

2026

Sustainable Business Report

For Fiscal Year 2025

TANDEM
Diabetes Care



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Our sustainability journey began with making environmentally responsible and socially conscious choices, rooted in our commitment to being a durable pump company. We are committed to reducing the burden of diabetes while also reducing waste, conserving resources, and creating a more sustainable future for our patients, customers, and communities.

At Tandem Diabetes Care, sustainability is deeply connected to our mission, our strategy, and our values. As a company dedicated to improving the lives of people living with diabetes, we recognize that creating better health outcomes also means operating responsibly, protecting the environment, and maintaining the trust of those we serve.

A key part of our approach is our commitment to durable insulin pump technology. By designing products intended for long-term use, we help reduce the waste associated with disposable electronics while delivering innovative therapy solutions that support the needs of people with diabetes. We believe that durability and sustainability go hand in hand, and that thoughtful product design can create lasting value for both our customers and the environment.

Over the past several years, we have taken meaningful steps to strengthen our environmental programs and practices, including recently adopting our first official Environmental Policy. In 2025, we launched a company-wide effort to align our environmental management processes with internationally recognized standards. I am proud to share that in 2026. Tandem achieved ISO 14001 certification from TÜV SÜD, formally recognizing our environmental management system and our commitment to continual environmental improvement. This milestone reflects the dedication of teams across our organization and reinforces our commitment to responsible operations and environmental stewardship.

We also recognize that sustainability extends beyond environmental responsibility. Protecting customer, employee, and business information is fundamental to maintaining stakeholder trust. In 2026, Tandem also achieved ISO/IEC 27001:2022 certification from Insight Assurance, demonstrating that our information security management system meets globally recognized standards and reinforcing our commitment to data security, privacy, and risk management.

Our mission to improve the lives of people with diabetes is closely linked with our commitment to sustainability. The progress we have made would not be possible without the passion and dedication of our employees, business partners, customers, and stakeholders. I am grateful for their contributions and for their ongoing commitment to our purpose.

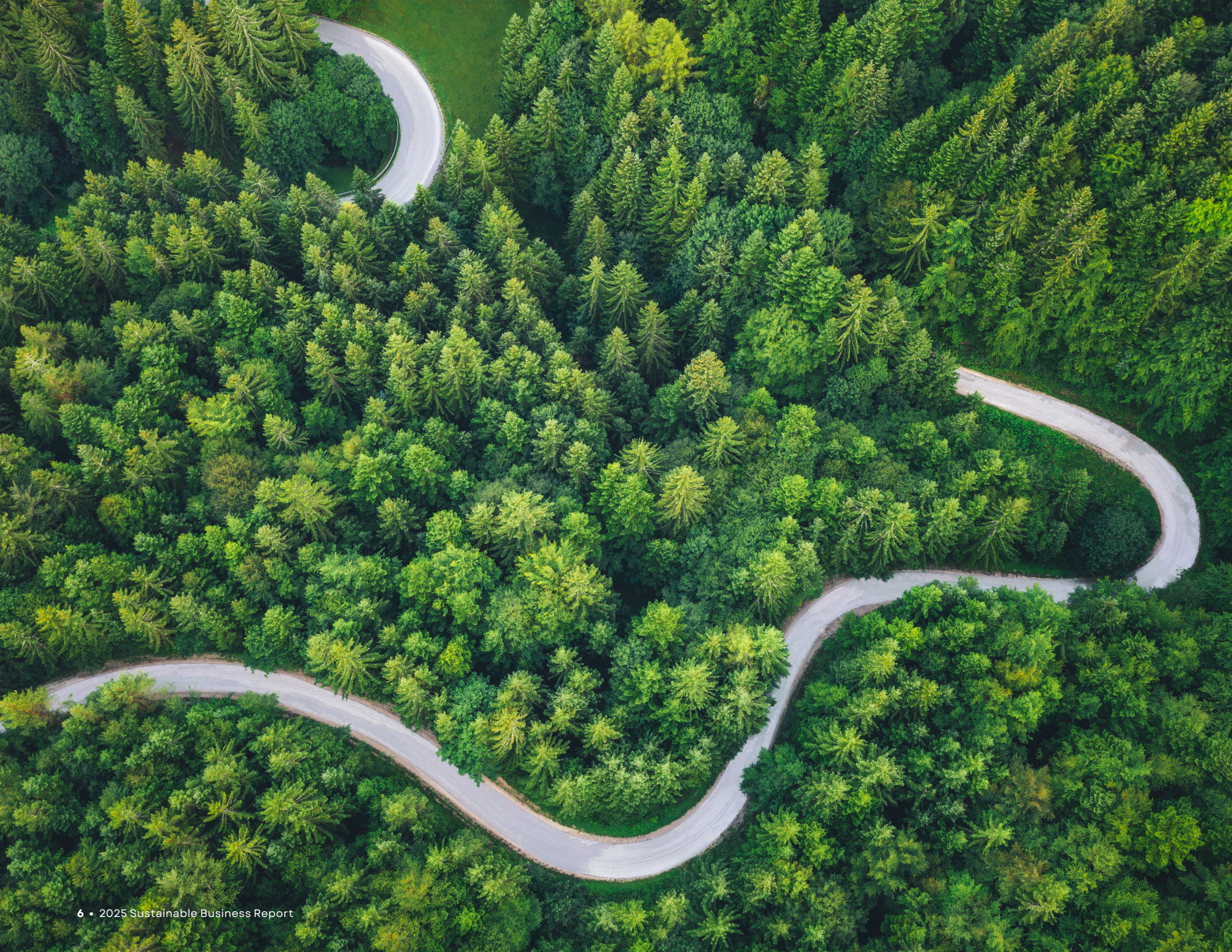
As we look ahead, we remain focused on building a company that creates lasting value through innovation, environmental responsibility, operational excellence, and trust. Sustainability is not a one-time initiative. It is a commitment that guides how we design our products, support our communities, protect information, and grow our business. Together, we are helping create a healthier, more sustainable future for generations to come.

Thank you for your continued support and partnership.



John F. Sheridan
President & Chief Executive Officer





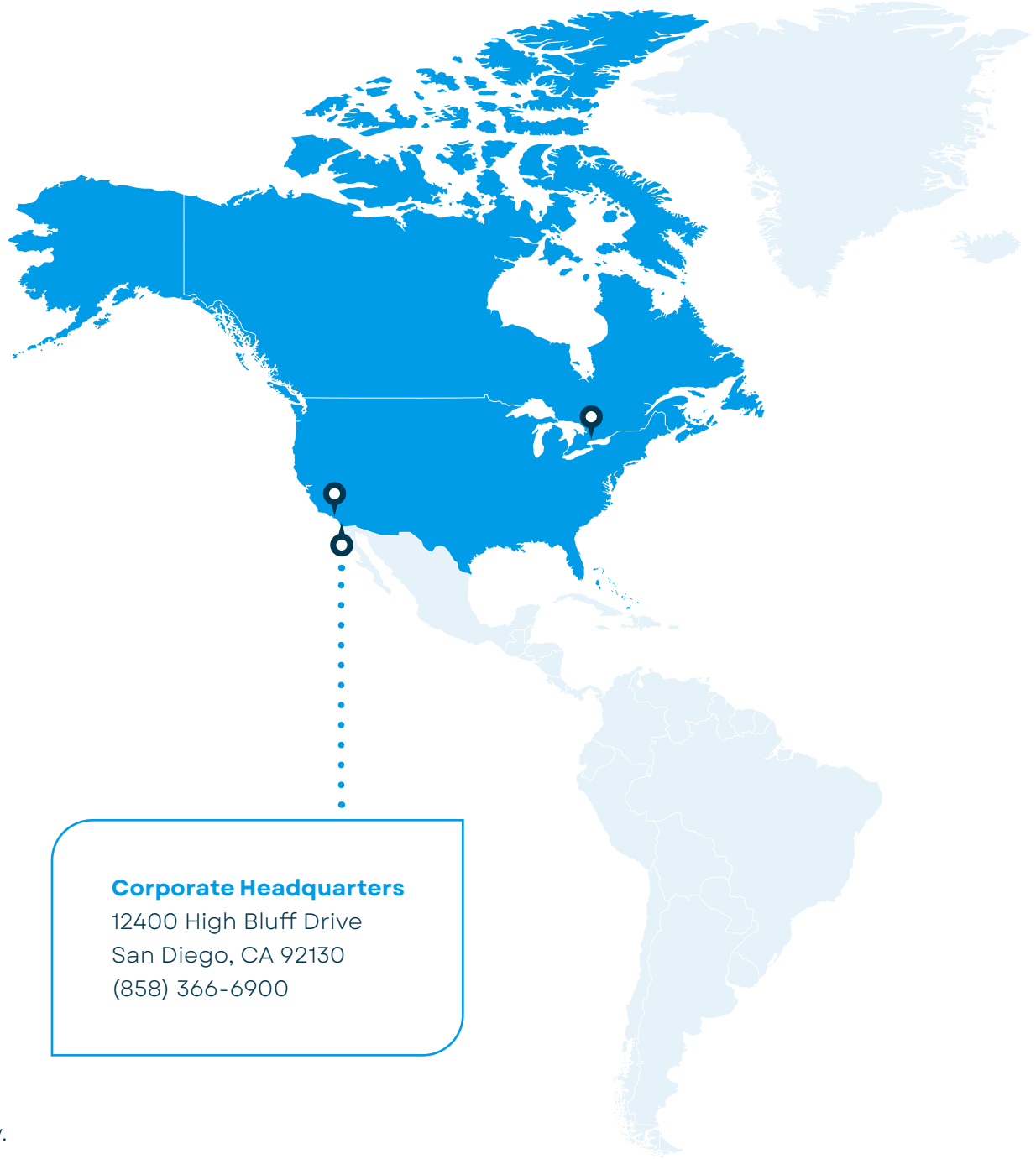
Environmental Policy Statement

At Tandem Diabetes Care, we are committed to conducting our business in a manner that is environmentally responsible and sustainable. We recognize our responsibility to minimize the environmental impact of our operations and products, and strive to comply with all applicable environmental laws and regulations. Our approach to promoting practices that protect the planet include waste reduction, energy and resource conservation, and by integrating sustainable practices throughout our supply chain. We foster a culture of environmental stewardship, and through continuous improvement of our Environmental Management System, we aim to make a positive impact on the environment and support the well-being of our community and customers.

About

Tandem Diabetes Care, Inc. **(NASDAQ: TNDM)** is a global insulin delivery and diabetes technology company. We manufacture and sell advanced automated insulin delivery systems and supplies that reduce the burden of diabetes management while creating new possibilities for patients, their loved ones, and healthcare providers. The Company's pump portfolio features the Tandem Mobi system and the t:slim X2 insulin pump, both of which feature Control-IQ+ advanced hybrid closed-loop technology.

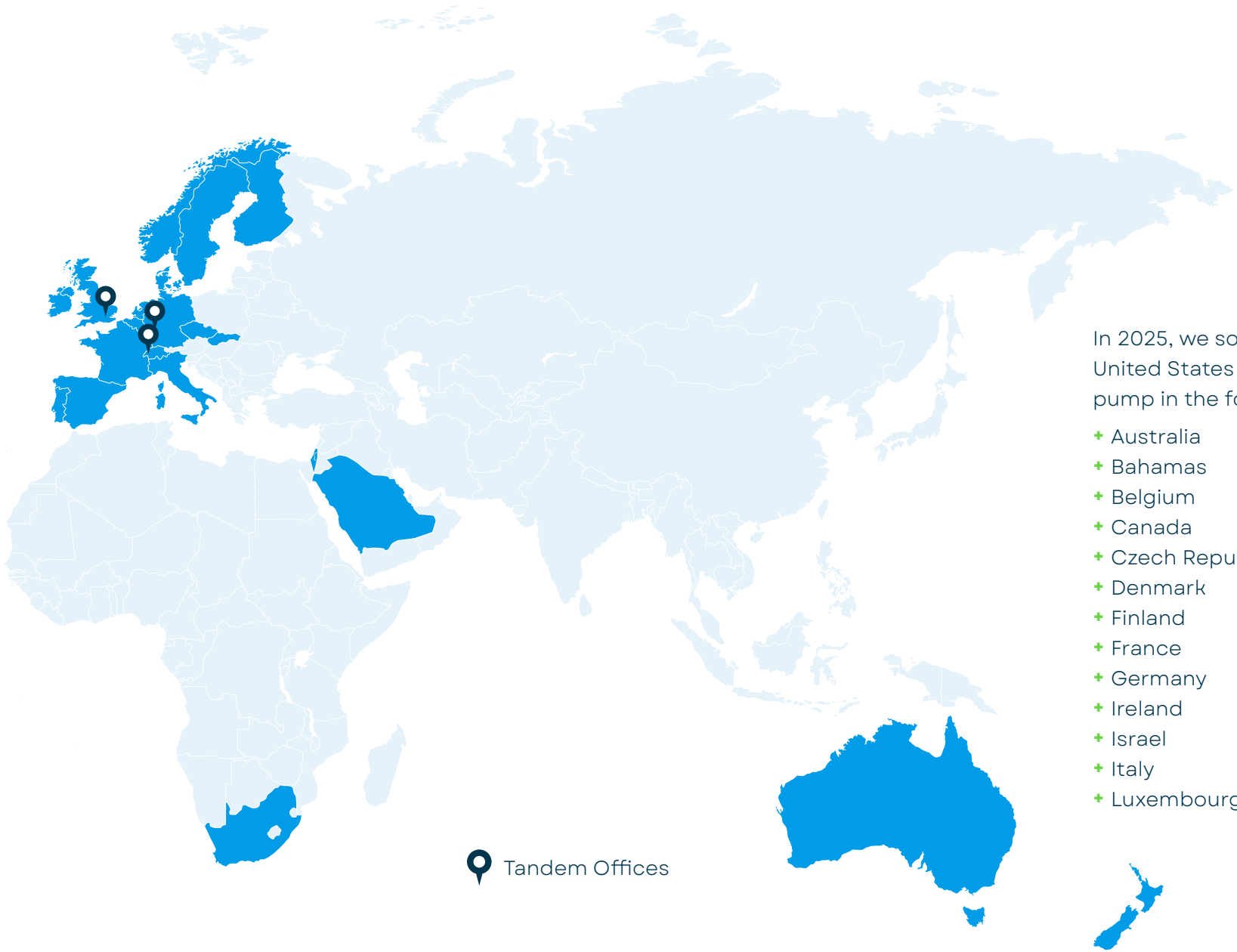
Diabetes management can vary greatly from person to person based on clinical needs and personal preferences. Our goal is to develop insulin pump technology with a consumer-focused approach by providing a portfolio of delivery devices, software, and data insight solutions to people living with diabetes, as well as their caregivers and healthcare providers.



Locations

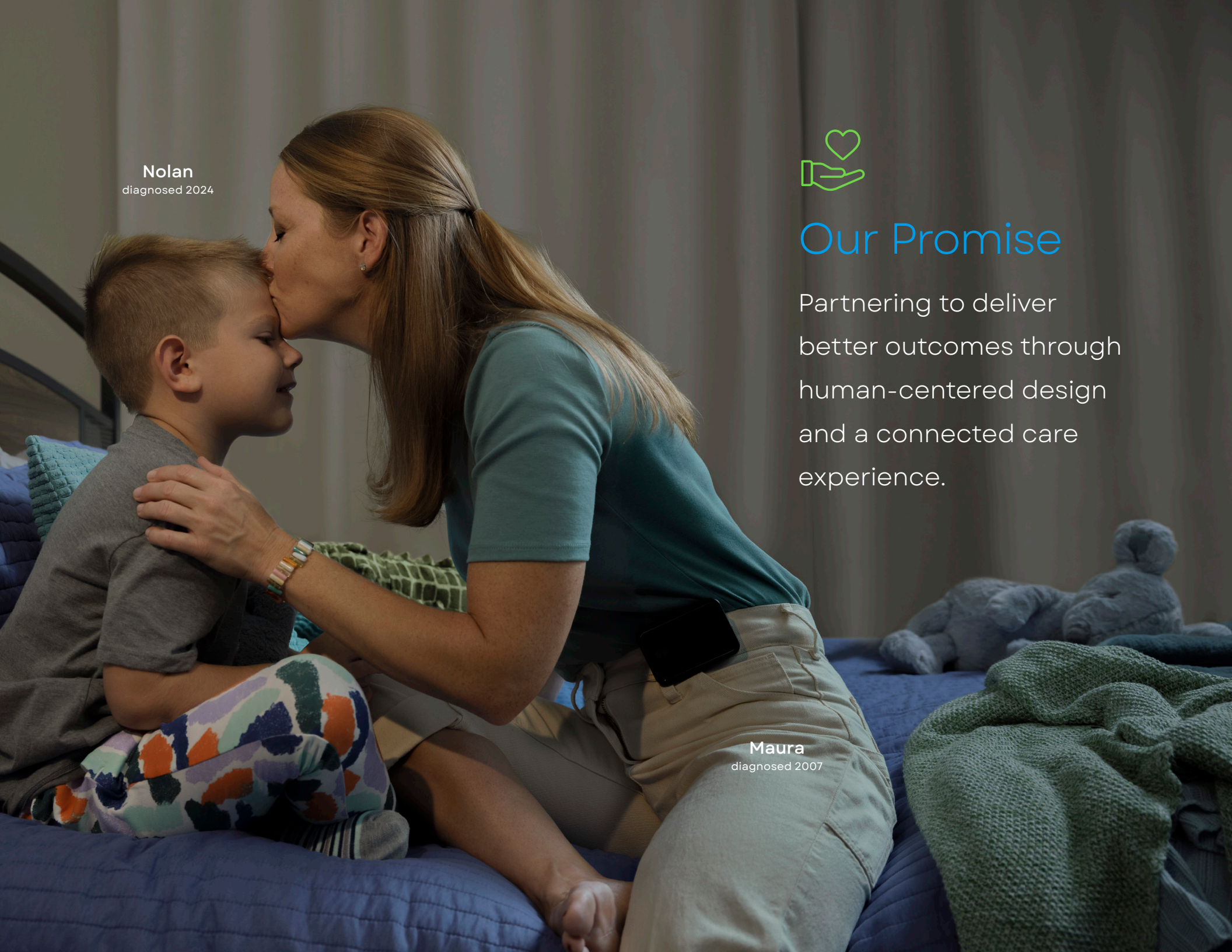
Tandem Diabetes Care is headquartered in San Diego, California with additional facilities to support our research and development, corporate administration, and manufacturing and warehousing operations. We maintain offices in Irvine, California; Markham, Ontario, Canada; and Saint-Sulpice, Switzerland; London, England; and Frankfurt, Germany.

Corporate Headquarters
12400 High Bluff Drive
San Diego, CA 92130
(858) 366-6900



In 2025, we sold Tandem Mobi in the United States and the t:slim X2 insulin pump in the following countries:

- Australia
- Bahamas
- Belgium
- Canada
- Czech Republic
- Denmark
- Finland
- France
- Germany
- Ireland
- Israel
- Italy
- Luxembourg
- Netherlands
- New Zealand
- Norway
- Portugal
- Saudi Arabia
- Slovakia
- South Africa
- Spain
- Sweden
- Switzerland
- United Kingdom
- United States



Our Promise

Partnering to deliver better outcomes through human-centered design and a connected care experience.

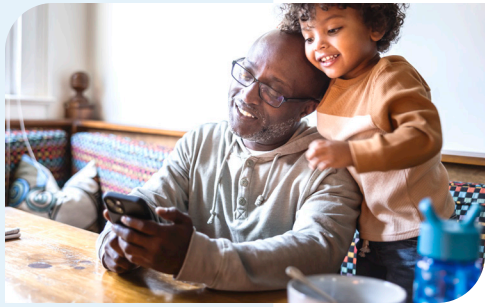
Partnering to Deliver Better Outcomes

We know that diabetes management is a personal journey to keep blood glucose levels balanced throughout the day and night. Enabled by the right data and tools, people living with diabetes, and those supporting them, can reduce the burden that diabetes has on their daily lives.



Human-Centered Design

Our deep empathy for the daily experiences of people living with diabetes drives how we design our technology and solutions. We emphasize safety and ease of use and consider how each component of the Tandem experience comes together to support the management and care of diabetes.



Connected Care Experience

We are more than an insulin pump company. We support people living with diabetes and their healthcare providers through a forward-thinking approach that brings together science, analytics, customer care, and cutting-edge technology.





ESG Engagement

Our Board of Directors and management team believe that environmental stewardship, social responsibility, and solid corporate governance are important to our business strategy and create long-term value for our shareholders, employees, customers, and communities.

Beginning in 2025, the Audit Committee of our Board assumed oversite of environmental, social, and governance (ESG) matters.

Our management team is responsible for developing and driving strategic ESG initiatives and programs across our business and providing regular updates on progress to the Audit Committee.

To achieve our vision, our business and ESG efforts are synergistic – designed to create long-term value for business stakeholders, while positively impacting the global community through relentless innovation and revolutionary customer experience. Market research is a foundational pillar of our company. We started by asking people living with diabetes what they want and need in insulin therapy management technology and expanded this by asking the same questions to caregivers, healthcare providers, and payors. After commercializing the t:slim pump in 2012, we began regularly engaging with our customers through surveys and product trainings. In recent years we've expanded these efforts to our employees and stockholders through regular engagement and pulse surveys. This helps shape our governance and practices in ways that reflect our shared values and priorities. We've focused on enhancing our supplier relationships to better understand the role we play in a circular economy. We aim to strengthen our bond and communication in the diverse communities where our employees live and work. Additionally, we support organizations that share our mission to improve the lives of people with diabetes.

Our Stakeholders

- People Living with Diabetes
- Caregivers
- Healthcare Providers
- Payors and Healthcare Systems
- Employees
- Communities
- Shareholders
- Suppliers



Governance & Ethics

Tandem strives for total customer satisfaction by meeting the quality expectations of our customers; providing excellent leadership, management resources, training, and support for our employees; complying with and maintaining an effective quality management system; and providing continual improvement in all processes throughout our organization.

Ethics

We maintain comprehensive ethics and compliance policies that foster a strong culture of integrity and help ensure adherence to legal and regulatory standards throughout our organization. Employees are encouraged to approach their managers, or a member of the compliance team, if they believe violations of standards or policies have occurred. Employees are also able to make confidential and anonymous reports using an online portal or telephone hotline hosted by a third-party provider. We have a code of business conduct and ethics that applies to all our directors and employees, which we refer to as the Code of Conduct. In 2025, we rolled out our redesigned Code of Conduct to more clearly align with the Company's values, and better represent our culture and how we maintain our integrity every day. This Code of Conduct for Directors and Employees, along with an additional Code of Business Conduct and Ethics for the CEO and Other Senior Financial Officers, are available on our website at tandemdiabetes.com under the Investor Center section.

Recent Governance Enhancements

Our governance policies and practices help us appropriately manage risk and live our corporate values in an ethical, responsible, and sustainable way. Our focus on continual improvement is prevalent throughout our business, which is evidenced in our key recent governance efforts.

- Moved responsibility for Environmental, Social and Governance (ESG) oversight to our Audit Committee from our Nominating and Corporate Governance committee (N&CG)
- Established Cybersecurity and Data Privacy Oversight as a Board committee, rather than a sub-committee of our N&CG committee
- Updated employee grant practices in terms of grant value calculation, refresh eligibility, and benchmark values to reduce stock-based compensation as a percent of sales, while remaining competitive to attract and retain talent
- Aligned performance-based component of the LTI equity program for all NEOs with the LTI equity program for the CEO by adding a relative total shareholder return (rTSR)
- Reduced benchmark target for total executive compensation to 50th percentile from 60th percentile of our peer group
- Increased weighting for TSR metric of PSU awards granted to the CEO and other NEOs to 50% of performance-based component, beginning 2025

Corporate Governance

We will continue to reinforce our commitment to ethical governance throughout our organization, while maintaining operational excellence. To aid corporate operations and oversight, we believe that corporate governance should be built on a strong foundation set by the Board of Directors in conjunction with supporting committees. In its risk oversight role, our Board has responsibility for ensuring that the risk management processes designed and implemented by management are adequate and functioning as designed. In November 2025, our Board of Directors adopted an updated Corporate Governance Guidelines, which summarizes and provides insight to our governing practices at Tandem. These guidelines speak to Board composition and selection, and specifies that Board members may serve on no more than two other public company Boards of Directors, and the CEO may serve on no more than one other public company's Board of Directors. The role of our Board of Directors in overseeing the management of our risks is realized primarily through committees, including the Audit Committee, Compensation Committee, N&CG Committee, and the Cybersecurity and Data Privacy Oversight Committee.



ISO 14001 Certification

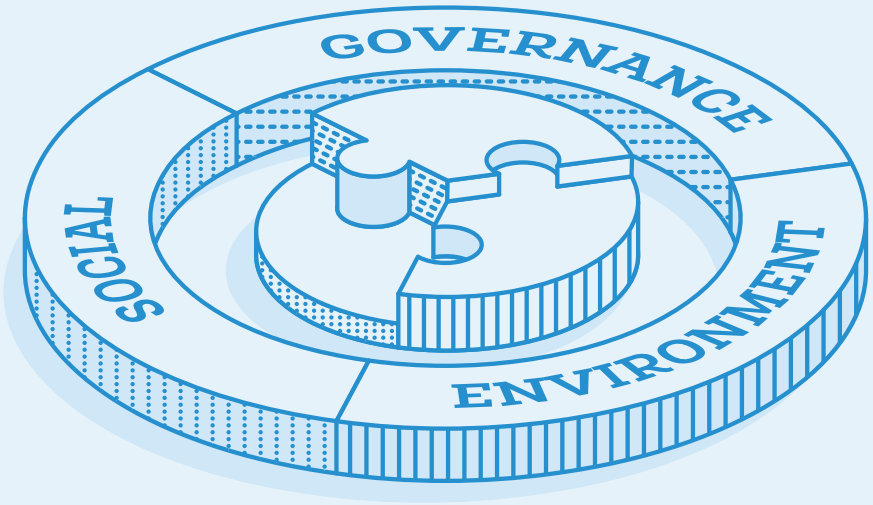
Achieving ISO 14001 certification in 2026 marked an important advancement in the Company's sustainability journey and demonstrates our commitment to environmental stewardship. This accomplishment was the result of extensive collaboration across the organization to further mature our Environmental Management System, strengthen governance and operational controls, engage employees, and integrate environmental considerations into our business processes. The certification independently verifies that our environmental management practices meet internationally recognized standards and support our commitment to minimizing environmental impacts through waste reduction, resource conservation, regulatory compliance, and sustainable business practices. As we continue to improve our environmental performance, ISO 14001 serves as a framework for driving accountability, operational excellence, and long-term value creation for our customers, communities, and stakeholders.



Board of Directors

Our directors have diverse backgrounds with experience in key areas of our business, including corporate strategy, digital technology and innovation, global expansion, market access, health economics and outcomes research, data sciences, medical device executive leadership, consumer technology, data privacy and cybersecurity, and finance.

As of December 31, 2025, eight of our nine directors were independent, and all committees were served by independent directors. Our Board includes broad representation, including new and different perspectives that reflect our mission to support the diverse needs of the diabetes community.



Compliance & Information Security

Our comprehensive cyber-security program is built around a robust risk management framework that adheres to international standards for cybersecurity.

On November 4, 2025 Tandem announced its achievement of ISO/IEC 27001:2022 Certification from Insight Assurance, affirming company-wide commitment to cybersecurity, data protection, and operational integrity. As Tandem continues to expand internationally, the ISO/IEC 27001:2022 certification strengthens its position in regulated markets and simplifies compliance for partners and healthcare providers worldwide.

Through our Secure Development Lifecycle, we ensure that security is an integral part of medical device development, from inception to deployment. This approach, coupled with our data protection practices, underscores our commitment to safeguarding patient data and the integrity of our products against cyber threats.

Our proactive stance on cybersecurity extends beyond technical measures to include a strong focus on employee training and stakeholder collaboration. By educating our workforce on best practices and emerging threats, we fortify our first line of defense. Furthermore, our engagement with healthcare providers, regulatory bodies, and industry groups enhances our cybersecurity posture and keeps us abreast of the evolving threat landscape. This collective effort is crucial for advancing safe medical device development and fostering a secure healthcare technology ecosystem.

The governance structure of our cybersecurity program is designed to facilitate informed decision-making and ensure adherence to applicable laws and standards, embodying our commitment to responsible corporate governance. We annually engage with external auditors for a comprehensive review of our cybersecurity measures and invite third-party experts to perform penetration tests on our critical systems and products. Moreover, cybersecurity management maintains a direct line to our Board, providing quarterly updates on cybersecurity risks. These initiatives are integral to sustaining the trust of our patients, partners, and investors, and they solidify our reputation as a leader in creating secure, reliable healthcare solutions.

As AI becomes central to business operations, strong governance frameworks are essential to managing cybersecurity risk sustainably. We must ensure AI systems are secured against emerging threats – such as adversarial attacks and data exfiltration – while preventing AI adoption from inadvertently expanding their attack surface. Embedding security-by-design principles across the AI lifecycle, supported by clear accountability and vendor oversight, enables us to meet evolving regulatory demands and maintain long-term stakeholder trust.

Impact Through Innovation

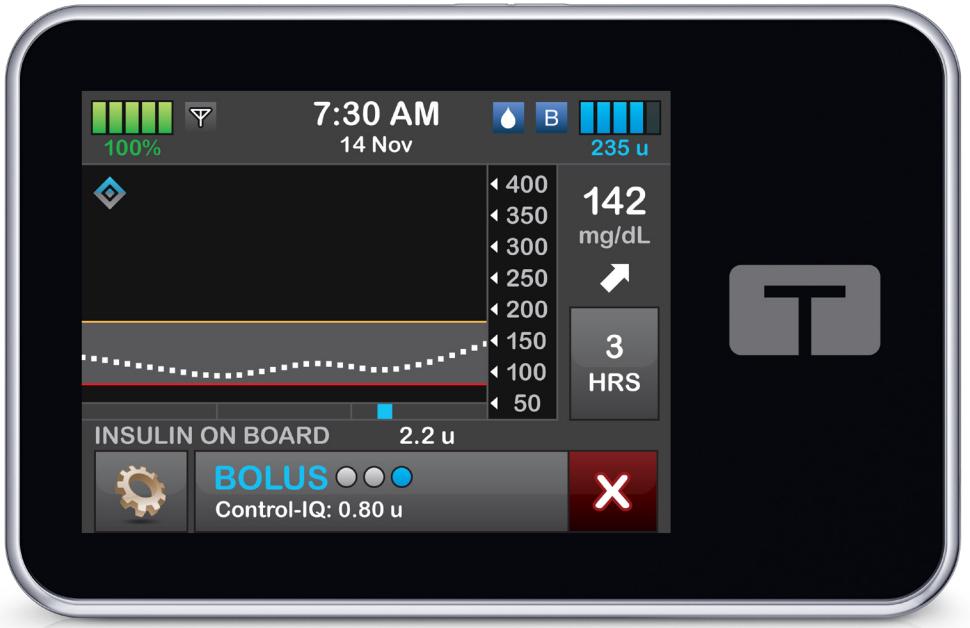
We have a focused effort on understanding the environmental impact of our business, including the direct impact as an employer and manufacturer, as well as the impact on people using the products we offer.


Jarim
diagnosed 2024
Anna
diagnosed 2002

Our Solutions

2025 marked another important chapter for Tandem as we continued to advance our mission of reducing the burden of diabetes through innovation. During the year, we expanded access to our technology by entering the pharmacy channel in the US, helping improve affordability for more people, and broadened the reach of our products through FDA clearance for use in individuals with type 2 diabetes.

We continue to focus on providing greater choice, flexibility, and personalization for the diabetes community with our portfolio of products. Our t:slim X2 pump remains highly rated by our loyal customers and Tandem Mobi offers newfound wearability backed by the unparalleled reliability of the Control-IQ+ technology algorithm.





Tandem Mobi

The tiny pump with big control can be worn almost anywhere,* giving users more options for how they manage their diabetes. It's powered by Control-IQ+ technology and is controllable with a compatible, personal smartphone.† Plus, tubeless is coming,‡ making it the world's smallest tubeless or tubed insulin pump[1] with the flexibility of up to 7 days of wear.§

The t:slim X2 Insulin Pump

This all-in-one system features a slim, sleek, user-friendly color touchscreen and multiple CGM options.^ Like Tandem Mobi, it's powered by Control-IQ+ technology. It's up to 38% smaller than other pumps,** yet still holds up to 300 units of insulin.

1. As of Nov., 2026. Data on file, Tandem Diabetes Care.

*Do not wear or place your pump more than 12 inches (30.5 cm) above your infusion site. Doing so may result in over delivery of insulin. † The mobile app requires a compatible smartphone model and operating system (sold separately). ‡Tandem Mobi Tubeless is currently FDA cleared and expected to be broadly available in 2027. § Up to 7-day infusion set wear; 3-day cartridge use. ^CGM sold separately. ** 38% smaller than MiniMed 780G. Data on file, Tandem Diabetes Care.

Key Environmental Design Features

The environmental impact from consumers using our product offerings is also a focus for our company. This starts with innovation in our product design.



1

Rechargeable Battery

Our t:slim X2 insulin pump and Tandem Mobi system use rechargeable batteries, eliminating the need to use alkaline batteries. Each Earth Day we report the estimated batteries saved to date and cumulative savings expected throughout our customers' 4-year pump warranty. **We estimate that:**

More than
44 million
disposable batteries have been kept out of landfills by our customers*

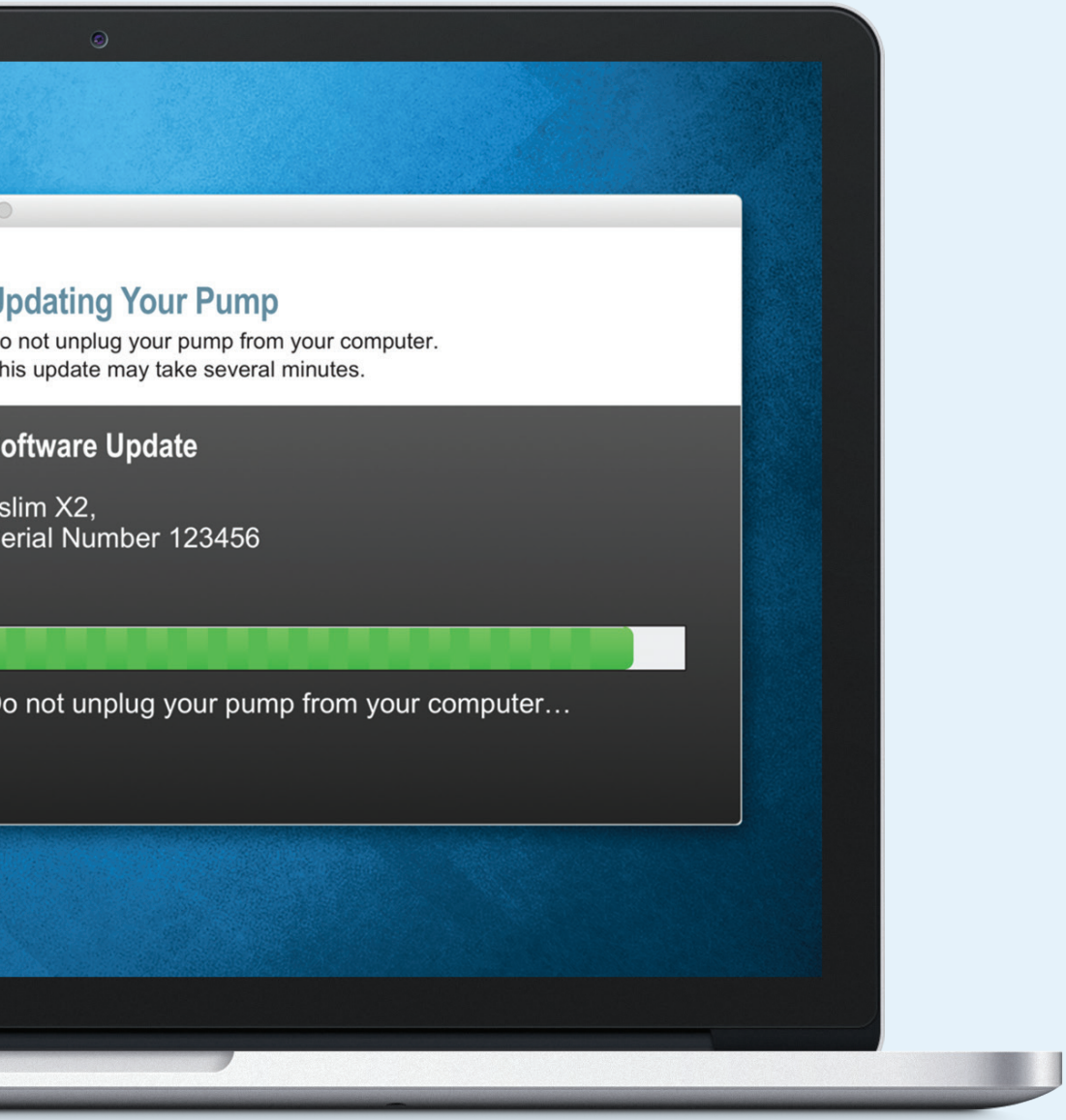
= **$114 million**
of saved battery expenses* (already)

More than
61 million
disposable batteries will be kept out of landfills during customers' 4-year pump warranty*

= **~$200 million**
of saved battery expenses over these customers' 4-year pump warranty*

* Estimation since Aug. 31, 2012, as of Dec. 31, 2025, assuming 20-day battery life (1.5 batteries per month) of disposable batteries when used in other insulin pumps, and updated to reflect $12.99 for 4-pack of lithium Energizer batteries. Data on file at Tandem Diabetes Care

Key Environmental Design Features continued...



2

Software Updatable via Tandem Device Updater

Our durable insulin pumps are unique because our users can update software quickly and easily from a personal computer.* Historically, insulin pump upgrade programs required a physical exchange of hardware. Yet, through the **Tandem Device Updater:**

More than
899,000
software updates have been performed

=

Resulting in more than
1 million
fewer shipments

And fewer replacements of screens, circuit boards, and batteries

* Future updates for all or some Tandem products may not be developed and may not be offered everywhere and would be subject to applicable regulatory approvals. Software updates are only available to customers who are in warranty at the time they update their pump. Additional training may be required to access certain software updates. Charges may apply. Tandem may discontinue select software and features over time at its discretion.

Lean Principles

Tandem continues to achieve operational excellence using Lean principles – an ongoing company practice that defines the way we approach and act on our operations. We use this process, among other efforts, to continually identify and eliminate waste where possible.

Responsible Materials Management
Through supplier collaboration and enhanced material transparency, we enhance our ability to respond to evolving global regulations, including REACH and RoHS, while advancing responsible product stewardship, supply chain resilience, and long-term sustainability goals.

Refurbishment Program
We have a refurbishment program that allows for the reuse of key components, thereby reducing electronic waste.

Packaging Reduction
In recent years Tandem implemented a new recyclable cartridge packaging material that reduced packaging material weight by 45%.

64,000
pumps were refurbished in 2025

20%
weight reduction for new cartridge shipping pallets



Control-IQ+ Technology

Control-IQ+ advanced hybrid closed-loop technology is an automated insulin delivery (AID) system that is designed to help increase a user's time in targeted glycemic range (70-180 mg/dL).

It has been featured four times in the *New England Journal of Medicine*, is used by the majority of our customers worldwide, and offers both immediate and sustained clinical benefits to help ensure healthy lives across diverse populations. The t:slim X2 insulin pump with Control-IQ technology was the first AID system cleared by the FDA to deliver automatic correction boluses in addition to adjusting basal insulin to help prevent high and low blood sugar.



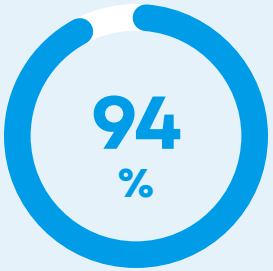
Control-IQ+ was previously FDA-cleared for use by people with type 1 diabetes ages 2 and older, and in February 2025 was cleared for use by people with type 2 diabetes ages 18 and older. This clearance for people living with type 2 diabetes expands our addressable market and furthers our mission to bring the benefits of our technology to more people living with diabetes. Control-IQ+ became available for new and existing customers in the U.S. in March 2025.

Activity Settings

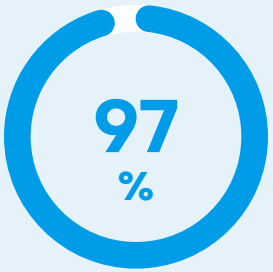
Control-IQ+ technology offers optional settings for Exercise Activity and Sleep Activity that adjust algorithm parameters to better match different physiological needs during these activities.

Independent studies show the effectiveness of Control-IQ+ technology – including 4 publications in the *New England Journal of Medicine*.*

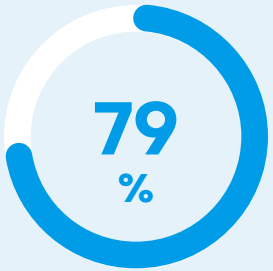




Time Spent in Closed Loop
Average time Control-IQ+ technology study participants spent in closed loop over a six-month period.[1]



Said it was Easy to Use
Percent of Control-IQ+ technology clinical study participants who said the algorithm on the t:slim X2 pump was easy to use.[2]



Time in Range
Average time in range per day for real-world users of Control-IQ+ technology.[3†]

* Some studies were conducted using a t:slim X2 insulin pump with Control-IQ technology and a Dexcom G6 CGM sensor.

†With optimized Correction Factor based on "rule of less than 1600."

1. Brown SA, et al. *N Engl J Med.* 2019;381(18):1701-1717. **2.** Kudva YC, et al. *Diabetes Technol Ther.* 2021;23(10):673-683. **3.** Messer LH, Breton M. *Diabetes Technol Ther.* 2023;25(12):877-882.



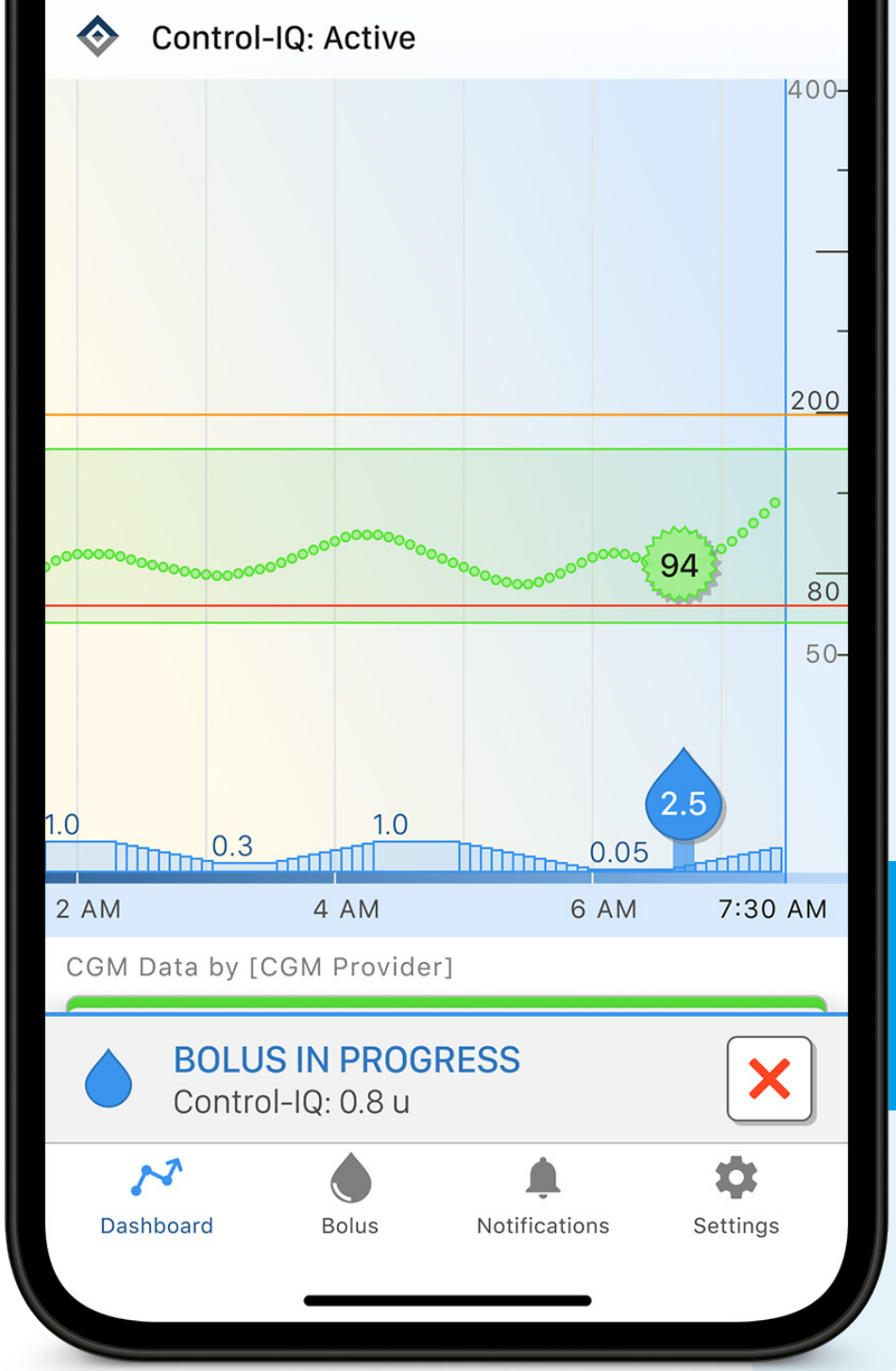
Digital Health Platforms

Our goal is to drive innovation across our digital health platforms by responsibly using the vast amounts of data that we collect. We use cutting-edge technology to provide information and insights to people living with diabetes, their caregivers, healthcare providers, and insurance payers. Our key objectives include making these insights easy to understand, offering continuous access to data, and providing the information in a flexible format with mobile or web apps.

Tandem Source

This platform provides a fast, easy, and visual way to display diabetes therapy management data from our pumps, compatible CGMs, and supported blood glucose meters. We have amassed more than 300 million patient days of data from pump users in the U.S.[1]

1. As of Dec. 31, 2025. Data on file, Tandem Diabetes Care.



Mobile Apps

Our mobile apps provide Tandem pump users with convenient and discreet data display and alerts. Our mobile bolus feature allows t:slim X2 pump users to control a bolus of insulin through our mobile app using their personal smartphone. It was the first-ever FDA-cleared smartphone application capable of initiating insulin delivery on both iOS and Android operating systems. The Tandem Mobi mobile app allows users to control their Tandem Mobi system from their personal, compatible smartphone.*

More than
1,000,000
lifetime downloads of our mobile apps as of December 31, 2025

* The Tandem Mobi mobile app requires a compatible smartphone model and operating system (sold separately). Visit tandemdiabetes.com/compatibility for a complete list.

Future Innovations*

Our portfolio of future technologies includes enhancing the features and capabilities of our t:slim X2 and Tandem Mobi insulin pump platforms, including adding a tubeless infusion site option for Tandem Mobi users and algorithm advancement in pursuit of offering fully closed-loop technology.

t:slim Insulin Pump
Future planned advancements of our platform include increased battery life and improved durability.

Tandem Mobi Tubeless
Tandem Mobi Tubeless is the tubeless AID experience patients ask for, powered by Control-IQ+ technology with best-in-class outcomes[1] and up to 7 days of wear.† A goal of this design is to allow people living with diabetes to customize the way they wear their pump with each cartridge change, switching between tubed and tubeless wear configurations, to best suit their personal preferences and lifestyle.

Fully Closed Loop

We continue to use innovative techniques to reduce environmental impact and deliver products that can change lives.



* Subject to regulatory submission, review, and clearance

† Up to 7-day infusion set wear; 3-day cartridge use.

1. Ståhl F, et al. *Diabetes Technol Ther.* 2026;0(0). doi:10.1177/15209156251414976



We remain steadfast in our commitment to offering the best performing fully closed-loop algorithm with industry-leading outcomes and minimal user burden. To further this goal, in 2025, we signed a multi-year collaboration agreement with the University of Virginia Center for Diabetes Technology to advance research and development efforts on fully automated closed-loop insulin delivery systems.

This exciting collaboration will build on our ongoing research as we continue our successful partnership to deliver new innovations.

Extended Wear Infusion Sets

Infusion sets provide additional choice and flexibility to people living with diabetes. Our goals for infusion set innovations focus on solutions that extend wear time and enhance user experience, while reducing occlusions, body burden, and waste. In support of this effort, unique extended wear infusion set technology is expected to be part of our future portfolio.

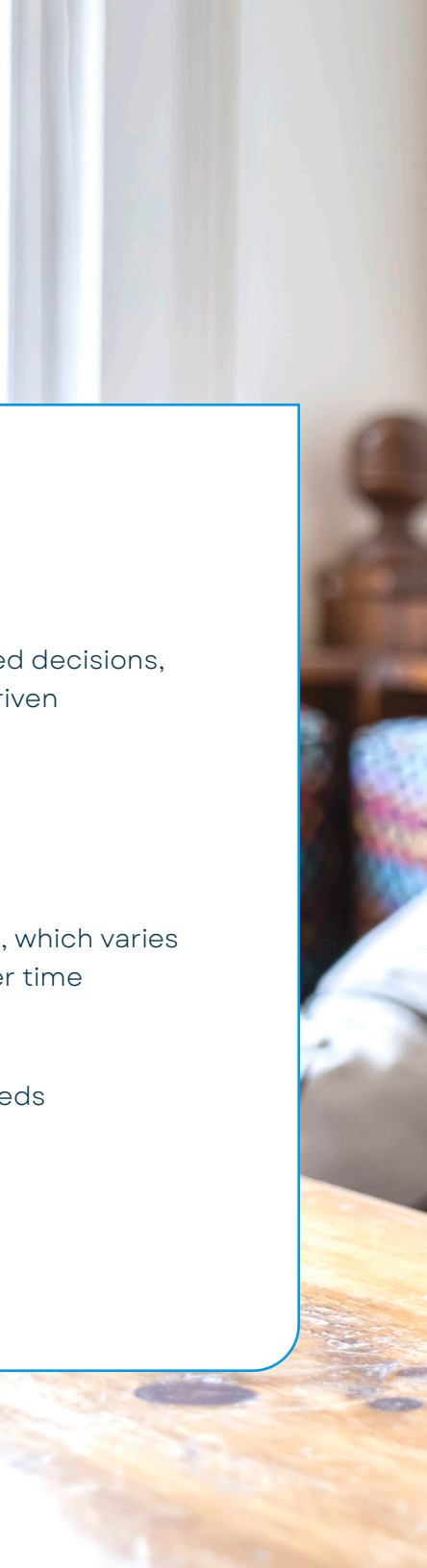
Human-Centered Design

We develop our insulin pump technologies and related products and services with a human-centered design approach. Our process starts with a foundation of what is known about human motivation, behavior, and attitudes. We next conduct rigorous user-facing research and draw inspiration from modern consumer technology to design, test, and refine our ideas. This iterative process enables us to develop evidence-backed and user-centric diabetes technologies, products, and services that truly meet the needs of our customers.

We innovate through our human-centered design practices by considering the entirety of individuals' lived experiences over time as opposed to just a single snapshot of what they may say they want. Through rich and diverse sets of evidence, we are equipped to make data-driven decisions and build solutions that maximize product-market fit. Ours is a principles-based practice aimed at bringing the benefits of automated insulin delivery to more people around the world.

Our guiding principles

- Enable users to make data-informed decisions, but not require users to be data-driven
- Respect that humans' attentional resources are finite
- Design in consideration of daily life, which varies between and within individuals over time
- Design for behavior plus unmet needs
- Burden the system, not the user





Our People & Communities

Because we work alongside colleagues who are living with diabetes, our mission is personal. That connection helps fuel our passion and drives our commitment to serving the diabetes community.


Colby
diagnosed 2007

Our Customers

Since launching our t:slim insulin pump in 2012, we have transformed our company from a domestic, venture-backed insulin pump start-up to a self-sustaining, global diabetes technology company. As a result, we have meaningfully contributed to expanding the global insulin pump market to more than two million pumpers worldwide with more than 900,000 people using pump technology in the United States. Our technology solutions are now available in more than 25 countries worldwide and we are proud to have an in-warranty installed base of approximately 500,000.*

- **Individuals living with both type 1 and type 2 diabetes**
- **Wide age distribution**
- **Equal mix of genders**

*As of Dec. 31, 2025. Data on file, Tandem Diabetes Care.





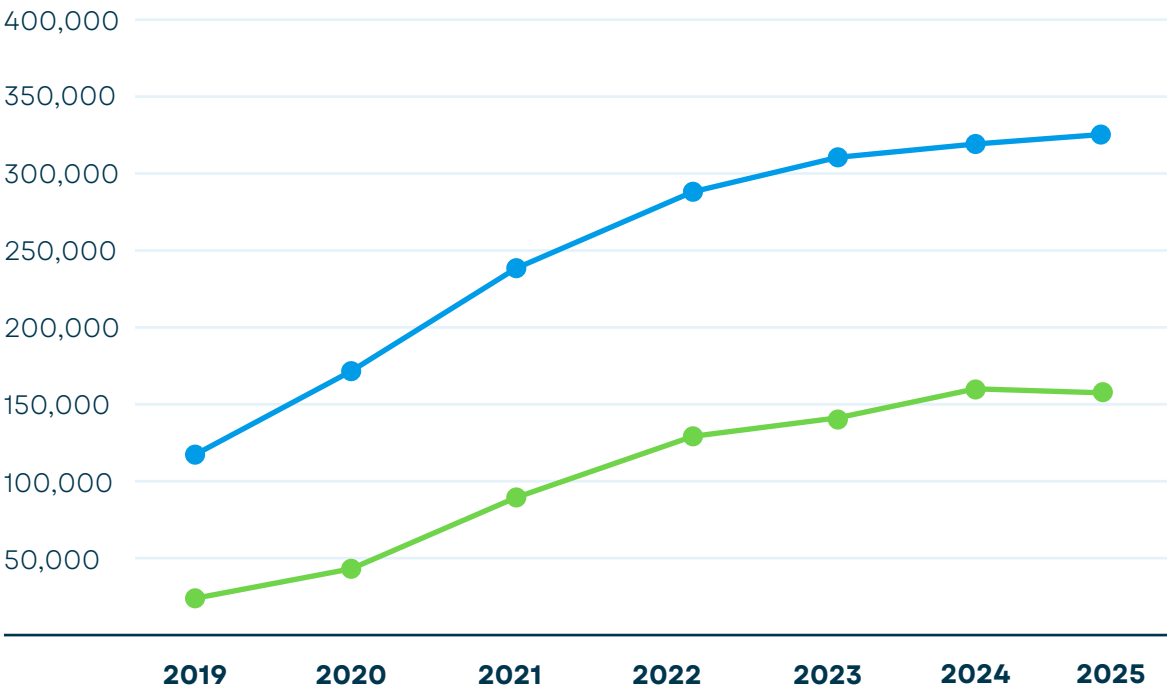
A Large and Growing Worldwide Market

Diabetes is a chronic, life-threatening disease for which there is no known cure. It touches people of different ages, races, and genders around the world. We consider our addressable market to be people diagnosed with diabetes who are living with either type 1 diabetes or with type 2 diabetes who require intensive insulin therapy.

In the geographies we serve, we estimate more than five million people live with type 1 diabetes, of whom approximately two million reside in the United States. We estimate nearly 2.5 million people in the United States live with type 2 diabetes who require intensive insulin therapy.

In-Warranty Customer Installed Base

Estimate based on rolling 4-year U.S. (●) and international (●) shipments.



Committed to Customer Satisfaction

We are committed to providing our customers with a positively different experience. What enables us to do this is understanding what customers expect from our brand and how best to meet their needs. Throughout their journey with us, we seek feedback through surveys, focus groups, and training to understand opportunities for continual improvement.

We measure customer satisfaction in the U.S. through automated survey feedback across key time points within the customer journey, including sales support, training, technical support, and ongoing product use. More than five years ago, we implemented new technology to automate the process for real-time feedback. This steady stream of customer insight enables company leaders to make business changes or improvements as needed. In 2025, we achieved our targeted metric for customer satisfaction in our short-term incentive compensation plan, and this component is included again in our plan for 2026.

Tandem Diabetes Care, Scores highest NPS*

Seagrove Nov. 2025

*Net promoter score.





Purchasing Process and Financial Assistance

Insulin pump therapy is an investment in your health. In the U.S., our insulin pumps and supplies have typically been reimbursed through a customer's Durable Medical Equipment (DME) insurance benefit. In 2025, we began a multichannel strategy, signing pharmacy rebate agreements to provide greater access to people living with diabetes.

If a customer is eligible under one of our pharmacy contracts, we may offer copay assistance to help reduce their out-of-pocket cost.

We also offer a flexible payment plan in the U.S. to reduce the barrier of cost for people adopting our technology. This plan is designed to provide our DME customers with the option of making monthly payments to spread their pump costs over an extended period of up to 48 months.

It is estimated that one out of every four U.S. healthcare dollars is spent on diabetes.[1] At Tandem Diabetes Care, we are committed to enhancing access to and affordability of diabetes care by improving clinical outcomes and reducing insulin-related adverse events.

Our Market Access efforts are dedicated to navigating the complexities of healthcare reimbursement, payer policies, and regulatory requirements. To achieve this, we engage with payers and channel partners to ensure that people living with diabetes can efficiently and affordably access the Tandem portfolio of products.

Our investment in Health Economics and Outcomes Research (HEOR) is focused on generating compelling evidence that highlights the value to payers, providers, and the diabetes community we serve. Through rigorous research methodologies, including real-world data analysis and health economic modeling, we aim to demonstrate the economic, clinical, and patient-centered benefits of the Tandem portfolio of products.

One-third of insulin-treated adult patients do not reach ADA recommended goal of A1c below 7.0%.[2]

46% of adults with diabetes mellitus treated with insulin experienced insulin-related hypoglycemia and errors leading to emergency room visits.[3]



1. Parker ED, et al. *Diabetes Care.* 2024;47(1):26-43. doi: 10.2337/dci23-0085. **2.** Blonde L, et al. *Diabetes Spectr.* 2019;32 (2):93-103. doi: 10.2337/ds17-0082. **3.** Shehab N, et al. *JAMA.* 2016;316(20):2115-2125. doi:10.1001/jama.2016.16201.



I've traveled to more than 20 countries and Tandem lets me do everything I want to do. Sometimes I forget that I even have it on.

Ilan
diagnosed 2013

Individual symptoms, situations, circumstances, and results may vary.

2025 Tandem Health Economics and Outcomes Research (HEOR) Evidence

In 2025, Tandem continued to generate real-world and economic evidence demonstrating the clinical and healthcare system benefits of Control-IQ+ technology. Research presented at leading scientific conferences and published in peer-reviewed journals showed that Control-IQ+ use was associated with improved glycemic outcomes, reduced hospitalizations and emergency department visits, lower healthcare costs, and enhanced performance on quality measures used by U.S. health plans and CMS programs. Economic analyses further demonstrated the potential for healthcare cost savings, reduced resource utilization, and long-term value for patients, payers, and healthcare systems through adoption of advanced automated insulin delivery technology.

2025 HEOR Evidence Highlights

- Abstract presentation at AMCP Annual Meeting (March 2025)
- Abstract presentation at ISPOR Annual Meeting (May 2025)
- Abstract presentation at ADA Scientific Sessions (June 2025)
- Publication in *Diabetic Medicine* (August 2025)
- Publication in *Diabetes Technology & Therapeutics* (December 2025)
- Publication in *The American Journal of Managed Care* (December 2025)



Embry
diagnosed
2018

Positively Impacting People's Lives

Tandem puts my diabetes on the back burner and lets me focus on what's important.

Tristan
diagnosed 1997



Tandem means less stopping and more living. I'm not avoiding my life.

Kara
diagnosed 1999



This pump is my best friend. When I turn over at night, it turns over with me. It makes me feel healthy.

Marian
diagnosed 1990



Individual symptoms, situations, circumstances, and results may vary.



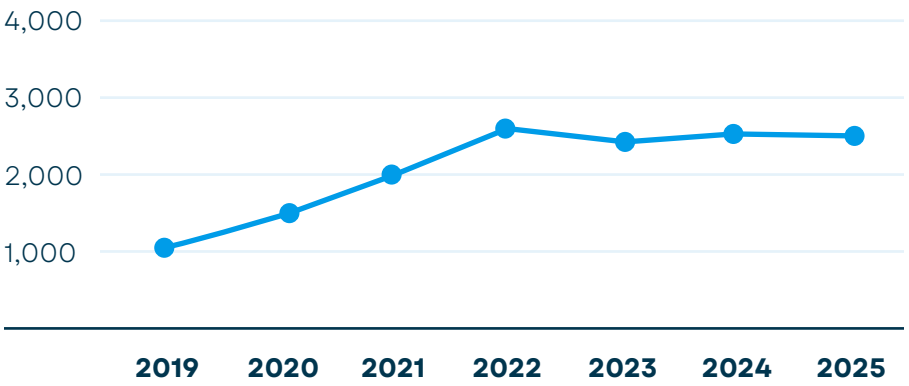
"In the tapestry of corporate responsibility, the threads of inclusion weave a narrative of strength, resilience, and progress. A company's commitment to fostering diverse and inclusive communities is not just a metric; it's the compass guiding us towards a sustainable future where every individual, regardless of background, contributes to the vibrant fabric of success."

Leila Kater, VP, Human Resources

Employees

We are committed to creating and maintaining a safe, diverse, and inclusive community for all employees while we serve our customers and fulfill our mission to improve the lives of people with diabetes. As of December 31, 2025, we had approximately 2,500 regular full-time employees. We believe that a culture that's diverse and inclusive enables us to create, develop, and fully leverage the strengths of our workforce to exceed customer expectations and meet our growth objectives. We also believe that fostering this culture begins with our management team, and we regard broad representation in our workforce as essential to serving our customers and communities as we execute our long-term strategies.

Full-Time Employee Headcount



We are committed to treating everyone equally without regard for personal characteristics including, but not limited to:

- Race
- Color
- National Origin
- Ancestry
- Religion
- Sex
- Pregnancy Status
- Sexual Orientation
- Gender Identity or Expression
- Marital Status
- Age
- Physical or Mental Disability
- Medical Condition
- Genetic Information or Characteristics
- Veteran Status



Company Culture

Tandem Diabetes Care holds itself to the highest values of integrity, professionalism, and courtesy. But we also know how to have fun. We don't just say these words, we live by them so that we can create a positively different experience.

✓ Team Up
How we work as a team is as important as what we deliver. Transparency, honest communication, and partnering to solve problems are critical to our success. We bring people along to ensure we're all on the same path and create the space to respectfully challenge ideas.

✓ People First
Caring for the people who use our pumps is our top priority. We are fiercely loyal to them and the entire diabetes community. This starts with developing a deep understanding of their daily experiences, triumphs, and challenges. When making business decisions, we always ask ourselves and our partners, "How will this impact the people who count on us?"

✓ No Shortcuts
Making things more efficient and cost effective is great! Taking shortcuts is not. People's lives depend on us. Our partners trust us. So we hold ourselves to the highest integrity and ethical standards and deliver exceptional quality in everything we do. We do what it takes to get it right, and we're proud of it.



✓ Stay Awesome
We value and embrace every person at Tandem – their unique backgrounds, experiences, and perspectives. Here you can do great work and be yourself, flip-flops and all. Through universal respect and genuine care, we trust one another to do what's best for all of us.



The top three reasons employees say they love working at Tandem are: The People, Teamwork, and Awesome Purpose.

✓ Innovate Every Day
We rely on new ideas, and people who keep their minds open to how to make them happen, to deliver products and experiences that can change people's lives. When faced with a revolutionary concept or simply a better way, in any role, we try to say yes (or at least maybe) before we say no.

Survey Says

In 2021, we began conducting annual employee engagement surveys through Gallup, a leading global consulting firm. Approximately 90% of our employees have participated each year. The results reflected that we are a mission-driven company, with **our overall engagement levels aligning with the trends of U.S. companies in 2025 and continuing to be a focus of the company as we scale and grow.**

Talent Acquisition

Hiring and retaining top talent remains the core focus of the Talent Acquisition (TA) team, with an intentional emphasis on building scalable and inclusive hiring practices. 2025 marked a year of meaningful transformation, including the implementation of a new Applicant Tracking System (ATS), alongside a series of process improvements designed to drive consistency and efficiency across the hiring lifecycle. These efforts were grounded in commitment to strengthening the hiring experience for recruiters, hiring managers, and candidates. Our approach not only delivers strong outcomes today, but also scales effectively and equitably for the future. In 2025, we:

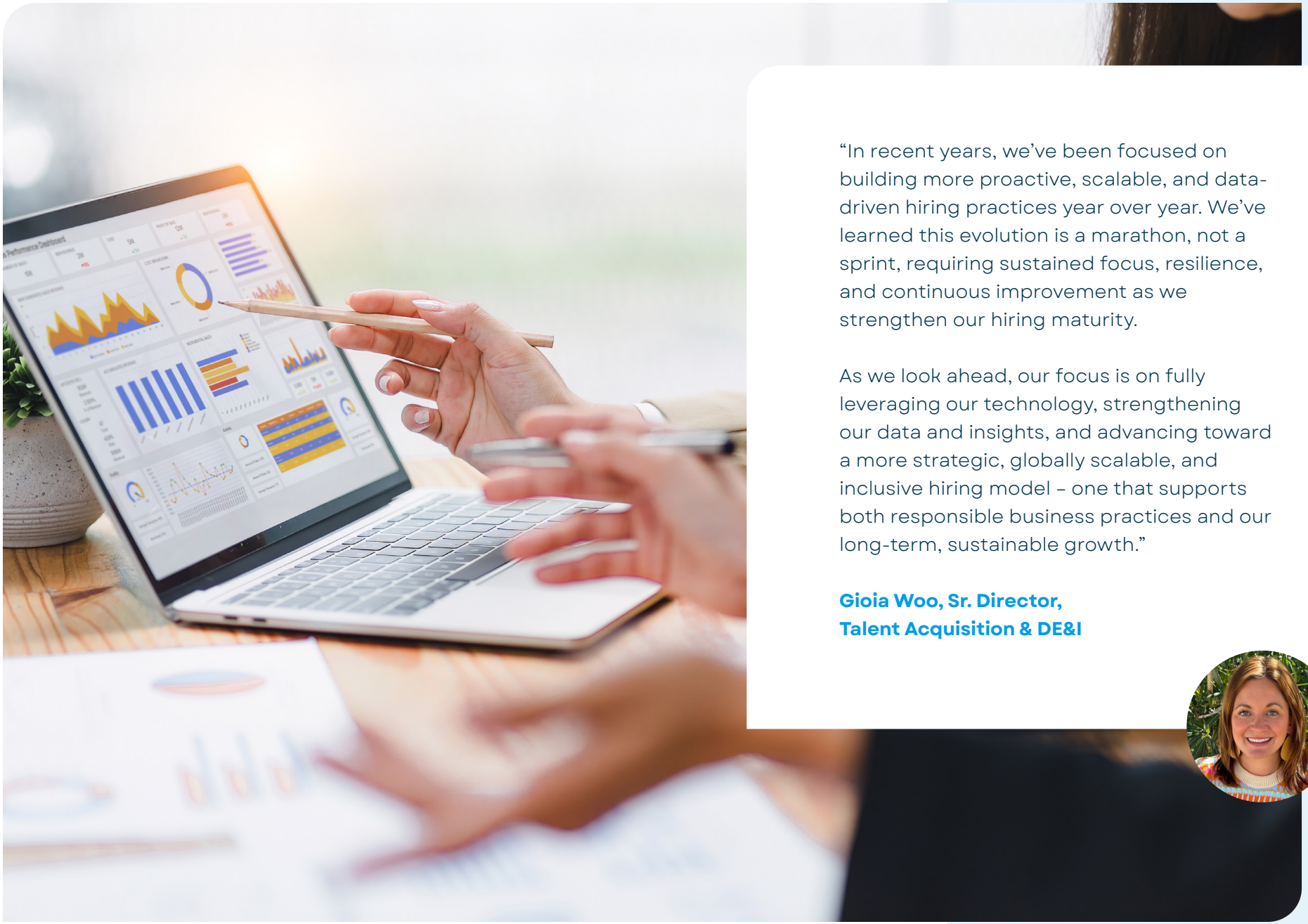
- Exceeded TA metrics focused on Average Time to Fill, Offer Acceptance Rate, and Hiring Manager & Candidate Satisfaction Scores
- Followed a consistent and inclusive hiring process by way of compliance tracking
- Integrated systems to strengthen hiring efficiency, improve candidate sourcing and data quality while providing access to enhanced analytics
- Trained the International TA team on our hiring processes to ensure a consistent global interviewing experience at Tandem
- Implemented a revised and consolidated interview panel structure based on candidate and hiring manager feedback, resulting in more focused and efficient interview panels
- Hosted San Diego Squared (SD2) and engaged with 35 high school Fellows who met with our technology leaders, toured our facilities, and learned about Tandem products, culture and history
- Participated in the Grace Hopper Celebration (GHC) in Chicago, IL, hosted by AnitaB.org, where we connected with early-career tech talent to expand our outreach and strengthen our technical recruitment pipelines
- Engaged university talent by deploying company and HR leaders to participate in multiple career fairs and events at local San Diego colleges and universities (SDSU, USD, and UCSD)

Talent Acquisition Partners

Our TA team partners with a variety of non-profit organizations to build connections, engage with talent, and establish Tandem as an employer of choice within the market. Additionally, our team is seeking new recruiting tools and resources to continue building diversified talent channels. We continue to work closely with several of our partners to support recruiting goals and to empower current employees who participate in the program offerings.

In 2025, Tandem Diabetes Care was proud to partner with the following not-for-profit organizations in support of our inclusive journey:

- San Diego Squared (SD2)
- Tech San Diego
- AnitaB.org
- The Honor Foundation
- National Foundation for Autism Research (NFAR)
- Girls Inc. of San Diego County
- Colleges & Universities (USD, SDSU, UCSD, CSUSM)
- STEM Advantage
- National Sales Network (NSN)



"In recent years, we've been focused on building more proactive, scalable, and data-driven hiring practices year over year. We've learned this evolution is a marathon, not a sprint, requiring sustained focus, resilience, and continuous improvement as we strengthen our hiring maturity.

As we look ahead, our focus is on fully leveraging our technology, strengthening our data and insights, and advancing toward a more strategic, globally scalable, and inclusive hiring model – one that supports both responsible business practices and our long-term, sustainable growth."

Gioia Woo, Sr. Director,
Talent Acquisition & DE&I




G.org
SANDA
t:green
SANDAG






TANDEM
Diabetes Care

Culture of Inclusion

Our culture, values, and the work we do with the communities we serve is what makes us stronger and the products we create better.

As a company focused on culture, inclusion, and values, Tandem Diabetes Care is continually developing strategies and practices that cultivate and celebrate all employees. One of the strategies is to offer employee resource groups known as Tandem Communities. These communities are open to all employees.

Supporting Women and Gender Minorities in Tandem (SWAGMIT) provides community support for women, gender minorities, and their allies.

t:pride is a community where everyone is welcome, regardless of gender identity or sexual orientation.

t:green focuses on environmental sustainability through information and empowerment.

Parents @ Tandem supports working parents, guardians, and caregivers.

Pacific Islander and Asian Coalition at Tandem (PACT) connects our employees with Asian American, Native Hawaiian and Pacific Islander (AANHPI) heritage.

Black Employees @ Tandem (BET) launched in 2024 with the aim of fostering meaningful dialogue, support, and advocacy among our Black community and allies.

Team Diabetes connects our insulin-dependent employees and provides a space for them to learn, share, grow, and celebrate.

Latin Employees @ Tandem (LET) offers a supportive community that empowers Latin employees and allies, fosters cultural awareness, and promotes diversity, equity, and inclusion within the company.

Culture of Inclusion continued...

Our Vision of Inclusion

We strive to lead our industry by cultivating an inclusive workplace where every employee understands how their work contributes to our goals, is empowered to do what they do best every day, and can thrive while delivering meaningful value to the diverse communities we serve.

Our Goal

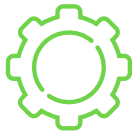
At Tandem, our mission is to continue our inclusive journey, where every individual is respected for their unique background, experiences, and perspectives, and where each person understands how they contribute to our shared goals. This is a place where you can do meaningful work that draws on your strengths while being your authentic professional self. Rooted in trust, care, and accountability, we support one another, so our customers and communities receive our very best.



Talent Attraction: Continued efforts to strengthen inclusive hiring practices by providing training to people leaders, broadening talent pipelines through diverse sourcing strategies, and increasing visibility of inclusion initiatives through employee recognition campaigns.



Retention: Ongoing monitoring of employee engagement and inclusion through regular surveys and analysis of retention trends, alongside efforts to foster community and belonging by expanding employee resource groups.



Development: Sustained investment in leadership development with a focus on inclusive leadership capabilities, including key areas such as psychological safety, emotional intelligence, and effective change management.

Tandem Employee Demographic Summary ● 2024 ● 2025

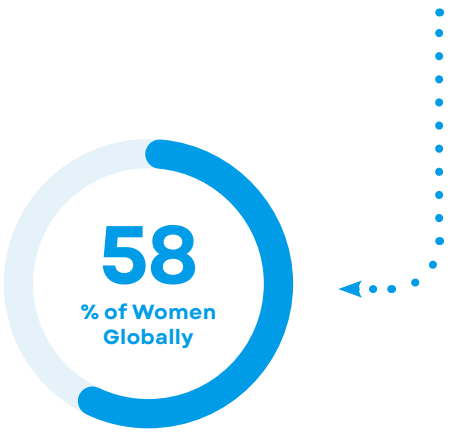
Levels Note:

Executives: include Management Levels for CEO, EVP, SVP

Management: include Management Levels for VP, Sr Director, Director, Sr Manager, Principal, Manager, Supervisor

Staff: include the Management Level Individual Contributor

LEVELS	Male	Female	Male	Female
Executives	68.4%	31.6%	61%	33%
Management	56.1%	43.7%	51%	46%
Staff	35.5%	64.1%	37%	62%
OVERALL	**41.9%**	**57.8%**	**40.3%**	**58%**



"At Tandem, we are committed to creating an environment where our employees can thrive in their careers, feel confident in bringing their authentic professional selves to work, and contribute their unique perspectives to drive innovation. At the same time, we recognize the importance of understanding and representing the needs of our customers and communities. By continuously learning and improving how we foster an inclusive, equitable workplace, we ensure that all employees feel valued and empowered. This commitment to diversity not only supports a culture of belonging but also strengthens our ability to serve our patients and customers effectively. In doing so, we uphold our responsibility to both our people and our business, creating a positive impact on society while driving sustainable success."

Develle Turner, Sr. Manager
Diversity, Equity, and Inclusion

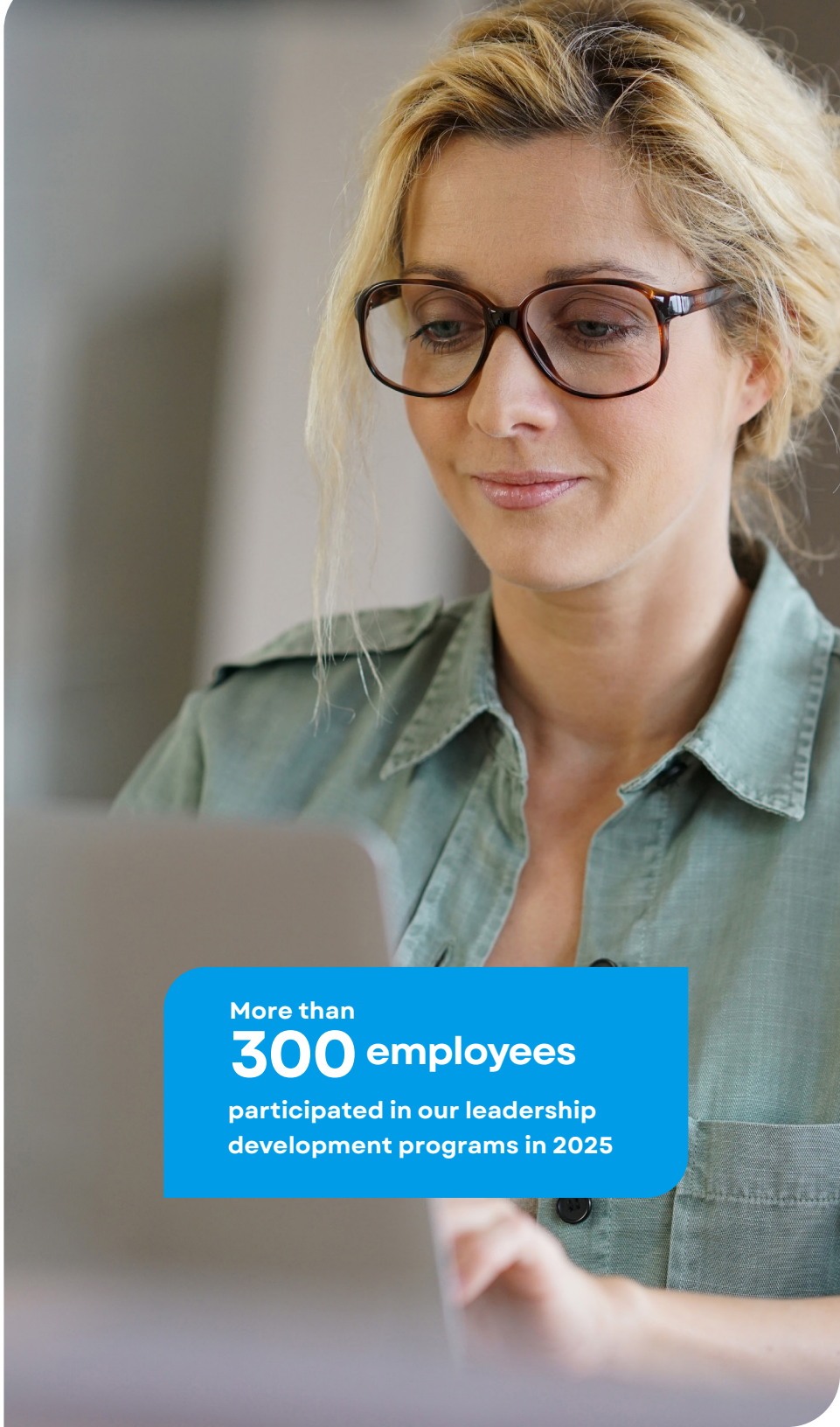


Organizational Development

Attracting, developing, and retaining employees is critical to our long-term success. We offer a variety of professional development opportunities across all levels in the company. Employees can take advantage of Skill Booster workshops focused on developing their performance competencies, company podcasts, eLearning courses, CliftonStrengths Discovery workshops, mentoring, and more.

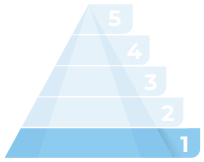
Our leadership team also mentors rising talent on a more informal basis. This mentorship achieves a number of goals, including accelerating the development of top performers, increasing organizational learning, and improving employee retention. The Executive Team also commits substantial time to evaluating the bench strength of our leadership and working with our management to improve its performance.

We have established a comprehensive training program to develop employees throughout the organization. Emerging Leaders and Leading in Tandem are examples of internal programs intended for high-performing individual contributors, and newly hired and promoted supervisors and managers, respectively. More than 94% of employees participating in these programs remained employed at Tandem as of the end of 2025.



Career Training Opportunities

Rallying people to thrive and influence positive change

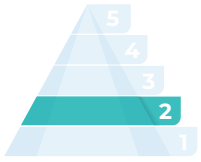


Igniting the Leader in You
How do I develop as a leader?

✓ For individual contributors

✓ 3-plus months in role

✓ Introducing individuals to leadership skills

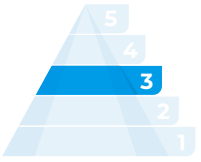


Emerging Leaders
How do I lead?

✓ For high-potential individual contributors

✓ 9-plus months in a role

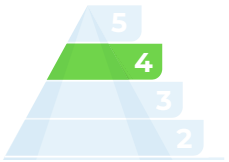
✓ Building foundational leadership skills



Leading in Tandem
How do I build my skills to lead others?

✓ For people leaders new to management roles, either of people, projects, or programs

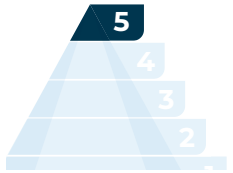
✓ Developing foundational leadership competencies



Achieving Your Leadership Potential
How do I advance my leadership skills?

✓ For leaders at the Director level or above

✓ Mastering leadership competencies to lead self and others, across and up



Peak Leadership Potential
How do I lead across the organization?

✓ For high-potential leaders at the Director level and Vice President level or above

✓ Sharpening leadership competencies to lead self, others, and the organization



Training

We have comprehensive safety training programs that ensure our employees know how to do their jobs safely and in compliance with laws and regulations. We operate in modern, efficient, and safe facilities and have had minimal accident and injury rates company-wide. Despite this success, however, our goal remains the same: Zero accidents.

Areas of Safety Training

- Environmental Management Systems Awareness
- Hazardous Materials Communication
- Workplace Violence Prevention
- Heat Illness Prevention Plan
- Ladder, Electrical, Laser, and Lifting Safety
- Ergonomics and Healthy Workplace
- Warehouse and Load Dock Safety
- Equipment Safety Essentials and Machine Guarding

Health and Safety Performance

The health and safety of our employees is our highest priority, and this is consistent with our operating philosophy. We have integrated our employee health and safety efforts with our human resources functions to create a corporate culture with a shared commitment to the well-being of our professionals.

Total Reportable Incident Rate (TRIR)

Data	2024	2025
TRIR	0.94	0.72
Industry Average TRIR*	1.5	-
Experience Modification†	57	70

* Based on NAICS code 339112: Surgical and medical instrument manufacturing, 2025 data not available until later in the year. † The experience rating compares the experience of Tandem with average employers in the same classification – 100 or (1.0) being the average and a rating under that would reflect better than average experience.

Key Environmental Health & Safety (EH&S) Initiatives

- ISO 14001:2015 certification – Environmental Management Systems
- Prescription safety glasses program
- Public address system at Headquarters building
- Quarterly audit of company's vehicles and forklift program
- Ergonomic training customized for all employees
- Fire extinguisher, CPR, and first aid training offered
- Periodic fire drills at all buildings in San Diego
- Digital chemical management system for safety data sheets
- EH&S participation in management meetings to highlight our health and safety programs
- Composting in California offices
- Annual e-waste recycling event for disposal of personal electronic waste
- Chemical Hygiene Plan, Hazard Communication, Hazardous Waste, and Accidental Release Procedures
- Lock Out Tag Out
- Emergency Action Plan
- Personal Protective Equipment Awareness
- Hearing Conservation Program Procedure
- Travel Safety
- Injury and Illness Prevention Program Procedures
- R&D Safety Training
- Lead Safety



Total Rewards

Our compensation program is designed to align employee compensation with performance and market-competitive pay, providing the right mix of base pay, bonus opportunity, and equity programs to attract, retain, and motivate employees to achieve superior results. The structure of our compensation program balances competitive base pay and incentives for both short- and long-term performance.

Base pay increases and incentive compensation are based on company performance as well as each individual's contribution to the results and are documented through our talent management process as part of our annual reviews. We provide employees with competitive salaries that align to job responsibilities, performance, skill levels, experience, knowledge, and geographic location.

To foster a strong sense of ownership, restricted stock units are provided to eligible employees under our broad-based stock incentive program. We also offer a competitive employee stock purchase plan that allows employees to purchase our company stock at a discount.

How We Stay Competitive

We engage with globally recognized, external compensation and benefits firms to independently evaluate the effectiveness of our compensation and total rewards programs and to provide benchmarking against our peers within the industry.

Continued on next page...

We Pay for Performance

Mix of diversified long- and short-term performance metrics to incentivize and reward the achievement of our operational and long-term business strategy objectives.

Long-term equity incentive awards feature a three-year vesting schedule and have evolved from 100% stock options to include use of restricted stock units.

No single-trigger cash severance or automatic vesting of equity awards based solely upon a change of control of the Company.

We Seek to Mitigate Compensation Risk

We conduct an annual pay equity study to ensure that employee compensation is fair and equitable.

Clawback policy covering both cash and equity incentive compensation.

Stock ownership guidelines for directors and members of executive management.



Total Rewards continued...

We review our compensation and benefits programs annually to ensure competitiveness within the marketplace.

Job Framework

At Tandem, we align our jobs to a structured job framework, which categorizes and levels our jobs based on duties, responsibilities, qualifications, and expectations of each role, providing clarity for both employees and managers. This approach gives us the ability to market price every job and ensure that compensation is fair and equitable across the organization. A structured job framework, along with pay transparency compliance, ensures that we are creating an equitable workplace while also providing clarity for career growth opportunities and building trust with our employees.

Employee Assistance and Wellness

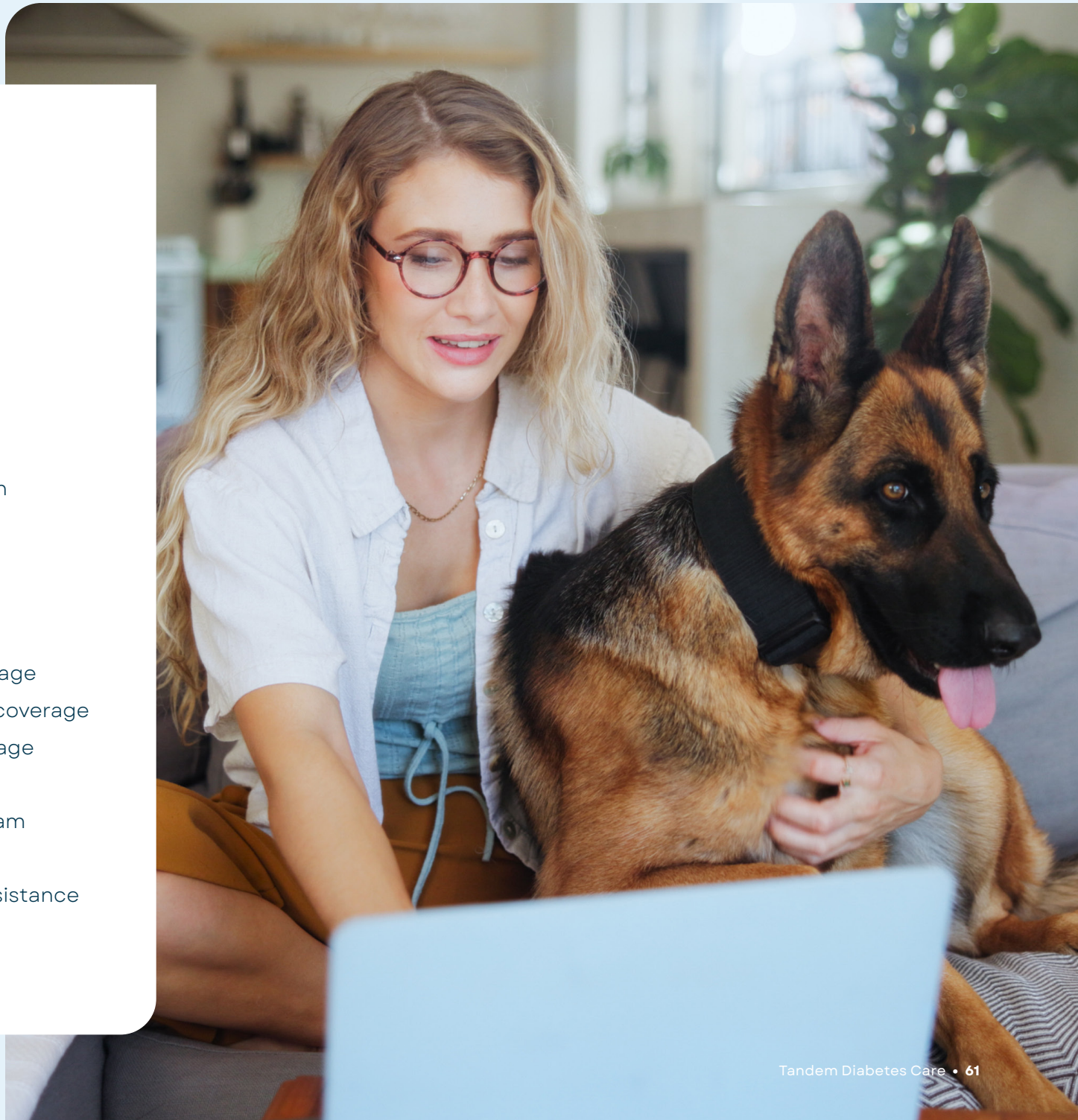
Our employee assistance and wellness programs offer a range of benefits and services. For example, as a benefit to our employees and their eligible dependents, we provide access to personal and job-related counseling and assistance resources for addressing concerns such as emotional well-being, family and relationships, legal and financial matters, healthy lifestyles, mental health, substance abuse, and work and life transitions.

Be Yourself

Diversity among our team members makes our culture stronger and the products Tandem creates better. Together, we live our values.

Comprehensive, Relevant, Innovative Benefits (U.S.)

- Health insurance
- Paid time off
- Paid and unpaid leaves
- Retirement plan
- Employee stock purchase plan
- Health savings accounts
- Flexible spending accounts
- Life and disability coverage
- Voluntary accident coverage
- Voluntary critical illness coverage
- Voluntary hospital indemnity coverage
- Legal and identity theft coverage
- Employee discount program
- Employee loaner pump program
- Voluntary pet insurance
- Comprehensive employee assistance program
- Travel assistance program





Community Outreach and Impact

For many people with diabetes, peer support plays a key role in successful diabetes management. To help fulfill this need, we work with a broad spectrum of people and organizations providing peer support and education through diabetes communities and programs. Our employee community outreach efforts include donations and volunteer work, serving on boards and advisory committees, and other corporate and individual actions. Examples of our corporate giving efforts include:

- Corporate support of diabetes scholarship programs including the Donnelly Awards and Diabetes Hope Foundation
- Bright Funds Employee Giving & Volunteering platform which provides employees a choice of where they direct giving and volunteering time for causes of significance to them
- Breakthrough T1D annual employee fundraising campaigns in support of diabetes research
- Diabetes camp partnerships with camps across the U.S. and Canada that specifically support underserved communities and where our employees volunteer

Continued on next page...

We strive to be a good corporate citizen in the communities in which our employees live and work.




CONNECTED IN MOTION
Est. 2008



Community Events

We also support and attend regional diabetes events hosted by various organizations in the United States and Canada:

- American Diabetes Association
- Children with Diabetes
- Connected in Motion
- Diabetes Canada
- Diabetes Exercise and Camping Association
- iChallenge Diabetes
- Breakthrough T1D
- Breakthrough T1D Canada
- PADRE Foundation
- The DiaTribe Foundation
- Taking Control of Your Diabetes
- Touched by Type 1
- Risely Health
- Type One Together
- Beyond Type 1
- Chad Muma's Muma Movement Foundation
- Mom's Night Out
- Diabetes Training Camp

Breakthrough T1D™
Formerly JDRF

The leading global organization funding type 1 diabetes (T1D) research to keep people healthy and safe until a cure for the disease is found.

Beyond Type 1

Through platforms, programs, resources, and grants, Beyond Type 1 is uniting the global diabetes community and providing solutions to improve lives today.

risely

Risely Health is redefining T1D care through coaching and education, helping people reclaim the life they deserve.

CONNECTED in MOTION
BREATHING FRESH AIR INTO DIABETES EDUCATION

A Canadian charity that creates a culture of support and engagement in diabetes self-management through peer-based experiential diabetes education, sport, and outdoor adventure.

Diabetes Education & Camping Association

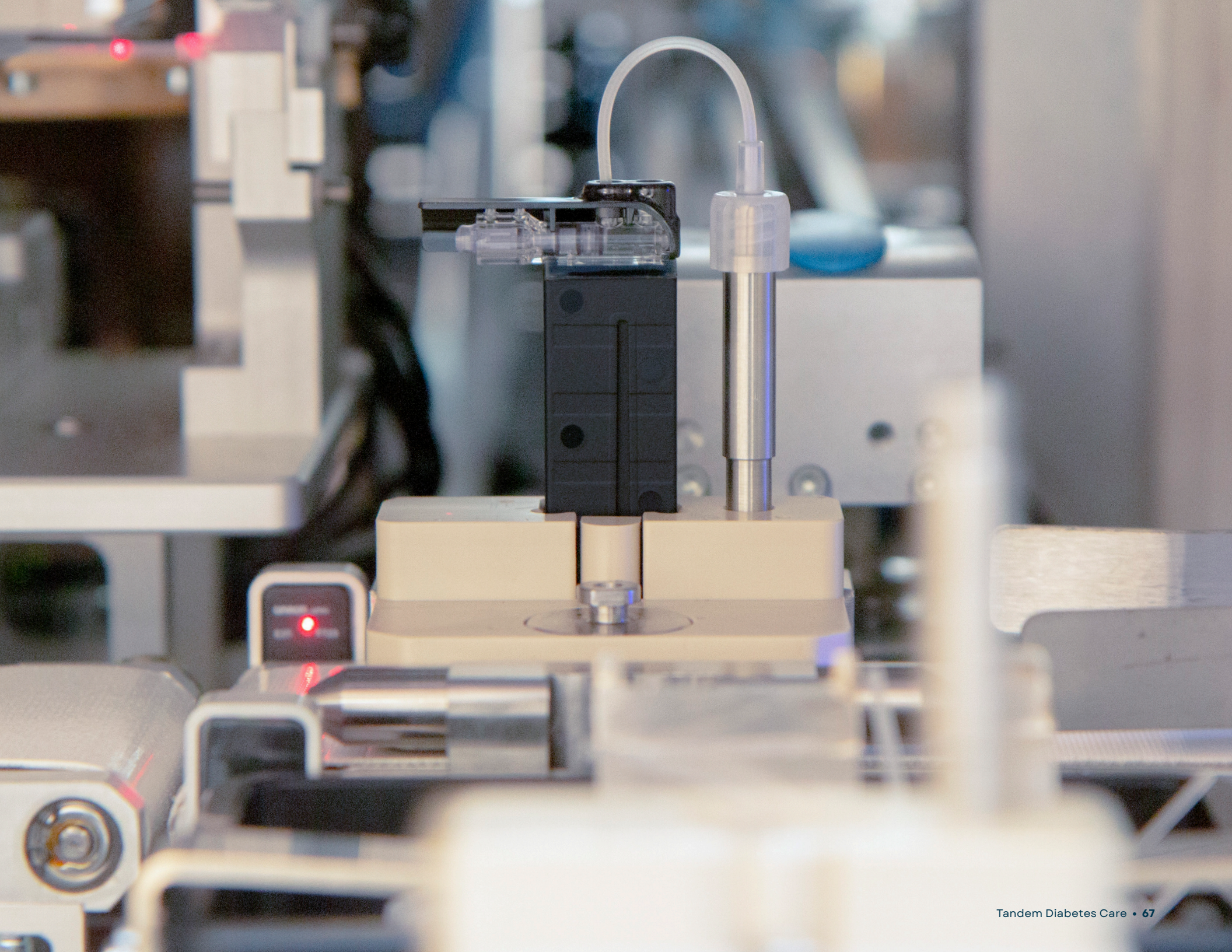
Diabetes camps encourage, educate, and motivate children to live well with diabetes. DECA works on behalf of children with diabetes by providing leadership and support to all diabetes camps worldwide.

TOUCHED by TYPE 1

The mission of Touched by Type 1 is to elevate awareness of and educate the community about the realities of living with type 1 diabetes, raise funds to find a cure, and inspire those with diabetes to thrive.

Operating Responsibly

We are working to develop environmental programs that span our operations with the intent to conserve natural resources, reduce emissions, minimize waste, and prevent pollution.



Climate Change

To achieve our objectives, we look to adopt innovative solutions for continual improvement in our operational and site management practices, as well as our working relationships with suppliers and contractors.

We work with third-party advisors, who are helping us develop a roadmap for calculating our greenhouse gas (GHG) emissions footprint. We anticipate that this continuing exercise will support future emissions reduction strategies and will also contribute to our understanding of our climate-related risks and opportunities.

These efforts support our preparedness for compliance with emerging regulations, including California Senate Bill 253, while enhancing our understanding of climate-related risks and opportunities relevant to our business.



In 2025, our company goals once again include driving economic efficiencies and process improvement with environmental impact in mind.



Energy Use*

Total kWh	
2023	**3,393,293**
2024	**2,890,682**
2025	**2,849,070****
kWh/Ft²	
2023	**0.84**
2024	**0.73**
2025	**0.93****

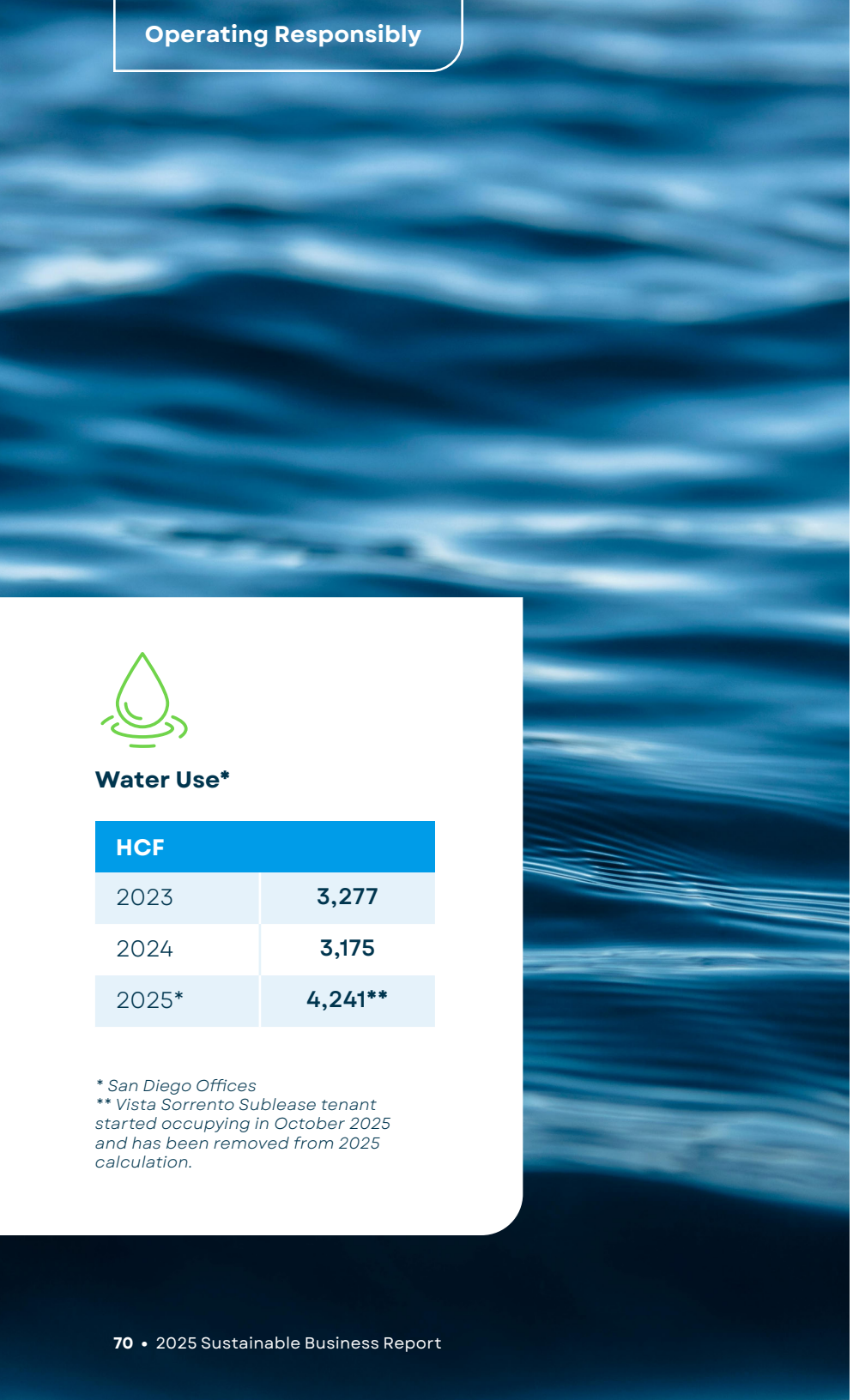
* San Diego Offices

** Vista Sorrento Sublease tenant started occupying in October 2025 and has been removed from 2025 calculation.

Energy Consumption

We aim to reduce our global energy consumption each year through continued execution of energy conservation initiatives. We have dedicated efforts toward reducing energy use in our lighting. Our facilities use LED lighting, motion sensors, or both, to reduce energy consumption. We are also working to reduce energy consumption for air conditioning and heating through occupancy scheduling.

Our headquarters consist of approximately 144,000 square feet of general administrative, laboratory, and research and development office space. This building is carbon neutral and features a solar generating power system.



Water Use*

HCF	
2023	**3,277**
2024	**3,175**
2025*	**4,241****

** San Diego Offices*
*** Vista Sorrento Sublease tenant started occupying in October 2025 and has been removed from 2025 calculation.*

Water Consumption

While Tandem is not a significant user of water, and our manufacturing processes are not water intensive, we recognize the value of water as a limited and valuable natural resource. Being headquartered in San Diego means the risks of drought and changing water quality exist; however, at this time, there is no anticipated substantive impact to our business. Still, we strive to conserve water in our operations by use of hands-free automatic sink faucets and automatic toilet flush valves in all buildings.

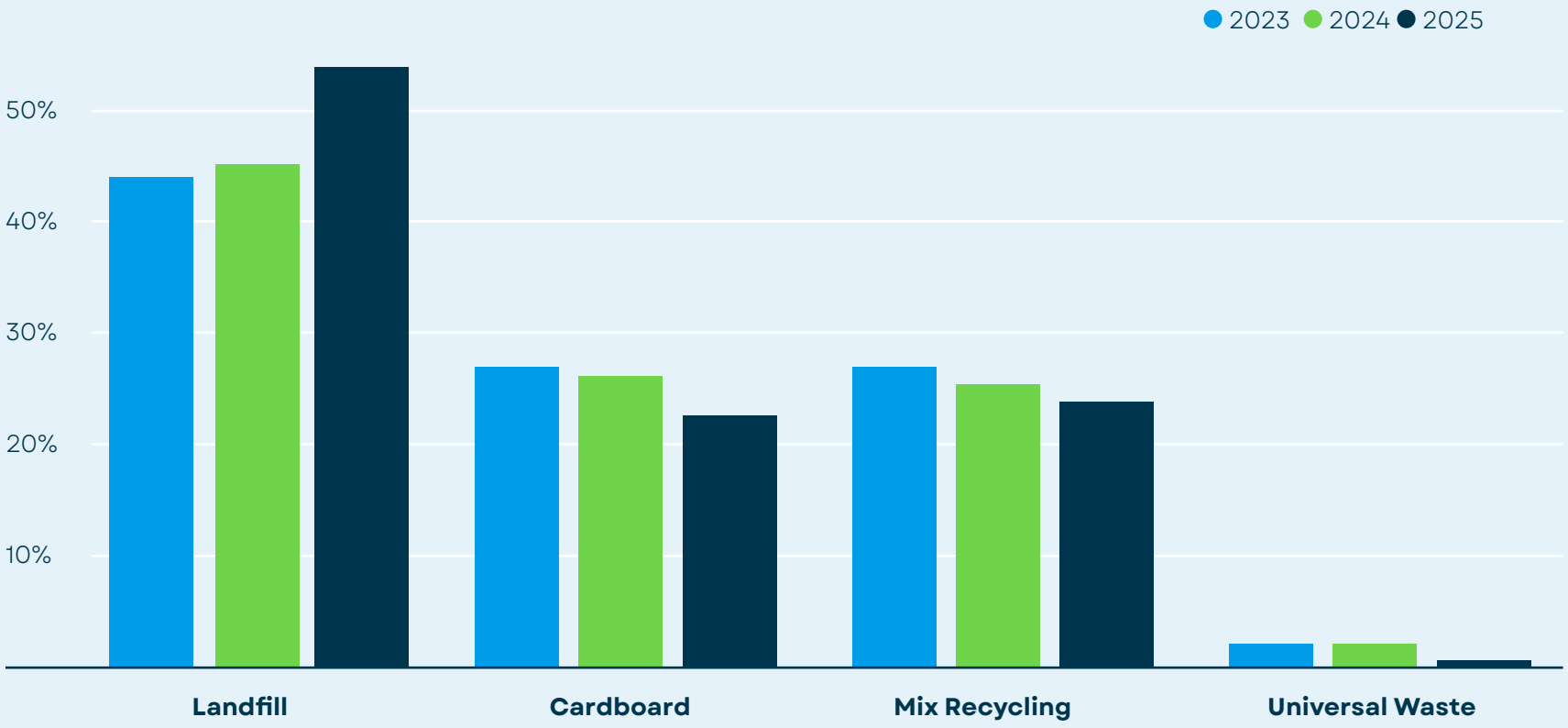
Waste Consumption

Tandem is focused on continual improvements to make incremental progress in creating greater sustainability across our business. We have made concentrated efforts to understand our waste consumption, which includes monitoring our weight of non-hazardous and universal waste.

We aim to consistently analyze our processes that generate waste and look at ways to continually improve. For example, steps are taken to reduce the amount of waste and identify alternate methods of use or disposal to limit the impact on the environment.

With this approach, we've had successes that range from reducing landfill waste by baling and recycling our cardboard, to putting a commingled recycling program in place.

U.S. Non-Hazardous Waste Recycling



We are also taking steps to move toward a circular economy model for our products. An example of our circular economy commitment is our pump refurbishment program that reduces the impact of our devices on the environment as discussed in the “Impact Through Innovation” section of this report.



Supply Chain

Our responsible sourcing philosophy is driven by our belief in doing business the right way. Thus, we are working to understand how our suppliers adhere to environmental and social responsibility principles that align with those valued by Tandem.

Strong partnerships with our strategic suppliers, including a shared commitment to leadership in sustainable practices, technology, and business operations, ensure we can provide high-quality and responsibly manufactured products to our customers.

We are mindful of the environmental impact of our supply chain efforts. Our supplier agreements require 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.

- We use sea freight for a majority of our international shipments, which has lower emissions than road or air
- We use electronic forklifts and repeat pallet use in our warehouse operations
- We receive annual conflict mineral disclosures from our major or key suppliers

We value partners who are making commitments to reduce their environmental impact.

- Omni, our third-party logistics provider, signed the Climate Pledge in the third quarter of 2021 committing to net zero carbon by 2040
- Convatec, our primary third-party infusion set manufacturer, has set a goal to achieve net zero carbon by 2045
- Flex, our third-party contract manufacturer, made a commitment in the third quarter of 2022 to reach net zero greenhouse gas emissions by 2040

We believe we have a responsibility to source our materials in a legal and ethical manner. As part of the Company's commitment to supply chain transparency, and in compliance with the California Transparency in Supply Chains Act, we are transparent in our actions to prevent and address slavery and human trafficking in our supply chain.



As part of our effort to provide transparency, we conduct the following:

✓ 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 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 slavery and human trafficking.

✓ Audit
We have a template for our supplier agreements obligating that all products sold to us comply with all codes, standards, and laws. After a top-level supplier is approved, a Supplier Scorecard and ongoing Supplier Performance Evaluations are conducted by the Supplier Management Team at scheduled intervals. The evaluations focus on quality management system compliance and quality performance and are conducted by Tandem. Suppliers are required to follow Supplier Corrective Action Requests that outline how the supplier will resolve any issues uncovered in an evaluation.

✓ Accountability
Tandem maintains and enforces internal accountability standards and procedures for employees through a Code of Conduct for Employees and Directors. We work to hold suppliers and contract manufacturers accountable through contractual agreements. In the case of noncompliance or suspected noncompliance, Tandem reserves the right to review the specific situation and develop a best possible strategy for resolution. Tandem may terminate a business relationship if any such standards are not upheld.

✓ Agreements
Our written supply agreements require a supplier to comply with applicable laws.

✓ Training
All Tandem employees are required to comply with our Code of Conduct. All Tandem employees participate in annual training on the Company's Code of Conduct to ensure understanding and compliance with the requirements of the Code of Conduct. This training includes ethical decision-making and upholding laws and regulations. In addition, Tandem maintains a compliance program that conducts audits of certain requirements under the Code of Conduct and other compliance policies, investigates potential violations, and takes disciplinary action when necessary.

Appendix

The Sustainable Business Report for Tandem Diabetes Care was created to begin aligning our disclosures with the Sustainability Accounting Standards Board (SASB) Medical Equipment and Supplies Standards. All data presented is as of December 31, 2025, unless otherwise noted.

SASB Medical Equipment and Supplies Sustainability Accounting Standard

Disclosure		Location or Response
Affordability and Pricing		
HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Our products have historically been reimbursed through customers' Durable Medical Equipment insurance benefit in the United States. Starting January 1, 2025 we have entered the pharmacy channel and expect pharmacy access to build over multiple years. After a new customer fills out a form to start the process of getting an AID pump, a Tandem representative reaches out to their healthcare provider and insurance company(s) to help determine their benefits. When they are ready to order an insulin pump, our insurance verification team will help the user through the process and work to get the lowest out-of-pocket cost.
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	While reimbursements differ by customer insurance plan, geography, and product, Tandem discloses our estimated net pricing in our quarterly company overview.

Disclosure		Location or Response
Product Safety		
HC-MS-250a.1	Number of recalls issued, total units recalled	In 2025, Tandem initiated six (6) field actions. The scope of impact varied across events, depending on the nature of the issue and affected product configurations.
HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	The FDA's MedWatch Safety Alerts for Human Medical Products database has the following Tandem products that had at least one MedWatch Report submitted in 2025: + t:flex Insulin Pump + Tandem Mobi System + Tandem Mobi Mobile App + Tandem t:slim Mobile App + t:slim X2 Pump with Basal-IQ Technology + t:slim X2 Pump with Control-IQ Technology
HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	There were 41 MedWatch reports submitted by Tandem Diabetes Care in the calendar year 2025 associated with a death. Submission of a MedWatch report is not an admission that a product, user facility, importer, distributor, manufacturer, or medical personnel caused or contributed to the event.
HC-MS-250a.4	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Tandem had no warning letters, seizures, or injunctions issued in 2025.

Disclosure		Location or Response
Ethical Marketing		
HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Tandem had no monetary losses in 2025 as a result of legal proceedings associated with false marketing claims.
HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Tandem has an Interactions with Healthcare Providers (HCPs) Policy to ensure our communications, including any business meetings or trainings, with HCPs must be intended to train or educate HCPs only in a manner consistent with the FDA-cleared product labeling. Tandem also has a Patient Interactions Policy to ensure that our communications to patients and the public are truthful, not misleading, and that our employees do not engage in any off-label promotion with our patients or the public. Our Policies are posted on the Company intranet and apply to all employees so that they may understand their individual obligations to ensure that their communications about Tandem products are truthful, not misleading, and consistent with the FDA-cleared product labeling and FDA and FTC regulations.
Product Design and 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	Sustainable Business Report 2025, Impact Through Innovation.

Disclosure		Location or Response
Product Design and Lifecycle Management (continued)		
HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	In 2025, Tandem refurbished approximately 64,000 t:slim X2 pumps
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	100% for entity's facility and Tier 1 suppliers
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Available through electronic device history records and proof of delivery records
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Controlled by procurement team with open purchase orders, quarterly business reviews, safety stock, alternate suppliers, and appropriate storage in warehouse

Disclosure		Location or Response
Business Ethics		
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Tandem had no monetary losses in 2025 as a result of legal proceedings associated with bribery or corruption.
HC-MS-510a.2	Description of code of ethics governing interactions with healthcare professionals	Tandem has an Interactions with Healthcare Providers (HCPs) Policy to ensure our collaborative relationships with HCPs meet high ethical standards. Tandem adopts and adheres to the AdvaMed Code of Ethics, which is incorporated into our Policy by reference, though in certain instances Tandem policies and procedures are more restrictive than the guidelines set forth by AdvaMed. Our Policy is posted on the Company intranet and applies to all employees so that they may understand their individual obligations to act ethically and compliantly when interacting with HCPs.
Activity Metric		
HC-MS-000.A	Number of units sold by product Category	In the four-year period, ended December 31, 2025, we shipped approximately 500,000 insulin pumps, which is representative of our in-warranty global installed customer base assuming the typical four-year reimbursement cycle.

Except where specifically noted otherwise, the reporting period of the Tandem 2026 Sustainable Business Report covers subject matter and data for the Tandem fiscal year ended December 31, 2025 and is limited to the operations owned and/or operated by Tandem. References to Tandem, our, we, or the Company mean Tandem Diabetes Care, Inc. and its subsidiaries, unless the content indicates otherwise. Goals, targets, intentions, ambitions, or expectations described in this report, are aspirational and subject to change and are not guarantees or promises that all goals, targets, intentions, ambitions, or expectations will be met. There can be no assurance that our sustainability or ESG policies and procedures as described in this report will continue; such policies and procedures could change, even materially. We are permitted to determine in our discretion that it is not feasible or practical to implement or complete certain of our sustainability or ESG initiatives, policies, and procedures based on cost, timing, or other considerations.

In addition, certain information contained herein has been obtained from third parties, and in certain cases has not been updated through the date hereof. We have not independently verified the data from these third-party sources in every instance and make no representation with regard to the verification of third-party data, unless explicitly otherwise indicated. While these third-party sources are believed to be reliable, we make no representation or warranty, express or implied, with respect to the accuracy, fairness, reasonableness, or completeness of any of the information contained herein, and we expressly disclaim any responsibility or liability therefore.

The information contained herein is only as current as the date indicated and may be superseded by subsequent events or for other reasons. Tandem is not under any obligation to update or keep current the information contained herein. Statistics and metrics relating to ESG matters are estimates and may be based on assumptions or developing standards. This report may also contain links and references to other Internet sites. Such links or references are not endorsements of any products or services in such sites, and no information in such site has been endorsed or approved by the Company.

The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information.

Safe Harbor Statement under the Private Securities Litigation Reform Act of 1995: This report contains "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, regarding, among other things: estimates of addressable market size statements regarding the Company's operational strategies; equipment designs that optimize performance outcomes for customers; the benefits of the Company's products; efforts regarding energy, water, and emissions and other ESG initiatives; and the development of mechanisms for tracking sustainability metrics.

All statements other than statements of historical fact are forward-looking and, in some cases, may be identified by the words "may," "could," "anticipate," "target," "plan," "continue," "goal," "commit," "achieve," "project," "intend," "estimate," "believe," "expect," and similar expressions, although not all forward-looking statements contain such words.

These statements are based on currently available information and the Company's current beliefs, expectations, and assumptions regarding future events and trends. While the Company believes its beliefs, expectations, and assumptions are reasonable, the Company cannot assure you that it will achieve or realize the plans, expectations, or other outcomes reflected in or suggested by these forward-looking statements. Forward-looking statements are subject to substantial risks and uncertainties, many of which are beyond the Company's control, and which could cause actual results or outcomes to differ materially from those expressed or implied in such forward-looking statements, including, but not limited to: (i) the Company's ability to comply with and changes to global and regional environmental, health, safety, and human rights laws, including emissions and noise regulations, and other ethical business practices; (ii) the Company's ability to comply with and changes to greenhouse gas emissions and other standards related to climate change; shifting stakeholder expectations with respect to ESG issues; (iv) the Company's ability to achieve its aspirations, goals, and projections related to its ESG initiatives; (v) the Company's ability to implement and realize the benefits of its business strategy; (vi) the Company's ability to maintain and grow sales; (vii) competing products, therapeutic techniques, or other technological developments and breakthroughs for the monitoring, treatment, or prevention of diabetes; (viii) the Company's ability to obtain regulatory clearances, certifications, or approvals and commercialize its products; (ix) any concerns regarding the safety and efficacy of the Company's products; (x) the loss of suppliers or their inability to provide the Company sufficient components or products; (xi) risks related to international operations, including local product preferences, trade barriers, and compliance with foreign laws, regulations, and rules; (xii) uncertainty in current global economic and political conditions; (xiii) public health threats; (xiv) the Company's ability to comply with stringent and evolving U.S. and foreign laws, regulations, and rules, including those related to privacy and security; (xv) risks related to information technology systems, including security incidents and cyberattacks; (xvi) the Company's ability to protect its intellectual property and proprietary technology; (xvii) risks related to the Company's regulatory environment, including with respect to product design, testing, manufacturing, and sales; (xix) the Company's ability to retain and motivate key employees and recruit additional qualified personnel; and (xx) other factors described in our reports filed with the U.S. Securities and Exchange Commission (SEC). The Company, except as required by law, undertakes no obligation to update or revise any forward-looking statements, whether as a result of new developments or otherwise. The forward-looking statements speak only as of the date of this report, and undue reliance should not be placed on these statements.

Further information concerning the Company and its businesses, including factors that could cause the Company's actual results and events to differ materially from those described herein, is included in the Company's filings with the SEC (including, but not limited to, the factors discussed in Item 1A, Risk Factors of the Company's most recent annual report on Form 10-K, and quarterly reports on Form 10-Q).

Visit tandemdiabetes.com/safetyinfo for important safety information about Tandem products.

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