

DexCom, Inc.

climate transition plan



This report has been prepared by DexCom, Inc. (“Dexcom” or “the Company”). Throughout this document, references to “we,” “our,” and “us” refer to DexCom, Inc. and its operations globally. The information presented reflects the company’s approach, initiatives, and performance in environmental sustainability and climate action.



Table of Contents

Introduction	4
About this report	4
Purpose	4
Supplementary reading	4
About Dexcom	5
Foundations	6
Our climate ambition	6
Why it matters	7
Our role in transition towards a low-carbon economy	8
Implementation strategy	9
Business operations	9
Products and services	9
Design for Environment (DfE)	10
Policies and conditions	11
Engagement Strategy	12
Engaging with our value chain partners	12
Engaging with our industry partners	13
Metrics and Targets	14
Setting targets	14
Decarbonizing our operations	14
Decarbonizing our value chain	15
Our performance over the years	15
Governance	16
Executive & Management oversight	16
Rooted in organizational culture	17
Skills, competencies and trainings	17

Introduction

About this report

This report provides an overview of our strategic approach to environmental and climate action. It details our initiatives, governance frameworks, and cultural values that underpin our efforts to transition to a low-carbon economy. Through this report, we aim to communicate our approach to embedding environmental sustainability into our operations and decision-making processes, promoting transparency and accountability in our journey towards a sustainable future.

Building on the climate risks and opportunities laid out in the most recent annual Sustainability Report, this report summarizes Dexcom's current climate transition direction, actions underway, and priorities for further development. Certain elements of Dexcom's climate-related program, including climate scenario analysis, broader climate-related risk and opportunity metrics beyond greenhouse gas emissions, and aspects of our environmental risk management program, are continuing to be developed and refined. Dexcom aims to conduct a climate risk assessment and scenario analysis, and this transition plan will continue to evolve as those analyses are completed.

Purpose

The purpose of this report is to articulate the company's approach to environmental sustainability and outline the strategic initiatives we have undertaken to reduce emissions. It serves as an account of our efforts to align with international climate goals, reduce our carbon footprint, and work toward a more sustainable business model. By sharing our progress and challenges, we aim to engage stakeholders and demonstrate our approach to responsible corporate citizenship and environmental stewardship. This report also aims to provide stakeholders, including investors, customers, and employees, with a clear understanding of our progress towards our climate objectives. By sharing our strategies and actions, we hope to inspire confidence in our approach to navigating the complexities of the global sustainability landscape.

Supplementary reading

For readers seeking a deeper understanding of our environmental sustainability journey, we recommend exploring additional materials that complement this report. These include our annual [Sustainability Report](#), which offers detailed insights into our environmental performance and targets, as well as our [Environmental, Health, Safety, and Sustainability \(EHSS\) Policy](#) document, which outlines our policy frameworks and approach to EHSS. Additionally, we encourage you to [visit our previous reports](#) to gain a holistic view of our environmental sustainability efforts and the impact of our initiatives.

About Dexcom

Dexcom empowers people to take control of health through innovative biosensing technology. Founded in 1999, Dexcom has pioneered and set the standard in glucose biosensing for more than 25 years. Its technology has transformed how people manage diabetes and track their glucose, helping them feel more in control and live more confidently. Through ongoing innovation and a focus on user needs, Dexcom aims to simplify diabetes care while upholding responsible business practices.



Foundations

Our climate ambition

At Dexcom, we strive to integrate environmental sustainability into our business practices and decision-making. We recognize the urgent need to address climate mitigation and adaptation and aim to contribute to the transition towards a sustainable, low-carbon economy. Our climate ambition reflects our goal to support the health and well-being of individuals with diabetes—not only through innovative biosensing technology, but also by seeking to minimize our environmental impact as we develop and deliver these solutions. We are working to integrate environmental sustainability into our core operations and to foster a culture of accountability that supports meaningful progress through the framework of our four core values:



LISTEN



THINK BIG



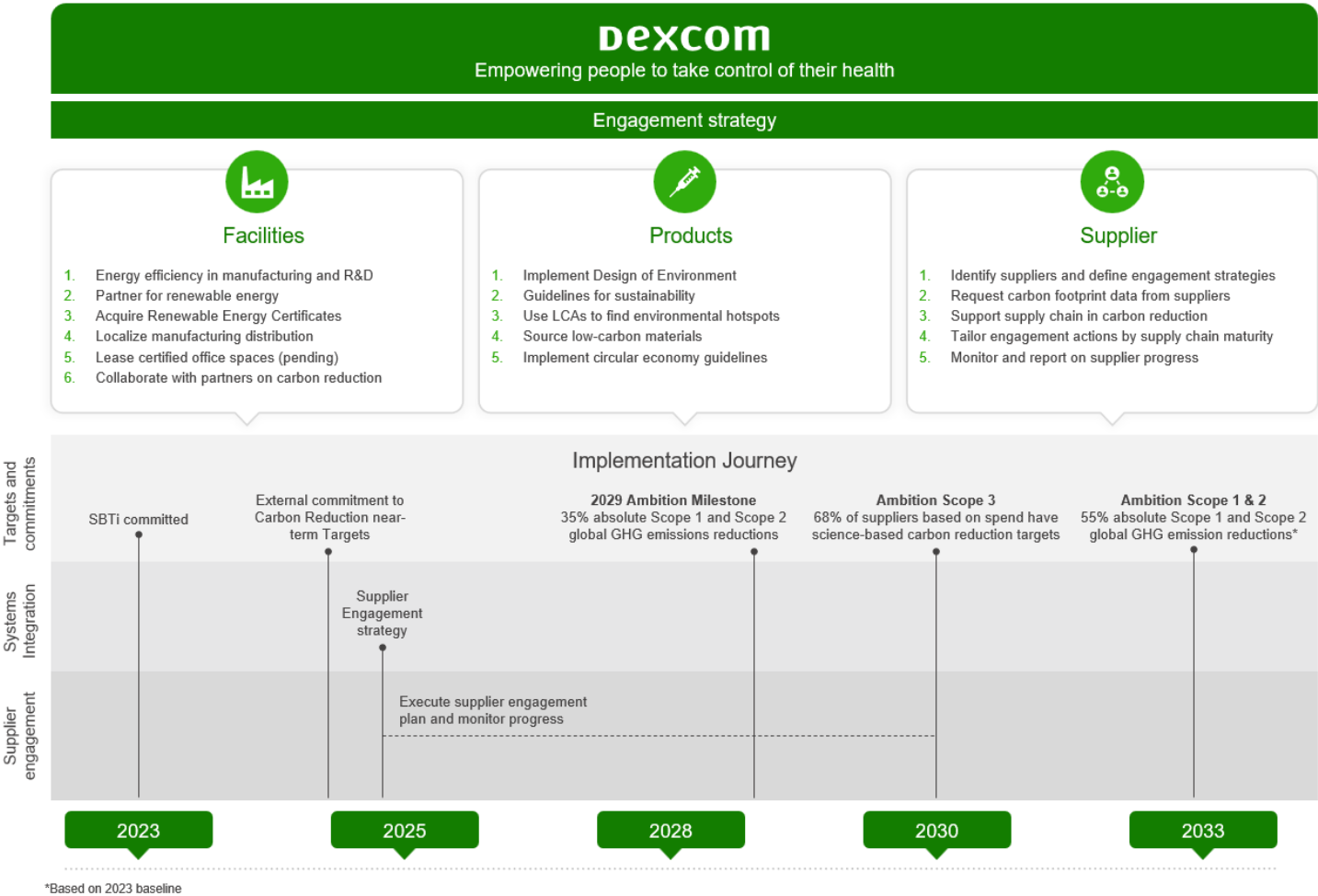
BE DEPENDABLE



SERVE WITH INTEGRITY

To this end, we have set greenhouse gas (GHG) emission reduction targets aligned with the Science Based Targets initiative (SBTi) methodology. Specifically, we aim to reduce absolute Scope 1 and 2 GHG emissions by 55% by 2033, using 2023 as our baseline year. Furthermore, we are prioritizing efforts to confirm that 68% of our suppliers, who account for a significant portion of our spend, adopt emission reduction goals by 2030. These targets are driven by our efforts to address climate-related action and reflect our approach to mitigating the risks and opportunities associated with decarbonization efforts. See our current transition plan [for our current ambition, principal milestones, and initiatives underway](#) and anticipated timelines in infographic 1. [This pathway will continue to be refined as our climate-related risk assessment and scenario analysis develop.](#)

Our Transition Plan



Why it matters

As a medical device company, we understand our responsibility to contribute to a sustainable future. By working to reduce our carbon footprint, we seek to mitigate our environmental impact and enhance the health and well-being of current and future generations.

Our focus on decarbonization efforts is an important part of our environmental sustainability strategy. By aligning our operations with sustainable practices, we seek to improve operational efficiency, reduce costs, and support innovation. Additionally, as consumer awareness of climate issues grows, our efforts to prioritize environmental sustainability may enhance our brand reputation and strengthen stakeholder trust.

Our role in transition towards a low-carbon economy

Dexcom aims to contribute to change in the healthcare sector as it transitions towards a low-carbon economy. Our approach to environmental sustainability extends beyond our internal operations; it encompasses our value chain. By engaging with suppliers and partners, we aim to support collective action towards emission reductions and sustainable practices.

As we continue to innovate and grow globally, we are working to embed environmental sustainability principles into our product design and lifecycle management. Our focus on product stewardship-fosters efforts to minimize our environmental impact while meeting the needs of our customers.

Through this approach, we aim to demonstrate our approach to climate action and our role in contributing to a sustainable future for the healthcare industry and beyond.



Implementation strategy



Business operations

Our business operations are a key focus of our decarbonization efforts. Our climate ambition is brought to life through initiatives focused on operations, manufacturing, and facilities globally, as well as specific sites.

- **Energy Efficiency and Renewable Energy:** We are working to enhance energy efficiency across our facilities by investing in advanced energy management systems and optimizing production processes. We strive to increase the use of renewable energy sources, specifically solar power, and acquiring Renewable Energy Certificates (RECs) to address a portion of our carbon footprint.
- **Carbon Credits:** To support our decarbonization goals, we are exploring the use of carbon credits to address residual emissions that cannot be eliminated through direct reduction measures in the near term. This approach may help us to manage our carbon footprint while we work towards reducing emissions at the source.
- **Logistics:** We prioritize optimizing transportation routes to reduce emissions from distribution and transportation. By seeking to improve logistics efficiency, we aim to lower our overall carbon footprint.
- **Green Buildings:** We explore opportunities to lease certified green buildings for our administrative and commercial offices where feasible. This approach allows us to support our environmental sustainability goals by encouraging that our leased spaces meet high environmental standards, contributing to reduced energy consumption and enhanced environmental responsibility.

The actions described above reflect initiatives underway or under evaluation to support progress toward our current climate targets. As our approach to environmental risk management and related processes continues to develop, aspects of our implementation approach, supporting structures, and related insights may continue to evolve. By doing so, we aim to align our operational practices with our climate targets while also enhancing our overall business resilience.

Products and services

At Dexcom, we are working to evolve our portfolio of products and services to align with our climate ambition, with specific emphasis on the Design for Environment (DfE) principles. This approach is intended to help integrate environmental sustainability into stages of our product lifecycle, from conception and design to manufacturing and end-of-life management.

Product decarbonization focus areas



Implementing Design of Environment Guidelines to reduce harmful materials and substances and promote sustainable design



Using LCAs as design tools to identify environmental hotspots in our value chain



Sourcing low-carbon materials in our products including packaging



Implementing circular economy guidelines

Design for Environment (DfE)

The DfE framework is a cornerstone of our product development strategy, guiding our efforts to minimize environmental impact while maximizing product performance and customer satisfaction. Our DfE program focuses on several key areas **such as sustainable materials, substances and packaging**.

- I. **Sustainable Materials and Substances:** We are working to source low-carbon materials and implement sustainable practices in our product design and manufacturing, including packaging whenever possible. Our Design for Environment (DfE) specifications prioritize sustainable materials and restrict harmful substances, with the goal of supporting product safety and environmental responsibility. By focusing on sustainable packaging, we seek to minimize waste, utilize recyclable materials, and reduce overall environmental impact throughout the product lifecycle, reflecting our approach to corporate responsibility and environmental stewardship.
- II. **Life Cycle Assessment (LCA):** We aim to incorporate eco-design principles into our product development by assessing environmental impacts at each stage of the lifecycle. This includes choosing, where feasible, sustainable materials, reducing energy consumption, enhancing durability, and promoting ease of repair and recyclability. Our R&D teams focus on sustainable design options to minimize carbon and environmental footprints when possible. We also conduct Life Cycle Assessments (LCA) to evaluate environmental impacts from cradle to grave, identifying key areas for improvement and prioritizing initiatives that maximize environmental sustainability benefits.

Through these DfE specifications, Dexcom is not only enhancing the environmental sustainability of our products and services but also reinforcing our role in the transition to a low-carbon economy. We aim for our product design and development processes to align with our climate targets. At this time, Dexcom's primary externally reported quantitative climate-related metrics remain our greenhouse gas emissions and related targets. Product-related environmental initiatives described in this section support our broader transition planning and resilience objectives, and additional external metrics may be considered in future periods as our climate-related initiatives and environmental risk management program continue to develop.

Policies and conditions

To support our climate ambition, Dexcom is developing and implementing robust policies and conditions that guide our operations and decision-making processes. Central to this framework is our [Environmental, Health, Safety, and Environmental Sustainability \(EHSS\) Policy](#), which provides a structured approach to integrating environmental sustainability into our corporate governance and operational practices.

The EHSS Policy outlines our efforts to address environmental protection and climate action, emphasizing the need to manage our facilities in a manner that conserves natural resources and mitigates adverse impact on climate change. Key elements of the policy relevant to our climate objectives include:

1	Emission Reduction and Pollution Prevention	The EHSS Policy encourages advancing our operations with a focus on emission reductions and pollution prevention. This approach extends to all aspects of our business, supporting our efforts to continuously seek opportunities to minimize our carbon footprint and enhance our environmental performance.
2	Sustainable Resource Management	As part of our climate strategy, the policy emphasizes the importance of conserving natural resources, including energy and water. We aim to implement practices that reduce resource consumption and promote energy efficiency throughout our operations.
3	Employee Engagement and Training	The policy promotes active employee participation in environmental sustainability initiatives, encouraging a culture of accountability and responsibility. By providing training and resources, we aim to empower our workforce to contribute to our climate goals and support a sustainable workplace. For more information on employees' participation in emission reduction efforts, please refer to section 6.3. Rooted in Organizational Culture .

By regularly reviewing and updating our policies to reflect emerging best practices and regulatory requirements, Dexcom is taking steps to integrate our climate objectives into our overall business strategy effectively.

Engagement Strategy



Engaging with our value chain partners

Dexcom is dedicated to establishing strong relationships with its value chain partners through a supplier engagement strategy that emphasizes environmental sustainability and emission reduction. By 2030, the company aims to have 68% of its direct suppliers (by spend) implement emission reduction targets, reflecting its commitment to environmental responsibility.

To pursue this objective, Dexcom will continue to identify key suppliers and develop engagement and communication tailored to their risk profiles and environmental sustainability maturity. This targeted approach is intended to foster effective allocation of resources to suppliers who can make a significant impact.

Additionally, Dexcom will encourage the sharing of carbon footprint emissions data for supplier products and services, promoting transparency regarding emissions across the supply chain. The company will collaborate with suppliers to educate and support them in aligning with common carbon reduction objectives, encouraging a unified approach to environmental sustainability.

Recognizing that supplier engagement must be adaptable, Dexcom intends to tailor its actions based on the maturity of its supply chain. Continuous monitoring and reporting of suppliers' progress will be important to promoting accountability and driving improvements. Through these initiatives, Dexcom aims to develop a more resilient and sustainable supply chain that contributes positively to its overall environmental goals.



Engaging with our industry partners

MedTech Europe, the European trade association for the medical technology industry, strives to support our dynamic sector in meeting the needs of patients and health systems. In addition to the medical technology sector's core goal of saving lives and improving health, environmental and social considerations are relevant to our industry's operations. As a member of the association, we recognize the importance of preserving a healthy environment and building socially responsible value chains. Our participation in MedTech Europe is focused on information sharing and policy engagement; each member independently determines its own business strategies, including those related to environmental and social matters.

Dexcom is affiliated with MDMA, a national trade association that offers educational resources and advocacy support to innovative and entrepreneurial companies in the medical technology field. MDMA acts as a representative voice for medical technology innovation, engaging with Members of Congress, the FDA, CMS, and other agencies on policies that affect patients and innovators. Through our affiliation with MDMA, Dexcom stays informed about regulatory developments and participates in policy discussions relevant to innovation and governance. Dexcom's ESG-related business decisions remain independently determined and are not coordinated with other MDMA members.

Dexcom is also a member of Biocom California, a prominent advocate for the life sciences sector in California. Through this membership, Dexcom accesses industry information and advocacy resources related to environmental compliance and responsible business practices. Dexcom independently evaluates and implements our own sustainability initiatives, and our participation in Biocom does not involve coordination of competitive business strategies with other members.

Lastly, Dexcom is a member of CLSA, an organization focused on public policy and advocacy that represents California's life sciences sector. Through our involvement with CLSA, Dexcom engages with policy discussions related to sustainable innovation, environmental responsibility, and equitable access to healthcare. Dexcom's participation in CLSA is limited to advocacy, education and information exchange, and does not extend to any agreement or coordination with competitors.

Metrics and Targets

Setting targets

Decarbonizing our operations

Dexcom is working to reduce its Scope 1 and 2 greenhouse gas (GHG) emissions as part of our broader environmental sustainability strategy. We aim to achieve this goal by optimization of energy usage through initiatives such as air change rate optimization in Controlled Environment Rooms and aligning electricity consumption with building occupancy. Additionally, our investment in rooftop solar panels at our manufacturing facility in Malaysia helped avoid approximately 806 metric tons of CO₂e emissions. As we work toward our target of a 55% reduction in Scope 1 and 2 emissions by 2033, these efforts illustrate our approach to minimizing our operational carbon footprint. See infographic 4 for a complete decarbonization journey detailing the expected growth and reduction efforts to reach our 2033 goals.

Decarbonization journey



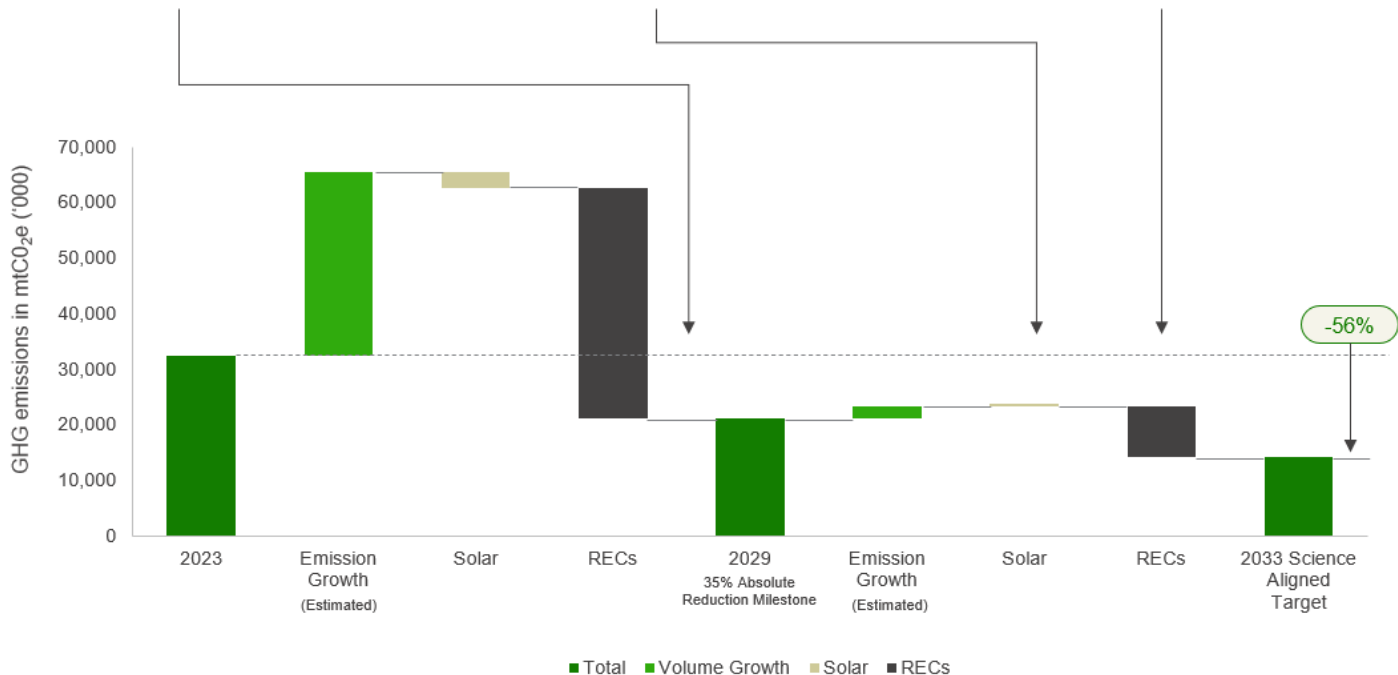
The company is enhancing operational efficiencies to reduce emissions and meet sustainability targets. These efforts will contribute to achieving environmental goals and support Dexcom's wider climate goals.



Solar panels are a clean, renewable energy source that converts sunlight into electricity, reducing reliance on fossil fuels and lowering carbon emissions. They offer long-term cost savings and support sustainability goals for businesses and households alike. Notably, our Ireland branch operates entirely on solar energy, showcasing a full commitment to green power.



To advance our sustainability goals, we will use Renewable Energy Certificates (RECs) to align electricity use with renewable generation. This strategy offers flexibility as we pursue energy efficiency and on-site renewable adoption, creating a balanced path toward decarbonization.



Decarbonizing our value chain

As part of our approach to environmental sustainability and reducing our carbon footprint, we recognize the critical importance of addressing greenhouse gas (GHG) emissions across our value chain, particularly in Scope 3 emissions, which account for a significant portion of our global emissions. Our transition plan focuses on specific targets aimed at decarbonizing our value chain by effectively managing and reducing these emissions.

In 2023, we established our baseline year, which has provided valuable insights into our emissions profile. Our strategy emphasizes a comprehensive approach to environmental sustainability, enabling us to actively work towards meaningful reductions in our overall emissions.

We are making consistent progress in our efforts to manage Scope 3 emissions, aligning our initiatives with our broader environmental sustainability goals.

Our performance over the years

Dexcom is working towards transparent and accountable reporting of greenhouse gas (GHG) emissions, which is fundamental to its environmental sustainability strategy. For 2024, the company has enhanced its data collection methodologies and continues to align its disclosures with leading frameworks, including the GHG Protocol and CDP. By providing transparent and substantiated emissions data across Scopes 1, 2, and 3, Dexcom aims to build trust with stakeholders and drive accountability. Additional climate-related metrics may be considered in future periods as more climate-related initiatives are completed and our environmental risk management program continues to develop. The breakdown of GHG emissions can be found in our [annual sustainability report](#), which details the emissions inventory, data sources, and year-over-year performance.

Governance



Our governance framework for environmental sustainability and climate-related initiatives is integral to achieving our strategic goals. It aims that our strategies are effectively implemented and aligned with organizational objectives. In the following sections, we outline the roles and responsibilities that underpin our environmental sustainability efforts, providing transparency and boosting stakeholder confidence. Embedding these initiatives within our governance structures is crucial for achieving climate goals.

Executive & Management oversight

Dexcom's Board of Directors has delegated responsibility to our Nominating and Governance Committee for the oversight of sustainability matters, including those related to climate. Periodically, the Nominating and Governance Committee oversees and reviews our sustainability policies and programs, participation and visibility as a global corporate citizen, and assesses the management and Dexcom's performance on sustainability-related impacts, risks, and opportunities, including climate, affecting Dexcom's business. Additionally, the Corporate Sustainability Steering Committee ("CSSC"), consisting of members of senior management from Legal, Finance, Human Resources, Commercial and Operations, is responsible for establishing programs, policies and practices relating to sustainability matters, under the auspice of the Nominating and Governance Committee.

During the CSSC's at least twice-yearly meetings, the CSSC reviews various sustainability topics, including climate-related financial risks and opportunities that may impact our operations and long-term resilience. The CSSC oversees progress towards climate-related goals and manages alignment with our strategy.

Furthermore, the CSSC is supported by interdisciplinary teams and the Environmental Sustainability Group. The group aims to develop global environmental strategies that enhance our efficiency and minimize our environmental impact. This group works with the CSSC to align Dexcom's sustainability initiatives with our corporate objectives.

In parallel, the Environmental Sustainability Group, composed of leaders from R&D, Global Operations, and Commercial departments, focuses on developing company-wide environmental strategies that enhance efficiency and minimize environmental impact. This group works closely with the Corporate Environmental Sustainability Steering Committee to work towards environmental sustainability comprehensive and aligned environmental sustainability initiatives with our corporate objectives.

The CEO provides direction and oversight to these committees, so that environmental sustainability is a core component of our business strategy. Regular updates on environmental sustainability initiatives, greenhouse gas metrics, and emerging climate-related risks and opportunities are communicated through the governance structure described above, enabling informed decision-making and strategic guidance. This structured flow of information supports alignment of our climate transition planning with our corporate objectives and helps Dexcom remain responsive to emerging challenges and opportunities as our climate-related program continues to develop.

Our governance framework supports our efforts to pursue our environmental sustainability goals with strategic oversight and executive engagement, working towards meaningful progress on our sustainability objectives.

Rooted in organizational culture

Our efforts to address climate-related action and promote environmental stewardship are reflected in how we operate, innovate, and engage with stakeholders.

To drive these efforts, we have established energy champions and cross-functional teams at select facilities, encouraging collaboration and innovation in identifying opportunities for energy efficiency. The teams meet regularly to support progress towards our environmental sustainability goals.

By cultivating a culture that prioritizes environmental sustainability, we strengthen support of our climate ambitions and are supported by a dedicated and engaged workforce. This alignment is important to our ability to innovate and contribute to the transition to a low-carbon economy, ultimately supporting a healthier planet and improved outcomes for our customers and communities.

Skills, competencies and trainings

Dexcom has initiated a series of workshops, sponsored by the leaders of the Environmental Sustainability Group, to bolster our environmental sustainability initiatives. These workshops focus on developing roadmaps for environmental sustainability workgroups, prioritizing and selecting projects, overseeing project execution, and managing greenhouse gas (GHG) data effectively. Through these efforts, we equip our teams to effectively address various environmental sustainability challenges.

The Environmental Health, Safety, and Environmental sustainability (EHSS) team plays a crucial role in providing ongoing updates to the steering committee regarding industry trends, project progress, and successes. This information is gathered from various working groups across business lines, including logistics, marketing, and procurement. By presenting this information to the steering committee, the EHSS enhances the committee's understanding of current developments and guides future actions. Regular meetings throughout the year help that information flows appropriately to senior leadership.

In addition to structured meetings with the steering committee, which serve to inform senior leadership, the EHSS also hosts town halls to update the entire company on environmental sustainability-related developments. These sessions cover advancements in our products aimed at environmental sustainability, as well as other relevant trends and system updates. Furthermore, the EHSS conducts targeted training sessions for specific departments, such as procurement to discuss sustainable procurement practices aligned with our transition plan and strategic vision at Dexcom.

Dexcom views this transition plan as an evolving management and disclosure tool. As the company completes its planned climate risk assessment and scenario analysis, continues developing standardized procedures within its environmental risk management program, and assesses whether additional climate-related metrics are appropriate, Dexcom expects to refine this transition plan and related disclosures over time.

Safe Harbor Statement

This report contains “forward-looking statements.” Forward-looking statements in this report are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and other federal securities laws. These statements are based on management’s current opinions, expectations, beliefs, plans, objectives, assumptions, or projections regarding future events or results, including, but not limited to our sustainability strategies, initiatives and commitments; our business plans and strategy; our technology, products and services; sustainability risks and opportunities; and our stakeholder engagement efforts. These forward-looking statements are only predictions, not historical fact, and involve certain risks and uncertainties, as well as assumptions. Actual results, levels of activity, performance, achievements and events could differ materially from those stated, anticipated, or implied by such forward-looking statements. While Dexcom believes that its assumptions are reasonable, there are many risks and uncertainties that could cause actual results to differ materially from forward-looking statements, including the risks discussed under the heading “Risk Factors” in our most recent Annual Report on Form 10-K and subsequent 10-Q filings with the U.S. Securities and Exchange Commission. Dexcom undertakes no obligation to update or revise any statement contained in this report, except as otherwise required by law.

Any references to “material,” “priority” or “relevant” in this report are not intended to have the same meaning as the terms “material” or “materiality” in the context of financial statements or financial reporting or as defined by the securities laws of the United States. While Dexcom believes that our ESG initiatives are important to operating in a sustainable manner, we do not believe that such initiatives are material to our financial results and results of operations. For a discussion of the risks that Dexcom believes could materially affect our financial results and results of operations, please see the “Risk Factors” section in our most recent Annual Report on Form 10-K and subsequent 10-Q filings.

DexCom, Inc.
Sustainability Report

dexcom

DexCom, Inc. | Corporate Headquarters
6340 Sequence Drive,
San Diego, CA 92121
dexcom.com

July 2026