



DEI **IN** Tandem

2022 DIVERSITY, EQUITY & INCLUSION REPORT

Building our foundations **IN** Tandem

positively different

2022 DEI Update for Tandem Diabetes Care

Committed to continuous growth

At Tandem, our success is our people. We are committed to creating a company that reflects the diversity of the people we serve. To do this we must be honest, authentic, and committed to continuously pursuing growth, knowing more, and doing better every year. And above all, doing it as a community, **IN** Tandem.

This past year was a tremendous year of growth at Tandem. We established a formal diversity, equity, and inclusion (DEI) department at Tandem, and along with that, a solid foundation to further integrate diversity, equity, and inclusion into the fabric of our organization. We embrace the nature of this work as more akin to a marathon than a sprint – a marathon we're firmly committed to.

This report shares the progress we've made and opportunities we're looking forward to in the coming year.



DEI Executive Sponsors
Senior VP of Human Resources, Tom Fox (left)
Chief Strategy Officer, Elizabeth Gasser (right)



A Message from our President & CEO

At Tandem Diabetes Care, we recognize the importance and substantial benefits of having a diverse, equitable and inclusive workforce. It drives innovation, while increasing creativity and productivity. In other words, our differences create opportunities to think more broadly and deliver effective solutions that help us improve the lives of people with diabetes.

We started our DEI journey in 2020 with a dedicated group of volunteers and established an official DEI function at Tandem in 2022. In that time, we've developed a solid foundation for growth, and I'm proud of the work and dedication everyone has put into these efforts. One of the commitments we've made for remaining authentic in this work is to publish an annual DEI report so that everyone inside and outside of Tandem can see what we are working on and where we are going.

Our overall DEI strategy is focused on three primary areas:

- Our Workforce – We are committed to finding innovative approaches to attract, retain and develop a diverse workforce. This includes identifying how we can support people of all backgrounds and points of view in achieving their highest potential.
- Our Workplace - We foster an inclusive environment where our team members can be their authentic selves. We actively reinforce our core values in a variety of ways, and work to provide inclusion and diversity events and educational sessions so that we can all better understand the experiences, fears, and obstacles of our neighbors, coworkers and friends.
- Our Customers and Communities - Our customers and the diabetes community hold us accountable to the highest standards, so they can feel confident that our products and services have considered the variety of needs and diverse backgrounds of the diabetes population.

There is no finish line when it comes to these efforts. We must continue intentionally leading with empathy and inclusion and embracing diverse perspectives, experiences and backgrounds.

I'm committed to holding myself and our leaders accountable for continuing down this path. Only by standing for these principles internally can we support the diverse population of current and future customers around the world and further our mission to provide a positively different experience for people with diabetes.

- John Sheridan



President & CEO
John Sheridan



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01

Building our Foundation





WORDS WE LIVE BY

- + INNOVATE EVERY DAY
- + NO SHORTCUTS
- + PEOPLE FIRST
- + TEAM UP
- + STAY AWESOME

The DEI Function **IN** Tandem

2022 was the first year a formal DEI department existed within Tandem. The focus and mission of the department is to create and inspire an organization that fosters equity and inclusion in both our employees and business practices. We strive to cultivate an environment where every person can come to work with their best ideas, sharing them whilst being their most authentic self. We are committed to ensuring that Tandem supports, creates, and maintains systems within the organization that are equitable and inclusive by design.

DEI DIVERSITY EQUITY
+ INCLUSION



DEI Lead, Jaya Mallik



2022 Highlights



To build a foundation strong enough to support scale and growth over time, the DEI department in 2022 focused on creating the framework to support DEI **IN** Tandem. This included, among many other things:

- Creating the first annual DEI strategy
- Publishing the first DEI Report to account for organizational progress
- Launching the first employee resource group (ERG) and program
- Supporting the rollout of a structured hiring system
- Restructuring the DEI Council model
- Building a regular cadence of inclusion-focused events for employees to engage in and learn from



DEI Five-Year Vision

Our DEI mission is aligned with our Corporate mission: **Tandem Diabetes Care creates new possibilities for people living with diabetes, their loved ones, and their healthcare providers through a positively different experience.**

Our vision within the next five years is to ensure we're continuing to cultivate and encourage an inclusive and equitable culture here at Tandem. Our ability to safely and affordably deliver the most effective treatments for people living with diabetes relies on the diversity of our entire team and an equitable workplace that enables all employees to thrive. Our vision is to do this through focusing on Diversity IN Diabetes, Representation IN Leadership, Representation IN Tech, and IN it Together.



Our Five-Year Vision

DIVERSITY IN DIABETES

- + Ensure that future Tandem-funded and led studies better represent the diabetes community that we serve. Remain focused on driving equitable access to our product.

REPRESENTATION IN LEADERSHIP

- + Cultivate a diverse workforce, representative at all job levels, of the communities we serve.

REPRESENTATION IN TECH

- + Encourage diversity by broadening the communities from within which we recruit, develop, and retain qualified top-tier talent.

IN IT TOGETHER

- + Improve the employee experience and belonging within Tandem by embracing a culture of inclusion.



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DEI **IN** Tandem



Making Progress in Our Five-Year Vision

2022 proved to be a year of incredible growth against our five-year vision here at Tandem. As the next section of this report will demonstrate, we made significant strides toward achieving our long-term initiatives, especially those focused on diversity in diabetes and inclusion in Tandem. While we're still in the process of collecting, reviewing, and analyzing specific data, we know that our actions over the past year demonstrate our commitment to this vision. The DEI road is still long, but it is one we are committed to – because it is foundational to our growth and culture, and it is a holistic part of who we are.



Building a Culture of Inclusion

GALLUP EMPLOYEE ENGAGEMENT SURVEY

In April 2022, Tandem launched the second company-wide Gallup Employee Engagement Survey. This survey included questions that empowered us to measure our Culture of Inclusion at Tandem, identify areas of opportunity, and celebrate our growth. Our results in 2021 were our benchmark data, with 2022 offering our first year-over-year comparison. Overall, while we saw the culture of Tandem becoming more inclusive, we know we can do better and look forward to working together to build upon this initial progress.

Question	2021 Mean	2022 Mean	Change
At work, I feel comfortable being myself	4.27	4.31	+0.04
Tandem treasures diverse opinions and ideas	4.15	4.21	+0.06
At work, I am treated with respect	4.46	4.45	-0.01
At Tandem, my opinions count	4.03	4.08	+0.05



Improving Diverse Representation in Clinical Studies

RACE AND ETHNICITY DIVERSITY PLAN: A RANDOMIZED TRIAL EVALUATING THE EFFICACY AND SAFETY OF CONTROL-IQ TECHNOLOGY IN ADULTS WITH TYPE 2 DIABETES USING BASAL-BOLUS INSULIN THERAPY (2IQP)



Tandem is committed to serving individuals of all backgrounds who live with diabetes. Consistent with the Food & Drug Administration’s (FDA) Draft Guidance, “Diversity Plans to Improve Enrollment of Participants from Underrepresented Racial and Ethnic Populations in Clinical Trials Guidance for Industry,” Tandem developed and submitted its first Race and Ethnicity Diversity Plan to the FDA in conjunction with our type 2 diabetes pivotal study application.

Our Race and Ethnicity Diversity Plan supports improved efforts to enroll and retain participants in the trial, with updated training material and enrollment goals, which will allow for the generalization of our results to the broader population at large.

In the Plan, we highlighted specific aspects of the trial designed to enroll and retain individuals living with type 2 diabetes from underrepresented ethnic populations in the U.S. The effort is ongoing and ensures that our study reflects the true diversity of people living with type 2 diabetes. This commitment empowers us to create products that effectively serve the diverse needs within the type 2 community.



Cultural Humility in Customer Care

PREFERRED FIRST NAME INITIATIVE

The top priority at Tandem has always been our customers. This means recognizing that our customers may use names other than their legal names or the name on their medical record. For these customers, being recognized by their chosen or preferred name may be an important component of their identity. To support our customers on a more personal level, in 2022, Customer Care began asking for their preferred name.

This simple, yet meaningful change, ensures interactions with customers are more inclusive and respectful. Originally, the purpose of this initiative was to ensure a welcoming environment for our nonbinary or gender nonconforming customers. We eventually expanded the broad-based initiative to be inclusive of how everyone would like to be addressed.



Bringing Equity to Family Planning

CARROT FERTILITY PROGRAM

When you're **IN** Tandem people come first. As part of our commitment to this value, our Total Rewards team recognized the need to provide more inclusive support in family planning for our employees. To achieve this, the team successfully advocated for the addition of the Carrot Fertility Program, the most inclusive fertility solution available on the market today, which provides an avenue for all Tandem employees, regardless of sex, age or gender, to receive equitable support for all family planning journeys, including fertility preservation, IVF, donor and gestational carrier services, pregnancy, menopause, and low testosterone fertility assistance. Carrot Fertility also provides adoption support. To help offset related out of pocket expenses, Tandem also provides a supplemental \$10,000 lifetime benefit for eligible employees and their spouses.



Expanding Access to Mental Health Resources

ENHANCED EMPLOYEE ASSISTANCE PROGRAM (EAP)



As we continue to face the ongoing challenges of a global pandemic, inclusion in a hybrid world, social unrest, and targeted violence against underrepresented groups, we recognized the need to provide employees with more resources. In response to feedback from employees, our Total Rewards team advocated for a more robust employee assistance offering that would provide not only employees but their loved ones with greater mental health, legal, and financial, and other life benefits at no cost to the employee or their families. This benefit applies to anyone residing in the household, even temporarily, making it an incredibly inclusive one that meets the employees and their loved ones at every stage of life.



03

Transformation
IN Tandem



An Evolution in How We Hire

Hiring and retaining top talent is the primary focus for the Talent Acquisition (TA) team. To this end, the TA team set out in early 2022 to transform the way in which we attract, assess, and make decisions about talent. The intentions were to create a memorable hiring experience for all involved in the hiring process (candidates, hiring managers, and interviewers), to set Tandem apart in an ever-competitive hiring market and to ensure we had a streamlined process for efficiently assessing talent.

For accountability, these goals were captured in TA's first-ever 2022 Talent Roadmap. Moreover, Talent Acquisition was sure to ensure that DEI principles remained embedded in processes and practices. With the DEI five-year vision as the north star, TA was inspired to pilot, and later implement, structured hiring throughout the organization.

- + Ensure a positively different experience
- + Set Tandem apart from competition
- + Develop a fair, efficient, equitable, and streamlined interview process



Introducing Structured Hiring

Goal Setting

At the start of 2022, Talent Acquisition had no framework available for hiring teams to support a consistent and repeatable interview process for candidates. The desired state was to implement a structured hiring framework which would provide hiring managers and interview teams a standardized and inclusive approach to recruitment and assessment so equitable comparison could be made between candidates and data-informed hiring decisions could be made. In support of this transition, the team set two goals:

- + Complete a pilot of the structured hiring framework within Research & Development by the end of 2022 and develop an organizational rollout plan to commence in early 2023
- + Refine Talent Acquisition training to support the development of hiring managers



Director of Talent Acquisition, Gioia Woo



Continuous Improvement



In addition to positioning the business to transition to structured hiring, the Talent Acquisition team also spent this year strengthening data collection, metrics, and dashboards to support measuring success of this transition.

TA's goals with hiring are to be efficient, to follow consistent practices, and to ensure we're effective at inspiring candidates to join and stay with Tandem. TA has established key metrics to monitor and measure how well we're doing and where we have opportunity to continue improving.

We are committed to keeping an open mind as to how we can continue to enhance our structured hiring process with the utilization of technology.



Looking Ahead

Throughout 2023, TA intends to continue to identify efficiencies in the hiring process by considering new technology and will expand education around hiring practices to individual contributors who participate on interview panels.

Through skills-based and competency-based interviewing, we will provide greater access to diverse thoughts, skills, and experiences within candidate pools and will support Tandem's growth with a strong emphasis on diversity, equity, and inclusion.



04

Inclusion

Communities **IN**

Tandem



The Inclusion Communities Program

The Inclusion Communities Program (sometimes referred to as an Employee Resource Group (ERG) program) launched in September 2022 at Tandem. We intentionally chose the name “Inclusion Communities” because they are designed to:

- Be inclusive of all employees of Tandem, including allies
- Encourage crossover and partnership between different communities to honor the multi-faceted nature of everyone at Tandem

As of April 2023, Tandem is excited to welcome and launch four additional Inclusion Communities, further celebrating and supporting a culture of inclusion **IN** Tandem.

Please join us in welcoming:

- t:green (Sustainability)
- t:pride (LGBTQIA+)
- PACT (Pacific-Islander and Asian Coalition at Tandem)
- Parents @ Tandem (Parents)



Supporting Women & Gender Minorities in Tandem (SWAGMIT)



The initial formation and launch of our Inclusion Communities Program would not have been possible without the contributions of the incredible trailblazing founders of our first Inclusion Community - Supporting Women and Gender Minorities in Tandem, also known as SWAGMIT. Originally formed through casual conversations among several women who were seeking camaraderie in a space where there were few, this pilot Inclusion Community launched in March 2022 and quickly grew from three founding members to more than 110 members by the end of 2022. In their first year, SWAGMIT has built a community of women, some of whom identify as nonbinary, as well as their allies, who have connected through book clubs, shared conversation, and professional development. They continue to lead and guide the new Inclusion Communities forming within the Inclusion Communities Program and serve to be a model of support and allyship within Tandem.



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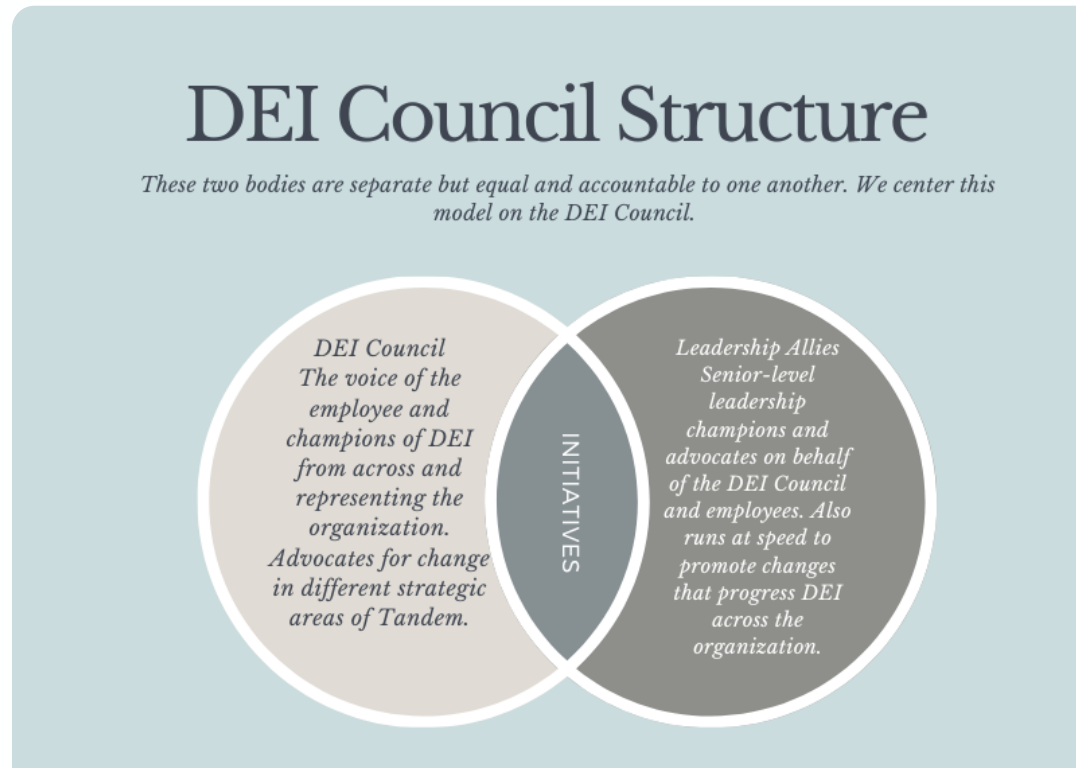
DEI Council **IN**
Tandem



Understanding our Council Structure

FOSTERING EQUITY & COLLABORATION

In 2022, the Tandem DEI Council underwent a significant transformation, shifting from a traditional hierarchical structure to a flattened structure of concentric circles that work **IN** Tandem.



Enabling Success

INCUBATORS ACCELERATING PROGRESS

This model took the value of Innovate Every Day seriously and was a pilot in 2022, which further dispersed decision-making into four separate but equal Incubators that focused on specific, strategic DEI-centered goals.



Future of Work



Employer Value Proposition



DEI Council Recruit & Replace Process



Inclusion Events

- 1 Tandem's first-ever Inclusion Community launches, SWAGMIT
- 3 Inclusion Events held per month
- 9 New DEI Council Members identified during the Recruit & Replace process
- 12 DEI Council Member Applications Received in year 1 of the Recruit & Replace process
- 15 Future of Work Focus Groups established after 250 employees volunteered to participate



DEI Council: 2022 Accomplishments

2022 DEI Council



In 2022, our DEI Council accomplished the following:

- Inclusion Communities Speed Networking event
- Launched Tandem's ERG Program with Tandem's first-ever Inclusion Community, Supporting Women & Gender Minorities in Tandem (SWAGMIT)
- Implemented monthly awareness and inclusion events such as Black History Month, AAPI Heritage Month, Pride Month, Hispanic Heritage Month, and Diabetes Awareness Month
- Developed Tandem Story Corner as a place for employees to share what is awesome, both inside and outside of Tandem, with potential for Tandem to highlight and circulate content throughout Tandem's growing employee base
- Established Future of Work Focus Groups to understand the unique experiences surrounding employee environments and the work climate in addition to the impact on their career and professional experiences
- Completed the 2023 DEI Council needs assessment to determine number of members, how alternates are selected on the Council, defining of roles and the creation of a new incubator
- Established the DEI Council Member Application & supporting process to provide an opportunity for employees to apply for DEI Council Membership in 2023

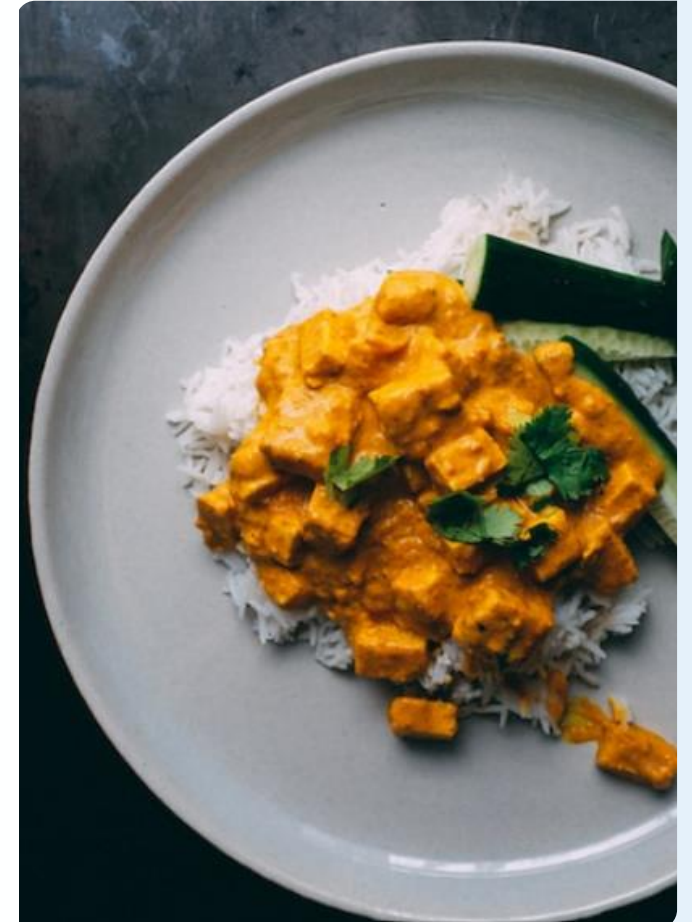


Evolving into a Strategic Resource

As part of the continued evolution of the DEI Council, an important goal of this body is to transform into a strategic and consultative resource for the business to rely on. Research clearly indicates that diverse perspectives lead to more inclusive designs and accessible products, which ultimately has a positive impact on business. The DEI Council received its first Business Support Request this year, submitted by the Experience Marketing Team.

Working in partnership with this team, the DEI Council provided consultation on a Carb Count guide for type 2 diabetes, to expand guidance beyond that of the standard typical Western diet, which these materials most often reflect. The result was incredibly successful; not only did the end design reflect a myriad of ethnicities increasingly impacted by type 2 diabetes, but it also received recognition from the medical community for the inclusive nature of the guidance provided.

Looking ahead, the DEI Council will continue to refine this process and continue to extend guidance and support to additional parts of the business.



06

A Culture of
Giving **IN**
Tandem



Supporting Through Bright Funds

318
employees
participated
in at least
one program

\$21,170.04
donated by
employees

253
volunteer
hours
recorded

\$3,209.52
donated by
Tandem



Bright Funds

Part of what makes Tandem such a special organization is the generous heart of our community. In late 2021, the Bright Funds giving platform was introduced to Tandem and the community responded generously. Over the past year, Tandem employees have donated both their time and money to organizations committed to improving the lives of countless individuals under numerous causes. We look forward to continuing our philanthropic journey as an organization in 2023 and seeing how we continue to grow as a company that gives back.



07

Looking Ahead
IN Tandem



The Road Ahead is Long but Exciting



2022 was a year filled with beginnings. We have worked **IN** Tandem to build a solid foundation and intentionally set that foundation so we can explore and explode into growth in 2023. Tandem has an exciting year ahead full of Inclusion Communities, learning, data evolution, and more. Here, we are ruthlessly focused on building connection, community, and allyship. We are not obsessed with perfection in DEI – we’re obsessed with learning and growing from the successes and mistakes along the way so we can serve our community. We can’t wait to see what the year ahead holds for all of us.

If you are interested in learning more about how we are growing, stretching, testing, and learning in diversity, equity, and inclusion within Tandem, please reach out to us at diversity@tandemdiabetes.com.

