2025 SUSTAINABILITY REPORT

Insulet

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Introduction

When we broaden access to our products, use resources responsibly, and design with sustainability in mind, our customers, communities, and planet benefit

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Message From Our CEO

Every day, people with diabetes make a variety of big and small decisions to manage their health. At Insulet, we focus on reducing that burden, improving clinical outcomes for people with diabetes and unlocking greater freedom, independence, and joy.

For 25 years, this focus has driven how we innovate, grow, and operate. It reflects our vision and mission as a Company and the simple belief that always shapes our priorities: there has to be a better way.

Today, more than 600,000 Podders around the world rely on Omnipod to manage their diabetes with greater flexibility and confidence. Each new customer start represents a person whose daily burden just became lighter — and a reminder of the global opportunity that exists for us to reach millions more people who can benefit from our technology.

In 2025, we delivered strong and responsible growth while expanding our impact. We extended Omnipod 5 into nine new markets, strengthened integration with leading continuous glucose monitoring systems, and advanced our innovation pipeline to further simplify care. We also accelerated momentum in type 2 diabetes, supported by strong clinical evidence and a growing recognition of automated insulin delivery (AID) as the standard of care.

Our growth is grounded in a clear focus that reflects our sustainability vision: to deliver growth with purpose, innovating to improve lives and preserve our planet. As we continue to drive growth, we work to reach more people, strengthen our systems, and deliver enduring value for all our stakeholders.

Expanding access remains central to our efforts. Through our HealthTech for All initiatives, we are deepening partnerships in underserved communities, expanding financial assistance programs, and supporting the diabetes community as they navigate the healthcare system. We are also working to broaden education and awareness by bringing AID beyond endocrinology and into primary care to help more people benefit from our technology.

At the same time, we are building a more resilient and efficient business to support our growth ambition and initiatives. We invest in advanced manufacturing and supply chain capabilities that enable us to scale production while continuously improving quality, reliability, and efficiency, ensuring we can meet growing global demands in a responsible and sustainable way.

> Our growth is grounded in a clear focus that reflects our sustainability vision: to deliver growth with purpose, innovating to improve lives and preserve our planet.

Additionally, we remain focused on reducing our environmental impact and advancing more circular approaches to our products and packaging. From redesigning packaging to decreasing material use to expanding our Pod takeback programs — now available to more than 90% of our customers globally — we work to keep used Pods out of landfills and rethink how diabetes technology is designed, delivered, and recovered.

Our united, dedicated, and talented Insulet colleagues — 'Team Podd' — are essential to accomplishing our goals and objectives. As our workforce and global footprint continue to evolve, we remain committed to fostering a culture where employees feel supported, connected, and empowered. Through our employee resource groups, volunteer initiatives, and giving programs, Team Podd is committed to contributing to the communities where we live and work.

As we move through this year and beyond, advancing innovation through the development of next-generation platforms that improve outcomes, expand choice, and offer more personalized and automated solutions is our north star. We strive to reach more people — across both type 1 and type 2 diabetes — by expanding access, strengthening partnerships, and advancing standards of care globally. And, importantly, we continue to ensure the way we design, build, and deliver our technology reduces environmental impact and supports a more sustainable future.

We are proud of the progress we've made and are equally inspired by the opportunities that lie ahead to transform the lives of people with diabetes — every day and everywhere.

Thank you for believing in Team Podd and for being a part of our mission in motion!

Sincerely,

Ashley McEvoy
PRESIDENT AND CHIEF EXECUTIVE OFFICER

About Insulet

Insulet began with a simple but bold vision: a world where diabetes demands less, every day and everywhere. That belief has shaped everything the Company does.

Today, Insulet (Nasdaq: PODD) stands at the forefront of medical technology with its Omnipod product platform — a wearable, tubeless device designed to make insulin delivery simple. Instead of injections or tangled tubing, each small, disposable Pod delivers up to three days of continuous insulin without requiring users to ever see or handle a needle.

The Company's flagship system, Omnipod 5, connects with a continuous glucose monitor, automatically adjusts insulin delivery to help keep blood sugar in range — no multiple daily injections — no fingersticks — and can be controlled by a smartphone in the U.S. or by the Omnipod 5 Controller.

At its core, Insulet is driven by our mission: Born of empathy, driven by ingenuity, and proven by science, we transform the lives of people with diabetes.

OUR VISION

A world where diabetes demands less, every day and everywhere.

OUR MISSION

Born of empathy, driven by ingenuity, proven by science, we transform the lives of people with diabetes.

2025 BUSINESS HIGHLIGHTS

Achieved annual revenue of **$2.7B** in 2025

Grew full-time employee base to over **5,400 globally**, representing a 38% increase over 2024

Over **1,000 patents** and more than **700 patent applications** pending

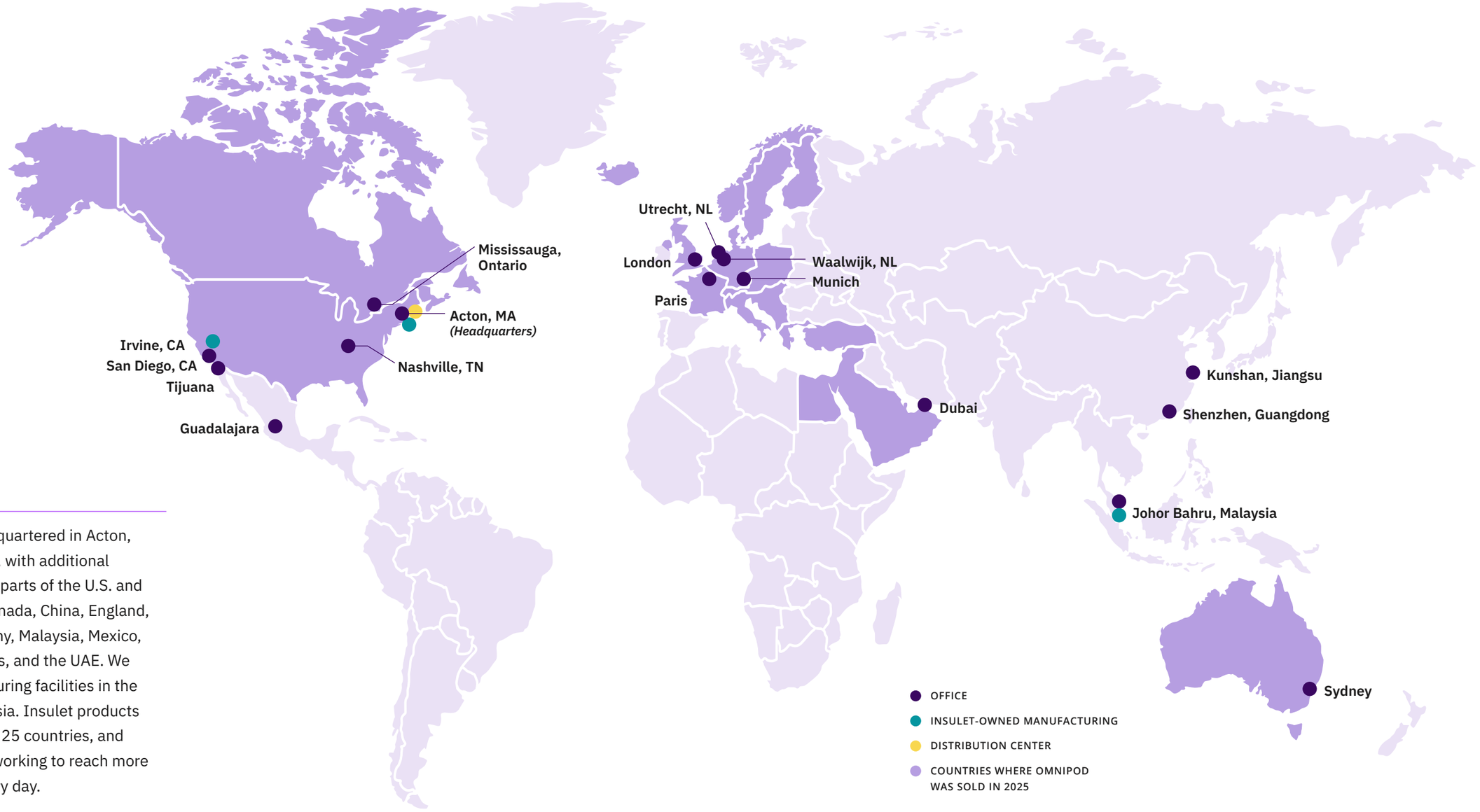
Omnipod 5 is the **first and only AID system FDA-cleared for both type 1 and type 2 diabetes**, with the type 2 indication for ages 18+[1]

Insulet products are available in **25 countries**

Omnipod 5 recognized as the **No. 1 insulin pump** for new pump users in both the U.S. and Europe in 2025[2]

600,000+ estimated global customers using Omnipod products[3]

Omnipod 5 available in more than **47,000 U.S. pharmacies**



LOCATIONS

Insulet is headquartered in Acton, Massachusetts, with additional offices in other parts of the U.S. and in Australia, Canada, China, England, France, Germany, Malaysia, Mexico, the Netherlands, and the UAE. We have manufacturing facilities in the U.S. and Malaysia. Insulet products are available in 25 countries, and we’re actively working to reach more customers every day.

Awards

In 2025, Insulet and our products continued to receive recognition from industry leaders.

250
Best-Managed
Companies of 2025 by the Wall Street Journal

2025 Most Trusted Companies in America by Forbes

2025 Medtech Big 100 by Medical Design and Outsourcing

Excellence 1000 Index 2025 by Newsweek and Best Practice Institute (BPI)

America's Greatest Companies 2025 by Newsweek

World's Greenest Companies 2025 and **America's Most Responsible Companies 2025** by Newsweek

Great Place to Work® Certification for Australia, Canada, France, Germany, Mexico, the Netherlands, the United Arab Emirates, and the United Kingdom

Pro Patria Award (for Insulet's support of National Guard and Military Reserve employees) Department of Defense, employer support of the guard and reserve

Prix Galien UK Award for Best Medical Technology (for Omnipod 5) by the Galien Foundation

Product Design 2025 Award (for Omnipod 5 iOS App) by Red Dot

Silver ADCES Partnership and Impact Award by the Association of Diabetes Care and Education Specialists

Healthcare Awards: Best in Social Media/Influencers by PRWeek

Hatch Awards: Elements of Advertising — Music and Life Sciences — Video Long Form by The Ad Club New England

Silver SABRE Award in Medical Technology (for "The Pod Drop" song) by SABRE Awards North America

Extending Our Leadership and Growth

Delivered
10th
consecutive year of 20% or higher revenue growth in constant currency[4]

Omnipod 5 recognized as the **most requested[5] and prescribed[6]** AID system in the U.S.

BORN OF EMPATHY

Continued global expansion with the launch of Omnipod 5 in **nine new markets** in 2025

In collaboration with **Marvel**, we launched an original comic featuring Dyasonic, a hero who lives with type 1 diabetes

Expanded our U.S. Pod recycling program to encompass **all 50 states**, reflecting our commitment to advancing the circular economy

DRIVEN BY INGENUITY

Expanded U.S. Omnipod 5 **iPhone® App compatibility** with Dexcom® G7

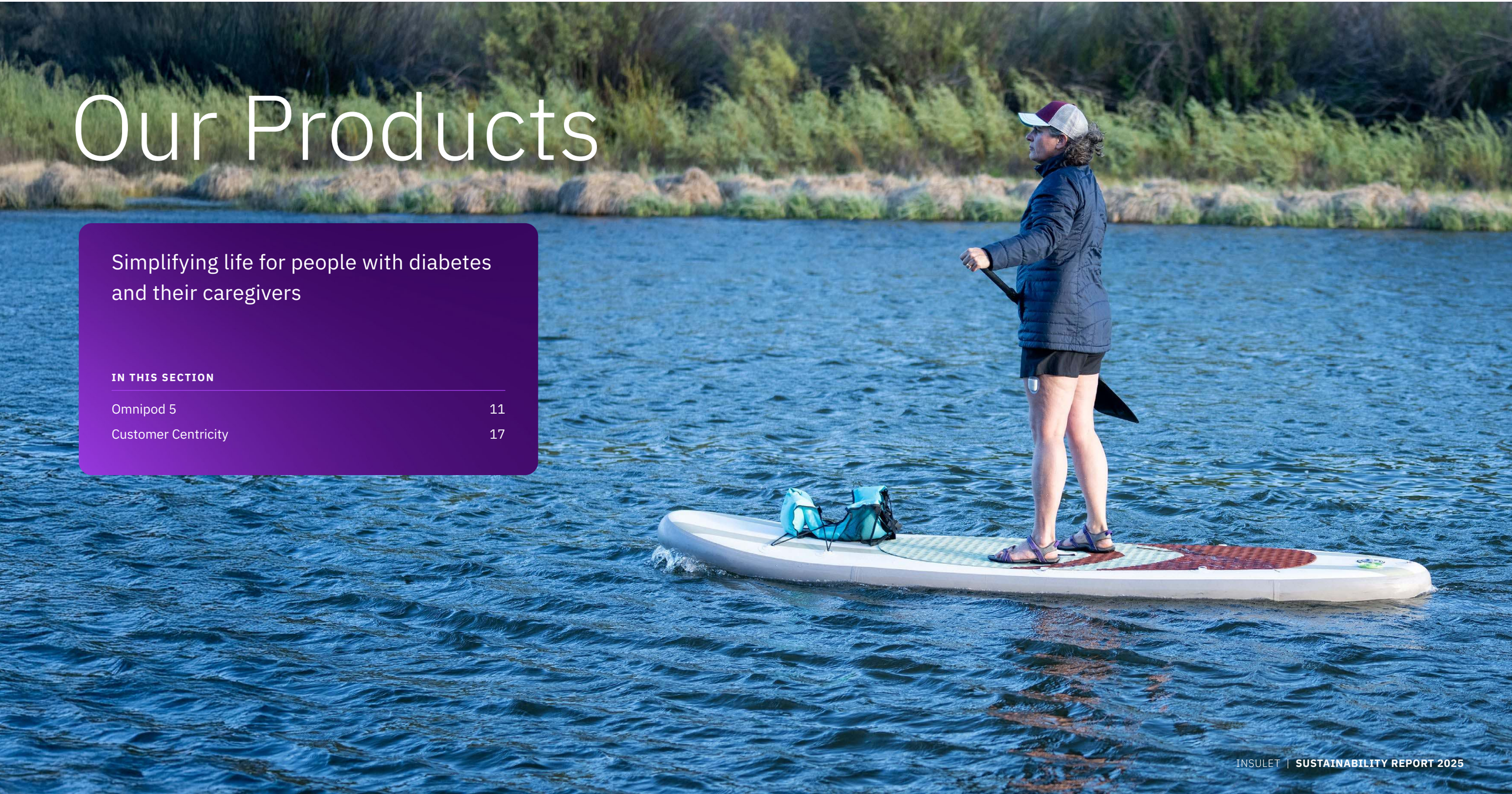
Announced **FDA clearance** for Omnipod 5 algorithm enhancements that offer greater customization and tighter glucose management

Expanded Omnipod 5 sensor compatibility with Abbott's FreeStyle Libre® 2 Plus and Dexcom G7 sensors, providing a **choice of sensors** in most markets

PROVEN BY SCIENCE

Shared data from Insulet's RADIANT trial that links Omnipod 5 use to **significant improvements in A1C (hemoglobin A1C) levels** compared with those using multiple daily injections[7]

Saw continued interest in the SECURE-T2D trial results, which showed **significant glycemic and quality-of-life improvements for people with type 2 diabetes** with the use of Omnipod 5 compared with prior methods of insulin delivery[8]



Our Products

Simplifying life for people with diabetes and their caregivers

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Our Products

Insulet's products are designed to make life simpler for people with diabetes and their caretakers.

Omnipod offers continuous insulin delivery, providing all the benefits of insulin pump therapy while eliminating the need for multiple daily injections or traditional pumps with tubing. With its wearable design, each disposable Pod provides up to three days of continuous insulin delivery.

Our products incorporate more than 20 years of manufacturing expertise in serving our customers and ensuring continuity of supply.

Omnipod provides all the benefits of insulin pump therapy through a unique delivery system. The primary components of Pod therapy are:

POD

The tubeless, waterproof[9] Pod features automated, virtually pain-free insertion. It can be worn in multiple locations to deliver precise, personalized insulin doses for up to three days.

CONTROLLER OR PERSONAL DIABETES MANAGER (PDM)

The handheld Controller wirelessly programs the Pod with the user's personalized insulin instructions, and it monitors the operation of the Pod. The Omnipod 5 App can also be used with iPhone and Android compatible smartphones.

Omnipod 5

The Omnipod 5 Automated Insulin Delivery System (Omnipod 5) is our flagship product, combining the tubeless, discreet form factor of the Pod with a continuous glucose monitor to simplify diabetes management.

Omnipod 5 provides a fully on-body wearable AID experience that has been shown to significantly improve glycemic outcomes while reducing the daily burden of living with insulin-requiring diabetes. The tubeless and waterproof[9] Pod simplifies wearability, is discreet, and can remain connected for everyday activities. That simplicity and ease of use, coupled with strong results, broad access, and affordability, continue to drive its rapid adoption.

Omnipod 5 includes a proprietary AID algorithm built into the Pod. The Pod communicates via Bluetooth with a sensor/continuous glucose monitor (CGM) to obtain glucose data and predict future levels. The Pod and CGM are in continuous communication. From this data, the algorithm determines the amount of insulin the user needs using their target glucose and automatically adjusts the dose.

Omnipod 5 helps to correct for high glucose and helps protect against low glucose day and night to improve time in range and lower A1C while keeping the incidence of hypoglycemia low.[10,11,12]

When a user wishes to bolus or change their Pod, they use the Omnipod 5 App, which is available on a compatible personal smartphone (U.S. market) or the Insulet-provided handheld device, known as a Controller. Data from the Omnipod 5 System is automatically uploaded to Insulet's cloud-based technology via a built-in SIM card within the Controller or through the user's mobile device.

Omnipod 5 offers integration with multiple sensors. In most of Insulet's markets, Omnipod 5 integrates with the Dexcom G6 and G7 CGMs and Abbott's FreeStyle Libre 2 Plus sensor.

HIGHLIGHT STORY

Convenience That Counts: The Omnipod 5 App

At the 85th Scientific Sessions of the American Diabetes Association (ADA) we shared real-world data on our customers' use of the Omnipod 5 App. Among the takeaways: teens and young adults who use our Omnipod 5 App for iPhone engage more frequently with our bolus calculator than they did when using the Controller. We believe this is due to ease of use and convenience, which boosts engagement and may lead to better outcomes.

In the U.S., where phone control is available, 60% use their personal phone as their primary way of controlling Omnipod 5. With the Dexcom G7 CGM integration now available with our iPhone app, we saw use of the app further surge in 2025. We continue to provide all new Podders with a Controller, which is increasingly becoming a backup that allows for continuity if they temporarily lack access to their smartphone.

60%

In the U.S., the majority (60%) use their personal phone as their primary way of controlling Omnipod 5.

We anticipate expanded integration with Abbott's FreeStyle Libre 3 Plus sensor in 2026.

In addition to Omnipod 5, we continue to offer and fully support Omnipod DASH®, which features a smartphone-like color touch screen personal diabetes manager (PDM) that is used to control the secure Bluetooth-enabled Pod. Many Podders continue to transition from Omnipod DASH to Omnipod 5, and we provide resources and support to ensure a seamless transition.

Increasing access to Omnipod 5 remains a top priority for us. Following its 2022 U.S. launch, Omnipod 5 became available in the U.K. and Germany in 2023, and in France and the Netherlands in 2024.

In 2025, we saw a marked increase in our global reach. Omnipod 5 launched in Denmark, Finland, Italy, Norway, and Sweden in January, Australia and Belgium in March, and Canada and Switzerland in April.

Notably, Omnipod 5 is the first AID system to hold Food and Drug Administration (FDA) clearance for both type 1 and type 2 diabetes in the U.S.

HIGHLIGHT STORY

A Palette With a Purpose: Pantone Omnipod Mango

In 2025, Insulet joined with Pantone®, the global authority on color and provider of professional color standards for the design industries, to debut Omnipod Mango, a bright and joyful tropical orange-yellow.

The color tells a powerful story: Omnipod Mango celebrates the vibrancy of the diabetes community and symbolizes Insulet's passion for transforming the lives of people with diabetes. It breaks away from the blue shades that dominate the medical and diabetes landscapes, reflecting the freedom Omnipod provides for Podders.

Ultimately, Omnipod Mango represents a community whose life gets bigger when diabetes management plays a smaller part in it. In its boldness, the color celebrates connection and community, the opposite of the stigma and isolation some people with diabetes have felt. We look forward to incorporating the new hue into additional products and materials in 2026 and beyond.

Enhancements to the Omnipod 5 Algorithm

In December 2025, we announced FDA 510(k) clearance for significant enhancements to the Omnipod 5 algorithm. The advancements set a new benchmark in tubeless diabetes technology by offering a lower 100 mg/dL Target Glucose option for more time in range (TIR) and improvements in alert handling intended to result in more time in automated mode. These features address the two most requested enhancements by Podders. The algorithm changes marked the most significant algorithm advancement to the Omnipod 5 System since its 2022 launch.

The new 100 mg/dL Target Glucose option expands Omnipod 5's customization range to six settings between 100-150 mg/dL in 10 mg/dL increments. That allows healthcare providers to tailor insulin delivery more precisely, supporting people seeking tighter glucose management or those striving to meet specific glucose goals. It also directly impacts automated insulin delivery and improves the algorithm's responsiveness. Real world evidence has shown that lowering the glucose target is associated with increased TIR with no clinically meaningful change in time below range (TBR).[13]

In addition, the upgraded Omnipod 5 algorithm helps users stay in Automated Mode with fewer interruptions, even during prolonged high glucose events. These advancements are designed to deliver strong clinical results with increased flexibility and greater ease of use, with fewer interruptions to daily life. We expect to launch the updated Omnipod 5 algorithm in the U.S. during the first half of 2026.

New
100 mg/dL
Target Glucose option expands Omnipod 5's customization range

PODDER SPOTLIGHT

Milli Jefferson

PODDER SINCE 2023

Milli is a retired nurse and grandmother of six in Springfield, Ohio. For more than 15 years, she has lived with type 2 diabetes.

Given her nursing background, Milli understood the importance of controlling her diabetes, but her past regimens didn't fit easily into her busy life: she might forget to bring her insulin or glucometer with her or forget to test her glucose. Her endocrinologist recommended switching to a pump, and when Milli asked which one her physician would recommend for their own parent, the answer was clear: Omnipod 5.

"Omnipod 5 has been life-changing for me," says Milli. "I now know my glucose levels, and it does all the insulin calculations for me." Her A1C level has decreased, and her diabetes is much better controlled.

Above all, diabetes has become a smaller part of Milli's life. This has opened up new experiences, like a bucket-list trip to Niagara Falls with her husband, who lives with Lewy body dementia. "I took him to Canada, and I was able to focus on him and not my diabetes," explains Milli. "Since I knew Omnipod 5 was taking care of me, we had a great time and made good memories."

"Omnipod 5 has been life-changing for me."

— SPONSORED PODDER
MILLI JEFFERSON

HIGHLIGHT STORY

Landmark Studies: RADIANT and SECURE-T2D

Insulet actively participates in scientific forums to share our groundbreaking research and engage in conversations with other experts; 2025 was no exception: We shared strong clinical data from our RADIANT and SECURE-T2D trials, as well as the real-world evidence of favorable glycemic outcomes from more than 23,000 people with type 2 diabetes in the U.S. who use Omnipod 5. These trials highlight the outcomes we are seeing, especially with type 2 diabetes.

In 2025, Insulet published results from RADIANT, a multinational randomized controlled trial (RCT) conducted across 19 centers in France, the U.K., and Belgium. Enrolling 188 people aged 4 to 70 with type 1 diabetes, RADIANT was the first RCT to assess direct transition from multiple daily injections to an AID system, and the first to evaluate an AID paired with an Abbott FreeStyle Libre 2 family sensor. Results were presented at the Advanced Technologies and Treatments for Diabetes (ATTD) conference in March 2025 and published in The Lancet Diabetes and Endocrinology[14] in 2026.

The study found that for adults and children not previously meeting clinical targets for HbA1c on multiple daily injections (MDI), Omnipod 5 provided clinically significant improvements in HbA1c compared with MDI used with a CGM. Increased HbA1c is associated with a greater risk of developing complications related to diabetes.[15]

In addition to improving their HbA1c, Omnipod 5 users spent an additional 5.4 hours per day with glucose levels in the target range (70-180mg/dL) compared with MDI plus CGM users, resulting in a final average time in range of 65%, up from 39% at baseline.

We continued to see considerable interest in the findings of the SECURE-T2D trial, initially presented at the American Diabetes Association's 84th Science Session and published in 2025 in JAMA Network Open.[8] This study showed significant glycemic and quality-of-life improvements for people with type 2 diabetes with the use of Omnipod 5 compared with prior methods of insulin delivery. Data from the SECURE-T2D trial were submitted to the FDA and led to the clearance of Omnipod 5 for people with type 2 diabetes in 2024.

65%

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PODDER SPOTLIGHT

Ben Nordstrom

PODDER SINCE 2023

Ben Nordstrom is a passionate 13-year-old athlete with type 1 diabetes, and he's letting nothing slow him down.

For the past several summers, Ben has attended the Chris Dudley Basketball Camp in Oregon, a week-long overnight camp for youth with diabetes. While honing his basketball skills and taking part in intense tournaments, he has made valuable connections with others. Those include fellow campers, his coach Zach, and Chris Dudley, the founder of the camp and the first NBA player with type 1 diabetes.

Ben, Zach, and Chris all use Omnipod 5, and Pod therapy made a decisive difference when the Nordstrom family debated sending their son to an overnight camp. "Sending Ben to overnight camp the first year was difficult," says Ben's dad, Eric Nordstrom. "But with Omnipod 5, it is incredibly easy. It's something that we know and trust. It does what it's supposed to do, when it's supposed to do it, which gives all of us peace of mind."

Above all, it makes diabetes a smaller part of Ben's life, allowing him to focus on what he loves. "Omnipod is helping me be me, and I can just play basketball," he says.

> "Omnipod is helping me be me."
>
> — SPONSORED PODDER
> **BEN NORDSTROM**

HIGHLIGHT STORY

Dyasonic, a Diabetes Management Hero

Comic book heroes often reflect real-world struggles and triumphs. In 2025, we collaborated with Marvel to launch a new hero — one who lives with type 1 diabetes and is a proud Podder®.

The comic features Omnya, a teen who struggles with diabetes management until meeting with her endocrinologist and eventually embraces a tubeless insulin pump. Readers follow her journey of overcoming self-doubt, discovering her power, and transforming into Dyasonic, a Marvel-inspired hero.

According to a U.S. survey[16] conducted by Insulet, 94% of people with type 1 diabetes said it's important to see people with diabetes accurately represented in culture and society; however, in the year prior to the survey, 51% reported that they rarely or never saw that representation. One in three respondents said they are likely to hide their condition from others, citing fear of judgment (33%), not wanting to explain their condition (54%), or being ashamed of their condition (12%).

By introducing a hero whose journey with type 1 diabetes reflects real-life experiences, this comic aims to increase visibility and inspire people of all ages who live with diabetes. At the 2025 Friends for Life Conference, hosted by Children With Diabetes, the theme was Unmasking the Hero Within, a perfect fit for Dyasonic. To deepen that connection, we created a Dyasonic-themed campaign that provided scholarships for families to attend future Friends for Life conferences. To access the comic, visit Omnipod.com/Marvel.

94%

94% of people with type 1 diabetes want to see people with diabetes accurately represented.

Customer Centricity

As we shape the future of diabetes management, we keep customers at the center of all we do.

By practicing customer centricity, we facilitate the development of safe, high-quality products that advance a world where diabetes demands less. We prioritize innovations that reduce customer effort, while upholding rigorous quality and safety standards from clinical trials through production.

Customer feedback is vital in helping our cross-functional product development teams create innovative solutions, and it is also critical to helping us continuously improve our products.

Customer-Centered Design

We strive to develop products that meet a variety of customer needs, lifestyles, and preferences, bringing our innovation and ingenuity to help simplify diabetes management for more people. We designed our organizational model to strengthen our commercial capabilities, foster more innovation, and further empower cross-functional collaboration. In doing so, the model supports strong momentum, accelerates our robust pipeline, and drives our continued global expansion.

Directly engaging with customers, caregivers, and healthcare professionals enables us to better understand the improvements they need and want. We employ a variety of methods to inform our innovation pipeline, including quantitative and qualitative approaches as well as human factors studies.

When we participate in conferences with the diabetes community and healthcare professionals, we often take advantage of these opportunities to listen and learn, including conducting focus groups on diabetes technology and related services.

Our access strategy focuses on ensuring positive health outcomes for people with diabetes across communities. Our pivotal SECURE-T2D study on the efficacy of the Omnipod 5 AID System for type 2

diabetes included racial and ethnic populations historically underrepresented in clinical research — but that comprise a representative population of those diagnosed with diabetes in the U.S. By ensuring inclusivity in clinical trials, as well as in our outreach and education programs, we can improve treatment efficacy and outcomes for more people. We continue to work to ensure inclusive representation among our clinical trial participants worldwide to build better products and outcomes for the people who need them.

Customer Training

Omnipod products are designed to be easy to use, which lightens the training needs of healthcare professionals, customers, and caregivers. We recognize diabetes management can be complex, and the first few weeks of using Omnipod 5 are often decisive for new customers.

With that in mind, our comprehensive, user-friendly Omnipod training materials ease the transition to Pod therapy, promote successful health outcomes, and support user retention.

Our onboarding and training content is streamlined, meeting customers where they are. Varying by geography, they typically include training videos, online user guides, and Pod University™ — a one-stop source with interactive guides about living with diabetes and diabetes management.

Through virtual training, users can onboard in a comfortable environment with family members present. These online training offerings are often vital for people in rural areas and others with limited access to healthcare providers. In addition, our Field Clinician team provides face-to-face training for new customers, caregivers, and healthcare providers.

As we reach more people with type 2 diabetes in the U.S., we are enhancing and updating our educational content to reflect the needs and preferences of this population. As we describe in the Partnering With Associations and Advocacy Groups section of this report, we are also exploring avenues such as training pharmacists on Omnipod 5. This reflects the fact that many people with type 2 diabetes are seen by primary care physicians who may have limited experience with AID devices, and pharmacies are the primary way U.S. customers access their devices.

Our training content is accessible via computers and mobile devices. In addition to materials in English and Spanish, we support in-person training in a wide range of languages through our translation services. We continuously seek opportunities to improve materials, enhance readability and understanding, and promote successful health outcomes. To learn more, please visit the Omnipod website, www.omnipod.com.

Customer Satisfaction

Our Consumer Marketing and User Experience teams collect customer feedback through ongoing customer surveys, call-center interactions, and extensive research. In addition to our Podders, we value and welcome feedback from all members of the diabetes community, including healthcare providers, payors, advocacy organizations, and retailers, as we develop products that produce positive health outcomes and enhance our customers' journeys with Omnipod.

When customers engage with Insulet, we seek to meet them where they are and empower them to interact with us on their terms. That includes live agent chat in the U.S., the U.K., and Australia, as well as 24/7 phone support. Our dedicated, highly trained Product Support team members answer questions about our products and assist with troubleshooting. Through Omnipod artificial intelligence (AI) support, our team has immediate access to relevant content, eliminating the need for manual searches and empowering the team to provide improved guidance. In 2025, we incorporated cloud data into our customer relationship management systems. When a Podder calls in with an issue, our representatives can now immediately identify the Pod lot number and determine how long it has been worn. This allows us to move immediately into troubleshooting and problem-solving — true to our promise of making diabetes a smaller part of people's lives. In our International Product Support operations, we reduced call handling times by 30 seconds via cloud data integration and other AI initiatives.

24/7

Our customers engage with us through live agent chat in the U.S., the U.K., and Australia, as well as 24/7 phone support.

Looking ahead, we are exploring AI-based interpretation tools that can broaden the range of languages for training and product support. We are also investigating additional ways to support healthcare professionals who are new to AID devices, such as faster order processing and enhanced order tracking.

We continue to innovate to make it even easier for Podders, healthcare professionals, and caregivers to contact us, and to ensure the customer care experience meets and exceeds their expectations.

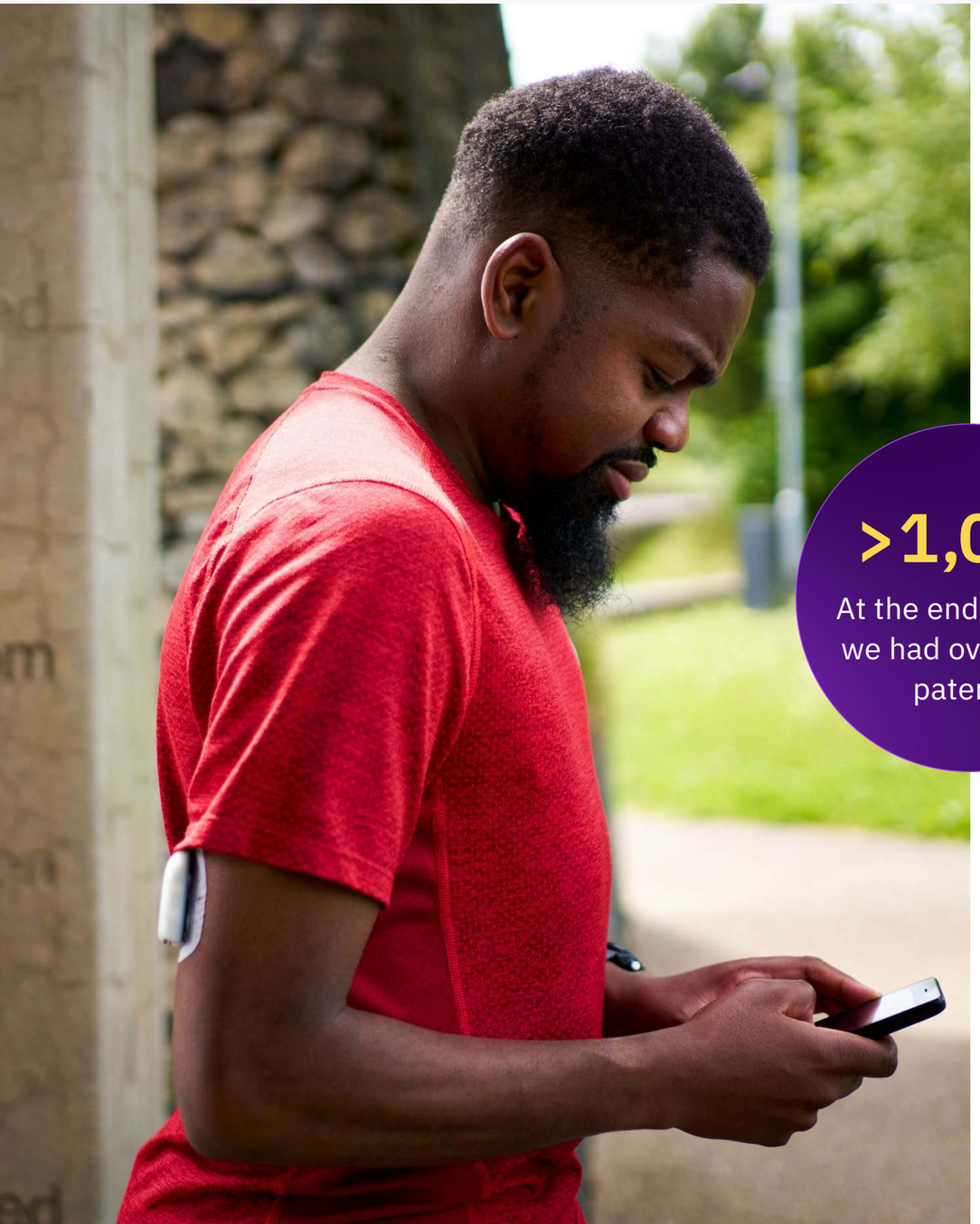
HIGHLIGHT STORY

Reengaging People With Omnipod 5

In 2025, our U.S. customer-facing teams introduced a new retention initiative to ensure Podders' success with Omnipod. We enhanced outreach to new users, recognizing that the first weeks are often the most critical to making Omnipod part of their daily lives. That time includes many milestones, from changing their first Pod to getting their first refill. Additional proactive outreach can help new Podders navigate this time with confidence.

We also increased outreach to people using their Pods inconsistently, drawing on more than 700 data points to identify customers at risk. Based on our initial conversation, we can connect Podders with a member of the Clinical Product Support team for additional support. If cost and coverage are presenting barriers, we refer them to our U.S. Financial Assistance Program as appropriate. We have already seen a significant increase in reengagement and retention through this initiative.

Our new retention initiative helps ensure Podders' success with Omnipod.



Innovation and Intellectual Property

To maintain our competitive advantage, we must develop and safeguard the proprietary elements of our technologies. We protect our intellectual property through a combination of patents, trademarks, trade secrets, copyrights, nondisclosure agreements, and other protective measures.

At the end of 2025, we had over 1,000 patents and more than 700 patent applications pending. These patents and pending applications cover hardware, software, and other areas of innovation.

Our Research and Development teams collaborate to evaluate innovative solutions, incorporate advanced algorithms, enhance digital integration, and reduce resource use as they design new products and portfolio enhancements.

>1,000

At the end of 2025, we had over 1,000 patents.

Data and Technology

At Insulet, all data collection occurs within the context of strict data privacy processes and safeguards. We understand that the data we collect represents private health information, and it is our responsibility to safeguard it and ensure that our platform follows stringent privacy protocols. We approach that responsibility with the utmost seriousness.

When we do use customer data, it is pseudonymized. We apply privacy-enhancing techniques to protect the identity of our customers while complying with the applicable laws and regulations of the markets in which we operate. Since every Omnipod 5 user is connected to the cloud, upon customer consent we have access to real-world data that shows us how our products perform under real-world conditions. The resulting insights help us enhance our products, with uses including algorithm design, evaluating new features, or tailoring our user support tools. As we learn from usage patterns, we can continually strengthen the customer care experience — from diagnosis through every stage of a Podder's journey — while also making it easier to interact with our support team when issues arise. To learn more, see the Customer Satisfaction section of this report.

HIGHLIGHT STORY

National Diabetes Month: “The Day Diabetes Showed Up to Work”

Of the estimated 590 million people worldwide who live with diabetes,[17] approximately 70% are of working age. For many, their experience at work is shaped by misunderstanding, fear of disclosure, and a lack of meaningful support.

For Diabetes Awareness Month and World Diabetes Day in November 2025, Insulet focused on an important issue: the unique needs of people with diabetes in their professional lives. Through a new campaign, “The Day Diabetes Showed Up to Work,” we are helping reduce stigma and promote inclusive workplaces, so people with diabetes can focus on doing their best work and living their best lives. It includes a suite of resources, including a white paper on healthcare provider support, key survey insights, stories from Omnipod users and employees with diabetes, and practical checklists for supporting colleagues.

The campaign marked the beginning of a sustained effort by Insulet to elevate the conversation around diabetes and wellbeing. We will continue to drive awareness, support, and inclusion throughout 2026 and beyond.

In celebration of Diabetes Awareness Month, Insulet proudly supported a range of meaningful initiatives that raised awareness, fostered community, and gave back to those impacted by diabetes.

- **Charitable donations:**
  Through the Insulet for Good program, we donated to the American Diabetes Association and the International Diabetes Federation to support workplace-focused programming for people with diabetes.
- **Letter-writing to children with diabetes:**
  Employees hand-wrote letters of encouragement to children recently diagnosed with type 1 diabetes, in collaboration with Breakthrough T1D.
- **Community events:**
  We sponsored several events throughout November, including initiatives from Children With Diabetes, Type One Together, and Fundación Phabian.
- **Employee stories:**
  Members of Insulet’s Podder Alliance Network, a group of employees living with, caring for, or supporting people with diabetes, shared their perspectives on managing diabetes in the workplace and how diabetes has impacted their professional careers.

To learn more, visit https://www.omnipod.com/diabetes-awareness.

70%

Of the estimated 590 million people worldwide who live with diabetes, approximately 70% are of working age.

HIGHLIGHT STORY

The 2025 Breakthrough T1D Children's Congress

Every other year in July, the Breakthrough T1D Children's Congress gathers approximately 170 young people between the ages of 4 and 17, along with their guardians. All these youth live with type 1 diabetes, and during the event, they meet with Members of the U.S. Congress to share their experiences with type 1 diabetes (T1D) and showcase the diabetes technology they use. In addition to advancing other Breakthrough T1D legislative and policy goals that support the T1D community, these delegates raise awareness about what it's like to live with the disease. And together they work to ensure that critical funding provided by Congress through the Special Diabetes Program (SDP) continues to fuel promising T1D research progress through the National Institutes of Health (NIH). While our sponsorship does not underwrite Breakthrough T1D's activities on Capitol Hill, it does support meaningful character-building programming on-site at the hotel, and helps to foster connection time among the delegates and with the T1D role models.

In 2025, Insulet was the sole insulin pump sponsor, which brought the opportunity for two employees to attend the Children's Congress and engage with the delegates. We opened one of these slots to our colleagues, allotting it through an open process. We welcomed applications from employees who were Podders or the caregiver of a young Podder, as well as those with interests in advocacy, policy, and public speaking. With a strong slate of applicants, we selected a clinical services manager who lives with type 1 diabetes.

Besides helping to safeguard diabetes research funding, the Children's Congress empowers the next generation of diabetes advocates. As they join together, they experience the power of their collective voice in raising awareness and educating decision-makers.

170

The Breakthrough T1D Children's Congress gathers approximately 170 young people who live with T1D to build community, develop their leadership skills, and raise awareness about the lived experiences of T1D.

Sustainability Approach

Delivering growth with purpose, innovating to improve lives and preserve our planet

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Message From Our CSO

> Expanding access to our products, designing them sustainably, and using resources wisely creates compounding positive impact — for our customers, our natural world, and communities.

Reflecting on five years of sustainability progress reinforces that our greatest achievements are rooted in the people and communities we serve.

Throughout this journey, one constant has guided us: our unwavering commitment to focus on what matters most to all of you — our Podders and families, employees, suppliers, healthcare providers, and all those across the diabetes and business communities who place their trust in us. Our sustainability priorities remain tightly aligned with our mission to transform the lives of people with diabetes as we work to create a world where diabetes demands less and to advance innovations that create meaningful value for human and planetary health.

In 2025, we deepened our community impact, increasing access pathways to make automated insulin delivery an available option for anyone that needs it. By building new partnerships with community-based nonprofits that support underserved populations, we were grateful to increase insights and address knowledge gaps on the diabetes standard of care and consumer medical technology availability. Our teams continued to drive reductions in financial barriers, help people navigate healthcare systems, and expanded distribution channels, as we empowered more people to benefit from Pod therapy.

We also introduced Dyasonic, a Marvel hero whose journey with type 1 diabetes reflects real-life experiences because seeing yourself in everyday life and society matters. This original comic made in collaboration with Marvel aims to increase visibility and inspire people of all ages who live with diabetes.

While we are focused on HealthTech for All, we also recognize that the use of disposable consumer medical products is increasing globally with limitations on how to dispose of them responsibly. In addition to products supporting improved clinical outcomes and higher quality of life, it is critical to optimize the use of valuable materials and resources and innovate to advance circular solutions.

In 2025, we expanded the U.S. Pod Recycling Program to all 50 states, providing an easy way for customers to dispose of used Pods. Across our global takeback programs, we collected 8.9 million Pods in 2025, diverting them from landfills. In our operations, we continue to focus on increasing renewable energy to power our manufacturing and reducing energy consumption and emissions.

Our success is driven by our talented teams. We invest in an exceptional employee experience, where people feel connected, supported, and empowered to innovate and to give back to the diabetes community through volunteerism and financial contributions. Through Insulet for Good, we surpassed our volunteer goals with more than 2,900 hours contributed, and we launched a global matching gift program that amplifies the impact of employees' personal giving and service.

In focusing on what matters most, we believe that these initiatives strengthen one another. Expanding access to our products, designing them sustainably, and using resources wisely create compounding positive impact — for our customers, our natural world, and communities. Ultimately, it returns to our purpose: ensuring more people with diabetes can experience the freedom and health our products make possible.

Sincerely,

Lisa Brady
VICE PRESIDENT OF GLOBAL SUSTAINABILITY
CHIEF SUSTAINABILITY OFFICER

2025 Sustainability Performance

90%+
of our customers now have access to Pod takeback globally

Met **13%** of annual global electricity needs with **renewable energy**

Received and reviewed recent[18] Responsible Business Alliance (RBA) Validated Assessment Program (VAP) audit reports for **39%** of the supplier facilities that we identified as in-scope and high-risk[19]

Accepted **8.9 million Pods** through our global product takeback program

Reduced overall baseline packaging weight[20] by **23%** through sustainable design projects

Met **24%** of our Malaysia facility's electricity needs through **on-site solar**[21]

Insulet employees volunteered more than **2,900 hours** to support nonprofit organizations around the world

Materiality

Insulet follows a double materiality approach, which considers our sustainability activities from both a financial and a social and environmental impact perspective. By acknowledging the interconnectedness of environmental, social, and financial performance, a double materiality assessment offers a holistic view of material sustainability topics. In turn, this helps us prioritize our initiatives and build long-term resilience.

We conducted a comprehensive double materiality assessment in 2023, followed by a refresh in 2025 to account for material business updates.

Both the assessment and the refresh included engagement with stakeholders from across Insulet, and the initial assessment included external stakeholders as well. We consulted with these groups to assess the impact, risks, and opportunities for the topics identified. Our Sustainability and Enterprise Risk Management teams partnered to set the materiality threshold, and once the analysis was complete, we validated the results with both our Sustainability Reporting Steering Committee and Insulet's Executive Leadership team.

The assessment identified eight topics with the most significant impact on our business and/or the environment and society.

MATERIAL TOPICS	DEFINITIONS
Customer safety	Protecting customer health and safety by enforcing rigorous quality assurance systems throughout the full life cycle of products, including design, sourcing, manufacturing, and sales
Cybersecurity & quality information	Deploying privacy and security systems; investing in people, processes, and technology controls to ensure that the privacy, integrity, security, and accessibility of personal data are not compromised and that transparent, quality information is provided to customers
Employee safety & well-being	Embedding a safe and healthy workplace culture; providing secure employment and freedom of association; promoting wellness at work; minimizing potential health and safety risks to personnel
Affordability & access	Making products and therapies accessible to customers; improving availability and affordability of products through partnerships; investing in critical skills and infrastructure

MATERIAL TOPICS	DEFINITIONS
Responsible purchasing practices	Developing supply chain strategies that promote fair purchasing and encourage supplier environmental and social responsibility, such as embedding sustainability criteria into the supplier selection process and collaborating with suppliers to drive improvements in sustainability performance
Product end of life	Making sustainable product and packaging design choices to reduce the environmental impact of our products at end of use through recycling/reuse options
GHG emissions reduction	Setting targets to reduce emissions; proactively engaging in projects to drive efficiencies and reduce the GHG intensity of Insulet's operations and upstream and downstream value chain
Energy management	Reducing energy consumption by investing in energy-efficient technologies, equipment, and buildings (including HVAC systems and lighting); expanding the share of energy from renewable sources

Our Stakeholders

Stakeholder feedback grounds our sustainability approach, helping us navigate our operating environment, deepen our impact, and deliver lasting business value.

Through transparent, authentic dialogue on global issues, expectations, and our own progress, we gain the perspective needed to continuously improve. As our sustainability programs continue to evolve, this ongoing input directly shapes our strategy and priorities.

KEY STAKEHOLDER GROUPS

Employees

We offer a variety of employee engagement channels, including global town hall meetings, surveys, intranet, virtual and in-person events, sounding boards, training, our monthly newsletter, virtual and in-person onboarding, social platforms, and employee resource groups.

To learn more, please see Employee Experience, page 59.

Customers

We engage with customers via focus groups, virtual and in-person product training, usability tests, and feedback interviews.

For more information, please see Customer Centricity, page 17.

Communities

We connect with communities through conferences, volunteering, donations, health fairs, and educational events.

To learn more, please see Social Impact, page 54.

Suppliers and Business Partners

We engage with suppliers and business partners through audits, assessments, quarterly business reviews, supplier scorecards, training, and our Supplier Day.

For more information, please see Supplier Responsibility, page 34.

Investors

Our investor relations activities include earnings calls and related reporting, industry and investor conferences, shareholder meetings, press releases on material updates, U.S. Securities and Exchange Commission (SEC) filings, phone calls, meetings, and investor nondeal road shows.

To learn more, please visit Insulet's Investor Relations site.

Payors

We engage payors via surveys, contract negotiations, meetings, reimbursement procedures and processes, horizon-scanning exercises, industry association groups, and webinars.

For more information, please see Value, Affordability, Advocacy, and Access, page 48.

Healthcare Professionals

We connect with healthcare professionals through market research, product development, product training, usability tests, feedback interviews, educational events, and field sales outreach.

For more information, please see Value, Affordability, Advocacy, and Access, page 48.

Advocacy and Industry Groups

We engage with advocacy and industry groups via market research, product development, product training, usability tests, feedback interviews, educational events, and field sales outreach.

To learn more, please see Partnering With Associations and Advocacy Groups, page 50.

Regulatory and Government Bodies

We engage with regulatory and government bodies through meetings, lobbying, industry association groups, and clearance and certification applications.

For more information, please see Value, Affordability, Advocacy, and Access, page 48.

Sustainability Strategy

Insulet's sustainability vision is to deliver growth with purpose, innovating to improve lives and preserve our planet.

We actualize this vision through our three sustainability pillars: Resilient Operations, Sustainable Product Innovation, and People and Communities.

Our Chief Sustainability Officer and global Sustainability team set the sustainability strategy, ensuring it aligns with our material topics, as well as our Company priorities and goals. We continue to collaborate extensively with cross-functional groups to further embed sustainability into our organization.

RESILIENT OPERATIONS

Growing responsibly across our business and supply chain as we scale our operations and minimize our environmental footprint.

SUSTAINABLE PRODUCT INNOVATION

Ensuring environmentally conscious and inclusive design is embedded in our products and packaging across the life cycle.

PEOPLE AND COMMUNITIES

Improving the lives of people in the global diabetes community, driving an inclusive culture, and inspiring social impact.

Sustainability Governance

The Nominating, Governance and Risk Committee of our Board of Directors (Board) oversees our sustainability approach and the management of material sustainability topics. The Board may also review performance and updates for specific material topics, such as social impact, climate change regulations, and product stewardship. Insulet's Sustainability Reporting Steering Committee provides managerial oversight of sustainability disclosure and adherence to regulatory compliance.

Our Chief Sustainability Officer reports to the Board annually and to the Nominating, Governance and Risk Committee generally twice a year to share our progress and enhance the Board's knowledge of sustainability strategies and practices. To learn more about our Board, please see the Governance section of this report.

Resilient Operations

Growing responsibly across our business and supply chain as we scale our operations and minimize our environmental footprint

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Energy and GHG Emissions

We recognize that climate change is a significant issue facing business and society. As Insulet continues our trajectory of strong and sustained growth, we remain focused on improving energy efficiency in our operations and exploring opportunities to increase our use of renewable energy.

Energy Efficiency

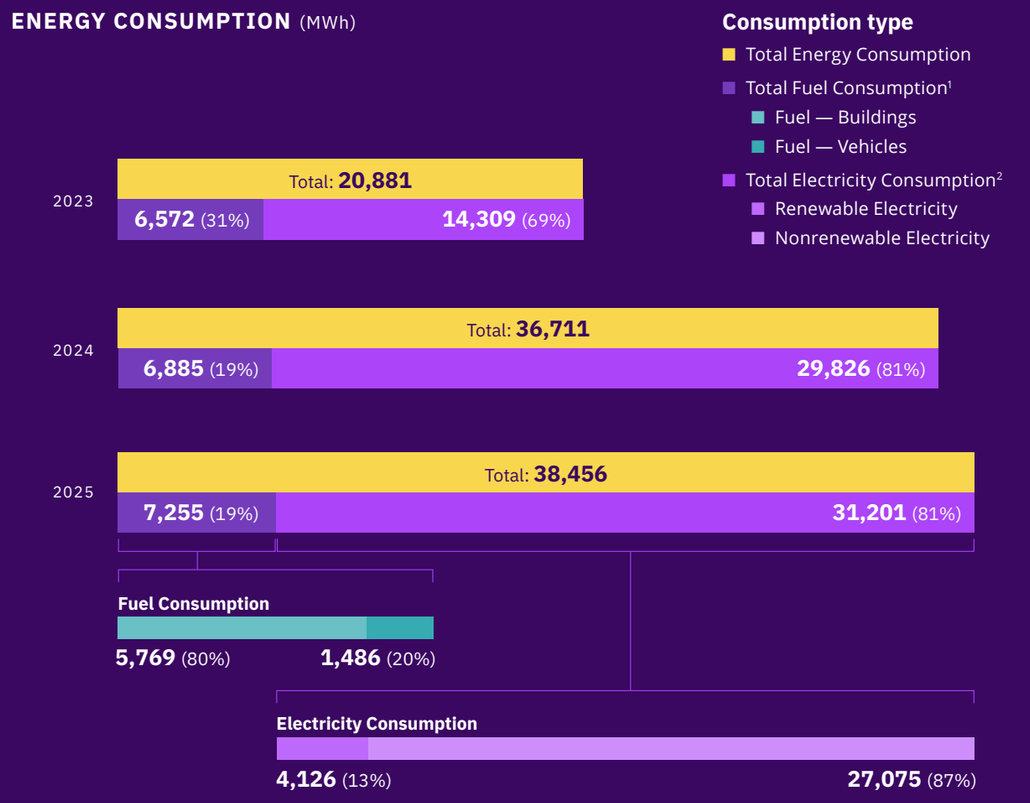
Throughout our operations, we regularly evaluate energy use practices and implement projects that increase energy efficiency.

In our Massachusetts location, we completed a chiller-optimization project, reducing energy consumption by using outdoor air on cold days.

We replaced the bay doors at our Irvine, California location, leading to less heat and cold transfer from the outdoors. We also replaced the existing building lighting with LEDs, which provide energy savings and have a longer lifespan, leading to less waste over time.

Our Malaysia manufacturing facility was purpose-built to minimize environmental impact, featuring an ~5,700-panel solar array, real-time building system monitoring, an underground rainwater harvesting system, a Rockwool-insulated roof, motion-activated lighting, and high-efficiency magnetic bearing chillers that dramatically reduce energy use for air conditioning.

Similar to our Massachusetts location, our Malaysia facility found energy savings opportunities in its chillers. Through a slight adjustment to the closed-loop temperature, we optimized energy use in the chillers, and we reduced the number of chillers running from two to one, further improving efficiency. We also adjusted the frequency of the air handling unit motor, leading to lower power consumption while maintaining full functionality.



[1] The increase in fuel consumption can be attributed to an increase in backup generator fuel consumption due to both power outages and the addition of new generators, as well as colder weather at our Massachusetts sites, leading to higher heating needs.

[2] The increase in overall electricity consumption can be attributed mainly to an increase in manufacturing lines and increased office occupancy at our Massachusetts headquarters, as well as the commissioning of our new Guadalajara site. These increases were partially offset by a decrease in overall electricity consumption at the Malaysia site due to several energy efficiency improvements made in 2025.

Renewable Energy

We generate and consume solar energy through solar arrays at our Massachusetts and Malaysia sites.

In Massachusetts, the energy from solar arrays represented 5% of the site's 2025 electricity consumption. In 2026, the site plans to install Uninterruptible Power Supply (UPS) and Battery Energy Storage Systems (BESS), which will help to capture excess solar energy, providing both sustainability and operational resiliency benefits.

In Malaysia, the energy from solar arrays represented 24% of the site's electricity consumption, up 3% from last year.[21] This contributes to a commensurate amount of cost savings on monthly electricity costs.

These solar arrays, coupled with a smaller amount of renewable energy that is procured at our London site, accounted for 13% of our global electricity needs during 2025, a percentage we look forward to further increasing over time.

We also provide employees with access to access to electric vehicle (EV) chargers at multiple sites. These are free of charge to colleagues who commute with electric cars. Based on rising employee demand, we increased the number of available chargers in 2025.

Our solar arrays in Massachusetts and Malaysia, coupled with a smaller amount of renewable energy that is procured at our London site, accounted for

13%

of our global electricity needs during 2025.

We provide

access to EV chargers at multiple sites

that are free of charge to colleagues who commute with electric cars.

GHG Emissions

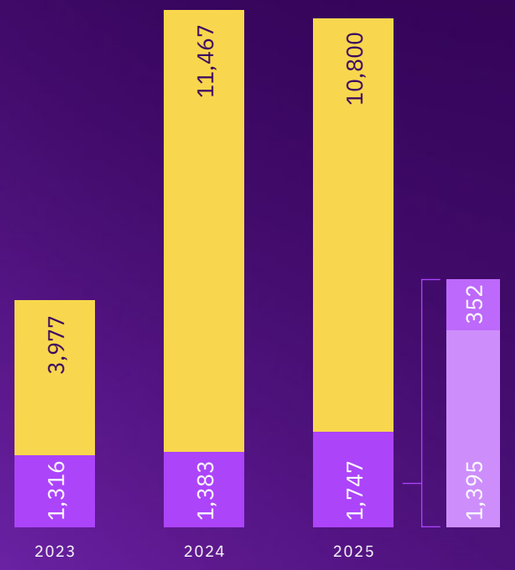
In this report, we continue to share our Scope 1 and Scope 2 emissions performance, which have decreased by 2% from prior year, despite our overall energy use increasing by 5% and our revenue increasing by 31%. This is largely due to the greater share of renewables being consumed by the Malaysia site in 2025 versus 2024. We aim to continue this trend of decoupling our business growth from our emissions in years to come.

We also continue to advance our internal Scope 3 footprinting work and explore ways to mitigate our emissions impact throughout the value chain. For example, we design our transportation practices to be as efficient as possible. When shipping within the U.S., we send the majority of shipments on full truckloads, which maximizes fuel efficiency. Where possible when shipping overseas, we use ocean freight, which consumes less fuel than air freight. Our container utilization rate for ocean freight is more than 98%, as measured by the number of pallets per container. As our product footprint grows, we continue to assess our distribution network to ensure we optimize our supply chain and route our products close to where they are needed.

The Malaysia manufacturing facility was designed with sustainable elements to achieve both **Green Building Index (GBI) certification** and **Leadership in Energy and Environmental Design (LEED) Silver certifications**.

EMISSIONS PERFORMANCE DATA[1]

(metric tons of CO_2e)



Emissions type

- Scope 1 (Direct)[2]
  - Stationary Combustion and Refrigerants
  - Mobile Combustion
- Scope 2 (Indirect) Market-Based[3,4]

[1] Please refer to the Scope 1 & 2 Emissions Basis of Reporting section for details on our emissions calculation methodology.

[2] The increase in Scope 1 emissions can be attributed to an increase in backup generator fuel consumption due to both power outages and the addition of new generators, as well as colder weather at our Massachusetts sites leading to higher heating needs. We also made an improvement in our refrigerant calculation methodology year which contributed to the increase. Please refer to the Scope 1 & 2 Emissions Basis of Reporting section for further details.

[3] The Scope 2 emissions listed here are market-based emissions. Please refer to the Data Tables for our location-based emissions.

[4] The decrease in Insulet's Scope 2 (indirect) market-based emissions is largely due to the greater share of renewables being consumed by the Malaysia site in 2025 versus 2024, despite an increase in our overall electricity usage globally.

Assessing Climate-Related Risks

In 2025, we completed a detailed climate-related risk assessment, which we prepared in accordance with The Final Report of Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). As part of this assessment, we evaluated risks and opportunities over various time horizons, conducting a scenario analysis to simulate the possible consequences of climate change and how these future scenarios might impact our business. The assessment underscored our opportunity to further increase operating efficiencies, such as the energy-reduction initiatives described in this section. For more information, please see our TCFD Index.

Supplier Responsibility

Our supplier network is critical to delivering the high-quality components that go into our products to transform the lives of people with diabetes.

We expect all suppliers to comply with our robust quality requirements and our Supplier Code of Conduct, which include expectations around social, environmental, and business ethics topics. We reinforce those expectations through supplier and internal training, audits, assessments, and other performance monitoring tools.

Policies and Program Governance

Insulet is a member of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to improving corporate responsibility in global supply chains. We adopted the RBA Code of Conduct as our Supplier Code of Conduct (the Supplier Code), which serves as the foundation of our supplier responsibility program. The Supplier Code is integrated into our standard supplier contract template for direct materials suppliers in order to strengthen supplier alignment with our ESG expectations.

Our Supplier Responsibility Committee (SRC) oversees our supplier responsibility program, providing guidance to help ensure that our sourcing practices support our global sustainability objectives and promote consistent governance across our supply chain.

Training and Capability Building

Conducting training is essential to building the capabilities needed to manage risk — and that extends to both employees and suppliers. We focus our employee training on Insulet functions that interact regularly with suppliers, such as procurement, supplier quality, supplier engineering, and operations leadership.

During 2025, the Supplier Responsibility team developed and delivered training for new employees in relevant functions to ensure awareness of our program. This includes education on the RBA Code of Conduct, equipping employees to identify and mitigate supply chain risks.

Supplier Audits and Assessments

While we expect compliance with our supplier responsibility standards, we also proactively monitor potential risks to prevent negative impacts throughout our supply chain. In 2025, we requested additional RBA VAP reports from suppliers to build on the due diligence performed in previous years. The RBA VAP sets standards for on-site environmental and social compliance criteria, and it facilitates shareable audits conducted by independent firms. We received and reviewed recent[18] RBA VAP audit reports for 39% of the supplier facilities that we identified as in-scope and high-risk.[19] Our Procurement team is working closely with the relevant suppliers to address any identified issues. In our audit activities, we continue to pay particular attention to indicators of forced labor in recruitment practices. We strictly prohibit all types of forced labor, including worker-paid fees, and expect our suppliers to cover or reimburse all recruitment costs for their workforce rather than pass them on to workers.

In addition to auditing on responsible business practices, we perform supplier quality audits, maintain quality agreements with quality-impacting suppliers, and provide training to suppliers to increase their understanding of how their products interact with other components in our Omnipod products.

We also work with suppliers to assess the risks of the conflict minerals tin, tantalum, tungsten, and gold (3TG) in the supply chain, and to report the results of our due diligence. In addition, Insulet is a member of the Responsible Minerals Initiative, which supports responsible sourcing practices in supply chains. For more information, see our Conflict Minerals Policy and our most recent Conflict Minerals Report.

Supplier Testimonial

INSULET METALS SUPPLIER

"Since we began our collaboration with Insulet in 2017, our relationship has grown into one of our most valuable alliances. [Insulet's] status as the leading tubeless insulin pump manufacturer speaks volumes to [its] commitment to innovation and excellence. The ease of doing business with [the Insulet] team has made our collaboration incredibly enjoyable and efficient, and we are proud to be associated with such a pioneering company.

We are excited about what the future holds for our collaboration and fully anticipate that our relationship will continue to flourish. Together, we can achieve even greater milestones, maximizing our collective strengths for the betterment of the healthcare sector."

HIGHLIGHT STORY

Insulet's 2025 Supplier Day

We proactively engage with our suppliers to strengthen collaboration, support Insulet's global growth, and set clear expectations of one another. True to that commitment, we held our first Supplier Day in November 2025 in Massachusetts, welcoming representatives from more than 65 of our global suppliers. The day included business updates from Insulet leaders about our current market position and strategic priorities, along with an overview of our regulatory landscape, quality assurance framework, global supply chain, supplier responsibility, and sustainability programs.

65+

We held our first-ever Supplier Day, welcoming representatives from more than 65 of our global suppliers.

Responsible Purchasing Practices

Insulet has developed supply chain strategies that promote fair purchasing and foster supplier environmental and social responsibility. We continue to further embed sustainability criteria into our supplier selection, evaluation, and monitoring processes, and we partner with suppliers to drive improvements in sustainability performance.

Supply Chain Resilience

In a world challenged with frequent supply chain constraints, it is our responsibility to increase supply chain resiliency and maintain product availability for the people who use our products.

We work to minimize supply chain risks by diversifying operations globally and strengthening our in-house manufacturing capabilities. Besides keeping a sharp focus on supplier responsibility and continuity of supply, we also strive to minimize security-related risks throughout the supply chain. We are a participant in the U.S. Customs Trade Partnership Against Terrorism (CTPAT), a voluntary U.S. Customs and Border Protection program that helps to improve supply chain security and facilitate legitimate trade.

Product Traceability

As part of our commitment to product quality, we prioritize the traceability of the components in our materials and products. We comply with global traceability reporting regulations, including those mandated by the U.S. FDA and the EU Medical Device Regulation, and we align with International Organization for Standardization (ISO) standards.

Using batch controls for finished goods in the distribution chain, we generate regular reports that enable the traceability of all product lots. This enables us to account for products delivered directly to customers and distributors. All our distributors are required to maintain similar traceability mechanisms.

Human Rights

At Insulet, protecting human rights isn't just a policy — it's a core commitment. We believe every person in our value chain deserves fairness, dignity, and respect. That's why we maintain a zero-tolerance stance on child labor, forced labor, human trafficking, and modern-day slavery across our operations and supply chain.

Our Code of Business Conduct and Ethics and Supplier Code of Conduct set the foundation for our human rights commitment and compliance with applicable laws and regulations, including the California Transparency in Supply Chains Act and the U.K. Modern Slavery Act.

The Insulet Human Rights Statement outlines key principles that are reinforced in our employment, ethics, and procurement policies and are designed to respect human rights within our organization and value chain. The statement aligns with international standards, including the United Nations Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the Ten Principles of the United Nations Global Compact.

Sustainable Product Innovation

Ensuring environmentally conscious and inclusive design is embedded in our products and packaging across the life cycle

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Circular Economy and Product Stewardship

The impact of our products extends across their entire life cycle — and across our Company, we are working to reduce that impact.

As Insulet continues to grow and expand to new markets, our impact extends beyond the people we serve. We see an opportunity and a responsibility to help shape the future of sustainable healthcare by embracing circular principles and are committed to designing for a future that improves people's lives without compromising planetary health.

We are embedding that commitment across our organization, from product and packaging design to operational planning, manufacturing practices, and end-of-life disposal for our products. Our aim is to create a more efficient, circular system as we work to minimize resource use, reclaim more material, and expand recycling opportunities for our manufacturing facilities and customers.

In 2025, we made meaningful progress in each of these areas. We launched a national Pod recycling program in the U.S., we drove a 23%reduction in overall baseline packaging weight[20] through rigorous cross-functional application of sustainable design principles, and we introduced a platform to accelerate waste reduction at our global headquarters using real-time monitoring and AI-driven insights. Together, these efforts reflect our belief that sustainability must be built in across the full product life cycle.

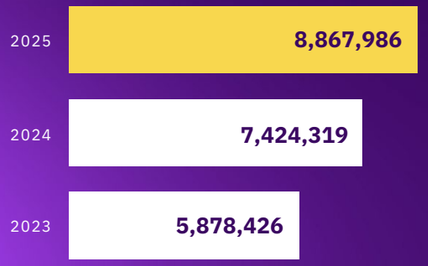
23%
reduction in overall baseline packaging weight[20]

Keeping Pods Out of Landfills

The use of wearable medical devices like Omnipod is growing rapidly around the world as healthcare shifts toward more personalized, data-driven, and customer-centric models. However, wearable devices can't be easily recycled and are typically disposed of by customers as part of household waste — often ending up in landfills or incineration, contributing to a growing waste challenge across healthcare.

We believe that responsible end-of-life management is a fundamental aspect of product stewardship, and our longstanding Pod takeback programs offer customers a simple, accessible way to reduce waste and preserve resources. In many markets, including the U.S., France, and Australia, returned Pods are recycled; in other markets, Pods are directed to waste-to-energy facilities, where they help generate electricity. With the nationwide launch of our U.S. Pod recycling program in late 2025, more than 90% of our global customers now have access to a Pod return program, and we remain focused on expanding that reach even further.

TOTAL NUMBER OF PODS ACCEPTED FOR TAKEBACK



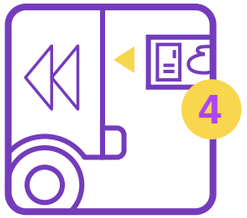
U.S. Pod Recycling Program

REQUEST RECYCLING KIT

Customer requests Pod recycling kit via Omnipod website

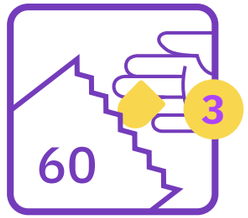
RECEIVE RECYCLING KIT

Insulet sends Pod recycling kit to customer, including a prepaid return label



RETURN PODS

Customer returns Pods using prepaid shipping label



COLLECT PODS

Customer fills the recycling kit with 60 used Pods

DECONTAMINATION

Pods are received, processed, and decontaminated

RECYCLING

Pods are sent to a specialized facility where they are disassembled and recycled

HIGHLIGHT STORY

Marking the Nationwide Expansion of the U.S. Pod Recycling Program

In 2025, we achieved a critical milestone in our efforts to keep Pods out of landfills. Building on the success of multi-year pilot programs in Massachusetts and California, we expanded the U.S. Pod recycling program nationally, allowing customers from coast to coast to return used Pods for recycling.

We are dedicated to simplifying life for people with diabetes, and that dedication extends to ensuring that participating in our Pod recycling program is simple and easy for Podders and their caregivers. Customers can request a Pod recycling kit on the Omnipod website; the kit is mailed directly to the customer and includes everything needed to return up to 60 Pods at a time, including a prepaid return shipping label. Returned Pods are decontaminated and transported to an R2-certified recycling facility specialized in recycling lab and medical equipment and electronics. Insulet covers all costs associated with the program, eliminating any barriers to access.

"Here on planet Earth we are crew, not passengers, so I'm thrilled Omnipod has expanded their Pod recycling program! I started Omnipod in early 2023 and have been saving up my Pods just for this moment!"

— SPONSORED PODDER
APRIL BLACKWELL

Reducing the Environmental Impact of Our Products and Packaging

Through sustainable design, we reduce environmental impact across the full product life cycle: sourcing more sustainable materials without sacrificing quality, minimizing raw material use, and eliminating materials of concern.

Using this approach, we reduced our overall baseline packaging weight[20] by 23% in 2025. We redesigned our Pod Experience Kit, a highlight story for this year, and also replaced the magnets in our Controller and PDM starter kit cartons with a simple tab closure system. This change reduced overall material use while making the paper-based portion of the kit 100% recyclable, resulting in a 35% reduction in its carbon footprint and a reduction in unit cost.

In the first quarter of 2025, we completed our series of sustainable design workshops, which equipped cross-functional teams with the knowledge and tools to integrate sustainable materials and design principles into their daily work. Building on insights from these sessions, we identified additional material-reduction opportunities and assessed their feasibility for implementation in 2026 and beyond.

One of the ways we improve efficiency and identify sustainable solutions is the application of proven project methodologies such as Lean and Six Sigma Green Belt. By improving process performance, these programs deliver both operational and sustainability gains, reducing waste and resource consumption while building long-term resilience. One example is a Green Belt project in our Massachusetts manufacturing facility, which led to eliminating single-use work tags in favor of reusable tags for tracking materials, reducing paper use and labor time. Projects like this demonstrate how thoughtful design and ongoing process innovation help accelerate our transition to more circular, sustainable systems.

HIGHLIGHT STORY

Redesigning the Pod Experience Kit

Insulet's long-term packaging roadmap advances efficient, sustainable packaging designs. Through practices like rightsizing and lightweighting, we minimize our environmental impact while maintaining product quality. Redesign projects are integral to the roadmap, such as the transformed Omnipod Pod Experience Kit (PEK).

Designed for prospective customers, the PEK includes a nonfunctioning demo Pod that provides a real-feel experience of wearing the device. An internal Insulet team identified the PEK packaging as an excellent candidate for optimization, recognizing that it was much larger than the demo Pod it held and contained paper materials and a plastic tray we could potentially eliminate.

Working in partnership with Marketing and other functions, we redesigned the packaging, optimizing its size, materials, and packaging components. We also worked closely with our Manufacturing team to ensure the updated kit can be easily produced and fulfilled. Debuting in 2025, the refreshed PEK is smaller and lighter, uses less paper, is plastic free, and will enable us to reach even more prospective customers. We reduced volume by 75%, weight by 82%, and carbon footprint by 75%.

75%

With a 75% reduction in packaging volume, the refreshed PEK is smaller and lighter, uses less paper, and is plastic free.

Innovating to Reduce Our Waste

As our business continues to scale, we are strengthening our commitment to building a more circular organization and reducing and diverting waste across our operations is a core part of this effort. We approach waste innovation with the same mindset that guides our product and packaging design: embedding circular principles, reducing waste at the source, and using data-driven insights to drive continuous improvement.

We leverage comprehensive waste studies to identify opportunities to reduce, redirect, or eliminate waste at the source and advance our waste reduction work. We utilize a real-time waste monitoring platform to understand actual disposal behavior and cross-functional collaboration to implement sustainable behavior changes. These tools help us understand what happens to materials across our sites in practice and allow us to identify ongoing opportunities to eliminate waste, recover resources, and enhance diversion throughout our global operations.

Reducing Waste in Operations

In 2025, we conducted a second waste study at our Massachusetts headquarters. The data helped us prioritize our greatest opportunities and develop a three-year plan to increase waste diversion rates at some of our key locations.

At our Acton, Massachusetts, distribution center, we have seen a steady increase in diversion rates over the past three years due to targeted education and waste infrastructure projects. With faster feedback loops from the Binnovate system, we will reinforce positive behaviors and make more timely adjustments to ensure materials continue to be effectively diverted.

In our Massachusetts manufacturing facility, we drove programs and process improvements that reduced scrap significantly, leading to positive environmental outcomes and cost savings. We further evolved our waste management processes and continued our Waste Stream Ambassador program to help increase our diversion from landfill and support our broader sustainability goals. In our Malaysia facility, we reduced landfill waste by adding waste segregation bins in key high-traffic locations and improved the handling of carton waste.

HIGHLIGHT STORY

Using AI and Real-Time Data to Advance Waste Management

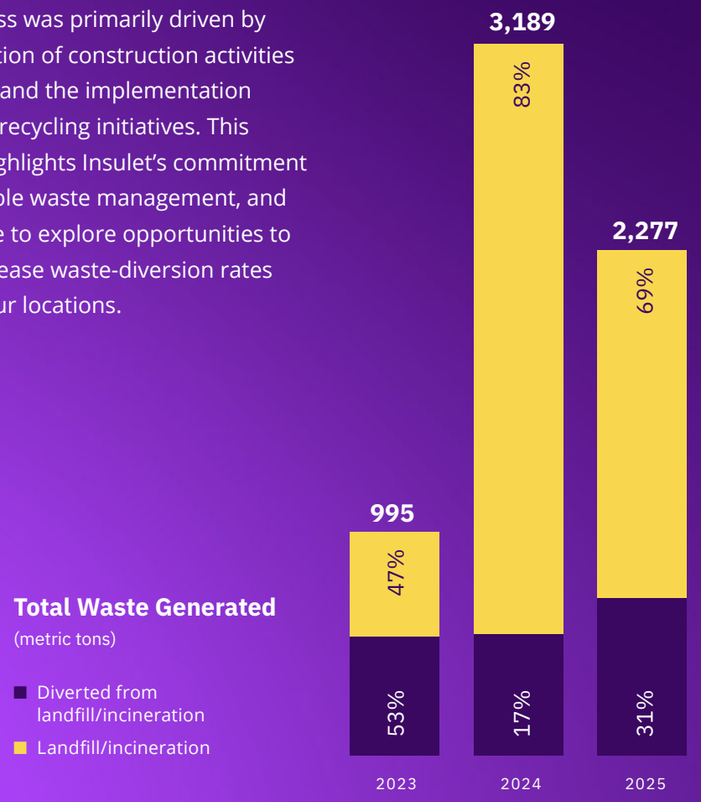
Waste sorting is often complex, and items eligible for recycling or composting can often end up in landfill by mistake. To address this challenge and improve diversion rates at our Massachusetts headquarters and distribution center, we have launched Binnovate. This platform utilizes smart scales to capture real-time waste data. It also enables team members to upload photos that are used to produce AI-driven insights that offer immediate visibility into waste streams and diversion performance.

The platform has already produced valuable insights and shown that uncertainty, not unwillingness, is the greatest cause of sorting errors. With this insight, we know that refining our systems and signage will make sustainable choices easier for our employees.

Looking to 2026 and beyond, we plan to share these insights more broadly in partnership with the Sustainability Employee Resource Group (ERG), strengthening the culture of ownership and awareness across the organization.

PERFORMANCE DATA

In 2025, we reduced overall waste generation while increasing waste diversion by 14% across our operations. This progress was primarily driven by the completion of construction activities in Malaysia and the implementation of targeted recycling initiatives. This progress highlights Insulet's commitment to sustainable waste management, and we continue to explore opportunities to further increase waste-diversion rates across all our locations.



HIGHLIGHT STORY

Increasing Circularity in Our Massachusetts Manufacturing Facility

In 2025, our Massachusetts manufacturing team scaled production to meet growing demand while simultaneously driving meaningful efficiency improvements. By leveraging automation to identify and correct assembly issues in real time, the team reclaims unused components from partially assembled rejected products before they become scrap — recovering thousands of high-quality parts that still meet our quality standards. This reclamation process enables us to advance our broader sustainability goals by reducing manufacturing waste and improving circularity by recovering unused components for reuse. The team continues to explore opportunities to improve resource efficiency and increase circularity in our manufacturing processes.

Product Quality and Safety

Customer trust starts with our products meeting the highest standards of reliability, effectiveness, and safety. We maintain strict quality standards throughout the product life cycle, from product development through global operations and post-market surveillance, in order to achieve regulatory compliance and help ensure we deliver safe, effective products to the people who rely on them.

Quality Management System

Insulet's rigorous quality management system (QMS) is designed to adhere to global regulations and facilitate consistent execution of quality-related activities across the product life cycle. Our approach encompasses product realization; measurement, analysis, and improvement; management responsibility; and resource management.

We monitor the QMS through established reviews at all levels of the Company, and we conduct regular risk assessments for product quality and safety. We proactively monitor emerging regulations to ensure we remain compliant with quality and safety standards.

Alignment with leading global standards and regulations is core to our approach. In 2025, we completed recertification activities for ISO 13485, which addresses quality management systems for medical devices. We also completed preparation work for the Quality Management System Regulation (QMSR), the FDA's updated rule for medical device manufacturers, prior to it becoming effective in February 2026.

QMS training is assigned to all new employees based on their roles and responsibilities. To further ensure product quality, we provide additional employee training based on changes to roles, responsibilities, or processes.

In 2025, we launched an employee-facing campaign on the Insulet Quality Policy, which was most recently revised in April. The policy connects our quality efforts to our unwavering dedication to customers: By delivering high-quality, innovative technologies and customer experiences realized through the collective engagement of our employees, suppliers, partners, and customers, we transform the lives of people with diabetes and their caregivers.

OUR QUALITY MANAGEMENT SYSTEM

Risk Management & Continuous Improvement

- Our risk management process complies with ISO 14971, the medical device industry's risk management standard.
- We use an electronic QMS (eQMS) platform to help prevent, detect, and address potential issues through standardized processes and visible metrics. Our Corrective and Preventive Action (CAPA) program draws on insights from our risk assessments. It informs how we identify, review, and correct any QMS, product, or manufacturing issues to prevent recurrence and customer impacts.
- Our audit system uses both internal and external expert auditors.

Quality Assurance

- To monitor ongoing compliance, our Quality Operations team conducts rigorous product testing and inspections at multiple stages of the manufacturing process.
- Our Supplier Quality Assurance team periodically audits suppliers to confirm that product components adhere to our robust quality standards.

Third-Party Certifications and Audits

- All our owned and contracted manufacturing facilities that generate finished medical devices are certified to ISO 13485 and the Medical Device Single Audit Program (MDSAP). These standards outline specific QMS requirements for the medical device industry.
- A third party conducts periodic facility audits to evaluate and confirm our certification.
- We are registered with the FDA.

Alignment with Leading Global Standards

ISO 10993 series: Biological evaluation of medical devices

ISO 11135: Sterilization of healthcare products — Ethylene oxide

ISO 11607-1 and ISO 11607-2: Packaging for terminally sterilized medical devices

ISO 13485: Medical devices — Quality management systems — Requirements for regulatory purposes

ISO 14971: Medical devices — Application of risk management to medical devices

International Electrotechnical Commission (IEC) 62304: Medical device software — Software life cycle processes

Responsible Sterilization and Packaging

Our Quality Operations team oversees the product sterilization processes with third-party partners to ensure compliance with global QMS requirements.

These processes include the use of ethylene oxide. While it is a standard sterilant in the medical device industry, the compound is designated as a hazardous air pollutant by the U.S. Environmental Protection Agency (EPA). We prioritize health and environmental controls, robust residuals testing, and collaborating with partners to minimize use where possible. Our partners continue to reduce the ethylene oxide concentration required for sterilization, while maintaining the levels needed to eliminate contaminants and maintain safety. We continue to explore the feasibility of long-term alternative sterilization methods.

By enforcing stringent packaging quality standards, we safeguard against contamination and tampering during the delivery of our products.

We developed and continually monitor our packaging and sterilization methods to meet international standards, including ISO 11607-1 and ISO 11607-2 for terminally sterilized medical devices, ISO 11135 for ethylene oxide sterilization, and ISO 10993 for the biological evaluation of medical devices.

Ethical Clinical Research

At Insulet, we prioritize conducting thorough clinical research and field studies to meticulously measure outcomes. These studies validate the safety of our products and confirm they bring about the intended improvements in people's quality of life.

Our Chief Medical Officer is responsible for implementing our stringent standards for ethical conduct and ensuring the safety and wellbeing of research subjects. Independent review boards oversee our clinical trials to ensure compliance with relevant laws and regulations.

To protect privacy rights and maintain data integrity, we adhere to Good Clinical Practice, a globally recognized standard for ethics and scientific quality. To further guarantee patient safety, we engage in ongoing dialogue with regulatory bodies throughout our trial design process. Regulatory authorities, including the FDA and other international regulators, review and approve significant risk protocols before testing commences.

Following clinical trials, we often publish our findings in peer-reviewed scientific journals and engage with experts at conferences to share our insights.

People and Communities

Improving the lives of people in the global diabetes community, driving an inclusive culture, and inspiring social impact

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Value, Affordability, Advocacy, and Access

The Insulet team works to expand product affordability and access so more people can benefit from simpler diabetes management and better health outcomes. Our goal is to enable Omnipod access for all people with diabetes who wish to use it.

As advocates for the diabetes community, we actively engage with people with diabetes, Podders, healthcare professionals, and partners to better understand their needs. As we continue on our strong growth trajectory, we know innovative ideas and technologies will fuel our ongoing efforts to transform lives.

In the U.S., we strive to remove financial barriers and increase access to Pod therapy for the diabetes community by offering an innovative pricing model and our Financial Assistance Program. Since 2024, Omnipod 5 has been on the Federal Supply Schedule (FSS), which expands our reach to people served by agencies such as Veterans Affairs, the Department of Defense, and the Indian Health Service (IHS). In 2025, we saw expanded use of Omnipod 5 in Native American communities served by IHS and across a number of Veterans Affairs locations, and we continued to expand Omnipod 5 coverage among state Medicaid programs.

Reducing Financial Barriers

For eligible customers in the U.S. who are undergoing financial hardship, we offer the Financial Assistance Program, which supports those who are uninsured or whose commercial insurance includes a high copay.

One of the benefits of Pod therapy is that customers do not need to purchase any equipment at the onset. In some markets, including the U.S., users follow the pay-as-you-go model, further reducing any initial barriers.

In our international markets, we customize our pricing models and distribution strategies to maximize equitable access. Through collaborating with regulators and payors, we implement thoughtful, market-appropriate pricing that helps us effectively meet demand.

Increasing Access Internationally

Our partnerships with health authorities and industry associations help drive equitable access to diabetes management technology internationally. We work with governments, health technology assessment bodies, and payors to help them evaluate this technology. In doing so, we consider benefits to users, health and quality-of-life outcomes, and the impact on healthcare ecosystems.

Our International Value and Access team comprises Insulet's policy and public affairs, pricing and reimbursement, and value teams, to drive alignment and support the best possible outcomes for people with diabetes worldwide.

In 2025, we were pleased to expand Omnipod 5 into a number of markets, including Australia, Belgium, Canada, Denmark, Finland, Italy, Norway, Sweden, and Switzerland. We continue to work toward expansion into new markets and additional sensor integrations in existing markets.

One of the ways we increase access is by deploying pay-as-you-Pod models, which remove the upfront payment costs that can be a barrier to access and provide choice and flexibility through predictable costs. These models can offer choice and flexibility to people with diabetes and health systems.

HIGHLIGHT STORY

Improving Quality of Life Through Tubeless AID Technology

In late October 2025, Diabetic Medicine, the official journal of Diabetes U.K., published a study assessing the added value of a tubeless pump for managing type 1 diabetes. The research evaluated the impact of tubeless AID technology on quality of life compared with other forms of insulin therapy, including MDI and tubed AID. It offered critical new insights into how various insulin delivery methods affect quality of life beyond glycemic control.

The research found that tubeless AID systems like Omnipod 5 demonstrated the highest health-related quality of life compared with other insulin therapies, including tubed AID systems. The results align with existing evidence showing improved patient-reported outcomes with tubeless AID technology.

These findings suggest that the value of tubeless AID systems like Omnipod 5 is not only in their clinical results and ease of use but also the improvements in quality of life they can provide.

We continue to share these findings with policymakers and regulators to support informed decision-making on access to these devices. For example, we were proud to partner with the Health Service Journal on a roundtable examining the progress of NHS England's rollout of hybrid closed loop (HCL) systems. The resulting report sets out decisive, bold actions to accelerate HCL adoption.

Partnering With Associations and Advocacy Groups

Through strategic partnerships with industry associations, medical professional organizations, and consumer advocacy groups, we broaden and deepen our efforts to transform the health of people with diabetes.

In our partnerships, our approach is to co-create programs that meet the needs of the diabetes community. In doing so, we further understanding of Insulet's products and deepen trust. These relationships, combined with outreach to policymakers, help us navigate a rapidly changing environment for diabetes care and AID technologies.

In 2025, we continued to partner with many outstanding organizations, including:

- Advanced Technologies and Treatments for Diabetes (ATTD)
- American Association of Clinical Endocrinology (AACE)
- American Association of Nurse Practitioners (AANP)
- American Diabetes Association (ADA)
- Association of Diabetes Care and Education Specialists (ADCES)
- Beyond Type 1
- Breakthrough T1D
- Children With Diabetes
- Diabetes Education and Camping Association (DECA)
- DiabetesMine
- Diabetes Technology Advocacy Coalition (DTAC)
- DiaTribe
- European Association for the Study of Diabetes (EASD)
- International Society for Pediatric and Adolescent Diabetes (ISPAD)
- Riding on Insulin
- SLAMT1D
- SWEET Initiative
- Taking Control of Your Diabetes
- Touched by Type 1
- Type One Together

HIGHLIGHT STORY

Our Partnership With the American Pharmacists Association

During 2025, we deepened our partnership with the American Pharmacists Association (APhA). With Omnipod now available in over 47,000 U.S. pharmacies, pharmacists play a significant role in expanding access, raising awareness, and supporting patient education. Omnipod 5 was cleared for use by people with type 2 diabetes in the U.S. in 2024, and many of those Podders are seen by primary care physicians who lack experience with AID systems.

By furthering pharmacists' understanding of Omnipod 5, we can better serve U.S. Podders with type 2 diabetes. To advance this work, we conducted a workshop that brought APhA's leadership team together with Insulet representatives, setting a foundation for increased outreach and education. We look forward to expanding our work together in 2026.

47,000+

With Omnipod now available in over 47,000 U.S. pharmacies, pharmacists play a significant role in expanding access, raising awareness, and supporting patient education.

In 2025, we increased our engagement with the Advanced Medical Technology Association (AdvaMed), with participation by CEO Ashley McEvoy as a panelist at its MedTech Conference and coordination on policy advocacy strategies of importance to the medtech sector. In addition, we joined the Medical Device Manufacturers Association (MDMA). Our affiliation with MDMA has already brought significant value, providing insights and bolstering our product innovation and patient access initiatives. We are also ensuring compliance with MDMA's Code of Conduct.

Through our membership and participation in the following trade associations across the markets where we operate, we reflect our commitment to improving access to innovative medical technologies while maintaining the highest standards of conduct:

- Advanced Medical Technology Association (AdvaMed), U.S.
- American Pharmacists Association (APhA), U.S.
- Asia Pacific Medical Technology Association (APACMed), Asia Pacific
- Association of British HealthTech Industries (ABHI), U.K.
- AUSTROMED, Austria
- Bundesverband Medizintechnologie e.V. (BVMed), Germany
- Healthcare Distribution Alliance (HDA), U.S.
- Massachusetts Medical Device Industry Council (MassMEDIC), U.S.
- Mecomed, Middle East and Africa
- Medical Device Innovation Consortium (MDIC), U.S.
- Medical Device Manufacturers Association (MDMA), U.S.
- Medtech Canada
- MedTech Europe
- Swiss Medtech, Switzerland
- Syndicat National de l'Industrie des Technologies Médicales (SNITEM), France

HIGHLIGHT STORY

The Time in Range Coalition

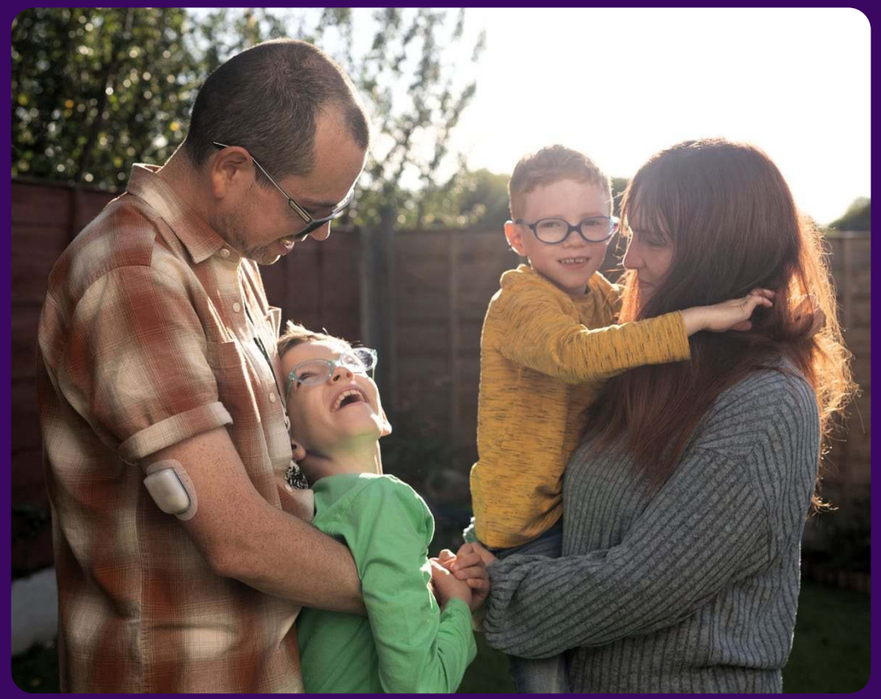
Led by the diaTribe Foundation, the Time in Range Coalition includes industry partners like Insulet, nonprofits, patient advocacy organizations, and professional societies.

TIR is a crucial, actionable metric for daily diabetes management and a means to predict and prevent adverse health outcomes. It refers to the percentage of time a person's blood glucose stays within a defined range, as measured by a continuous glucose monitor. AID devices like Omnipod 5 are designed to keep glucose within range for as many minutes per day as possible.

Yet today, many diabetes management practices rely solely on A1C, rather than considering TIR. The Coalition conducts outreach to healthcare professionals, regulatory agencies, and people with diabetes to raise awareness and adoption of TIR.

Insulet is an active member of the Coalition, with our employees serving on each of its subcommittees: Regulatory, People With Diabetes, and Healthcare Professionals. We also support its synthesis of TIR research into a consensus document, known as the State of the Evidence. Already complete for type 1 diabetes, the Coalition is compiling a corresponding document for research into TIR for type 2 diabetes.

Insulet is an active member of the Time in Range Coalition, with our employees serving on each of its subcommittees: Regulatory, People With Diabetes, and Healthcare Professionals.



HIGHLIGHT STORY

Insulet EU Policy Roundtable

Advancing access to life-changing diabetes technology requires collaboration and leadership. In 2025, Insulet's International Public Affairs team brought together members of the European Parliament (MEPs), patient advocates, and healthcare professionals for our first-ever roundtable on making diabetes care a priority within European health policy.

The roundtable explored the ongoing impact of type 1 diabetes, why choice in therapy matters, the barriers limiting access to technology, and concrete actions policymakers at both EU and national levels can take to unlock access to transformative diabetes technologies.

We have adopted a similar approach with roundtable events in the U.K., Canada, and the Middle East region to identify policy levers and opportunities to unlock access to AID technology.

We plan to continue these roundtables throughout 2026 as we champion broader access to AID systems.

The EU Policy Roundtable explored the ongoing impact of type 1 diabetes, why choice in therapy matters, the barriers limiting access to technology, and concrete actions policymakers at both EU and national levels can take to unlock access to transformative diabetes technologies.

Social Impact

As a global leader in diabetes technology, Insulet recognizes both the responsibility and the opportunity that accompany our scale.

Our social impact strategy is deeply connected to our mission, guided by the belief that innovation only matters if it reaches the people who need it most. Through our social impact initiatives, we work to promote better access to diabetes care and advanced medical technology, improving quality of life for people with diabetes and strengthening the communities that support them.

We are committed to addressing the real-world barriers that limit access, including awareness, affordability, education, and trust. By listening, partnering, and investing intentionally, we work alongside communities that have historically faced the greatest disparities in care. When access expands, outcomes improve, and communities are better positioned to thrive.

We define diabetes communities broadly, recognizing that meaningful progress requires engaging not only people with diabetes but also caregivers, family members, healthcare providers, and the environments where people live, learn, work, and receive care. Our focus is on creating lasting impact by solving problems alongside communities, rather than for them.

Our 2025 Focus: HealthTech for All

HealthTech for All reflects Insulet's conviction that leadership means taking action to close gaps in care. By helping reduce health barriers and disparities in underserved communities living with diabetes, we enable more people to live their best lives. We expand access through outreach, education, research, and efforts to drive greater affordability of Pod therapy.

Our approach centers on identifying nonprofit partners that share our commitment to advancing healthcare access and building long-term, high-impact relationships. We prioritize organizations that provide community-centered care through resources, tools, and services that engage and empower people in their health journeys.

Through our outreach, we build greater understanding of diabetes technology. When people are aware of options beyond multiple daily injections, they are better positioned to access advanced technology and achieve improved health outcomes. We are fortunate to work with strong partners, including the organizations highlighted on this page.

HIGHLIGHT STORY

Increasing HealthTech Access Through Nonprofit Partnerships

In August and September 2025, Insulet teams traveled to Columbus, Ohio; Detroit, Michigan; and Atlanta, Georgia, to support the work of the African American Male Wellness Agency (AAMWA). AAMWA's mission is to increase the life expectancy of Black men and their families by reducing disparities in premature death and chronic disease. Members of Insulet's Social Impact and Commercial teams participated in AAMWA health fairs, which offered blood pressure monitoring, blood sugar checks, and other screenings. In collaboration with healthcare organizations and medtech companies, Insulet shared information about diabetes technology, including Omnipod, to expand awareness and access.

In November, Insulet teams traveled to New York City and Newark, New Jersey, and returned to Detroit and Atlanta to participate in church-based wellness events through Choose Healthy Life. This organization delivers health services, education, and wellness programs to underserved communities. The events included health screenings, vaccinations, and educational resources. Prior to Insulet's partnership, diabetes was not a formal part of these events. Today, diabetes education and technology awareness are integrated components, reflecting the impact of sustained collaboration.

We look forward to continuing these partnerships into 2026 as we work to break down barriers and expand access to information and technology in underserved communities.

Insulet for Good

At Insulet, everything we do is driven by a commitment to improving lives, and that starts with our people and the communities we serve. We work to expand access to advanced diabetes management technology, improving quality of life for people with diabetes around the world. We invest deeply in our employees, cultivating an inclusive culture and an outstanding employee experience. And through Insulet for Good, we empower employees to extend that purpose into the communities we serve, strengthening both our culture and our impact.

Employee Giving and Volunteering

Insulet for Good provides employees with meaningful, flexible ways to contribute through in-person, virtual, and skills-based volunteering, as well as charitable giving. Whether through team-based volunteer days, ERGs, workplace events, or employee-initiated service, our programs are designed to make giving back both accessible and impactful.

The Insulet for Good platform makes it easy for employees to discover opportunities, track their involvement, and understand the collective impact of their efforts. We encourage engagement across regions, roles, and career stages, reinforcing that everyone has a role to play in advancing our mission. In 2025, which marked our first full year with the platform, our employees volunteered over 2,900 hours of their time to nonprofit organizations, exceeding our internal goal.

Corporate Giving, Guided by Purpose

In 2025, 95% of Insulet's global corporate giving supported people with diabetes. We supported over 60 organizations with our corporate-directed funding, extending our commitment to advancing health access. Our partnerships include organizations that support children, young adults, and families with diabetes, as well as long-standing relationships with diabetes camps supported through both funding and employee volunteer service.

95%
of direct giving supported diabetes organizations

HIGHLIGHT STORY

The Insulet for Good Employee Matching Gift Program

On December 2, 2025, the Global Day of Giving, we launched the Insulet for Good Employee Matching Gift Program. This marked an important milestone in our commitment to amplifying employee generosity and strengthening our purpose-driven culture.

Open to all full-time employees globally, the program supports both philanthropic giving and volunteering. Insulet matches employee donations to qualified nonprofits on a one-to-one basis. Insulet also donates $20 to the nonprofit for every hour an employee volunteers. Employees can receive up to $4,000 annually in combined donation and volunteer matching, managed through the Insulet for Good platform.

More than a benefit, the Matching Gift Program reflects trust in our employees to help guide where and how we create impact. By investing alongside them, Insulet affirms that generosity, civic engagement, and shared purpose are central to our culture.

$4,000

Employees can receive up to $4,000 annually in combined donation and volunteer matching.

HIGHLIGHT STORY

Supporting Diabetes Camps and Camperships

In 2025, Insulet expanded our support for the Diabetes Education and Camping Association (DECA) with "camperships" — camping scholarships that allow more children with diabetes to experience the positive benefits of camp life. Our 24 young campership recipients attended 23 different camps around the U.S. Through diabetes camps, children develop greater confidence and independence in managing their diabetes while making lifelong friendships.

Complementing our sponsorships, Insulet employees gave their time as volunteers at diabetes camps in the communities where they live and work. The camps we supported included Camp Kudzu in Georgia, where Insulet employees supported camp activities with medical supervision and taught the campers new diabetes management skills. At Camp Joslin in Massachusetts, employee volunteers and family members repainted the "Green Monster" wiffle ball field.

Our support of diabetes camps even extends to our supplier engagement programs. At our first-ever Supplier Day in November, attendees packed 250 care kits for campers with type 1 diabetes.

HIGHLIGHT STORY

A Wiffle Ball Event with a Purpose

For the 14th consecutive year, the SLAMT1D wiffle ball tournament drew thousands of people to the small town of Essex, Vermont, with a sizable Insulet delegation among them.

SLAMT1D, Inc. is a nonprofit organization that empowers people with type 1 diabetes to live life in full, with a mission that aligns with our own. Insulet's advocacy team was a proud sponsor of the tournament, supported by Insulet for Good. We also took part in the tournament, fielding our very own Team Pod Squad, with members of our ERGs and their families pitching in as volunteers.

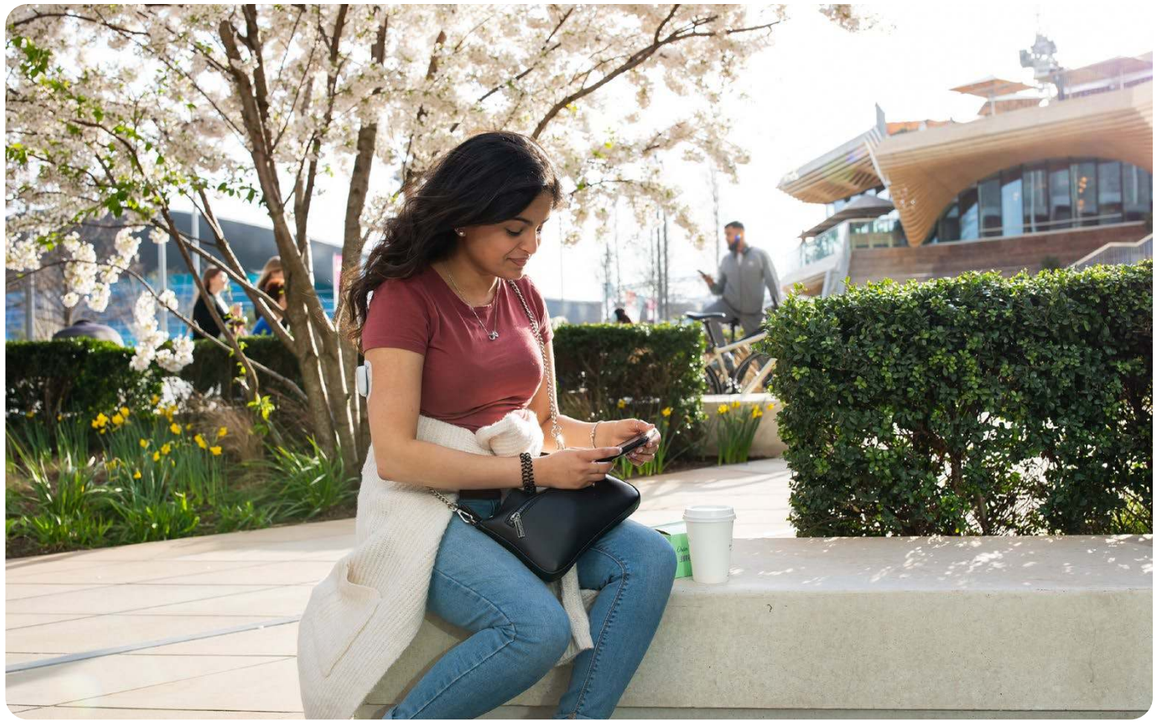
Employee Experience

As Insulet continues to rapidly grow and scale, we remain keenly focused on delivering an outstanding customer experience by providing innovative products to our customers. We equally strive to provide a meaningful employee experience, through our culture and how we interact, so that our people can bring their best selves to work every day.

Insulet's Culture: Ways of Working

Insulet's Ways of Working are at the heart of our culture and employee experience, inviting employees to rally around five key cultural behaviors — Energize, Speak Up, Collaborate, Innovate, and Deliver. These behaviors define how we interact, partner, and engage with both one another and our customers.

By embedding these Ways of Working in their everyday work, our employees experience a culture that is consistent cross-functionally and across our Company globally. Throughout 2025, we embedded our Ways of Working into Insulet, equipping our people managers with resources, tools, and training to enable them to bring these behaviors to life with their teams. As of the end of 2025, more than 670 Insulet managers have participated in activities to deepen their knowledge and understanding of how to infuse the Ways of Working into their daily work.



In addition, we have integrated them into our hiring, onboarding, recognition, and performance management practices. As part of this, we launched our new performance rating scale, which now enables people managers to assess performance not only in what their teams deliver regarding results and impact, but also in how they deliver the behaviors outlined in our Ways of Working. In all we do, we seek to bring these behaviors to life and accelerate their impact, so that the Ways of Working become part of everything we do at Insulet, and all employees can enjoy a culture that inspires and engages them to bring their best selves to work every day.

We foster a flexible, fast-paced, high-performance environment, driven by people who work creatively and collaboratively to fulfill our mission of helping people with diabetes live lives where diabetes demands less.

We continually focus on evaluating the capabilities needed not only for today but also for the future, ensuring we have the right talent at the right time with the right capabilities to enable our success. Our Executive Leadership team, along with other people leaders, hold regular talent reviews to ensure robust succession plans and discussions that foster future-focused talent pipelines across the organization globally. We also provide robust assessments to grow our talent for future roles to advance career development.

Insulet is committed to creating a global culture where all employees feel welcomed, respected, and valued. Reflecting that commitment, we are proud to be consistently recognized as a Great Place to Work based on our workplace culture, trust, and engagement. We have currently been recognized in Australia, Canada, France, Germany, Mexico, the Netherlands, the United Arab Emirates, and the U.K.

A thriving part of Insulet's culture, our employee resource groups (ERGs) are led by employees, for employees. Each is designed to drive inclusion and belonging through internal and external community-building and global membership. In 2025, more than 1,000 employees participated in ERGs globally.

HIGHLIGHT STORY

Culture & Connection

In April 2025, global events were held to foster culture and connection with employees across the Company. The events were packed with fireside chats, panel discussions, and deep-dive sessions into each of our Ways of Working, offering employees a wide variety of ways to engage and learn. As we celebrated our 25th anniversary year, the week featured a look back at our history and the evolution of Omnipod, along with a Podder panel comprised of several Insulet employees who are also Podders or caregivers.

Sites around the world hosted local events, from Learning Labs and manufacturing tours to product demos and group discussions on culture. The conversations and connections from that week continue to inform how our teams work and grow together.

HIGHLIGHT STORY

Pro Patria Award

In 2025, Insulet was honored to receive the Pro Patria Award. Granted by the Massachusetts State Committee of the Employer Support of the Guard and Reserve (ESGR), a division of the Department of Defense, the award recognizes employers who have demonstrated the greatest support to Guard and Reserve employees. This includes policies that make it easier for employees to participate in the National Guard and Reserve. It is the highest-level award that may be bestowed by an ESGR state committee. We are committed to being a welcoming employer for active and veteran members of the Guard, Reserve, and other military organizations.

HIGHLIGHT STORY

ERG Members Volunteer at Camp Barton

A key focus of our ERGs is to give back to the local community. In July, our ERGs volunteered at Clara Barton Diabetes Camp in Oxford, Massachusetts, where many of the campers or their siblings are Podders. Our ERG members helped the counselors run various activities during the day and joined the campers for arts and crafts and spirited games of kickball and capture the flag, ending their time with a shared meal.

Events like this enable our employees to witness how their work at Insulet impacts the lives of children and adults with diabetes and it enables us to continue to live our commitment of staying close to the diabetes community.

HIGHLIGHT STORY

Partnerships to Engage Local Talent

As part of our commitment to our communities, we have built partnerships with technical schools, colleges, and industry associations to engage talent near Insulet locations.

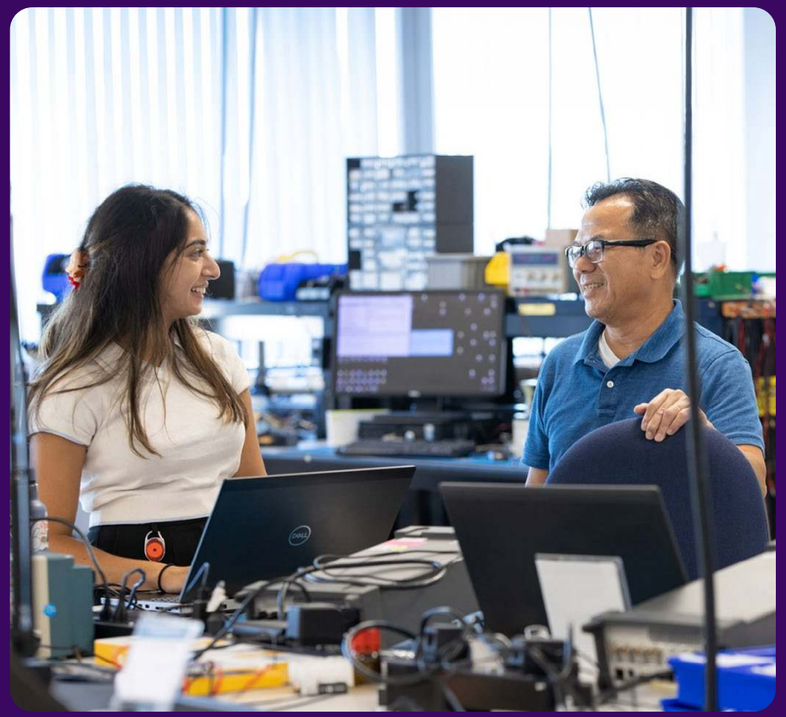
We have built strong partnerships with Northeastern University, the University of Massachusetts Lowell, Bentley University, Tufts University, the University of California San Diego, and other universities to recruit students into the Cooperative Education Programs (Co-op) and University Internship programs in our Acton and San Diego offices. These programs provide opportunities to enhance technical and soft skills and gain professional experience, while also serving as an integral part of our talent pipeline at Insulet. In 2025, more than 100 students participated in our U.S.-based Co-op and University Internship programs, representing more than 30 universities.

We are an industry partner of the Massachusetts Life Sciences Center (MLSC) Pathmaker program, which builds pathways to effectively prepare local underemployed residents for career opportunities in medtech manufacturing. Partnering with Mount Wachusett Community College and Middlesex Community College, we developed a 10-week curriculum designed to enable graduates to hit the ground running. The program kicked off in 2023, continuing through 2024 and 2025 with additional cohorts.

For Insulet, the program offers a unique opportunity to prescreen and pretrain potential employees while engaging with candidates who are highly interested in careers in the medtech sector. It reflects our commitments to our headquarters community and to expanding access to medtech careers. As of the end of 2025, 50% of program attendees joined Insulet as a full-time employee. We expect the percentage of Pathmaker graduates in our Massachusetts manufacturing facility to continue to grow in 2026.

100+

In 2025, 100+ students participated in our U.S.-based Co-op and University Internship programs, representing more than 30 universities.

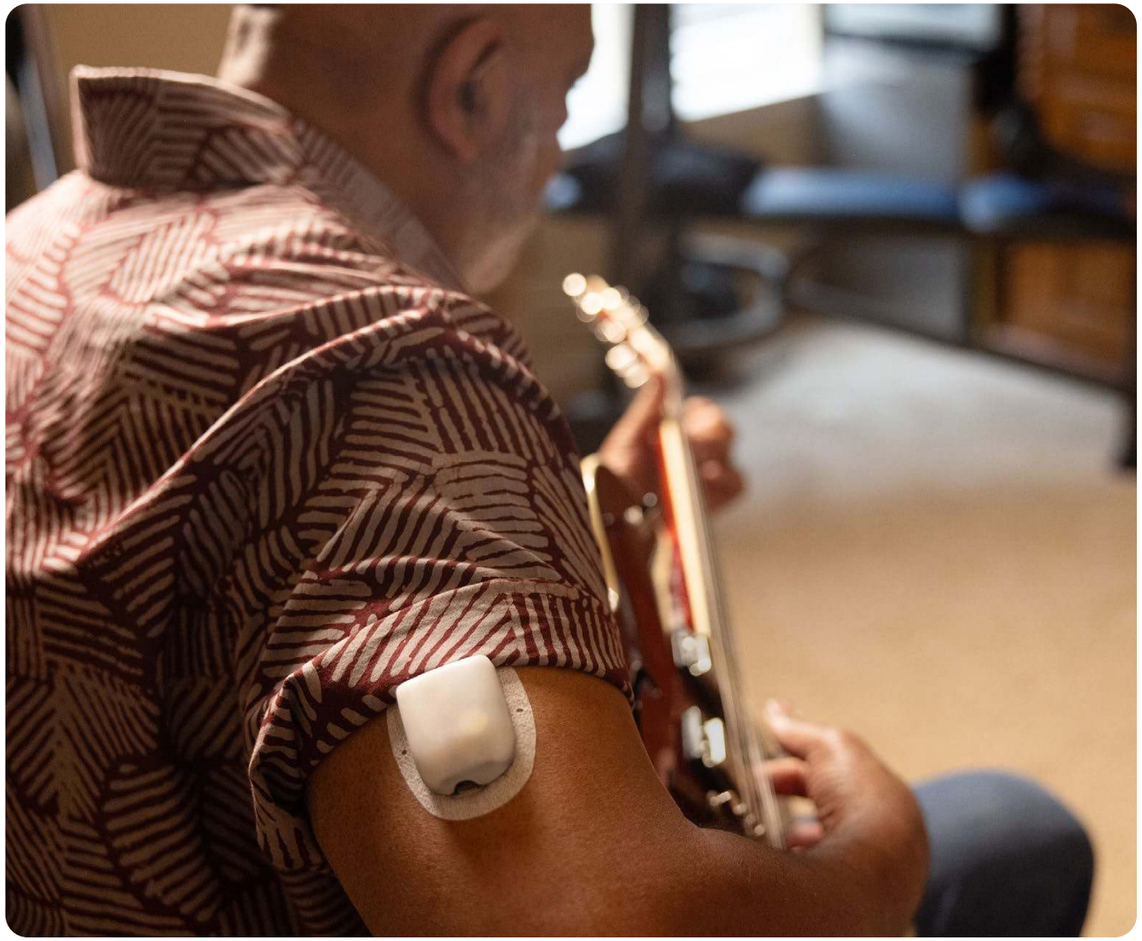


Engaging Talent and Listening to Employee Feedback

Creating an atmosphere where our people are highly engaged is a priority for Insulet. Through engagement and listening programs, we stay attuned to employee satisfaction and identify where to focus our efforts.

In addition to ongoing feedback and opportunities for dialogue, we solicit employee feedback via our Your Voice pulse survey. Open to all employees globally, these surveys help us understand employee sentiments and identify potential opportunities for improvement. Results are shared with all employees, and we take timely action to address the feedback we receive. We have consistently achieved high employee engagement, with marks in the top quartile of leading companies. During 2025, we enhanced the survey questions to measure our success in living our Ways of Working behaviors.

We also organize activities throughout the year to foster engagement. This includes global town halls held by our Executive Leadership team and other people leaders. Through these events, we ensure employees receive timely business updates with an opportunity to interact, ask questions, and have their ideas be heard. To foster social connection across our employees, we continue to offer our "Stay Connected" initiative. Through this effort, we bring employees together through virtual and in-person meetings with Executive Leadership team members — casual conversations where people can share what's on their minds, get to know our leaders, and connect with colleagues across the organization.



Career Development and Learning

Our inspiring mission and culture enables us to attract outstanding talent from around the world. Our flexible, fast-paced, high-performance environment is driven by people who work creatively and collaboratively to fulfill our mission, gaining valuable experiences to grow their careers.

Providing career development counsel and guidance is a key focus for our leaders. We foster an environment where our employees continually learn and develop skills and capabilities, enabling them to thrive in their work today while gaining the skills they will need in the future. This encompasses both informal, on-the-job learning and mentoring, and an array of leadership and professional skills development programs.

We offer a robust onboarding program to all employees to educate them on diabetes and our products, business strategy, culture, Ways of Working, and mission. This is followed by our career development program, through which each employee completes an individual development plan that is regularly reviewed and updated. Managers take part in our leadership development program to support the growth, capabilities, and development of our future leaders. In 2025, we examined our entire learning life cycle to drive the best employee experience and fuel Insulet's continued growth. As a result of this work, we introduced a new suite of capability-building programs for managers on topics like giving feedback, as well as leadership programs with coaching and assessment components.

Reflecting our commitment to learning and growth, we provide global programs, which provide a consistent experience for employees across sites and geographies.

IGNITE YOUR GROWTH

These programs focus on key topics including career development and leadership development and are delivered through a mix of in-person and virtual sessions, bringing employees together from across the globe to learn from each other and grow in their careers.

During our programs, colleagues exchange career insights, enhance self-awareness, take on action-learning projects to apply their learnings on-the-job, and develop strategies to maximize their leadership, potential, growth and impact. Over 2,000 employees participate in our programs each year with all employees having access to on-demand courses through our global learning services platform.

We also support career growth and ongoing development through a variety of learning and development options.

UPSKILLING PROGRAM

- This two-year program is designed for our Manufacturing employees, with eligibility open to recently promoted supervisors. It covers topics such as problem-solving techniques, supply chain management, conflict resolution, and team building.

SIX SIGMA

- Our Continuous Improvement program drives Lean and Six Sigma methodologies to upskill employees, enhance operational performance across Insulet, and reduce waste. We offer Lean and Six Sigma Green Belt training sessions for employees interested in leading continuous improvement projects. In 2025, more than 400 employees participated in this program, completing 47 projects. In total, these projects translated into more than $10 million in savings, along with a reduction of over 11,000 work hours through making processes more efficient.

LINKEDIN LEARNING

- The Insulet LinkedIn Learning library offers more than 16,000 courses on a range of technical, business, software, and creative topics. Access is free to all employees, with no limit to the number of courses they can complete. Over 4,000 Insulet employees are active on LinkedIn Learning, and they have cumulatively viewed more than 3,700 hours of training.

EDUCATION REIMBURSEMENT

- We offer annual reimbursement up to $3,000 for certification courses, $5,250 for undergraduate tuition, and $10,000 for graduate tuition to support professional development and lifelong learning.

Our University Relations Program, which includes our University Internship and Co-op programs, provides emerging talent with work opportunities in areas such as manufacturing, research and development, and corporate functions. These programs allow university students to explore their interests and gain real-world experiences that bolster their technical and professional skills. In 2025, we hosted over 130 students through University Relations and trainee programs, many later joining us as full-time employees.

In addition, Insulet won multiple awards as part of Vault's 2026 Best Internships Rankings, reflecting results of a 2025 survey that included our current interns and Co-op students. Our Early Talent program was ranked No. 10 in the Health Sciences category and placed in the top 25 for Engineering and Overall Inclusion. The Vault survey emphasizes career development opportunities as well as quality of life, employment prospects, compensation, and workplace inclusion.

Employee Rewards and Wellbeing

Insulet prioritizes the wellbeing of our employees by offering comprehensive and competitive rewards programs. Our offerings are holistic and designed to support physical, mental, and financial wellness.

We start by fostering our philosophy that all employees should take care of their wellbeing. In 2025, we focused on asking people leaders to model the importance of taking care of their wellbeing for themselves and their teams so they can bring their best selves to work each day.

We are committed to providing benefit options that allow our employees and their families to live healthier, more secure lives. Our offerings vary by country and feature a wide range of offerings, including health and life insurance, paid time off, an employee stock purchase plan, paid parental leave, business travel accident insurance, and an employee assistance program. To learn more, please visit Supporting You on insulet.com.

In addition, we offer Pod Perks, which provides free Omnipod 5 or Omnipod DASH products, including Controller/PDM and Pods, to benefit eligible employees and their dependents.

As part of our commitment to healthier lives, all full-time and part-time benefit-eligible employees qualify to take family-related leave. This ensures that our employees can attend to important family matters while maintaining their professional responsibilities.

The structure of our compensation program balances both short- and long-term incentives. To ensure our compensation and benefits programs are effective, equitable, and competitive, we engage third-party consultants to perform external reviews. These reviews yield valuable insights into improving pay equity practices across various dimensions, including role, geography, industry-related experience, performance, and tenure.

Workplace Health and Safety

At Insulet, the health, safety, and wellbeing of our people are fundamental to how we operate and how we succeed.

We are committed to fostering a strong safety culture, one that empowers every employee to take ownership of safety and supports our shared aspiration of an injury- and accident-free workplace. Through a proactive safety strategy, innovative design solutions that reduce risk, and meaningful engagement with our workforce, we continuously strengthen our health and safety standards. Our approach integrates open dialogue, targeted training, and wellbeing programs that not only protect our employees but also support them in doing their best work — safely, confidently, and sustainably.

Our Health and Safety Management System

Our comprehensive health and safety management system extends to all our employees, temporary workers, and contractors.

Insulet has continued our multi-year focus on standardizing and aligning health and safety practices across our locations. Our Manufacturing teams developed and implemented an 18-point compliance program that harmonized existing programs and standard operating procedures. Each of our facilities maintains emergency action plans that outline procedures to follow when faced with unexpected health and safety events.

In 2025, Insulet established a global Environmental Health and Safety (EH&S) department to lead safety strategy. This team focuses on advancing the standardization of health, safety, compliance, and training programs across Insulet, strengthening governance, and improving overall performance. As part of this effort, the department is building a global network of Insulet EH&S professionals to identify shared challenges, exchange best practices, and implement scalable solutions. Through this coordinated approach, we aim to further advance health and safety across Insulet while ensuring consistent standards and alignment.

Employee Health and Safety: Training and Engagement

Employee engagement in safety programs helps maintain and enhance a safe working environment for all, a commitment that extends from the manufacturing floor to our most senior leaders.

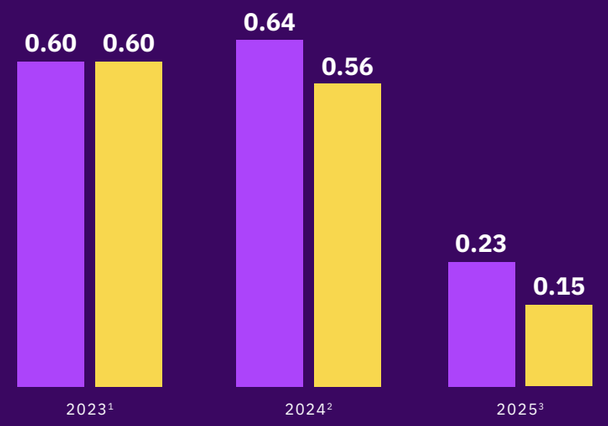
Prevention is the foundation of our approach. Through role-specific Job Hazard Analyses, we determine safe ways to perform the work and identify training needs. Before the start of each day, employees complete daily risk prediction forms designed to bring situational awareness to potential hazards before the start of work.

To support compliance, we provide retraining and additional supervision as needed and encourage employees to proactively discuss health and safety risks with managers. At the facility level, cross-functional safety committees review health and safety concerns and make recommendations to improve our policies and procedures.

Key achievements in 2025 included a planned full-day shutdown at the Massachusetts facility to focus on hazard identification, risk ranking, and safety action planning. During the day, 23 assessments were completed, further boosting employee safety awareness. The Malaysia facility's You See You Act (UCUA) program strengthened proactive identification of hazards, with employees submitting reports via mobile devices. Our goal was to increase reporting, and to date, this program has led to a 200% increase in employee-submitted safety reports — meaning more hazards were proactively identified and could be promptly addressed.

Looking to the future, we are piloting a behavior-based safety engagement program. Complementing rule- and compliance-based frameworks, this approach emphasizes critical behaviors and reinforcing safe actions through observation, feedback, and coaching. As part of the pilot, managers regularly meet with employees for focused conversations on identifying hazards and how they protect themselves. Through this initiative, we aim to enhance mutual trust among employees and managers and to foster a culture of physical and psychological safety through regular dialogue.

HEALTH AND SAFETY PERFORMANCE



- Total Recordable Incident Rate (TRIR) for employees and contingent workforce
- Lost Time Incident Rate (LTIR) for employees and contingent workforce

[1] Data for 2023 only includes our Acton, Massachusetts, facility.
[2] Data for 2024 only includes our Acton, Massachusetts; Irvine, California; and Malaysia facilities.
[3] Data for 2025 includes all Insulet facilities and will be our new baseline year.

Governance

Grounding all we do in a solid foundation of strong governance and ethical business practices

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Key Governance Practices

Our work to transform the lives of people with diabetes rests on an unwavering commitment to strong governance and ethical business practices. Close monitoring of governance, ethics, and compliance issues, together with transparent reporting, forms the foundation of our approach to governance, helping us preserve stakeholder trust and create long-term value.

Governance starts with the nine members of our Board, who oversee our overall management, strategic direction, and financial reporting processes.

The Board reviews its composition annually to ensure that its members represent the right mix of varied perspectives, business and professional experience, and have high personal and professional integrity. It also reviews succession planning for our CEO and her direct reports to ensure stability and sound executive management.

Please see the most recent Proxy Statement and visit our Board web page for more information on our Board's practices. To learn about our approach to sustainability governance, please see the Sustainability Approach section of this report.

BEST GOVERNANCE PRACTICES

- **Independent Board Chair**
- **Strong Board refreshment — adding four new Board members in the past two years**
- **All Board committees consist solely of independent directors**
- **A Director who does not receive a majority vote in an uncontested election must promptly tender his or her resignation to the Board, which will consider whether to accept the resignation**
- **Regular executive sessions of independent directors**
- **Robust executive and director stock ownership guidelines**
- **Hedging or pledging of Insulet securities by executive officers or directors is prohibited**
- **Board adoption of proxy access bylaw provisions**
- **No shareholder rights plan (e.g., no "poison pill")**
- **Year-round engagement with shareholders**

Ethics, Compliance, and Anti-Corruption

We are committed to acting with integrity and maintaining the highest ethical standards across our Company worldwide. All employees are responsible for meeting their obligations and duties in accordance with applicable laws and regulations.

The Compliance Department oversees our global ethical interactions with healthcare professionals and our global anti-corruption program. Our goal is to promote ethical decision-making and foster a strong culture of integrity throughout the Company.

As part of this commitment, Insulet actively participates in leading medical technology industry associations around the world, including AdvaMed, the MDMA, MedTech Europe, and Mecomed. Our membership in these organizations reflects our dedication to advancing integrity and responsible business practices across the global healthcare ecosystem.

By adhering to these industry codes of conduct, we hold ourselves to a higher level of accountability, ensuring that our interactions with healthcare professionals and business partners are transparent, fair, and grounded in doing what is right. This alignment reinforces our values and strengthens our culture of ethics as we work to transform the lives of people with diabetes worldwide.

Code of Business Conduct and Ethics

Insulet's Code of Business Conduct and Ethics (the Code) is the cornerstone of the Compliance Program. It shares global principles on topics such as ethical decision-making, bribery, discrimination, harassment in the workplace, competitive practices, conflicts of interest, confidentiality, human rights, and political contributions.

In 2025, Insulet released a major update to the Code. It was rewritten in a more conversational and accessible tone, incorporating real-world scenarios to guide ethical decision-making. The Code frames ethics as a culture-shaping force that is centered on shared values and personal responsibility.

Dedicated sections address the responsible use of AI and digital transformation, with a direct link to the Company's AI policy. It is available on both insulet.com and omnipod.com, as well as on Insulet's intranet.

We expect all employees to complete ethics training and certify adherence to the Code annually and when there are key updates to our policies and procedures. In addition to the Code training, our Legal and Compliance team provides training on additional topics, including localized codes of ethics covering sales and marketing, anti-bribery and anti-corruption, insider trading, conflicts of interest, misconduct reporting, and whistleblower protection. Training is assigned to employees based on their function, department, and location. In 2025, 98% of our employees completed Code training, and we achieved a 98% completion rate on all assigned legal and compliance training.

In addition to the online Code and compliance training, we provide in-person options for employees who are primarily field-based. We complement formal training with year-round education and awareness initiatives, such as the Compliance Corner on our intranet and presenting at internal meetings and conferences.

Raising Concerns

Accountability is crucial to the success of our Compliance and Ethics Program. We encourage employees to proactively ask questions, seek guidance, and report suspected violations of ethics policies or applicable laws.

Employees, customers, vendors, or other interested persons can raise concerns confidentially using our Compliance and Ethics hotline and/or our online portal. An independent company operates the hotline, which is available toll-free in over a dozen countries and staffed 24/7 by multilingual case managers.

Working With Distributors and Suppliers

In certain markets, we rely on distributors who assist in supplying our products in certain markets. Our commitment to operating with the highest ethical standards extends to our distributors, and we only work with those who embrace standards consistent with ours.

Before conducting any business for Insulet, distributors must complete a thorough due diligence process, including anti-corruption review, which allows us to assess channel risks. Insulet's measures to minimize corruption include, among other steps:

- Requiring distributors to certify compliance with anti-bribery/anti-corruption laws and regulations annually.
- Training distributors on relevant anti-bribery/anti-corruption laws and ethical practices governing interactions with government officials and healthcare professionals.
- Monitoring distributors.

Our Supplier Code of Conduct sets the expectations of ethical conduct within the supply chain. To learn more, see the Supplier Responsibility section of this report.

Responsible AI

At Insulet, we are committed to the responsible use of AI and generative AI, as we articulate in the Insulet Code of Business Conduct and Ethics. By augmenting human intelligence with artificial intelligence, we aim to develop products that enhance our customers' experience and develop new and innovative products that serve their needs.

Insulet's Responsible AI Council ensures that core AI principles — including fairness, transparency, accuracy, explainability, and trustworthiness — are integrated into our daily use of AI. The Council has established governance structures to uphold these standards and ensure that all AI initiatives align with our mission and ethical commitments.

Insulet introduced new, mandatory Responsible AI training for all employees and contractors during 2025 to build a shared foundation and strengthen our collective commitment. When we select and procure AI systems, we conduct appropriate due diligence and mitigate any residual risks related to AI. That includes addressing any ethical concerns and applying the human-in-the-loop (HITL) principle to ensure that the output of AI systems is in line with our internal guidelines and principles.

In addition, we provide training on specific systems through Insulet's learning management system (LMS), along with role-specific training tailored to departmental needs.

Insulet's Responsible AI Council

Insulet's Responsible AI Council ensures that core AI principles — including fairness, transparency, accuracy, explainability, and trustworthiness — are integrated into our daily use of AI.

Cybersecurity and Data Privacy

We operate in a world where increasing cybersecurity vulnerabilities and threats are part of the ongoing reality of business operations. In response, we invest in people, processes, and technologies to proactively identify, assess, prevent, and respond to cyber threats.

Governance and Management of Cybersecurity Risk

Insulet's Board oversees our management processes for identifying and mitigating risks, including cybersecurity risks. While the Board reviews Insulet's cybersecurity program annually, the Nominating, Governance and Risk (NGR) Committee holds primary responsibility for cybersecurity as part of its risk oversight mandate. The NGR Committee is updated regularly on cybersecurity matters from our Chief Information Security Officer (CISO) and members of the CISO's team. In 2025, we also conducted cybersecurity tabletop exercises with members of our Board and the Executive Leadership team.

Our cybersecurity operations centers operate across multiple time zones to support continuous monitoring, enabling timely detection, investigation, and response to cybersecurity threats. In addition, we employ multiple third-party threat intelligence services to monitor for cybersecurity threats and cybersecurity incidents, and we participate in a third-party cybersecurity threat intelligence data-sharing organization for the healthcare industry.

By benchmarking our performance through external frameworks, we ensure we are systematically identifying risks, meeting recognized standards, and maintaining our culture of continuous improvement. We hold certifications for ISO standards:

- 27001 (information security management systems).
- 27701 (privacy information management systems).
- 27017 (information security controls for cloud services).
- 27799 (information security controls in health).

We also leverage the National Institute of Standards and Technology (NIST) Cybersecurity Framework 2.0 to manage and respond to cybersecurity threats, and we continue to assess compliance with related laws and regulations to keep pace with rapidly evolving regulatory requirements.

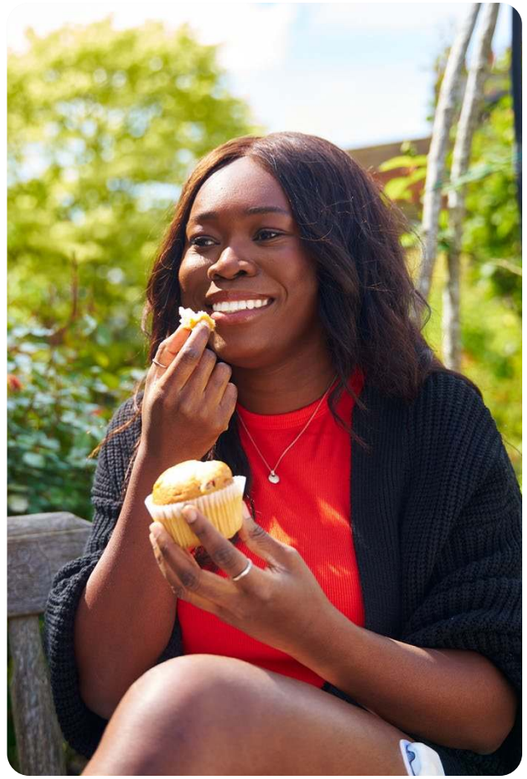
Integrating Cybersecurity and Data Privacy Into Our Business

We mandate cybersecurity and privacy training for all employees, both as part of new employee onboarding and annually thereafter, which we deploy through Insulet's LMS.

We supplement that training with frequent "nanolearning" modules — short, targeted trainings designed to increase awareness of cybersecurity threats among our employees and equip employees with the knowledge and tools needed to recognize and respond appropriately to potential cybersecurity threats. We also conduct phishing simulations to evaluate the effectiveness of our training program, with the goal of reducing the percentage of employees who click on suspicious emails.

Just as we safeguard security and privacy within our Company's infrastructure, we apply those same standards to our products by incorporating security and privacy measures from the very beginning — during both the design and verification stages of product development.

We monitor the security of our products, and we maintain controls such as authentication, encryption, and mechanisms that protect product source code while aligning with FDA guidance and EMDR requirements. Additionally, we conduct 24/7 proactive monitoring to strengthen operational technology (OT) network security at Insulet manufacturing sites. Our team reviews architectural changes, offers guidance and controls for secure access, and manages OT incident response when necessary.



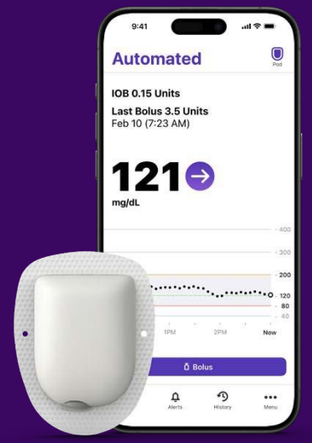
HIGHLIGHT STORY

Biohacking Village

Each year, DEF CON brings tens of thousands of security researchers, hackers, engineers, government representatives, and cybersecurity professionals to Las Vegas for four days of workshops, contests, and talks on hardware and software vulnerabilities.

The event includes specialized villages that include Biohacking Village, which focuses specifically on medical devices, biotechnology, and healthcare cybersecurity. In 2025, Insulet joined other medical device manufacturers at the Village and provided Omnipod 5 for examination by a hacking lab. After three days of hands-on evaluation by leading security researchers, no vulnerabilities were discovered.

Ultimately, events like these make the world safer. In fact, "acting like a hacker" is an approach our product security adopts year-round. With an ever-changing threat landscape, we remain vigilant in ensuring Omnipod is safe and secure.



After three days of hands-on evaluation by leading security researchers, no vulnerabilities were discovered.

Responsible Marketing

Our commitment to responsible marketing is rooted in our culture of ethical business. In the U.S., our Sales and Marketing Code of Ethics (also known as the U.S. HCP Code) establishes our standards for sales and marketing activities and governs all employee interactions with healthcare professionals. It is based on the AdvaMed Code of Ethics.

We follow similar codes of ethics regulating interactions with healthcare professionals in Canada, Europe, the Middle East, and Australia, based on ethical standards set by trade associations in those geographies.

We periodically update our policies to reflect evolving compliance and legal standards, and we certify our compliance program with AdvaMed biannually.

Appropriate and accurate product labeling practices are crucial to responsible marketing. Across Insulet, cross-functional teams systematically review and approve product marketing and labeling materials, including product claims, label use, and direct-to-consumer advertising. We follow a digital marketing approval process to review and track all promotional materials.

Globally, we monitor marketing practices to ensure operations comply with country-level codes and adhere to the labeling requirements of regional bodies, such as MedTech Europe, Medtech Canada, Mecomed, and the Medical Technology Association of Australia.

HIGHLIGHT STORY

Updating Our EMEA Code of Practice Regulating Interactions With HCPs

During 2025, Insulet's Compliance team updated our EMEA Code of Practice Regulating Interactions With Healthcare Professionals (HCPs) to become more modern, visually appealing, and approachable for a nonlegal audience.

In place since 2018, the Code of Practice is designed to guide Insulet's interactions with healthcare professionals and organizations in an ethical and professional way, ultimately building trust with patients, regulators, and the scientific community. It covers topics such as the organization of medical education events, sponsoring third-party educational meetings, providing educational grants, and our gift policy. It is based on current industry standards, including MedTech Europe and Mecomed Codes of Ethical Business Practice. The revised Code of Practice includes scenario-based examples that reflect real-world situations, and it was translated into multiple languages to make it accessible across the EMEA region.

The Code of Practice is designed to guide Insulet's interactions with healthcare professionals and organizations in an ethical and professional way.

Appendix

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About This Report

This 2025 Sustainability Report reflects our progress and performance on key sustainability topics.

Unless otherwise noted, all reporting covers our efforts from January 1, 2025, to December 31, 2025. We have included some qualitative and quantitative information updates from early 2026, as noted in the text.

This report was prepared with reference to the Global Reporting Initiative (GRI) 2021 Standards, the Sustainability Accounting Standards Board (SASB) Medical Equipment and Supplies Standard, and the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD).

Please send any questions, comments, or feedback on this report to sustainability@insulet.com.

Non-GAAP Financial Measures

This report refers to constant currency revenue growth, which is a non-GAAP financial measure.

Constant currency revenue growth represents the change in revenue between current and prior year periods using the exchange rate in effect during the applicable prior year period. Insulet presents constant currency revenue growth because management believes it provides meaningful information regarding the Company's results on a consistent and comparable basis. Management uses this non-GAAP financial measure, in addition to financial measures in accordance with generally accepted accounting principles (GAAP) in the United States, to evaluate our operating results. It is also one of the performance metrics that determines management incentive compensation.

This non-GAAP financial measure should be considered supplemental to, and not a substitute for, the Company's reported financial results prepared in accordance with GAAP. The above definition may differ from similarly titled measures used by others. Non-GAAP financial measures exclude the effect of items that increase or decrease our reported results of operations; accordingly, Insulet strongly encourages investors to review the Company's consolidated financial statements and publicly filed reports in their entirety. Below is a reconciliation of constant currency revenue growth to revenue growth, the most directly comparable GAAP financial measure.

	2021	2022	2023	2024	2025
Revenue Growth	22%	19%	30%	22%	31%
Less: Currency Impact	2%	(4)%	—	—	1%
Constant Currency	20%	23%	30%	22%	30%

Cautionary Note on Forward-Looking Statements

This report contains forward-looking statements relating to future events or future financial performance that are based on management's current expectations, estimates, and projections. Words such as "may," "will," "should," "expects," "plans," "anticipates," "could," "would," "intends," "targets," "projects," "contemplates," "believes," "estimates," "predicts," "potential," "risk," or "continue" or the negative of these terms or other similar words or expressions are intended to identify these forward-looking statements. Forward-looking statements are only predictions and involve risks, uncertainties, and assumptions. For a non-exclusive list and description of important risks and uncertainties that may affect the Company's future operations, see Part I, Item 1A: Risk Factors in our most recent Annual Report on Form 10-K filed with the Securities and Exchange Commission, which the Company may update in Part II, Item 1A: Risk Factors in quarterly reports on Form 10-Q the Company has filed or will file hereafter. Any forward-looking statement made in this report speaks only as of the date of this report. Insulet does not undertake any obligation to update any forward-looking statement, other than as required by law.

Scope 1 & 2 Emissions Basis of Reporting

Guidance and Boundary

Within this report, Insulet measures and discloses the Company's Scope 1 and Scope 2 greenhouse gas (GHG) emissions in accordance with the following guidance and standards:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard" (GHG Protocol).
- WBCSD GHG Protocol Scope 2 Guidance.

For Scope 1 and Scope 2 location- and market-based GHG emissions, Insulet follows an organizational boundary based on operational control. Insulet's footprint includes carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs), which are converted to carbon dioxide equivalent (CO_2e) using the global warming potential (GWP) values from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6).[22]

Scope 1 GHG Emissions

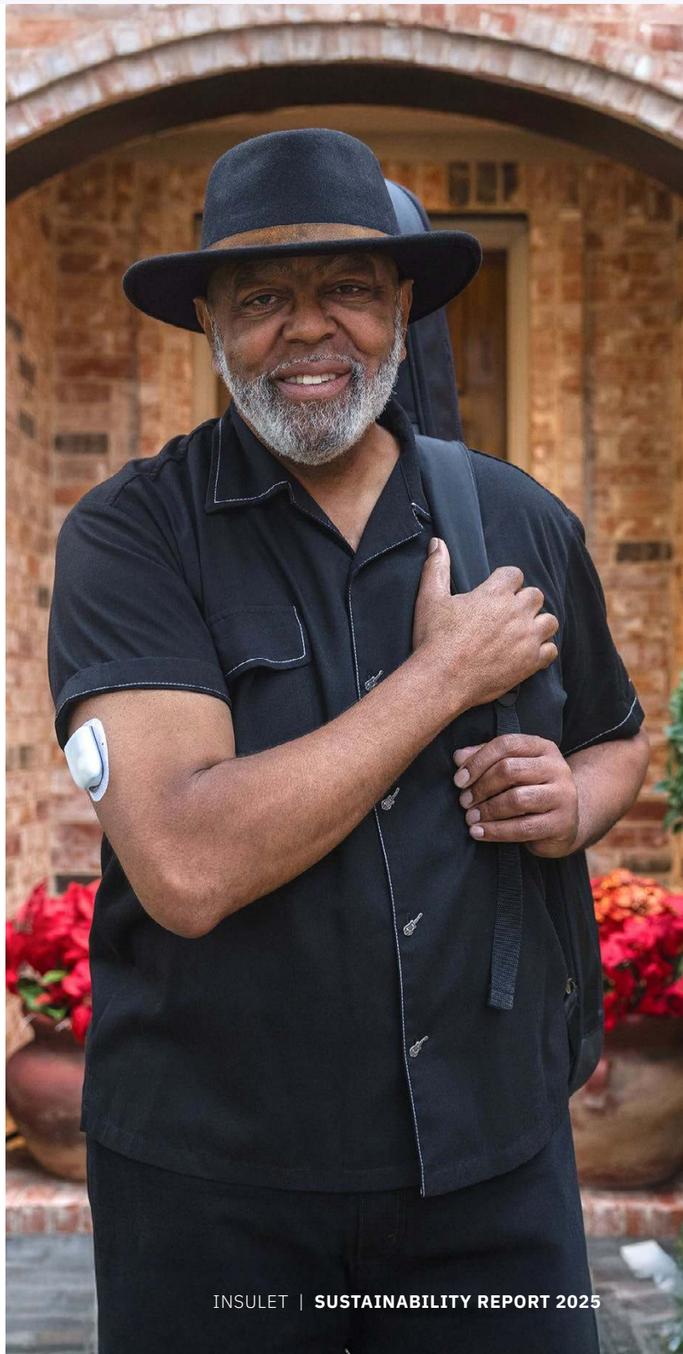
Direct emissions sources include stationary and mobile combustion and fugitive refrigerant emissions. Fuel and other emission sources included in Insulet's calculation of Scope 1 GHG emissions include natural gas, diesel, gasoline, and refrigerant loss.

Insulet obtains primary data from sources such as utility invoices, fuel logs, and fuel receipts. Where primary data is not available, the Insulet team uses generally accepted methods to estimate. For refrigerant emissions, where equipment-level data is available, Insulet uses the EPA screening method based on equipment count and refrigerant type to estimate refrigerant leakage. Where only facility square footage is available, Insulet uses the EPA square footage-based screening method to estimate leakage.

Actual or estimated fuel consumption or refrigerant leakage data is then multiplied by the most up-to-date and relevant emissions factor and GWP value to calculate Scope 1 CO_2e.

Scope 1 emissions factors include:

- Environmental Protection Agency (EPA) Center for Corporate Climate Leadership GHG Emission Factors Hub.
- U.K. Department for Environment, Food, and Rural Affairs (DEFRA) GHG Conversion Factors for Company Reporting.



Scope 2 GHG Emissions

Scope 2 GHG emissions are measured using location- and market-based methods in accordance with the WRI/WBCSD GHG Protocol Scope 2 Guidance. The only source of emissions included in Insulet's calculation of Scope 2 GHG emissions is electricity.

Insulet obtains primary data from sources such as utility invoices or utility online portals. Where primary data is not available, the Insulet team uses generally accepted methods to estimate consumption. For example, for facility-level data gaps, Insulet uses the United States Department of Energy (DOE) Building Performance Database (BPD) electricity intensity values and facility square footage to estimate.

Actual or estimated consumption data is then multiplied by the most up-to-date and relevant emissions factor and GWP value to calculate Scope 2 CO_2e. On-site solar renewable energy consumption is considered to have zero emissions.

Scope 2 emissions factors include:

- **Market-based:** Insulet utilizes the GHG Protocol hierarchy of emission factor assignment, first applying supplier-specific emission factors when provided by vendors or publicly available, then applying residual mix factors for markets where available, and lastly using regional or national grid factors for the balance of the portfolio as follows:
  - Supplier-specific factors provided from various suppliers such as Constellation, San Diego Community Power, and Orange County Power Authority.
  - Residual mix and regional/national grid factors from sources such as:
    - Association of Issuing Bodies (AIB).
    - Canada National Inventory Report (NIR).
    - International Energy Agency (IEA).
- **Location-based:** Only regional and national grid mixes are utilized under the location-based method. Emission factors used are as follows:
  - EPA Emissions and Generation Resource Integrated Database (eGRID).
  - U.K. DEFRA GHG Conversion Factors for Company Reporting.
  - Canada NIR.
  - IEA.

Data Tables

Our 2025 Data Tables disclose performance on our material topics. Metrics reflect global, Companywide data and are reported based on calendar year, unless otherwise indicated.

METRICS	2023	2024	2025
Products			
Innovation and Intellectual Property			
Total number of patents	Over 700	Over 750	Over 1,000
Number of pending patent applications	Over 500	Over 550	Over 700
Environment			
Energy Management			
Total energy consumption (MWh)	20,881	36,711	38,456
Electricity consumption (MWh)	14,309	29,826	31,201[1]
Consumption of renewable electricity	—	3,167	4,126
Consumption of nonrenewable electricity	—	26,659	27,075
Fuel consumption (MWh)	6,572	6,885	7,255[2]
Consumption of fuel - Buildings	—	5,383	5,769
Consumption of fuel - Vehicles	—	1,502	1,486
Greenhouse Gas (GHG) Emissions			
Scope 1 (Direct) GHG emissions (metric tons of CO_2e)	1,316	1,383	1,747[3]
Stationary combustion & refrigerants	—	1,027	1,395
Mobile combustion	—	356	352
Scope 2 (Indirect) GHG emissions, location-based (metric tons of CO_2e)	3,574	11,057	10,637[4]
Scope 2 (Indirect) GHG emissions, market-based (metric tons of CO_2e)	3,977	11,467	10,800[4]
Scope 1 and 2 - Market-based intensity by revenue (metric ton CO_2e per million USD)	—	6.2	4.6[5]
Waste Management			
Total waste generated (metric tons)	995	3,189	2,277
Waste diverted from landfill and incineration (metric tons)	527	546	712
Landfill and incineration diversion rate (%)	53%	17%	31%[6]

METRICS	2023	2024	2025
Environment			
Product Stewardship			
Total number of Pods accepted for takeback	5,878,426	7,424,319	8,867,986
Total weight of Pod materials accepted for takeback (metric tons)	152.8	190.0	225.2
Social			
Insulet for Good			
Number of volunteer hours	—	1,381	2,958
Number of diabetes organizations supported	—	—	63
Employee Education and Training			
Average hours of training per worker	27.4	24.8	29.7[7]
Workplace Health and Safety[8]			
Number of fatalities for employees and contingent workers	0	0	0
Total Recordable Incident Rate (TRIR) for employees and contingent workers	0.60	0.64	0.23
Lost Time Incident Rate (LTIR) rate for employees and contingent workers	0.60	0.56	0.15
Number of reports of work-related ill health for employees	0	0	0
Number of reports of work-related ill health for contingent workers	0	0	0
Workers covered by an occupational health and safety management system (%)	100%	100%	100%
Responsible Marketing			
Total number of incidents of noncompliance with regulations and/or voluntary codes concerning product and service information and labeling	0	0	0
Total number of incidents of noncompliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship	0	0	0

METRICS	2023	2024	2025
Social			
Product Quality and Safety			
Number of product recalls issued	2	1	2
List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	0	4	3
Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	0	0	0[9]
Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	0	0	0[10]
Employee Experience			
Total number of employees and contractors	~5,000	~6,200	~7,700
Total number of employees	3,045	3,935	5,417
Total number of full-time employees[11]	—	3,928	5,406
Total number of part-time employees[12]	—	7	11
Total number of temporary employees and contractors[13]	2,022	2,286	2,322
Total number of employees by region			
North, Central, and South America	2,621	3,184	4,161
Europe, Middle East, and Africa	297	350	491
Asia Pacific	127	401	765
Total number of temporary employees and contractors by region			
North, Central, and South America	891	1,005	761
Europe, Middle East, and Africa	841	880	765
Asia Pacific	290	401	796

Metrics noted as "—" indicate that data is not available or was not disclosed for the given year.

[1] The increase in overall electricity consumption can be attributed mainly to an increase in manufacturing lines and increased office occupancy at our Massachusetts headquarters, as well as the commissioning of our new Guadalajara site. These increases were partially offset by a decrease in overall electricity consumption at the Malaysia site due to several energy efficiency improvements made in 2025.

[2] The increase in fuel consumption can be attributed to an increase in backup generator fuel consumption due to both power outages and the addition of new generators, as well as colder weather at our Massachusetts sites leading to higher heating needs.

[3] The increase in Scope 1 emissions can be attributed to an increase in backup generator fuel consumption due to both power outages and the addition of new generators, as well as colder weather at our Massachusetts sites leading to higher heating needs. We also made an improvement in our refrigerant calculation methodology this year which contributed to the increase. Please refer to the Scope 1 & 2 Emissions Basis of Reporting section for further details.

[4] The decrease in Insulet's Scope 2 emissions is largely due to the greater share of renewables being consumed by the Malaysia site in 2025 vs. 2024, despite an increase in our overall electricity usage globally.

[5] Our revenue went up while our emissions slightly decreased (see explanation for the decrease above), leading to a decrease in our overall emissions intensity.

[6] The increase in Insulet's overall diversion percentage is due to the completion of construction activities in Malaysia and the implementation of targeted recycling initiatives.

METRICS	2023	2024	2025
Social			
Employee Experience			
Percentage of age group by employee category			
Executives			
Under 30 years old	0%	0%	0%
30-50 years old	50%	53%	57%
Over 50 years old	50%	47%	43%
Management[14]			
Under 30 years old	1%	3%	4%
30-50 years old	64%	70%	73%
Over 50 years old	35%	28%	22%
Staff[15]			
Under 30 years old	21%	28%	36%
30-50 years old	60%	58%	53%
Over 50 years old	18%	14%	11%
Governance			
Political Contributions			
Total monetary value of financial and in-kind political contributions made directly and indirectly[16]	$0	$0	$0
Supplier Responsibility			
Percentage of high-risk supplier facilities for which Insulet has RBA VAP audits[17]	22%	33%	39%

[7] Includes employees and contractors.

[8] Data for 2023 only includes employees and contractors at our Acton, Massachusetts, facility. Data for 2024 only includes employees and contractors at our Acton, Massachusetts; Irvine, California; and Malaysia facilities. Data for 2025 includes all Insulet facilities and will be our new baseline year.

[9] No death allegations with Insulet product confirmed to be root cause of the death allegation.

[10] No 483s, warning letters, or other FDA communication that resulted in a monetary fine or arrest.

[11] Full-time as defined based on our human capital management system.

[12] Part-time as defined based on our human capital management system.

[13] Temporary employees (contractors, regular fixed terms, interns, and co-ops).

[14] For 2024, the total percentage doesn't add up to 100% due to rounding. For 2025, the total percentage doesn't add up to 100% because 1% are undisclosed.

[15] For 2023, the total percentage doesn't add up to 100% because 1% are undisclosed.

[16] No political contributions were made either directly or in-kind. During 2025, Insulet did not have an established, employee-sponsored separate segregated fund, also referred to as an employee political action committee (PAC).

[17] In-scope suppliers include Pod bill of material suppliers, our PDM supplier, and our Pod contract manufacturing partner. Risk level is determined from the RBA's risk platform, which is based on a variety of public domain and supplier audit data across social, environmental, and business ethics topics. Please note that some of the audit reports were reviewed in early 2026.

SASB Index

SASB Standards guide the disclosure of financially material sustainability information by companies to their investors. Available for 77 industries, the Standards identify the subset of ESG issues most relevant to financial performance in each industry.

SASB: HEALTH CARE – MEDICAL EQUIPMENT & SUPPLIES

CODE	METRIC	RESPONSE
Affordability & Pricing		
HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	If you qualify under our financial assistance program, you may have a decreased out-of-pocket cost. We continue to do everything we can to increase access and affordability through preferred coverage. Value, Affordability, Advocacy, and Access
Product Safety		
HC-MS-250a.1	(1) Number of recalls issued, (2) total units recalled	(1) Two product recalls were issued. (2) Insulet does not currently disclose this information.
HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	Insulet has three products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.
HC-MS-250a.3	Number of fatalities associated with products	0
HC-MS-250a.4	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	0

CODE	METRIC	RESPONSE
Ethical Marketing		
HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Insulet does not currently disclose this information.
HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	In the U.S., our Sales and Marketing Code of Ethics (also known as the U.S. HCP Code) establishes our standards for sales and marketing activities and governs all employee interactions with healthcare professionals (HCPs). It is based on the AdvaMed Code of Ethics. We follow similar codes of ethics regulating interactions with HCPs in Canada, Europe, the Middle East, and Australia, based on ethical standards set by trade associations in those geographies. These codes outline the expectations and procedures in place to ensure that employees of Insulet Corporation and its subsidiaries avoid interfering with the independent judgment of HCPs and refrain from using unlawful or unethical inducements in the marketing and sale of Company products and services. The Company recognizes its responsibility to communicate about medical and scientific information to assist in achieving positive patient outcomes and support of public health. Company responses that contain information regarding off-label uses are only to be provided by the Medical Affairs Department. No other Company employee may engage in a discussion with an HCP about an off-label use of any of the Company's products. Company communications must be truthful and nonmisleading, and information related to unapproved or uncleared uses should be identified as such.
Product Design & Life Cycle 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	In 2025, Insulet reduced overall baseline packaging weight[20] by 23%. That achievement was the result of multiple sustainable design projects, including the redesign of the PEK. The refreshed PEK is smaller, lighter, uses less paper, is plastic free, and enables us to reach even more prospective customers; compared to its predecessor, it reduced volume by 75%, weight by 82%, and carbon footprint by 75%. We also discontinued the use of magnets in our Controller and PDM starter kit cartons, replacing them with a simple tab closure system. This change not only reduced overall material use but made the paper-based packaging portion of the kit 100% recyclable, resulting in a 35% reduction in the kit's carbon footprint. We are following a long-term road map to ensure we continue to create efficient and sustainable packaging that mitigates our environmental impact. We are aware of limited PFAS use in our products. Our team is actively evaluating alternatives and working with suppliers to identify viable PFAS-free options where appropriate. Circular Economy and Product Stewardship
HC-MS-410a.2	Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	(1) 225 metric tons Circular Economy and Product Stewardship
Supply Chain Management		
HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	Insulet does not currently disclose this information.

CODE	METRIC	RESPONSE
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	As part of our commitment to product quality, we prioritize the traceability of the components in our materials and products. We comply with global traceability reporting regulations, including those mandated by the U.S. FDA and the EU Medical Device Regulation and align with ISO standards. Using batch controls for finished goods in the distribution chain, we generate regular reports that enable the traceability of all product batches. This process enables us to account for products delivered directly to customers and distributors. All our distributors are required to maintain similar mechanisms to foster traceability. Product Traceability
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	To mitigate adverse impacts, we proactively monitor potential risks throughout the supply chain and request RBA VAP reports for supplier facilities that we have previously identified as in-scope and high-risk. The RBA VAP sets standards for on-site environmental and social compliance criteria, and it facilitates shareable audits conducted by independent firms. In addition to auditing responsible business practices, we perform supplier quality audits, maintain quality agreements with all suppliers, and provide training to suppliers to promote understanding of how their products interact with other components in Omnipod products. We also work with suppliers to assess the risks of the 3TG conflict minerals in the supply chain and to report the results of our due diligence. Supplier Audits and Assessments Conflict Minerals Policy Conflict Minerals Report
Business Ethics		
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Insulet does not currently disclose this information.
HC-MS-510a.2	Description of code of ethics governing interactions with healthcare professionals	At Insulet, we expect our employees to maintain the highest ethical standards at every level. This extends to interactions with outside parties, including healthcare professionals. Ethics, Compliance, and Anti-Corruption Code of Business Conduct and Ethics
Activity Metrics		
HC-MS-000.A	Number of units sold by product category	Insulet does not currently disclose this information.

GRI Content Index

The GRI Standards are a set of globally recognized guidelines that assist businesses in transparently communicating their sustainability efforts, facilitating stakeholder engagement, and promoting sustainable development practices. The GRI provides a framework for sustainability reporting that covers a range of economic, environmental, and social topics.

Insulet has reported the information cited in this GRI content index for the period January 1, 2025 – December 31, 2025, with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	About Insulet 2025 10-K
	2-2 Entities included in the organization's sustainability reporting	2025 10-K
	2-3 Reporting period, frequency, and contact point	Reporting period: January 1, 2025 - December 31, 2025, unless otherwise noted. Insulet's Sustainability Report is prepared annually. sustainability@insulet.com
	2-4 Restatements of information	We have provided restatements for data where applicable to reflect more accurate and comprehensive data. We continue to enhance our data collection and validation processes.
	2-5 External assurance	Insulet did not seek external assurance for the 2025 Sustainability Report.
	2-6 Activities, value chain, and other business relationships	About Insulet Supplier Responsibility 2025 10-K
	2-7 Employees	Data Tables
	2-8 Workers who are not employees	Data Tables
	2-9 Governance structure and composition	Sustainability Governance Governance 2026 Proxy Statement

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Governance 2026 Proxy Statement
	2-11 Chair of the highest governance body	Governance 2026 Proxy Statement
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance 2026 Proxy Statement
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance 2026 Proxy Statement
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance 2026 Proxy Statement
	2-15 Conflicts of interest	Code of Business Conduct and Ethics Corporate Governance Guidelines
	2-16 Communication of critical concerns	2026 Proxy Statement Insulet does not currently report the number and specific nature of critical concerns communicated to the Board of Directors. However, the Board of Directors reviews issues related to Insulet's business strategy during each meeting.
	2-17 Collective knowledge of the highest governance body	Sustainability Governance
	2-18 Evaluation of the performance of the highest governance body	2026 Proxy Statement
	2-19 Remuneration policies	2026 Proxy Statement
	2-20 Process to determine remuneration	2026 Proxy Statement Talent and Compensation Committee Charter
	2-21 Annual total compensation ratio	2026 Proxy Statement Insulet discloses the annual total compensation ratio but does not currently disclose the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Message From Our CSO
	2-23 Policy commitments	Human Rights Statement Consumer Health Data Privacy Policy Supply Chains and Modern Slavery Acts Supplier Code of Conduct Conflict Minerals Policy Climate Change Statement
	2-24 Embedding policy commitments	Cybersecurity and Data Privacy Human Rights Ethics, Compliance, and Anti-Corruption
	2-25 Processes to remediate negative impacts	Ethics, Compliance, and Anti-Corruption
	2-26 Mechanisms for seeking advice and raising concerns	Ethics, Compliance, and Anti-Corruption
	2-27 Compliance with laws and regulations	Insulet does not currently disclose this information.
	2-28 Membership associations	Our Stakeholders Partnering With Associations and Advocacy Groups Supplier Responsibility
	2-29 Approach to stakeholder engagement	Customer Satisfaction Our Stakeholders
	2-30 Collective bargaining agreements	Insulet respects freedom of association. We do not currently disclose the number of employees represented by collective bargaining agreements.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality
	3-2 List of material topics	Materiality

GRI STANDARD	DISCLOSURE	LOCATION
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and GHG Emissions TCFD Index
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change Statement TCFD Index
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	Value, Affordability, Advocacy, and Access
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Value, Affordability, Advocacy, and Access
	203-2 Significant indirect economic impacts	Value, Affordability, Advocacy, and Access
Anti-Corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics, Compliance, and Anti-Corruption
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Ethics, Compliance, and Anti-Corruption
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Circular Economy and Product Stewardship
GRI 301: Materials 2016	301-2 Recycled input materials used	Circular Economy and Product Stewardship
	301-3 Reclaimed products and their packaging materials	Circular Economy and Product Stewardship Data Tables

GRI STANDARD	DISCLOSURE	LOCATION
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Efficiency Renewable Energy
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Efficiency Renewable Energy Data Tables
	302-4 Reduction of energy consumption	Energy Efficiency Renewable Energy
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change Statement TCFD Index
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG Emissions Data Tables
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions Data Tables
	305-4 GHG emissions intensity	GHG Emissions
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplier Responsibility Supplier Code of Conduct
Self-Selected Metric	Percentage of RBA VAP audit reports received and reviewed for supplier facilities identified as in-scope and high-risk	Supplier Responsibility

GRI STANDARD	DISCLOSURE	LOCATION
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Rewards and Wellbeing
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2025 Business Highlights
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2025 10-K
	401-3 Parental leave	Employee Rewards and Wellbeing
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Rewards and Wellbeing Workplace Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Workplace Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Workplace Health and Safety
	403-3 Occupational health services	Workplace Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Workplace Health and Safety
	403-5 Worker training on occupational health and safety	Workplace Health and Safety
	403-6 Promotion of worker health	Employee Rewards and Wellbeing
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Supplier Responsibility
	403-8 Workers covered by an occupational health and safety management system	Workplace Health and Safety Data Tables
	403-9 Work-related injuries	Data Tables
	403-10 Work-related ill health	Data Tables

GRI STANDARD	DISCLOSURE	LOCATION
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Engaging Talent and Listening to Employee Feedback Career Development and Learning Ethics, Compliance, and Anti-Corruption Supplier Responsibility
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Data Tables
	404-2 Programs for upgrading employee skills and transition assistance programs	Career Development and Learning
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplier Responsibility Supplier Code of Conduct
Self-Selected Metric	Percentage of RBA VAP audit reports received and reviewed for supplier facilities identified as in-scope and high-risk	Supplier Responsibility Data Tables

GRI STANDARD	DISCLOSURE	LOCATION
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Quality and Safety Supplier Responsibility
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Ethical Clinical Research
Marketing and Labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Marketing
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Responsible Marketing
	417-2 Incidents of noncompliance concerning product and service information and labeling	Data Tables
	417-3 Incidents of noncompliance concerning marketing communications	Data Tables
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Data and Technology Cybersecurity and Data Privacy Consumer Health Data Privacy Policy
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We continue to enhance our global privacy programs to meet or exceed new and expanding regulatory requirements for privacy and data protection around the world. Details are confidential.

TCFD Index

The TCFD is a market-driven initiative to develop a set of recommendations for voluntary and consistent climate-related financial risk disclosures in mainstream filings. The recommendations of the TCFD help companies understand financial markets' disclosure interests to measure and respond to climate change risks and align disclosure with investor requests.

TCFD RECOMMENDATION	INSULET'S APPROACH
Governance	
Describe the Board's oversight of climate-related risks and opportunities.	The Nominating, Governance, and Risk (NGR) Committee of the Company's Board of Directors (Board) oversees our sustainability approach, including the management of material sustainability topics. This includes climate-related topics such as greenhouse gas (GHG) emissions reduction and energy management. Insulet's VP of Global Sustainability and Chief Sustainability Officer (CSO) reports to the full Board annually and to the NGR Committee generally twice a year to share our progress and enhance the Board's knowledge of sustainability strategies and practices. The NGR Committee also oversees Insulet's Enterprise Risk Management (ERM) Program.
Describe management's role in assessing and managing climate-related risks and opportunities.	Our ESG programs are managed by our CSO, who reports to our SVP, General Counsel. Our Global Sustainability team leads our overall climate risk assessment efforts, with the support of a group of cross-functional stakeholders from key functions such as procurement, real estate and facilities, distribution and fulfillment, and Internal Audit, which our ERM team falls under. Insulet has risk management programs in place both at the enterprise and functional levels, which regularly assess, mitigate, and monitor various business risks so that Insulet can continue to serve its customers without interruption.
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	**Physical risks:** Relevant climate-related physical risks were identified based on a review of potential acute and chronic physical risk hazard categories as defined by the TCFD, and the criticality and exposure of key sites across Insulet's value chain. Acute physical risks identified included wind, heavy precipitation, and flooding. Chronic physical risks identified included extreme heat and annual precipitation. **Transition risks:** Relevant climate-related transition risks were identified based on a review of the risk categories within the TCFD implementation guidance. Insulet evaluated the risk categories based on relevance to the industry and criticality of the risk for Insulet's business. Transition risks identified included the following market and policy/legal risks: increased cost of materials that may increase Insulet's operating costs, shifts in customer preferences that may decrease demand, and increasingly complex and demanding climate-related regulations that may increase noncompliance fees and compliance costs. **Transition opportunities:** We also identified that increasing operating efficiencies in Insulet's operations to achieve carbon reduction targets can reduce operating costs.
Describe the impact of climate-related risks and opportunities in the organization's businesses, strategy, and financial planning.	**Impact of climate-related risks:** Insulet recognizes that climate impacts from severe weather events and chronic changing weather patterns may pose a risk to our own facilities as well as operations across our value chain. These changes can lead to potential business impacts such as operational disruptions and infrastructure or inventory damage, including resulting financial impacts. Insulet also recognizes that transition risks may lead to potential business impacts, such as increased costs of key spend categories due to increased competition for materials, supply chain price volatility as high emitting industries decarbonize, decreased sales and market share due to customers switching to more sustainable products, and upfront and recurring compliance costs. **Impact of climate-related opportunities:** We also identified that opportunities related to resource efficiency may result in cost savings from fuel switching and energy efficiency measures and cost savings due to decreasing cost of renewable energy.

TCFD RECOMMENDATION	INSULET'S APPROACH
Strategy	
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We believe the actions already implemented or planned as part of Insulet's wider risk management programs sufficiently reduce potential business impacts of climate-related risks. To mitigate physical climate risks, these actions include for example, back-up power systems, modern facilities with appropriate HVAC systems, insurance coverage, focus on dual-sourcing and supplier cross-qualification, and ensuring inventory safety stock and redundancy in manufacturing capacity. Mitigating actions related to climate transition risks include, commodity risk monitoring, contract terms and pricing agreements, sustainable product and packaging design programs, product takeback programs and pilots, and active monitoring for emerging climate regulations and resource planning.
Risk Management	
Describe the organization's processes for identifying and assessing climate-related risks.	In 2025, our Sustainability team, in partnership with other relevant business functions, such as procurement, real estate and facilities, distribution and fulfillment, and internal audit, conducted a formal climate financial related risk assessment including scenario analysis to better understand the potential impact of climate-related risks and opportunities on our business and how those impacts relate to our Company's existing risk management activities.
Describe the organization's processes for managing climate-related risks.	Insulet assessed climate-related physical and transition risks and opportunities and their potential impacts over three time-horizons: short-term (0–2 years), medium-term (2–5 years) and long-term (5–20 years). These time horizons were developed with consideration of internal planning timelines, regulatory requirements, and reporting standards. We also considered how current climate-related risks might evolve over time under certain conditions using data which links qualitative future scenarios with quantitative climate data to simulate the potential consequences of climate change and how these future scenarios might impact our business. In addition to the use of scenario data, the analysis was supplemented by relevant research to understand how risks and opportunities specific to Insulet might evolve under each scenario. Insulet used scenarios representative of low and high emissions pathways to test the resilience of the business.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	In addition to the climate scenario analysis led by the Sustainability team, Insulet has risk management programs in place both at the enterprise and functional levels, which regularly assess, mitigate, and monitor various business risks so that Insulet can continue to serve its customers without interruption.
Metrics and Targets	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We actively measure our GHG emissions. We also collect data on energy consumption (direct and indirect) and waste generation (waste diverted from landfill and incineration versus waste sent to landfill or incinerated). Details on these metrics can be found in the Resilient Operations section of this report.
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	**Scope 1 emissions:** 1,747 metric tons CO_2e. **Scope 2 emissions (market-based):** 10,800 metric tons CO_2e. In alignment with our commitment to comprehensive climate risk disclosure, we anticipate disclosing our Scope 3 emissions in a later sustainability report. Details on our Scope 1 and 2 GHG emissions for 2025 and how we manage these related risks can be found in the Energy and GHG Emissions section of this report.
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Insulet is currently reviewing our carbon emissions and working to better understand the footprint from our operations and throughout our value chain. We currently do not have performance targets to measure progress on climate-related risks. However, we developed and began executing a decarbonization road map, which includes assessing and measuring our Scope 3 emissions.

Endnotes

[1] https://investors.insulet.com/news/news-details/2024/Omnipod-5-Automated-Insulin-Delivery-System-is-now-FDA-cleared-for-People-with-Type-2-Diabetes/default.aspx.

[2] Sources: Seagrove Partners Research, Global View December 2025, dQ&A EU H2 2025 Patient Voice p.62 H1 2025, n=398, H2 2025 n=425 and Insulet data on file as of Q4'25 earnings call on February 18, 2026.

[3] Represents estimated global customer base as of December 31, 2025.

[4] See description of non-GAAP financial measurement and reconciliation contained in the Appendix.

[5] Source: dQ&A HCP AID Algorithm Study – May 2025. p.40 n=414.

[6] Sources: Definitive Health and Komodo Claims data as of November 2025, and Insulet data on file as of Q4'25 earnings call on February 18, 2026.

[7] Wilmot EG, et al. Tubeless automated insulin delivery versus multiple daily injections in children and adults with type 1 diabetes with elevated HbA1c (RADIANT): a multicentre, international, parallel-group, open-label, randomised, controlled trial. Lancet Diabetes Endocrinol. 2026 Feb 23. S2213- 8587(25)00364-X. Online ahead of print. doi.org/10.1016/ S2213-8587(25)00364-X.

[8] Pasquel FJ, Davis GM, Huffman DM, Peters AL, Parker JC, Laffel LM, Romeo GR, Mathew J, Castorino KN, Kruger DF, Dungan KM, Kipnes M, Jauch EC, Oser TK, Shah VN, Horowitz B, Carlson AL, Warren ML, Deeb W, Buse JB, Reed JH, Berner J, Blevins T, Bajaj C, Kollman C, Raghinaru D, Ly TT, Beck RW. Automated Insulin Delivery in Adults with Type 2 Diabetes: a nonrandomized clinical trial. JAMA Network Open. 2025; 8(2):e2459348 https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2830238.

[9] The Pod has an IP28 rating for up to 25 feet for 60 minutes. The PDM and Controller are not waterproof.

[10] Brown S. et al. Diabetes Care. 2021;44:1630-1640. Prospective pivotal trial in 240 participants with T1D aged 6 - 70 yrs [adults/adolescents (n= 128; aged 14-70 yrs) children (n=112; aged 6-13.9 yrs)]. Study included a 14-day standard therapy (ST) phase followed by a 3-month Omnipod 5 hybrid closed-loop phase. Mean time (12AM-6AM) >180 mg/dL in adults/adolescents and children, ST vs. 3-mo Omnipod 5: 32.1% vs. 20.7%; 42.2% vs. 20.7%, P<0.0001. Mean time (6AM-12AM) >180 mg/dL in adults/adolescents and children, ST vs. 3-mo Omnipod 5: 32.6% vs. 26.1%; 46.4% vs. 33.4%, P<0.0001. Mean time (12AM-6AM) <70 mg/dL in adults/adolescents and children, ST vs. 3-mo Omnipod 5: 3.6% vs. 1.2%, P<0.0001; 2.5% vs. 1.2%, P=0.0456. Mean time (6AM-12AM) <70 mg/dL in adults/adolescents and children, ST vs. 3-mo Omnipod 5: 2.6% vs. 1.4%, P<0.0001; 2.1% vs. 2.0%, P=0.2545. Results measured by CGM. Mean HbA1c in adults/adolescents and children, ST vs. 3-mo Omnipod 5: 7.16% vs 6.78%, P<0.0001; 7.67% vs 6.99%, P<0.0001, respectively. Study funded by Insulet.

[11] Sherr JL, et al. Diabetes Care. 2022. 45(8):1907–1910. Prospective trial in 80 participants with T1D aged 2 - 5.9 yrs. Study included a 14-day standard therapy (ST) phase followed by a 3-month Omnipod 5 hybrid closed-loop (HCL) phase. Mean time >180mg/dL (12AM-6AM) as measured by CGM in very young children (2 - 5.9 yrs), ST vs. 3-mo Omnipod 5: 38.4% vs. 16.9%, P<0.0001. Mean time >180mg/dL (6AM-12AM) as measured by CGM in very young children (2 - 5.9 yrs), ST vs. 3-mo Omnipod 5: 39.7% vs. 33.7%, P<0.0001. Mean time <70 mg/dL (12AM-6AM) as measured by CGM in very young children (2 - 5.9 yrs), ST vs. 3-mo Omnipod 5: 3.4% vs. 2.1%, P=0.0185. Mean time <70 mg/dL (6AM-12AM) as measured by CGM in very young children (2 - 5.9 yrs), ST vs. 3-mo Omnipod 5: 3.4% vs. 2.6%, P=0.0799. Mean HbA1c: ST vs. Omnipod 5 use in very young children (2 - 5.9 yrs) 7.4% vs 6.9%, P<0.05. Study funded by Insulet.

[12] Pasquel FJ, et al. JAMA Network Open (2025). Prospective pivotal trial in 305 participants with T2D aged 18-75 yrs. Study included a 14-day standard therapy (ST) phase followed by a 13-week Omnipod 5 hybrid closed-loop phase. Mean overnight time >180 mg/dL (12AM-6AM) as measured by CGM: ST = 50%, 3-mo Omnipod 5 = 30%. Mean daytime >180 mg/dL (6AM-12AM) as measured by CGM: ST = 55%, 3-mo Omnipod 5 = 36%. Mean overnight time in <70 mg/dL (12AM-6AM) as measured by CGM: ST = 0.10%, 3-mo Omnipod 5 = 0.22%. Mean daytime <70 mg/dL (6AM-12AM) as measured by CGM: ST = 0.16%, 3-mo Omnipod 5 = 0.17%. Mean HbA1c: ST vs. 13-week Omnipod 5: 8.2% vs. 7.4%, P<0.001. Statistical testing not done to assess significance of change between ST phase and Omnipod 5 System phase. Study funded by Insulet.

[13] Forlenza G, et al. Presented at: ATTD; March 19-22, 2025; Amsterdam, NL. Real-world data from 403 people with type 1 diabetes aged 2+ using the Omnipod 5 System who transitioned from the (150 mg/dL or 8.3 mmol/L) to (110 mg/dL or 6.1 mmol/L) Target Glucose. Each Target Glucose was used for a consecutive period of 14-90 days. Median time in Range (70-180 mg/dL) (3.8-10 mmol/l) improved 11.8% (p<0.05). Median time (<70 mg/dL or <3.8 mmol/l) +0.23% (p<0.05). Real-world data from 58 people with type 2 diabetes (T2D) aged 18+ using the Omnipod 5 System who transitioned from 150 mg/dL to 110 mg/dL Target Glucose. Each Target Glucose was used for a consecutive period of 14-90 days. Median time in Range (70-180 mg/dL) improved 10.4% (p<0.05). Median time < 70 mg/dL +0.04% (non-significant). Omnipod 5 results based on users with ≥75% of days with ≥220 readings available. Data on File. RF-042025-00013.

[14] Wilmot EG, et al. Tubeless automated insulin delivery versus multiple daily injections in children and adults with type 1 diabetes with elevated HbA1c (RADIANT): a multicentre, international, parallel-group, open-label, randomised, controlled trial. Lancet Diabetes Endocrinol. 2026 Feb 23. S2213-8587(25)00364-X. Online ahead of print. doi.org/10.1016/S2213-8587(25)00364-X.

[15] DCCT Research Group; The Effect of Intensive Treatment of Diabetes on the Development and Progression of Long-Term Complications in Insulin-Dependent Diabetes Mellitus. NEJM 30 September 1993; 329 (14): 977-86. https://doi.org/10.1056/nejm199309303291401.

[16] The national survey results are based upon the responses of 1,015 U.S. adults living with type 1 diabetes. Thrivable conducted an online survey on behalf of Insulet between Oct. 13 and Oct. 20, 2021, using the Thrivable proprietary Health Panel Database.

[17] IDF Diabetes Atlas, 11th ed. Brussels, Belgium: International Diabetes Federation, 2025. https://diabetesatlas.org.

[18] Audits completed within the last two years (calendar years 2024 and 2025).

[19] In-scope suppliers include Pod bill of material suppliers, our PDM supplier, and our Pod contract manufacturing partner. Risk level is determined from the RBA's risk platform, which is based on a variety of public domain and supplier audit data across social, environmental, and business ethics topics. Please note that some of the audit reports were reviewed in early 2026.

[20] Overall baseline packaging weight is the total combined weight of all unique packaging formats within Insulet's portfolio, where each unique package design is counted a single time in the baseline year, independent of production volume.

[21] The Malaysia site met 21% of its May-Dec. 2024 electricity needs after the panels were brought online in May 2024. This 3% represents the increase from the 21% figure.

[22] Utility- or supplier-specific emission factors reported in CO_2e are applied as provided by the electricity supplier. These factors already incorporate global warming potentials (GWPs), but the specific Assessment Report (e.g., AR4, AR5, or AR6) used by the supplier is not always disclosed. As a result, these factors are used as reported and are not adjusted to align with AR6.

Insulet

2025 Sustainability Report

Throughout the report, we are proud to include images of real customers. This report also features some Sponsored Podders.

For more information, please visit: insulet.com and omnipod.com.

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