtual sessions focused on business strategy and leadership skill building for all directors and above.
- iAdvance: Our 12-month immersive program targeting emerging leaders within our commercial organization. Includes self-paced learning, group projects, networking and stretch assignments to shift participants from an individual contributor mindset to strategic, big-picture thinking. In 2024, we added a capstone project involving a business case presented to commercial leaders.

- Leader Success portal: A resource hub for all existing and newly hired or promoted leaders designed to support leadership development. Includes guidance for holding effective one-on-one meetings, offering valuable feedback for annual performance reviews and coaching their teams to achieve desired outcomes, among other leadership responsibilities.

Employee Engagement

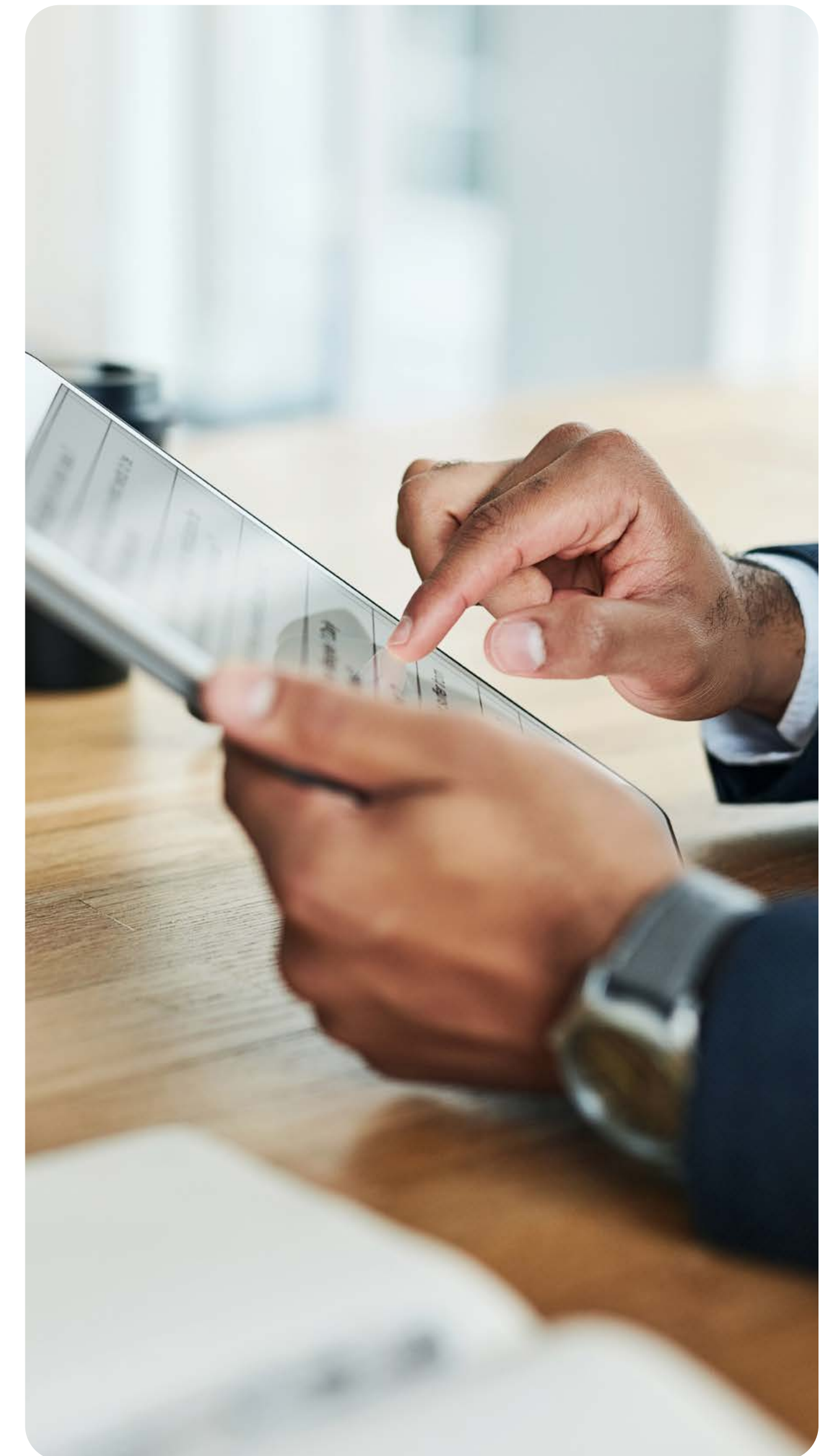
We believe that strong employee engagement is central to empowering our employees to drive innovation, enhance productivity and contribute to a positive workplace culture.

Each year we complete engagement surveys in spring and fall to measure our employee engagement and solicit feedback on items related to organizational culture, employee work experience, and leadership effectiveness. In 2024, over 80% of employees responded to our surveys, indicating our employees want their voices heard and know that we listen to their feedback.

Senior leadership monitors and shares engagement trends with employees, along with new action plans to address areas of improvement and progress against the action plans already in place. The same process takes place within functions and individual teams. Action planning efforts reinforce the focus on employee engagement and investment into our collective future.

A key strength for iRhythm continues to be that employees feel the work they do is meaningful and has a purpose.

In addition to engagement surveys, we listen throughout the employee journey, including during onboarding and exit. We monitor for trends and use these insights to improve the employee experience at the enterprise and team level.



iBelong

Our iBelong strategy powers our culture of Integrity and Collaboration. At iRhythm we are committed to fostering an inclusive culture where everyone can feel a sense of belonging, recognizing and celebrating the diversity of ideas, skills and experiences that drive extraordinary achievements and improve outcomes for all. We understand that an inclusive environment brings significant benefits to teams and organizations, and through intentional awareness and steadfast efforts, we actively put our commitment into action. We remain committed to building our company by surrounding ourselves with the best, most qualified people possible, understanding that value comes through a workplace where everyone—regardless of their background, beliefs or identity—feels valued, respected and empowered to thrive.

iBelong powers our culture of Integrity and Collaboration.

Cultural Sensitivity and Awareness Education - We provide essential tools for fostering a more inclusive and respectful workplace and helps employees understand the importance of an inclusive work environment while building awareness of cultural differences within a global organization. As iRhythm continues to expand internationally, we understand the importance of equipping employees with the knowledge to navigate cultural nuances and collaborate effectively with global counterparts. To support this, we introduced an all-employee **Cultural Sensitivity Empower Hour**, aimed at fostering an inclusive environment that builds awareness and celebrates cultural differences around the globe and drives enhanced collaboration and innovation.

Employee Resource Groups

Employee Resource Groups (ERGs) are a cornerstone of our iBelong strategy, creating spaces where employees feel heard, valued, and represented. By enhancing belonging and empowering individuals to bring their whole selves to work, ERGs strengthen our culture, boost engagement, and drive collaboration. Their impact is seen across iRhythm, contributing to retention, productivity, and overall business success, making them vital to our mission. Our ERGs, which are open to all of our employees, are:

- [Women inRhythm](#) Fosters the growth and progress of iRhythm employees. Our aim is to build a community and cultivate an inclusive culture, making a positive impact every day across the globe.
- [Lotus \(AAPI\)](#) Unites employees with diverse perspectives to empower and support everyone. We strive to cultivate an inclusive environment that values and celebrates all cultures.
- [IPRIDE & Allies \(LGBTQ+\)](#) Champions a workplace where employees feel secure and authentic. Through strategic partnerships, we actively foster a culture that embraces differences and promotes understanding.
- [African Americans in Rhythm \(AAiR\)](#) Provides a distinctive platform for education and networking, skill development, and fostering a deeper understanding, support, and appreciation for individuals with varied backgrounds, interests, and aspirations.
- **NEW** [Juntos \(Together\) at iRhythm \(Latine/Hispanic\)](#) Empowers and supports employees by fostering an inclusive community that celebrates cultural differences and authenticity, promotes professional development, and works towards an equitable workplace environment.



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, and an employee assistance program 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.

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. In 2024, at least 60% of our employees participate in at least one of our stock programs, which we believe supports alignment between the interests of our employees and our stockholders, and helps build an ownership mentality amongst participating employees. 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, in select geographies, is the ability to participate in our ESPP. Participants in the Employee Stock Purchase Plan (ESPP) may purchase our stock at a 15% discount to market price.

Employees are eligible for medical, dental, vision and other comprehensive benefits. 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. In support of employee wellness, we provide benefits and programs including:

- 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).
- Monthly webinars – personal wellness or benefit plan education (Global benefit)

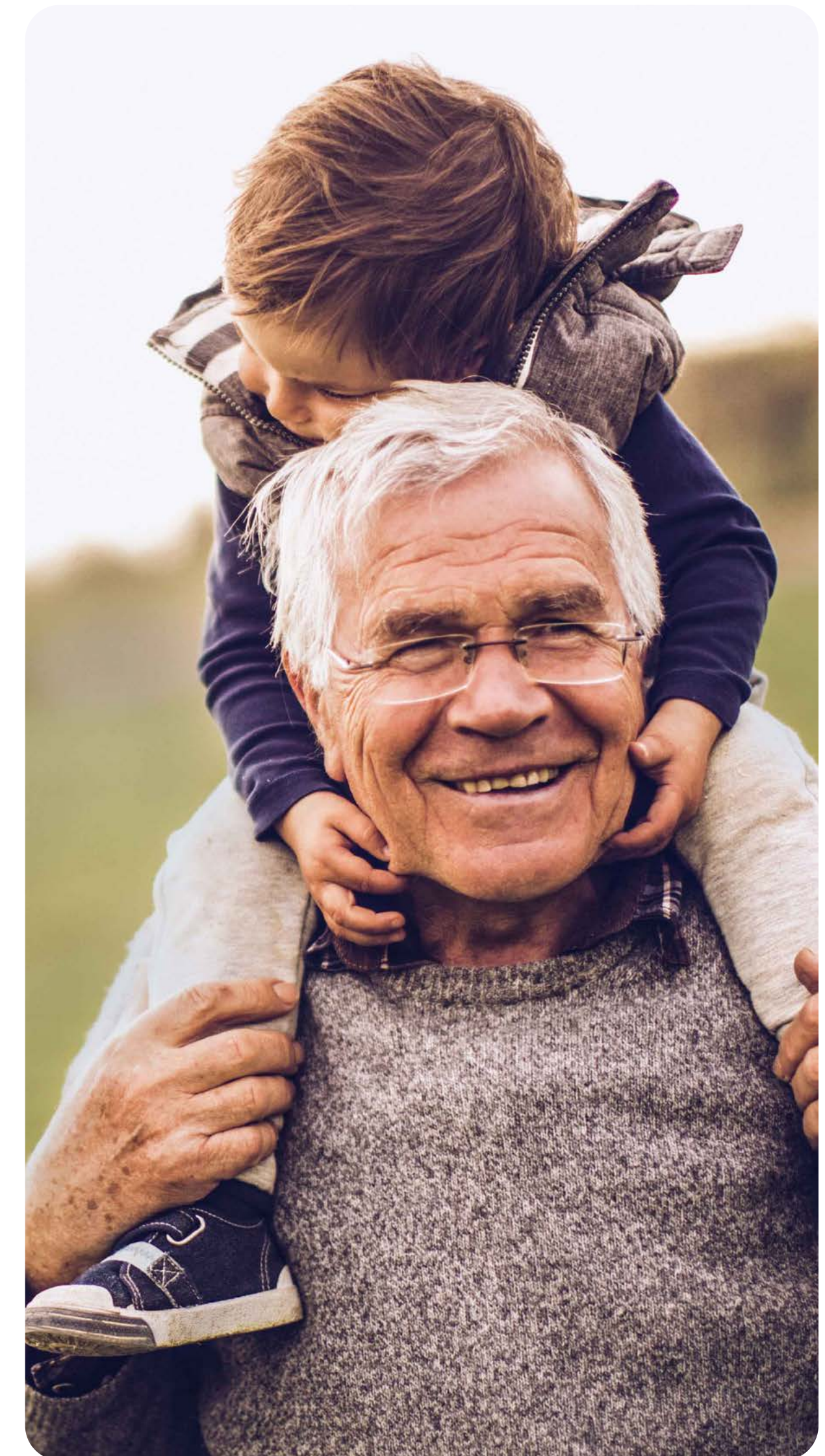
We offer competitive benefits:

Benefits offered to all full-time employees:

- Medical, dental, vision insurance
- Life and disability plans
- 401(k)/pension
- Paid holidays and paid time off
- Emotional health and work-life resources
- Wellness programs
- Paid parental leave

Additional benefits offered in select geographies:

- ESPP
- Pre- and post-tax plans to pay for medical and dental expenses (e.g. HSA, Cash Plan)
- Business Travel Accident insurance and concierge-style travel assistance
- Pet insurance and discount program



Health and Safety

At iRhythm, we believe that exceptional patient care begins with a safe, healthy and environmentally friendly workplace.

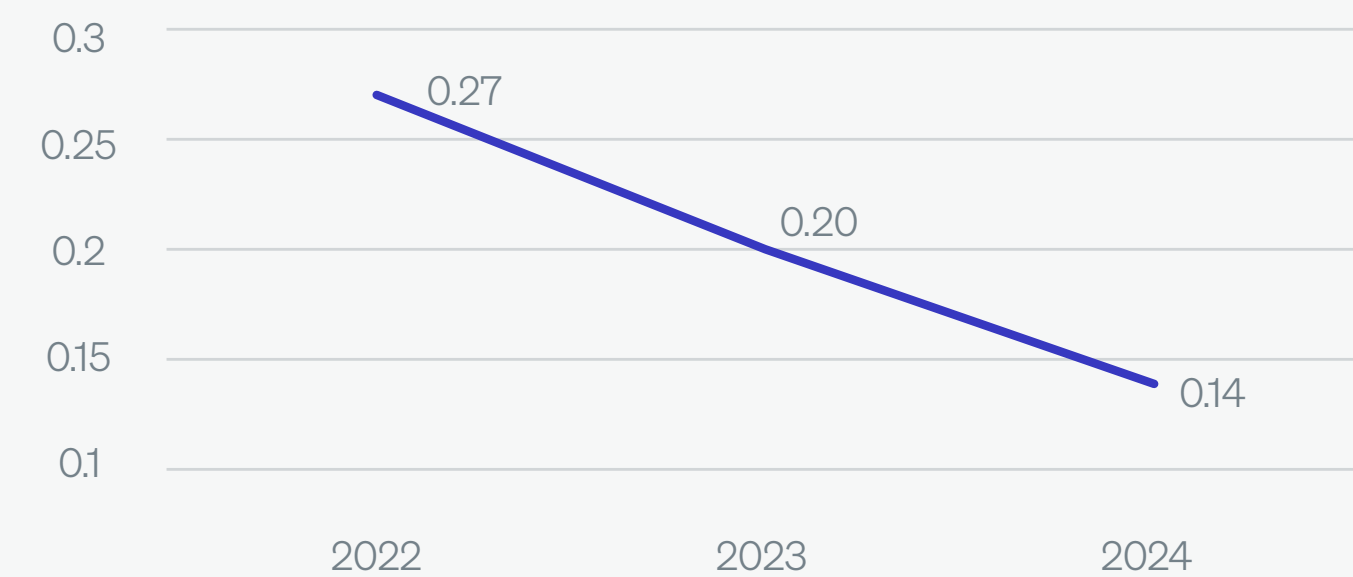
We are committed to integrating Environmental Health and Safety (EHS) considerations into our business decisions, from product design to supply chain management.

By aligning our EHS policy with our broader sustainability goals, we strive to protect both our employees and the environment while operating responsibly and sustainably.

Our manufacturing represents the most significant EHS-related risk in our operations with a substantial portion of serious injuries reported associated with ergonomic issues, repetitive motion and heavy lifting. Through our targeted virtual ergonomic program, we have been successful in reducing our workplace injuries associated with these risk factors year over year.

These efforts have resulted in the year-on-year reduction of our serious injuries as reflected in our Lost Time Injury Frequency Rate (LTIFR) trend over time.

LTIFR Trend Over Time



Other Health and Safety Metrics Trend

Health and Safety Metrics	Unit	2023	2024
Days Away, Restricted, or Transfer (DART)	# of injuries and/or illnesses per 100 FTEs that result in days away from work, job restriction, or job transfer.	0.65	0.29
Total Recordable Incident Rate (TRIR)	# recordable incidents per 100 FTEs.	0.86	0.34
Fatalities	#	0	0

In addition to tracking lagging indicators such as LTIFR, DART and TRIR, we also internally track leading indicators like workplace inspections performance rate and, on-time training completion, to proactively prevent workplace health and safety incidents.

EHS Policy

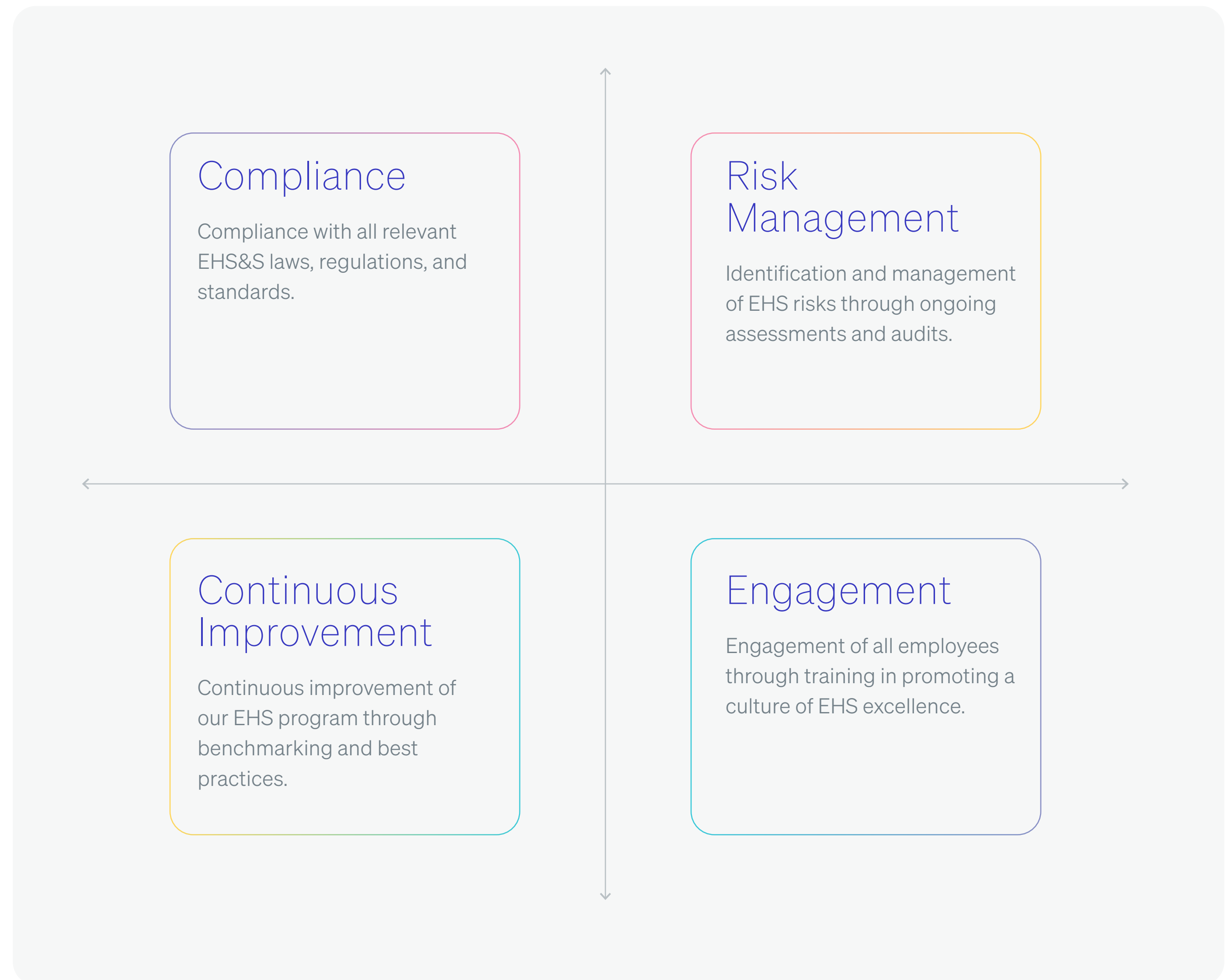
Our EHS policy reflects our commitment to complying with all relevant EHS laws and regulations, while regularly assessing and mitigating potential risks in our operations. Our EHS Policy applies to all iRhythm employees, contractors, facilities, operations, products, and services covered under our EHS management systems.

EHS Management

To continuously improve on our performance, we set measurable program objectives and targets and communicate transparently with our stakeholders on our progress. Our EHS program's long-range objectives and targets largely focus on reducing systemic health and safety risks associated with our operations and advancing our efforts in building a more environmentally friendly products portfolio.

Leaning into our corporate values of Collaborate to Win and Strive for Better, we consistently explore collaborative opportunities across our business units to enhance our overall EHS performance. Through our annual operational risk assessments, we partner cross functionally to elevate our EHS risk mitigation strategies.

We operate a comprehensive, risk-based EHS management system anchored on these four core principles to the right.



We continue to build and enhance our workplace health and safety efforts by incorporating the key elements below into our EHS management system:



Risk Assessments

We conduct periodic risk assessments across our facilities to proactively identify health and safety risk factors on an ongoing basis and mitigate them.

Incident Management

In line with our 'Strive for Better' corporate value, we maintain a robust incident management program. Every workplace incident is investigated down to the root cause(s) and appropriate corrective actions are identified and implemented.

Employee Training

We train all our employees on safe work practices and foster a culture of environmental responsibility. iRhythm provides our employees with relevant mandatory health and safety training on an on-going basis to comply with relevant regulations and enhance our overall health and safety awareness.

Employee Recognition

In 2024, we introduced our EHS recognition program (Workplace Safety Hero), which reinforces positive health and safety behaviors and recognizes employees who make positive contributions to the EHS program.

Audits and Inspections

Our management systems audits provide a review of our EHS governance practices and identifies areas of improvements. We also conduct ongoing periodic inspections of our facilities to proactively identify and mitigate hazardous conditions in the workplace.

Industrial Hygiene Monitoring

Depending on the nature of our operations, we perform industrial hygiene monitoring to ensure our exposure control practices not only meet regulatory requirements but provide adequate health and safety protections to our employees with any exposures to hazardous materials.

Philanthropy and Impact

We believe that giving back to communities fosters meaningful connections, creates a positive impact beyond the workplace, and generates lasting benefits for both iRhythm and the communities we serve. **Rhythm for a Reason**, iRhythm's employee-led philanthropic effort, organizes various partnerships and activities.

Community Engagement and Philanthropic Efforts

Highlights from our community efforts during 2024 include:

- **Advancing Minorities' Interest in Engineering (AMIE) Partnership:** In 2024, we prioritized external partnerships by collaborating internally to establish a relationship with **Advancing Minorities' Interest in Engineering (AMIE)**, a national organization committed to increasing diversity in engineering.
- **Sleeves Up Virtual Blood Drive Campaign:** During Black History Month, the African Americans in Rhythm (AAiR) ERG organized a **Sleeves Up** virtual blood drive to address the critical need for blood donations, while celebrating the rich legacy of Black history.
- **5K Benefiting Friends Life Community:** iRhythm Run is an employee-only 5K that is held each year at the Global Sales Meeting, with over 100 runners each year and new local charity chosen as the philanthropic recipient. In 2024, more than \$28,000 was raised through philanthropic contributions of iRhythm and our employees for **Friends Life Community**, a non-profit organization that provides opportunities for adults with developmental disabilities to grow personally, develop socially, and be active members of the Nashville community.

- **Coastal Clean-up Drive:** In partnership with the Philippines Coast Guard (PCG) Chaplain Services and Baseco De Sto Nino Parish, 30 iRhythm employees participated to restore the beautiful coastline and promote awareness about marine conservation.

Additional philanthropic efforts in 2023 and 2024 include:

- Over \$39,000 donation to **Mended Hearts** on behalf of employees for Giving Tuesday.
- Employee contributions to support **Doctors Without Borders**.
- Bicycle assembly for **Boys and Girls Club of America**.
- **U.S. Marine Corps Toys for Tots** drop-off location at Cypress CA facility.
- Eighth annual Build-a-Bike adventure that supported the **San Francisco Firefighters Fund**.
- Volunteer event with **The Salvation Army East County Red Shield Center** that entailed assembling care packages of food, books, clothes, and personal items for adults and children.
- Pack-and-Wrap event in UK to benefit elderly patients spending Christmas at local **NHS Hospital, Frimley Park**.
- Coats to benefit **One Warm Coat**.



Merritt College Partnership

iRhythm took a significant step towards bringing crucial training and ultimately job opportunities to the local Bay area community by partnering with Merritt College in Oakland, California, to support the schools emphasis on coursework related to cardiac technology which was added to its exiting program in medical assisting. This will help train and employ cardiac technicians to use the latest heart monitor tools and technology.

The program at Merritt College has grown since its inception in January 2023. iRhythm's Clinical Operations team has hired four people from the program – all based in the local Bay Area – and are thrilled about the caliber of talent coming out of the program.

As iRhythm continues growing the business to serve more patients in more locations worldwide, this partnership is an important step to our talent acquisition and employee growth strategy. One of our main clinical operations Center of Excellence is in the Bay Area and we are always looking for great local people to hire at our facilities.



Governance



Corporate Governance

iRhythm is committed to responsible and ethical business practices and we strive to conduct our business in accordance with the highest ethical standards. We believe proper governance ensures that we are operating in a manner to ensure long-term business success. In this section you will find discussions on:

- A. Corporate Governance
- B. Business Ethics and Compliance
- C. Risk Management
- D. Data Security
- E. AI Governance
- F. Political Contributions
- G. Educational Grants
- H. Quality and Safety

We are committed to good corporate governance, which strengthens the accountability of our Board of Directors and promotes the long-term interests of our stockholders. Key elements of our independent board and leadership practices are outlined below, and are discussed further in the proxy statement:

Independent Chairman of the Board

Abhijit Talwalkar serves as the independent chairperson of our Board of Directors. Our Board of Directors believes that Mr. Talwalkar’s deep technology knowledge and extensive experience in executive and board leadership roles at other technology companies make him well qualified to serve as chair of our Board of Directors.

Independent Board and Committee Oversight

Our Corporate Governance Guidelines provide that there will at all times be a majority of independent directors on our Board of Directors. A majority of our current directors are independent (eight out of nine of our current directors). Our independent directors conduct regular executive sessions. All committees of the Board of Directors are composed entirely of independent directors.

Comprehensive Risk Oversight Practices and Review of Internal Controls

Our Board of Directors oversees our comprehensive risk oversight practices, including cybersecurity, data privacy, compensation, legal and regulatory matters, and other critical evolving areas. Our Board of Directors executes its oversight responsibility directly and through its committees, particularly the Audit Committee and the Compensation and Human Capital Management Committee.

Sustainability Matters

Our Nominating and Corporate Governance Committee oversees iRhythm’s strategies, activities, risks and opportunities related to sustainability matters.

Robust Board Evaluation Process

Our Board of Directors and each of its committees conducts annual self-evaluations to assess performance. Such evaluations help inform board practices and assist the Board of Directors and its committees in identifying how it can improve.

Annual Director Elections

Each member of our Board of Directors serves a one-year term and is subject to re-election at each annual meeting.

Mandatory Stock Ownership Guidelines

Each member of our Board of Directors is required to comply with robust stock ownership guidelines.

2024 Director Board Composition:

Board Independence	Board Tenure	Age Mix
Independent Directors: 8	Average Tenure: 5.7 Years	Average Age: 64
Non-Independent Directors: 1	0-3 Years: 2	40-49 Years: 1
	3-5 Years: 2	50-59 Years: 1
	6+ Years : 5	60-69 Years: 5
		70-79 Years: 1
		80-89 Years: 1

Corporate Governance Standards

We are strongly committed to good corporate governance practices. These practices provide an important framework within which our Board of Directors and management can pursue our strategic objectives for the benefit of our stockholders.

Corporate Governance Principles

Our Board of Directors has adopted Corporate Governance Guidelines that set forth expectations for directors, director independence standards, board committee structure and functions, and other policies for the governance of iRhythm.

Our Corporate Governance Guidelines are available in the Investor Relations section of our [website](#).

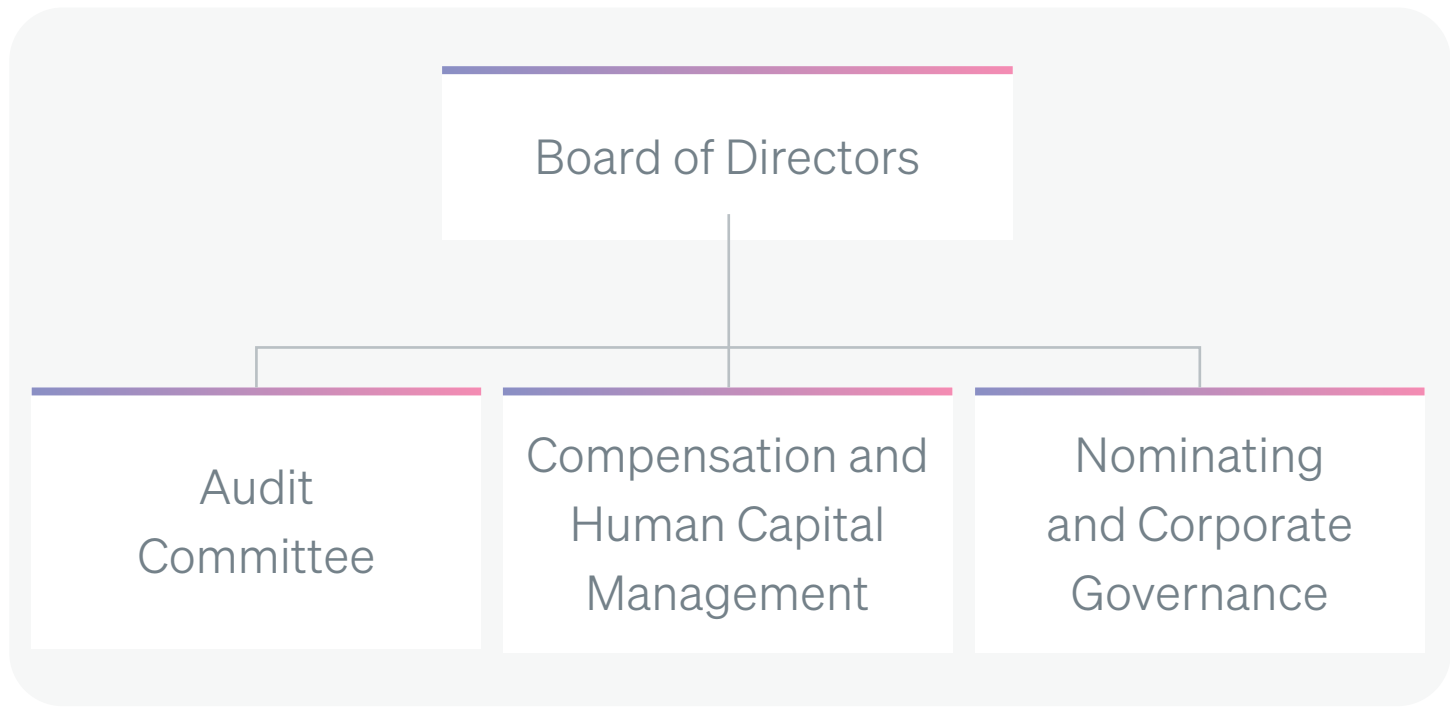
Our Nominating and Corporate Governance Committee reviews the Corporate Governance Guidelines periodically, and changes are recommended to our Board of Directors as warranted.

Board Leadership Structure

We currently have an independent director serving as our chairperson. Our Corporate Governance Guidelines provide that our Board of Directors shall be free, in accordance with our bylaws, to choose its chairperson in any way that it considers in the best interests of our company, and in making this determination, directors may take into consideration the interests of other stakeholders.

Currently, our Board of Directors believes that it should maintain flexibility to select the chairperson of our Board of Directors and adjust our board leadership structure from time to time.

Committees of Our Board of Directors



Copies of the charters for each committee are available in the Investor Relations section of our [website](#). Information about the composition, responsibilities, and oversight of iRhythm’s Board of Directors can be found in the Corporate Governance Policies and Practices section of our 2024 Proxy Statement.



Board Role in Risk Oversight

Our Board of Directors, as a whole, has responsibility for risk oversight, while the committees of our Board of Directors oversee and review risk areas that are particularly relevant to them. The risk oversight responsibility of our Board of Directors and its committees is supported by our management reporting processes, which are designed to provide visibility to our Board of Directors and to our personnel that are responsible for risk assessment and information about the identification, assessment and management of critical risks and management’s risk mitigation strategies. These areas of focus include competitive, economic, operational, financial (accounting, credit, investment, liquidity and tax), legal, regulatory, cybersecurity, privacy, compliance, information technology, quality and safety, and reputational risks.

We believe this division of responsibilities is an effective approach for addressing the risks we face and that our board leadership structure supports this approach. Each committee of our Board of Directors meets with key management personnel and representatives of outside advisors to oversee risks associated with their respective principal areas of focus.

The Board	Our Board of Directors reviews strategic and operational risk in the context of discussions, question and answer sessions and reports from the management team at each regular board meeting, as well as reports from other third-party experts from time to time, receives reports on all significant committee activities at each regular board meeting and evaluates the risks inherent in significant transactions.
Audit Committee	Our Audit Committee assists our Board of Directors in fulfilling its oversight responsibilities with respect to risk management. Our Audit Committee reviews our major financial and enterprise risk exposures, including technology, privacy, cybersecurity and other information technology risks, among other things, discusses with management, our independent auditor and our internal auditor guidelines and policies with respect to risk assessment and risk management.
Compensation and Human Capital Management Committee	Our Compensation and Human Capital Management Committee evaluates our major compensation-related risk exposure, and the steps management has taken to monitor or mitigate such exposures.
Nominating and Governance Committee	Our Nominating and Corporate Governance Committee assesses risks relating to regulatory compliance and corporate sustainability matters.

Business Ethics and Compliance

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.

We have worked with Board of Directors and senior management to create our comprehensive Global Compliance & Ethics Program (“Program”). The Program is governed by our Global Risk and Integrity department with oversight by our Chief Risk Officer and Chief Compliance Officer. Responsibilities include maintaining and implementing our Code of Conduct (Code), compliance audits, integrity hotline and various supporting policies, procedures and trainings. We seek continuous improvement of our program through on-going assessments and surveying our employees to understand their perceptions of our culture of integrity.

Our comprehensive Program is designed in accordance with the Compliance Program Guidance published by the Office of Inspector General, United States Department of Health and Human Services (HHS-OIG Guidance) and adheres to the California Health and Safety Code §119402. In accordance with the Code, we have tailored our Program to fit the unique environment, organizational structure, resources, operations and size of our company. To continuously evolve our culture of compliance, we also maintain memberships with key medical associations in our major markets: Advanced Medical Technology Association, Medical Device Manufacturing Association, and MedTech Europe. Additionally, the company regularly reviews and enhances the Program to meet its evolving compliance needs, the voluntary standards established by the HHS-OIG Guidance, and its unique environment and size of the company.

Our Code of Conduct

Our Code outlines the principles that govern the way we interact with each other, our customers and the public. Beyond working ethically and lawfully, we expect our employees, officers and directors around the globe to act with:

- Integrity: Be trustworthy and act ethically
- Accountability: Make responsible choices and have the courage to take responsibility
- Inclusion: Encourage and support diverse voices
- Leadership: Inspire others and lead by example with respect
- Clarity: Be open, honest and constructive

The Code also incorporates language from relevant guidance and industry associations in risk areas and serves as the foundation for all our corporate policies and procedures. We require all employees, officers and directors to participate in an ongoing training program to ensure awareness of the expectations outlined in the Code

For further information, please refer to our [Code](#).

Leadership and Structure

At iRhythm, our Chief Compliance Officer (CCO) oversees the Program with support of executives and management on the Corporate Integrity Steering Committee.

Moreover, the Nominating and Corporate Governance Committee and Audit Committee are the Board-designated committees that oversee the development and refinement of the Program and advise the Chief Compliance Officer.



Raising Concerns

At iRhythm, we are committed to an environment where, open, honest communications is the expectation, not the exception. iRhythm personnel, healthcare professionals, suppliers, patients, and the public may anonymously report any concerns to the iRhythm Integrity Hotline. The Integrity Hotline is operated by an independent company and is available 24/7. Reports can be communicated to the Integrity Hotline via phone (US: (844) 884-0117; UK: 0-800-89-0011; PH 02 8231 3103) or filed [online](#).

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 may be called upon to help with an investigation. iRhythm abides by a strict No-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.

Auditing and Monitoring

The Program includes efforts to monitor and evaluate adherence to the Company's compliance policies and procedures.

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 CCO, CRO, Board of Directors Audit and Nominating and Corporate Governance Committees and executive leadership.

iRhythm Program requires we respond promptly to potential violations of law or Company policy, take appropriate disciplinary action, assess whether the violation is in part due to gaps in iRhythm's policies, practices, or internal controls and take action to prevent future violations.

Engaging Our Supply Chain

From human rights and child labor expectations to information security and financial responsibility standards, we hold our suppliers to the same high standards as we do ourselves. For example, through our Supplier Code of Conduct, our direct suppliers agree to meet our standards by renewing their commitment to comply with the Code on an annual basis. In addition, because we strive for a conflict-free supply chain, our Conflict Minerals policy guides iRhythm and all of our suppliers to comply with United States law regarding conflict minerals in our products. We also have a supplier due diligence program that measures the performance of our suppliers and their overall capabilities, which fosters strong partnerships and focuses on activities ranging from material specifications to product efficiencies and workplace safety.

Our Hotline is answering the call 24/7

US: 1-844-884-0117

UK: 0800 89 0011

PH: 02 8231 3103

Our suppliers, distributors, and consultants are, by extension, a part of our iRhythm culture, so we do our best to hold them to the same ethical standards we follow.



Risk Management

At iRhythm we recognize that prudent risk management is necessary to deliver long-term, sustainable shareholder value.

Our Enterprise Risk Management (ERM) program is the key management program that underpins our risk oversight function. The program is based in the most recent framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). 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.

iRhythm's 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.

Enterprise risk management methodology

Our comprehensive and systematic approach to risk identification ensures that risks are captured and vetted for their effect across the organization.

Key program elements include:

- Bottoms-up and top-down risk assessment by involving various levels of employees, management, executives and board members.

- Comprehensive research and benchmarking involving internal and external data sources.
- Lagging and leading key risk indicators.
- Evaluating risks using impact, likelihood and velocity scales.
- An inventory and classification of key risks into current and emerging categories.
- Reporting key risks to executive and board.
- Working with risk owners for developing mitigations for key risks.
- Informal network of risk champions for timely identification and escalation of risks.

Our most recent enterprise risk assessment results were presented during our August 2024 meeting of the full board of directors. We appreciate that enterprise risk management is a dynamic process and using the various tools we have implemented we continue to screen our environment for risks that needs the appropriate level of management attention. We present the results of the risk assessment to the full board at least once a year.

Data Security

Cybersecurity Governance

As part of the Board of Directors oversight of iRhythm's cybersecurity risk management and strategy, the Audit Committee gets regular updates from the Chief Information Security Officer (CISO) and CRO. We also regularly engage external parties to assist in the review of our cybersecurity risk oversight processes.

“Integrating cybersecurity throughout our operations isn’t optional—it’s how we honor our commitment to patients while navigating an increasingly complex threat landscape.”

Orus Dearman
Vice President and
Chief Information Security Officer



We have established policies to govern the security of our systems and the protection of customer and patient data which include regular system updates and patches, employee training on cybersecurity and security best practices prescribed by the Health Insurance Portability and Accountability Act of 1996 (HIPAA), incident reporting, and the use of encryption to secure sensitive information. All employees are trained on these policies.

Our Cybersecurity department, which reports to our CISO, is responsible for our cybersecurity program. To identify, assess, and manage material cybersecurity risks, our Cybersecurity team uses a cybersecurity risk assessment process aligned with leading frameworks such as the National Institute of Standards and Technology's (NIST) Cybersecurity Framework and the HIPAA Security Rule. To ensure appropriate and consistent risk evaluation and decision-making processes we utilize an Adjusted Risk Rating ("ARR") system that considers certain attributes that represent impact to iRhythm, and we prioritize our actions based on our ARR system. Our cybersecurity risk assessment program provides the underlying basis for the activities our Cybersecurity and Global Risk & Integrity departments take to identify and mitigate risks from, as well as develop risk management and response strategies for, evolving and emerging cybersecurity threats.

We engage in the periodic assessment of our cybersecurity policies, standards, processes and practices internally and through assessments by external providers. These efforts include a wide range of activities, including audits, assessments, tabletop exercises, threat modeling, vulnerability testing, penetration testing and other exercises focused on evaluating the effectiveness of our cybersecurity measures and planning. Assessments by external providers of our cybersecurity measures include information security maturity assessments

audits, and independent reviews of our information security control environment and operating effectiveness. The results of such internal and external assessments, audits and reviews are reported to the Audit Committee and the Board of Directors and we adjust our cybersecurity policies, standards, processes and practices as necessary based on the information provided by these assessments, audits and reviews. In addition to the assessment of internal cybersecurity risks, we have implemented processes to oversee and identify risks from cybersecurity threats associated with our use of third-party service providers that have access to our data and systems.

Phishing threats have increased in volume and sophistication in the past year, driven by the proliferation of new technologies, like generative AI tools. We continue our multipronged approach to fight cyberthreats including:

- A. Regular employee phishing tests and training
- B. Cybersecurity all hands meetings
- C. Role based training tailored to key departments at least annually
- D. Periodic security tips and reminders through enterprise-wide email and/or newsletters

Other Cybersecurity Enhancements:

iRhythm has deployed Operational Technology (OT) specific security monitoring and security measures to further protect our automation operations. In addition, we have enhanced our Privileged Access Management (PAM) capabilities through new technology and processes.

We also formalized our threat intelligence program including Darkweb searches, brand protection, and operationalizing

closed and open threat intel sources. iRhythm participates and receives regular communication/threat intelligence from special interest groups including Infragard, Health-ISAC, Blueintel and Cybersecurity and Infrastructure Security Agency (CISA). An automated feed of Indicators of Compromise (IOC) is ingested into our Security Information and Event Management System (SIEM) from the Health Information Sharing and Analysis Center (H-ISAC) and other public sources. This enables timely identification of threats and complements our threat hunting activities to perform proactive security monitoring to prevent potential events prior to occurrence.

iRhythm's Zio Service system is SOC2 Type II compliant based on the trust services criteria relevant to security, availability, confidentiality, processing integrity, and privacy of information. The Zio US Service system is a cardiac monitoring program that consists of Zio XT (Long-term Continuous Electrocardiograph (ECG) monitor) and Zio AT (Mobile Cardiac Telemetry Monitor). As part of the Zio US Service system, Zio ECG Utilization Service (ZEUS) System is a cloud-based analysis and reporting platform powered by deep-learned algorithms.

Privacy

To uphold iRhythm's core principles, that is ensuring that all data that we hold (patient, employee or customer) is managed with the highest levels of responsibility and protection, we have instituted a robust and comprehensive privacy program. We are committed to ensuring the privacy and security of our customer and patient data.

Privacy Governance

iRhythm's global privacy program is overseen by our CRO, who reports directly to the Audit Committee and administratively to

the Chief Executive Officer. The daily management of our global privacy program is undertaken by our Privacy Operations team under direction of the Senior Director of Privacy Compliance and Data Protection Officer for our global programs.

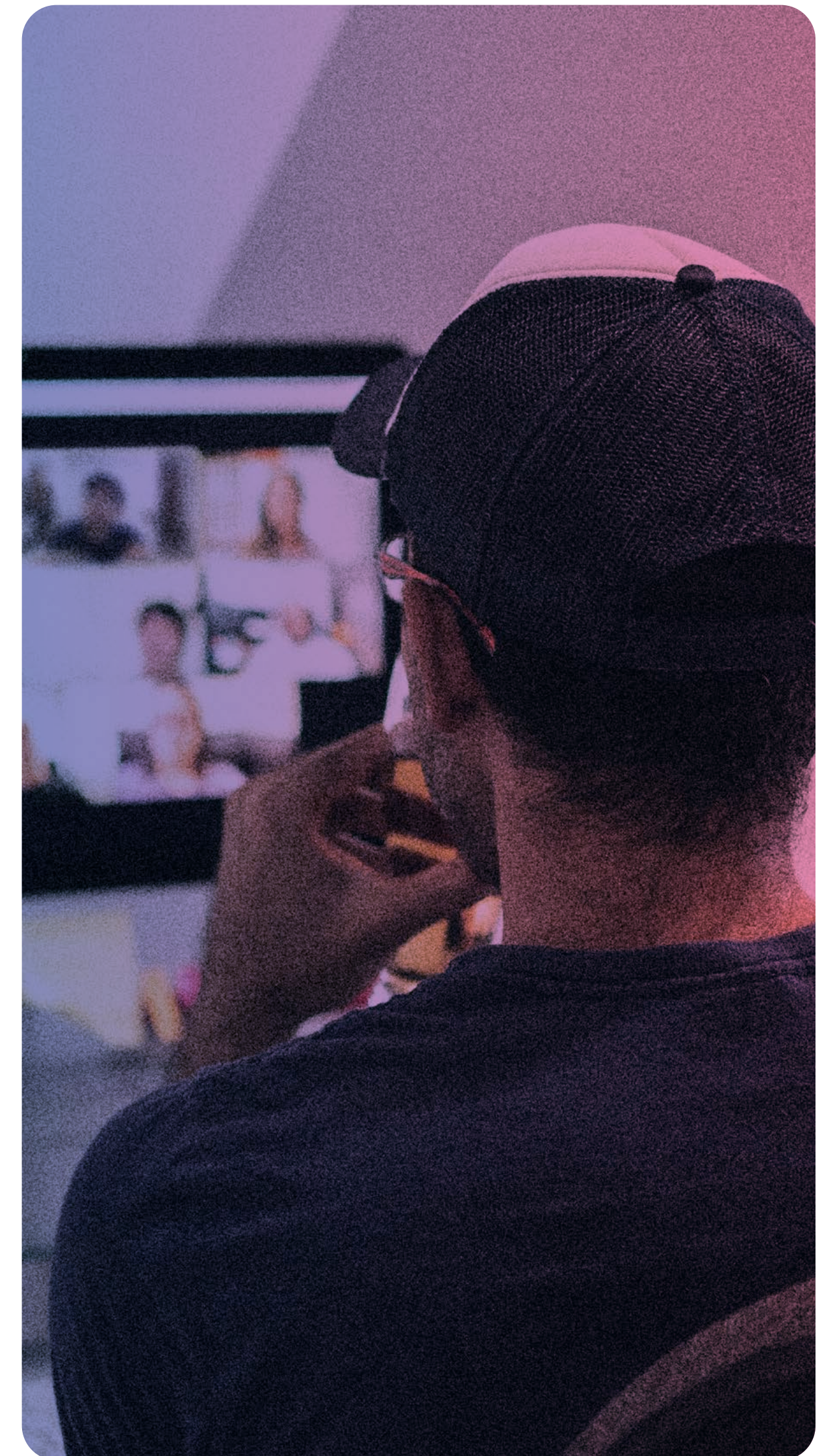
As part of our general oversight of risk, our strategic direction for privacy and security is determined by the Privacy and Security Committee, which focuses on all business activities relating to personal data, including our privacy and regulatory compliance with global privacy legislation. The Privacy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

Privacy Approach

iRhythm employs a proactive 'Privacy by Design' approach, considering the protection of personal data at all points along the development of its products and services. In addition, we offer clear and transparent information about how we manage personal data and easy access to communicate with iRhythm about their personal data via our Trust Centers located on our global websites. We also employ the OneTrust privacy solution to enable the successful facilitation and management of data subject rights requests, as part of a unified and coordinated framework.

iRhythm collects personal and health information about its patients during the course of providing services

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. And, with the launch of Zio in 4 countries in Europe, Netherlands, Spain, Austria and Switzerland, we have registered a Data Protection Officer in all 4 countries, in compliance with local laws and iRhythm practices.

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

We require new hires to complete region-specific privacy training and require an annual refresher training for all employees. Completions are tracked and reported to leadership. Our privacy training addresses the requirements of HIPAA, General Data Protection Regulation (GDPR), California Consumer Privacy Act (CCPA)/California Privacy Rights Act (CPRA) and other global privacy legislations.

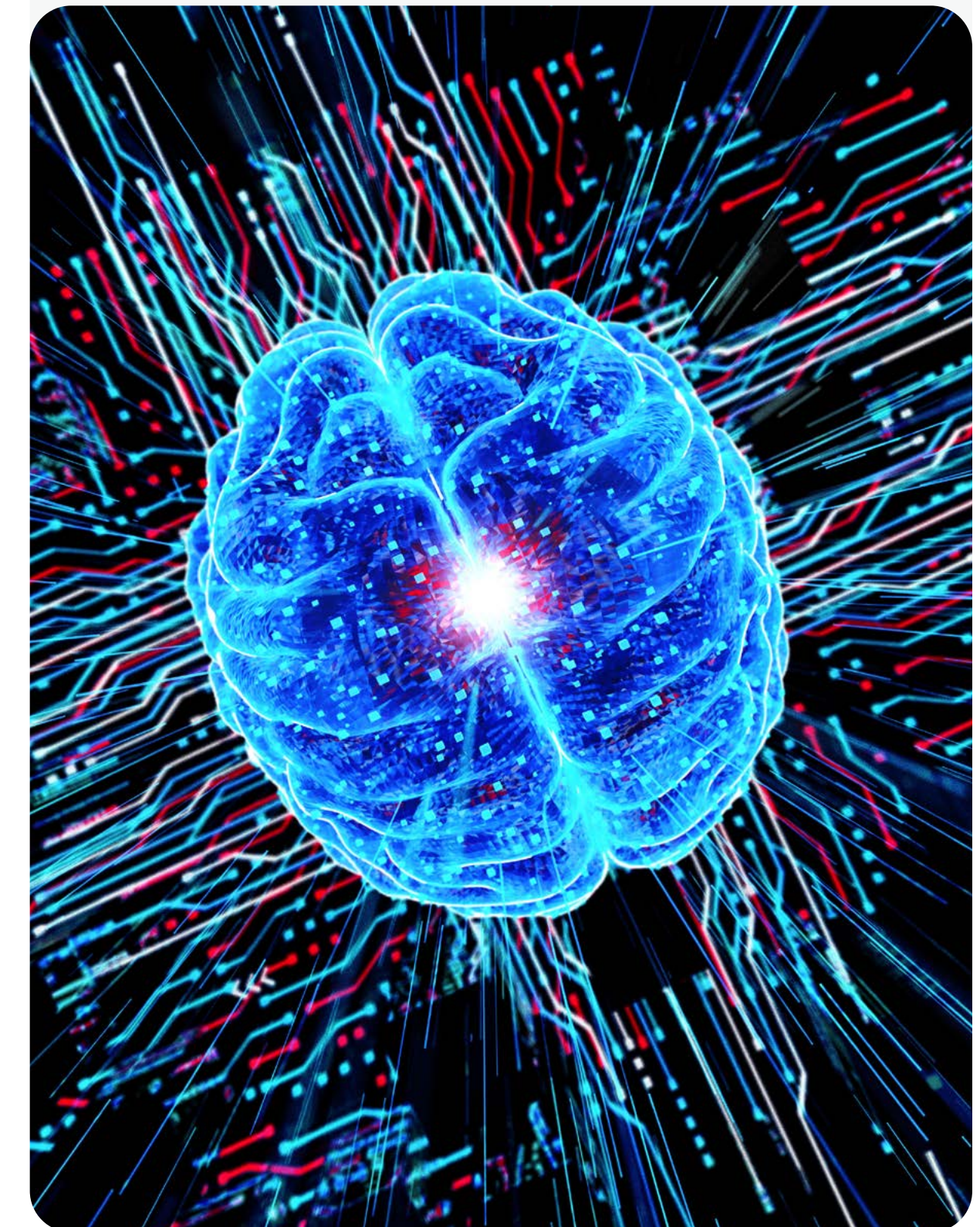
Guidelines established
for employees when
using GenAI resources.

AI Governance

iRhythm appreciates the critical role artificial intelligence (AI) plays in driving innovation, enhancing efficiency and ultimately enabling us to better serve patients that need ZIO services worldwide. The new and constantly-evolving technology opens promising opportunities to better serve our patients and the providers who treat them. However, If used irresponsibly, inconsistently or without structure across our teams, however, AI can lead to distractions and disruptions. We recognize that it is imperative that we institute proper governance through processes and guardrails to ensure that AI is used responsibly by employees in order to protect stakeholders interests.

In 2024, iRhythm formed an AI Governance Steering Committee with cross-functional participation from IT, Risk, Legal, Human Resources, Cyber and Information Security to address product and non-product AI risks and opportunities, and alignment with our strategic goals. The committee established a set of guidelines for employees when using GenAI resources. These guidelines highlight the unique issues raised by GenAI, help iRhythm Personnel understand its appropriate use and the necessary steps to protect iRhythm's confidential or sensitive information, trade secrets, intellectual property, workplace culture, and brand. These guidelines apply to all individuals working for or on behalf of iRhythm Technologies, including employees, consultants, or contractors. All iRhythm employees have been trained on the GenAI guidelines and iRhythm's strategy for AI risk management.

AI Governance Steering Committee Formed.



Political Contributions

Our code of conduct and employee handbook requires that:

- In all communications, employees must make clear that political views and actions are their own and not those of iRhythm.
- Employees may never use iRhythm resources to contribute to, support or oppose any political party or candidate.

Trade and Industry associations

iRhythm participates in various trade and industry associations for collaboration and the exchange of ideas. We pay annual dues to a number of trade and industry associations, some of which use a portion of membership dues for nondeductible state and federal lobbying and political expenditures.

Political Expenditures

iRhythm does not have a Political Action Committee but does retain outside strategic advisors who support our global engagement with policymakers and key stakeholders. These advisors may also provide expertise on policy and specific regional issues.

iRhythm complies with all applicable state and federal laws and requirements in connection with our global political and public policy activities. These laws generally require reporting on lobbying activities and compliance with applicable gift laws.

Educational Grants

As a leader in healthcare, iRhythm is committed to providing support to bona fide programs and initiatives that promote the delivery of medical education to healthcare professionals as we believe education is imperative to accelerating clinical evidence into practice for the best interest of patient care.

We are proud that during 2024 we created iRhythm's Educational Grants Committee (Grants Committee) to identify and provide funding for educational programs that align with our mission. Our commitment is to make grant funding available for independent, fair and balanced, scientifically accurate medical education initiatives that receive no influence from our organization in either submission, design, or implementation.

Chaired by the Vice President of Medical Affairs, the Grants Committee meets regularly to review and approve grant requests based on available resources and alignment with iRhythm's mission.

During 2024 we funded a total of \$124,000 in educational grants.

Quality and Safety

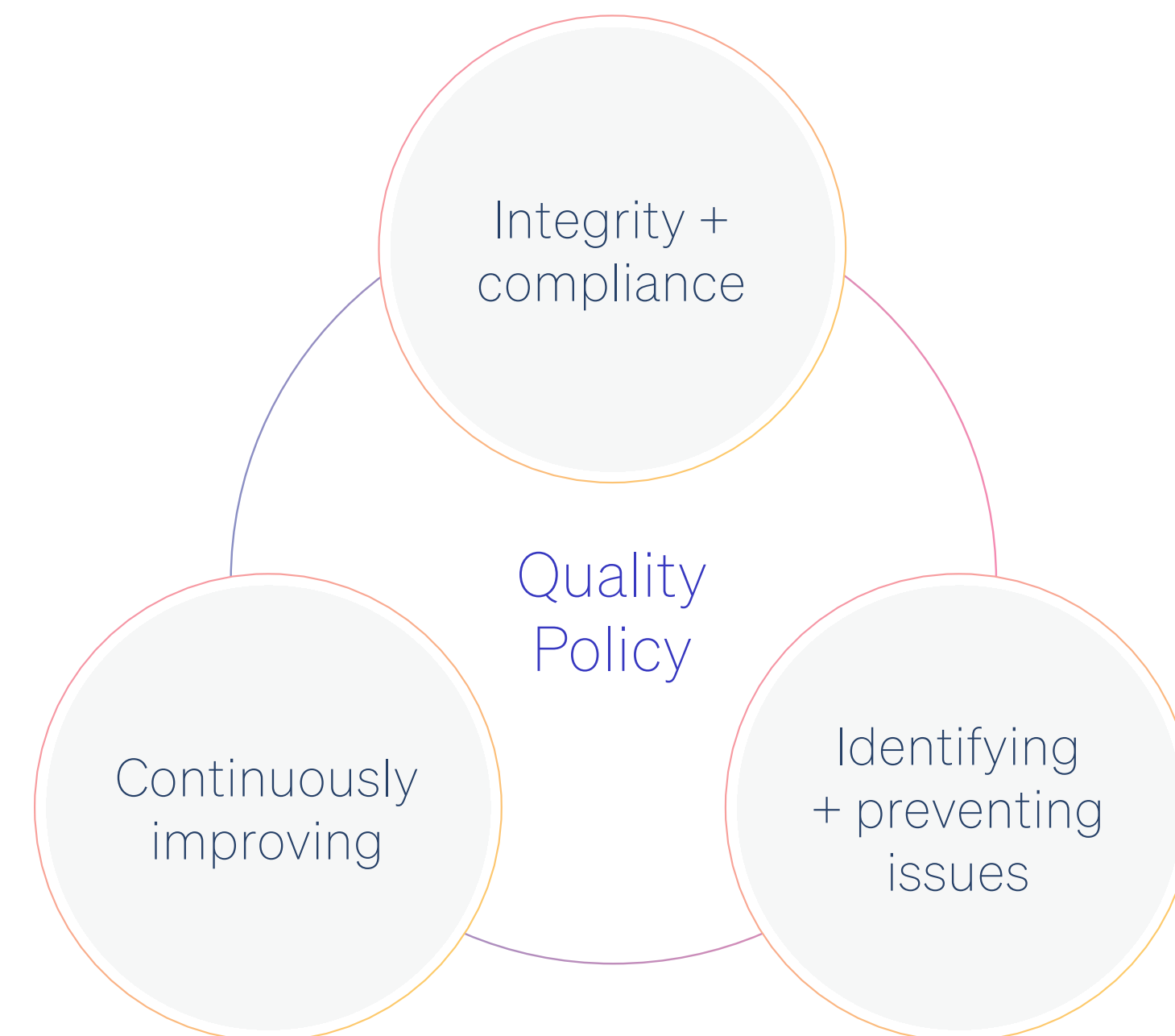
Our Approach to Quality

At iRhythm Technologies, the patient is at the heart of everything we do. The safe and effective treatment of patients is crucial to the success of the company. 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



Established Quality Management System

Quality and safety are paramount for iRhythm, and we have embedded quality throughout our organization. Our quality management system is designed to ensure best practice in product safety and quality. Quality performance and metrics are continuously reviewed to track product, site, business and enterprise level performance. We set cross functional company wide quality objectives across the organization to drive consistency and accountability throughout the product life cycle from design, manufacturing, distribution and within our IDTF.

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. 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 2023 we received a warning letter from the FDA relating to our Zio AT System and medical device quality system requirements, and in 2024 the FDA issued a form 483 observations for our Cypress and San Francisco, facilities. We have implemented process changes under the Corrective Action and Preventive Action (CAPA) system and are providing monthly updates to the FDA. We are committed to continue to executing on all of our follow up actions and

The Joint Commission's
Gold Seal of Approval®
for Ambulatory Health
Care Accreditation

commitments to the FDA and as part of this dialogue, we agreed to make two 510(k) submissions relating to the Zio AT. In the fourth quarter of 2024 we were granted FDA clearance on both 510(k) submissions.

Beginning in 2023, we began refreshing of our quality and regulatory organization and, in 2024 and 2025, are rebuilding our entire Quality Management System (QMS), touching every aspect of it with the intent of making our quality system truly best-in-class.

Post Market Surveillance System & Product Related Actions

Post market surveillance helps us to assess the ongoing performance of our devices on the market, meet regulatory requirements and investigate any performance concerns. We use a global product complaint handling system to collect, analyze and manage customer feedback regarding iRhythm's products and service. We train our employees to report customer complaints. We assess all feedback to continually improve our products and meet regulatory, customer and patient needs. iRhythm has established procedures to communicate to 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. We take prompt action whenever we are alerted to regulatory or field safety issues with our product.

In 2023 and 2024 iRhythm had no product recalls.

Oversight

Our board and executive leadership provide oversight on quality matters. Our Vice President of Quality reports directly to the Chief Executive Officer. Our Field Risk Management Board is comprised of leaders in Medical, Quality and Regulatory. We also engage independent expert practitioners who consult on product quality and safety topics.

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, 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

No product recalls in
2023 and 2024

of the high-quality approach of our clinical research initiatives—are available on our website (irhythmtech.com/us/en/healthcare-professionals/clinical-resource-center).

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.

Quality Management in the Supply Chain

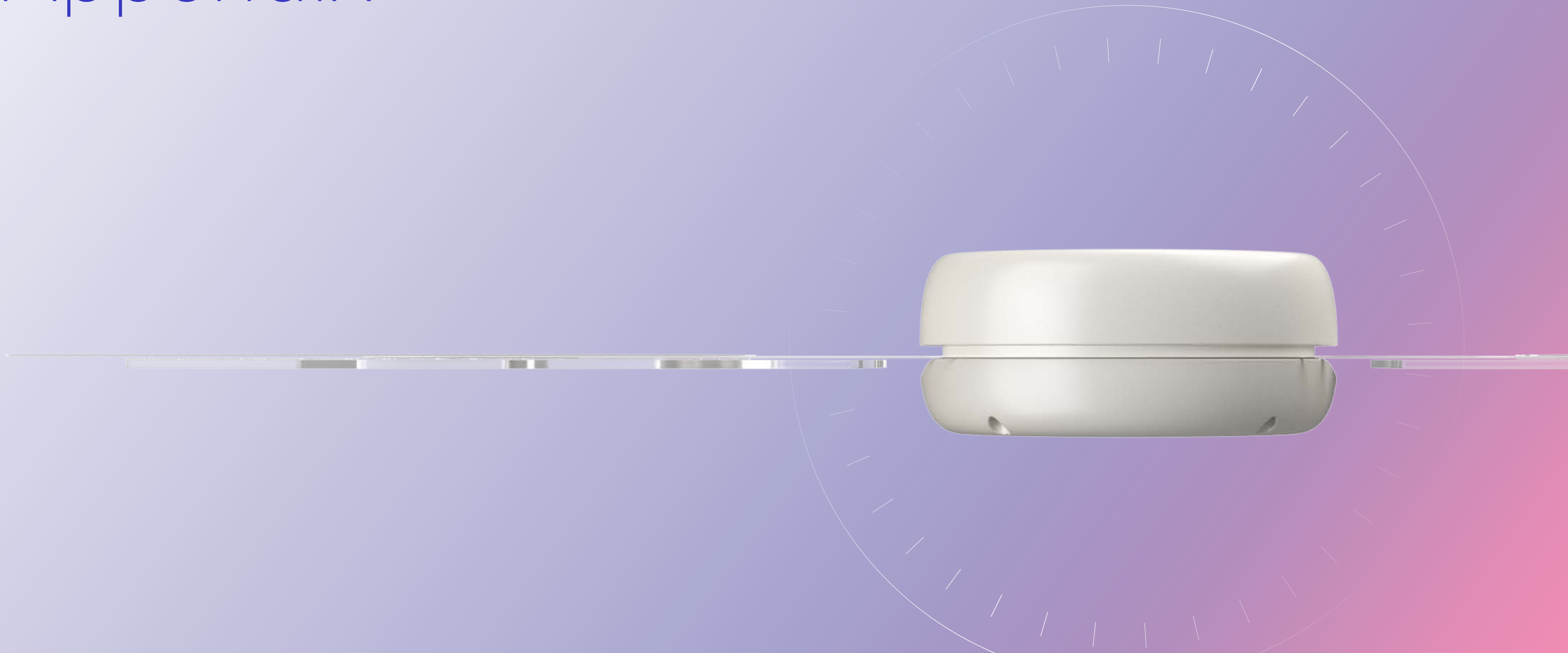
Our supply chain program is rooted in quality. Our supplier selection and monitoring programs are designed to ensure that our suppliers have the same values, and suppliers are regularly monitored, including by means of audits, to confirm alignment.

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.

Our key quality indicators during supplier audits are:

- Control of production and service provision
- Material identification and 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

Appendix



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. Unless otherwise specified, the data and descriptions pertain to year-end 2024.

SASB Code	Accounting Metric	Response
Affordability & Pricing		
HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	See Access and Affordability
HC-MS-240a.3	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	In 2024, iRhythm's (1) average sales price change was +0.3% compared to a +2.9% change in the U.S. Consumer Price Index, (2) net price increase was 0%.
Product Safety		
HC-MS-250a.1v	(1) Number of recalls issued, (2) total units recalled	No recalls during 2024.
HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	In 2024, we did not have any products listed in MedWatch, the FDA's medical product safety reporting program.
HC-MS-250a.3	Number of fatalities associated with products	In 2024, we had 16 fatalities reported in the MedWatch, the FDA's medical product safety reporting program. There were no fatalities related to use of iRhythm's product.
HC-MS-250a.4	Number of enforcement actions taken in response to violations of Good Manufacturing Practices or equivalent (GMP), by type	In 2023, the FDA issued a warning letter for our Cypress facility. During 2024, the FDA issued a 483 for our Cypress facility and a 483 for our San Francisco facility. We have implemented process changes under the CAPA system with periodic updates provided to the FDA.
SASB Code	Accounting Metric	Response
Ethical Marketing		
HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	In 2024, 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, material monetary losses resulting from legal proceedings are included in our Annual Report on 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. During 2024 iRhythm published off-label use policy which is available in our trust center .

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	89.5% of products and components by weight were recycled See Our Approach to Circularity
Supply Chain Management		
HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	iRhythm maintained one production facility located in Orange County, CA, supported by approximately 39 production vendors contributing to our manufacturing operations. Of these, 15% of Tier 1 and/or critical suppliers were audited during the year as required by SOP0014. Additionally, 87% of Tier 1 suppliers are participating in 3rd party audit programs (ie ISO 13485, ISO 17025, ISO 9001, FDA), which may exempt them from quality audits.
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	iRhythm utilizes 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.
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Please refer to the Risk Management section of the report for our approach to managing critical risks.
Business Ethics		
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	In 2024, we did not have any monetary losses as a result of legal proceedings associated with bribery or corruption. When public disclosure criteria are met, material monetary losses resulting from legal proceedings are included in our Form 10-K. See Ethics & Compliance for how we approach anti-bribery and anti-corruption at iRhythm.
HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	See Ethics & Compliance
SASB Code	Accounting Metric	Response
Activity Metric		
HC-MS-000.A	Number of units sold by product category	Approximately 2.1 million (Zio Monitor- 1.3 Million, Zio XT- 700,000, Zio AT- 100,000) units sold in 2024.

iRHYTHM®

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