



2024

Corporate Responsibility
and Sustainability Report

Tactile
MEDICAL®

About Tactile Medical

At Tactile Medical, our Mission is to reveal and treat people with underserved chronic conditions and help them care for themselves at home. We are customer-focused and Mission-driven, as reflected in our Code of Business Conduct and Ethics. Our unique platform includes advanced, clinically proven devices, as well as continuity of care services provided by a national network of territory account managers, patient education consultants, reimbursement experts, patient advocates and clinical staff. This combination of products and services helps tens of thousands of patients annually receive the at-home treatment they need to better manage their chronic conditions. In addition to improving the quality of life for patients with chronic conditions, our solutions help increase clinical outcomes and reduce overall healthcare costs.

Our Mission

Our Mission is to reveal and treat people with underserved chronic conditions and help them care for themselves at home.

The year at a glance:

- **79,000+** patients served
- **~1,000** full-time employees
- **3** clinical trials
- **\$8.8 million** invested in R&D
- **\$293 million** total FY24 revenue

Noteworthy 2024 milestones:

- Organized second summer internship program
- Sponsored 3 clinical studies
- Achieved our goal by providing over 1,000 employee volunteer hours to support local communities
- Provided 210 medical education hours for 8,662 clinicians



Sheri Dodd
President
and CEO

A Message from Our CEO

At Tactile Medical, our Mission is clear: to reveal and treat people with underserved chronic conditions and help them care for themselves at home. In 2024, we made meaningful progress in expanding therapy access and improving the care of patients with lymphedema and airway obstruction disorders. These achievements reflect the passion and perseverance of our employees and their alignment with our core values of transparency, drive, collaboration, embracing change and compassion. We accept the challenges inherent in delivering on our Mission, knowing that every step forward is an opportunity to make a profound impact on the lives of patients, their families, healthcare teams, and the communities we serve.

Delivering Impact Through Innovation and Service

We take pride in delivering therapy and service solutions that improve clinical outcomes for patients and enhance both customer and employee experience. From January-December of 2024, we served more than 79,000 patients across our two lines of business.

Key Advancements in 2024 Included:

- Launched Nimbl™, a new platform that enabled connectivity and decreased the controller size, weight, and hosing volume delivering a more patient-friendly experience and drastically reduced product packaging and waste.
- Enhanced our Flexitouch® Plus with ComfortEase™ trunk garment, improving first time fit, reducing gapping, and minimizing product returns that would otherwise be scrapped.
- Expanded access to Kylee™ by introducing a Spanish-language version, enabling more patients to engage with our technology in their preferred language.
- Simplified the purchase of accessories for patients with the launch of our eCommerce website, shop.TactileMedical.com, streamlining the patients’ experience.

Advancing our Mission Beyond Products

- In 2024 we proudly extended our impact through community engagement, education and inclusion:
- Recognized for the third consecutive year by the Minnesota Census of Women in Corporate Leadership for diverse representation in our executive leadership and board of directors.
 - Contributed over 1,000 employee volunteer hours to local communities through our Tactile Crew Making a Difference program.
 - Provided more than \$200,000 in value to nonprofit organizations through our grant program, supporting philanthropic medical initiatives aligned with our Mission.
 - Sponsored clinical studies and hosted medical education programs for 8,500+ clinicians.
 - Supported more than 8,000 patients experiencing financial hardship by providing devices at reduced cost through our Patient Assistance Consideration Program.
 - Hosted our second annual 11-week summer internship program, engaging a diverse group of talented college students in engineering, marketing, manufacturing, IT, and HR through meaningful projects and mentorship.

Looking Ahead: Bold Goals for 2025

- We remain committed to our sustainability efforts in 2025. Key objectives include:
- **1,000+ employee volunteer hours** to deepen community engagement.
 - **Expanded Nimbl platform rollout**, to include therapy coverage to both upper and lower limbs.
 - **Modernized infrastructure** to streamline the order management process and reduce wait times for patients.
 - **Salesforce CRM launch** to enhance our ability to serve patients and providers with greater efficiency and insight.
 - **Improved access to care** through publication of clinical trial results of head and neck cancer-related lymphedema and expanded payer coverage.
 - **Accelerated bronchiectasis education** to equip clinicians and DME providers with increased knowledge and understanding of the disease and relevant care pathways.

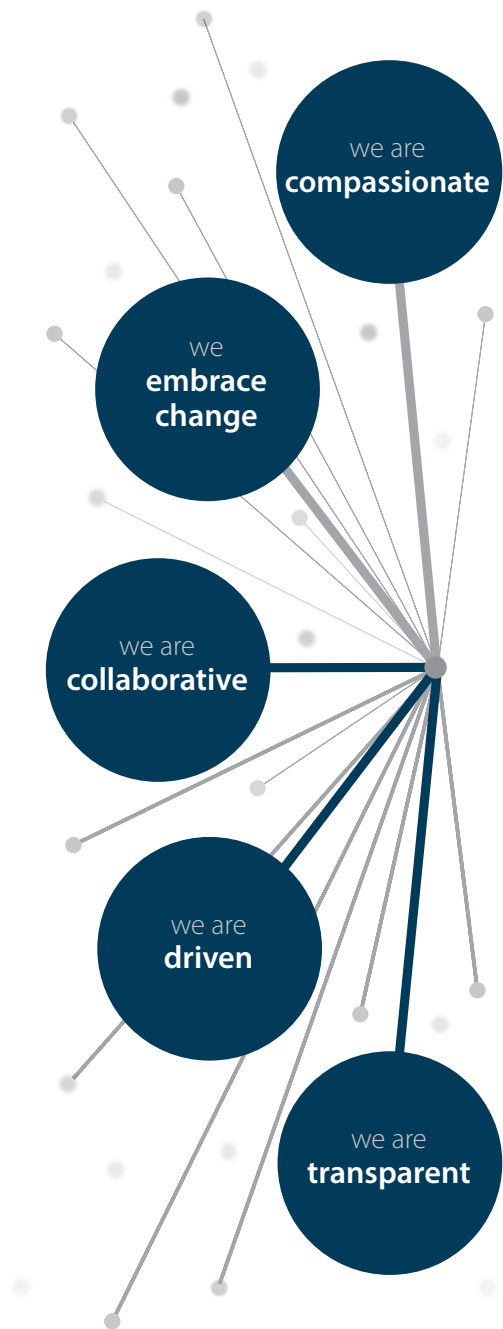
Our Commitment Continues

This work is ongoing. We will continue to report progress transparently and set ambitious goals that reflect our responsibility to the environment and the communities we serve. At Tactile Medical, we remain steadfast in our purpose: to reveal and treat people with underserved chronic conditions and help them care for themselves at home.

Sincerely, Sheri Dodd
President and CEO

Our Core Values

Our core values are the foundation upon which we conduct our business and interactions with patients, healthcare professionals, caregivers, business partners, shareholders, communities, and one another. The work we do every day guides and influences our business aspirations, and our people take pride in the fact that:



Our Impact

“Since I’ve started using the lymphedema pump, I feel like I’ve been able to go back to a lot of things I wasn’t able to do as well anymore; I can golf, I can swim, these were two of my biggest goals.

Su R. Nimbl User



“Kylee has videos, information, education, and support ... I love her!”

Ken S. Flexitouch and Kylee User



Making a Difference

DRIVING CLINICAL RESEARCH

We are dedicated to leading clinical research efforts. Clinical research provides valuable scientific data and can improve clinical care, healthcare delivery, cost, and quality of life. We actively collaborate with medical professionals, researchers and professional medical societies and have demonstrated our commitment to developing high quality clinical evidence with nationally and internationally recognized clinicians and researchers.

In 2024, we sponsored three clinical studies with more than 270 subject participants and contributed to two abstract presentations and two publications in various stages of review by peer-reviewed medical journals. In addition to driving the development of new evidence and technologies, these efforts help inform clinicians and payers so that access to therapies are expanded.

One example of this is an ongoing clinical trial evaluating the effectiveness of our Flexitouch Plus system for the treatment of head and neck lymphedema, which is a frequent consequence of head and neck cancer. The American Cancer Society estimates that 430,000 people in the United States suffer from cancers of the head and neck. Our Flexitouch Plus head and neck system is the only pneumatic compression device that can be used in the home to treat patients suffering from debilitating head and neck lymphedema. This study represents the largest randomized, controlled clinical trial ever conducted for the treatment of head and neck cancer-related lymphedema. The trial consists of approximately 250 subjects enrolled at ten clinical sites and will span three years.

Clinical trials like these play a critical role in educating clinicians, regulatory bodies and insurance companies on the efficacy and necessity of our solutions, and we will continue to invest in the development of clinical outcome data to demonstrate this. Details of our active clinical trials can be found at ClinicalTrials.gov.

PATIENT-CENTRIC PRODUCT INNOVATION

We are committed to innovation. We listen to our patients, clinicians, and employees to glean opportunities for product enhancement and improvements. We are involved in ongoing efforts to improve the patient experience and enhance the ease of use, durability, comfort and effectiveness of our products. One example is our 2024 reimagined Nimbl platform, which replaced the Entre Plus. It’s compact and lightweight design, making it more portable for active lifestyles. Designed for easy use at home, Nimbl empowers patients to manage their condition on their terms.

Patient engagement and support through product innovation and expansion of our digital platform are also critical. Throughout 2022 and 2023, we introduced the next generation of Flexitouch Plus, our flagship pneumatic compression solution. All garments were updated to include ComfortEase™ technology, designed to make the garments easier to put on and remove. The controller now features Bluetooth, which allows treatment data to flow to the patient’s mobile device. They can view their Flexitouch Plus treatments in Kylee, a free mobile app. This is designed to help patients learn about lymphedema, track their symptoms and treatment, and share progress with their healthcare team. Together, these products elevate the solution of life-improving therapy we provide to lymphedema patients, while simultaneously making it easier for patients to learn, track and share their progress with their clinician. Visit our [website](#) to learn more about Kylee.

OUR PEOPLE

As a company, our focus is on developing and selling solutions that help increase clinical efficacy, reduce overall healthcare costs and improve the quality of life for patients with chronic conditions by treating them at home. We believe the strength of our employees is the cornerstone to achieving these goals. As of December 31, 2024, we had 1,037 employees. We have 613 employees who are based throughout the United States, as well as 424 employees who are primarily based in our corporate/manufacturing locations in the Minneapolis metropolitan area. Our employees are our most important resource, and they set the foundation for our ability to achieve our strategic objectives.

The success and growth of our business depends, in large part, on our ability to attract, retain and develop talented and high-performing employees at all levels of our organization, including the individuals who comprise our workforce as well as executive officers and other key personnel. To succeed in a competitive labor market, we have developed key recruitment and retention strategies, objectives and measures that we focus on as part of the overall management of our business.

A CULTURE OF GROWTH AND SUPPORT

We understand the importance of a robust education and training program at hire, as well as continuing training and development throughout an employee’s tenure. As our company continues to grow and evolve, we are investing in both employee and leadership development to allow employees to advance their skills and prepare for future roles.

In addition to department and role-specific education and training, employees are required to complete a standard training curriculum upon hire and annual refresher training thereafter including:

- Workplace safety
- Emergency/disaster training
- Grievance/complaint handling
- Patient rights and responsibilities
- Communication barriers
- Infection control
- Ethics and compliance
- Code of Business Conduct and Ethics, corporate policies, procedures

In addition, full-time employees are eligible for tuition reimbursement. This program provides reimbursement for eligible expenses such as classes related to an employee’s career, role, or desired role with the company. We are dedicated to the professional development of our employees. We believe individuals who want to continue their education, in addition to performing their full-time jobs, show a commitment to improving themselves and also value professional growth consistent with the company.

To foster employee growth, ongoing feedback, and professional development, we maintain a comprehensive annual performance process. Performance evaluations are based on the employee’s achievement of their performance and development goals consistent with our values. To encourage honest and constructive assessments, the employee and their direct supervisor are individually provided with time to evaluate the employee’s achievements, strengths, areas of opportunity and future goals and aspirations. In addition, we solicit peer/colleague feedback to broaden the perspective and provide a well-rounded evaluation process. The individual time of reflection is followed by one of the most crucial elements of growth: open dialogue and constructive feedback.

We also organized our second summer internship program in 2024, providing opportunities for students seeking to accelerate their professional experience and career trajectory. In this 11-week program, our interns spent the first three days at our corporate headquarters to learn from leaders across the entire organization. They were each assigned meaningful projects to give them experience working through real issues. Finally, they were paired with a mentor on the team to offer them additional help and support throughout their experience. We were excited to have interns the second year, working in engineering, manufacturing, IT, and HR.



“Tactile Medical has an exceptional workplace culture where I’ve consistently felt welcomed, valued, and supported. The collaborative and inclusive environment has made my internship experience unforgettable.

MaKenna - *Payer Relations and Market Access Intern*



“I’m so grateful for the experience of interning at a patient driven company like Tactile because it has helped me become a more empathetic designer and person!

Crimson - *Product Engineer Intern*

EMPLOYEE HEALTH AND WELLNESS

We offer a comprehensive benefits program at an affordable cost to support the differing needs of our workforce and remain competitive within the industry. Most of our employees participate in some level of medical benefits, which can include coverage for employees, spouses and dependents. The options of additional benefits such as FSA or HSA accounts, dental, vision, accidental and critical illness, virtual visits, fitness rewards and telehealth services are available to help our employees with preventive and wellness health initiatives. As part of our offerings, we have an Employee Assistance Program which provides 24/7 support to our employees and their families on a variety of topics including but not limited to financial assistance, legal assistance, counseling and other related services.

Flexibility and family-friendly policies are essential to cultivating an atmosphere where employees can thrive professionally while balancing their personal or family commitments. Over half of our workforce is field-based, and those employees travel to clinics and patient homes. They spend the balance working from their own homes. For our corporate employees, we offer a hybrid working environment where employees spend time in the office and have the option to work at home. We offer paid time off to all employees. We also support new parents with paid maternity and parental leave to employees who qualify following the birth, adoption or acceptance of foster placement of a child.

Employees are offered a variety of other benefits for financial and personal needs, such as retirement savings with a company match, an employee stock purchase plan and company paid disability insurance. Critical care insurance and voluntary life insurance are available for employees, their spouse and child. We believe providing employees with these benefit options provides a level of comfort in their financial stability.

We continually explore benefit offerings and focus on maintaining a cost-effective structure for both our employees and the organization, providing health, fitness and financial programs that support our employees’ health and financial goals.

SAFETY AT TACTILE MEDICAL

Safety management is the responsibility of each employee and leader, in clinical settings, corporate offices or while serving patients in their home.

Safety training helps support a safe workplace and works to eliminate hazardous conditions. Employee safety training occurs at the time of hire and at least annually thereafter. Training covers various topics including but not limited to infection control, sanitization, safe lifting, proper operation of equipment and emergency and disaster preparedness.

Tactile Medical Accident Rates by Year

2019	0.8907%
2020	0.6355%
2021	0.3816%
2022	0%
2023	0.1941%
2024	0.303%

Our Safety Committee is comprised of designated employees from a variety of departments that meets at least quarterly. This committee reviews safety activities including concerns, areas for improvement, communication, and training needs. This committee also facilitates annual safety evaluations of all facilities. Employees can email hr@tactilemedical.com directly with questions, concerns, or suggestions regarding workplace safety.

EMPLOYEE ENGAGEMENT AND CULTURE

We consider employee engagement to be a cornerstone of our business, and we encourage different perspectives and ideas, which we believe enables better business decisions and rapid innovation. We are committed to constructive and critical self-evaluation that leads to concrete steps that continually enhance and strengthen our corporate culture.

OUR COMMITMENT TO SERVICE, ADVOCACY AND PHILANTHROPY

We have a long history of active community engagement, including participating in blood drives, community cleanups, supporting senior centers, veterans, and similar organizations. The company volunteer program, Tactile Crew Making a Difference, had a successful second year. Through a combination of independent activities and company group efforts, each employee is provided 16 hours of paid time off annually in support of community volunteer activities. Volunteer hours are reported, and employees take pride in sharing photos and experiences from their volunteer activities. We are excited to have met our goal of 1,000 volunteer hours in 2024. Though we will maintain the goal of 1,000 hours for 2025, we hope to increase employee awareness and participation. We are excited to continue these efforts and make a direct, ongoing positive impact on our communities.

Advocating for individuals suffering from chronic conditions treated by our products is another way in which we demonstrate our commitment to positively influencing communities. Many patients with the chronic conditions treated by our devices experience significant delays in receiving an accurate diagnosis or remain undertreated. We understand the importance of raising awareness about these chronic conditions, the associated health, economic and quality of life burdens, treatment options, and the benefits of using our products.

We also continued our commitment to expanding awareness and improving access to care. Our Medical Education program has educated more than 16,000 individuals since its inception in 2016. We offer virtual and on demand education as well, expanding our ability to reach audiences wherever they may be located. We continue to receive consistently positive feedback on the relevance and impact of these programs.

Additionally, to support our patients and help alleviate the financial burden that sometimes impedes access to healthcare, we maintain a financial hardship program offering reduced cost equipment and/or co-pay reductions. Interested individuals must complete an application and submit proof of income consistent with policy requirements. After review by the company, cost reduction is offered to individuals who qualify. In 2024, in addition to the 71 self-pay patients who qualified for discounted device prices, we provided 1,117 patients in need with donated devices and 7,062 patients with co-pay reductions.

We also maintain an educational, charitable and research grant program that provides funding to expand knowledge, increase awareness and benefit patients suffering from chronic conditions that can be treated with our devices. In 2024, we assisted organizations by providing thirty-two monetary grants through this program and five in-kind equipment donations. Some of these organizations included the Lea Marie Faraone Foundation, American Cancer Society, COPD Foundation, Head & Neck Cancer Alliance, and Funding Lymphatic Education & Research Network, among others. With a value of over \$200,000 for the year, these contributions to non-profit organizations assisted in philanthropic medical initiatives consistent with our Mission to reveal and treat people with underserved chronic conditions and help them care for themselves at home.



“Logan received an AffloVest through Tactile Medical’s grant program in partnership with Miles for Cystic Fibrosis (M4CF).

Service Days

TACTILE MEDICAL WALK-A-THON

We walked to raise awareness and show our support for the Cystic Fibrosis Foundation and Lymphatic Education & Research Network.



TACTILE MEDICAL VOLUNTEERING

In support of the Feed My Starving Children Organization, we packed 33,984 meals to help combat global hunger.



Governance and Accountability

BOARD OF DIRECTORS

Ethics and compliance are engrained in our corporate culture starting at the top, with our Board of Directors.

Each Board member brings a varied set of skills, experiences, and backgrounds. They work together as an active governing body within a framework of committees: Audit, Compensation and Organization, Compliance and Reimbursement and Nominating and Corporate Governance.

The Board evaluates the company’s performance and progress on environmental, social, and corporate governance objectives and provides guidance to our executive leadership team to address challenges, drive positive change and meet company goals. In addition, our Compensation and Organization Committee and Compliance and Reimbursement Committee have oversight and review responsibilities related to human capital management and corporate responsibility matters, respectively.

More information on the role and structure of our Board of Directors can be found in our [Corporate Governance Guidelines](#).

CODE OF BUSINESS CONDUCT AND ETHICS

Our conduct matters. Working and living with integrity and following our Code of Business Conduct and Ethics stand side by side with our history of solid performance and growth. This standard of conduct applies to all areas of our business, including how we treat each other, our customers, our shareholders, our business partners, and our community.

Each employee and representative of Tactile Medical is responsible for understanding the company Code of Business Conduct and Ethics and conducting themselves with the highest level of integrity in everything we do. By living our mission and values and upholding our code of conduct, we strive to achieve the best results, in the right way.



SHERI DODD
President and
Chief Executive Officer,
Tactile Systems Technology, Inc.



**WILLIAM BURKE,
CHAIRMAN**
President,
Austin Highlands Advisors, LLC
Nominating and Corporate
Governance Committee Member



VALERIE ASBURY
President and CEO, LifeScan Inc.
Audit Committee Member;
Nominating and Corporate Governance
Committee Chair



BRENT SHAFER
Senior Advisor,
Cerner Corporation
Audit Committee Member;
Compensation and Organization
Committee Member



RAYMOND HUGGENBERGER
Former President
and CEO of Inogen Inc.
Compensation and Organization
Committee Chair;
Compliance and Reimbursement
Committee Member



B. VINDELL WASHINGTON
Chief Clinical Officer and Director of
Health Equity Center of Excellence, Verily
Compliance and Reimbursement
Committee Chair
Nominating and Corporate Governance
Committee Member



Laura G King
Co-founder and CEO, BiaCure, Inc.
Audit Committee Member;
Compliance and Reimbursement
Committee Member



CARMEN VOLKART
Former Chief Financial Officer,
NatureWorks, LLC
Audit Committee Chair;
Compensation and Organization
Committee Member

COMPLIANCE PROGRAM

Our Compliance team is a valuable resource, maintaining an active and collaborative approach to support strong and ethical business operations consistent with our Code of Business Conduct and Ethics and corporate values.

Two of the primary ways this occurs are through our comprehensive training program and employee engagement efforts. Our annual compliance risk assessment, quarterly compliance audits of elevated risk or impact on business operations and regular review and revisions to our training materials supports continuous partnership between business units and the Compliance team. In addition to internal assessments, we regularly engage in an external review of our compliance program and undergo accreditation review and renewal every three years.

In 2024, we conducted our bi-annual Employee Compliance Survey, the results of which underscored the company’s commitment to doing the right thing. Overall, 99% of employee respondents agreed that Tactile Medical is an ethical organization committed to complying with laws, rules, and regulations that govern its operations. Other notable results reflected:

- A high-level understanding regarding the reasons and importance of maintaining a compliance program
- Awareness and comfort with reporting compliance issues
- Managers support and discuss the Compliance Program at meetings

We used feedback from this survey to identify initiatives for 2025, including clear and concise communication regarding compliance, emphasizing our fair and equitable standards, and enhanced training.

The Compliance team assists in evaluating patient complaints, employee concerns and inquiries related to company policies and procedures. We maintain an anonymous reporting hotline, which is available 24/7. Concerns are treated confidentially, to the extent possible, and investigated promptly and thoroughly. We do not tolerate any form of retaliation against employees for reports of actual or potential misconduct made in good faith.

FAIR BUSINESS

We believe in ethical and professional business practices, and we support fair competition and responsible marketing practices. We maintain policies and processes that support these beliefs and expect our employees to follow them in their work.

PRIVACY AND SECURITY

Maintaining a robust information security program is essential to our business. We conduct risk and vulnerability assessments on an annual basis to ensure our controls and processes are current and effective. We encrypt data at rest and in transit and conduct ongoing monitoring to identify security events and mitigate risk. All employees participate in ongoing information Security Awareness training. Access to confidential information is granted on a need-to-know basis and protected by appropriate security controls. Our [Notice of Privacy Practices](#) is available on our website and provided to our patients. California residents can find additional information on privacy practices within our [California Privacy Notice](#).

CONFLICTS OF INTEREST

We maintain policies to manage and address potential or actual conflicts of interest. Employees are obligated to notify the company of a potential conflict and seek review and guidance. These processes are intended to mitigate the negative effects of potential conflicts and avoid even the perception of impropriety.

HUMAN RIGHTS

Our commitment to dignity and respect is unwavering and clearly communicated to stakeholders through our [Human Rights Policy](#). Tactile Medical supports and respects human rights by utilizing our company values as the framework for everything we do. This includes adhering to quality standards, helping caregivers provide quality care, advocating for our patients, and managing all relationships with respect, honesty, and authenticity. Using the Universal Declaration of Human Rights as the foundational basis, our employee training includes the relevancy and importance of Human Rights to our company and education on human trafficking and exploitation prevention. In addition to our internal practices, these standards have been extended to our supply chain by means of our Supplier Code of Conduct.

ETHICAL SOURCING

Our [Supplier Code of Conduct](#) calls for suppliers to affirm they maintain policies and procedures that align with our ethical and humane business practices. This includes:

- Maintaining a compliance program with leadership oversight
- Committing to abide by fair business and competition standards
- Prohibiting bribery and corruption in compliance with laws and regulations
- Avoiding conflicts of interest and having policies in place to address them
- Ensuring compliance with product safety standards
- Protecting confidential information such as intellectual property, employee file data and protected health information
- Complying with international standards for a quality management system
- Cooperating with Tactile Medical during supplier audits
- Preventing human trafficking-related activities through documented policies, procedures, and training
- Prohibiting discrimination in the workplace
- Providing safe working conditions, including a prohibition on forced and child labor
- Prohibiting retaliation for reporting unlawful conduct or policy violations
- Assessing and reducing environmental impact
- Following guidance provided by the National Institute of Health regarding the use of substances of concern in business operations
- Complying with the U.S. Dodd-Frank Act, including disclosure of use of conflict minerals

These expectations have been incorporated into our supplier qualification and validation process. All of our key suppliers have affirmed adherence to our Supplier Code of Conduct.

RESPONSIBLE MARKETING AND ACCESSIBILITY

We are committed to providing information regarding our company, products and services that is truthful, accurate, balanced and not misleading. To ensure the safety of our patients and the reputation of our brand, our products are promoted only for their approved, intended use and promotional materials will not make unsubstantiated claims. Patients and their providers are given information regarding contraindications, product risks and safe use. Marketing materials undergo a review and approval process to ensure consistency with our company policies.

In addition to practicing responsible marketing and transparency, we strive to achieve accessibility for all by continuously assessing language and communication barriers and ways in which accessibility can be enhanced for our information, marketing materials and websites.

QUALITY MANAGEMENT SYSTEM

The Tactile Medical Quality Management System (QMS) contains five major elements to align with Regulatory requirements:

- Quality Management System
- Management Responsibility
- Resource Management
- Product Realization
- Measurement, Analysis, and Improvement

Our QMS provides a framework of processes designed for the delivery of quality products and services and conformity to all relevant standards and regulations at every stage from design through servicing.

To ensure that our QMS is suitable and effective, we undertake the following quality management activities:

- Routine QMS reviews with senior management
- Internal and external audits
- Supplier audits
- Review of customer feedback

Additionally, we have a documented process to enact a product recall, if required. All products distributed to patients and clinics are tracked as required by the FDA. To enable product tracking, product records are controlled in the QMS. Though we have never had a product recall, we have extensive policies and procedures addressing the following in the event of a recall:

- Removal and quarantine of suspect inventory from our warehouse
- Notification to all clients or patients having items subject to the recall
- Immediate removal of recalled products from patient-ready inventory
- The exchange or removal of recalled products in the field

BUSINESS CONTINUITY AND RESILIENCE

We have a thorough business continuity and resilience program designed to ensure our company operations can continue while minimizing impact on our patients and employees in the face of a significant challenge. Using standards developed by Disaster Recovery Institute International (DRII), we regularly conduct a business impact analysis to determine risk level, assess impact severity and prioritize business processes based on company needs.

As part of our monitoring process, we perform tabletop exercises at least annually to test our current plans. These cross-functional exercises involve employees from multiple departments and are designed to gain perspective, collect feedback, and validate plan effectiveness. We use insights from this activity to update contingency plans for each department.

OUR ENVIRONMENTAL STEWARDSHIP COMMITMENT

We understand our responsibility to be good environmental stewards by being mindful of our impact and are implementing actions to reduce our environmental footprint consistent with our [Environmental Policy](#) and an Environmental Management System. Through this system, we will:

- Use a data centric approach to assess our current environmental impact and determine opportunities for improvement
- Incorporate environmental stewardship into business objectives and processes
- Monitor, measure and report key activities, trends, best practices and legal requirements
- Evaluate the effectiveness of our Environmental Management System with regular review by executive leadership and Board oversight

In 2024, we completed renovations to our manufacturing facilities that assist in reducing our environmental impact including:

- Changed to more energy efficient light fixtures
- Upgraded the HVAC within the office space resulting in a more efficient system
- Reused and donated certain office furnishings
- Used trash compactors to reduce waste volume, conserve resources, promote recycling, and decrease the frequency of disposal trips, in turn lowering related emissions

We understand the importance of being a responsible corporate citizen and are committed to continuous improvement with regard to environmental, social, and corporate governance matters.

Tactile Medical

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Tactile
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