



**2021**  
Corporate Responsibility and  
Sustainability Report



## 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. As reflected in our Code of Business Conduct and Ethics, our company is customer-focused and Mission-driven. Our unique platform includes advanced, clinically-proven devices, as well as continuity of care services provided by a national network of product specialists, patient trainers,

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 improve clinical outcomes and reduce overall healthcare costs.

## Our Mission

To reveal and treat people with underserved chronic conditions and help them care for themselves at home.

## Our Promise

Tactile Medical provides clinically-proven, at-home treatment options for lymphedema and chronic venous insufficiency with our continuity of care, service and support that helps improve outcomes, reduces costs and gives people their lives back.



Dan Reuvers  
President and CEO

## A Message from Our CEO

2021 was a year of transition. As we entered the second year of the pandemic, we continued to adapt to changing guidelines, successfully addressing supply chain issues and finding new ways to communicate with clinicians, patients and our team members. Each challenge provided us with an opportunity to innovate: whether developing new virtual training methods or advancing a hybrid work style, our Tactile Medical team embraced change. We continued to relentlessly focus on putting patients first and delivering critical therapy to 65,000 patients across the country. I'm proud that even in unprecedented times, Tactile Medical remained Mission driven, revealing and treating people with underserved chronic conditions and helping them care for themselves at home.

Our team's resilience led to our continued growth. In 2021, we completed our largest acquisition to-date, adding the Afflovest product line. Afflovest, is a mobile airway clearance therapy (ACT) developed to treat patients with chronic respiratory disorders. The portable vest is designed to enable patients to self-administer ACT in their home, contributing to their independence, adherence and enhanced quality of life. The transaction expanded the Company's reach by nearly doubling the universe of patients our therapies can help.

In addition, I'd like to call out a few 2021 milestones:

- Audited our website for accessibility and enhanced information access to people of varied abilities
- Our tier-one suppliers committed to compliance with our Supplier Code of Conduct
- Joined the CEO Action for Diversity & Inclusion™
- Added key talent to our executive team and board of directors; enriching both our diversity and skillsets

We're privileged to have the opportunity to make a difference in even more patients' lives in 2022 and look forward to bringing new and improved solutions to the patients who depend on us.

Sincerely,

A handwritten signature in black ink, appearing to read 'Dan Reuvers', written over a light grey background.

Dan Reuvers  
President and CEO

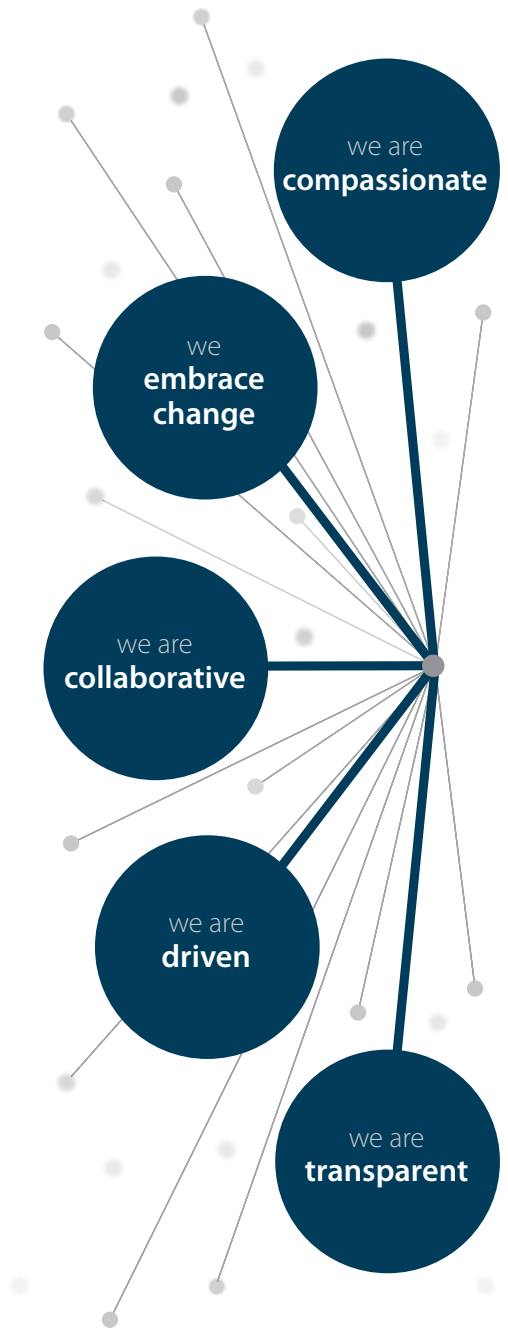


Carleen V.  
Flexitouch Plus User



Our Core Values

The company’s 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:



Tactile Medical takes pride in the fact that our solutions improve the lives of tens of thousands of patients each year.



Corporate Governance and Business Ethics

BUSINESS CODE

At Tactile Medical, we believe our conduct matters. Working and living with integrity and following our Code of Business Conduct and Ethics has enabled a 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.

**“As CEO, I want you to know that building a compliant culture is a role we all play, and in doing so we continue to build Tactile Medical into a successful company whose reputation allows us all to swell with pride whenever and wherever we’re spoken of.”**  
**Dan Reuvers**

A Culture of Compliance

At Tactile Medical, ethics and compliance are engrained in our corporate culture starting at the top, with our Board of Directors. In 2021, our Board completed a compliance training curriculum designed specifically for Board members and provided by an independent third party of compliance experts.

Each Board member brings a varied set of skills, diverse 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

BOARD OF DIRECTORS



**DANIEL REUVERS**  
President and Chief Executive Officer,  
Tactile Medical  
Former EVP and President of  
Codman Specialty Surgical, a division  
of Integra LifeSciences



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



**VALERIE L. ASBURY**  
President & CEO, LifeScan  
Audit Committee, Member;  
Compliance and Reimbursement  
Committee, Chair



**SHERI DODD**  
Vice President and General Manager,  
Medtronic Care Management Services  
Compensation and Organization  
Committee, Member;  
Nominating and Corporate  
Governance Committee, Member



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



**DEEPTI JAIN**  
Former President, IngenioRx  
(Anthem PBM)  
Audit Committee, Member;  
Compliance and Reimbursement  
Committee, Member



**D. BRENT SHAFER**  
Former Chairman and CEO,  
Cerner Corporation  
Audit Committee, Member;  
Compensation and Organization  
Committee, Member



Nominating and Corporate Governance Committee have oversight and review responsibilities related to human capital management and corporate responsibility matters, respectively.

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

**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 to business operations, and regular review and revisions to our training materials support continuous partnership between business units and the Compliance team. In addition to internal assessments, Tactile Medical regularly engages in an external review of our compliance program and undergoes accreditation review and renewal every three years.

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

**FAIR BUSINESS**

Tactile Medical believes 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 determine whether 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 multifactor authentication. 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**

Tactile Medical maintains 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 to ensure effective oversight. These processes are intended to mitigate the negative effects of potential conflicts and avoid even the perception of impropriety.

**HUMAN RIGHTS AT TACTILE MEDICAL**

Tactile Medical’s commitment to dignity, respect and equality is unwavering. In 2020, we adopted a Company Human Rights Policy to formalize our stance on these vital issues. 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 commitments have been extended to our supply chain by means of our Supplier Code of Conduct.

**ETHICAL SOURCING**

Tactile Medical’s Supplier Code of Conduct calls for suppliers to affirm they maintain policies and procedures that align with Tactile Medical’s 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
- Supporting a culture of inclusion by providing equal opportunities and treatment to employees, and 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. In 2021, all of our key suppliers affirmed adherence to our Supplier Code of Conduct.

**RESPONSIBLE MARKETING AND ACCESSIBILITY**

Tactile Medical is committed to providing information regarding our company, products and services that is truthful, accurate, balanced and not misleading. To assure the safety of our patients and the reputation of our brand, our policy is that 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 are clearly distinguishable and undergo a review and approval process to ensure consistency with our company policies.

In addition to practicing responsible marketing and transparency, Tactile Medical strives to achieve accessibility for all. To advance this initiative, we

partnered with an outside party to conduct an audit of the accessibility of our company websites in 2021. We have implemented enhancements based on the Web Content Accessibility Guidelines to support improved accessibility for visitors to our websites. We will continue to assess language and communication barriers and ways in which accessibility can be enhanced for our information, marketing materials and websites.

**PRODUCT DEVELOPMENT AND CLINICAL RESEARCH**

Tactile Medical’s commitment to innovation is ongoing. We listen to our patients, clinicians and employees to glean opportunities for product enhancements and improvements, including increasing patient engagement. We are involved in ongoing efforts to improve the patient experience and effectiveness of our products. Patient engagement and support through product innovation and expanding our digital platform are also critical.

Tactile Medical is 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 a commitment to developing clinical evidence with nationally and internationally recognized clinicians and researchers. In 2021, Tactile Medical sponsored five clinical studies with 350 subject participants and contributed to seven publications in peer-reviewed medical journals. We will continue to invest in the development of clinical outcome data to demonstrate the effectiveness and advantages of our products.

**QUALITY MANAGEMENT**

In order to ensure that our company’s Quality Management System (QMS) is suitable and effective, and improves operational efficiencies, customer service and the patient experience, Tactile Medical undertakes ongoing performance and quality management activities, including quarterly meetings. All personnel are engaged in performance improvement through discussion in planning activities, gathering data, evaluating findings, recommending action, and participating in the review and follow-up of action plans.

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

- 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 can sustain operations to minimize 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 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. The information obtained from the business impact analysis, exercises and testing is utilized to update contingency plans for each department.



**“Having the Flexitouch allowed me to regain some control over my life.” Carleen V.**



**“In June of 2021 I was miraculously given access to the Tactile Medical AffloVest and I started using it every day. My breathing greatly improved and I started to play my horn again the way I used to.” Willie A.**

**Social Responsibility**

**OUR PEOPLE**

Tactile Medical has developed key recruitment and retention strategies, objectives and measures as part of the overall management of our business. In 2021, we implemented an applicant tracking system to enhance our recruitment strategy, measure the efficacy of our hiring initiatives and improve the candidate experience. Our ability to attract, develop and retain a diverse population of talented and high-performing employees, efficiently navigate the recruitment process and provide an elevated onboarding experience to new employees is important to our success.

As of December 31, 2021, we had 994 employees, a 41% increase over 2020. We have 518 field-based employees located throughout the United States, 411 corporate employees, and 65 employees at our manufacturing locations. This total includes part-time employees, which made up approximately 11% of our employee population in 2021.

Maintaining a strong, motivated workforce is fundamental to achieving our goals. Because our employees are our most important asset, Tactile Medical is committed to providing an equitable, rewarding and safe workplace. We do this by emphasizing safety in our everyday operations, offering competitive benefits, providing an environment that fosters employee development and advancement, and encouraging community involvement.

**A CULTURE OF GROWTH AND SUPPORT**

At Tactile Medical we understand the importance of a robust education and training program at hire, as well as continuing education throughout an employee’s tenure. Because the company is constantly evolving, we review our training curriculum at least annually to assess its relevance, comprehensiveness and effectiveness. Topics and methodology may vary, in order to provide skills and knowledge that are targeted to the distinct role or department. 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
- Cultural diversity
- Communication barriers
- Infection control
- Ethics and compliance
- Code of Business Conduct and Ethics, corporate policies and 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 which is 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 job description, corporate and departmental goals, and compliance with the company’s policies and procedures. To encourage honest and constructive assessments, the employee and their direct supervisor are individually provided time to evaluate the employee’s achievements, strengths, areas of opportunity, and future goals and aspirations. This individual time of reflection is followed by one of the most crucial elements of growth: open dialogue and constructive feedback.

EMPLOYEE HEALTH, WELLNESS AND SAFETY

Benefits

Tactile Medical offers a comprehensive benefits program at an affordable cost to support the differing needs of our growing and diverse workforce while remaining competitive within the industry. Most of our employees participate in some level of medical benefits (75% of women and 77% of men), 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, and telehealth services are available to help our employees with preventative and wellness health initiatives.

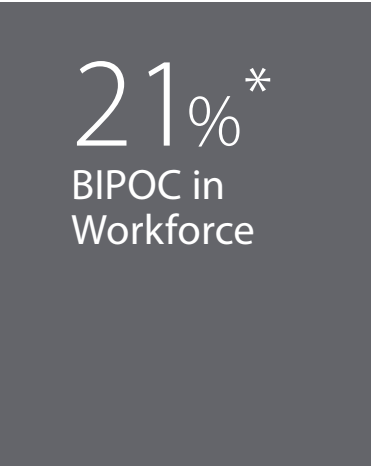
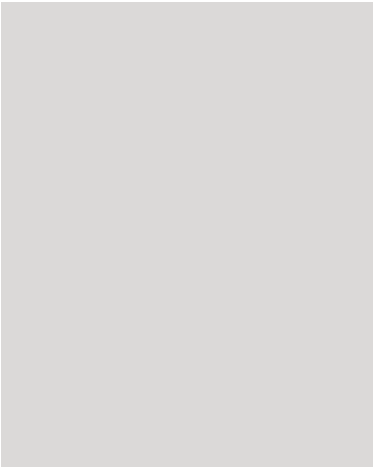
Flexibility and family-friendly policies are essential to cultivating an atmosphere where employees can thrive professionally without sacrificing their personal or family commitments. Tactile Medical supports new parents with additional flexibility, time to bond with their children and adjust to their new family situation by offering paid maternity and parental leave to employees who qualify following the birth of an employee’s child, or the placement of a child with an employee in connection with adoption or foster care. Depending on the position held and company needs, our flexible work policy provides employees the opportunity for flexible working hours and locations that still meet the company’s needs. Whether short-term, incident-based or mid/long-term, Tactile Medical works with the employee and supervisor to accommodate reasonable requests for flexible work arrangements.



“It’s been my experience that Tactile Medical supports promoting from within. The managers encourage development within the teams and coach team members to success in both the current role and roles they may be interested in for the future.”



“I joined Tactile Medical at a very exciting time; one of high growth and change. Throughout my time here, I have witnessed firsthand the company’s desire to retain and develop its employees through training and coaching, as well as helping them seek new roles within the company either through department changes or promotion. I credit this to our philosophy of “promote and develop from within whenever possible.” Tactile Medical is loyal to its employees, values them greatly and wants them to call us home for many years to come!”



\* Black, Indigenous and People of Color metrics are on employee self-reporting

We also offer a variety of other benefits for financial and personal needs, such as retirement savings, disability insurance and life insurance. We believe providing employees with these benefit options provides a level of financial stability and improves engagement.

We continually explore benefit options and strive to maximize cost effectiveness 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 is a top priority at Tactile Medical. Safety management is the responsibility of each employee, at all times, in the clinical setting, corporate office or while serving patients in their home. Employee safety training occurs at the time of hire and at least annually thereafter, and includes a host of topics such as infection control, sanitization processes, safe lifting and operation of equipment, and emergency and disaster preparedness. Our thorough training program provides a foundation for the prevention of workplace injuries and has led to consistently low accident rates year after year.

Tactile Medical Accident Rates by Year

2019	0.8907%
2020	0.6355%
2021	0.3816%

Our Safety Committee is comprised of employee volunteers from various departments and meets quarterly to address concerns, identify areas for improvement and develop plans or processes when needed. This committee also facilitates annual safety evaluations of company work environments. Employees can email the Safety Committee directly with questions, concerns or suggestions regarding workplace safety.

Our commitment to the health, safety and wellness of employees, patients and business partners alike was evident in our COVID-19 response. In addition to following the preventative measures recommended by the Centers for Disease Control and Prevention (CDC) and the World Health Organization (WHO), we took the following important actions to mitigate potential risks created by COVID-19:

- Adjusted our work and operations to keep our employees safe while continuing to serve our clinicians and patients
- Implemented remote and flexible work arrangements for employees wherever possible
- Initiated employee travel restrictions to reduce exposure
- Postponed large medical education programs and conducted virtual meetings whenever possible
- When in-person visits are required, supported customers and patients with our rigorous infection control practices

**DIVERSITY, EQUITY AND INCLUSION**

Our diverse and inclusive workplace encourages different perspectives and ideas, which we believe enables better business decisions and opportunities for growth. Tactile Medical is committed to providing equal employment opportunities for, and treatment of, every person employed by or seeking employment with the company. Tactile Medical strives to provide its employees with an environment free of unlawful discrimination or harassment that complies with all applicable federal, state and local laws. This policy applies to all terms and conditions of employment, including recruiting, interviewing, hiring, placement, promotion, termination, layoff, recall and transfers, leaves of absence, compensation and training. Tactile Medical policy is to provide equal employment opportunity to all employees and applicants for employment without regard to the individual's age, sex (including pregnancy, childbirth and related medical conditions), race, color, national origin, religion, creed, sexual orientation, familial status, marital status, disability, status with respect to public assistance, membership or activity in a local commission, genetic information or characteristics, military or veteran status, or any other classification protected by applicable federal, state and local laws.

Employees are encouraged to report all equal opportunity concerns immediately to a member of management or Human Resources. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

We are proud to have joined the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. In 2021, Tactile Medical became a signatory of the CEO Action for Diversity & Inclusion™, which consists of nearly 2,000 companies and organizations across industries, geographies, size and scale. We pledge to cultivate a comfortable environment that values and promotes diverse perspectives and experiences, and encourages important discussions about diversity, equity and inclusion. This commitment is demonstrated through the implementation of four key actions:

- Cultivate workplaces that support open dialogue on complex, and sometimes difficult, conversations about diversity and inclusion
- Expand unconscious bias education
- Share best known – and unsuccessful – actions
- Create and share strategic inclusion and diversity plans with our Board of Directors

More information on the CEO Action for Diversity & Inclusion™ pledge at [CEOAction.com](https://ceodiversity.org).

We are committed to constructive and critical self-evaluation processes for the purpose of strengthening our corporate culture. Part of that self-evaluation comes from an engaged employee base. In 2020, we conducted an employee survey, inviting our employees to share their views on the inclusivity of our corporate culture and business practices. From that foundation we developed the following objectives for upcoming years:

- Increase diversity awareness programs for all areas of our organization
- Increase focus on enhancing inclusiveness in our culture
- Increase our knowledge and understanding of unintentional bias

Using these goals as our foundation, we continue to advance our company diversity, equity and inclusion initiatives.

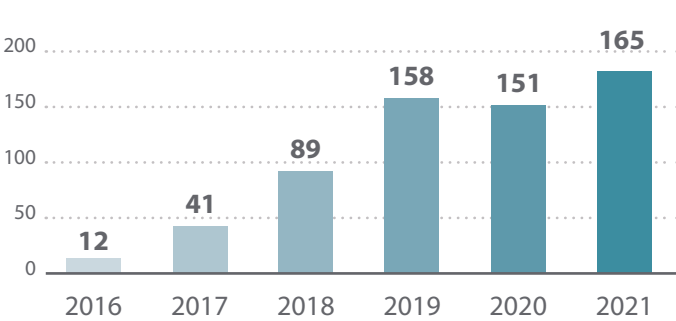
**OUR COMMITMENT TO SERVICE, ADVOCACY AND PHILANTHROPY**

Tactile Medical has a long history of active community engagement, including participating in blood drives, community cleanups, supporting senior centers and similar organizations. In 2020, we initiated formalization of this commitment by developing an employee volunteer program to encourage employees to give back to the communities where they work and live. COVID-19 delayed implementation of Tactile Medical’s volunteer program to ensure the safety of our employees and community members. We are thrilled to report this program is launching in 2022. Through a combination of independent activities and company group efforts, each employee can utilize up to 16 hours of paid time off annually in support of community volunteer activities with a nonprofit organization. All volunteer hours are tracked so we can quantify the impact of our employees through their community service efforts. Our goal in 2022 is to provide at least 2,000 hours of volunteer service company-wide. We are excited to make a direct positive impact on our communities and the people living in them.

Advocating for our patients is another way in which Tactile Medical demonstrates 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. At Tactile Medical, 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.

Tactile Medical has demonstrated its commitment to improve early diagnosis and effective treatment through the development of a “Medical Education” team in 2016. Due to COVID-19, a majority of our medical education events transitioned to a virtual format in 2020, which further expanded our ability to raise awareness. We continue to receive consistently positive feedback on the relevance and impact of these programs and anticipate continuing virtual education events even as we return to offering in-person events. Through a combination of in-person and virtual events, we organized 165 medical education programs allowing us to educate approximately 5,900 clinicians in 2021.

Medical Education Events by Year



Additionally, to support our patients and help alleviate the financial burden that sometimes impedes access to healthcare, Tactile Medical maintains 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, a cost reduction is offered to individuals who qualify. In 2021, in addition to the 80 self-pay patients who qualified for discounted device prices, we provided 1,236 patients in need with donated devices and 5,900 patients with co-pay reductions.

Tactile Medical also maintains an educational, charitable and research grant program which provides funding to expand knowledge, increase awareness and benefit patients suffering from chronic conditions that can be treated with our devices. In 2021, we assisted organizations by providing six monetary grants through this program. In addition to financial support, we provided two in-kind equipment donations to support philanthropic medical initiatives consistent with our Mission: to reveal and treat people with underserved chronic conditions and help them care for themselves at home.

The Afflovest acquisition provided Tactile Medical with an exciting opportunity to partner with the Colton Underwood Legacy Foundation. Through this partnership, we committed to provide an in-kind equipment donation of 50 Afflovests to patients in 50 states. Since we acquired Afflovest, five additional patients received an Afflovest under this program, bringing the total to 29 recipients thus far, with 21 recipients remaining.

**OUR ENVIRONMENTAL STEWARDSHIP  
COMMITMENT**

At Tactile Medical, we understand our responsibility to be good environmental stewards by being mindful of our impact, and proactively developing and implementing actions to reduce our environmental footprint. We are excited to report that Tactile Medical is in the process of developing an Environmental Management System that is expected to be implemented in 2022. Our aspirations for this initiative include:

- Gathering data to assess our current environmental impact and determine areas of improvement
- Executing an environmental policy that will be incorporated into business objectives and processes
- Monitoring, measuring and reporting key activities, trends, best practices and legal requirements
- Continuous improvement through ongoing evaluation of the effectiveness of our Environmental Management System with regular review by executive leadership and Board oversight

Tactile Medical is focused on continuous improvement and an active commitment to environmental, social and corporate governance matters. We understand the importance of being a responsible corporate citizen — and the enormous value of providing transparency to our employees, patients, business partners and shareholders.

**Tactile Medical**

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