

## UK Modern Slavery Transparency Statement

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

The Statement has been published in accordance with section 54 of the United Kingdom’s *Modern Slavery Act 2015* (“**Act**”). This Statement describes the actions taken by Tandem during the fiscal year ended December 31, 2024, to prevent modern slavery (including forced or compulsory labour) and human trafficking in its business and supply chain.

### Who We Are & What We Do

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

Tandem is a global insulin delivery and diabetes technology company. At Tandem, we focus on the design, development, manufacture, and sale of technology solutions for people living with diabetes who require insulin.

Tandem’s operations include direct sales, customer support and clinical teams. Tandem has approximately 2,600 employees globally.

### Our Supply Chains

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

Our t:slim X2 pumps, Tandem Mobi pumps and Tandem Mobi cartridges are currently assembled, tested, and packaged at our facilities in San Diego, California. Our t:slim X2 cartridges are manufactured by an experienced third-party contract manufacturer and packaged at our facilities in San Diego. Outside suppliers are the source for components and some sub-assemblies in the production of our insulin pumps and cartridges as well as our accessories.

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

Tandem’s global footprint and global supply chain introduce exposure to risks of modern slavery and human trafficking in our supply chain. The highest risk of modern slavery (including forced or compulsory labour) in Tandem’s supply chains stems from minerals, such as tin, tantalum, tungsten, and gold, which in some jurisdictions may be mined using forced labour. Other risks of modern slavery

or human trafficking may also exist as a result of our deep supply chain into which we do not have full visibility.

Tandem's responsible sourcing philosophy is driven by our belief in doing business the right way, and thus we strive to understand how our suppliers adhere to environmental and social responsibility principles aligned with those valued in our company. 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.

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

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

### **1. Our Policies**

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

- [Code of Business Conduct and Ethics for Employees and Directors](#) (the "Code"): The Code applies to all employees, officers, and directors of Tandem, as well as certain agents and contractors. As outlined in the Code, Tandem seeks to conduct its business in a manner that respects the rights and dignity of all people and expects its business partners to do the same by including in its supplier agreements warranties that the supplier comply with all applicable anti-slavery and human trafficking laws and regulations.
- [Statement on Conflict Minerals](#): Tandem's Statement on Conflict Minerals highlights that it is a responsible corporate citizen and endeavors to comply with health, safety, and environmental requirements under applicable government standards and regulations.

### **2. Our Due Diligence Processes**

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

Assessment: Tandem is working to engage in the verification of its supplier and contract manufacturer supply chain to evaluate and address supplier risks. Preliminary risk assessments are performed by Tandem on potential 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. If we suspect a supplier has not complied with applicable anti-slavery and human trafficking laws and regulations, Tandem will develop a strategy for resolution and may terminate the business relationship if our standards are not upheld.

Audit: Tandem's template supplier agreements require 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.

Accountability: Tandem works to hold suppliers and contract manufacturers accountable through contractual agreements. Our written supply agreements require a supplier to comply with applicable laws and provide that products sold to us are manufactured in compliance with applicable national, provincial, state, and local environmental health and safety statutes, acts, ordinances, rules, codes, standards, and laws.

### 3. **Employee Training**

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. The supply chain and legal staff responsible for Conflict Minerals compliance also receive training regarding Conflict Minerals compliance and are required to be familiar with Tandem's Conflict Minerals Policy and with Tandem's Conflict Minerals-related processes and procedures.

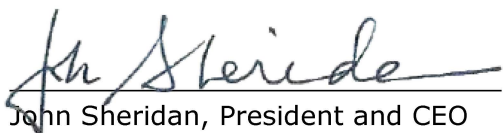
### 4. **How We Monitor Ourselves and Our Suppliers**

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

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

As of December 31, 2024, Tandem has not faced situations of modern slavery or human trafficking and therefore has not had to remedy or rectify such situations.

This Statement has been approved by Tandem Diabetes Care, Inc. on June 30, 2025.



John Sheridan, President and CEO

I have the authority to bind Tandem Diabetes Care, Inc.