

Charter of the Compensation Committee

Tandem Diabetes Care, Inc.

I. Purpose

The purpose of the Compensation Committee (the “*Committee*”) of the Board of Directors (the “*Board*”) of Tandem Diabetes Care, Inc. (the “*Company*”) is to oversee the compensation policies and plans that are appropriate for the Company, and to oversee the Company’s cash and equity incentive plans, including approving individual grants under such plans. This Charter was amended and restated by the Board on November 21, 2019.

The Committee’s principal functions are to:

- Develop, review, and approve the Company’s overall compensation programs, and regularly report to the full Board regarding the adoption of such programs;
- Develop, review and approve the Company’s cash and equity incentive plans, including approving individual grants or awards thereunder, and regularly report to the full Board regarding the terms of such plans and individual grants or awards;
- To the extent deemed necessary or appropriate by the Committee, with respect to any authority or responsibilities granted hereunder, make a recommendation to the full Board for final approval by the full Board;
- Review and discuss with the Company’s management the tables and narrative discussion regarding executive officer and director compensation to be included in the Company’s annual proxy statement;
- Produce an annual report on executive compensation for inclusion in the Company’s annual proxy statement; and
- Perform such other duties and responsibilities as are enumerated in and consistent with this Charter.

For purposes of this charter, it is understood that the term “compensation” includes salary, discretionary bonuses, cash incentive plan awards, equity incentive plan awards, perquisites, severance or change of control arrangements, retirement benefits, tax gross up provisions and other similar payments, awards and benefits.

II. Membership

The Committee shall consist of two or more members of the Board, with the exact number determined by the Board. The members of the Committee shall be appointed by and serve at the discretion of the Board. Committee members may be removed, without cause, by the affirmative vote of the majority of the Board of Directors at any time. Any Committee member may resign effective upon giving oral or written notice to the Chairperson of the Board, the Corporate Secretary or the Board of Directors (unless the notice specifies a later time for the effectiveness of such resignation). Vacancies occurring on the Committee shall be filled by the Board. The Chairperson of the Committee also shall be appointed by the Board. In the absence of that designation, the Committee may designate a Chairperson by majority vote of the Committee members. The Chairperson will set the agenda for Committee meetings and conduct proceedings of those meetings.

Each member of the Committee shall (1) be an “independent director” as defined under the listing rules of the national securities exchange on which the Company’s securities are then-listed for trading, (2) be a “non-employee director” as defined in Rule 16b-3 promulgated under the Securities Exchange Act of 1934, as amended (the “*Exchange Act*”), (3) be free from any relationship that, in the opinion of the Board, would interfere with the exercise of independent judgment as a Committee member, and (4) meet any other requirements imposed by applicable laws, rules, regulations and listing standards, subject to any applicable exemptions and transition provisions.

III. Responsibilities and Authority

The following are general guidelines establishing the responsibilities and authority of the Committee. This list is not intended to be exhaustive, and the Committee may modify the list as appropriate, establishing policies and procedures as required or recommended to meet its purpose and carry out its principal functions.

A. Compensation of the Company’s Chief Executive Officer, Other Executive Officers and Other Key Employees

The Committee shall:

1. Review the Company’s overall compensation strategy and policies applicable to the Company’s “Officers,” as defined under Section 16 of the Exchange Act and the rules promulgated thereunder (the “*Executive Officers*”) and other key employees. This shall include a review of base salary, discretionary bonuses, cash incentive plan awards, equity incentive plan awards, perquisites, retirement benefits, and other benefits, to assure that such compensation supports the Company’s overall compensation philosophy and strategy.
2. Annually review and recommend to the full Board for final approval the Company’s performance goals and objectives used to determine compensation for Executive Officers and other key employees.
3. Annually review and approve individual performance goals and objectives that may be relevant to the compensation of the Executive Officers and other key employees.
4. Review and approve the terms of any employment agreement, severance or change in control arrangements, or other compensatory arrangement with any Executive Officer and other key employees, with the authority to amend or terminate such agreements or arrangements.
5. Review and approve policies and procedures relating to benefits and perquisites paid or offered to the Executive Officers and other key employees.
6. Require that the Executive Officer may not be present during voting or deliberations regarding their specific compensation and benefits (or the determination of the compensation and benefits of any other Executive Officer or other employee the Committee determines, due to the existence of a personal relationship or other factors, may create an actual or apparent conflict for the Executive Officer); provided that the Executive Officers may be present during the voting or deliberations regarding compensation plans generally applicable to employees and pursuant to which they may also be eligible to participate, or

to the extent specifically requested by the Committee.

7. Review and assess periodically the Company's processes and procedures for the consideration and determination of compensation for Executive Officers and other key employees, and review and discuss with management any tabular or narrative description of such processes and procedures to be included in the Company's proxy statement or annual report.
8. Review and approve policies for the recovery or "clawback" of compensation paid or awarded to Executive Officers or other employees as required by applicable law or Company policies.
9. Consider whether to adopt stock ownership guidelines for the Executive Officers and Board and monitor compliance with any such guidelines that may be adopted.
10. Consider whether the Company's compensation programs and strategy encourage undue or inappropriate risk taking by the Executive Officers and other employees, and recommend changes to mitigate risk where appropriate.

B. Cash and Equity Incentive Plans

The Committee shall:

1. Approve and report to the full Board regarding grants of restricted stock, stock options or other equity-based awards to plan participants, and set time- or performance-based goals associated with the vesting of those awards after taking into consideration the Company's overall compensation philosophy and strategy. The Committee may also delegate this authority to the Company's Chief Executive Officer ("*CEO*") or Chief Financial Officer ("*CFO*") to make grants of plan awards to non- executive employees provided any such grants are consistent with specific parameters approved in advance by the Committee.
2. Approve and report to the full Board regarding threshold, target and maximum cash incentive amounts under the Company's cash incentive plans, and performance goals associated with the achievement of incentive payments under those plans after taking into consideration the Company's overall compensation philosophy and strategy.
3. Evaluate and determine the compensation for Executive Officers and other key employees, including with respect to cash incentive compensation earned and equity-based grants vested, based on achievement with respect to performance objectives that were set for the Company and each individual, provided any such approvals shall be reported to the full Board.
4. Review and make recommendations to the Board with respect to the adoption and approval of, and amendments to, the Company's cash and equity-based compensation plans, arrangements and agreements.
5. Administer and interpret the Company's cash and equity-based compensation plans, arrangements and agreements.

C. Compensation Committee Report and Narrative Discussion of Executive Compensation

The Committee shall:

1. Review and discuss with management the Company's Compensation Discussion and Analysis (“*CD&A*”) and the related tables and narrative disclosure regarding the Company’s compensation policies and practices applicable to Executive Officers and directors, and recommend that the CD&A and related executive compensation tables and narrative discussion be included in the annual report or proxy statement for the Company’s annual meeting.
2. Prepare a report of the Committee for inclusion in the annual report or proxy statement for the Company’s annual meeting in accordance with the rules and regulations of the Securities and Exchange Commission (the “*SEC*”).
3. Consider and determine the frequency with which stockholder votes on executive compensation (“*say-on-pay*” votes) should occur, consider the results of say-on-pay votes, and make such adjustments to the Company’s compensation programs applicable to Executive Officers as it deems appropriate in response to say-on-pay votes.

D. Compensation of Non-Employee Directors

The Committee shall make recommendations to the full Board regarding the type and amount of compensation to be paid or awarded to non-employee members of the Board, including retainer fees, Board meeting fees, committee meeting fees and committee chair fees, equity incentive plan awards, perquisites or other benefits, and any deferred compensation arrangements or similar programs.

E. Annual Review of Charter

The Committee shall review and assess the adequacy of this Charter at least annually and recommend to the Board any amendments or modifications to the Charter that the Committee deems appropriate.

F. Annual Performance Review

The Committee shall annually evaluate and assess its performance.

G. Authority to Retain Advisors

In performing its responsibilities, the Committee shall have the authority to engage and obtain advice, reports or opinions from compensation consultants, or independent legal counsel and other advisors, as it determines necessary, to carry out its duties. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel and other advisor retained by the Committee and will have sole authority to approve related fees and retention terms for any consultants and advisors retained by the Committee. The Company will provide the Committee with appropriate funding, as the Committee determines, for the payment of compensation to any compensation consultant, legal counsel, and other advisors as the Company deems appropriate. The Committee may select, or receive advice or opinions from, a compensation consultant, legal counsel or other advisor to the Committee only after taking into consideration independence factors as required under the listing rules of the national securities exchange on which the Company’ securities are listed for trading. In accordance with the applicable listing standards, the

Committee shall at least annually review the independence of advisors to the Committee.

H. Additional Committee Authority

The Committee is authorized, on behalf of the Board, to do any of the following, as the Committee deems necessary or appropriate in its discretion:

1. Form and delegate authority to subcommittees consisting of one or more of its members as the Committee deems appropriate to carry out its responsibilities and exercise its powers.
2. To the extent deemed appropriate by the Committee, and subject to such terms and conditions as the Committee may establish from time to time, delegate authority to the CEO to grant cash incentive plan awards or equity incentive plan awards to the Company's non-executive employees, taking into consideration the Company's overall compensation philosophy and strategy.
3. Periodically review the Company's procedures with respect to employee loans.
4. Rely upon advice and information that it receives in its discussions and communications with management and such advisors as may be consulted by the Committee.
5. Subject to the limitations set forth above, request that any officer or employee of the Company, the Company's outside legal counsel, or any other advisor retained by the Company to render advice to the Company, attend a meeting of the Committee, or meet with any members of or advisors to the Committee provided that the Committee shall retain discretion to exclude any such person from all or a portion of any Committee meeting.
6. Perform other activities required by applicable laws, rules, regulations, or listing standards.
7. Perform other activities consistent with this Charter, the Company's Certificate of Incorporation and Bylaws, and applicable laws, rules, regulations and listing standards as the Committee or the Board deems necessary or appropriate.
8. Have unrestricted access to Company personnel and documents, and the authority to direct and supervise an investigation into any matters within the scope of its duties.
9. Incur such expenses as are necessary or appropriate in carrying out its duties.
10. Perform such other functions as may be requested by the Board from time to time.
11. With respect to any authority or responsibilities granted to it hereunder, in lieu of making a final determination with respect thereto, make a recommendation to the full Board for final approval by the full Board.

IV. Meetings and Minutes

The Committee will meet at least twice per year or more frequently, as determined appropriate by the Committee. The Committee will regularly report to the Board on significant matters related to the Committee's responsibilities and as requested by the Board with respect to other matters. A quorum of the Committee for the transaction of business will be a majority of its members. Meetings may be held telephonically. The Committee may also act by unanimous written consent in lieu of a meeting, including through electronic communications as permitted under the Company's Bylaws. The

Committee will maintain written minutes of its meetings and will make such minutes available to the Board.