

INSULET CORPORATION

Talent and Compensation Committee Charter

I. General Statement of Purpose

The purpose of the Talent and Compensation Committee of the Board of Directors (the “Compensation Committee”) of Insulet Corporation (the “Company”), on behalf of the Board of Directors (the “Board”), is to, among other things:

- discharge the Board’s responsibilities relating to the compensation of the Company’s Chief Executive Officer (the “CEO”), executive reporting directly to the CEO (collectively, the “Executives”) as well as, for the purposes of equity compensation determination, any other Section 16 officers, as applicable;
- approve and evaluate all compensation programs and policies of the Company relating to the Executives;
- produce the Compensation Committee report required by the Securities and Exchange Commission (the “SEC”) for inclusion in the Company’s proxy statement relating to its annual meeting of stockholders or annual report on Form 10-K, in accordance with applicable rules and regulations;
- develop and implement compensation policies and programs that are appropriate for the Company in light of all relevant circumstances and which provide incentives that further the Company’s long-term strategic plan and are consistent with the culture and strategies relating to human capital management of the Company and the overall goal of enhancing long-term stockholder value; and
- assist the Board in connection with the compensation of the Company’s non-employee directors.

This charter (this “Charter”) sets forth the authority and responsibilities of the Compensation Committee in fulfilling its purpose.

II. Compensation Committee Composition

The number of individuals serving on the Compensation Committee shall be fixed by the Board from time to time but shall consist of no fewer than two members, each of whom shall satisfy the independence standards established pursuant to Rule 5605(a)(2) of the NASDAQ Stock Market LLC Rules (the “NASDAQ Rules”), subject to any applicable exceptions contained in the NASDAQ Rules, and any other applicable laws, rules or regulations (including the rules and regulations of the SEC) or other qualifications as are established by the Board from time to time. At least two members of the Compensation Committee will also qualify as “non-employee directors” as defined in Rule 16b-3 under the Exchange Act. The Board will consider whether the non-employee directors on the Compensation Committee will continue to qualify as non-employee directors.

The members of the Compensation Committee shall be appointed annually by the Board, will serve at the Board's discretion and may be replaced or removed by the Board at any time with or without cause. Resignation or removal of a director from the Board, for whatever reason, shall automatically constitute resignation or removal, as applicable, from the Compensation Committee. Vacancies occurring, for whatever reason, may be filled by the Board. The Board shall designate one member of the Compensation Committee to serve as Chair of the Compensation Committee. The Chair of the Compensation Committee may not serve as the Chair of any other committee of the Board while he or she is serving as Chair of the Compensation Committee.

III. Meetings

The Compensation Committee shall meet as often as it determines is necessary and appropriate to carry out its responsibilities under this Charter, but not less frequently than two times per year. The Chair of the Compensation Committee will preside at each meeting. If the Chair of the Compensation Committee is not present at a meeting, the Committee members present at that meeting will designate one of its members as the acting chair of such meeting. A majority of the members of the Compensation Committee shall constitute a quorum for purposes of holding a meeting, and the Compensation Committee may act by a vote of a majority of members present at such meeting. In lieu of a meeting, the Compensation Committee may act by unanimous written consent.

IV. Compensation Committee Activities

The Compensation Committee's purpose, authority and responsibilities shall be to:

A. Executive Compensation Philosophy and Peer Group

- Review and develop an executive compensation philosophy as well as compensation policies and plans which ensure that the philosophy is supported and allow the Company to attract, retain and motivate required talent.
- Periodically review and approve the comparator peer group and other competitive references for assessing the competitiveness of the Company's executive compensation programs.

B. Charter and Committee Performance

- Annually review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
- Annually review and assess the Compensation Committee's own performance.

C. Compensation Discussion and Analysis and Other Proxy Statement Disclosures

- Review and discuss with management the Compensation Discussion and Analysis to be included in the Company’s proxy statement and annual report on Form 10-K (“CD&A”).
- Based on the Compensation Committee’s review and discussions with management of the CD&A, make a recommendation to the Board as to whether the CD&A should be included in the Company’s proxy statement and annual report on Form 10-K.
- Produce the Compensation Committee report required by Item 407(e)(5) of Regulation S-K (or any successor provision) promulgated by the SEC to be included in the Company’s proxy statement relating to its annual meeting of stockholders or annual report on Form 10-K filed with the SEC.
- Review the extent to which risks arising from the Company’s compensation policies or practices for its employees are reasonably likely to have a material adverse effect on the Company and recommend new or revised policies and practices to address any such risks.
- Review and make recommendations with respect to the results of “say-on-pay” votes and stockholder proposals relating to compensation matters.
- Consider the results of advisory votes on executive compensation and the frequency of such votes.

D. Incentive-Compensation Plans and Equity-Based and Non-Equity Based Compensation Plans

- Review and make such recommendations to the Board as the Compensation Committee deems advisable with regard to the adoption or amendment of all equity-based plans.
- Review and approve all grants and awards under all equity-based plans other than: (i) grants made to non-employee directors; (ii) grants made pursuant to a delegation of authority from the Board or the Compensation Committee; and (iii) grants and awards that the Compensation Committee deems advisable for the Board to approve. The Compensation Committee is authorized to delegate to any one or more directors (which person(s) need not be members of the Compensation Committee) and/or officers the authority to grant, as the act of the Compensation Committee and of the Board, equity-based awards to eligible employees other than the Executives and any other Section 16 officers. The Compensation Committee administers the

Company's incentive compensation and equity-based plans in accordance with their terms and has the authority to construe all terms and conditions of such plans.

- Oversee the administration, competitiveness, internal equity and cost effectiveness of the Company's broadly applicable benefit programs by establishing an appropriate governance structure for such plans and delegating administrative and other functions as appropriate, provided that the Compensation Committee's general administration shall not include services or administration of any plan subject to the Employee Retirement Income Security Act of 1974, as amended ("ERISA") (excluding any severance plan in which executive officers participate), and the Compensation Committee shall have no ERISA fiduciary responsibility as a result of overseeing such plans.
- Perform such duties and responsibilities as may be assigned to the Compensation Committee under the terms of any equity-based plan or other compensation plan.

E. Matters Related to Compensation of the Company's Executive Officers

- Review and approve the annual goals and objectives relevant to the compensation of the Company's President and CEO, evaluate the CEO's performance in light of those goals and objectives and establish the compensation of the CEO based on this evaluation. The CEO may not be present during voting or deliberation concerning his or her compensation.
- Review annually with the CEO the job performance of the Executives other than the CEO and establish the compensation of such Executives.
- Review and approve any employment, retirement, severance and change-in-control agreements or arrangements for Executives.

F. Succession Planning

- In conjunction with the full Board, oversee succession planning for Executives, other than the CEO.

G. Human Capital Management

- Oversee and review the Company's human capital management practices, including talent management (recruiting, development and retention) and culture and employee engagement.

H. Stock Ownership Policy

- Periodically review the Company's Stock Ownership Policy and monitor compliance with this policy by officers and directors.

V. Matters Related to Compensation of the Company's Directors

The Compensation Committee is authorized, on behalf of the Board, to annually review and make recommendations to the Board with respect to the compensation (both equity and non-equity based) of all non-employee members of the Board, including to recommend to the Board the grant of awards under equity-based plans to non-employee members of the Board, which equity-based awards to non-employee members of the Board shall be approved by the Board.

VI. Matters Related to Compensation Committee Advisers

The Compensation Committee shall have the authority, in its sole discretion, to retain and terminate (and obtain the advice of) any compensation consultant, legal counsel or other adviser (each individually an "Adviser" and collectively, "Advisers") to assist it in the performance of its duties. The Compensation Committee shall also have sole authority to approve the fees and other retention terms of such Adviser.

The Compensation Committee shall be directly responsible for the appointment, compensation and oversight of the work of any Adviser retained by the Compensation Committee, and the Company must provide for appropriate funding, as determined by the Compensation Committee, for payment of reasonable compensation to any such Adviser.

Before any such Adviser (other than (1) in-house legal counsel or (2) any Adviser whose role is limited to the following activities for which no disclosure would be required under Item 407(e)(3)(iii) of Regulation S-K: (i) consulting on any broad-based plan that does not discriminate in scope, terms, or operation, in favor of executive officers or directors of the Company, and that is available generally to all salaried employees and/or (ii) providing information that either is not customized for a particular company or that is customized based on parameters that are not developed by the compensation consultant, legal counsel or other adviser and about which the compensation consultant, legal counsel or other adviser does not provide advice) is selected by, or provides advice to, the Compensation Committee, the Compensation Committee shall take into consideration all factors relevant to that person's independence from management of the Company, including the following pursuant to Rule 5605(d)(3)(D) of the NASDAQ Rules:

- The provision of other services to the Company by the person that employs the Adviser;
- The amount of fees received from the Company by the person that employs the Adviser, as a percentage of the total revenue of the person that employs the Adviser;
- The policies and procedures of the person that employs the Adviser that are designed to prevent conflicts of interest;

- Any business or personal relationship of the Adviser with a member of the Compensation Committee;
- Any stock of the Company owned by the Adviser; and
- Any business or personal relationship of the Adviser or the person employing the Adviser with an executive officer of the Company.

The Compensation Committee may prohibit the Company from engaging a compensation consultant engaged by the Compensation Committee, or an affiliate of any such compensation consultant, to provide any other services to the Company without the approval of the Compensation Committee.

VII. General

- The Compensation Committee may establish and delegate authority to one or more subcommittees consisting of one or more of its members or one or more officers or employees of the Company, when the Compensation Committee deems it appropriate and to the extent permitted by applicable laws, rules and regulations in order to carry out its responsibilities.
- The Compensation Committee shall make regular reports to the Board concerning areas of the Compensation Committee’s responsibility.
- In carrying out its responsibilities, the Compensation Committee shall be entitled to rely upon advice and information that it receives in its discussions and communications with management and such experts, advisers and professionals with whom the Compensation Committee may consult. The Compensation Committee shall have the authority to request that any officer or employee of the Company, the Company’s outside legal counsel, the Company’s independent auditor or any other professional retained by the Company to render advice to the Company attend a meeting of the Compensation Committee or meet with any members of or advisers to the Compensation Committee.
- The Compensation Committee may perform such other functions as may be requested by the Board from time to time.

AMENDED: May 30, 2019
 AMENDED: September 21, 2021
 NAME CHANGE: February 18, 2022
 AMENDED: May 23, 2022
 AMENDED: September 23, 2023
 AMENDED: May 22, 2025
 AMENDED: September 18, 2025
 AMENDED: May 20, 2026