



Insulet

2024 Sustainability Report

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Introduction

Combining ingenuity with a
commitment to customer centricity,
high-quality products, and access

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Introduction From Our CEO

Our commitment to sustainability helps ensure that we grow fast and responsibly, aligning our goals with the needs of our customers, as we strive to support more people with diabetes around the world. Our sustainability initiatives generate business value, spark innovation, and create positive impact — all while advancing our core mission of improving the lives of people with diabetes.

Insulet’s sustained growth is a tribute to the dedication of our people and their steadfast focus on our customers. It is truly a team effort that includes all of our partners, and the vibrant customer community we are privileged to serve and support. We invite you to learn more about our shared progress in this Report.

Sincerely,

Ashley McEvoy
PRESIDENT AND CHIEF EXECUTIVE OFFICER



About Insulet



Insulet Corporation (Nasdaq: PODD), headquartered in Massachusetts, U.S., is an innovative medical device company dedicated to simplifying life for people with diabetes and other conditions through its Omnipod product platform. At Insulet, we combine ingenuity with a commitment to customer-centric operations, high-quality products, and access.



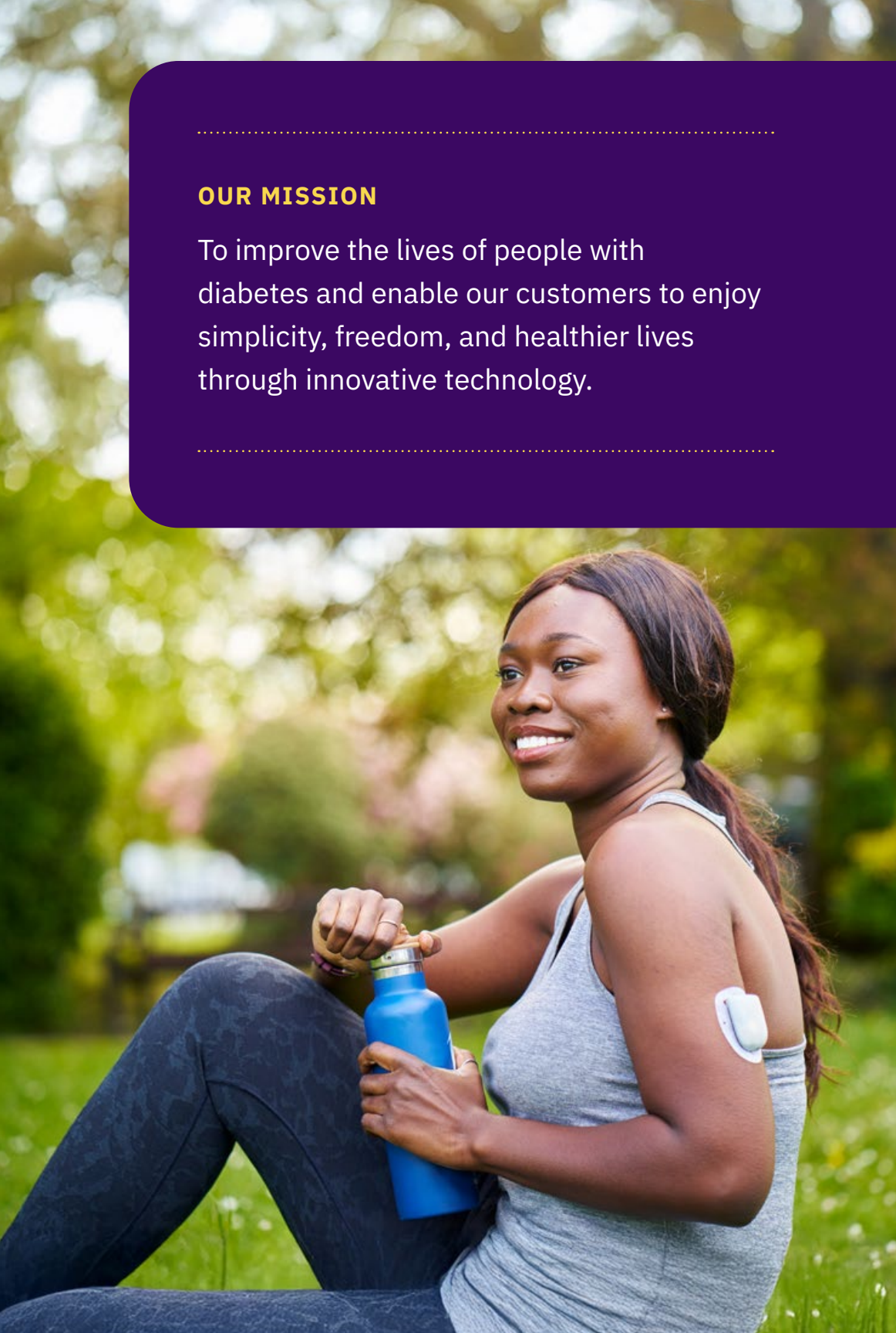
Our Omnipod® Insulin Management System provides a unique alternative to traditional insulin delivery methods. With its simple, wearable design, the tubeless disposable Pod provides up to three days of nonstop insulin delivery, without the need to see or handle a needle. Insulet’s flagship innovation, the Omnipod 5 Automated Insulin Delivery System, integrates with a continuous glucose monitor to manage blood sugar with no multiple daily injections, zero fingersticks, and can be controlled by a compatible personal smartphone in the U.S. or by the Omnipod 5 Controller. In addition to enhancing diabetes management, Insulet tailors the Omnipod product platform for subcutaneous delivery of a noninsulin drug.



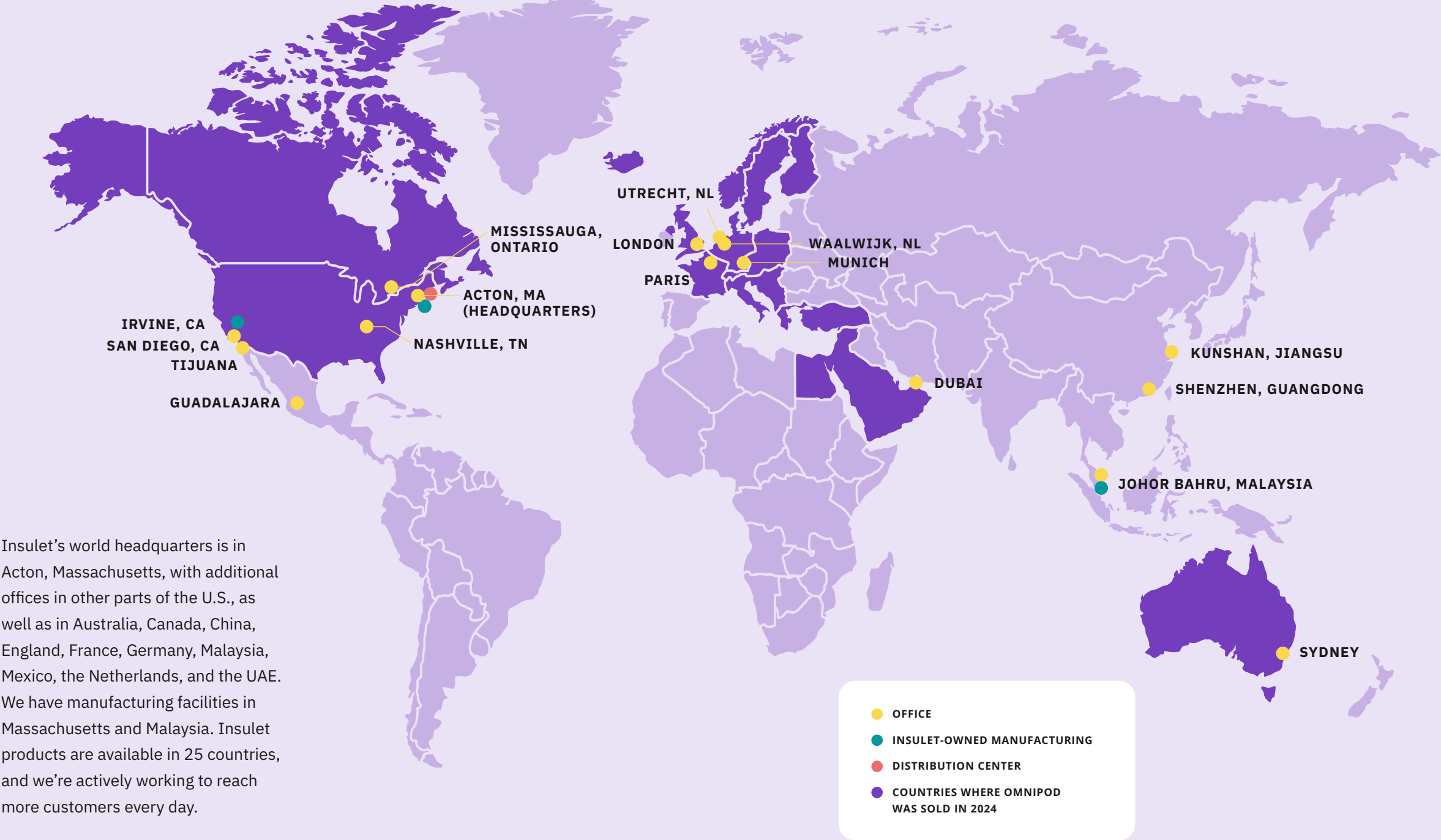
Insulet is headquartered in Massachusetts with additional offices in other parts of the U.S., as well as in Australia, Canada, China, England, France, Germany, Malaysia, Mexico, the Netherlands, and the UAE. We have a highly automated manufacturing facility in Massachusetts and a state-of-the-art 400,000-square-foot manufacturing facility in Malaysia.

OUR MISSION

To improve the lives of people with diabetes and enable our customers to enjoy simplicity, freedom, and healthier lives through innovative technology.



LOCATIONS



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

Awards

In 2024, our Company and its products continued to receive recognition from industry leaders.



20+ awards and recognition in 2024

250 BEST-MANAGED COMPANIES OF 2024

by The Wall Street Journal

TOP 25 MEDICAL DEVICE COMPANIES OF 2024

by HealthCare Technology Report

2024 MEDTECH BIG 100

by Medical Design & Outsourcing

EXCELLENCE 1000 INDEX 2025

by Newsweek and Best Practice Institute (BPI)

WORLD’S MOST ACTIVE MEDICAL DEVICES PROFESSIONALS ON SOCIAL MEDIA

Ranked fifth by DSMN8

2024 ENLIGHTENED GROWTH LEADERSHIP AWARDS BEST PRACTICES RECOGNITION FROM THE AMERICAS

by the Frost & Sullivan Institute

AMERICA’S GREENEST COMPANIES 2024 and **AMERICA’S MOST RESPONSIBLE COMPANIES 2024**

by Newsweek

2024 TOP MIDSIZE COMPANIES IN THE U.S.

by LinkedIn

GREAT PLACE TO WORK® Certification for Australia, Canada, France, Germany, Mexico, the Netherlands, the United Arab Emirates, and the United Kingdom

U.K.’S BEST WORKPLACES IN BIOPHARMA™ 2024

for London office

SILVER TIER PARTNER

by the Association of Diabetes Care & Education Specialists (ADCES)

2024’S MOST MEMORABLE PHARMA CAMPAIGNS

by Medical Marketing and Media (MM+M) for “The Pod Drop” song

BEST IN SOCIAL MEDIA AND/OR INFLUENCERS - PHARMA AWARD

by PRWeek Healthcare Awards for “The Pod Drop” song

2024 Business Highlights and Accomplishments

Achieved
annual revenue of
\$2.1B
in 2024

Received **FDA clearance** of Omnipod 5 for adults (18 years and older) with type 2 diabetes in the U.S.

Announced **500,000 estimated active global customers** using Omnipod products, including 365,000 global customers using Omnipod 5²

Achieved 9th consecutive year of
20% or higher revenue growth in constant currency¹

Omnipod 5 recognized as the **most prescribed** Automated Insulin Delivery (AID) system in 2024 in the U.S.³

Omnipod 5 recognized as the **No. 1 insulin pump** for new pump users in Europe in 2024⁴



Added Omnipod 5 sensor compatibility with Abbott’s FreeStyle® Libre 2 Plus and Dexcom® G7 sensors, providing our customers a **choice of sensors in several markets**

Achieved the **No. 1** position in U.S. new customer starts in 2024³

Grew employee base to over
6,000 globally;
growth of approximately 20% over 2023

Began manufacturing Omnipod 5 at our **new, 400,000-square-foot manufacturing facility** in Malaysia

Launched the Omnipod 5 App for **iPhone** in the U.S.

¹ See description of non-GAAP financial measurement and reconciliation contained in the Appendix.
² <https://investors.insulet.com/news/news-details/2025/Insulet-Reports-Full-Year-2024-Revenue-Increase-of-22-and-Fourth-Quarter-2024-Revenue-Increase-of-17-Year-Over-Year/default.aspx>.
³ Sources: Definitive Health and Komodo Claims data as of December 2024, and Insulet data on file as of Q4'24 earnings call on February 20, 2025. Most prescribed represents new prescriptions in the U.S. in 2024.
⁴ Omnipod was the most frequently chosen pump in the past year among people new to an insulin pump in a survey conducted by dQ&A across Germany, Italy, France, the United Kingdom, Spain, Netherlands, Sweden. [N=3646; 1H'24; P.47](#) (August 2024).

Products

Simplifying life for people with diabetes
and those who care for them



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- 15** Customer Centricity

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 (MDI) or traditional pumps with tubing. With its simple, wearable design, the disposable Pod provides up to three days of nonstop insulin delivery, without the need to ever see or handle a needle.

Our products are backed with Insulet’s more than 20 years of manufacturing expertise to service our customers and ensure continuity of supply.

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

1



**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.

2



POD

The tubeless, waterproof¹ 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.



¹ The Pod has an IP28 rating for up to 25 feet for 60 minutes. The PDM and Controller are not waterproof.

Omnipod 5

Our 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 (CGM) to make diabetes management even easier. Omnipod 5 was cleared by the U.S. Food and Drug Administration (FDA) and CE-marked for people with type 1 diabetes aged two years and older. Its initial launch in the U.S. occurred in 2022 and in the U.K. and Germany in 2023, expanding to France and the Netherlands in 2024.

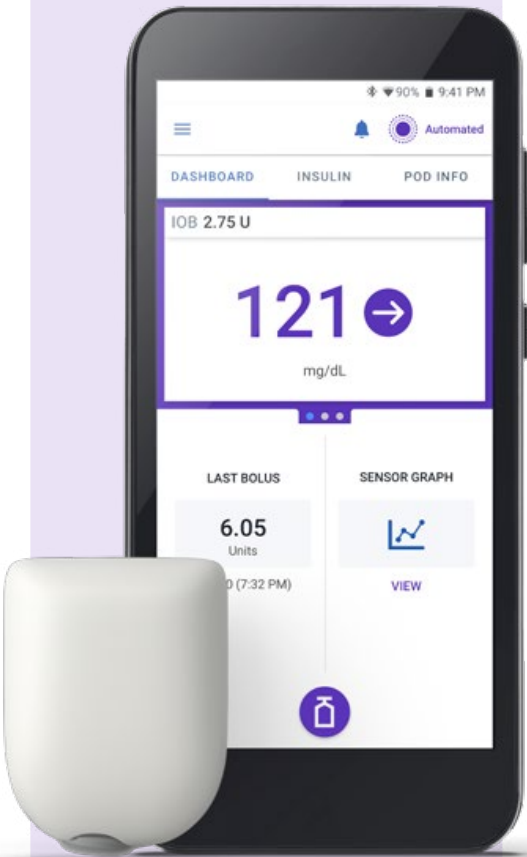
Omnipod 5 provides a fully on-body wearable AID experience that significantly improves glycemic outcomes while reducing the daily burden of living with insulin-requiring diabetes. The System’s tubeless Pod simplifies wearability, is discreet and can remain connected for everyday activities. That simplicity and ease of use, coupled with strong results, accessibility, and affordability, have driven its rapid adoption.

Omnipod 5 includes a proprietary AID algorithm built into the Pod. The Pod

communicates through Bluetooth with a sensor/CGM to obtain glucose data and predict future levels. From this data, the algorithm determines the right amount of insulin the user needs to meet their target glucose and automatically adjusts the dose. Omnipod 5 corrects for high glucose and protects against low glucose day and night to improve time in range and lower A1C while keeping hypoglycemia low.

While the Pod and CGM are always communicating, when the user wants to bolus or change their Pod, they use the Omnipod 5 App, which is available on a compatible personal phone (U.S. market) or by the Insulet-provided handheld device (Controller). Data coming from the Omnipod 5 system is wirelessly uploaded to the Insulet cloud-based technology via a built-in SIM card within the Controller or the user’s secure Wi-Fi.

In the U.S., the Pod currently integrates with the Dexcom G6, G7, and FreeStyle Libre 2 Plus sensors. In the European Union, the Pod currently integrates with the Dexcom G6 and FreeStyle Libre 2 Plus sensors.



In October 2024, we launched the Omnipod 5 App for iPhone in the U.S., joining our Omnipod 5 App for Android, to provide more choice and added convenience for Omnipod 5 users.



OMNIPOD 5 LABEL EXPANSION FOR TYPE 2 DIABETES (U.S.)

More than 30 million Americans live with type 2 diabetes, including roughly 5.5 million who require insulin therapy. In 2024, Omnipod 5 was cleared by the FDA for use by people with type 2 diabetes (ages 18 years and older) in the U.S., making it the first AID to have gained access to a diabetes management system that eliminates the need for multiple daily injections and automatically adjusts insulin delivery every five minutes. This clearance was supported by the results of Insulet’s landmark SECURE-T2D clinical trial,¹ which showed significant glycemic and quality-of-life improvements with the use of Omnipod 5 compared with prior methods of insulin delivery.

Now, our game-changing technology can address a significant unmet need, transforming care, improving clinical outcomes, and simplifying life for people living with type 2 diabetes and those who care for them. We are delighted to welcome more people to the Podder™ community and help them enjoy the freedom and ease of use of Pod therapy.







¹ <https://investors.insulet.com/news/news-details/2024/Insulets-SECURE-T2D-Pivotal-Trial-Results-Demonstrate-Omnipod-5-Improves-Clinical-Outcomes-and-Quality-of-Life-in-Type-2-Diabetes/default.aspx>

INTEGRATION WITH
LIBRE AND DEXCOM G7

Omnipod
connects with
more sensors
than any other tubeless AID
system in the U.S.

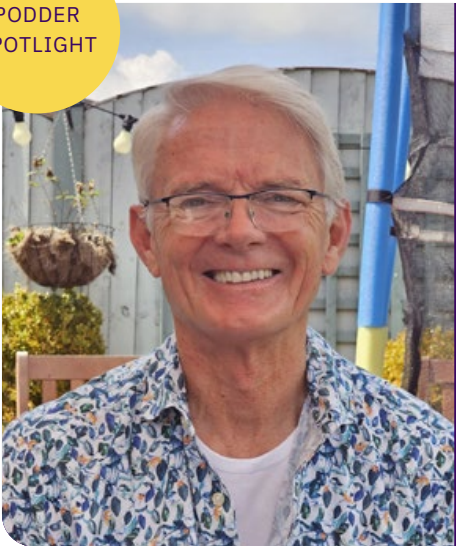
During 2024, Omnipod 5 became compatible with the FreeStyle Libre 2 Plus sensor in the U.S. and the EU. With this milestone, Omnipod has become the most connected tubeless AID system in the U.S., and millions of Americans who take insulin can now use Pod therapy with their preferred CGM sensor. We also launched Omnipod 5 with Dexcom G7 sensor integration in the U.S. Omnipod 5 is the only tubeless AID system that connects with both Dexcom G6 and G7 sensors, providing more choice for people with diabetes.

ADVANCE OMNIPOD 5 PLATFORM WITH CASCADE OF INNOVATION, FUELED BY DATA¹

Product Vision	At launch Full Market Release (FMR) August 2022	Today
Tubeless wearable disposable form factor		
Sensor integration	 G6	   G6 G7 FSL2+
Markets	U.S.	U.S. & International
Device compatibility	Android	Android & iOS for G6
Advanced glycemic control	SmartAdjust™ world-class control	SmartAdjust world-class control
Clinical evidence:		
Type 1	Pivotal study 320 users ²	Real-World Evidence (RWE) >141K U.S. & EU users ³
Type 2	N/A	RWE >10K U.S. users ⁴
Indication	Type 1 Ages 6+	Type 1 Ages 2+ Type 2 Ages 18+ in the U.S.

¹ Aligned with Q4'24 Earnings. Missing updates from Advanced Technologies & Treatments for Diabetes (ATTD).
² Brown S. et al. Diabetes Care. 2021; 44:1630-164 and Sherr J. et al. Diabetes Care. 2022; 45:1907-1910.
³ U.S. data: Forlenza G. Presented at American Diabetes Association (ADA). June 21-24, 2024. Orlando, FL. EU data: Wilmot E. Presented at European Association for the Study of Diabetes (EASD). Sept. 9-13, 2024. Madrid, Spain.
⁴ Peters, AL. Presented at American Pharmacists Association (APhA). March 21-24, 2024, Nashville, TN.

PODDER
SPOTLIGHT



JOHN ROWLEY

John Rowley, an Omnipod 5 user from the United Kingdom — where the FreeStyle Libre 2 Plus sensor integration launched earlier this year — switched to Pod therapy after managing his diabetes with multiple daily insulin injections for 36 years.

“Having spent more than half my life injecting myself with insulin, Omnipod 5, with its connection to my FreeStyle Libre 2 Plus sensor, has been truly liberating. When you have diabetes, there is so much more to think about when it comes to daily life. Omnipod 5 has made my life so much simpler, with much less to carry around with me, and less to worry about overall.”

—JOHN ROWLEY

U.S. CLEARANCE FOR
THE OMNIPOD IOS APP

In 2024, Insulet launched the Omnipod 5 App for iPhone in the U.S. — another big step forward in making life simpler for people living with diabetes. With the launch, Omnipod 5 Apps are now available for both iOS¹- and Android-compatible smartphones in the U.S.

The iPhone App removes the need for carrying a separate Controller since it allows users to manage Omnipod 5 from their compatible iPhone. Users can bolus for a meal, change a Pod, and adjust settings using the Omnipod 5 App. The new Custom Foods feature simplifies mealtime insulin management by allowing users to save carbohydrate information for frequently eaten foods. Additionally, presetting meals allows for easy fixed-dose bolusing, making life easier for those who prefer not to count carbs.

The App gives people with diabetes more choices, simplifies their daily routine, and makes diabetes management more convenient. Notably, the iPhone App was the feature most requested by Omnipod 5 users.

PODDER
SPOTLIGHT



MIKE CURRY

Podder and military veteran Mike Curry says that the discipline he developed during his Navy career was a key factor in how he successfully managed his diabetes before technology simplified his life. That included extensive paper-based records and logs to identify trends and patterns in how his body reacted to different foods, exercises, activities, illnesses, and stressors. After more than two decades with other systems, Mike shifted to the Omnipod delivery system in 2017 at the urging of his endocrinologist, who was confident that Mike was an excellent candidate for Omnipod DASH®.

“The Omnipod system is truly life-altering,” said Mike. “My A1C levels have always

been reasonable, but with Omnipod, I was now able to not think about my diabetes management for every waking minute.” Mike upgraded to Omnipod 5 immediately after it became available in 2022, and in early 2024, he jumped at the invitation to participate in the Limited Market Release of the new Omnipod 5 iOS App.

“Hands down, my favorite aspect is now using only one device to manage my diabetes,” said Mike. “The images are clear with a larger screen, and I am able to quickly glance at the displays without needing to find glasses. I thank the stars for the Insulet engineers and medical teams that had the vision to design and produce this system for people living with diabetes.”

¹ iOS for G6

Omnipod DASH

Omnipod DASH features a smartphonelike color touchscreen PDM that is used to control the secure Bluetooth-enabled Pod.

Omnipod DASH provides continuous insulin delivery at preset rates and allows the user to deliver meal-time insulin through the Pod, eliminating the need for individual injections. It delivers insulin in two ways:

- **A small, constant background supply of insulin delivered automatically at a programmed rate all day and night. This is known as basal insulin.**
- **On-demand insulin doses when needed to match carbohydrate consumption or correct high blood glucose. This is known as a bolus of insulin.**

Users can quickly and easily bolus for meals and snacks, correct high blood sugar, and adjust the basal rate when needed.

Designed for everyday life, Omnipod DASH communicates wirelessly, inserts virtually pain-free, and requires no tubing. It is waterproof¹ so users can wear it for up to three days without removal.

In the U.S., the PDM includes Wi-Fi for automatic cloud data uploads, providing users and their clinicians with cloud access to data enhancements and wireless software updates.



PODDER SPOTLIGHT



PODDER MAIA BICKERT GIVES BACK WHILE DOING WHAT SHE LOVES

Maia Bickert is a business owner, volunteer, adventurer, and Podder who uses Omnipod 5. At 18, she was an Olympic hopeful in alpine ski racing when a knee injury and a type 1 diabetes diagnosis shifted her focus dramatically.

During the year she was diagnosed, Maia reached out to [Riding On Insulin](#), a diabetes camp focused on empowering kids living with type 1 diabetes to participate in action sports. Volunteerism has played a significant role in her life ever since. During each ski season, Maia can be found coaching kids on a mountaintop and setting an outstanding example that a diabetes diagnosis doesn't have to hold you back from doing what you love.

“The greatest advice I received during my diagnosis was from my ER doctor. She said, ‘I know it will be difficult, but try to get back to your usual life and activities as soon as you can, so this seems like a small adjustment in the big picture.’”

—MAIA BICKERT

PODDER SPOTLIGHT

THE KRUEGER FAMILY IMPROVES THE LIVES OF PEOPLE WITH TYPE 1 DIABETES

Omnipod ambassadors like the Krueger family are helping to advance Insulet's mission to improve the lives of people with diabetes. Six of the eight Krueger children are living with type 1 diabetes, and they are dedicated to increasing awareness of the condition through video and storytelling on social media.

When the COVID pandemic struck, Podder Bellé Krueger began chronicling her and

her family's journey with diabetes, and she has been engaged as a content creator with Insulet since 2021. One by one, her two sisters transitioned to Omnipod 5 as well, inspired by Bellé and the content she had shared online. “I definitely am less shy about my devices, and I think it is because of social media and seeing everyone else with type 1 diabetes show their devices,” says her sister Ana.



¹ The Pod has an IP28 rating for up to 25 feet for 60 minutes. The PDM and Controller are not waterproof.

Customer Centricity

As we shape the future of diabetes management, we ensure customers remain at the center of all our innovation efforts.

By practicing customer centricity, we facilitate the development of safe, high-quality products that help members of the diabetes community live simpler lives. In creating these products, we identify and implement ways to 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 a key part of our continuous improvement processes.



CUSTOMER-CENTERED DESIGN

We strive to develop products that meet a variety of diverse customer needs, lifestyles, and preferences, leveraging our combined innovation and ingenuity to bring simplified diabetes management to more people. We designed our organizational model to strengthen commercial capabilities, further foster innovation, and increase cross-functional collaboration. Through those capabilities, the model supports strong momentum, accelerates our robust pipeline of innovation, and drives continued global expansion.

Directly engaging with customers, caregivers, and healthcare

professionals enables us to better understand the improvements they need and want. When we participate in events such as the [Friends for Life Children With Diabetes Conference](#) or the [American Association of Nurse Practitioners National Conference](#), Insulet uses these opportunities to conduct focus groups on diabetes technology and enhancement of our services.

Our ambitious accessibility strategy focuses on ensuring positive health outcomes for people with diabetes across communities. For example, our pivotal [SECURE-T2D study](#) on the efficacy of the Omnipod 5 AID

System for type 2 diabetes included racial and ethnic populations that are historically underrepresented in clinical research — but comprise a representative population of those diagnosed with diabetes in the U.S. By ensuring diversity in clinical trials, as well as our outreach and education programs, we can improve treatment efficacy and outcomes for many more people. We continue to work to increase the diverse representation among our clinical trial participants worldwide to build better products and outcomes for the people who need them.

CUSTOMER
TRAINING

Omnipod products are easy to use, reducing the training burden on healthcare professionals and end users. That said, we recognize diabetes management can be complex, and we offer comprehensive, user-friendly Omnipod training materials to enhance the accessibility of our products, promote successful health outcomes, and support user retention.

Our onboarding and training content is streamlined and designed to meet customers where they are. These resources vary by geography and include training videos, online user guides, and [Pod University™](#) — a one-stop source with interactive guides that help people with diabetes, caregivers, and educators learn about living with diabetes and diabetes management. With virtual training, users can onboard in a comfortable environment with family members present. In addition, our Field Clinician team directly trains new users, caregivers, and healthcare providers. These online training offerings can be vital for people in rural areas and others with limited access to 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 audience.

Training content is available in both English and Spanish and on mobile devices. Our team is constantly exploring opportunities to improve materials that enhance readability and understanding and promote successful health outcomes. For more information on these resources, visit the [Omnipod website](#).

We created
“The Pod Drop”
song to help normalize
diabetes, educate the public,
build community, and
celebrate the extraordinary
people we serve

“THE POD DROP” TRANSFORMS THE
OMNIPOD EXPERIENCE INTO SONG

Every day, Insulet’s community shares videos of their Pod changes, celebrating the freedom that Omnipod brings to their diabetes management.

Insulet was inspired to highlight these moments with a song that adds some pep to their routine. “[The Pod Drop \(Pod Change Theme Song\)](#)” was created using sounds exclusively from an Omnipod 5 Pod change. It was produced by Canadian musician Andrew Huang, who makes music out of unconventional items like car doors and soap dispensers — and now, Omnipod 5.

Many sounds surround the experience of using Omnipod 5, from peeling back the wrapper of a new Pod to tapping out the air bubbles in a syringe filled with insulin and the beep confirmation after filling the Pod with insulin. We created “The Pod Drop” song to help normalize diabetes, educate the public, build community, and celebrate the extraordinary people we serve.

Andrew recorded these sounds and then grouped them into tones and percussions



that he then played around with to make rhythms and melodies, ultimately creating this upbeat track. We captured Andrew unveiling “The Pod Drop” for the first time to Podder, T1D advocate, and content creator Lexie Peterson, who then helped us share it with the diabetes community at large. “The Pod Drop” was also honored with the [PRWeek Healthcare Awards](#) with the Best in Social Media and/or Influencers – Pharma Award and was [recognized by MM+M](#) as one of 2024’s Most Memorable Pharma Campaigns.

“The Pod Drop” is available through Spotify, Apple Music, Meta, and other music streaming platforms. To commemorate its launch, Insulet donated \$1 for every social media post created featuring the song to the nonprofit [Breakthrough T1D](#).

NEW TYPECAST PODCAST HELPS
LISTENERS LIVE WITH TYPE 1 DIABETES



Launched as part of our global support of National Diabetes Awareness Month, “TypeCast: Life Between the Lines” is a new Insulet diabetes podcast for the type 1 diabetes community. Its name reflects the lines that people with diabetes strive to live within — the optimal range for blood sugar levels. The podcast joins our suite of podcasts, which include “Within Range” and “Beyond the Bolus,” both targeted to healthcare professionals.

“TypeCast” is a weekly series of interviews and discussions produced by people with diabetes for people with type 1 diabetes. Each week features

a new guest, with wide-ranging topics covering the challenges and triumphs of living with type 1 diabetes. The podcast is community-driven, with a unique approach — it shares different stories, life experiences, and diabetes management approaches of people who live with this chronic disease. That includes not only Podders but also people using other modalities, such as MDI and tubed pump therapy.

While the focus is on helping people live with diabetes, “TypeCast” takes a lighthearted and uplifting approach, including funny stories that people who live with diabetes find relatable and inspiring quotes. Each episode is recorded for audio and video and can be found on YouTube, Spotify, and Apple Podcasts.

“TypeCast:
Life Between
the Lines”
IS A NEW INSULET
DIABETES PODCAST FOR
THE TYPE 1 DIABETES
COMMUNITY

CUSTOMER
SATISFACTION

Our Consumer Marketing and User Experience teams collect customer feedback from around the world through ongoing customer surveys, call center interactions, and extensive research. In addition to Pod users, 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 reflect our credibility.

When customers engage with Insulet, we seek to meet them where where they are and create communication channels that empower them to interact with us on their terms. In 2024, we expanded our channels by introducing Live Agent Chat in the U.S. Our dedicated, highly trained Product Support team manages the chat function live, answering questions about our products and assisting with troubleshooting. Podders can access the chat function on their PodderCentral® portal through our onboarding site. Customers who prefer voice interaction can continue to access 24/7 phone support.

Besides offering additional channels, we also implemented Omnipod AI support to provide our Product Support team with immediate access to relevant content, enabling them to provide exceptional service — whether via chat or phone. The AI tool eliminates the need for manual searches, empowering the team to provide improved troubleshooting guidance to customers more quickly.

By providing new options for reporting and addressing issues, we help make life simpler for people with diabetes. With this wider variety of service tools at work, we will continue to look at how we can make them even better and easier to use and ensure the customer care experience meets and exceeds expectations.

INNOVATION AND
INTELLECTUAL
PROPERTY

To maintain a competitive advantage, we believe we must develop and preserve the proprietary aspect of our technologies. We rely on a combination of copyright, patent, trademark, trade secret, and other intellectual property (IP) laws, nondisclosure agreements, and other measures to protect our proprietary rights.

At the end of 2024, we had over 750 patents and over 550 patent applications pending. The issued patents and pending patent applications cover hardware, software, and other areas of innovation.

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

From time to time, we have enhanced our IP portfolio with the acquisition of IP from other companies. In our innovation and IP activities, our goal is to further our mission: improving the lives of people with diabetes through innovative medical devices.

DATA AND
TECHNOLOGY

At Insulet, all data collection occurs within the context of our 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 our platform follows stringent privacy protocols. We approach that responsibility with the utmost respect.

When we do use customer data, it is de-identified and used in aggregate. Since every Omnipod 5 user is connected to the cloud, we have access to real-world data that shows us how our products perform

under real-world conditions. The resulting insights help us to enhance our products, with uses such as algorithm design, evaluating new features, or tailoring our user support tools. As we learn from usage patterns, we can constantly improve the customer care experience, from diagnosis through the course of Podders' lives.

As we continue to evolve our products, we also continuously explore options for integrating with new technologies, again in the service of further enhancing our customers' experience with Pod therapy.



SHARING OUR FINDINGS AT INTERNATIONAL CONFERENCES

At the 17th International Conference on Advanced Technologies and Treatments for Diabetes, held in Florence, Italy, in March 2024, we shared new Omnipod 5 findings based on data from more than 100,000 Omnipod 5 users in the U.S. That included insights on the system’s performance and optimization, including outcomes for those using the system for over one year, data on users with low insulin requirements, and how the system responds to a missed meal bolus in the real world. We also presented the results of our first Omnipod 5 randomized controlled trial (RCT) (OP5-003), which demonstrated the system significantly improved glycemic outcomes compared to traditional (non-AID) pump therapy in adults with type 1 diabetes.

We also participated in the American Diabetes Association’s 84th Scientific Sessions, held in Orlando, Florida, in June 2024, where we shared findings from the SECURE-T2D pivotal trial. The trial was the first large-scale, multicenter study evaluating the Omnipod 5 in a racially diverse group of adults with type 2 diabetes. The data was submitted to the U.S. FDA and led to the clearance of Omnipod 5 for people with type 2 diabetes in August 2024.

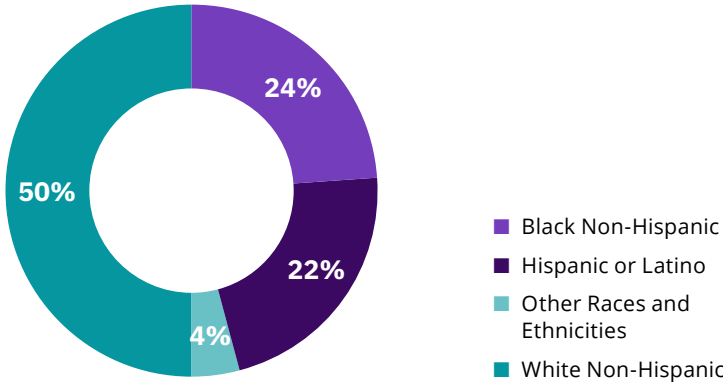
The trial included 305 adults aged 18-75 years with type 2 diabetes with a current insulin regimen for at least three months and a

baseline HbA1c of less than 12%. After a 14-day standard therapy phase to gather baseline data, participants transitioned to 13 weeks of using Omnipod 5. The results showed that the use of Omnipod 5 led to a significant reduction in HbA1c levels, with the greatest improvements observed in participants with the highest baseline HbA1c.

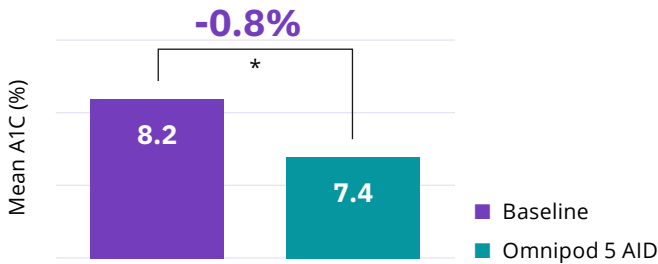
A major strength and differentiator of the study was the diversity of the enrolled population in terms of education level, income, ethnicity, and race. The data demonstrated that simple, easy-to-use AID technology, such as Omnipod 5, can be adopted by a broad, highly representative population of people with type 2 diabetes, improving outcomes and lives. These results could have a particularly striking impact among Black and Hispanic people, who experience a higher prevalence of type 2 diabetes and increased mortality rates.



DIVERSE STUDY COHORT REPRESENTATIVE OF U.S. POPULATION WITH TYPE 2 DIABETES AT RISK OF HIGH MORTALITY RATES¹



A1C SIGNIFICANTLY REDUCED WITH OMNIPOD 5 IN ADULTS WITH TYPE 2 DIABETES¹



*p<0.001

¹ Pasquel FJ, et al. Automated Insulin Delivery in Adults With Type 2 Diabetes: A Nonrandomized Clinical Trial. JAMA Network Open. 2025; 8(2):e2459348

Sustainability Approach

Innovating to improve lives, protect our planet, and create lasting value

IN THIS SECTION

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- 22 2024 Sustainability Performance
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- 25 Our Stakeholders
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- 29 Sustainability Governance



Message From Our CSO

At Insulet, our sustainability impact is inextricably tied to our mission as a company and our workplace culture. Through our products and innovative business models, we can make life simpler for millions of people with diabetes while improving health outcomes. Our commitment to advancing the standard of diabetes care goes beyond innovative technology. We’re breaking down financial barriers and ensuring our pump is both accessible and easy to learn, so more people with diabetes can get the support they need.

In 2024, we expanded access to Omnipod by securing FDA clearance of the Omnipod 5 AID System for individuals with type 2 diabetes, along with integration of FreeStyle Libre 2 Plus, Dexcom G7, and iOS phone control — offering greater choice for both patients and payors. Our subscription model continues to provide predictability to monthly costs, and our large pharmacy distribution channel lowers barriers to obtaining refills.

Our products include new features that support those with limited numeracy, and we provide training materials and customer service in both Spanish and English. As a cloud-based solution, we have great potential to improve continuity of care for underserved customers. We work to continually increase coverage and offer a U.S. Financial Assistance Program for customers in need.

Through our environmental sustainability efforts, we continue to mitigate our environmental impact as we grow our footprint. At our facilities, we have invested in renewable energy and waste reduction programs, including at our new Malaysia manufacturing facility that opened in 2024. We have built strong partnerships with our Research and Development and Engineering teams focused on circular economy design and product innovation. Over the past year, we expanded our U.S. product takeback pilot to include California. We continued to focus on our sustainable packaging road map with the thoughtful reduction and use of materials.

Our new Insulet for Good program, launched mid-2024, provides expanded avenues to support the diabetes community and the communities where employees live and work, bolstering employee engagement and our Company

culture. By being intentional about our philanthropy and partnerships, we can have an even more significant impact on our communities.

We remain steadfast in our commitment to creating positive change — for people with diabetes, for our environment, and for our communities. Through Insulet’s innovations in accessibility and product stewardship, we are transforming lives while advancing a more sustainable future for all.

Sincerely,

Lisa Brady

VICE PRESIDENT OF GLOBAL SUSTAINABILITY
AND CHIEF SUSTAINABILITY OFFICER



2024 Sustainability Performance

MATERIALITY



- Conducted a Corporate Sustainability Reporting Directive (CSRD)-aligned Double Materiality Assessment (DMA) refresh in 2024 to help set sustainability priorities and meet disclosure requirements.
- Engaged in-depth with over 25 stakeholders for the refresh to understand impacts, risks, opportunities, and where to focus efforts to optimize progress.
- Through the assessment, identified eight topics material to Insulet.

RESILIENT OPERATIONS



- Met 11% of our annual global electricity needs with renewable energy.
- Installed more than 5,700 rooftop solar panels at our new Malaysia manufacturing facility, which achieved 21% of our facility electricity needs after they were brought online.
- Completed our first Scope 3 emissions footprint, which we plan to disclose in a future Sustainability Report.

SUSTAINABLE PRODUCT INNOVATION



- Continued our U.S. product takeback pilot in Massachusetts and expanded its geographic scope to include California.
- Accepted 7.4 million Pods to date through global product takeback programs.
- Developed a long-term packaging road map to ensure we continue to create efficient and sustainable packaging that mitigates our environmental impact.

PEOPLE AND COMMUNITIES



- Created additional pathways to access Omnipod 5, including integration with the FreeStyle Libre 2 Plus, the Dexcom G7, and iOS phone control.
- Continued to expand our Financial Assistance Program to reach more customers.
- Launched Insulet for Good, our new global corporate giving program, to deepen our commitment to the communities we serve. In 2024, we surpassed our goals for the number of employees engaged and volunteer hours tracked.

Materiality

In 2024, Insulet completed a refresh of our DMA performed in 2023 to account for material business updates. We conducted our assessment in alignment with the European Union’s CSRD, a regulation and framework for sustainability disclosures.

The CSRD requires in-scope companies with business activities in the EU to perform a double materiality assessment to identify the sustainability topics most relevant to their organizations, based on financial impact and societal and environmental impacts. The results enable us to strategically prioritize initiatives across our value chain and facilitate our Company’s long-term operational resilience.



OUR VALUE CHAIN



OUR DOUBLE MATERIALITY ASSESSMENT PROCESS

1 Inventoried business changes and identified a short list of European Sustainability Reporting Standards (ESRS) topics in scope for the refresh.

- Defined material business changes since the 2023 DMA
- Short-listed topics potentially impacted by the business changes
- Identified Insulet stakeholders to participate as internal experts or proxies for external affected stakeholder groups

2 Reassessed impacts, risks, and opportunities, applying the latest guidance on methodology.

- Incorporated the latest methodology application and pre-assurance feedback into the refresh methodology
- Engaged stakeholder experts to reassess impact, risks, and opportunities for the topics and validate whether they remained material to Insulet

3 Updated list of material topics, accounting for significant business changes since 2023.

- Set the materiality threshold, in conjunction with our Enterprise Risk Management (ERM) team to ensure alignment with ERM processes
- Validated results with Insulet’s Sustainability Reporting Steering Committee
- Validated results with Executive Leadership team

The assessment identified eight topics with the most significant impact on our business and/or the environment and society. We continue to use the results to enhance our ongoing sustainability strategy.

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, process, 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 & accessibility	Making products and therapies accessible to customers; improving availability and affordability of products through partnerships; investing in critical skills and infrastructure
	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 provides Insulet guidance for navigating our operating environment, enhancing positive impacts, and aligning our performance to deliver sustainable value. Our engagement activities focus on understanding and addressing concerns, meeting the expectations of key stakeholder groups, and fostering transparent dialogue through the disclosure of progress and performance on material Environmental, Social, and Governance (ESG) topics.



KEY STAKEHOLDER GROUPS

Stakeholder Group	Key ESG Topics	Methods of Engagement
Employees	Cybersecurity & Quality Information, Customer Safety	Global town hall meetings, employee engagement surveys, intranet, virtual and in-person engagement events, employee sounding boards, training, monthly newsletter, virtual and in-person onboarding, social platforms, employee resource groups
Customers	Affordability & Accessibility, Customer Safety, Product End of Life	Surveys, focus groups, virtual and in-person product training, usability tests, feedback interviews
Communities	Cybersecurity & Quality Information, Customer Safety	Conferences, volunteering, donations
Suppliers and Business Partners	Customer Safety, Product End of Life, Employee Safety & Well-being	Audits, assessments, quarterly business reviews, supplier scorecards, training
Investors	Affordability & Accessibility, Customer Safety, Employee Safety & Well-being, Energy Management, Greenhouse Gas Emissions Reduction, Product End of Life	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, investor nondeal road shows
Payors	Affordability & Accessibility, Cybersecurity & Quality Information, Customer Safety	Surveys, contract negotiations, meetings, reimbursement procedures and processes, horizon-scanning exercises, industry association groups, webinars
Healthcare Professionals	Affordability & Accessibility, Cybersecurity & Quality Information, Customer Safety	Market research, product development, product training, usability tests, feedback interviews
Advocacy and Industry Groups	Affordability & Accessibility, Cybersecurity & Quality Information, Customer Safety	Meetings, conferences, focus groups, surveys, partnerships, coalitions
Regulatory and Government Bodies	Affordability & Accessibility, Cybersecurity & Quality Information, Customer Safety, Employee Safety & Well-being	Meetings, industry association groups, clearance and certification applications

PARTNERING WITH
ASSOCIATIONS AND
ADVOCACY GROUPS

Through our strategic partnerships with industry associations, organizations of medical professionals, and consumer advocacy groups, we expand and deepen our efforts to improve the health of people in the diabetes community. In 2024, those collaborations included the following:

- **Advanced Technologies & Treatments for Diabetes (ATTD):** ATTD spotlights pioneering technologies and therapies for diabetes management, fostering collaboration among technology developers, diabetes care professionals, researchers, industries, startups, investors, regulatory bodies, and individuals living with diabetes.
- **American Association of Clinical Endocrinology (AACE):** The AACE's mission is to elevate the practice of clinical endocrinology to improve global health. The Corporate AACE Partnership supports AACE's work to accelerate the implementation of evidence-based best practices so that people with diabetes can benefit from medical advances as soon as possible.
- **American Association of Nurse Practitioners (AANP):** The AANP is the largest professional membership organization for nurse practitioners.
- **American Diabetes Association (ADA):** The ADA's mission is to prevent and cure diabetes and to improve the lives of all people affected by diabetes.
- **Association of Diabetes Care & Education Specialists (ADCES):** With over 14,000 diabetes and education care specialists, ADCES is committed to improving diabetes care.
- **Breakthrough T1D:** Breakthrough T1D (formerly known as JDRF) enhances awareness of diabetes, advocates for policies to support people with diabetes, and increases community engagement.
- **Children With Diabetes:** This nonprofit provides much-needed support for children and adults living with diabetes and provides educational tools and care support for their families.
- **Diabetes Technology Advocacy Coalition (DTAC):** The DTAC is made up of people with diabetes, caregivers, patient advocates, health professionals, companies, and nonprofits. It advocates for people with diabetes, including access to affordable technology.
- **SWEET Initiative:** Headquartered in Germany, SWEET is a growing global network of certified diabetes centers aiming to improve quality of and reduce inequalities in pediatric and adolescent diabetes care.

SPOONFUL OF LAUGHTER EVENT:
REDUCING STIGMA THROUGH COMEDY

Laughter is often the best medicine. In January 2024, Insulet sponsored diaTribe's playshop event, Spoonful of Laughter, which took place in San Francisco. diaTribe is a nonprofit that provides hundreds of thousands of people with diabetes with useful, actionable information that gives them hope for a better future and helps them live happier and healthier lives.

The playshop brought together comedians, advocates, writers, producers, people with diabetes, and caregivers to develop a campaign and content around ending stigma. Through discussions, skits, and informal interaction, they created messages that resonate with audiences.

The Spoonful of Laughter campaign led to six videos that use comedy to educate people about diabetes, push back against stereotypes, and encourage curiosity. The videos are available on [YouTube](#), [Instagram](#), and [spoonfuloflaughter.org](#).

THE SPOONFUL
OF LAUGHTER CAMPAIGN
USED COMEDY TO CREATE
six videos
THAT INFORM
AND EDUCATE



Podders enjoying the Spoonful of Laughter event

MEMBERSHIPS IN
TRADE ASSOCIATIONS

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

- Advanced Medical Technology Association (AdvaMed), 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), Massachusetts, U.S.: Our VP of Global Sustainability and Chief Sustainability Officer sits on MassMEDIC’s Board of Directors
- Mecomed, Middle East and Africa
- Medical Device Innovation Consortium (MDIC), U.S.
- Medtech Canada
- MedTech Europe
- Swiss Medtech, Switzerland
- Syndicat National de l’Industrie des Technologies Médicales (SNITEM), France



Sustainability Strategy

In 2024, we deepened our work across our three strategic pillars of Sustainability: Resilient Operations, Sustainable Product Innovation, and People and Communities. Our CSO and global Sustainability team set the sustainability strategy and ensure it aligns with enterprisewide priorities and goals. We continued to collaborate extensively with cross-functional groups, further embedding sustainability into the organization.

RESILIENT OPERATIONS



Investing in resilient operations for lasting impact and value creation

Our Resilient Operations pillar focuses on minimizing our social and environmental impacts through responsibly managing our supply chain and operational activities.

SUSTAINABLE PRODUCT INNOVATION



Driving sustainable innovation to modernize the industry

Our Sustainable Product Innovation pillar recognizes that, as a leader in diabetes care, we have a unique opportunity to deliver innovative and environmentally conscious products. We empower our design teams to develop high-quality, innovative products that promote a circular economy, effectively reducing environmental impact.

PEOPLE AND COMMUNITIES



Creating positive impacts for customers, communities, and employees

Our People and Communities pillar aims to develop and engage our talented employees and advocate for the diabetes community. By intentionally fostering inclusivity and diversity across the organization, we create opportunities for all employees to grow, innovate, and continuously develop solutions to meet the diverse needs of the diabetes community. We strive to expand product affordability and accessibility, enabling more people to enjoy simpler diabetes management and better health outcomes.



Sustainability Governance

The Nominating, Governance, and Risk Committee of the Company's Board of Directors (Board) oversees our sustainability approach and the management of material sustainability topics. The full 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 our sustainability disclosure and adherence to regulatory compliance.

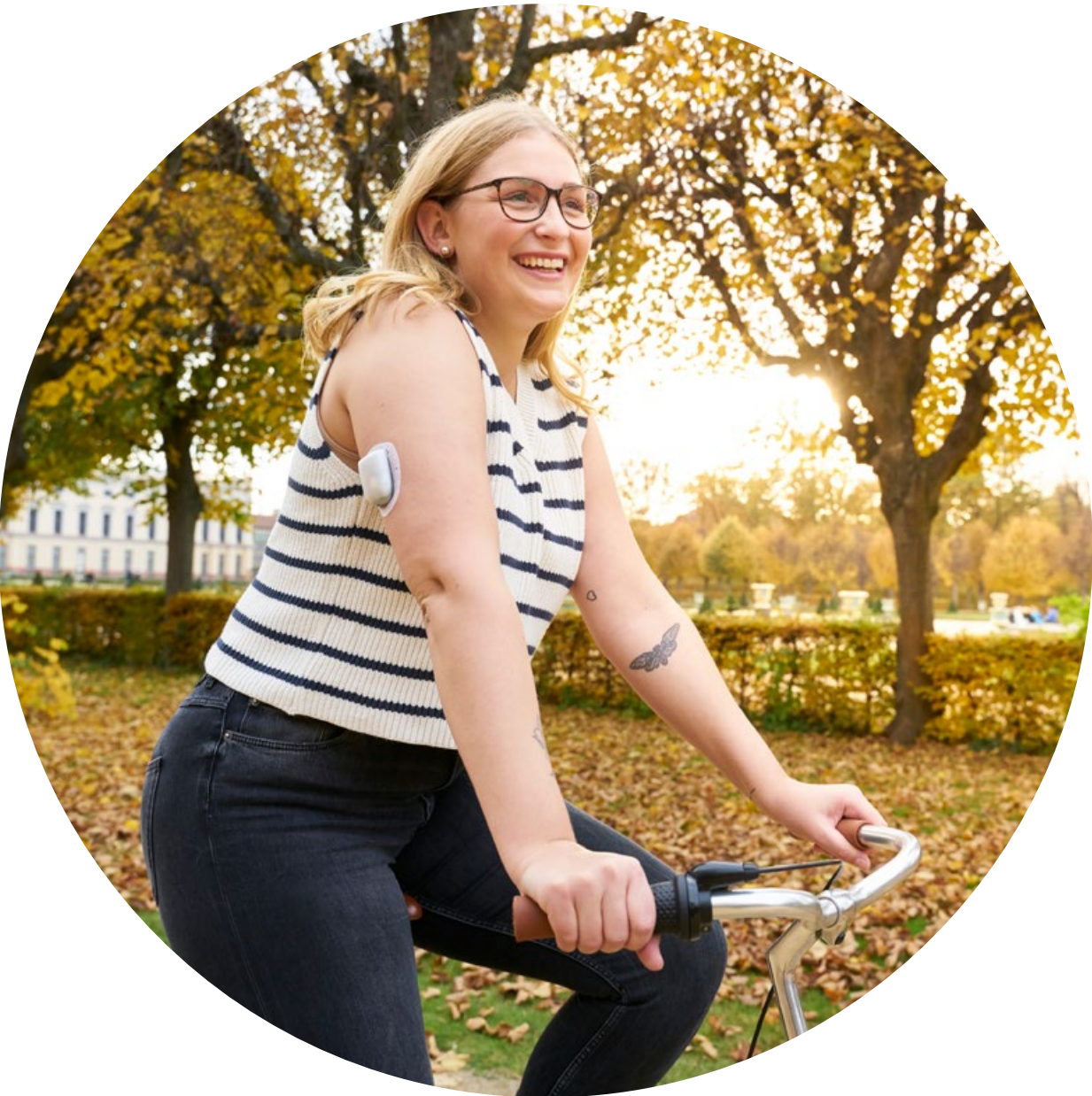
The Company's CSO reports to the full Board annually and to the Nominating, Governance, and Risk Committee at least twice a year to share our ESG progress and enhance the Board's knowledge of sustainability strategies and practices. To learn more about our Board, see the [Governance](#) section of this report.

Our [Supplier Code of Conduct](#) outlines Insulet's social and environmental expectations of our suppliers. For additional information, please see the [Governance](#) section of this report.



Environment

Reducing environmental impact in our operations and supporting the shift to a circular economy



IN THIS SECTION

- 31 Energy and GHG Emissions
- 34 Circular Economy and Product Stewardship

We responsibly manage the environmental impacts of our products and operations, working to increase resiliency while mitigating business risks. We focus on reducing environmental impact so we can ensure we deliver our products as efficiently and responsibly as possible to the customers who need them. As our footprint expands, we are continuing to look for ways to improve our product sustainability, reduce emissions, and responsibly manage our waste across all our locations.

Energy and GHG Emissions

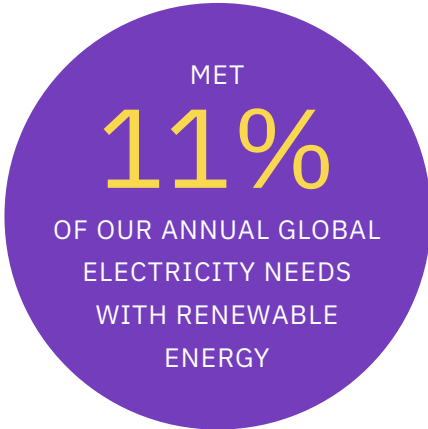
We recognize that climate change is a significant issue facing society and business today. Our [Climate Change Statement](#) outlines our commitment and approach to addressing the issue across our operations and value chain.

We continue to evaluate and evolve our overall climate impact and risk mitigation strategy. Our efforts are guided by our multiyear reporting and

target-setting road map, which we designed to align with existing and emerging climate-related regulations and disclosure expectations. In 2024, we completed our first Scope 3 emissions footprint, which we expect will be enhanced each year. We completed projects at our Malaysia and Massachusetts facilities to reduce operational GHG emissions, including implementation of a large solar array at our new Malaysia manufacturing site.



ENERGY MANAGEMENT



As we continue our trajectory of strong and sustained growth, Insulet remains focused on improving energy efficiency and continuing to build out our on-site solar capacity. Where we are unable to reduce our energy consumption, we are continuing to explore additional renewable energy procurement as a sustainable alternative.

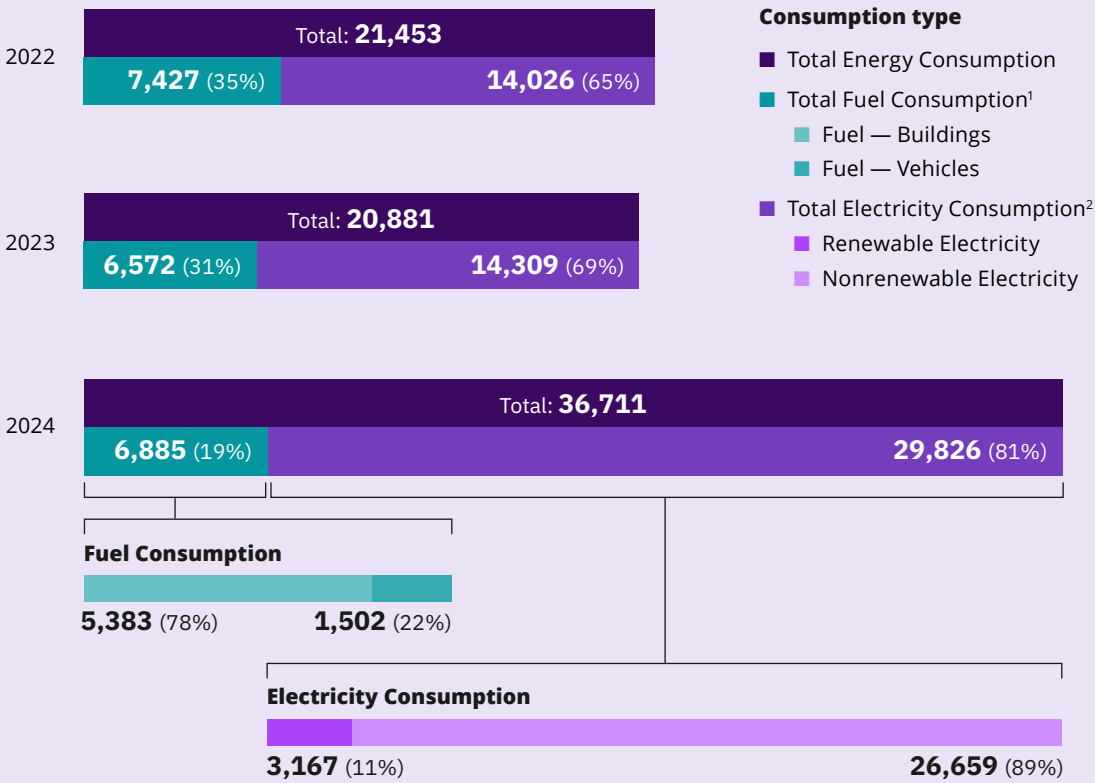
Renewable Energy

We have generated solar energy for several years through an active solar array on our Massachusetts manufacturing building that went live in 2020. In October 2023, we launched a new solar canopy over our Massachusetts headquarters parking garage that supplies renewable energy to the facility, representing 7% of the site’s 2024 electricity consumption. The Malaysia manufacturing facility features solar panels that met 21% of the facility’s electricity needs after they were brought online in May 2024. These two solar arrays, coupled with a smaller amount of renewable energy that is procured at our London site, accounted for 11% of our global electricity needs during 2024, a percentage we plan to continue to increase over time.

Energy Efficiency

As part of supporting energy efficiency throughout Company operations, we regularly evaluate our energy use practices and look for opportunities to increase our energy efficiency. In 2024, we expanded on the 2023 scoping study we completed at our Massachusetts site

ENERGY CONSUMPTION (MWh)



¹ The increase in Insulet’s fuel consumption is primarily attributed to the installation and use of backup generators at our Acton, Massachusetts, sites.

² The increase in Insulet’s electricity consumption is primarily due to the onboarding of our new Malaysia site. While this more than doubled our global energy consumption, 21% of that electricity was generated with our new solar panels after they were brought online.

with more detailed data collection. This enabled the implementation of one project this year where we raised temperature setpoints to reduce our Computer Room Air Conditioning (CRAC) energy consumption by 7%. At our Irvine, California, location, we replaced heat pumps and HVAC components to increase efficiency and installed a better-insulated roof. We plan to build on this work with the implementation of additional energy efficiency projects in 2025.

Energy Consumption Data

Insulet saw an increase in energy consumption in 2024, which was associated with the opening of our facility in Johor Bahru, Malaysia, and the resulting increase in our manufacturing activity. While this more than doubled our global energy consumption, 21% of that electricity was generated with our new solar panels after they were brought online.

GHG EMISSIONS

In this report, we continue to share our Scope 1 and Scope 2 emissions performance, which reflect an increase due to the opening of our new Malaysia site described above. We also completed our first Scope 3 emissions footprint, which we plan to iterate and improve upon before we disclose it externally.

Transportation-Related Emissions

Our transportation practices are designed to help reduce emissions. When shipping within the U.S., we send the majority of shipments on full truckloads to reduce fuel consumption. Where possible, we use ocean freight for inbound products since it consumes less fuel than air freight. In 2024, we shipped more than 90% of inbound freight by ocean transport, and we continually aim to increase its usage.

Sustainable Building Design at Our Malaysia Manufacturing Site

In 2024, we celebrated the opening of our new manufacturing facility in Johor Bahru, Malaysia. We were mindful when designing and building the Malaysia facility to lessen our impact on the environment.

The nearly 13-acre site includes more than 5,700 rooftop solar panels that met 21% of the site’s power needs in 2024 starting in May when they went live. The building automation system uses cloud-based apps to monitor and manage the mechanical, electrical, and plumbing systems. It yields real-time data collection that helps uncover trends and anomalies and optimizes the scheduling of maintenance activities.

To reduce potential stress to local water sources, we created an underground rainwater harvesting system comprised of three rainwater capture units with the capacity to satisfy 30% of the landscaping water needs. Since our manufacturing is not water intensive, water is not a material issue for us.

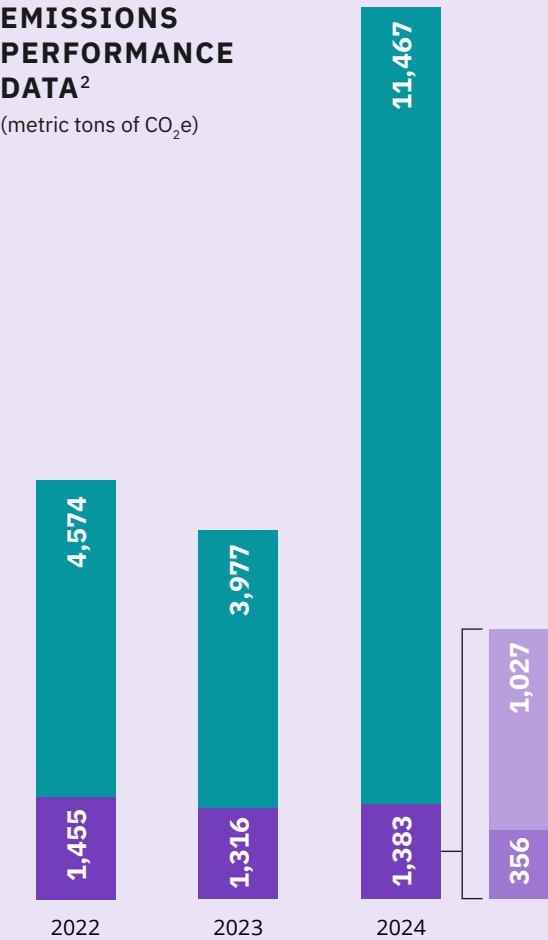
The building’s Rockwool roof provides excellent thermal insulation and moisture resistance, its best-in-class magnetic bearing chillers reduce the energy used for air conditioning, and motion sensors reduce the energy used for office lighting. The manufacturing facility was designed with sustainable elements to achieve both Green Building Index (GBI) certification and Leadership in Energy and Environmental Design (LEED) Silver certifications, which are part of Insulet’s global effort to minimize its environmental impact in the areas where it operates. The project is registered with the certification goals of LEED Silver and GBI Silver.



¹ The solar panels met 21% of the site’s power needs starting in May when they went live.

EMISSIONS
PERFORMANCE
DATA²

(metric tons of CO₂e)



Emissions type³

- Scope 1 (Direct)⁴
 - Stationary Combustion and Refrigerants
 - Mobile Combustion
- Scope 2 (Indirect) Market-Based^{3,5}

² Insulet follows an operational control approach to calculate our emissions and utilizes the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) global warming potential (GWP) values. Our calculations include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and refrigerants. Please refer to the [Basis of Reporting](#) section for more details on our emissions calculation methodology.

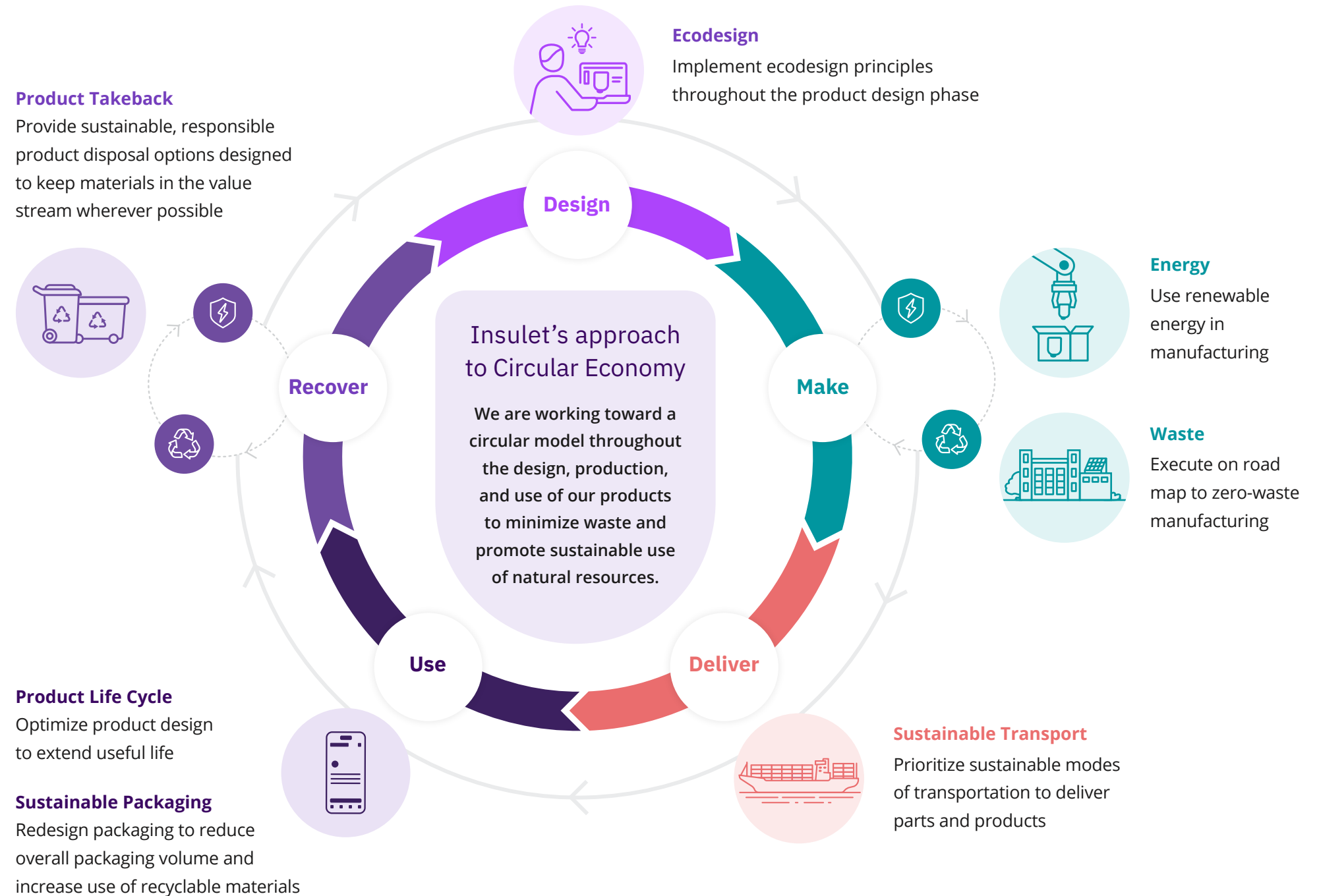
³ The Scope 2 emissions listed here are market-based emissions. Please see our [2024 Data Download](#) for our location-based emissions.

⁴ The increase in Insulet’s Scope 1 emissions is primarily attributed to the installation and use of backup generators at our Acton, Massachusetts, sites.

⁵ The increase in Insulet’s Scope 2 (indirect) market-based emissions is primarily due to the onboarding of our new Malaysia site, including both the increase in electricity consumption and a higher country-level emission factor compared to our other locations.

Circular Economy and Product Stewardship

At Insulet, we are embedding sustainable design principles into our products and packaging to facilitate the shift to a circular economy. We are also working to reduce resource consumption and implement recycling and reuse programs wherever possible throughout manufacturing and the product life cycle. In 2024, we expanded our product takeback program and advanced responsible waste management initiatives while adhering to applicable regulations and best practices for medical waste disposal.



WASTE MANAGEMENT

We focus on waste reduction and responsible waste management so we can optimize our use of resources and minimize their environmental impact. As part of our comprehensive approach, we evaluate waste sources, implement process modifications, and redirect waste away from landfills and incinerators whenever possible.

Distribution Center Waste

Our Sustainability, Distribution, and Facilities teams continued to partner to increase landfill and incineration diversion at our Massachusetts distribution center in 2024. After conducting a waste study in 2022 and prioritizing the largest opportunities for impact, we made improvements such as reducing waste-generating items, implementing composting and single-stream recycling capabilities, improving signage, and optimizing the placement of waste receptacles. This year, we continued to conduct ongoing training with new and current employees to reinforce our established waste diversion processes. We also explored additional waste-reduction opportunities, such as film-plastic recycling.

Massachusetts Manufacturing Waste

In 2024, we continued to focus on our waste management practices in our Massachusetts manufacturing. We minimize waste generation by improving processes and divert waste from landfills through reclamation and recycling.

We also engaged in continuous improvement projects to drive our scrap rates down. Even with heightened demand for Omnipod products and increased production figures throughout the year, we saw an increase in the percentage of scrap that can be reclaimed for reuse. If a partially assembled product contains defective parts, we reclaim the remaining parts if they meet our quality standards for use in new Pods.

We continued our Waste Stream Ambassador program, through which we appoint three employee ambassadors per shift who are responsible for ensuring that all waste produced during that shift is correctly sorted and disposed of. We also developed a comprehensive process to guide waste management efforts throughout our Massachusetts manufacturing operations.



Waste Stream Ambassadors



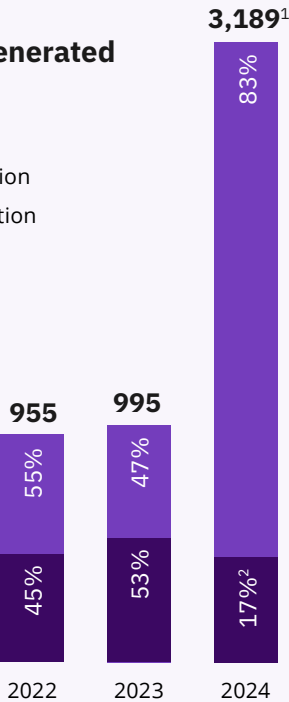
PERFORMANCE DATA

In 2024, we saw a 36% decrease in overall waste diversion, which was due to lower diversion rates at our new Malaysia manufacturing facility from one-time startup activities. We continue to have an ongoing commitment to sustainable waste management, and we are exploring ways to increase waste-diversion rates at the Malaysia facility and our other locations.

¹ The increase in Insulet's waste is primarily attributed to the onboarding of our new Malaysia site.
² The decrease in Insulet's overall diversion % is due to one-time startup activities at our new Malaysia site.

Total Waste Generated
(metric tons)

- Diverted from landfill/incineration
- Landfill/incineration



PRODUCT
STEWARDSHIP

Sustainable Innovation

From sourcing sustainable materials to minimizing waste during production, we are addressing both customer and planetary health through a culture of innovation. We continue our initiatives to reduce the environmental impact of our packaging and distribution processes. In 2024, we continued to apply sustainable design principles to our products and packaging to use more sustainable materials or less resources overall.

Conscious Design and Production

We identify opportunities to use more sustainable materials while delivering high-quality products to our customers. In 2024, we held two sustainable design workshops focused on product sustainability, with an emphasis on educating cross-functional teams on how to integrate sustainable materials and design into their daily work. We continually review the design of components used in our products to reduce material usage and eliminate materials of concern. For example, we invested resources, including capital equipment, to change the design of our ratchet gear

component to minimize material usage. Through regular evaluation of manufacturing production processes, we identify ways to reduce raw materials used in the development and production of Omnipod products. We reuse component packaging when possible and work to reduce the amount of incoming packaging waste from suppliers.

Sustainable Packaging

In 2024, we created a long-term packaging road map to ensure we continue to create efficient and sustainable packaging that reduces our environmental impact. Our Omnipod 5 starter kit is largely paper-based, and the paper-based components are fully recyclable. The U.S. kits are produced in North America, enabling all packing materials inside the box to be locally sourced. Moving the supply chain closer to production also reduces transportation costs, time, and emissions.

In 2024, we also made a design change to discontinue the use of magnets in our Controller and PDM starter kit cartons, replacing them with a simple tab closure system starting in 2025. This change will not

only allow us to reduce our use of materials but also made the paper-based packaging portion of the kit 100% recyclable, leading to a 35% reduction in its carbon footprint as well as a cost reduction.

Takeback Programs

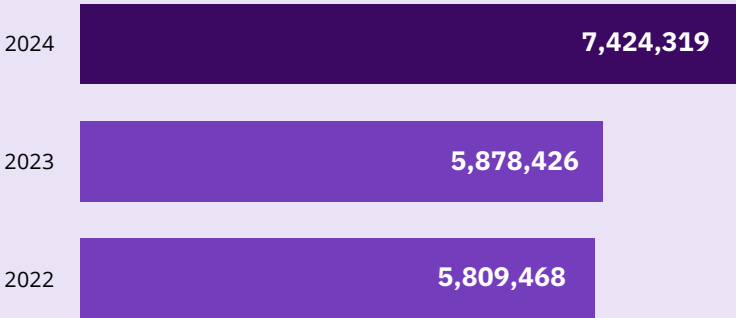
We facilitate responsible product disposal by offering customers free regional takeback programs in many locations. These programs promote a circular approach to waste, ensuring that products continue to create value even after customer use.

In 2024, we continued our U.S. product takeback pilot in Massachusetts and saw a slight increase in takeback volume versus

2023. We also expanded the geographic scope of the U.S. pilot by adding California in 2024. We plan to leverage the data from this pilot to inform the future of U.S. product takeback, drawing on both quantitative data and qualitative feedback from Podders.

Outside of the U.S., we continue to operate Pod takeback programs in Europe, Canada, and Australia. Through these programs, we diverted more than 7.4 million Pods globally, a 26% increase over 2023. Pods returned in France, Australia, and the U.S. are recycled, and in other countries, they are incinerated to create electricity at waste-to-energy facilities.

TOTAL NUMBER OF PODS ACCEPTED FOR TAKEBACK



Social

Creating positive impacts for customers, communities, and colleagues, with a focus on expanding access



IN THIS SECTION

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| 41 | Social Impact | 49 | Human Rights |
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| 47 | Cybersecurity and Data Privacy | 57 | Workplace Health and Safety |

At Insulet, 2024 was marked by tremendous growth in access, including Omnipod 5 approvals in new countries, the U.S. FDA clearance of Omnipod 5 for adults with type 2 diabetes, and expanded U.S. government markets. We also extended the global reach of our operations, notably through the opening of our Malaysia manufacturing facility. As we continue to experience rapid growth, we are focusing on scaling our processes, building on our rich workplace culture, and deepening our positive impact on our communities worldwide.

Value, Affordability, Advocacy, and Accessibility

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

As active advocates for the diabetes community, we engage in robust dialogue with customers, healthcare professionals, and business partners to better understand diabetes and our stakeholders’ needs. Within Insulet, we foster an inclusive, collaborative internal culture and actively empower employees to bring their most innovative

ideas and best selves to work. As we continue on our strong growth trajectory, we know innovative ideas and technologies will fuel our ongoing efforts to improve 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 a Financial Assistance Program. We were thrilled that Omnipod 5 was added to the Federal Supply Schedule (FSS) in 2024, which expands our reach to people served by agencies such as the Veterans Affairs, the Department of Defense, and the Indian Health Services.



ADVANCING ACCESS THROUGH FSS STATUS

In our work to advance market access and reach more people with diabetes, Insulet’s status as a supplier to the U.S. federal government is significant, making it simpler and less expensive for the Company to provide Omnipod products to customers from various federal agencies. Those include the Veterans Affairs, the Department of Defense, and the Indian Health Services — three larger U.S. agencies that provide healthcare services to individuals with federal benefits.

In a year of milestones for Omnipod access, the U.S. FDA clearance of Omnipod 5 for adults with type 2 diabetes is particularly notable. In the U.S., approximately 5.5 million¹ people with type 2 diabetes require insulin therapy, and Omnipod has the potential to simplify lives and improve health outcomes for more users than ever before.

**Increasing Accessibility
Internationally**

Outside the U.S., our partnerships with national healthcare systems and industry associations help drive equitable access to insulin management technology. We work with governments and other payer organizations to help them evaluate the benefits to users, short- and long-term health outcomes, and the impact on healthcare services. One of the ways we increase access is through the deployment of various “pay as you Pod” models, which remove the need for upfront payment and instead introduce a flat monthly price structure.

Our International Market Access Center of Excellence also supports Omnipod access outside the U.S., with a focus on health economics and outcomes research, policy, public affairs, and pricing.

**NICE APPRAISAL CONFIRMS
BENEFIT OF HYBRID CLOSED
LOOP TECHNOLOGY**

In 2023, the U.K.’s National Institute for Health and Care Excellence (NICE) published its appraisal of hybrid closed loop (HCL) technology. This included clinical data that users stay in automated mode 96% of the time, allowing the system to adjust insulin predictively and eliminating almost all insulin tasks outside of bolusing. These findings confirmed that Omnipod 5 greatly reduces the burden of type 1 diabetes self-management, and they were instrumental in expanding market access for Omnipod 5 to other European countries.



¹ Total Addressable Market (TAM) is based on the markets the Company serves today. Source: Insulet data on file.

DISTRIBUTION
CHANNELS AND
PRICING STRATEGIES

For eligible customers in the U.S. who experience financial hardship, we offer a [Financial Assistance Program](#) that supports those who are uninsured or whose commercial insurance includes a high copay. Our Financial Assistance Program includes Omnipod DASH and Omnipod 5, and we have expanded the reach of the program to the pharmacy channel for people with no insurance. Additionally, in the U.S., Insulet assists people to understand and utilize available federal health

programs and state Medicaid systems, which are often key partners in helping people with diabetes access Omnipod products.

One of the benefits of Pod therapy is that customers do not need to purchase any equipment at the onset, thanks to our free trial programs. That allows them to try out the therapy without any initial cost outlay. In some of our 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 promote equitable access globally. Through collaborating with regulators and payors, we implement thoughtful, market-specific pricing that helps us effectively meet demand.



Social Impact

Insulet’s social impact strategy is deeply and inextricably connected to the Company’s mission. Through our social impact initiatives, we promote equitable access to diabetes care and advanced medical technology by advocating for and investing in diabetes communities to improve the quality of life for all people living with diabetes. We define these communities as not only people with diabetes but also their caregivers, family members, healthcare providers, and the environments where they live and work. To have the greatest possible impact, we intentionally coalesce our efforts around three pillars:



HealthTech for All

Reduce health barriers and disparities among underserved communities living with diabetes to enable them to live their healthiest lives.

We expand accessibility through outreach, education, and research and by driving greater affordability of Pod therapy.



Healthier Communities

Leverage our expertise and emerging technologies to improve the health of our communities and build alliances to drive collective and lasting impact.

We seek to positively impact our communities by sharing our time, talent, and technology, and to fuel MedTech innovation to expand access to care.



NextGen HealthTech Workforce

Empower employee success and foster an inclusive culture to drive our mission and fuel innovation in the Health and MedTech industry.

We work to advance the careers of the next generation of HealthTech leaders and innovators and develop career pathways to recruit, retain, and promote diverse talent.



INSULET FOR GOOD



Launched in 2024, Insulet for Good underscores our commitment to our communities and provides global employees a resource to connect with causes that are important to them and aligned with our priorities. The primary focus is on organizations that make a demonstrated, measurable impact in the three priority social impact areas listed above — Healthier Communities, HealthTech for All, and supporting the development of the NextGen HealthTech Workforce.

The Insulet for Good platform highlights opportunities for in-person, online, and skills-based volunteering, and makes it easy to manage and track volunteer events. Options include team building, employee resource groups (ERGs), and workplace events, as well as opportunities for employees to volunteer in their own communities in their personal time. In the first six months of the new platform, we saw strong momentum, surpassing our goals for both employees engaged and the number of volunteer hours tracked.

In addition to its focus on volunteering, Insulet for Good improves our charitable giving process, focusing our efforts on programs and organizations that align with our strategic business goals and have the greatest positive effect on the people and communities they serve.

The program is supported by the Social Impact Advisory Council, consisting of leaders from the Global Sustainability, Global Operations, International, Legal, Finance, Commercial Operations, and Corporate Communications teams. The Council provides ongoing feedback and advice on Insulet’s Social Impact goals, processes, and policies; ensures grantmaking is strategic, global, and drives measurable impact; uncovers opportunities to drive even greater impact by leveraging key external partners; and identifies risks to avoid conflicts of interest.



DIABETES AWARENESS MONTH

Each November, the world unites to raise awareness about diabetes in support of National Diabetes Awareness Month in the U.S. and World Diabetes Day. Insulet is especially active during this time, and as part of our 2024 observance we invited Podders to join us for a Nasdaq closing bell ceremony. We were also thrilled to announce our new Podder Alliance Network (PAN) ERG — along with an array of other activities to engage Team Insulet and support people with diabetes.

As a touchpoint to families and individuals who have been recently diagnosed with type 1 diabetes and their caregivers, Insulet partnered with Breakthrough T1D to send motivational messages of support to those affected by this chronic condition. Remote employees also had the chance to participate, with templates and suggested themes made available. The notes were designed to show our care and empathy for the recipients and provide comfort and hope.



Corporate Giving and Partnerships

At Insulet, 90% of our global giving supports people with diabetes. While we have prioritized organizations that support people with type 1 diabetes, we are expanding our giving to those that serve type 2 diabetes as Insulet reaches more people living with this condition. In 2024, we were proud to support organizations that increase access to care for people with diabetes. Those included the Ocho Pasos program at the Sansum Diabetes Research Institute, which offers services for the Spanish-speaking community, and the Bridging Gaps program at DiabetesSisters, which addresses diabetes technology with underrepresented communities. Our other grantees included, but were not limited to, Children With Diabetes, the Diabetes Education Camping Association, and the Diabetes Hope Foundation.

Employee Volunteering

We are committed to finding opportunities to connect our employees to causes aligned with our social impact priorities and leveraging our time together to give back to the communities we serve. In 2024, Insulet employees engaged in volunteerism throughout the year. Our employees continued to show their strong support of camps for children with diabetes, from camp preparation to post-camp cleanups, and supporting STEM-related initiatives that inspire the next generation of innovators.



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 development process, product life cycle, and global operations in order to achieve regulatory compliance and help ensure we deliver safe, effective products to the people who rely on them.

QUALITY MANAGEMENT SYSTEM

Our rigorous quality management system (QMS) is designed to adhere to global regulations and facilitate the consistent execution of quality-related activities across the product life cycle. 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 also proactively monitor emerging regulations to ensure we remain compliant with quality and safety standards.



OUR QUALITY MANAGEMENT SYSTEM

Risk Management

- Our risk management process aligns with International Organization for Standardization (ISO) standard 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 a standardized process.
- Our Corrective and Preventive Action (CAPA) program leverages 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 the ISO 13485 standard under the Medical Device Single Audit Program. This ISO standard outlines 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 U.S. 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

IEC 62304: Medical device software — Software life cycle processes

CONTINUOUS IMPROVEMENT OF QUALITY MANAGEMENT SYSTEM



EMPLOYEE EDUCATION
AND TRAINING

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



RESPONSIBLE
STERILIZATION AND
PACKAGING

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

Those sterilization 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. We prioritize health and environmental controls, robust ethylene oxide residuals testing, and collaborating with partners to minimize usage where

possible. Our partners leverage advanced equipment that uses filler gases to reduce the ethylene oxide concentration required, while maintaining the levels needed to eliminate contaminants and maintain sterility and safety. We are also exploring 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 regularly conduct clinical research and field studies and carefully measure the outcomes. Through these efforts, we confirm our products are safe and produce the intended improvements in people’s quality of life.

Our Senior Vice President (SVP) and Chief Medical Officer oversees the implementation of our robust standards for ethical conduct and research subject safety and well-

being, and an independent review board oversees clinical trials to monitor compliance with relevant laws and regulations. To protect privacy rights and data integrity, we align with Good Clinical Practice, a recognized standard for ethics and scientific quality.

We maintain dialogue with regulatory bodies throughout our trial design process to further ensure patient safety. The U.S. FDA,

as well as other global regulators of the countries where we conduct studies, reviews and approves significant risk protocols before testing begins. When data are available following the conclusion of clinical trials, we often publish our findings in peer-reviewed scientific journals and engage with industry experts at conferences.

Cybersecurity and Data Privacy

We manage cyber risk every day since online threats are part of the ongoing reality of business operations — including ransomware, phishing attacks, and other cyber-criminal tactics aimed at impacting operations and compromising sensitive information. Accordingly, we have invested in people, processes, and technologies to identify, assess, prevent, and respond to cyber threats.

GOVERNANCE AND MANAGEMENT OF CYBERSECURITY RISKS

Our 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 Committee has primary responsibility for cybersecurity as part of its risk oversight mandate. The Nominating, Governance, and Risk Committee receives regular updates on cybersecurity risks from our Chief Information Security Officer (CISO) and

members of the CISO’s team at least twice annually. We further strengthened our third-party risk management approach by bringing in external experts to augment our staff, ensuring the highest possible standards of reliability and security among our business partners and suppliers. We also established 24/7 detection, response, and escalation capabilities for cybersecurity incidents.



24/7

We have 24/7 detection, response, and escalation capabilities for cybersecurity incidents

ALIGNMENT
WITH EXTERNAL
STANDARDS

By measuring our performance through external frameworks, we ensure we are systematically identifying risks, meeting recognized standards, and maintaining our culture of continuous improvement.

In 2024, we successfully recertified to the new ISO 27001 standard for information security, along with the ISO 27701 standard for data privacy. Additionally, we achieved ISO 27017 (information security controls for cloud services) and ISO 27799 (information security management for health informatics).

We also aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework and the NIST Privacy Framework to guide our privacy plan and brought in third-party assessors to measure our maturity against both frameworks. We continue to benchmark our performance against these frameworks and assess compliance with related laws and regulations to keep pace with quickly evolving regulatory requirements.

INTEGRATING
CYBERSECURITY
AND DATA PRIVACY
INTO OUR BUSINESS

In 2024, cybersecurity training was mandatory for all employees, and we also deployed privacy training to employees via the Company's learning management system (LMS). In addition, security and privacy training are an integral part of the onboarding program for new employees.

As we protect security and privacy in our Company infrastructure, we also do so in our products

through design controls during the verification phase of product development. We monitor the security of our products, and we maintain controls such as access management, encryption, and mechanisms that protect the source code in our product while aligning with FDA and European Medical Device Regulation (MDR) requirements.



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 and customers. It is based on the AdvaMed Code of Ethics.

We have adopted 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, encompassing product claims, label use, and direct-to-consumer advertising. We use a digital marketing approval process to review and track all promotional materials. In 2024, this included updating our marketing and labeling

processes for Omnipod 5 to reflect its indication for adults with type 2 diabetes in the U.S.

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, and the Medical Technology Association of Australia.

Human Rights

Protecting human rights is a critical responsibility and priority for Insulet. We believe our workforce deserves to be treated fairly, and human rights should be protected and respected. To that end, we have zero tolerance for child labor, forced labor, human trafficking, and modern day slavery throughout 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, which 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.



Employee Experience

INSULET’S CULTURE: WAYS OF WORKING

As Insulet continues to grow rapidly, we remain keenly focused on delivering outstanding products to our customers and delivering on our mission to improve the lives of people with diabetes. We are committed to a meaningful customer experience as well as an exceptional employee experience, working as one team with one plan and one culture.

In 2024, we introduced Insulet’s Ways of Working and are in the process of infusing it into all we do across the Company. Our Ways of Working invite employees to rally around five key behaviors — Energize, Speak Up, Collaborate, Innovate, and Deliver — and embed them every day in their work to foster a consistent culture across the Company.

Ways of Working builds on our All In(sulet) operating model, which is designed to empower teams and foster cross-functional collaboration. Insulet’s Ways of Working complement our mission,

which focuses on what we do by focusing on how we do it. It’s about how we interact with each other, collaborate, and engage each other and our customers.

We believe that when we align on how we work together, we exponentially increase our success. The Ways of Working provide an opportunity to create an inspiring and energizing employee experience that enables us to better serve our customers.

People managers play a critical role in the success of our Ways of Working, and we recently equipped them with resources, tools, and training to bring them to life within their teams.

All employees have the opportunity to support this work by serving as Ways of Working Champions. This global group of employees plays a vital role as we continue to transition into our new Ways of Working. The Champions share



success stories, identify actions to incorporate the Ways of Working into our daily practices, and provide feedback on adoption.

In addition, we have also started to weave the Ways of Working into our hiring, onboarding, recognition, and

performance management practices so that it is part of everything we do. Integrating the Ways of Working into our culture across Insulet is an ongoing journey as we consistently bring these behaviors to life and accelerate their impact.

ATTRACTING, ENGAGING, AND DEVELOPING OUR DIVERSE TALENT

Our ability to implement our business strategy depends on our capability to attract and retain top talent. Our inspiring mission and inclusive 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 of helping people with diabetes live happy, healthier lives.

We are proud to have been recognized for our top workplaces. In the U.S., Insulet is a LinkedIn Top Company for our commitment to long-term employee career success. Globally, we are consistently awarded as a Great Place to Work based on our workplace culture, trust, and engagement. Certified in Australia, Canada, France, Germany, Mexico, the Netherlands, the United Arab Emirates, and the U.K., we have earned coveted spots on several Best Workplaces lists.

We foster a customer- and people-focused environment where employees strive for high achievement, learning, and innovation while working collaboratively in diverse and energizing

teams. Insulet employees are all focused on the same goal — to make a difference. We excite and empower employees to bring their best selves to work, and we foster rewarding careers globally, with expansive opportunities for advancement and growth.

We cultivate a diverse talent pipeline with a wide range of experiences and backgrounds because we believe that diversity of thought and experience strengthens our culture and enhances our innovation. To create a robust talent pipeline, we focus on both attracting top external talent and supporting the development and growth of our employees. Recognizing that people are key to our success, our leaders work to create an engaging and inspiring employee experience where employees feel empowered and valued.

2024 WORKFORCE DIVERSITY HIGHLIGHTS



46% female
54% male

42% of our global hires last year were female.¹



Our U.S. workforce was made up of 39% ethnically diverse individuals.

¹ Excludes contractors and Austria, Germany, and Switzerland.

INCLUSION AND BELONGING

Our success depends on the diversity of perspective, thought, experience, and background within our workforce. We are committed to creating a diverse and inclusive global culture that reflects the broad range of customers we serve and creates an environment where all employees feel welcomed, respected, and valued. Accordingly, we are an equal opportunity employer and are committed to providing equal employment opportunities to all applicants and employees, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran status.

Our ERGs are a thriving part of Insulet’s culture and a critical enabler of driving inclusion, belonging, and employee engagement. Led by employees for employees, ERGs focus on education, opportunities for internal networking, professional development, service to the community, and making an impact on business outcomes.

In 2024, more than 700 employees participated in ERGs, representing approximately 18% of full-time employees. This is a testament not only to our employees’ interest in developing and participating in ERGs but also to the tremendous passion and dedication our workforce has for serving the diabetes community.

Insulet’s 10 ERGs include:

- **African Descent**
- **Asian and Pacific Islander (API)**
- **Hispanic/Latin (InsuLatinos)**
- **Jewish Heritage**
- **OmniPRIDE (LGBTQ+)**
- **Podder Alliance Network (PAN)**
- **Sustainability**
- **Veterans and First Responders**
- **Women@Insulet Network (WIN)**
- **Young Professionals (YoPros)**

The ERGs also provide support and innovative programs for employees. This past year, they piloted a new mentorship program geared toward our early talent, supported onboarding efforts, engaged outside speakers on meaningful topics for our employees, and hosted events to celebrate the various cultural heritages represented across Insulet. In addition, the Women@Insulet Network and Young Professionals hosted a career growth leadership virtual panel that was attended by more than 330 Insulet employees. The event offered attendees the chance to learn how to leverage lateral career moves and diverse experiences to gain a wider range of skills and knowledge, ultimately expanding their potential and opening doors to new opportunities.

INSULET’S NEWEST ERG:
THE PODDER ALLIANCE NETWORK

As part of our November 2024 observance of Diabetes Awareness Month, Insulet launched the **Podder Alliance Network (PAN)**, the Company’s 10th ERG. PAN mostly consists of employees living with, caring for, or supporting people with diabetes, and it has quickly gained members and momentum. PAN provides opportunities to network, attend PAN-sponsored events to learn about diabetes, and engage in service for the diabetes community.

THE PODDER
ALLIANCE NETWORK
IS THE COMPANY'S
10th ERG



EXPANDING OUR TALENT BASE

As the Company grows and evolves, so do our talent attraction, development, and engagement focus areas. For example, we began an initiative in 2024 to optimize and expand our Sales team as we see rapid growth in both the type 1 and type 2 diabetes markets.

By helping to develop the next generation of our workforce, we enable our business success and advance our mission to improve the lives of people with diabetes.

Insulet’s rapid growth has led us to build more robust position management and

workforce planning programs so we can scale our hiring efforts. It has also led to an expansion of the Talent Acquisition team itself. To respond to hiring needs for the Malaysia manufacturing site and new markets for Omnipod 5, we invested in growing the Talent Acquisition team internationally and increased the language capabilities represented — while also streamlining and standardizing processes across sites to enable acceleration. As we attract talent from around the world, we remain focused on mitigating the risk of bias during recruitment. That includes bringing diversity into the team itself to ensure we encourage that same diversity in hiring.

Partnerships to Engage Local Talent

As part of our commitment to our communities and the NextGen HealthTech workforce, we have established partnerships with technical schools, colleges, and industry associations to engage talent near Company sites.

In collaboration with CETYS University in Tijuana and several other technological universities throughout Mexico, we offer a trainee program that provides

biotechnology, software, and skills training. Over the past three years, more than 100 participants from over 20 universities have completed the program, with a conversion rate of 95% becoming Insulet employees.

In Massachusetts, 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. Our relationship with MLSC reflects our commitment to our headquarters’ state of Massachusetts and expanding access to employment in our local community. Together 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 into 2024 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.



Talent Management, Learning, and Development

Our people are core to our success and the achievement of our business strategy. We are committed to fostering an environment in which our employees continuously learn and develop the skills and capabilities needed for their success by offering both leadership and professional skills development programs.

We continually invest in strengthening global talent practices to safeguard our most valuable asset — our people. That includes enhanced succession and talent pipeline planning for the Executive Leadership team, senior leader and mid-level leader positions, and critical roles to optimize the performance of those functions while providing targeted professional development for potential successors. We also hold Talking Talent sessions across all functions at multiple levels of the organization during the year. These sessions ensure we discuss how to grow and develop our people, as well as build our talent pipeline.

In addition, our Talent Strategy includes a strong focus on attracting and developing early talent to build our pipeline of future leaders. We achieve this through Insulet’s University Relations Program, which includes our University Internship and Cooperative Education Program (Co-Op). These programs aim to attract emerging talent by providing global work opportunities in functions such as Manufacturing, Research and Development, and Corporate Functions. This program allows university students to explore their interests and gain real-world experiences that enhance their technical and professional skills. In 2024, we hosted over 165 students globally through internships, Co-Ops, and trainee programs and provided full-time opportunities post-internship.

To further our commitment to continued learning and growth, we provide leadership development programs, including two flagship career and professional development programs. Both programs are global, reflecting our emphasis on a consistent experience for employees across sites and geographies.

3,200

Over 3,200 employees
have participated in
Ignite Your Growth since
its inception

IGNITE YOUR GROWTH

This program empowers employees to create robust career development plans for their future at Insulet. It is completed by all employees who have worked at Insulet for at least six months, providing a fun, interactive way to support them in building their individual development plans. Ignite Your Growth fosters a collaborative environment that enables colleagues to exchange career insights, enhance self-awareness, and formulate strategies to maximize personal growth and impact. Over 3,200 employees have participated in Ignite Your Growth since its inception.

IGNITE YOUR LEADERSHIP

Designed for global people managers at Insulet, this program builds leadership capability, enabling leaders to drive engagement and better support professional development for their teams. Nearly 550 people managers have taken part in this program.





In addition to the Ignite programs, we provide an array of learning and development opportunities that support career growth.

INSULET LINKEDIN LEARNING LIBRARY

LinkedIn Learning is an award-winning library offering more than 16,000 courses on a wide range of technical, business, software, and creative topics. Users can select courses, bite-sized videos, articles, and more to support their individual development. Access is free to all employees, with no limit to the number of courses they can complete.

RITE START NEW EMPLOYEE ONBOARDING PROGRAM

All employees who join Insulet undergo a robust onboarding program called Rite Start that introduces our core values and educates new employees about diabetes, Omnipod products, our business strategy, Insulet’s culture and Ways of Working, and our mission. We also provide specialized new hire training for Customer Care, Field Sales and Inside Sales to quickly upskill and onboard new employees in these areas.

UPSKILLING PROGRAM

We have implemented a two-year workforce training program to upskill our manufacturing employees in Massachusetts. Recently promoted supervisors and other interested candidates are eligible for the program, which covers topics including problem-solving techniques, supply chain management, conflict resolution, and team building.

BUSINESS TRANSFORMATION THROUGH SIX SIGMA

In 2024, our Business Transformation program facilitated Lean and Six Sigma training to upskill employees, enhance performance, and reduce waste. We also offered Lean Green Belt training sessions for interested candidates to lead continuous improvement projects. In 2024, employees completed 46 projects, translating into over \$1.7 million in savings.

EDUCATION REIMBURSEMENT

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

EMPLOYEE ENGAGEMENT

The engagement of our employees is a priority for Insulet. We regularly and proactively survey employees to understand their sentiments, identify any concerns, and stay connected to the pulse of our diverse, multi-generational workforce.

We distribute the global Your Voice survey to all employees twice per year. Based on the results, people managers implement actions to enhance the work environment for their teams. We also identify enterprisewide actions to foster high engagement across the Company, and we share the results with all employees, fostering robust dialogue, a ‘one team’ mindset, and further increasing employee engagement. We have consistently achieved high engagement, and in 2024, we achieved marks in the top quartile of leading companies.

OUR COMMITMENT TO EMPLOYEE REWARDS AND WELLNESS

At Insulet, we prioritize the well-being of our employees by offering comprehensive and competitive reward programs. These programs are designed to support physical, mental, and financial wellness, ensuring our employees receive holistic care. We conduct annual reviews of our benefits to ensure they remain competitive and relevant in each local market. This helps us adapt to changing needs and maintain the value of our offerings.

To ensure the effectiveness, equitability, and competitiveness of our compensation and benefits programs, we engage third-party consultants to perform evaluations. These external reviews provide valuable insights into improving pay equity practices across various dimensions, including role, geography, industry-related experience, performance, and tenure.

We are committed to providing comprehensive benefit options that allow our employees and their families to live healthier and more secure lives. As part of this commitment, all full-time and part-time benefit-eligible employees are entitled to take family-related leave. This ensures that our employees can attend to important family matters without compromising their professional responsibilities.

Our Global Rewards team continuously monitors and addresses any discrepancies in our compensation and benefits strategy. This ensures alignment with our commitment to diversity and inclusion values, fostering a supportive and equitable work environment. Through these efforts, we strive to create a workplace where all employees feel valued and supported.



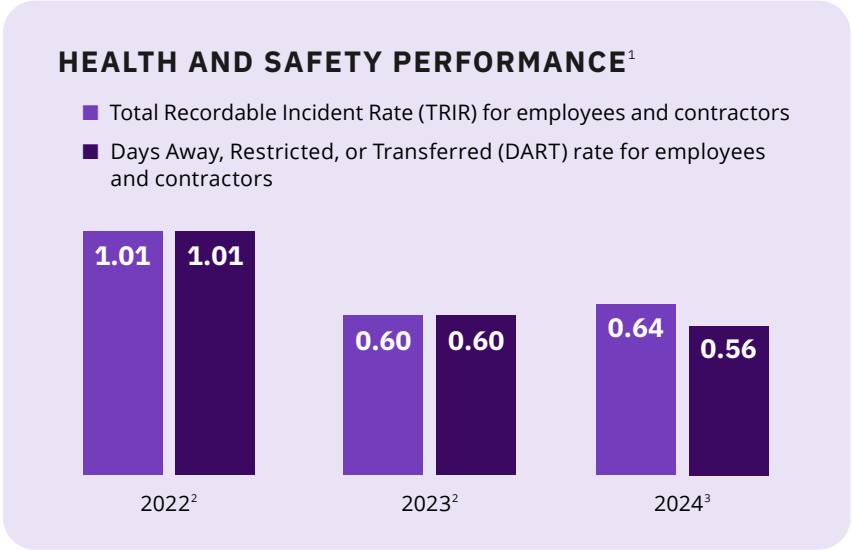
Workplace Health and Safety

Throughout the year, we maintain and enhance strong safety procedures and protocols to support a safe and healthy work environment. By creating a secure environment where employees can do their best work, we help create the conditions where employees can innovate and support the health of people with diabetes.

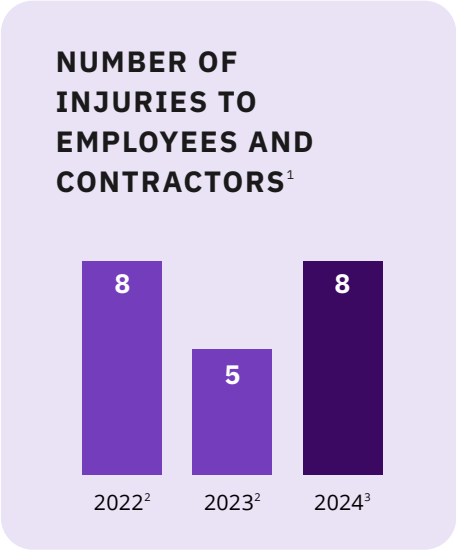
HEALTH AND SAFETY MANAGEMENT PROGRAMS

Our workforce’s safety and well-being are a top priority for Insulet. Our comprehensive health and safety management system extends to all our employees, contractors, and temporary workers. During 2024, we continued to focus on standardization and aligning practices across Insulet locations.

The system provides employees with tools to identify and report hazards and reduce work-related injuries, including a health and safety compliance manual. Each of our facilities maintains emergency action/preparedness plans that outline procedures to follow when faced with unexpected health and safety events. Insulet Malaysia will continue to adopt an effective associate-driven safety culture with robust audit processes, timely action closures, clear compliant procedures, and employee engagement/feedback loop to strive for zero recordable and lost time incidents.



¹ Data does not include virtual employees.
² Data disclosed pertains to Acton, Massachusetts, facility only.
³ Data disclosed pertains to Acton, Massachusetts; Irvine, California; and Malaysia facilities only.



EMPLOYEE HEALTH AND SAFETY TRAINING AND ENGAGEMENT

Employee engagement in safety programs helps maintain and enhance a safe working environment for all.

Manufacturing employees complete mandatory safety training that covers recognizing hazards and preventing injuries specific to their job function. Through the Company’s Learning Management System, we track and customize training by role. We provide retraining and additional supervision as needed to support compliance, and we encourage employees to proactively discuss health and safety risks with their managers.

The cross-functional safety committee at our Massachusetts headquarters and the management safety committee in Malaysia play essential roles in upholding our culture of safety. These committees review any potential or actual health and safety incidents, make recommendations to improve policies and procedures, and ensure robust safety sign-off procedures. If accidents occur, we require detailed reports to inform preventative action and procedures. Periodic facility audits monitor program effectiveness and drive continuous improvement in overall safety performance.

Prevention is the foundation of our approach to safety. Manufacturing employees complete standard operating checklists as part of their day-to-day work. In Massachusetts, these are augmented with risk prediction forms designed to bring attention to potential hazards, which are also filled out daily. In Malaysia, apart from comprehensive safety training for all employees, we incorporate safety into our daily stand-up meetings, implement workplace safety inspection, and encourage feedback and participation through our Employee Safety Recognition Program.

Governance

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



IN THIS SECTION

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- 61 Responsible Purchasing Practices
- 61 Supplier Responsibility

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

Governance

Governance starts with the Board of Directors, which oversees overall management and strategic direction while providing financial oversight of the Company. The nine members of our Board bring a range of backgrounds and viewpoints to Insulet, and our Board is currently 56% diverse by gender and/or racial/ethnic diversity. The Board annually reviews its composition to ensure that it has the right mix of people with diverse perspectives, business and professional experience, as well as high personal and professional integrity. It also reviews succession planning for the CEO and direct reports to ensure stability and sound executive management.

In addition to its three statutory committees, in 2024, the Board added a new Science and Technology Committee. This committee assists the Board in reviewing technology developments and oversees and advises on matters of innovation, product development, and technology and “looking around corners” to anticipate new trends. Please see the latest [Proxy Statement](#) and visit our [Board webpage](#) 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 five new Board members in the past five years
- The Audit Committee, Talent and Compensation Committee, and Nominating, Governance, and Risk Committee each consist solely of independent directors
- Directors who do not receive a majority vote in an uncontested election must promptly resign from 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 maintaining integrity and the highest ethical standards at every level worldwide. All employees are responsible for fulfilling their obligations and duties in accordance with applicable laws and regulations and are expected to go beyond compliance when necessary.

Insulet has adopted an anti-corruption compliance program (“Compliance Program”) designed to identify and address corruption risks that may arise based on Insulet’s business activities. The Compliance Department manages the Compliance Program, and the primary role of the Compliance

Department is to support the business in mitigating anti-bribery and corruption risks and fostering an ethical climate within the Company.

Insulet’s Code of Business Conduct and Ethics (the Code) is the cornerstone of its Compliance Program and outlines global policies regarding ethical issues such as bribery, discrimination, harassment in the workplace, competitive practices, conflicts of interest, confidentiality, human rights, and political contributions. 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 2024, 100% of employees completed training to certify compliance with the Code. In addition to the core Code training, our Legal and Compliance team provides training on approximately a dozen more specific 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 2024, we achieved 98% completion rates on all assigned legal and compliance training. Our omnichannel approach includes both formal training and a variety of internal communications, such as blog posts and compliance comic strips.

Insulet’s geographic expansion strategy relies on distributors to assist in supplying our products to certain markets. Insulet’s commitment to operating with the highest ethical standards extends to our distributors, and we only work with those who embrace ethical standards consistent with ours.

Before conducting any business for the Company, distributors must complete a thorough anti-corruption due diligence process that allows us to assess channel risks. Insulet’s measures to minimize corruption include, among other things:

- 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. For more information, see the Supplier Responsibility section.

Accountability is crucial to the success of our ethics programming. 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.



Responsible Purchasing Practices

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



Supplier Responsibility

Our supplier network is critical to Insulet’s mission of delivering high-quality products that improve and simplify the lives of people with diabetes.

We expect all suppliers to comply with our robust quality requirements and our [Supplier Code of Conduct](#), and we reinforce those expectations through supplier and internal training, audits, assessments, and other performance monitoring tools. We strive to select suppliers who operate in accordance with our corporate sustainability goals.

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, and it underpins our supplier management and procurement practices. The RBA Code (and by extension, our Supplier Code of Conduct) is updated every three years to ensure it adheres to international norms and incorporates stakeholder feedback.

“Our partnership with Insulet has been both meaningful and productive. The Omnipod platform has proven to be a game-changer for customers, thanks to its cutting-edge technology and user-friendly design. Collaborating with the Insulet team has been seamless, and we truly value Insulet’s commitment to sustainability and reducing environmental impact, which aligns perfectly with our own mission. We look forward to continuing this partnership and supporting Insulet’s mission to improve the lives of people with diabetes.”

—GLOBAL PROJECT DIRECTOR
PACKAGING SOLUTIONS PROVIDER

We expect our suppliers to demonstrate integrity, care for worker well-being, and a commitment to environmental sustainability by complying with the standards of the [Supplier Code of Conduct](#). We have implemented an ESG addendum to the contract template for new Malaysia-based suppliers that requires them to implement policies and procedures that mitigate the risk of forced labor. Our Legal and Procurement teams are implementing the contract addendum with applicable suppliers.

Training and Capability Building

Training is an essential tool in building the capabilities needed to manage risk — for both employees and suppliers. We focus our training on functions that interact regularly with suppliers, such as Procurement, Supplier Quality, Supplier Engineering, and Operations Leadership. Our training programs focus on the Supplier Code, including topics such as the International Labor Organization’s (ILO) indicators of forced labor, common forced labor issues in regions where we do sourcing, and ways to identify, mitigate, and remediate forced labor.

In our training and audit activities, we 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.

Supplier Audits and Assessments

To mitigate adverse impacts, we proactively monitor potential risks throughout the supply chain. In 2024, we requested additional RBA Validated Assessment Program (VAP) reports from suppliers to build on our supply-base risk assessment from 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 RBA VAP audit reports for 33% of the supplier facilities that we identified as in-scope and high-risk.¹ Our Sustainability and Procurement teams are working closely with the relevant suppliers to address issues in those reports.



In addition to auditing responsible business practices, we perform supplier quality audits, maintain quality agreements with 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 understand the risks of the conflict minerals tin, tantalum, tungsten, and gold (3TG) in the supply chain. Our cross-functional 3TG Compliance team, with oversight from the SVP of Global Operations, manages due diligence data and supply chain risks

related to conflict minerals. For more information, see our [Conflict Minerals Policy](#) and most recent [Conflict Minerals Report](#).

¹ 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 2025.

Supply Chain Resilience

In a world challenged with frequent supply chain constraints, it is our responsibility to maintain product availability and supply chain resiliency 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, we also strive to minimize security-related risks throughout the supply chain. We are a member of the [U.S. Customs and Border Protection Customs Trade Partnership Against Terrorism](#), a voluntary program that helps to improve supply chain security and facilitate legitimate trade.

Product Traceability

As part of our deep 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.

By 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.



Appendix

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About This Report

We are proud to share our 2024 Sustainability Report, which reflects our progress and performance on key sustainability topics. Unless otherwise noted, all reporting covers our efforts from January 1, 2024, to December 31, 2024. We have provided some qualitative and quantitative information updates from early 2025, which are 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). Insulet is proactively moving toward the European Union’s CSRD. The topics covered in this report and the order in which they are presented reflect European Sustainability Reporting Standards (ESRS) guidance at the time the report was written.

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

NON-GAAP FINANCIAL MEASURE

This report references 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. In addition, 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.

	2024	2023	2022	2021	2020
Revenue Growth	21%	30%	19%	22%	23%
Less: Currency Impact	—	—	(4)%	2%	1%
Constant Currency	21%	30%	23%	20%	22%

INSULET 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”).
- World Resources Institute (WRI), World Business Council for Sustainable Development (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 (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs), which are converted to carbon dioxide equivalent (CO₂e) using the GWP values from the IPCC 5th Assessment Report.

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 and maintenance invoices, fuel logs, and fuel receipts. Where primary data is not available, the Insulet team uses generally accepted methods to estimate. For example, for facility level data gaps, Insulet uses the United States Department of Energy (DOE) Building Performance Database (BPD) energy 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 1 CO₂e.

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 the 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 in order to estimate consumption. For example, for facility level data gaps, Insulet uses the DOE 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 CO₂e. On-site solar renewable energy consumption is considered to have zero emissions.

Scope 2 emissions factors include:

- **Market-Based:** Insulet utilizes the GHG Protocol’s hierarchy of emission factor assignment, first applying supplier-specific emission factors where 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 used are as follows:
 - Supplier-specific factors provided from various suppliers such as Constellation, San Diego Community Power, and Southern California Edison.

- Residual mix and regional/ national grid factors from sources such as:
 - Green-e.
 - Association of Issuing Bodies (AIB).
 - Canada National Inventory Report (NIR).
 - Our World in Data (OWID).
- **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 National Inventory Report (NIR).
 - Our World in Data (OWID).

INTERNAL CONTROLS

We have a number of ESG internal controls in place today. We continuously improve these existing controls while designing new ones. The control-related activities we have in place today include:

- Performing quarterly analyses of key metrics such as waste, energy, and GHG emissions and inquiring with relevant stakeholders about material differences.
- Designating preparers and reviewers of calculations and related documentation.
- Established data management plans, such as the inventory management plan for our greenhouse gas emissions that documents annual data collection procedures and calculation methodologies.
- Consolidated sustainability access control systems.
- Implemented redundant versioning and backup systems for sustainability.
- Implemented notification systems for controlled sustainability-related documents.
- Introduced sustainability data management protocols (dashboarding, GHG calculation, and review).
- Introduced sustainability-specific policies regarding Access Control Policy, Data Loss Prevention, Data Security and Privacy, Versioning, and Backups.



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.	Our Nominating, Governance, and Risk Committee governs our approach to sustainability. The Company’s CSO reports to the full Board annually and to the Nominating, Governance, and Risk Committee at least twice a year to share our ESG progress and enhance the Board’s knowledge of sustainability strategies and practices. Our Global Sustainability team evaluates and prioritizes opportunities to mitigate the effects on climate, including improving the energy efficiency of our facilities, reducing our GHG emissions, and utilizing renewable energy. We continue to promote cross-functional collaboration to effectively identify and manage climate-related risks that could impact our operations.
Describe management’s role in assessing and managing climate-related risks and opportunities.	Our ESG practices are managed by our VP of Global Sustainability and CSO, who reports to our SVP, General Counsel. These roles steward and manage our sustainability strategy and ESG practices. For further integration of sustainability through our operations, we rely on cross-functional collaboration to build business practices and innovative products that support our climate impact mitigation efforts, maintain an inclusive culture, and support our communities and our customers around the world.
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>Through our most recent materiality assessment refresh in 2024 and continuous improvement practices across our operations, we have identified climate-related risks and opportunities that may impact our business over the short, medium, and long term.</p> <p>Physical 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 within our supply chain. These changes can make accessing necessary materials for our products more challenging and can impact our ability to produce and ship products to our global customer base. These impacts pose a potential financial risk to the Company.</p> <p>Transition risks: The impacts from climate change will not only affect physical assets and material availability but may also impact the Company from a policy and legal standpoint. Insulet is closely monitoring any climate-related regulations to achieve compliance. Insulet also recognizes that we have a responsibility to consider the implications of the climate in our business decisions and that failure to do so poses a reputational risk to us.</p>
Describe the impact of climate-related risks and opportunities in the organization’s businesses, strategy, and financial planning.	We take risk management seriously, as we understand the critical purpose our products serve in the lives of so many within the global diabetes community. Our Sustainability team, in partnership with other relevant functions, will be conducting a climate risk assessment in 2025 to better understand the impact of climate-related risks and opportunities on our business.

TCFD Recommendation	Insulet's Approach
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Insulet has not yet conducted a comprehensive scenario analysis and will explore future opportunities to do so.
Risk Management	
Describe the organization's processes for identifying and assessing climate-related risks.	Insulet recognizes that there are both climate-related risks and opportunities, the management of which requires engagement from multiple business functions and leaders.
Describe the organization's processes for managing climate-related risks.	Our Sustainability team will be conducting a climate risk assessment in 2025 to better understand the impact of climate-related risks and opportunities on our business. Insulet manages operational business continuity risks through our Global Real Estate team, which falls under our Global Operations team.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Insulet implements a multiple-source strategy and cross-qualifies suppliers across manufacturing sites to mitigate the risk of impact from downtime. In cases where we are sole-sourced, we manage risk by holding inventory in-house and work with suppliers to ensure continuity of supply. To further manage our business continuity and supply chain resiliency, we utilize various risk management software tools within our supply chain and Operations team. We take precautions to ensure that our third-party contract manufacturer and logistics entity safeguard our assets, including maintaining insurance, enacting health and safety protocols, and storing computer data off-site. We have created a road map to ensure alignment with emerging climate-related regulations globally, which has helped to inform our sustainability strategy. We are developing our blueprint for achieving a net-zero transition. Finally, to help us measure and manage our climate-related risks, we are leveraging a GHG accounting platform.
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 and waste generation. Details on these metrics can be found in the Environment 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: 1,383 metric tons CO ₂ e Scope 2 emissions (market-based): 11,467 metric tons CO ₂ e 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 2024 and how we manage these related risks can be found in the Environment 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.

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	<p>Our pay-as-you-go business model is a helpful option to minimize the barriers to affordable care for our customers in the U.S. and other select jurisdictions.</p> <p>For qualifying customers in the U.S., we offer our copay card program, available through pharmacies, to decrease the total out-of-pocket costs associated with purchasing our products. We continue to do everything we can to increase access through preferred coverage, which leads to a lower copay.</p> <p><u>Value, Affordability, Advocacy, and Accessibility</u></p>
Product Safety		
HC-MS-250a.1	(1) Number of recalls issued, (2) total units recalled	<p>(1) One product recall was issued.</p> <p>(2) We do not currently disclose this information.</p>
HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	Insulet has four 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	Our Sales and Marketing Code of Ethics outlines the expectations and procedures in place to ensure that employees of Insulet Corporation and its subsidiaries avoid interfering with the independent judgment of healthcare professionals (HCP) 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 initiate 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 2024, we discontinued the use of magnets in our PDM starter kit cartons, replacing them with a simple tab closure system. This change not only allowed us to reduce our use of materials but also made the paper-based packaging portion of the kit 100% recyclable, leading to a 35% reduction in its carbon footprint as well as a cost reduction. We also created a long-term road map to ensure we continue to create efficient and sustainable packaging that mitigates our environmental impact. In addition, we are examining the use of forever chemicals, such as per- and polyfluoroalkyl substances (PFAS), in our products. 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) 190 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	<p>As part of our deep 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.</p> <p>By 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.</p> <p>Product Traceability</p>
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	<p>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.</p> <p>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.</p> <p>We also work with suppliers to understand the risks of the conflict minerals 3TG in the supply chain. Our cross-functional 3TG Compliance team, with oversight from the SVP of Global Operations, manages due-diligence data and supply chain risks related to conflict minerals.</p> <p>Product Traceability</p> <p>Conflict Minerals Policy</p> <p>Conflict Minerals Report</p>
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	<p>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.</p> <p>Ethics, Compliance, and Anti-Corruption</p> <p>Code of Business Conduct and Ethics</p>
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, 2024 – December 31, 2024, with reference to the GRI Standards.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	About Insulet 2024 10-K
	2-2 Entities included in the organization’s sustainability reporting	2024 10-K
	2-3 Reporting period, frequency, and contact point	Reporting period: January 1, 2024 - December 31, 2024, 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 2024 Sustainability Report.
	2-6 Activities, value chain, and other business relationships	About Insulet Supplier Responsibility 2024 10-K
	2-7 Employees	2024 Sustainability Data Download
	2-8 Workers who are not employees	2024 Sustainability Data Download
	2-9 Governance structure and composition	Sustainability Governance Governance 2025 Proxy Statement

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Governance 2025 Proxy Statement
	2-11 Chair of the highest governance body	Governance 2025 Proxy Statement
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance 2025 Proxy Statement
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance 2025 Proxy Statement
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance 2025 Proxy Statement
	2-15 Conflicts of interest	Code of Business Conduct and Ethics Corporate Governance Guidelines
	2-16 Communication of critical concerns	2025 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	2025 Proxy Statement
	2-19 Remuneration policies	2025 Proxy Statement
	2-20 Process to determine remuneration	2025 Proxy Statement Talent and Compensation Committee Charter
	2-21 Annual total compensation ratio	2025 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	Introduction From Our CEO
	2-23 Policy commitments	Human Rights Statement Consumer Health Data Privacy Policy Supply Chain 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 Memberships in Trade Associations 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	Our Energy and Greenhouse Gas Emissions Performance 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 Accessibility
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Value, Affordability, Advocacy, and Accessibility
	203-2 Significant indirect economic impacts	Value, Affordability, Advocacy, and Accessibility
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	Product Stewardship
GRI 301: Materials 2016	301-2 Recycled input materials used	Conscious Design and Production Sustainable Packaging
	301-3 Reclaimed products and their packaging materials	Takeback Programs 2024 Sustainability Data Download

GRI Standard	Disclosure	Location
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Management
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management 2024 Sustainability Data Download
	302-4 Reduction of energy consumption	Energy Management
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 2024 Sustainability Data Download
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions 2024 Sustainability Data Download
	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	Our Commitment to Employee Rewards and Wellness
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2024 Business Highlights and Accomplishments
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 10-K
	401-3 Parental leave	Our Commitment to Employee Rewards and Wellness
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Commitment to Employee Rewards and Wellness 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	Our Commitment to Employee Rewards and Wellness
	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 2024 Sustainability Data Download
	403-9 Work-related injuries	2024 Sustainability Data Download
	403-10 Work-related ill health	2024 Sustainability Data Download

GRI Standard	Disclosure	Location
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Management, Learning, and Development Attracting, Engaging, and Developing Our Diverse Talent Ethics, Compliance, and Anti-Corruption Supplier Responsibility
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2024 Sustainability Data Download
	404-2 Programs for upgrading employee skills and transition assistance programs	Attracting, Engaging, and Developing Our Diverse Talent
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance Employee Experience
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2024 Sustainability Data Download 2025 Proxy Statement
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

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	2024 Sustainability Data Download
	417-3 Incidents of noncompliance concerning marketing communications	2024 Sustainability Data Download
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.



2024 Sustainability Report

Throughout the report, we are proud to use 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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