



Angie
diagnosed 1994

2025

Sustainable Business Report

For Fiscal Year 2024



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Our sustainability journey started with making environmentally friendly and socially conscious choices. These efforts continue to scale as we look to encompass a holistic approach to how we operate and grow our business. It is about fostering a culture that prioritizes the long-term health of our environment, our communities, and our company.



At Tandem Diabetes Care, sustainability is a topic that is paramount to our strategy and our values. In a world that is increasingly aware of the environmental impacts of human activity, it is crucial that we, as leaders in health care, take definitive steps to ensure our practices contribute positively to the planet and society at large.

Our sustainability journey started with making environmentally friendly and socially conscious choices. These efforts continue to scale as we look to encompass a holistic approach to how we operate and grow our business. It is about fostering a culture that prioritizes the long-term health of our environment, our communities, and our company.

Some key initiatives in support of this effort in 2024 included:

- + Innovative Solutions: Launched the Tandem Mobi system in the U.S., our tiny durable insulin pump that offers customers discretion, without the waste of one-time wear electronics
- + Growing Communities: Expanded Control-IQ technology features and U.S. indication to include people ages 2+ for type 1 diabetes and people 18+ living with type 2 diabetes (early 2025)
- + Sustainable Packaging: Continued to offer recyclable cartridge packaging material
- + Ethical Practices: Ensured our business practices adhere to the highest ethical standards, reflected in our expanded Code of Conduct for employees and directors
- + Transparency: Committed to reporting our sustainability progress and providing relevant disclosures

We recognize that the Tandem mission to improve the lives of people with diabetes goes hand in hand with our commitment to sustainability. Our products, services, and business operations reflect this dual commitment and would not be possible without our people. I continue to be grateful for the company, our family of employees, business partners, and stakeholders who help live our purpose every day.

As we look to the future, I'd like to emphasize that sustainability is not a one-time effort or a trend – it is an enduring commitment that we are working to integrate throughout our business. At Tandem, we are dedicated to being part of the solution, ensuring that our actions today pave the way for a healthier, more sustainable tomorrow.

Thank you for your ongoing support and dedication to our mission. Together, we can make a meaningful difference.



John F. Sheridan
President & Chief Executive Officer



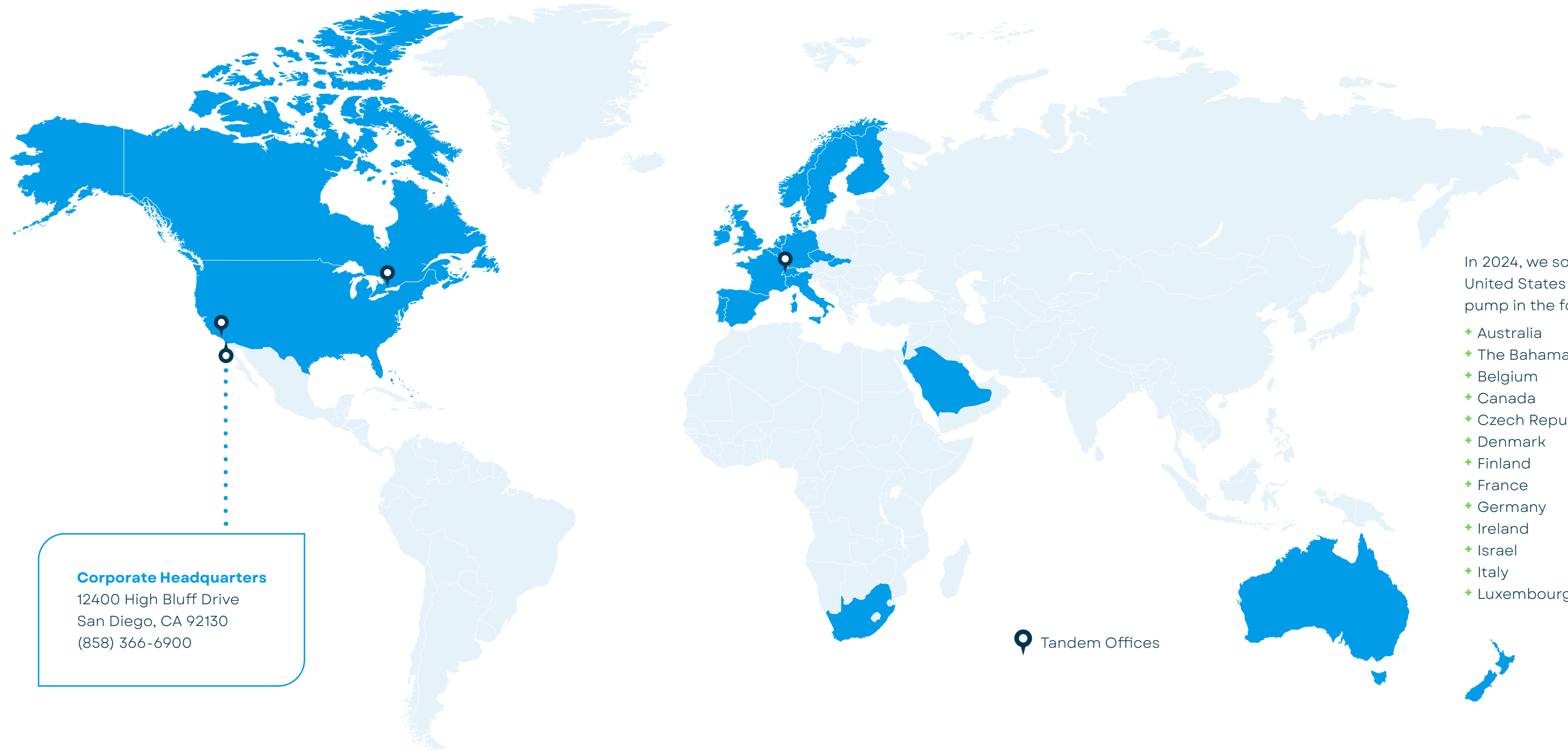
About

Tandem Diabetes Care, Inc. (**NASDAQ: TNDM**) is a global insulin delivery and diabetes technology company that manufactures and sells advanced automated insulin delivery systems 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.

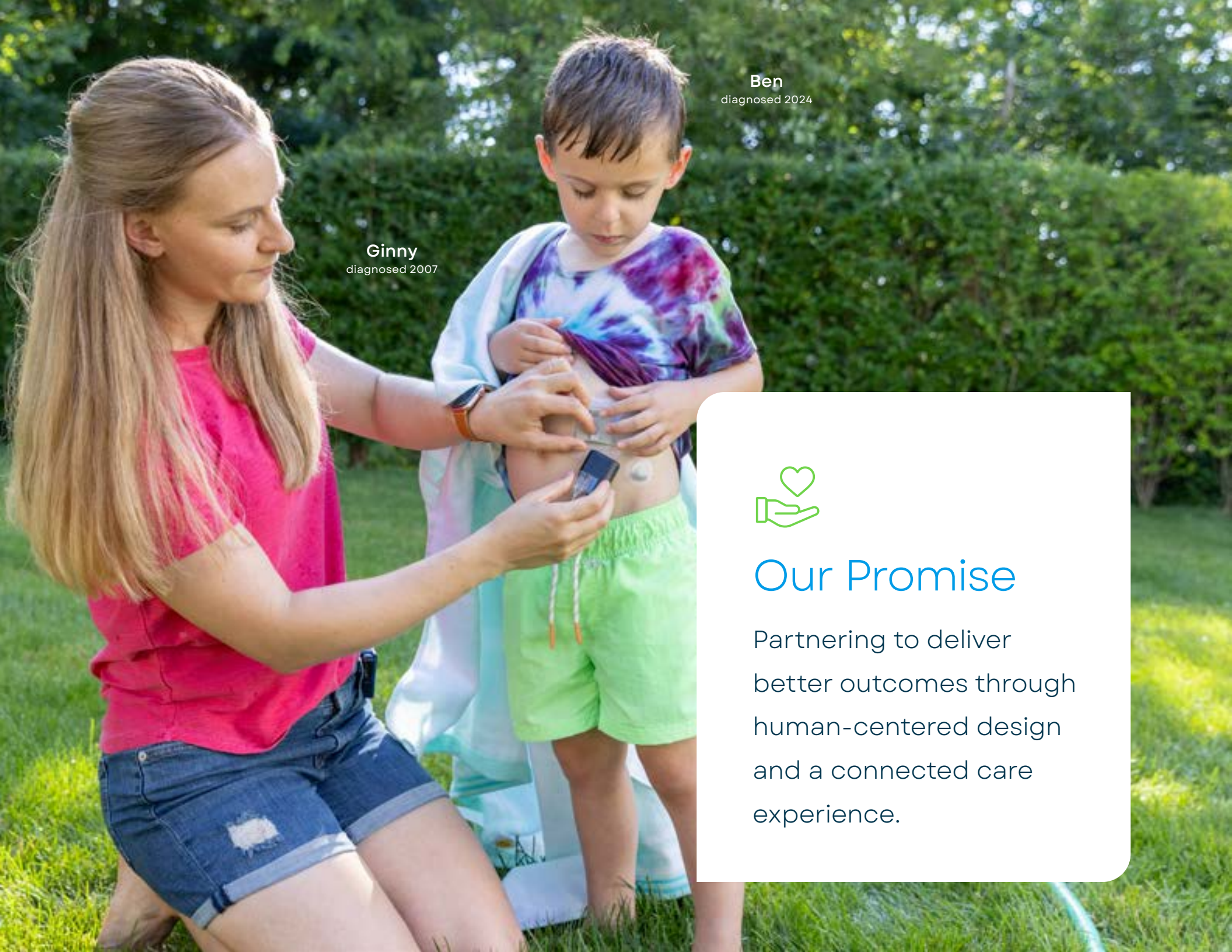


Corporate Headquarters

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

In 2024, we sold Tandem Mobi in the United States and the t:slim X2 insulin pump in the following countries:

- + Australia
- + The 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



Ginny
diagnosed 2007

Ben
diagnosed 2024



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, 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.

In 2024, our Nominating and Corporate Governance (N&CG) Committee of our Board oversaw environmental, social, and governance (ESG) matters across our business operations in accordance with its charter.

Beginning in 2025, the Audit Committee of our Board assumed oversight of ESG matters. This change aligns with our increasing focus on financial materiality and associated efforts to promote

transparency and mitigate risks. 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 – creating 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 payers. 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

 Payers 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 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 2024, we decided to update and redesign our 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

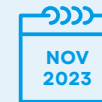
Our governance policies and practices help us appropriately manage risk and live our corporate values in an ethical, responsible, and sustainable way. Our focus on continual improvement is prevalent throughout our business, which is evidenced in our key recent governance efforts.



Updated Clawback Policy



Amended and restated Stockholder Communication Policy



Adopted a Corporate Governance Policy



Appointed Kathy McGroddy-Goetz, Ph.D., an independent member of the Board, as Chair of the N&CG Committee



Updated and redesigned our Code of Conduct to more clearly align with the Company's values



Appointed Rajwant Sodhi, an independent member of the Board, as Chair of the Cybersecurity and Data Privacy Oversight Subcommittee

Corporate Governance

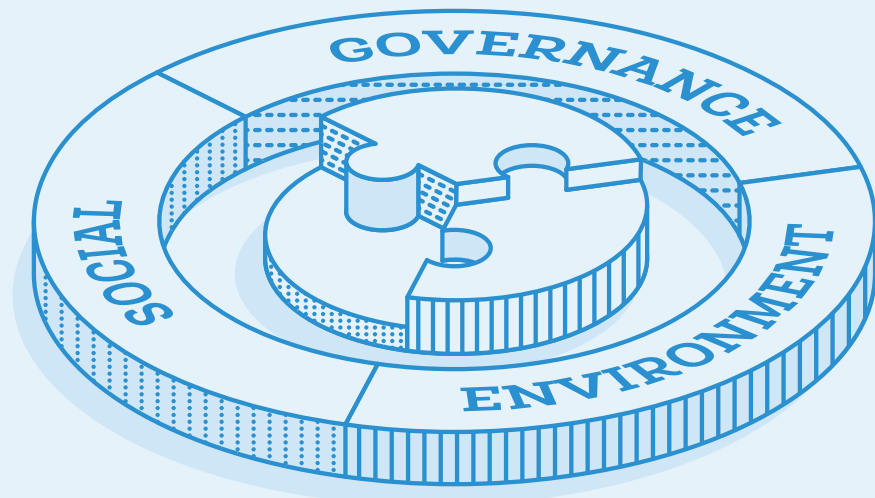
We will continue to reinforce our commitment to ethical governance throughout our organization, while maintaining operational excellence. To aid corporate operations and oversight, we believe that corporate governance should be built on a strong foundation set by its Board of Directors in conjunction 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 2023, our Board of Directors adopted a Corporate Governance Policy to summarize and provide insight to

our governing practices at Tandem. This Policy speaks to Board composition and selection, introduces limitations 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 its Cybersecurity and Data Privacy Oversight subcommittee.

N&CG

Our directors have diverse backgrounds with experience in key applicable 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, 2024, eight of our nine directors were independent, and all committees were served by independent directors. Our Board has made a concentrated effort to include broad representation, including new and different perspectives that reflect our mission to support the diverse needs of the diabetes community. As of December 31, 2024, our Board of Directors consisted of three female members and two members who identify with an underrepresented ethnic community. These individuals serve in four of the five chair positions for our Board and its committees.



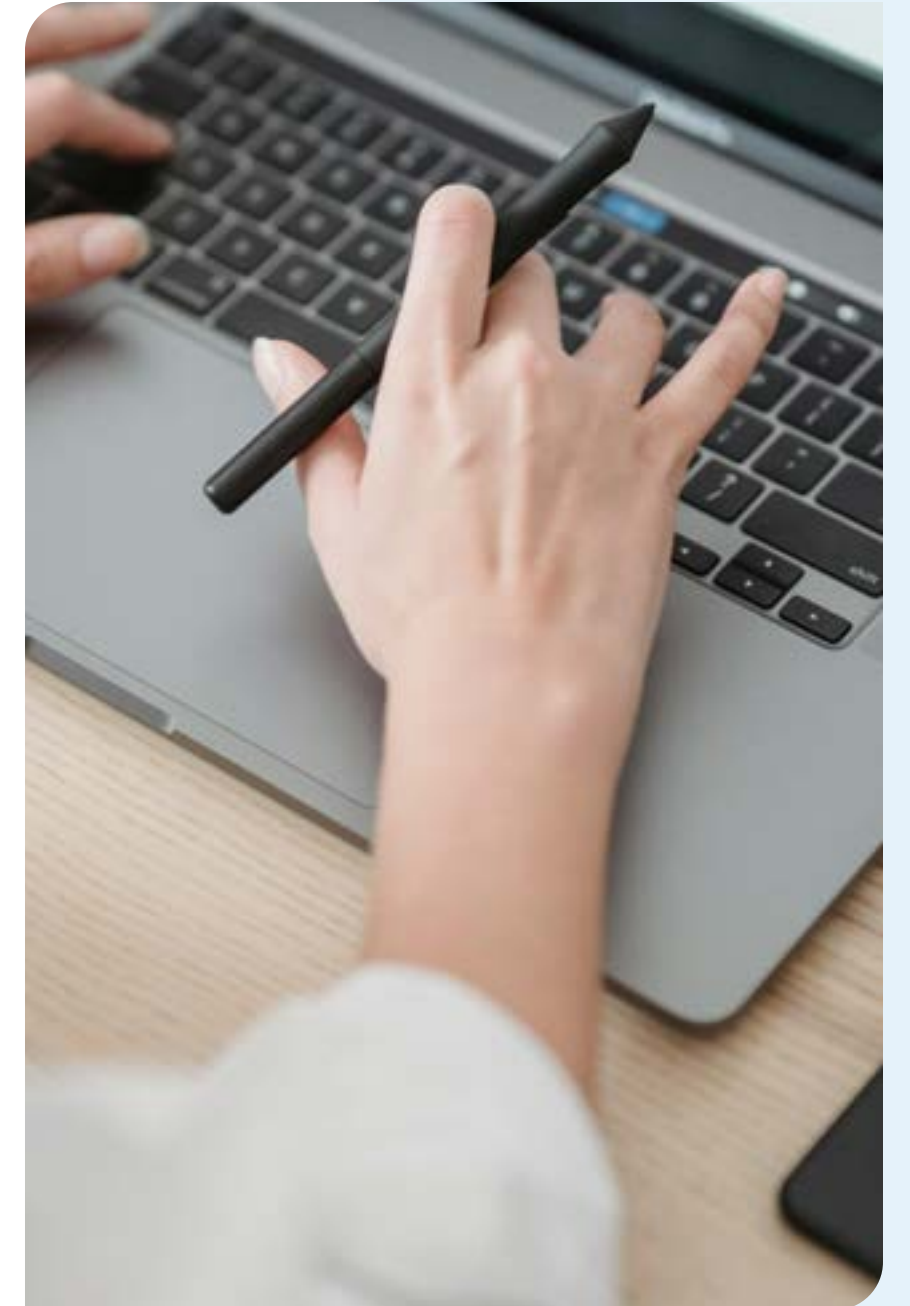
Compliance & Information Security

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

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.



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.

Philip
diagnosed 2002

Chandler
diagnosed 2024





Our Solutions

Tandem Mobi System

2024 was an exciting year for Tandem and we are advancing our mission in major ways. A highlight of the year was the introduction of our category-defining Tandem Mobi system in the United States. Tandem Mobi is the size of an earbuds case. Its tiny form factor, coupled with mobile app operation and the flexibility to be worn as many as 20 different ways, provides patients newfound wearability backed by the unparalleled Control-IQ+ technology algorithm. We are excited to add this offering, while continuing to offer our flagship t:slim X2 pump that remains highly rated by our loyal customers.

Another major milestone for the year was the completion of our pivotal trial and more recent FDA clearance to bring the benefits of our technology to individuals with type 2 diabetes (early 2025). Historically, Tandem products have addressed type 1 diabetes needs, and we are looking forward to expanding the community we serve.



t:slim X2 Insulin Pump

The all-in-one t:slim X2 insulin pump is up to 38% smaller,* yet still holds up to 300 units of insulin. Other key features include a color touchscreen, CGM integration with multiple sensors,† Control-IQ+ advanced hybrid closed-loop technology for automated insulin dosing, rechargeable battery, *Bluetooth*® connectivity for communicating with a connected glucose sensor and smartphone.

*38% smaller than MiniMed 780G. Data on file, Tandem Diabetes Care.

† CGM sold separately.

Key Environmental Design Features

The environmental impact of consumer use of 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 and Tandem Mobi insulin pumps 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 **35 million** disposable batteries have been kept out of landfills by our customers*

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

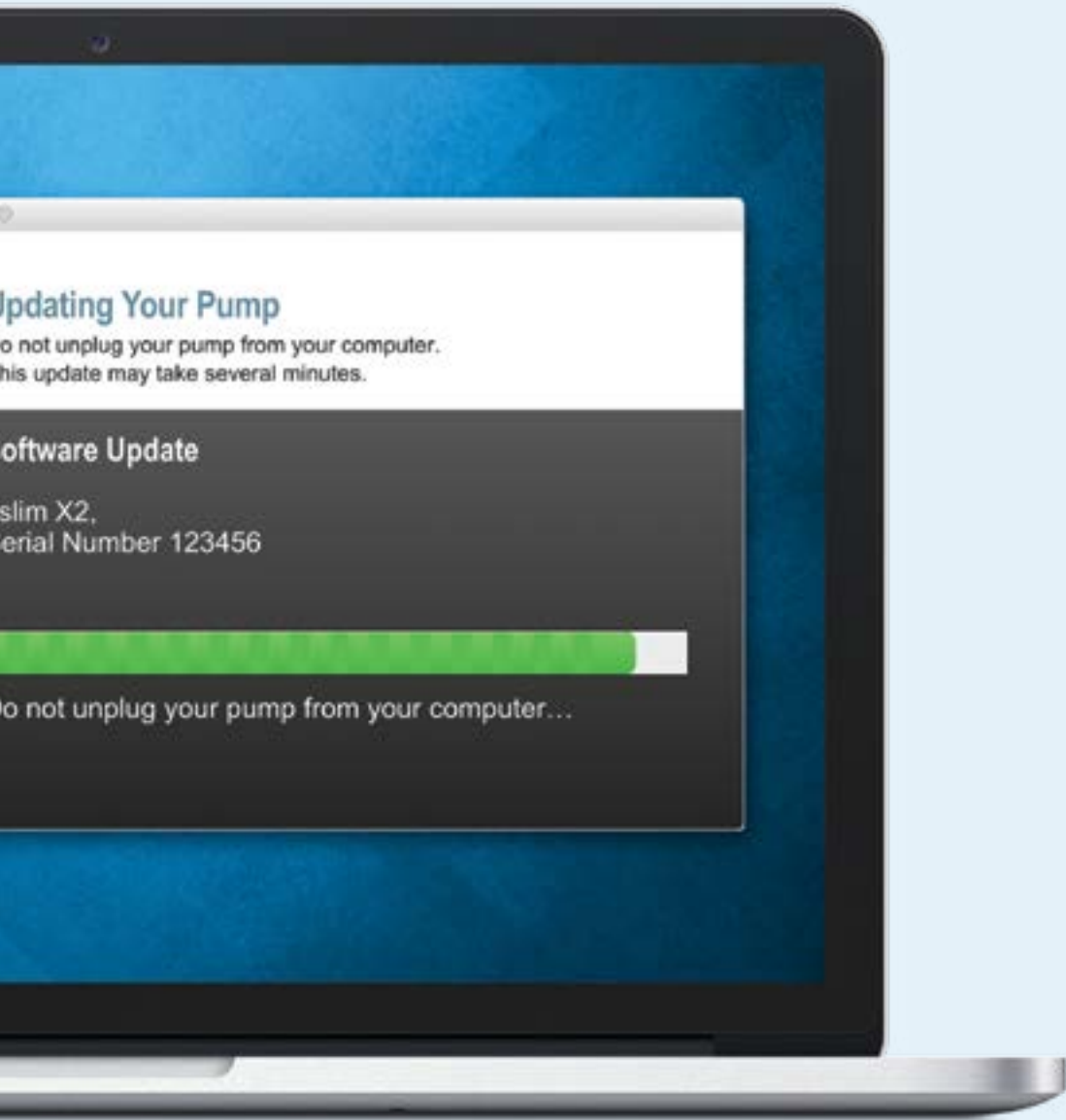
More than **52 million** disposable batteries will be kept out of landfills during customers' 4-year pump warranty*

\$171 million of saved battery expenses over these customers' 4-year pump warranty*

* Estimation since Aug. 31, 2012, as of Dec. 31, 2024, 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



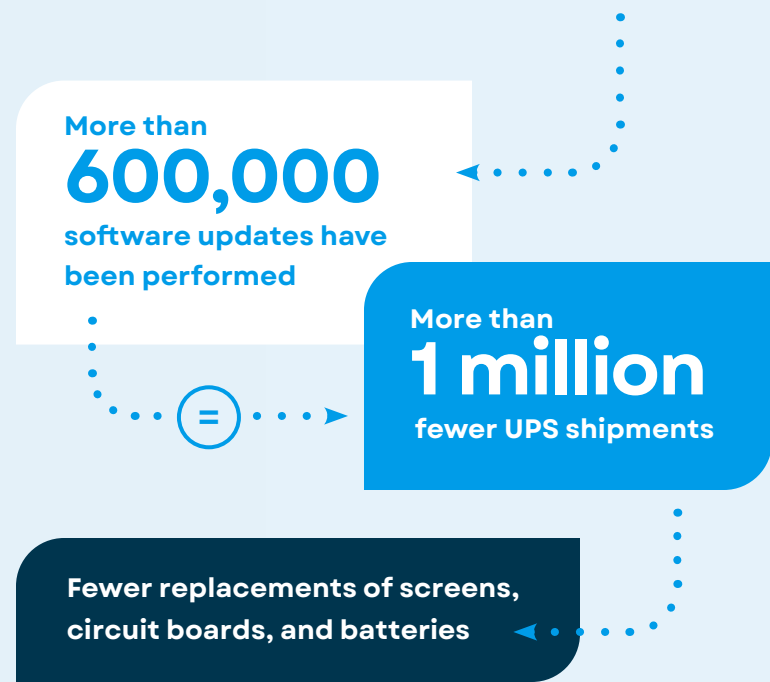
Key Environmental Design Features continued ...



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 had required a physical exchange of hardware. Yet, through the **Tandem Device Updater**:

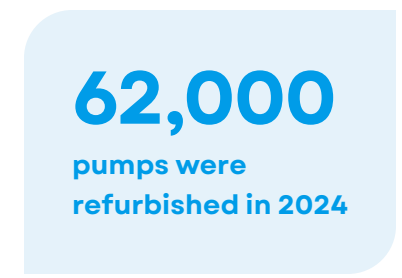


* Future updates for all or some Tandem products may not be developed and may not be offered everywhere and would be subject to applicable regulatory approvals. Software updates are only available to customers who are in warranty at the time they update their pump. Additional training may be required 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.

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



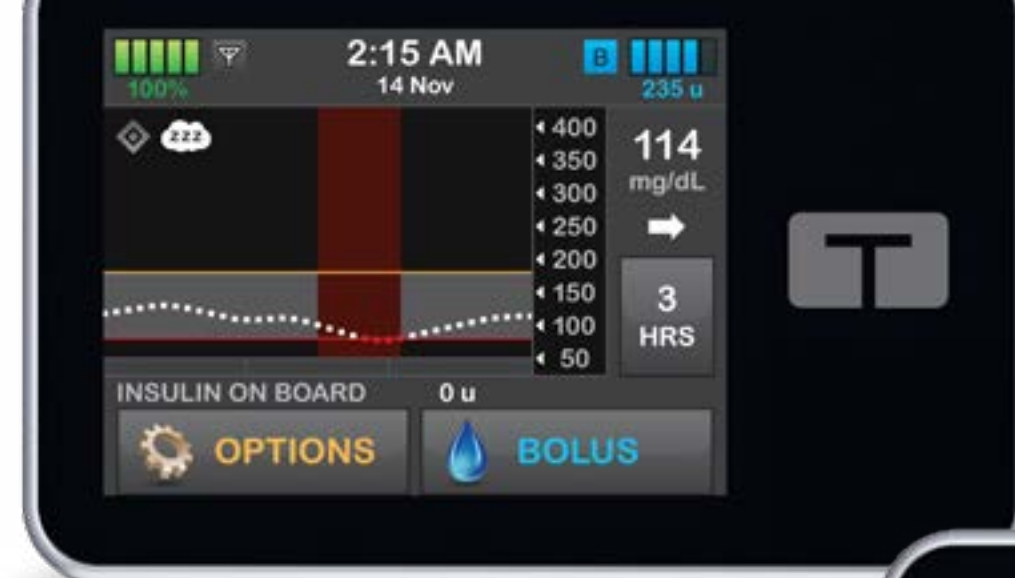
Packaging Reduction
In 2023 Tandem implemented a new recyclable cartridge packaging material that reduced packaging material weight by 45%.



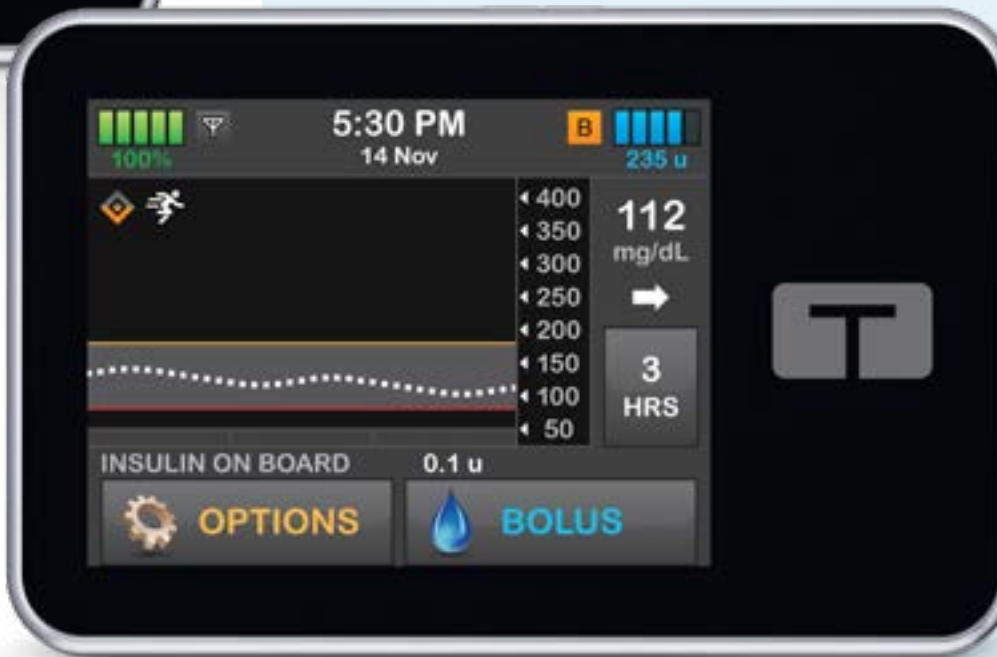
Control-IQ+ Technology

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).

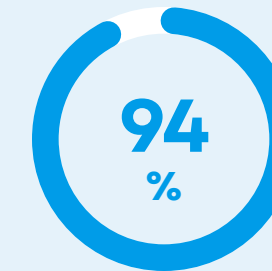
It has been featured four times in the *New England Journal of Medicine*, is used by the majority of our customers worldwide, and offers both immediate and sustained clinical benefits to help ensure healthy lives across diverse populations. The t:slim X2 insulin pump with Control-IQ technology was the 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.



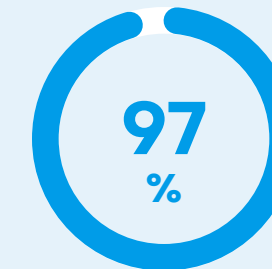
In 2024, we prepared to offer our next-generation AID algorithm, Control-IQ+ technology (Control-IQ+). Control-IQ+ builds on our proven Control-IQ algorithm and includes enhancements to accommodate input of expanded weight and total daily insulin ranges. Control-IQ+ was previously FDA-cleared for use 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 in the U.S. 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.



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 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*}

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.



*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.



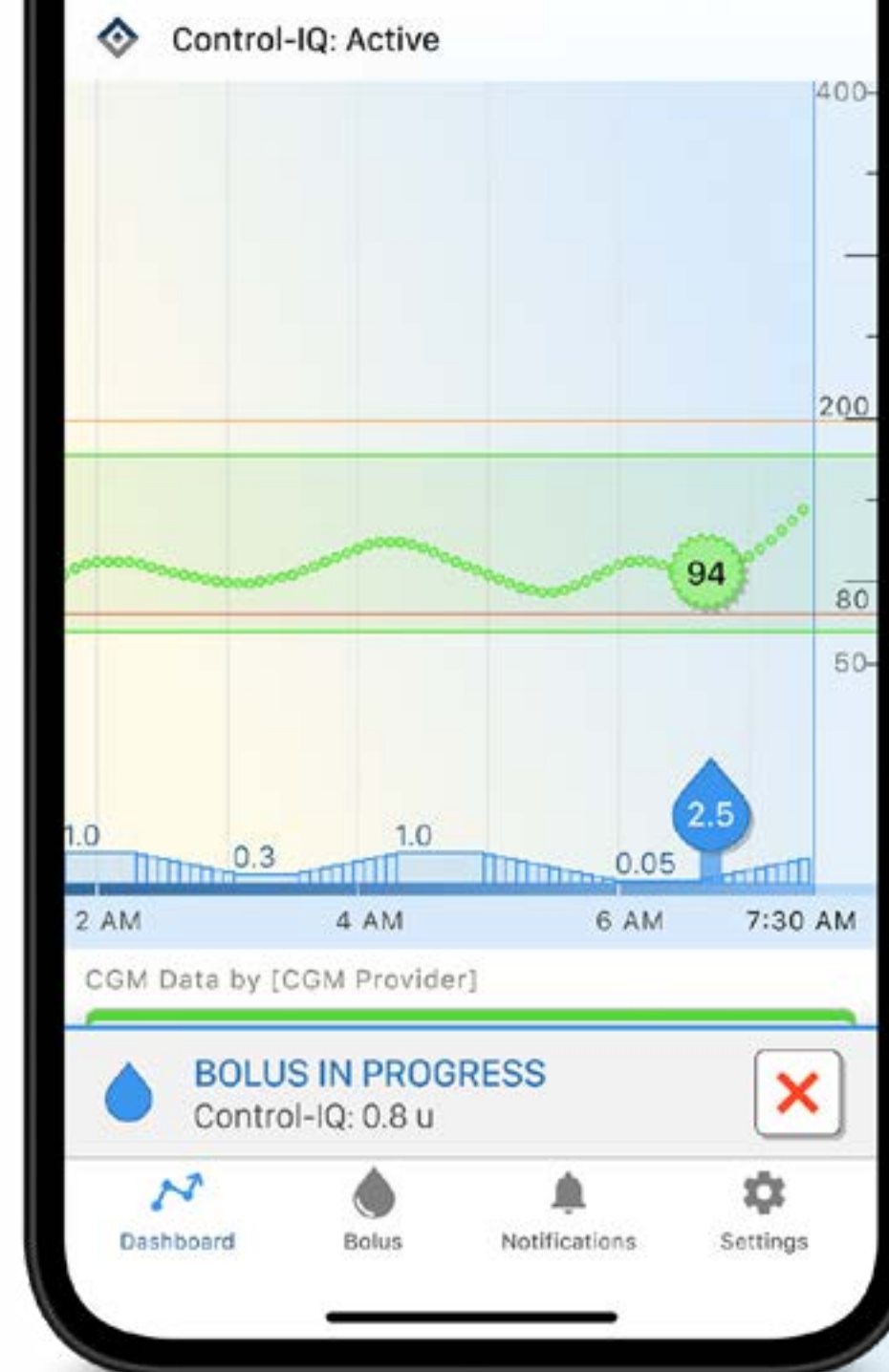
Digital Health Platforms

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, integrated CGMs, and supported blood glucose meters. We have amassed more than 250 million patient days of data from t:slim X2 pump users in the U.S.¹

1. As of June 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 iPhone.*

More than
600,000
lifetime downloads of
our mobile apps by the
end of 2024

* The Tandem Mobi mobile app requires a compatible iPhone model and operating system (sold separately). Visit tandemdiabetes.com/compatibility for a complete list. Only available to pump users who reside in the United States.



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. Our development efforts also include Sigi, our ergonomic and rechargeable patch pump, in addition to extended wear infusion technology and algorithm advancement in pursuit of offering fully closed-loop technology.

t:slim Insulin Pump

Future planned advancements of our flagship platform include increased battery life and improved durability.

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

Sigi Patch Pump

The ergonomic, rechargeable Sigi pump is intended to reduce the burden of managing diabetes through simplification of the insulin fill process and compatibility with AID technology.

Tandem Mobi Tubeless

This offering is intended to provide an alternative tubeless infusion site option for Tandem Mobi pump users. It will allow a Tandem Mobi pump to be worn completely on the user's body with no tubing. 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 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, we recently 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.

Brittney
diagnosed 2008

Hudson
helping since 2016



Our Customers

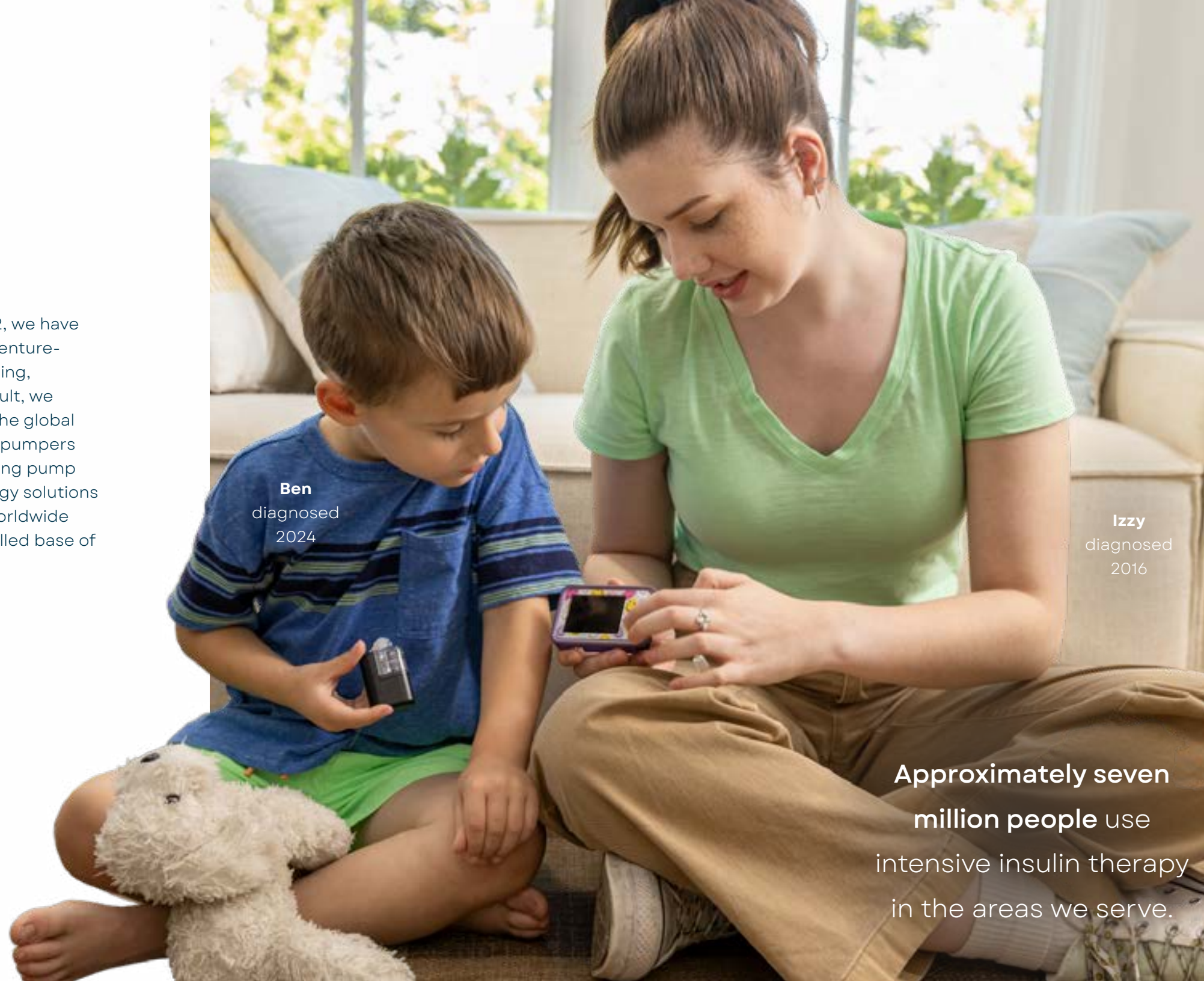
Since launching our t:slim insulin pump in 2012, we have transformed our company from a domestic, venture-backed insulin pump start-up to a self-sustaining, global diabetes technology company. As a result, we have meaningfully contributed to expanding the global insulin pump market to more than two million 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 480,000.*

+ More than 90% of our customers have type 1 diabetes

+ Wide age distribution

+ Equal mix of genders

*As of Dec. 31, 2024



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2024

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2016

Approximately seven million people use intensive insulin therapy in the areas we serve.

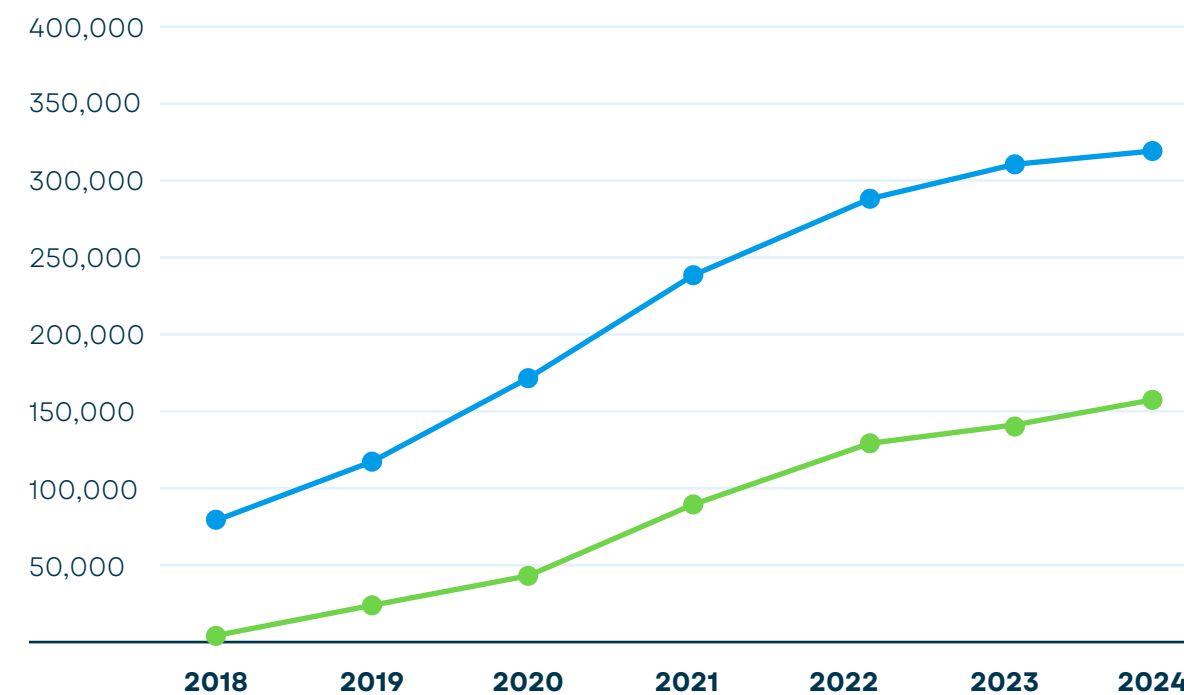
A Large and Growing Worldwide Market

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 2024, 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 2025.



**Tandem Diabetes Care,
2024 People's Choice Winner**

Seagrove PWD Survey: Nov. 2024.



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2008

Purchasing Process and Financial Assistance

Insulin pump therapy is an investment in your health. In the U.S., our insulin pumps and supplies are typically reimbursed through a customer's Durable Medical Equipment (DME) insurance benefit. In addition, in 2024, we began signing pharmacy rebate agreements for Tandem Mobi as part of a multi-channel strategy to provide greater access to people living with diabetes. As of January 1, 2025, we had approximately 20% of U.S. lives covered included under these agreements, and we plan to further our market access initiatives in 2025.

If a customer is eligible under one of our pharmacy contracts, we may offer co-pay 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 or supply 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.

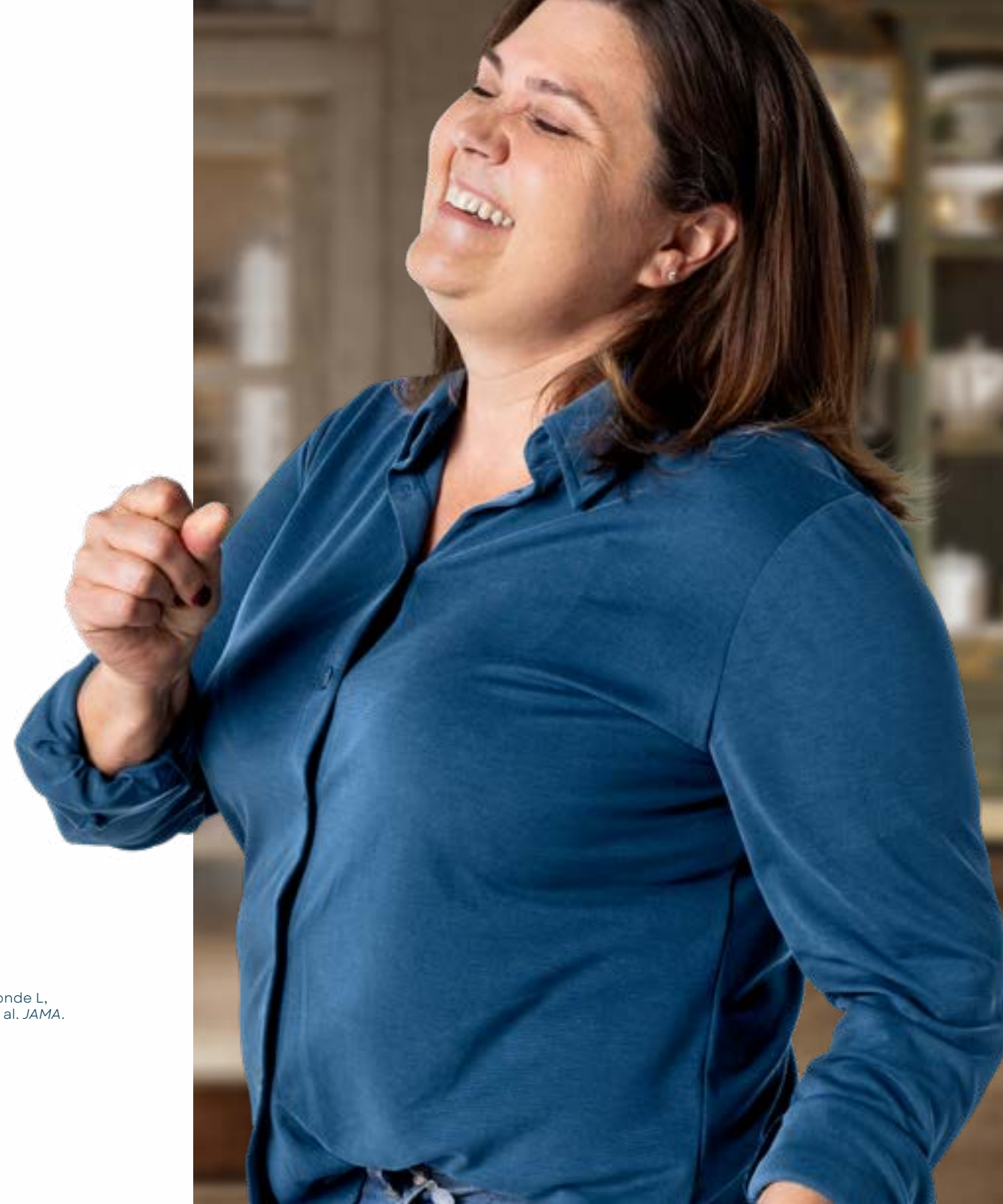


One-third of insulin-treated adult patients do not reach ADA recommended goal of A1c below 7.0%.²



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.



Diabetes doesn't rule my life. Control-IQ technology can help handle a lot of it for me. It has a brain. It's like wearing a pancreas. It helps you so you don't have to think about your diabetes as much.

Angie
diagnosed 1994

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

2024 Tandem Health Economics and Outcomes Research (HEOR) Evidence

Abstract presentation May 2024 at the ISPOR Meeting in Atlanta, GA, USA

+ In a separate study of U.S. patients with T1D, use of hybrid closed-loop systems (HCLS) incurred lower acute care resources and subsequent cost savings over a 12-month follow-up period. Specifically, HCLS users experienced fewer inpatient hospital admissions (IP) and Emergency Room (ER) visits than those who remained on MDI therapy. Data revealed an increased likelihood of acute care utilization, while also quantifying higher costs associated with MDI therapy relative to newly initiated HCLS users. Compared to HCLS users, the MDI cohort incurred \$1,845 higher IP costs and \$631 higher ED costs, highlighting the economic burden of remaining on MDI therapy.

Abstract presentation in November 2024 at the ISPOR Europe Meeting in Barcelona, Spain

+ In a large retrospective claims database analysis, the latest Tandem HEOR findings demonstrated that the clinical benefits of HbA1c reduction were sustained in adults with type 2 diabetes using Control-IQ technology. Notably, these benefits were observed despite a reduction in the use of concomitant non-insulin anti-diabetes medications, underscoring additional advantages in reducing polypharmacy and the potential cost savings. Control-IQ technology users were more than twice as likely to discontinue at least one non-insulin anti-diabetic medication compared to those using multiple daily injections. Control-IQ technology users achieved a significantly greater HbA1c reduction (-0.8%) vs MDI users (-0.2%).



Lennon
diagnosed
2018

Positively Impacting People's Lives



Tandem has taken a significant amount of stress off of my plate. I can still play sports without worrying as much about my blood sugar. Control-IQ technology puts my diabetes on the backburner.

Tristan
diagnosed 1997



I don't have to worry about waking up low. I don't have to worry about pulling out my pump at the playground with my kids. Tandem means less stopping and more living. I'm not avoiding my life.

Kara
diagnosed 1999



This pump is my best friend. I can put it almost anywhere on my body. It's so compact. When I turn over at night, it turns over with me. It makes me feel healthy. I don't feel like I have a chronic condition.

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.”

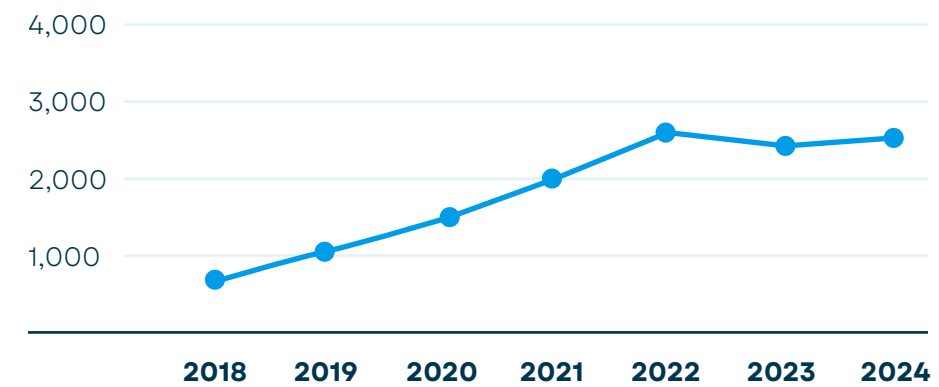
Leila Kater, VP, Human Resources



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, 2024, we have approximately 2,600 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.



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

Survey Says

In 2021, we began conducting annual employee engagement surveys through Gallup, a leading global consulting firm. More than 90% of our employees have participated each year. The results reflected that we are a mission-driven company, with employees' responses towards our strength of purpose far exceeding Gallup's measurement for world class. **Our overall engagement levels align with the trends of U.S. companies in 2024 and continue to be a focus of the company as we scale and grow.**



✓ 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.

✓ Innovate Every Day

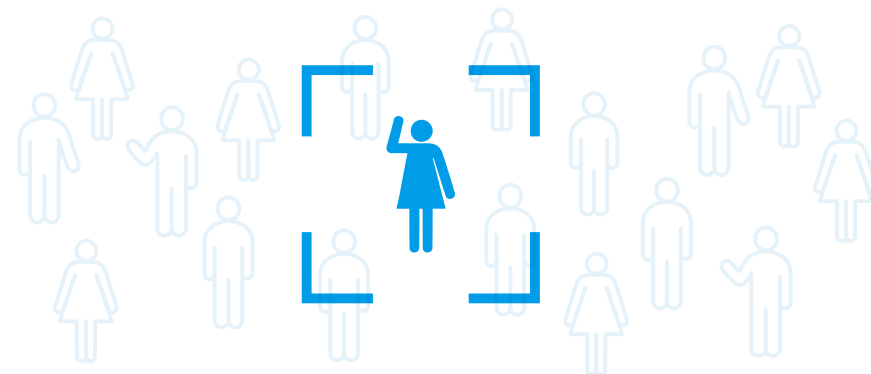
We rely on new ideas, and people who keep their minds open to how to make them happen, to deliver products and experiences that can change people's lives. When faced with a revolutionary concept or simply a better way, in any role, we try to say yes (or at least maybe) before we say no.

Talent Acquisition

Hiring and retaining top talent is the primary focus for the Talent Acquisition (TA) team. In support of this goal, the TA team set out in early 2022 to transform the way in which we attract, assess, and make decisions about talent. In 2023, we successfully implemented a structured hiring framework across the organization that provides hiring managers and interview teams a standardized and inclusive approach to recruitment and assessment so equitable and data-informed hiring decisions can be made.

Throughout 2024, some of the ways in which the TA team kept this objective in focus were through the following actions:

- + Closely monitored, measured, and exceeded TA metrics focused on Average Time to Fill, Offer Acceptance Rate, and Hiring Manager & Candidate Satisfaction Scores
- + Held ourselves accountable to following a consistent and inclusive hiring process by way of compliance tracking
- + Refreshed our external facing LinkedIn Life pages to enhance our social media presence for candidates and other online visitors who are interested in our culture and employer brand
- + For the first time ever, participated as a sponsor at the Grace Hopper Celebration, held by AnitaB.org, which is the largest gathering of female and non-binary technologists in the world
- + Hosted a variety of talent groups onsite at our San Diego Headquarters, including participants from The Honor Foundation, Tech San Diego college and university students, California State University at Fullerton, and San Diego Squared (SD2) high school students. More than 120 individuals visited Tandem headquarters, where they had the opportunity to tour our facilities and experience our culture firsthand.



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 2024, Tandem Diabetes Care was proud to partner with the following not-for-profit organizations in support of furthering our diversity initiatives:

- | | |
|--|--|
| + San Diego Squared (SD2) | + Girls Inc. of San Diego County |
| + Tech San Diego | + Colleges & Universities (USD, SDSU, UCSD, CSUSM) |
| + AnitaB.org | + Women in Bio (WIB) |
| + The Honor Foundation | |
| + National Foundation for Autism Research (NFAR) | |



“Establishing ourselves as an employer of choice in today’s highly competitive market is not just about attracting top talent – it’s about how we treat our candidates, employees, and leaders throughout every step of their experience at Tandem. In TA, we take great responsibility for our roles in the organization. The recruiting process reflects who we are and what we stand for, while also setting the tone for the candidate’s first introduction to Tandem. It’s also about retaining and empowering people who align with our values and vision. By fostering an inclusive culture, offering meaningful career opportunities, and demonstrating a commitment to sustainability, we not only strengthen our workforce, but also position Tandem as a leader in responsible business practices.”

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





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.



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) launched in 2025 and 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

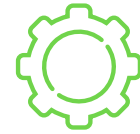
We are continuing to cultivate and encourage an inclusive culture. Our ability to safely and affordably deliver the most effective treatments for people living with diabetes relies on unique perspectives of our entire team and a workplace that enables all employees to thrive. Our vision is to do this through focusing on:



Representation IN Diabetes: Our goal is to ensure that future Tandem-funded and -led studies better represent the diabetes community that we serve and we remain focused on driving equitable access to our products.



Representation IN Leadership: Our goal is to cultivate an inclusive workforce, representative at all job levels.



Representation IN Tech: Tandem seeks to build an inclusive culture by broadening the communities from which we recruit, engage, and retain qualified top-tier talent.

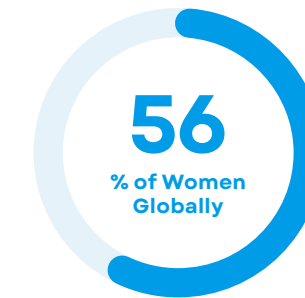


IN it Together: We strive to continuously improve employee experience and belonging within Tandem by embracing a culture of inclusion.

Tandem Employee Demographic Summary ● 2023 ● 2024

Note: The Executive level includes Senior Vice President, Executive Vice President, Chief Financial Officer, and Chief Executive Officer positions. The Management level includes Supervisor, Principal Engineer, Senior Engineer, Manager, Senior Manager, Associate Director, Director, Senior Director, and Vice President positions. The Staff level includes Individual Contributor and Buyer positions.

LEVELS	Male	Female	Non-Binary	Male	Female	Non-Binary
Executives	72.2%	27.8%	0%	68.4%	31.6%	0%
↳ White	69.2%	80.0%	–	73.1%	62.5%	–
↳ Ethnic Diversity	30.8%	20.0%	–	26.9%	37.5%	–
Management	55.7%	43.9%	0.3%	56.1%	43.7%	0.1%
↳ White	58.8%	65.0%	66.7%	60.2%	65.7%	100%
↳ Ethnic Diversity	41.2%	35.0%	33.3%	39.8%	34.3%	0%
Staff	35.3%	64.3%	0.5%	35.5%	64.1%	0.4%
↳ White	40.6%	43.8%	77.8%	37.1%	45.6%	57.1%
↳ Ethnic Diversity	59.4%	56.3%	22.2%	62.9%	54.4%	42.9%
OVERALL	41.4%	58.2%	0.4%	41.9%	57.8%	0.3%



“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



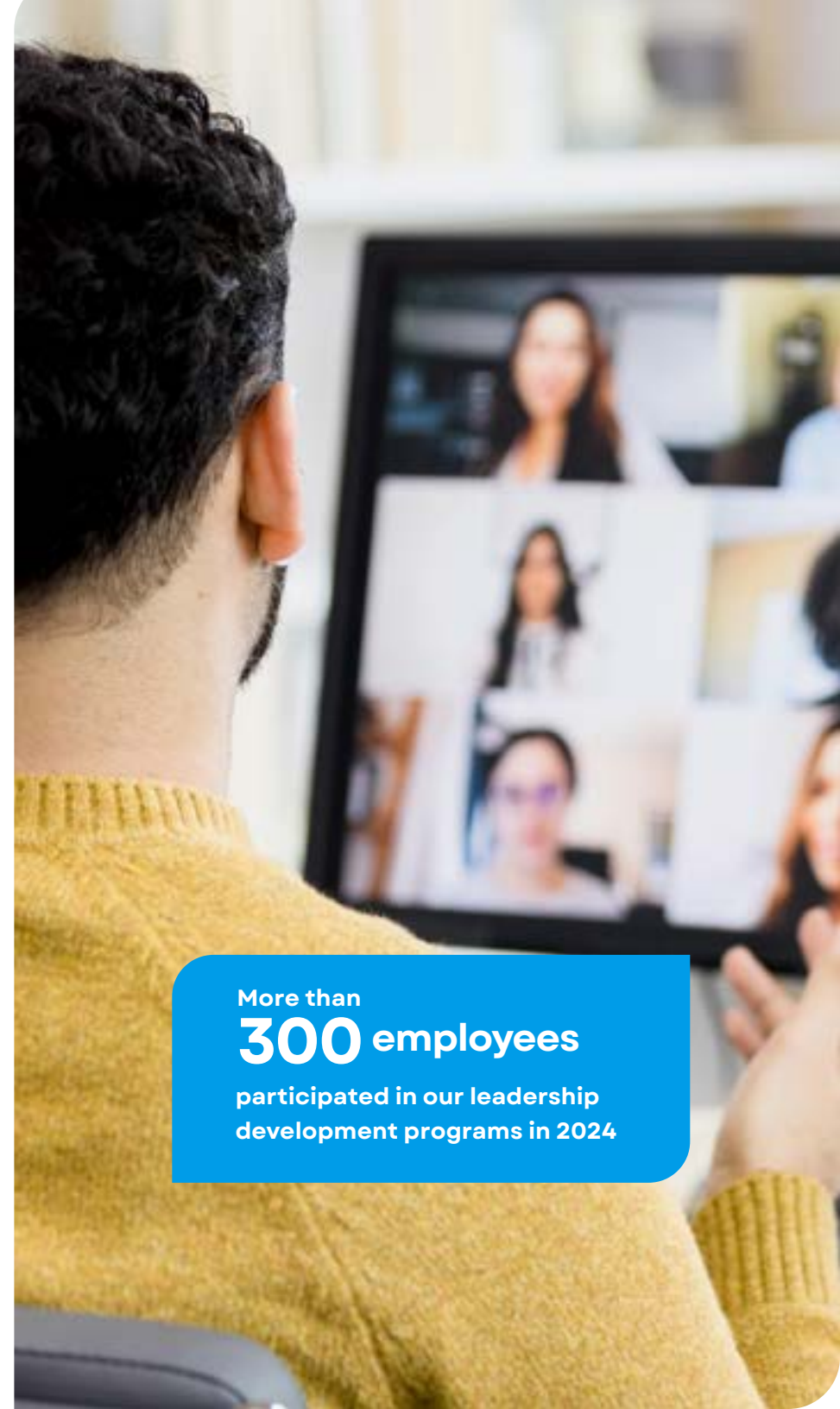
Organizational Development

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.

Another key opportunity highlighting our commitment to developing team members is our annual event, Tandem Summit, which aligns with professional development week. During the summit we have a blend of facilitators leading sessions on the most popular topics, as well as showcasing employee panels, which are among the highest attended events.

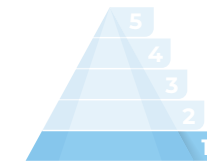
We have established a comprehensive training program to develop employees throughout the organization. Emerging Leaders and Leading in Tandem are examples of internal programs intended for high-performing individual contributors, and newly hired and promoted supervisors and managers, respectively. More than 95% of employees participating in these programs remained employed at Tandem as of the end of 2024.



More than **300 employees** participated in our leadership development programs in 2024

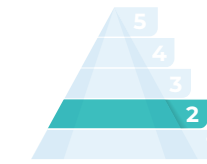
Career Training Opportunities

Rallying people to thrive and influence positive change



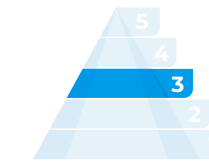
Igniting the Leader in You
How do I develop as a leader?

- ✓ 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



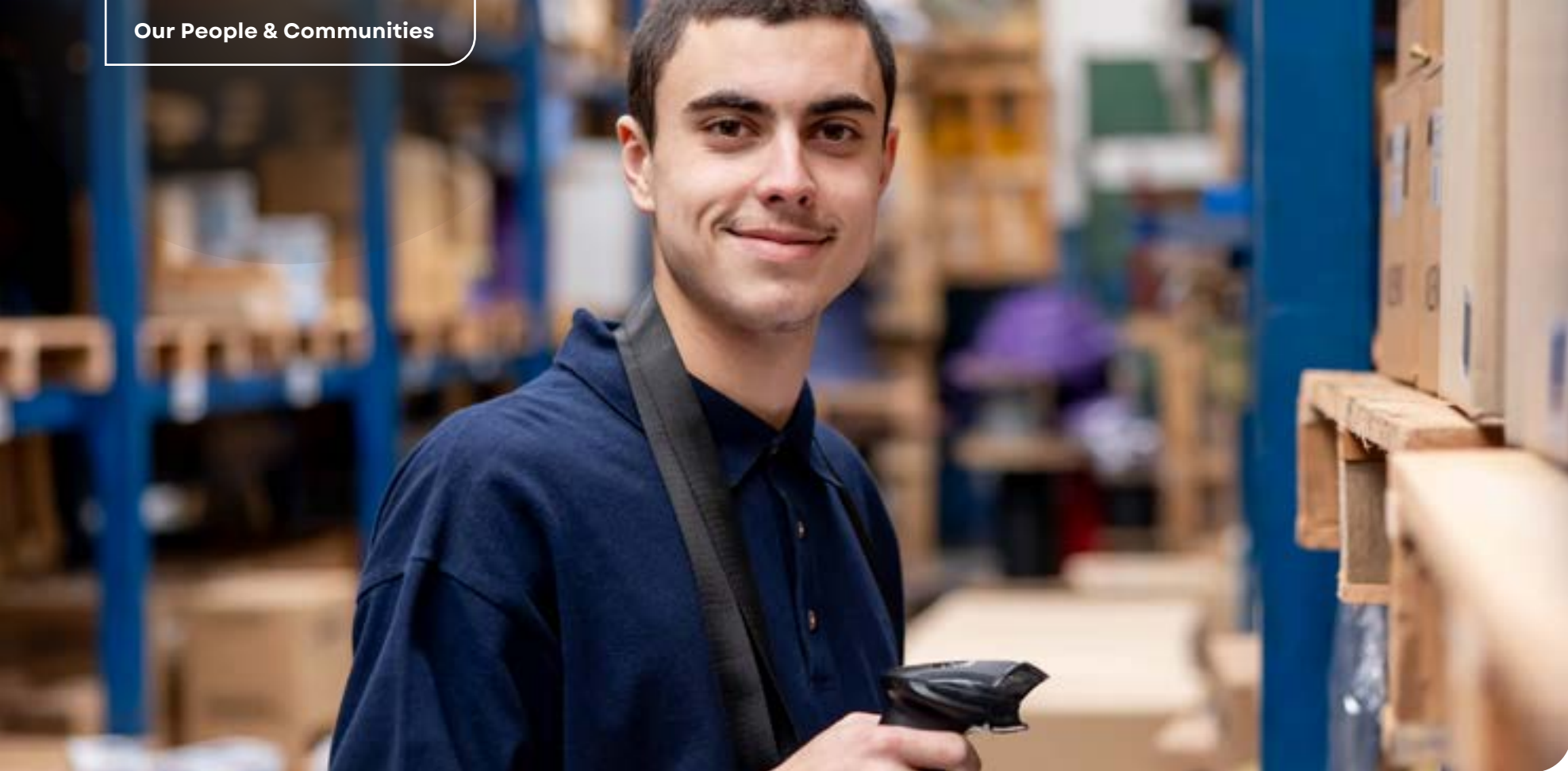
Achieving Your Leadership Potential
How do I advance my leadership skills?

- ✓ 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

- + Workplace Violence Prevention
- + Heat Illness Prevention Plan
- + Personal Safety and Facilities
- + Ladder, Electrical, Laser, and Lifting Safety
- + Ergonomics and Healthy Workplace
- + Warehouse and Load Dock Safety
- + Equipment Safety Essentials and Machine Guarding
- + Power Tools, Motorized Pallet Truck, and Handcart Safety

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.

This year Tandem won a Health & Safety award from Cintas First Aid & Safety. Out of 3,500 Cintas accounts, Tandem is one of five companies being presented this award in its first year. We firmly believe that the health and safety of our employees is of paramount importance.

Total Reportable Incident Rate (TRIR)

Data	2023	2024
TRIR*	0.83	0.94
Industry Average TRIR†	1.3	–
Experience Modification‡	51	57

* TRIR for 2023 includes Covid cases. † Based on NAICS code 339112: Surgical and medical instrument manufacturing, 2024 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 and result in a premium credit.

Key Environmental Health & Safety (EH&S) Initiatives

- + 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 nationally 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

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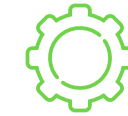


We Pay for Performance

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 . . .

within the industry. 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

- + 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
- + Virtual Spanish Summit hosted by our community partners, Breakthrough T1D and Beyond Type 1, designed to reach the Spanish-speaking type 1 diabetes population in the United States
- + Diabetes camp partnerships with Camp Conrad Chinnock and Camp Kudzu that specifically support underserved communities and where our employees volunteer

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



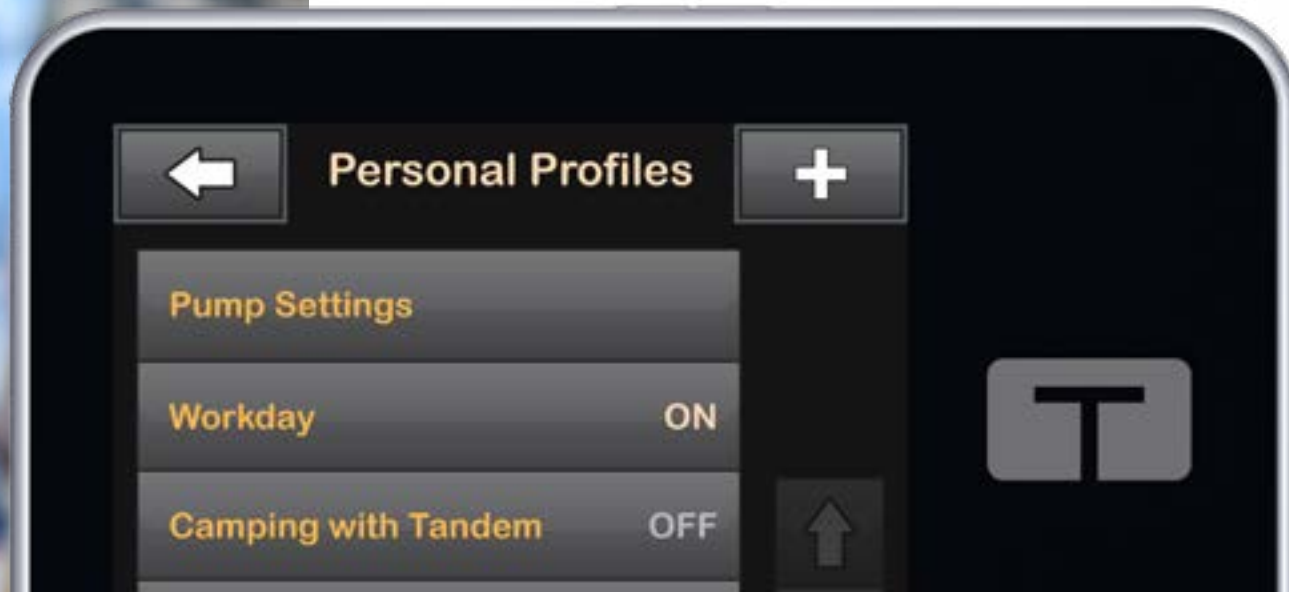


Community Outreach and Impact continued . . .

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 Education and Camping Services
- + iChallenge Diabetes
- + Breakthrough T1D
- + Breakthrough T1D Canada
- + Riding on Insulin
- + PADRE Foundation
- + The DiaTribe Foundation
- + Taking Control of Your Diabetes
- + Touched by Type 1



Tandem Diabetes Care with Beyond Type Run in New York City



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



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



Riding on Insulin empowers, activates, and connects the global diabetes community through shared experience and action sports.



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.



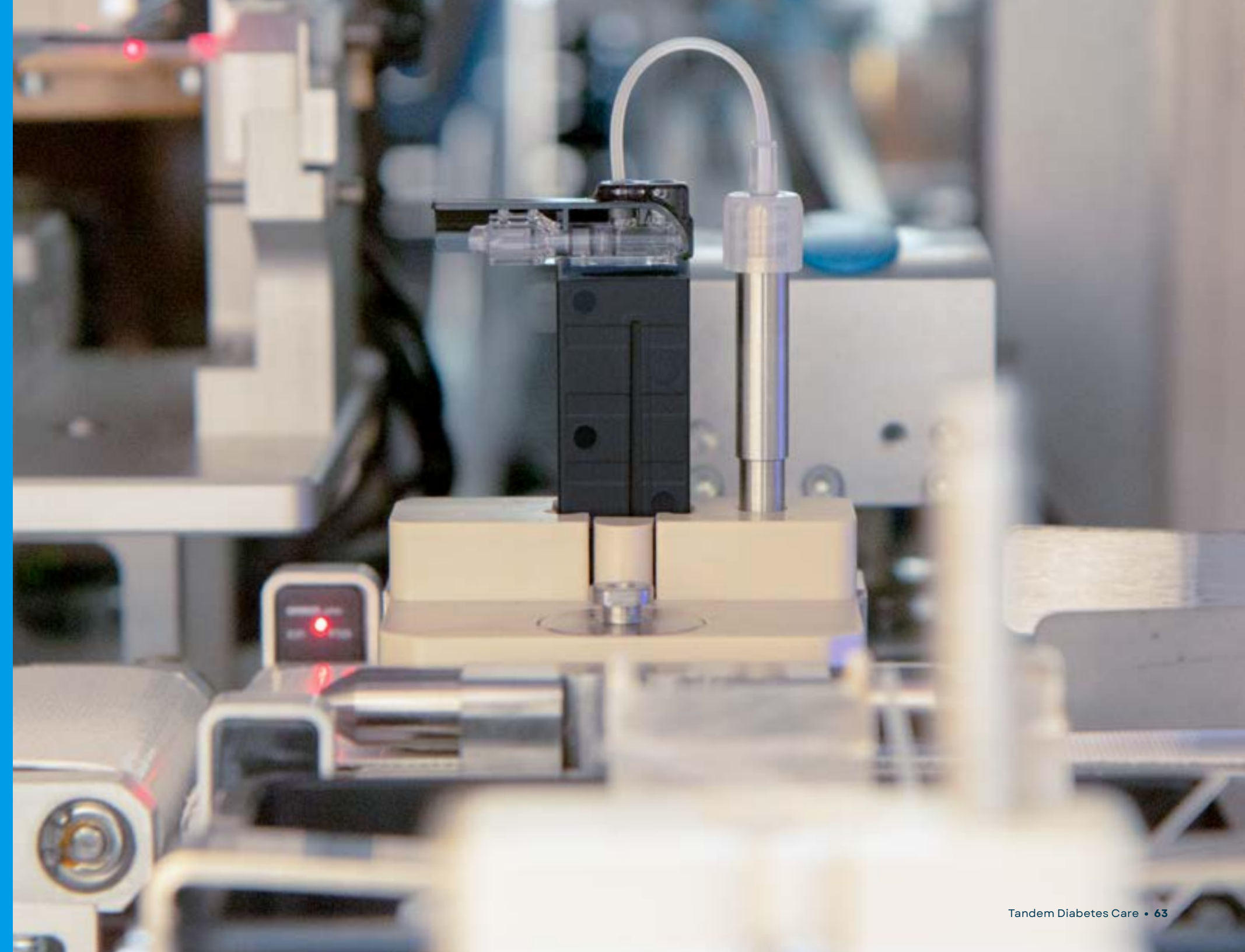
Diabetes camps encourage, educate, and motivate children to live well with diabetes. DECA works on behalf of children with diabetes by providing leadership and support to all diabetes camps worldwide.



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.

In 2023 we began working with third-party advisors to 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.

In 2024, we continued to progress on our road map for future emissions reduction strategies. We are working to understand domestic and international climate change topics, trends, and laws, as well as carbon emissions so that these may be factored into our near- and longer-term plans. Our initial efforts will focus on the areas of our Company that we anticipate may have the greatest impact, including our manufacturing, supply chain, and facility operations.



Gradually, we envision that all departments will contribute towards identifying our climate risks and opportunities. Our efforts are ongoing to ensure we are compliant for all ESG requirements.

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

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. We have actively pursued rebates from San Diego Gas & Electric to fund energy improvement projects, and 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.



Reducing Energy Use

Total kWh	
2022	3,429,333
2023	3,393,293
2024	2,890,682
kWh/Ft ²	
2022	1.05
2023	0.84*
2024	0.73**

* Using square footage of Headquarters building and omitting Roselle buildings due to relocation during mid-year. A correction was made to the square footage calculation used in the energy consumption metrics previously disclosed for 2022.

** Square footage of 12544 High Bluff Dr. Suite 200 building was omitted from calculation due to moving out of building in May 2024. Added square footage of 5995 Pacific Center Blvd., Suite 104 building as we occupy this building in June 2024.

In spring 2023, we began operating out of an approximately 144,000 square feet of additional general administrative, laboratory, and research and development office space. This building is carbon neutral and features a solar generating power system.



Reducing Water Use

HCF	
2022	3,962
2023	3,277
2024	3,175

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. We are committed to acting in an environmentally responsible manner by maintaining and continually improving our sustainability and management systems, including water stewardship, to support our business and the communities where we operate. 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 consumption in our operations and use hands-free automatic sink faucets and automatic toilet flush valves in all buildings. In 2022, we established a baseline for our water consumption that can be used for future management and comparison.

Waste Consumption

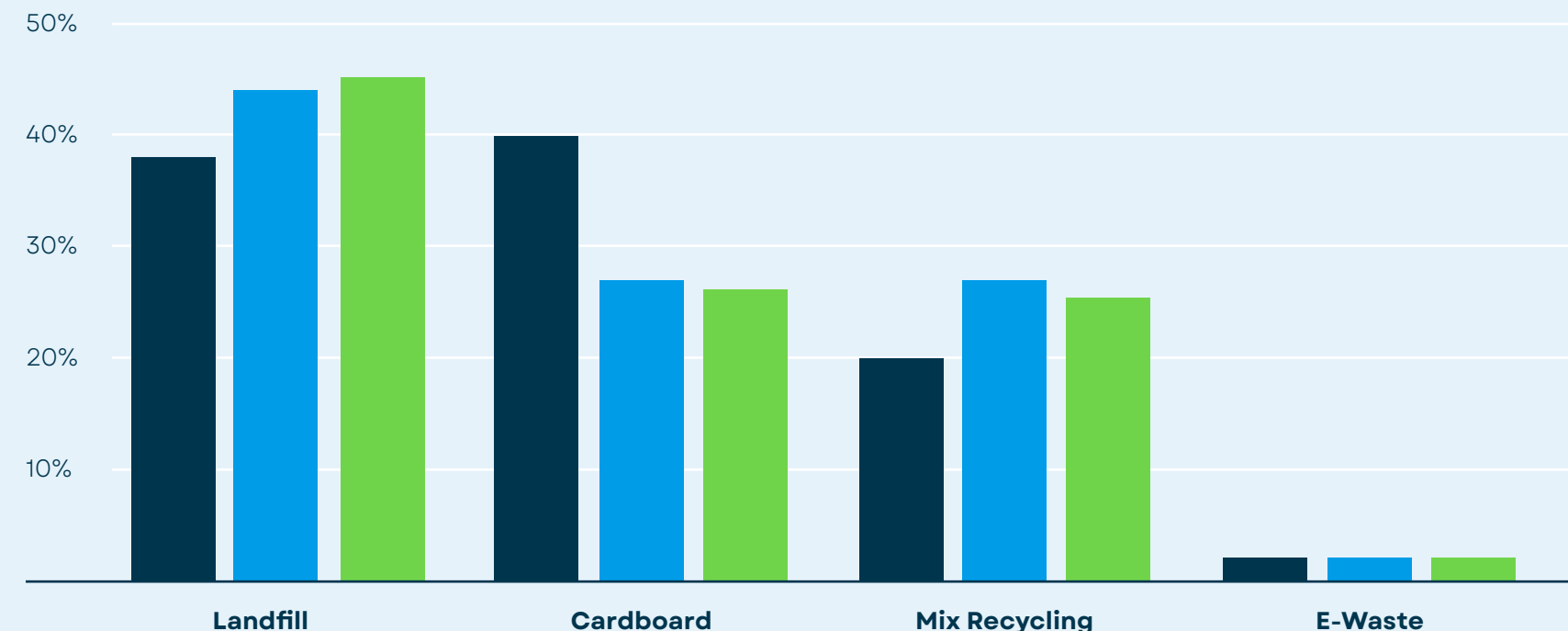
Tandem is focused on continual improvements to make incremental forward progress in creating greater sustainability across our business. We have made concentrated efforts to understand our waste consumption, which includes baselining and monitoring our weight of waste, including non-hazardous, hazardous,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

In 2023, we launched a new compost initiative for our San Diego locations as part of our environmental program to reduce landfill waste. During the 2024 year, 5,840 pounds (0.37%) of waste was diverted from landfills. We aim to consistently analyze our processes that generate waste and look at ways to continually improve. For example, steps are

Total U.S. Non-Hazardous Waste Recycling

Note: Landfill data (62% of waste recycled in 2022 vs. 56% in 2023) is not comparable between 2022 and 2023. Landfill data for 2022 does not include waste generated from four buildings we previously occupied, as the data was not available. These buildings were consolidated into our new headquarters beginning May 2023, and is included in our landfill waste reporting.

● 2022 ● 2023 ● 2024



taken at every possible stage 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. 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 provide that products sold to us are manufactured in compliance with applicable national, provincial, state, and local environmental health and

safety statutes, acts, ordinances, rules, codes, standards, and laws.

- + 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

In 2023, we developed new template 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 to ensure understanding and compliance with the requirements of the Code. 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 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, 2024, 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 2024, Tandem initiated one (1) field action affecting 85,863 t:connect iOS Mobile App users.
HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	<p>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 2024:</p> <ul style="list-style-type: none"> + t:slim Insulin Pump + t:flex Insulin Pump + t:slim G4 Insulin Pump + t:slim X2 Insulin Pump + t:slim X2 G5 Insulin Pump + t:slim X2 Pump with Basal-IQ Technology + t:slim X2 Pump with Control-IQ Technology + Tandem Mobi System + Tandem Mobi Mobile App
HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	There were 27 MedWatch reports submitted by Tandem Diabetes Care in the calendar year 2024 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 2024.

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 2024 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 2024, Tandem refurbished approximately 62,000 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 2024 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, 2024, we shipped approximately 480,000 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 2025 Sustainable Business Report covers subject matter and data for the Tandem fiscal year ended December 31, 2024 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. Data associated with the operations of acquisitions completed during or after the fiscal year are not included in the reported metrics, including the operations of Capillary Biomedical, LLC and AMF Medical SA. 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.

Safe Harbor Statement under the Private Securities Litigation Reform Act of 1995: Statements in this report that relate to future events, expectations, and trends involve factors that are subject to change and risks and uncertainties that could cause actual results to differ materially. These risks and uncertainties are difficult to predict and often are outside of the control of the Company.

When used in this report, the words “may,” “could,” “anticipate,” “target,” “plan,” “continue,” “goal,” “commit,” “achieve,” “project,” “intend,” “estimate,” “believe,” “expect,” and similar expressions are intended to identify forward-looking statements, although not all forward-looking statements contain such words. Forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from our historical experience and our present expectations or anticipated results. Forward-looking statements are neither historical facts nor assurances of future performance.

Instead, they are based only on the company’s current beliefs, expectations, and assumptions regarding the future of its business, strategic objectives, projections, anticipated economic changes and trends, and other conditions. Forward-looking statements in this report may include, but are not limited to, estimates of addressable market size statements regarding the Company’s operational strategies; equipment designs that optimize performance outcomes for customers; efforts regarding energy, water, and emissions; and the development of mechanisms for tracking sustainability metrics. Important factors that could cause the company’s actual results to differ materially from those indicated in the forward-looking statements include, among others, the following: (i) compliance 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) compliance with and changes to greenhouse gas emissions and other standards related to climate change; (iii) production, design, and technological innovations and difficulties, including capacity and supply constraints and prices; (iv) availability and price of raw materials, components, and whole goods; (v) attracting, developing, engaging, and retaining qualified employees; (vi) weather conditions and natural calamities; (vii) availability of enabling technologies; (viii) network security breaches and disruptions; (ix) compliance with privacy and data-protection laws and regulations; (x) global and regional trade laws, regulations, and policies;

(xi) governmental banking, monetary, and fiscal policies; (xii) global tax laws; (xiii) demand for the company’s products; (xiv) global political, economic, and social events and uncertainty; (xv) competitors’ actions and competitive pressures; (xvi) adapting products to customer preferences around the world; (xvii) infringement of the company’s intellectual property; (xviii) economic conditions weakening demand and/or limiting access to funding and higher funding costs; (xix) ability to realize the anticipated benefits of our business strategies including acquisitions, joint ventures, divestitures, or new product or efficiency initiatives; (xx) public health threats; and (xxi) general global macroeconomic conditions, including but not limited to inflation, slower growth or recession, higher interest rates, and currency fluctuations. 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.

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 therefor. The information contained herein is only as current as the date indicated and may be superseded by subsequent market 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 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. Further information concerning the company and its businesses, including factors that could materially affect the company’s financial results, is included in the company’s filings with the Securities and Exchange Commission (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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