

TACTILE SYSTEMS TECHNOLOGY, INC.
INCENTIVE COMPENSATION RECOVERY POLICY
(Effective 09 December 2021)

The board of directors of Tactile Systems Technology, Inc. (the “*Company*”) has determined that the best interests of the Company and its stockholders will be served by the adoption of a policy regarding the recovery of incentive compensation from Executives in certain circumstances as set forth below.

Subject to the terms of this policy and to the extent permitted by applicable law, the Company will, in all appropriate circumstances as determined by the compensation and organization committee of the board of directors require reimbursement or forfeiture of all or a portion of any incentive compensation awarded to an Executive of the Company after the date of adoption of this policy where the Committee has determined that either:

- (i) all of the following factors are present: (a) the Company is required to prepare an accounting restatement due to material noncompliance with any financial reporting requirement under the securities laws, (b) the award, vesting or payment of the incentive compensation was predicated upon the achievement of certain financial results for the Company or any of its subsidiaries, divisions or other business units that were the subject of the restatement and such award, vesting or payment occurred or was received during the three-year period preceding the date on which the Company is required to prepare the restatement, and (c) a smaller award, vesting or payment would have occurred or been made to the Executive based upon the restated financial results; or
- (ii) (a) there has been misconduct resulting in either a violation of law or of Company policy that has caused significant financial or reputational harm to the Company and (b) either the Executive committed the misconduct or failed in his or her responsibility to manage or monitor the applicable conduct or risks.

In the case of item (i) above, the Company will, to the extent deemed appropriate by the committee, seek to recover or cancel the amount(s) by which an Executive’s incentive compensation covered by (i) above that was awarded, vested or paid during the three-year period referenced above, exceeded the amount(s) that would have been awarded, vested or paid based on the restated financial results. In the case of item (ii) above, the Company will, to the extent deemed appropriate by the committee, seek to recover or cancel an Executive’s incentive compensation that was awarded, vested or paid or is scheduled to be vested or paid during any fiscal year in which the misconduct occurred. The right to seek recovery of equity issued upon vesting or payment of equity awards subject to recovery shall extend to any proceeds from the sale of such equity, and the amount of any reimbursement shall be calculated net of taxes paid or payable by the Executive with respect to the recoverable compensation. If the Executive does not reimburse the Company for such amount(s) promptly after request by the Company for such reimbursement, the Company, among other remedies, may elect to recover the amount(s) by cancelling outstanding incentive compensation awards or offsetting other amounts due or which may come due to the Executive under other compensation plans or programs.

In determining whether, in its discretion, there are appropriate circumstances to require such reimbursement or cancellation, the Committee will consider relevant facts and circumstances such as the involvement of any particular Executive in the circumstances that led to the financial restatement, if applicable, the extent to which any particular Executive acted in the normal course of the Executive’s duties and in good faith, the extent of the Executive’s involvement in the misconduct that caused financial or reputational harm to the Company, the amount of incentive compensation involved, and the likelihood of success in any action to enforce recovery and the possible costs of recovery.

This policy is in addition to the requirements of Section 304 of the Sarbanes-Oxley Act of 2002 that are applicable to the Company’s chief executive officer and chief financial officer. Any recovery

under this policy shall be in addition to, and shall not preclude, any other remedies that may be available to the Company. Accordingly, the remedies provided for under this policy shall be in addition to, and shall not preclude, any remedies against the Executives for fraud or misconduct, whether or not there is a restatement. The committee may amend or terminate this policy at any time and this policy will terminate in the event of a change in control of the Company as such term (or similar term) is defined in the Company's primary equity compensation plan or equity award agreements then in effect.

For purposes of this policy, the term "*Executive*" means any employee holding a title of senior vice president or above and includes all executive officers of the Company, and the term "*incentive compensation*" means any annual or long-term incentive compensation, including equity-based compensation. This policy shall apply to anyone who is an Executive at any time on or after the date of this policy's adoption.