

Our 2021 ESG Data Download discloses our performance on our material topics and supplements our 2021 Sustainability Report, which describes our management practices. We continue to enhance our data collection and validation processes. We have restated data from our 2020 Sustainability Report where applicable to reflect more accurate and comprehensive data. Metrics reflect global, Company-wide data unless otherwise indicated. Data is reported based on calendar year, unless otherwise indicated.

Metrics <sup>[1]</sup>	2020 <sup>[2]</sup>	2021
<b>About Insulet - GRI 102-7, GRI 102-8</b>		
Total number of employees	2,889	3,474
Total number of full-time employees	2,868	3,419
Total number of part-time employees	21	55
Percentage of permanent employees by region	100%	100%
Americas	91%	90%
EMEA	9%	9%
APAC	1%	1%
Percentage of temporary employees by region <sup>[3]</sup>	100%	100%
Americas	74%	61%
EMEA	22%	35%
APAC	3%	4%

[1] Metrics noted as "-" indicate that data is not available for the given year. Cases where percentages do not add to 100% are due to rounding.

[2] We have restated the 2020 data for total number and types of employees to accurately reflect global data and changes in our reporting. We are continuously improving our data collection and validation processes to enhance the accuracy of our reporting and ensure transparency.

[3] Temporary employees include contingent labor/contractors, co-op employees, interns, and fixed-term contract employees.

Metrics <sup>[1]</sup>	2020	2021
<b>Governance and Ethics</b>		
Data Privacy and Cybersecurity - <i>GRI 418-1</i>		
Total number of substantiated complaints received concerning breaches of customer privacy	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.	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.
<b>Marketing Practices - <i>GRI 417-2, GRI 417-3</i></b>		
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling	0	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship	0	0
<b>Resilient Operations</b>		
Greenhouse Gas (GHG) Emissions <sup>[2]</sup> - <i>GRI 305-1, GRI 305-2</i>		
Scope 1 (Direct) GHG emissions (metric tons of CO <sub>2</sub> e)	1,709	1,385
Scope 2 (Indirect) GHG emissions, location-based (metric tons of CO <sub>2</sub> e)	2,273	2,824
Scope 2 (Indirect) GHG emissions, market-based (metric tons of CO <sub>2</sub> e)	3,761	4,003

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[2] We have restated our 2020 GHG emissions due to changes in calculations. We are continuously improving our data collection and validation processes to enhance the accuracy of our reporting and ensure transparency. The following gases are included in our GHG inventory: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, and NF<sub>3</sub>; however, our operations do not emit PFCs, SF<sub>6</sub>, or NF<sub>3</sub>.

Metrics <sup>[1]</sup>	2020	2021
<b>Energy Management - GRI 302-1</b>		
Total energy consumption (MWh) <sup>[2]</sup>	18,344	19,709
Direct energy consumption (MWh)	8,279	7,272
Indirect energy consumption (MWh)	10,065	12,437
<b>Waste Management - GRI 306-3</b>		
Total waste generated (metric tons)	642	810
Office/Lab/Distribution	277	266
Manufacturing	365	544
Waste diverted from landfill and incineration (metric tons)	—	291
Office/Lab/Distribution	—	115
Manufacturing	—	176
Landfill and incineration diversion rate (%)	—	36%
Office/Lab/Distribution	—	43%
Manufacturing	—	32%
<b>Water Management - GRI 303-3</b>		
Water usage (cubic feet) <sup>[3]</sup>	380,745	619,033

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[2] We have restated our 2020 energy consumption metrics due to changes in calculations. We are continuously improving our data collection and validation processes to enhance the accuracy of our reporting and ensure transparency. Direct energy consumption includes natural gas, mobile consumption, and diesel. Indirect energy consumption includes purchased electricity and cooling.

[3] This only reflects water usage at our facility in Acton, Massachusetts. This past year, we improved our data tracking processes and identified additional sources of water usage in our operations, which led to a significant increase in our reported water usage compared to 2020. We are continuously improving our data collection and validation processes to enhance the accuracy of our reporting and ensure transparency.

Metrics <sup>[1]</sup>	2020	2021
<b>Sustainable Product Innovation</b>		
Product Quality and Safety - <i>GRI 416-2, SASB HC-MS-250a.1, SASB HC-MS-250a. 2, SASB HC-MS-250a.3, SASB HC-MS-250a. 4</i>		
Number of product recalls issued	2	1
List of products listed in the U.S. Food and Drug Administration's (FDA's) MedWatch Safety Alerts for Human Medical Products database	0	0
Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	0	0
Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	0	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	0	0
Product Stewardship - <i>SASB HC-MS-410a.2</i>		
Total number of Pods accepted for takeback	—	5,222,709
Total weight of Pod materials accepted for takeback (metric tons) <sup>[2]</sup>	39.0	135.8
<b>People and Communities</b>		
Policy and Advocacy - <i>GRI 415-1</i>		
Total monetary value of financial and in-kind political contributions made directly and indirectly	\$0	\$0

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[2] Our 2021 data reflects all global data, while previous years only reflect partial data. We began disclosing total number of Pods accepted for takeback in 2021. France recycles 95% of Pod components by weight.

Metrics <sup>[1]</sup>	2020	2021
Diversity, Equity, and Inclusion - GRI 405-1		
Percentage of ethnic diversity in the U.S. <sup>[2]</sup>	30%	33%
Percentage of women globally <sup>[3]</sup>	47%	47%
Percentage of gender diversity by employee category globally <sup>[3]</sup>		
Board of Directors		
Female	50%	50%
Male	50%	50%
Executives		
Female	27%	27%
Male	73%	73%
Management		
Female	33%	39%
Male	67%	61%
Staff		
Female	51%	51%
Male	49%	49%

[1] Metrics noted as "-" indicate that data is not available for the given year. Cases where percentages do not add to 100% are due to rounding.

[2] All temporary employees have been excluded from the data. This only reflects employees in the U.S.

[3] All temporary employees have been excluded from the data. Gender data is not collected for Austria, Germany, and Switzerland; therefore, these employees are not included in the percentage calculations.

Percentage of age diversity by employee category globally<sup>[2]</sup>

	2020	2021
<b>Board of Directors</b>		
Baby Boomers (1946–1964)	44%	40%
Generation X (1965–1980)	56%	60%
Generation Y (1981–1996)	0%	0%
Generation Z (1997 and onwards)	0%	0%
<b>Executives</b>		
Baby Boomers (1946–1964)	30%	23%
Generation X (1965–1980)	68%	71%
Generation Y (1981–1996)	3%	6%
Generation Z (1997 and onwards)	0%	0%
<b>Management</b>		
Baby Boomers (1946–1964)	11%	14%
Generation X (1965–1980)	60%	54%
Generation Y (1981–1996)	29%	32%
Generation Z (1997 and onwards)	0%	0%

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[2] All temporary employees have been excluded from the data. We have restated the 2020 data to accurately reflect global data and changes in our reporting. We are continuously improving our data collection and validation processes to enhance the accuracy of our reporting and ensure transparency.

Metrics <sup>[1]</sup>	2020	2021
<b>Staff</b>		
Baby Boomers (1946–1964)	9%	6%
Generation X (1965–1980)	33%	27%
Generation Y (1981–1996)	54%	58%
Generation Z (1997 and onwards)	5%	8%
<b>Diversity of new hires</b>		
Female hires globally <sup>[2]</sup>	41%	44%
Ethnically diverse hires in the U.S. <sup>[3]</sup>	40%	42%
<b>Workplace Health and Safety - GRI 403-8, GRI 403-9, GRI 403-10</b>		
Number of fatalities for employees	0	0
Number of fatalities for contractors	0	0
Number of injuries for employees	10	8
Number of injuries for contractors	0	0
Total Recordable Incident Rate (TRIR) for employees and contractors <sup>[4]</sup>	—	0.59
Days Away, Restricted, or Transferred (DART) rate for employees and contractors <sup>[4]</sup>	—	0.29

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[2] All temporary employees have been excluded from the data. Gender data is not collected for Austria, Germany, and Switzerland; therefore, these employees are not included in the percentage calculations.

[3] All temporary employees have been excluded from the data. This only reflects employees in the U.S.

[4] This includes all employees and contractors under Insulet supervision.

Metrics <sup>[1]</sup>	2020	2021
Number of reports of work-related ill health for employees	0	0
Number of reports of work-related ill health for contractors	0	0
Workers covered by an occupational health and safety management system (%)	100%	100%
Community Engagement		
Community donations	\$150,000+ USD	\$250,000+ USD

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