



UK Modern Slavery Transparency Statement

This statement (the "**Statement**") has been prepared by Tandem Diabetes Care, Inc. ("**Tandem Diabetes Care**") in respect of its own operations and those of its subsidiaries, including Tandem Diabetes UK Limited (collectively with Tandem Diabetes Care, "**Tandem**", "**we**", "**our**" or "**us**").

The Statement has been published in accordance with section 54 of the United Kingdom's *Modern Slavery Act 2015* ("**Act**"). This Statement describes the actions taken by Tandem during the fiscal year ended December 31, 2025, to prevent modern slavery (including forced or compulsory labour) and human trafficking in its business and supply chain.

Who We Are & What We Do

Tandem Diabetes Care is a medical device company incorporated in the State of Delaware and headquartered in San Diego, California. Tandem Diabetes Care has wholly owned subsidiaries in Canada, France, Germany, the Netherlands, Switzerland, the United Kingdom, and the United States.

Tandem is a global insulin delivery and diabetes technology company. At Tandem, we focus on the design, development, manufacture, and sale of technology solutions for people living with diabetes who require insulin. Tandem's operations include direct sales, customer support and clinical teams. As of December 31, 2025, Tandem had approximately 2,500 employees globally.

Our Supply Chains

Tandem sells insulin pumps, namely the Tandem Mobi and t:slim X2. These pumps are fully detachable, offer Bluetooth connectivity, and can be used as part of an automated insulin delivery system. In addition to insulin pumps, Tandem sells single-use products that are used together with our pumps and are replaced every few days, including cartridges for storing and delivering insulin, and infusion sets that connect the insulin pump to a user's body.

Our t:slim X2 pumps, Tandem Mobi pumps and Tandem Mobi cartridges are currently assembled, tested, and packaged at our facilities in San Diego, California. Our t:slim X2 cartridges are manufactured by an experienced third-party contract manufacturer and packaged at our facilities in San Diego. We also use external third parties to sterilize our finished cartridges. Outside suppliers are the source for raw materials, select components and some sub-assemblies used in the production of our insulin pumps and cartridges as well as our accessories. Some supplies are purchased from a single or limited number of sources for reasons of proprietary know-how, quality assurance, cost-effectiveness, or constraints resulting from regulatory requirements. For example, we purchase all of our currently marketed infusion sets from a third-party supplier, Unomedical A/S, a subsidiary of the ConvaTec Group. As a result, Tandem Diabetes Care has a few dozen direct suppliers and many more indirect suppliers located in various geographic regions throughout the world.

We Are Aware of Risks of Modern Slavery and Human Trafficking in Global Supply Chains

Tandem's global footprint and global supply chain introduce exposure to risks of modern



slavery and human trafficking in our supply chain. The highest risk of modern slavery (including forced or compulsory labour) in Tandem's supply chains stems from minerals, such as tin, tantalum, tungsten, and gold, which in some jurisdictions may be mined using forced labour. Other risks of modern slavery or human trafficking may also exist as a result of our deep supply chain into which we do not have full visibility.

Tandem's responsible sourcing philosophy is driven by our belief in doing business the right way, and thus we are working to understand how our suppliers adhere to environmental and social responsibility principles aligned with those valued in our company. Partnerships with our strategic suppliers, including encouraging a shared commitment to sustainable practices, technology, and business operations, help us to provide high-quality and responsibly manufactured products to our customers.

How We Work to Ensure Our Supply Chains Are Free of Modern Slavery and Human Trafficking

Treating people with dignity and respect is core to doing what's right. To do this, we conduct our business in a manner that respects the rights and dignity of all people and expect our business partners to do the same. We believe we have a responsibility to source our materials in a legal and ethical manner. As part of Tandem's commitment to supply chain transparency, and in compliance with the Act, our efforts to prevent and address modern slavery and human trafficking in our supply chain are set forth below.

1. Our Policies

Tandem maintains various policies that relate to our approach to the identification of modern slavery and human trafficking risks and the steps taken to prevent such risks in our operations:

- [Code of Business Conduct and Ethics for Employees and Directors](#) (the "**Code**"): The Code applies to all employees, officers, and directors of Tandem, as well as certain agents and contractors. As outlined in the Code, Tandem seeks to conduct business in a manner that respects the rights and dignity of all people and we expect our direct business partners to do the same. For example, we include in supplier agreements warranties that the supplier comply with all applicable anti-slavery and human trafficking laws and regulations.
- [Statement on Conflict Minerals](#): This statement describes Tandem's approach to: identifying conflict minerals sourced from the Democratic Republic of Congo and certain adjoining countries ("**Conflict Minerals**") to help avoid sourcing practices that finance or benefit armed groups; its ongoing efforts to eliminate such Conflict Minerals from its supply chains; its expectations for suppliers; and its policies and practices with respect to engaging suppliers and implementing risk mitigation measures.

2. Our Due Diligence Processes

As part of our efforts to provide transparency in our supply chains, we conduct the following on an ongoing basis:



Assessment: Tandem is working to engage in the verification of its supplier and contract manufacturer supply chain to evaluate and address supplier risks. Preliminary risk assessments are performed by Tandem on potential direct suppliers with Supplier Qualification Surveys. Upon review of the survey, as determined appropriate, Tandem may follow up with an in-depth assessment, which may include assessing the risk related to the potential for modern slavery and human trafficking. If we suspect a supplier has not complied with applicable anti-slavery and human trafficking laws and regulations, the supplier will be expected to implement a strategy for resolution, and Tandem may terminate the business relationship if our standards are not upheld.

Accountability: Tandem works to hold suppliers and contract manufacturers accountable through contractual agreements. Our written supply agreements require a supplier to comply with applicable laws and provide that products sold to us are manufactured in compliance with applicable national, provincial, state, and local environmental health and safety statutes, acts, ordinances, rules, codes, standards, and laws. However, currently, suppliers are not required to certify that they comply with the anti-slavery and human trafficking laws of the countries in which they do business.

With respect to Conflict Minerals, Tandem surveys direct suppliers who provide parts, components, or materials likely to contain Conflict Minerals, asking these suppliers to provide certain Conflict Mineral disclosures. Tandem also provides new suppliers with its Conflict Mineral Statement as part of Tandem's due diligence, as well as including a Conflict Minerals compliance provision in its direct manufacturing and supply agreements and purchaser order terms.

3. Employee Training

All Tandem employees participate in annual training on our Code to ensure understanding and compliance with the requirements of the Code. This training includes ethical decision making and upholding laws and regulations. The supply chain and legal staff responsible for Conflict Minerals compliance also receive training regarding Conflict Minerals compliance and are required to be familiar with Tandem's Statement on Conflict Minerals and Conflict Minerals-related processes and procedures.

4. How We Monitor Ourselves and Our Suppliers

Tandem maintains and enforces internal accountability standards and procedures for employees through its Code. Specifically, the Code provides that every Tandem employee, officer and director who becomes aware of or suspects that unethical or illegal conduct has occurred or is about to occur has a responsibility to report it.

To report a violation of Tandem's Code, or of any other company policy, employees, officers, and directors may contact the Compliance Officer by email at compliance@tandemdiabetes.com. Anonymous letters may be sent to: Tandem Diabetes Care, Inc., Attn: Compliance Officer, 12400 High Bluff Drive, San Diego, CA 92130. Reports may also be submitted to the EthicsPoint Confidential Ethics Hotline (operated by NAVEX) by calling 855-207-2917 or online at <https://secure.ethicspoint.com/domain/media/en/qui/44972/index.html>.



The Compliance Officer may investigate all reported possible Code violations promptly and with the highest degree of confidentiality that is possible under the specific circumstances. All employees, officers, and directors are expected to cooperate with any investigation. In conducting any investigation, the Compliance Officer may consult with outside counsel, the human resources department, and the full Board of Directors or any of its committees, each to the extent deemed necessary by the Compliance Officer.

Tandem endeavors to hold suppliers and contract manufacturers accountable through contractual agreements which outline standards related to modern slavery and human trafficking.

As of December 31, 2025, Tandem has not faced situations of modern slavery or human trafficking and therefore has not had to remedy or rectify such situations.

This Statement has been approved by Tandem Diabetes Care, Inc. on May 22, 2026.

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John Sheridan, President and CEO
I have the authority to bind Tandem Diabetes Care, Inc.