

DexCom, Inc.

# sustainability report

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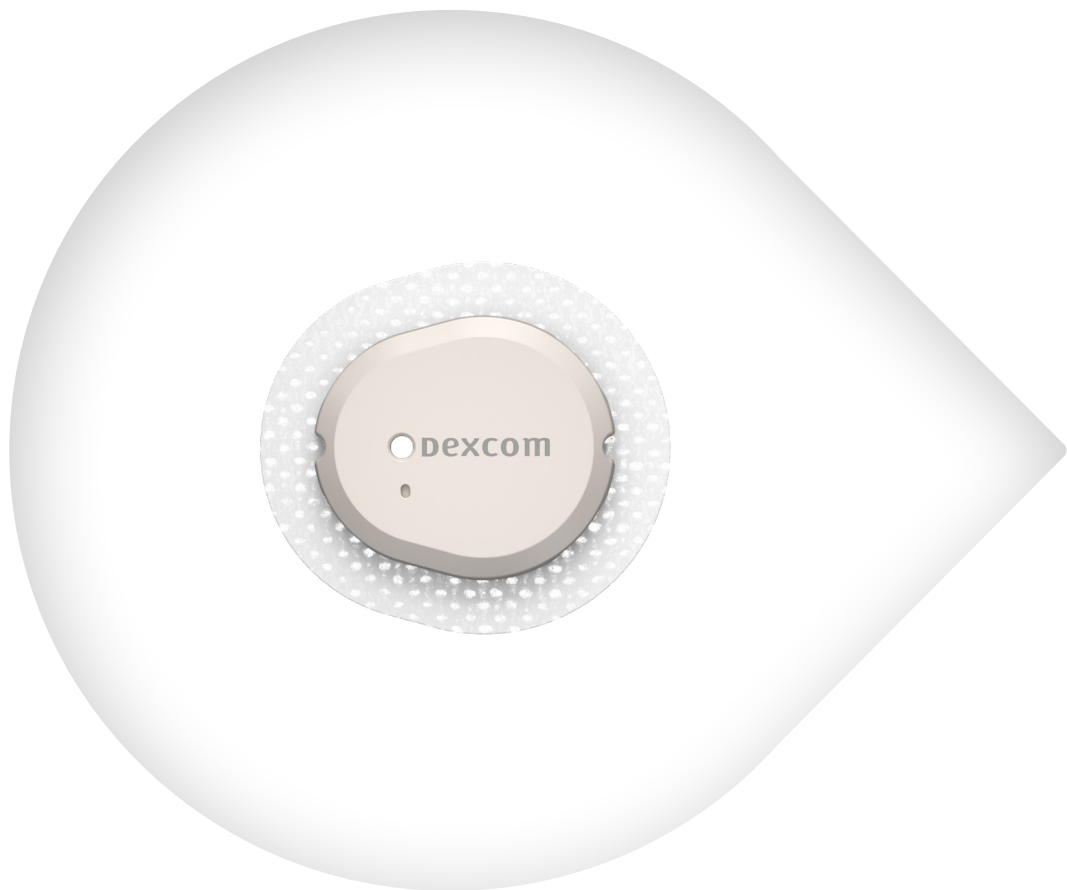


**dexcom**

march 2023



empowering people to  
**take control of health**







# A letter from our CEO

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## To Our Stakeholders,

Since our inception, Dexcom has remained committed to our mission of empowering people to take control of diabetes. We have advanced this effort through sensor and software innovation to better serve people with diabetes, their caregivers, and clinicians, as well as through advocacy work to ensure CGM technology can be accessible for more people around the world.

As we look to our future, we envision an opportunity to help a much larger population. In 2022, motivated by evidence supporting broader use of Dexcom CGM, we magnified our mission-driven purpose with the adoption of a new company mission—**empowering people to take control of health**. Our commitment to people with diabetes has not wavered. But as we contemplate the future, we are challenging our employees to embrace bigger possibilities for our CGM technology. A world in which our care for customers includes not only the treatment of chronic conditions, but the potential to prevent the onset of disease by contributing to better metabolic health.

Our new mission will continue to be supported by the four core values that guide our company: Listen, Think Big, Be Dependable, and Serve with Integrity. We again framed this year's Sustainability Report using these values to demonstrate the inherent connection between sustainability and strategy across our organization.

I'm very proud of the progress our company has made over the past year in our sustainability reporting. This year's publication provides enhanced reporting on our environmental initiatives, including our inaugural greenhouse gas emissions disclosure and Task Force on Climate-Related Financial Disclosures (TCFD) Index. We also expanded our human capital reporting to provide greater transparency into our efforts to create a workforce characterized by its diversity, equity, and inclusion. This includes our first annual disclosure of our EEO-1 data, which provides insight into the composition of our US workforce. In addition, we took significant steps to display our dedication to pay equity, including a stated commitment to work with an external consultant to conduct an adjusted pay gap analysis with respect to gender and ethnicity and to provide quantitative disclosure regarding the results of this analysis in next year's report.

We are excited to share these updates, and more, in this year's Sustainability Report. We are committed to advancing our sustainability efforts each year at Dexcom, as we believe these efforts both support the success of our business and also help us to make a positive, lasting impact on the world by living out our values and implementing our mission.

Kevin Sayer

Chairman, President & CEO

**Dexcom**



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**We use our Sustainability Report to share how we are managing our sustainability efforts, as well as to respond to a broad set of stakeholder expectations and inquiries we receive throughout the year.**

This report covers fiscal year results for the period ended December 31, 2022, unless otherwise noted. Data includes our operations around the world, unless otherwise stated. Some data has been rounded. Monetary figures are in US dollars unless otherwise noted. Dexcom undertakes no responsibility to update this information after the date of this report.





# listen.

The pursuit of continuous improvement drives our global efforts at Dexcom.

We pay attention to the evolving needs of our customers, healthcare providers, employees, researchers, payers, and other key stakeholders to exemplify **"Listen,"** the first of our four core values. We believe that listening to our key stakeholders is critical to the success of our business.





# Listening to our customers

While Dexcom has built its reputation by designing, manufacturing, and selling continuous glucose monitoring (CGM) technology that surpasses and redefines industry standards, we also understand that the **customer experience involves more than providing data and insights.**

Beyond tangible products, the customer experience also encompasses a greater understanding of, and an active response to, our stakeholders' underlying motivations. With this in mind, we have structured our business to listen to our customers and address their needs and interests.

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The following strategic and product initiatives reflect that approach, as we work to better serve the diabetes community.

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# Building our Dexcom Warrior community

# Dexcom WARRIORS

We believe that providing a forum for our customers' voices is one of the best ways to learn from the diabetes community.



In 2015, we established the Dexcom Warriors program and quickly expanded it from 35 to **more than 20,000 Warriors at the end of 2022.**

Our Warriors are individuals with type 1 and type 2 diabetes who have raised their hands, ready and eager to help increase awareness of diabetes, motivate others, and advocate for Dexcom. Warriors include social media influencers, athletes, celebrities, and 'everyday' people—parents, students, community leaders, and more.

The program revolves around the inspirational stories that define each of our Warriors. By providing a platform for the incredible people who use our technology every day, we hope to educate the diabetes community and spark additional awareness of the benefits of using our CGM system to help manage diabetes.



## TIANA COOKS

Influencer  
25 | Colorado Springs, CO  
Age at diagnosis: 18

Tiana Cooks is an active member of the diabetes community who is passionate about sharing her experience with type 1 diabetes.

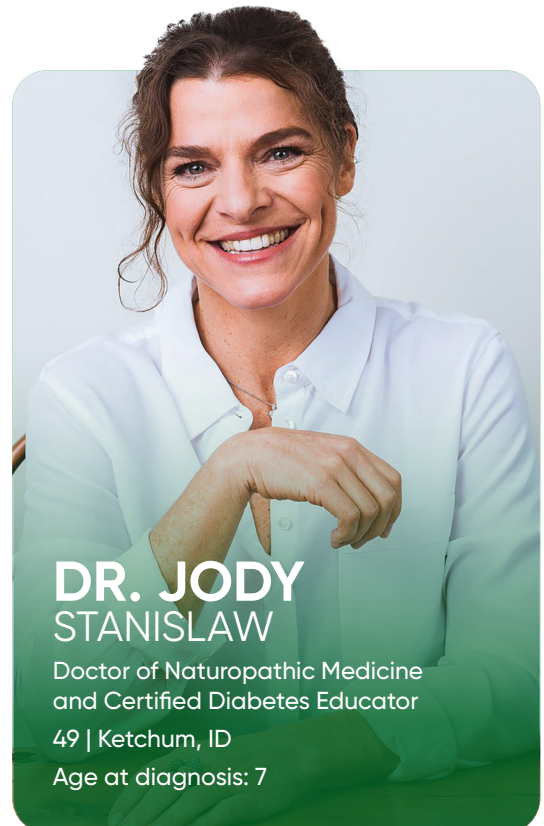
Tiana uses her platform to shed light on important issues that impact the diabetes community. She's spoken on panels to emphasize the importance of diversity and representation in the diabetes space, has presented to industry leaders and politicians on the importance of healthcare access for people with diabetes, and even participated in events like Miss Colorado USA, where she wore her Dexcom CGM System proudly. Additionally, she was the first Black woman to lead the Beyond Type 1 team during the 2021 New York City Marathon.

**"For every single person who I've met fighting, thriving, and living with diabetes day in and day out—you motivate me and inspire me more than you know."**

Dr. Jody Stanislaw dreamed of becoming a doctor after spending a week in the hospital when she was first diagnosed with type 1 diabetes. Just seven years old at the time, she vowed to be back one day, just with a different title.

In pursuit of this dream, Dr. Stanislaw completed her Doctorate in Naturopathic Medicine and became a Certified Diabetes Educator. After years of struggling through the ups and downs of managing her diabetes, she couldn't wait to share her knowledge with millions of other people with type 1 diabetes around the world. She started a virtual practice in 2013 and tells all her patients that she thinks Dexcom CGM is her #1 tool for managing diabetes successfully. As an accomplished author, TEDx speaker, and cycling enthusiast, Dr. Stanislaw brings awareness to type 1 diabetes in all aspects of her life.

**"I believe having a Dexcom CGM system is the greatest advancement in diabetes care over these last 40+ years that I have lived with type 1. The first thing I ask a new patient is 'Do you have a CGM?'"**



## DR. JODY STANISLAW

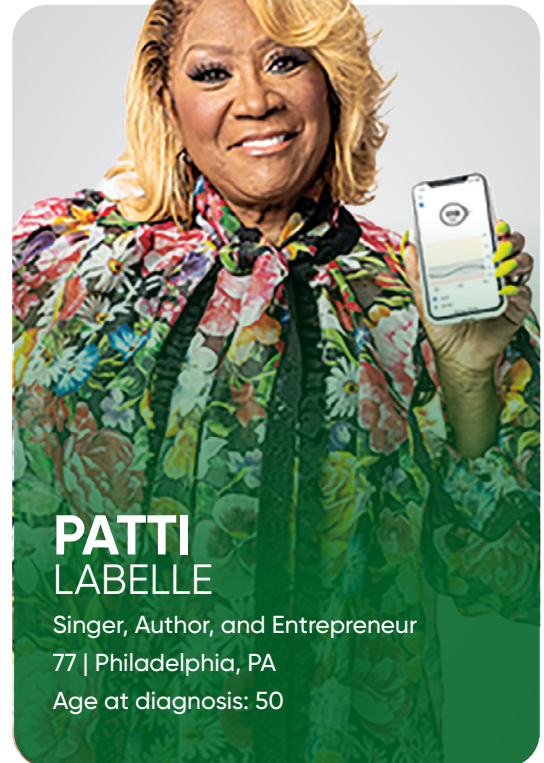
Doctor of Naturopathic Medicine  
and Certified Diabetes Educator  
49 | Ketchum, ID  
Age at diagnosis: 7



World-renowned singer and actress Patti LaBelle has sold over 50 million records worldwide, graced the large and small screen, won two Grammy awards, and even has a star on the Hollywood Walk of Fame. Perhaps a lesser-known aspect of her life is that she has been successfully managing type 2 diabetes for over 25 years.

Patti was diagnosed with diabetes after collapsing on stage during a performance. At the time, she assumed this was the result of exhaustion from touring and was shocked to learn of her diabetes diagnosis. In response, she decided to make lifestyle changes to help put her health into her own hands. Using a Dexcom CGM System helps her manage her diabetes without the need to prick her fingers. Now, she's partnering with Dexcom to advocate for better access to diabetes technology in communities of color.

**"My attitude about having diabetes is to say it, and live with it, and smile! I have diabetes but diabetes does not have me."**



**PATTI  
LABELLE**

Singer, Author, and Entrepreneur  
77 | Philadelphia, PA  
Age at diagnosis: 50



**JOSHUA  
VERGARA**

Content Creator  
32 | Duarte, CA  
Age at diagnosis: 24

Joshua Vergara is a popular YouTuber who has a passion for technology. The content featured on his channel mainly consists of technology reviews, commentary on new tech products, and insights on health and wellness.

As someone living with type 2 diabetes, Joshua was eager to test a Dexcom CGM System. He immediately fell in love with the device and its features. The continuous glucose readings help him make more informed decisions for his well-being, and his friends and family rest more easily knowing they have access to his glucose levels at all times with the Dexcom Follow app. Joshua is excited to join the ever-growing conversation surrounding diabetes, with a particular interest in expanding the dialogue around care for people with type 2 diabetes.

**"I really believe that greater access to diabetes care like this not only helps the person wearing the device, but it helps anyone around them gain awareness of a condition that so many people live and deal with."**

# Active participation within the diabetes community

**We listen to the feedback of the diabetes community to understand how we can best advocate for their needs.**

This commitment includes our direct support of nonprofit organizations and clinical research, as well as our active encouragement of Dexcom employee participation within the diabetes community. Below are some of the highlights of our recent efforts:

## Partnering with leading diabetes advocates

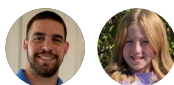
In support of National Diabetes Awareness Month, Dexcom came together with members of the diabetes community in a month-long awareness campaign. This campaign provided a platform for people with diabetes to share their stories and collectively advocate for greater access to care. While significant progress has been made to improve access to diabetes technology, millions still face challenges obtaining coverage.

**As part of this effort, three prominent members of the Dexcom Warrior community teamed up with artists of their choosing to co-create a Dexcom G6 adhesive patch that expressed their unique journey living with diabetes.**



**Patti LaBelle with Jaleel Campbell**

Soul music legend Patti LaBelle teamed up with Jaleel Campbell, a talented artist and social activist, to design her custom patch. Jaleel's artwork aims to capture the beauty and essence of Black life and honor African traditions.



**Mark Andrews with Grace Meyers**

Star professional football player Mark Andrews collaborated with Grace Meyers, who was diagnosed with diabetes at three years old and became a die-hard Mark Andrews fan after learning he has excelled as a professional athlete with type 1 diabetes.



**Bambi Northwood-Blyth with Dr. Mike Natter**

International model Bambi Northwood-Blyth partnered with Mike Natter, an endocrinologist with type 1 diabetes and visual artist who uses art as an outlet to help him learn, teach, and cope with managing a chronic illness.



## Encouraging our employees to give back to the community:



We actively encourage employees to participate in the **Juvenile Diabetes Research Foundation (JDRF) One Walk** fundraiser and event in San Diego, a 3K and 5K walk supporting JDRF's ongoing research effort for the type 1 diabetes community. **In 2022, more than 200 employees participated in the event and raised \$16,000 in support of this great cause.**



**In 2022, Dexcom's Grants Committee awarded over \$1.3 million in educational, scientific, and charitable grants to over 30 organizations.** These grants were awarded to nonprofit organizations, academic and research institutions, and other philanthropic organizations, consistent with Dexcom's values and mission to empower people to take control of health. **Some recipients of Dexcom Grants include:**



### Enabling ongoing research and innovation

We maintain an active research program that not only manages our clinical efforts, but supports investigator-initiated studies (industry-sponsored studies using Dexcom CGM Systems), as well as studies conducted by nonprofits or research consortiums. For additional information on the ways that we support leading researchers and institutions, as well as our publicly available diabetes education tools, please visit our [healthcare provider site](#).

In 2022, Dexcom clinical scientists wrote or supported more than

**100** peer-reviewed journal articles

which advanced the science literature about diabetes technology.

In 2022, we supported more than

**300** clinical trials worldwide

in hospitals, specialist outpatient clinics, and communities.

# Offering patient choice



## We recognize the value of patient choice in diabetes technology.





Therefore, we have prioritized integrating our CGM technology with multiple third-party insulin delivery options and apps. These partnerships allow our customers to simplify their treatment by choosing their preferred insulin pumps or insulin pens.

## dexcom G7

### Putting customers at the center of innovation

We took a customer-centric approach to the design of our newest-generation product, Dexcom G7. As one of our first steps in its development, we conducted research with hundreds of existing users. These insights informed every design decision, from the device's discreet form factor to the consumer-friendly software interface.

**Below are several examples of ways in which we incorporated the customer voice into the G7 experience:**

-  Integrating Dexcom Clarity into the Dexcom G7 app
-  Including an overlay patch in every box
-  Offering a 12-hour grace period
-  Designing an all-new receiver







## Integrating Dexcom Clarity into the Dexcom G7 app

Dexcom Clarity is our diabetes management software that aggregates glycemic data to provide relevant blood glucose trends, patterns, statistics, and insights. With Dexcom G6, Dexcom Clarity was only available as a separate app, and users were required to switch between two apps (Dexcom G6 and Dexcom Clarity) to get a comprehensive view of their past and present trends. With the launch of Dexcom G7, we upgraded our app architecture to feature the Dexcom Clarity card directly in the Dexcom G7 app. This allows our users to view their current glucose trends and statistics with a single swipe.



## Including an overlay patch in every box

We strive to better anticipate the needs of our users on an ongoing basis. One way we advanced this effort with Dexcom G7 was to include an overlay patch in every sensor box. These patches give our customers the peace of mind to live their lives actively, without having to worry about sensor adhesion. While these were previously available for Dexcom G6 by request, by proactively including one with each shipment, we can save our customers a phone call and give them back time in their day.



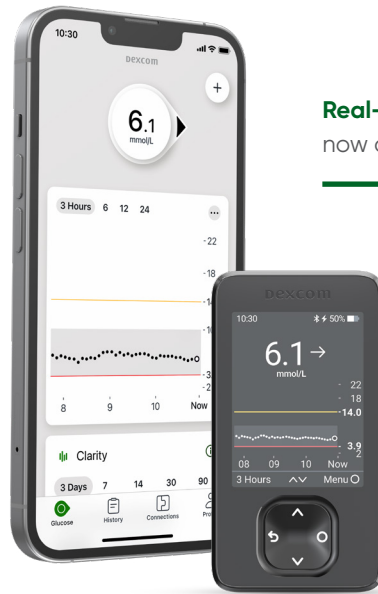
## Offering a 12-hour grace period

Our goal is to further reduce the daily burden of diabetes management with every product we introduce. Customer research during the development of Dexcom G7 informed us that our users desired greater flexibility around wear time, since sensor sessions can end at inconvenient times for customers (i.e. overnight, or while a child is at school). That's why Dexcom G7 features a 12-hour grace period after the 10-hour expiration notice. The system continues to function accurately and reliably during this time, giving our users more freedom to change their sensors when it's most convenient for them.



## Designing an all-new receiver

We provide our customers multiple options for engaging with their CGM data, including a phone app, a dedicated receiver, and the ability to connect their data to third-party platforms. Customer feedback showed that while many still prefer using a standalone receiver as their primary touchpoint, they wanted it to be simpler. As a result, we introduced a new receiver with Dexcom G7 that is more efficient to manufacture, smaller, lighter, has greater battery life, and provides an intuitive interface managed by a directional controller. The high-contrast screen and oversized glucose readings make it simpler to use for all of our customers.



Real-time and retrospective data, now available in one app

Our new receiver is **lighter, smaller, less expensive**, has **better battery life**, and an **intuitive interface**

# Removing barriers to optimal care

## To better serve our diverse customer population, we launched Spanish-language capabilities for the Dexcom mobile app in 2022.

Diabetes disproportionately impacts Latino and Hispanic populations, and as of 2022, it is estimated that **11.8% of US Latino/Hispanic adults have been diagnosed with diabetes**.<sup>1</sup> Furthermore, the CDC estimates that **US Latino and Hispanic adults have more than a 50% chance of developing type 2 diabetes, along with a greater risk of complications**.<sup>2</sup>

Considering the studies indicating that language barriers contribute to a reduced quality of care within the healthcare system,<sup>3</sup> we believe that this update can help our customers better understand how to manage their condition and support greater outcomes. By providing the Dexcom app in Spanish, we are taking a positive step towards improving health equity and access to care for the Spanish-speaking population.



<sup>1</sup><https://diabetes.org/about-us/statistics/about-diabetes>

<sup>2</sup><https://www.cdc.gov/diabetes/library/features/hispanic-diabetes.html>

<sup>3</sup><https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7201401/>





**MARLEE FRAY**

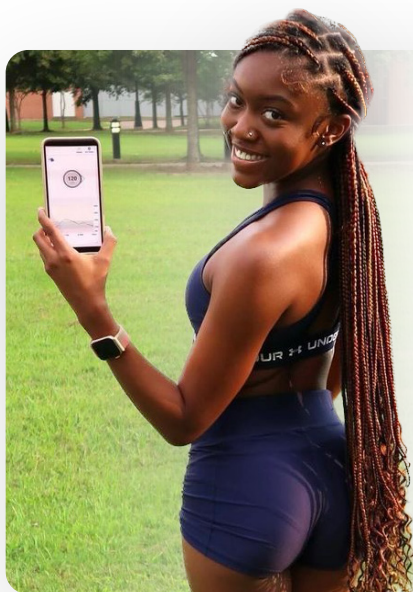
Soccer Player,  
University of Texas at San Antonio



## Introducing Dexcom U

Surveys have shown that diabetes can potentially halt budding athletic talent and prevent newly diagnosed people from pursuing their dreams.<sup>4</sup> Following the approval of the name, image, and likeness (NIL) policy by the NCAA, we saw an opportunity to offer greater representation for people with diabetes in sports. As a result, we introduced Dexcom U, **the first-ever NIL program designed to celebrate college athletes with diabetes and inspire people with diabetes who have athletic dreams of their own.**

This new program, led by Dexcom in partnership with ESPN Senior NFL Insider and diabetes advocate Adam Schefter, offers competitors a platform to share their story, act as role models to other aspiring athletes, and receive mentorship and support from their Dexcom U teammates and professional athletes.



**"My Dexcom CGM is a total game-changer, allowing me to compete at the highest level knowing my diabetes is under control, and giving me, my coaches, and teammates peace of mind. I know first-hand that having role models who know exactly what it's like to live with diabetes can be a tremendous asset, so it's a great privilege to be part of Dexcom U and hopefully be that role model for someone else."**

**ZYIAN WELCHER**

Cheerleader, Jackson State University

<sup>4</sup> Dexcom, US data on file, September 2022



**Caleb Fauria**

Football  
University of Colorado



**Cade Brown**

Baseball  
University of Oklahoma



**Grant Waszak**

Swimming  
University of Nebraska Omaha



**Marlee Fray**

Soccer  
University of Texas at San Antonio



**Ali Watson**

Diving  
Duke University



**Bryce Frederick**

Baseball  
Towson University



**Zyian Welcher**

Cheerleading  
Jackson State University



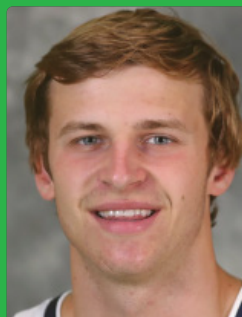
**Ava DeStefan**

Cheerleading  
Clemson University



**Bri Carrasquillo**

Lacrosse  
Yale University



**Isaac Traudt**

Basketball  
University of Virginia



**Jarod Verkleeren**

Wrestling  
University of Virginia



**Leo Giannoni**

Basketball  
Columbus State University



**Paris Husic**

Track + Field  
Wake Forest University



**Carly Graham**

Volleyball  
Rice University





# Listening to our employees

**In order for us to continuously attract and retain top talent, we make conscious efforts to listen to our employees and foster a culture that makes them feel valued for their unique skillsets.**



Each year, we conduct surveys that empower our employees to voice their opinions about their Dexcom experience. We utilize Employee Experience Pulse Surveys (1-3 per year), Lifecycle Surveys, which request feedback at specific moments in the employee lifecycle, and a broader Engagement Survey (every 2-3 years) to measure across nine statements that describe our **employee experience vision**.

These surveys provide us important insight into the experience of our teams and opportunities to learn from direct employee feedback. This information helps inform actions designed to elevate the employee experience. We conducted two company-wide pulse surveys in 2022.

**The results indicated high engagement levels across the organization and a very strong connection between our employees and the company mission.**

Additionally, we saw notable improvement in employee experience metrics, including the subjects of work-life balance and management support.

|  | 2021 | 2022 |
|--|------|------|
| I am proud to work for Dexcom  | 89%  | 90%  |
| I can see a clear link between my work and Dexcom's mission                            | 87%  | 89%  |
| My work gives me a feeling of personal accomplishment                                  | 78%  | 83%  |
| I receive feedback from my manager that helps me improve my performance                | 76%  | 79%  |
| I can manage my job responsibilities in a way that enables a healthy work-life balance | 69%  | 78%  |

# Being intentional about our culture as we grow

Our workforce has gone through a significant evolution over the past two years. For example, over this time:



We hired **nearly half of the company and one third** of our leadership team



Our remote population has **tripled**, expanding our pool of talent more than ever before and allowing greater flexibility for employees



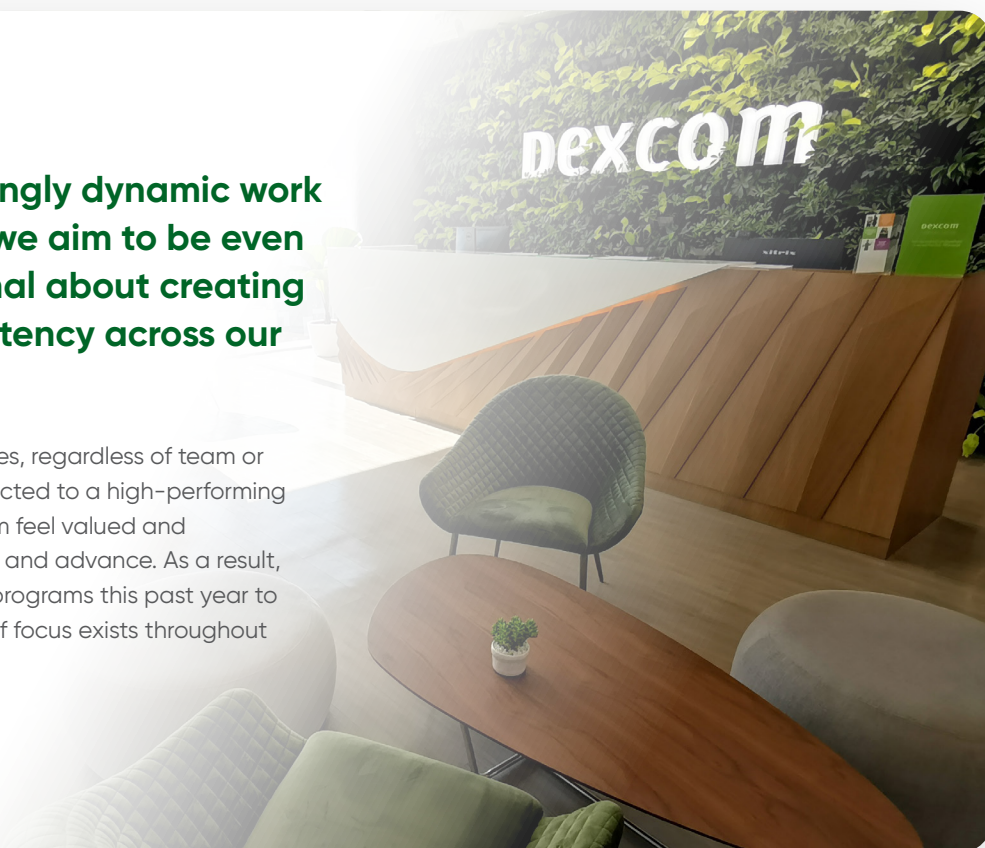
Our EMEA employee base has **more than doubled**



**Less than 40%** of the company is now based at our headquarters in San Diego

**In this increasingly dynamic work environment, we aim to be even more intentional about creating cultural consistency across our organization.**

We want our employees, regardless of team or location, to feel connected to a high-performing culture that helps them feel valued and empowered to flourish and advance. As a result, we instituted cultural programs this past year to ensure that this level of focus exists throughout our company.



## In 2022, we put an emphasis on developing global leadership, including a three-part virtual workshop series for those with Director titles and above.

This educational series was intended to more closely connect leaders to our business goals, while helping them create an environment that empowers their teams to thrive. As part of this, we facilitated activation exercises to help leaders facilitate strategic discussions and co-create organizational priorities for the coming year.

## We also continued to fine-tune our hybrid work model this past year to enable employees to work in their preferred setting.

As part of this, we provided virtual training and offered support to teams who wish to operate in a hybrid environment with greater success. These efforts align with our goal to create an optimized workplace and employee experience, regardless of whether an employee is working in person or remotely.

### Dexcom Employee Experience Vision

- | As a candidate, I am treated with respect.
- | As I onboard, I am set up for success.
- | My workplace – be it on site or virtual – is an engaging, safe place to work.
- | My manager cares about me as a person and invests in me as a professional.
- | I can do my best work here.
- | I work closely with my manager to develop myself and my career.
- | I can be myself.
- | This job allows me to take care of myself and my family.
- | When my journey at Dexcom is complete, I feel good recommending it to friends and family as a great place to work.



Where we  
started in 2021

**5,400+**  
Employees

**9**  
Global offices

**11B+**  
Fingersticks  
eliminated

**900K+**  
Dexcom users

Where we are  
exiting 2022

**7,600+**  
Employees

**17**  
Global offices

**14B+**  
Fingersticks  
eliminated

**~1.7M**  
Dexcom users



## What lies ahead 2023+

# Dexcom Strategic Vision

Dexcom is focused on delivering better health outcomes for as many people as possible through our life-changing technology. To do this, we are focused on building a sustainable and profitable business that will thrive for years to come, and delivering exceptional experiences to customers, employees, and the communities we serve.

**We are empowering people to take control of health.**

**We are a global company. Everyone needs a global mindset.**

**Success will come down to strategic focus and prioritization...**

**...and innovation. Every one of us is an innovator.**



## Dexcom Canada receives Great Place to Work® Certification.

Dexcom was certified as a Great Place to Work® in Canada for 2022-2023. This certification is based on direct feedback from employees and demonstrates our commitment to fostering a workplace culture rooted in **transparency, respect, fairness, pride, and camaraderie.**

Over the six categories surveyed, we joined a select group of companies that have been recognized by their people for **cultivating great culture and being an employer of choice.**

# 84%

**favorable Trust Index Average**

In 2022,

# 92%

**of employees said they feel proud to tell others that they work at Dexcom Canada**

# Shaping how we develop people

**We've built an extensive library of development offerings to support the personal and professional growth of our workforce, empowering employees at all levels to advance their skillsets and knowledge base.**

Because there is no one-size-fits-all approach to career development, we continue to evolve our curriculum to meet the needs of our diverse workforce.

**At this time, our employees have completed over**

**32,000 hours**

**dedicated to this learning.**

## LEARNING

**In addition to live, interactive educational experiences, each employee has unlimited access to LinkedIn Learning, which offers**

**more than 13,000**

**courses designed to support career advancement.**

In 2022, more than one third of our employees used LinkedIn Learning to assist in their professional development. We increased the utilization of this platform in 2022 by embedding videos and courses in learning initiatives, encouraging leader and peer recommendations, and using targeted marketing of this resource throughout the organization.

**This has resulted in our employees completing over**

**14,000 courses.**



We also took steps in 2022 to make our training and development practices more interactive. For example, we introduced formalized mentoring circles, which are programs that foster a network of support and development across all levels, functions, and regions. We also launched our **Learning Management System**, allowing employees and leaders to easily access and track technical, professional, and compliance trainings. We will continue to foster a culture of continuous education and design innovative learning experiences to support employee growth across the organization.

# Supporting our employees and their families\*

**Dexcom strives to provide choice and flexibility through comprehensive and competitive global benefits, retirement plans, and well-being programs that support our employees and their families.**



**We endeavor to offer consistent benefits across our global locations, including the following offerings for full-time employees in most of the countries in which we operate:**

## Retirement Savings

We offer Dexcom-funded retirement plans worldwide to help retired employees maintain a comfortable standard of living.

## Life/Death and Disability Insurance

We offer life/death and disability insurance to provide employees and their families with financial assistance, should they become disabled or unable to work, or if they pass away.

## Mental Health Assistance

We offer eight one-on-one therapy sessions, eight one-on-one coaching sessions, unlimited group support sessions, a library of self-paced digital courses, meditation programs, and more.

## Employee Assistance Program

We have implemented a no-cost, 24/7 employee assistance program that provides employees resources for improving communication; relationship counseling; coping with loneliness; understanding grief; dealing with stress, anxiety, and depression; and crisis support. The program also offers work/life resources such as debt counseling, legal assistance, and childcare and eldercare options.

## Educational Assistance

We support employees who wish to continue their education to prepare for increased responsibilities and growth within their professional careers. In keeping with this philosophy, Dexcom established a reimbursement program for certain expenses incurred through approved institutions of learning.

## Inspire Well-Being



Our wellness program, Inspire Well-being, intends to help employees and their families who desire to take control of their health and well-being. Dexcom focuses on four pillars of well-being: mind, body, finances, and community. Through the Inspire platform, employees can invite up to ten family members and friends to participate in healthy habits, challenges, educational opportunities, and more. Additionally, Dexcom organizes company-wide steps challenges each year and offers unlimited on-demand fitness, nutrition, mindfulness, and meditation classes.

## CGM Discount Program

In several countries, we offer employees and their immediate family access to Dexcom's continuous glucose monitoring systems at a discounted rate through our CGM discount program.

\*Employee eligibility for certain non-salary benefits may be informed by and will follow local regulations and practices. In certain countries, this means we cover all full-time employees and certain part-time employees working more than a certain number of hours.



## Employee Stock Purchase Plan (ESPP)

We provide US, Canada, UK, and Ireland employees the opportunity to become shareholders of Dexcom through our Employee Stock Purchase Plan. Our ESPP allows individuals to purchase Dexcom stock at a discount to market value. This enables our employees to share in the growth of our company, and further aligns our employee and shareholder interests.

## Level2

We offer our US employees the choice of several health plans, including the Level2 program, through UnitedHealthcare. Level2 is a health plan designed specifically to support individuals with type 2 diabetes. This forward-thinking program provides participants with a Dexcom CGM System, an activity tracker, and ongoing coaching to encourage greater health outcomes. By providing insights that can drive behavioral changes, Level2's goal is to help individuals reduce their reliance on medications, lose weight, and improve their A1C levels.

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**In addition to these core global offerings, we continue to assess areas of improvement for our various global locations. As examples of this commitment, we have established the following:**

### Onsite Health Clinic

#### PHILIPPINES AND MALAYSIA

In our Philippines and Malaysia locations, we offer full-service, onsite clinics available to employees. These clinics allow employees to receive basic health care services without the inconvenience and disruption of an offsite appointment with a physician.

### Family Forming Partner

#### UNITED STATES

We offer family forming benefits for our employees and their partners to assist with fertility treatments, as well as donor, surrogacy, and/or adoption services for up to a \$10,000 lifetime maximum.

### Maternity, Paternity, and Paid Family Leave

#### EMEA

We offer a minimum of 14 weeks paid maternity leave and a minimum of two weeks paid paternity leave in our EMEA locations.

#### AUSTRALIA AND NEW ZEALAND

We offer a minimum of 12 weeks paid maternity leave and a minimum of two weeks paid paternity leave in Australia and New Zealand.

### Paid Military Leave

#### UNITED STATES

Our headquarters city, San Diego, is home to the nation's largest military concentration, with more than 100,000 active-duty personnel. In addition to federal- and state-mandated military leave, Dexcom provides 100% pay for up to four weeks, in conjunction with military pay, for employees who are called for military school attendance, annual field training, annual active-duty training, and/or other short-term state or federal tours of active duty (deployment excluded).

#### UNITED STATES

We noticed a gap in opportunities for child bonding and family care for our domestic employees, depending on the respective policies of their state. Therefore, we established a uniform and equitable paid family leave program nationwide. This supports employees across the United States who need to take time away from work to care for a covered family member, or bond with a newborn or newly placed child. Through the program, they have the means to do so while receiving a portion of their pay through wage replacement.

### Medicare Advisement

#### UNITED STATES

To support our employees and their families at all stages of life, we offer Medicare advisement services, caregiver support, life stage planning, COBRA continuation, and more.

# Shaping diversity, equity, and inclusion (DEI)

**We believe that an inclusive workplace is one that encourages diversity of thought, culture, and background.**

We strive to empower employees to build an environment where diverse perspectives are voiced and heard. Cultivating an inclusive employee culture is a foundational element of delivering world-class customer experiences for our diverse CGM users and stakeholders.

We experienced another year of organizational growth in 2022. Our employee base grew in size and representation as we expanded our global footprint. As the workplace continues to evolve, we find ourselves with access to talent in more places than ever before. This has provided us even greater levels of diversity across our organization and helped advance our broader DEI conversation. Our employees expanded their foundational DEI education this past year as we explored discussion around allyship, gender identity, cultural nuances, and more.

**By the end of 2022—the second full year on our formalized DEI journey—we are seeing progress in multiple areas:**





## Our evolving representation

When we established DEI as a corporate objective for Dexcom, we built an internal framework to help advance and measure this important goal. While still early in our journey, we are already seeing progress as we work to create sustainable change at our organization.

In 2022, our overall racial and ethnic diversity employee mix held steady at **~62%** while we experienced an **increase in the percentage of women and people who identify as ethnic minorities at the Director level and above.**



32%

of US leaders identify as **ethnically or racially diverse**

36%

of global leaders are **female**

62%

of our workforce in the US identifies as **racially or ethnically diverse**

70%

of our 2022 internship class identified as **ethnically or racially diverse**

Over the last two years we used our **internship program** as a pipeline for diverse emerging talent.

As of December 31, 2022,  
we had approximately

7,600

Full-time employees

600

Contract and  
temporary employees

| Country                 | Female | Male  | Grand Total | Ethnically Diverse (US Only) <sup>1</sup> |
|-------------------------|--------|-------|-------------|---|
| United States           | 2,323  | 2,906 | 5,229       | 3,276                                     |
| Non-United States (OUS) | 1,289  | 1,089 | 2,378       | N/A                                       |
| Grand Total             | 3,612  | 3,995 | 7,607       | 3,276                                     |

We look forward to updating you as we progress with our DEI initiatives and strengthen our global workforce.



<sup>1</sup>All diversity data is self-reported. We capture ethnic diversity data in the United States only, comprised of the following categories: Black or African American, Hispanic or Latino, Asian, American Indian/Alaskan Native, Native Hawaiian or Other Pacific Islander, Two or More Races.



## Advancing equity through pipeline development

**To cultivate greater equity across our organization, we regularly review our human capital practices to identify any unintended systemic inequality that may exist.**

Through this process, we assess current practices for developing our diverse pipeline talent to proactively mitigate any barriers to advancement.

**In support of this, we launched our first development program for diverse leaders in 2022.** This global program invites supervisors and managers that identify as diverse in race & ethnicity (US) and/or gender (global) to participate in **targeted development, including coaching with 360-degree feedback and curated sessions with senior leaders.** This has proven to be a great opportunity to promote advancement and help these individuals develop into the future leaders of the company.

Additionally, we have incorporated DEI into our succession and talent planning processes to ensure we are including equitable and inclusive practices in all talent conversations. We have already started to see progress from this system with **improved representation at senior leadership levels.**

### Emerging Leaders GOLD Development Program

Global Organizational Leadership and Diversity



## Committed to pay equity in our workforce

**We are committed to compensating our employees fairly and equitably. In support of this goal, we have taken the following steps:**

**2019** | Since 2019, we have proactively reviewed gender and ethnicity pay equity for our US employees in the same or similar roles, taking into account legitimate business factors that may explain differences, and incorporated these findings into our compensation assessment cycles.

**2021** | We expanded this review in 2021 to include global employees with respect to gender.

**2023** | To further advance this effort, we plan to work with an external consultant this year to conduct an adjusted pay gap analysis of our workforce with respect to gender and ethnicity (which at a minimum, will include our US employees). We will provide quantitative disclosure regarding the results of the analysis in next year's Sustainability Report and expect to incorporate this analysis into our pay equity reviews going forward.

Starting this year, we will also begin disclosing our Equal Employment Opportunity (EEO-1) survey data on an annual basis. A summary of our 2021 **EEO-1 data**, which covers US employees, along with a link to the full submission, can be found in the appendix of this report.

**We believe that people should receive equal pay for equal work, regardless of gender, race, or ethnicity.**







## Developing an inclusive organization

We want to create an environment where all employees have a sense of belonging and feel free to bring their full, authentic selves to work. **To support this, we require ongoing DEI foundation training to ensure our employees are knowledgeable on relevant DEI matters in a dynamic and changing workplace.**

This DEI initiative is critical not only because it impacts our company culture, but also because it helps us to better understand and serve our increasingly diverse customer base across the globe.

### Our goal has been to:

- Support employees in understanding the changes that can affect the work environment
- Focus on cultivating personal and professional development in a diverse work environment
- Enhance employees' ability to affect positive culture change within Dexcom

### We also invited our employees to take a deeper dive with courses exploring specific DEI topics, such as:

- 01 Communicating Across Generations
- 02 Gender Identity - Understanding Pronouns
- 03 Introduction to Neurodiversity and Invisible Disabilities
- 04 Introduction to Cultural Competencies: Working in a Global Environment
- 05 How to Be an Ally

## How Employee Resource Groups (ERGs) are shaping our culture

Employee Resource Groups are voluntary, employee-led groups designed to foster a diverse and inclusive workplace. These organizations bring together individuals with common identities, interests, or experiences and help amplify the voices of our employees. They provide opportunities to network and socialize, work on professional development, raise awareness of relevant issues, and more.

"Our ERGs are key to fostering a **diverse and inclusive culture** and **Dexcom would not be the same without them**. These groups harness the **energy and passion** of our employees, and help **create connection and belonging** at our organization." – Kevin Sayer



## NEWLY ALIGNED ERG ECOSYSTEM

### Over the past year, our ERGs have evolved.

Regional chapters have been established for some of our biggest ERGs like WIN+ and PRIDE. For example, in response to employee demand, our **WIN+ ERG** expanded into our Malaysia and Philippines offices.

Our ERGs host frequent events designed to **educate, entertain, and promote greater awareness. These have included keynote speakers, cultural celebrations, community impacts, and networking opportunities to name a few.**

#### Global ERGs



**ABLE**  
Dexcom Disability Resource Group



**WIN+**  
Women's Initiative Network



**DAAN**  
Dexcom African American Network



**PRIDE**  
LGBTQ+



**DAPI**  
Dexcom Asian and Pacific Islander Network



**YANA**  
You Are Not Alone



**Diabetes United**  
Dexcom Employees with Diabetes Resource Group



**Green Team**  
Environmentally conscious



**LatinX**  
Latinas and Latinos



**Veterans @ Dexcom**  
Veterans

#### Regional Chapters (APAC)



**The Unicorns**  
LGBTQ+



**People with Disabilities**  
Raising awareness of the abilities of people with disabilities



**WIN+ (PH and MY)**  
Women's Initiative Network

#### Affinity Groups (APAC & US)



**Faith @ Dexcom**  
Faith-based employees



**Seniors**  
Senior working professionals



**Interfaith**  
Faith-based employees



**NEWMIES**  
New and expecting parents



**Elderly Care and the Sick**  
Support for employees caring for family members

## A FEW STAND-OUT EVENTS FROM 2022



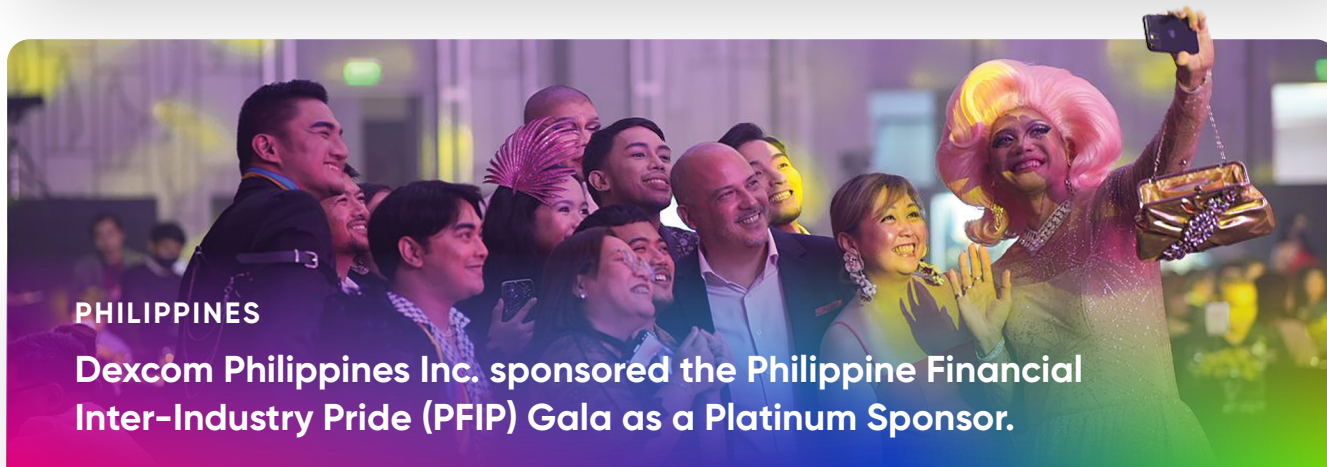
### SAN DIEGO

Through the leadership of the PRIDE ERG, Dexcom was a proud sponsor and participant in the San Diego Pride parade.

This was our inaugural company appearance at the **San Diego Pride parade**. We had **over 100 people** who represented Dexcom including employees, families, and friends.

**We saw a strong response to our participation from both employees and the community:**

Our booth was run by more than **20 employee volunteers** and received **approximately 4,000 visitors**, many of whom were customers that stopped by to share their experience with Dexcom.



### PHILIPPINES

Dexcom Philippines Inc. sponsored the Philippine Financial Inter-Industry Pride (PFIP) Gala as a Platinum Sponsor.

PFIP is a collaborative, voluntary, non-profit community of Pride/LGBTQ+ advocates and allies from private organizations in the Philippines. **The Rainbow Youth Academy** was launched during the event, and Dexcom committed to **sponsoring a graduating LGBTQ+ student for the first time alongside other multinational companies**.



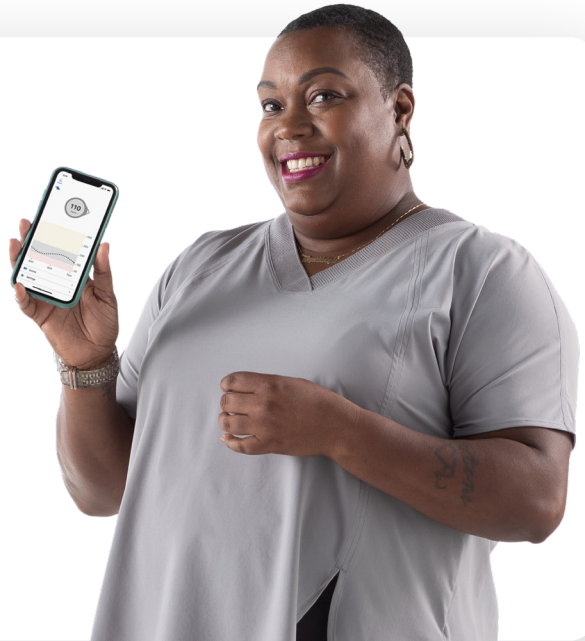


## DIVERSITY IN DIABETES

Empower. Educate. Advocate.

### Our Dexcom African Ancestry Network sponsored a summit for People of Color Living with Diabetes

and hosted a Dexcom Diversity Dialogue event exploring **Racial Representation in Healthcare with Dexcom Warrior, Kylene Redmond.**



As part of our DEI initiatives, Dexcom encourages community engagement through targeted outreach. In 2022:



## 50 WOMEN 50 ON BOARDS

### Dexcom became a sponsor of 50/50 Women on Boards™

This sponsorship included employee participation in the annual Conversation on Board Diversity event, which is organized to advance the movement toward gender parity on boards. This event provided an opportunity for our senior executive women leaders to broaden their internal and external partnerships and development.

**girls  
inc.**

of San Diego County

### Our WIN+ ERG deepened their local roots by partnering with Girls Inc. of San Diego County to sponsor the GISD's Future STEMinists Program.

The mission of Girls Inc. of San Diego County is to help girls ages 8 to 18 see college as attainable, resist peer pressure while learning essential life skills, and explore professional fields in STEM (Science, Technology, Engineering, Mathematics) in which women are under-represented.



## Dexcom sponsorship of Grace Hopper Celebration of Women in Computing

The Grace Hopper Celebration is the largest gathering of women and non-binary technologists in the world. Created in 1994 and inspired by the legacy of Admiral Grace Murray Hopper, the AnitaB.org flagship event brings the **research and career interests of women in computing to the forefront.**



## Through the partnership of our Talent Acquisition and Engineering teams, one of our Dexcom leaders was a keynote speaker at the 2022 Silicon Valley Women in Engineering Conference

This event was attended by over **400 women representing nearly 40 universities in California.** The goal of this organization is to inspire our next generation of leaders by highlighting the **endless opportunities available to women in engineering.**



## We also continue to weave DEI into our broader business and products through our Supplier Diversity Initiatives

We spent nearly **\$400M on products and services** from small business suppliers in 2022, **13% of which came from women-owned small businesses (up from 10% last year).**

As part of this effort, Dexcom has joined corporate advisory boards, mentorship programs, and supplier development initiatives established by national nonprofit organizations. We also sponsored events for professional advocacy organizations in 2022, including Women's Business Enterprise National Council, Disability: IN, National LGBT Chamber of Commerce, National Minority Supplier Development Council, and Veterans in Business.

In 2023, we are focused on expanding our engagement with **veteran, disabled, and LGBTQ enterprises to further diversify our supplier base.**





**dexcom**





# think big.

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## People with diabetes face unique challenges throughout their lives.

Our efforts to understand their pain points go beyond listening, as we encourage all employees to think beyond their limits—to explore unprecedented and unconventional solutions. This vision comes to life with our simple core value: **Think Big.**



This mindset led to an ambitious goal early in our history:

## What if we could eliminate the need for people with diabetes to assess their glucose levels with painful fingersticks?

With the 2018 approval of our Dexcom G6 Continuous Glucose Monitoring (CGM) System, we eliminated the need for customers to fingerstick<sup>†</sup> to calibrate their CGM. Based on internal estimates, we believe that Dexcom CGM has enabled people with diabetes to safely monitor glucose levels while foregoing more than 14 billion fingersticks since its launch in 2018.

Our commitment to “big-picture” thinking is core to our company’s DNA. There remains a significant number of people with diabetes around the world who stand to benefit from our CGM technology, including those who manage their diabetes using intensive insulin therapy and those who do not. Therefore, we continue to enhance our product offerings, assess efficient ways to drive access, and extend the benefits of our technology to new populations.

<sup>†</sup> If your glucose alerts and readings from Dexcom CGM do not match your symptoms or expectations, use your blood glucose meter to make diabetes treatment decisions.



## CONTENTS

**01** Access to healthcare

**02** Commitment to a sustainable future

**03** Environmental sustainability

**04** Product stewardship

**05** Community and employee engagement

**06** Health and safety

## Diabetes represents one of the most pressing healthcare challenges in the world today.

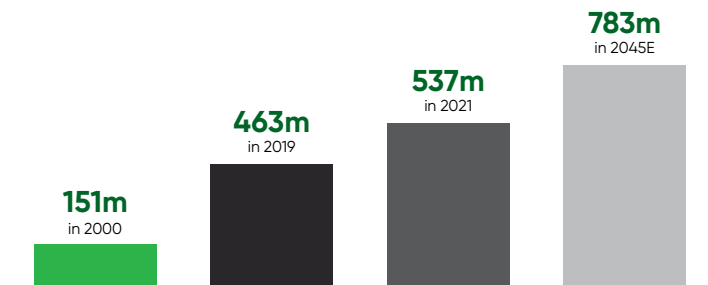
The increasing prevalence of type 2 diabetes can lower the quality of individuals' lives while rapidly increasing global healthcare costs.

As the statistics below demonstrate, it is truly a global epidemic that requires a commitment to innovative thinking:



### Diabetes Diagnosis and Cost

Adults (aged 20–79) with Diabetes Globally



### Global Diabetes Related Health Expenditures



**+27%**  
increase  
Past 2 Years



**>2x**

US Healthcare Expenditures:  
People with Diabetes vs.  
Those without Diabetes

**6.7 million**

Diabetes related deaths 2021



# Access to healthcare

**Given the scope of the global burden of diabetes, Dexcom has identified that facilitating access to its CGM systems is a core element of our sustainable growth initiatives.**



As a result, our Global Access team regularly engages with government and private payers and certain regulatory bodies to advocate for the millions of people with diabetes worldwide by demonstrating the economic and quality-of-life benefits associated with covering Dexcom CGM technologies. We also continue to evaluate partnerships and strategies to broaden access to our technology.

**The following initiatives represent core elements of our current strategy to expand access to Dexcom CGM technologies around the world:**



## **Reducing barriers to therapy**

**In the US, we have proactively engaged payers with offers to lower the cost of treatment in exchange for broader access to our CGM technology. As a result, we've advanced the following initiatives:**

### **PHARMACY ACCESS**

We recognize that the pharmacy channel often offers a higher-quality experience for Dexcom customers and prescribing clinicians. Dexcom customers can receive CGM supplies in as few as one or two days, compared to a process that can take multiple weeks through the durable medical equipment ("DME") channel. As a key long-term sales channel, we have taken significant steps to open this streamlined pharmacy experience to our customer base. Nearly 70% of Dexcom customers who receive supplies through the pharmacy channel pay less than \$60 per month, and one third have zero out-of-pocket costs.<sup>5</sup>

### **REMOVING UPFRONT BARRIERS**

Certain insurance providers have historically required documentation before providing coverage for CGM products. We have advocated for removing such requirements to reduce the administrative burden of accessing our products, even at the cost of lower reimbursement for Dexcom. A pricing committee consisting of senior leaders across several functions meets regularly to assess key decisions and access opportunities.

Similarly, in certain reimbursed international markets, we found access being constrained by administrative hurdles. In response, we committed to proactively lowering our prices in those markets in return for the removal of impediments limiting customer access.

<sup>5</sup> IQVIA, data on file, July 2020.



## Reducing barriers to therapy (cont.)

### ACCESS FOR CUSTOMERS WITH TYPE 2 DIABETES ON MEALTIME INSULIN

We have demonstrated significant clinical outcomes that document the value of Dexcom CGM Systems to people with type 2 diabetes on mealtime insulin.<sup>6</sup> Our Global Access team continues to work diligently to enable access for this community, and in recent years, we have advanced coverage efforts so that the large majority of people with type 2 intensively managed diabetes in the US now have coverage for Dexcom CGM Systems.

### ACCESS FOR TYPE 2 CUSTOMERS NOT ON MEALTIME INSULIN

We are working to further expand coverage for people with type 2 diabetes who are not on mealtime insulin. Our MOBILE trial was published in the *Journal of the American Medical Association* (JAMA) in 2021 and demonstrated the effectiveness of CGM in individuals with type 2 diabetes using basal insulin, but not prandial insulin.<sup>7</sup> Importantly, this study evaluated a racially and socioeconomically diverse population treated in primary care practices to best reflect a real-world scenario. This group experienced a meaningful improvement in glycemic control over the course of the trial.

In recognition of these outcomes, the American Diabetes Association (ADA) recommended real-time CGM usage for people with type 2 diabetes using basal insulin only for the first time in their 2022 Standards of Care in Diabetes.<sup>8</sup> This further validated our belief that there should be CGM access for all people using insulin.

Backed by this updated clinical recommendation, we joined a broader coalition in the diabetes community to advocate for access for this population. In response, the Centers for Medicare & Medicaid Services (CMS) took a critical first step to meaningfully expand CGM access for this group. In October of 2022, they published a proposed local coverage determination that would broaden Medicare coverage to include all people using insulin, as well as certain non-insulin using individuals that experience hypoglycemia. This proposal was met with broad support from key stakeholders and finalized in early 2023.

**We will continue to advocate for broader access for individuals with type 2 diabetes, including those not taking insulin, and familiarize payers with the health outcomes demonstrated in studies of this population.**

<sup>6</sup> Beck RW, et al. *Ann Intern Med*. 2017;167:365–374. doi: 10.7326/M16-2855

<sup>7</sup> <https://jamanetwork.com/journals/jama/fullarticle/2780593>

<sup>8</sup> [ADA 2022 Standards of Care](#)



### Reducing barriers to therapy (cont.)

#### ACCESS FOR VULNERABLE POPULATIONS

Our Global Access team advocates for expanded CGM coverage for low-income populations through state Medicaid programs. Since late 2018, we have advanced coverage in 22 additional states, closing 2022 with 45 states total that offer Dexcom CGM Systems to certain eligible members. Additionally, in the United States, our Dexcom Patient Assistance Program assists Dexcom customers who have lost their jobs and associated employment benefits.

### Dexcom published an analysis this past year that examined associations between race/ethnicity and adherence to glucose monitoring in the treatment of diabetes.<sup>9</sup>

This study found that Black and Hispanic Medicare beneficiaries experience greater rates of hospitalizations and higher costs associated with diabetes care compared to White beneficiaries. It also noted that persons of color were less likely to use real-time CGM despite equal Medicare coverage.

Our team is leveraging this data as part of our evidence-based advocacy work. We will continue to push for broader access and the removal of systemic barriers that have emerged in the US healthcare system.

<sup>9</sup><https://pubmed.ncbi.nlm.nih.gov/36409474/>





## Reducing barriers to therapy (cont.)

### GLOBAL ACCESSIBILITY

We have obtained marketing authorization for Dexcom CGM technology in more than 50 countries and plan to continue to broaden our geographic presence around the world, including in regions that do not currently have access to leading diabetes management technology.

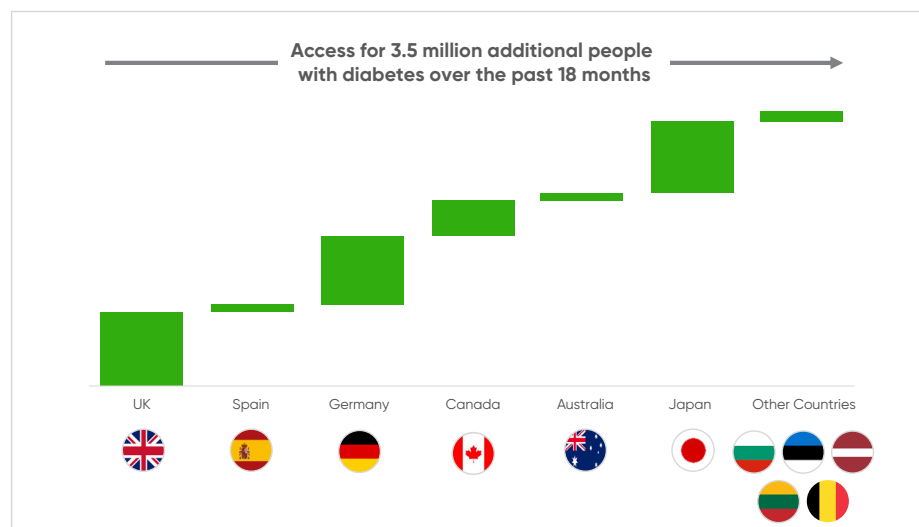
Similar to our access efforts in the US, we continue to leverage our growing evidence base to advocate for broader coverage in international markets. We received several positive coverage decisions for Dexcom G6 over the course of 2022, including expanded coverage in Australia, Canada, and Japan. The expansion of access in Japan is particularly noteworthy, as this is one of the first international markets to extend CGM coverage to all people using insulin.

The expansion of Dexcom ONE also greatly enhances our international opportunity. Dexcom ONE leverages our Dexcom G6 hardware, but uses different software to provide a distinctive customer experience. By offering multiple products, we can meet the specific needs of a diverse base of customers, clinicians, and health systems around the globe.

In 2021, Dexcom ONE debuted in four eastern European countries. Reimbursement for CGM did not exist within these markets, so we leveraged our e-commerce platform to offer CGM at an affordable cash-pay price. Since that time, the national health systems of these markets have recognized the promise of CGM and established either full or partial reimbursement for people with type 1 diabetes.

Separately, Dexcom ONE is allowing us to reach more people within our existing markets. Certain geographies, such as the UK and Spain, have tiered reimbursement structures that offer different products to meet different needs. With Dexcom ONE, we can now slot into the broad market tiers of these reimbursement systems. These are segments of the market that have historically lacked product choice for customers, so our introduction of a real-time CGM solution has been welcomed enthusiastically.

**Collectively, at the close of 2022, our international access initiatives expanded reimbursed coverage to Dexcom CGM Systems by 3.5 million lives over the past 18 months.**





## Advocating for interoperability

Through longstanding collaborations with leading insulin delivery companies, Dexcom has emerged as a pioneer of patient choice and open architecture platforms. Our strategy is driven by the belief that no customer should be restricted from using our CGM systems, regardless of their preferred method of insulin delivery.

We continue to support device interoperability by maintaining an open architecture platform for **developers** and assessing options for additional collaborations with corporations and nonprofit organizations.

Our growing software ecosystem supports our commitment to interoperability and customer choice. Our software solutions enable third-party developers to integrate Dexcom CGM data into their digital health apps and devices. These solutions provide Dexcom users greater variety in where and how they engage with their glucose data. Expanding our ecosystem remains a priority, and we view software as an avenue to differentiate, expand, and personalize the Dexcom experience for users.

**We now have over 60 connected partners, including insulin delivery systems, digital health apps, and lifestyle devices.**



Garmin was our **first partner to launch apps connected to our real-time API.**

This partnership allows users of Dexcom CGM to see their glucose levels and trends in real-time on their compatible Garmin smartwatch or cycling computer.





### Expanding manufacturing

As the demand for Dexcom CGM technology continues to grow, our operations team has focused extensively on scaling additional capacity to increase the number of markets we serve. By expanding our ability to produce incremental sensors, including the current development of our first international manufacturing location in Malaysia, we are establishing the foundation to benefit more patients over the short and long term.



### Designing product for scale

The commitment to expanding access requires thoughtful action throughout the organization. To meet our ambitious capacity expansion goals, our Research and Development and Operations teams have collaborated extensively to adapt Dexcom G6 production and increase manufacturing yield.

We have specifically designed our next generation Dexcom G7 Continuous Glucose Monitoring (CGM) System to scale efficiently as we look to expand the use of our CGM technology for diabetes management around the world. We look forward to the continued development of this system as a key initiative for our access efforts.







## Demonstrating clinical and economic outcomes

As we scale production capacity, we work diligently to demonstrate and expand awareness of our technology's benefits. For example, in 2022, our clinical scientists wrote or supported more than 100 peer-reviewed journal articles assessing the impact of Dexcom CGM Systems in several different settings.

In addition to clinical outcomes, we are working extensively to further demonstrate the ability of Dexcom CGM technology to contribute to economic savings in the global healthcare system. A preliminary pilot study conducted by Intermountain Healthcare demonstrated strong improvements in clinical outcomes, costs, and self-reported measures for a cohort of patients with type 2 diabetes using Dexcom CGM Systems, compared to those measuring blood glucose via standard-of-care fingersticks.<sup>10</sup>

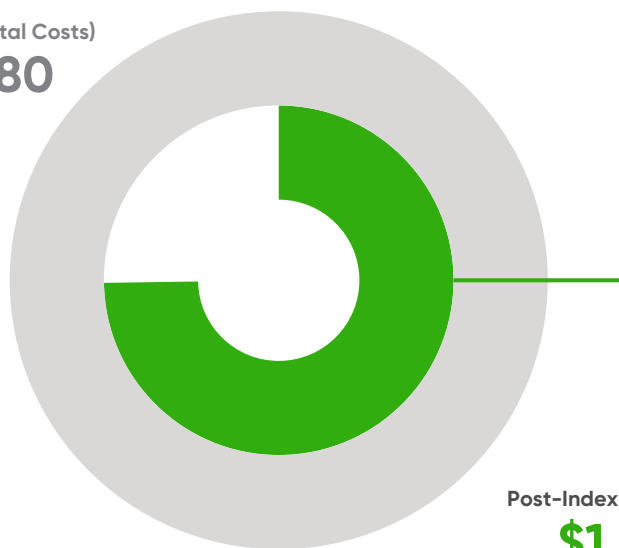
Separately, we presented a real-world evidence study at the American Diabetes Association's 81st Scientific Sessions, which reached similar conclusions. This study demonstrated that the use of real-time CGM was associated with a mean reduction in spending per-person-per month of \$424.<sup>11</sup>

### rtCGM impact on medical costs in type 2 diabetes

Per-patient per-month (PPPM) Diabetes-related Costs

Pre-Index (Total Costs)

**\$1,680**



Post-Index (Total Costs)

**\$1,256**

**These results add to the significant body of evidence that we have amassed in support of health and economic outcomes for people with diabetes.<sup>12</sup>**

<sup>10</sup> Isaacson et al. *Journal of Diabetes Science and Technology*, September 2020.

<sup>11</sup> <https://www.endocrinologynetwork.com/view/real-time-cgm-use-associated-with-reduced-medical-costs-in-patients-with-type-2-diabetes>

<sup>12</sup> See for example [UK Health Economic Analysis](#); [France Health Economic Analysis](#)



### **Expanding to the broader type 2 diabetes population and targeting chronic disease prevention**

To address the global diabetes epidemic, we believe that we must bring Dexcom CGM technology to people with type 2 diabetes—and eventually, make it available as a tool to support broader population health and help prevent disease onset. We are currently working to demonstrate evidence of user engagement, health outcomes, and economic outcomes as we seek to expand access for all people with diabetes and the indications for using our technology beyond diabetes.



### **Building evidence to support future indications and serve in new settings**

Dexcom G7 was the first integrated CGM (iCGM) system approved for use during pregnancy. This label expansion allows us to better support expecting mothers with type 1 and type 2 diabetes at a time when glycemic control is critical.

Similarly, we see an opportunity to better serve the gestational diabetes market. Gestational diabetes affects nearly 10% of pregnancies in the US each year, and we believe real-time CGM can provide a better solution to diagnose and treat this condition. To support this effort, we have several ongoing studies incorporating Dexcom CGM into gestational diabetes care, which we expect to demonstrate improved health outcomes for both mother and child.

Separately, we see the potential to deliver better patient care and more effective glycemic management within the hospital setting. Fingersticks remain the standard of care for glucose monitoring within the hospital setting today, and we believe CGM can deliver better outcomes and an improved patient experience.

# Commitment to a sustainable future

We recognize that protecting and conserving local ecosystems and biodiversity is critical for the health of our environment and important to our stakeholders.



Dexcom is dedicated to implementing practices that reduce the environmental impact of our operations and products and manage environmental risks, by way of a circular economy model, which we believe contributes to the success of our business and is aligned with the interests of our stakeholders. We embrace the opportunity to extend this sustainability commitment to all our stakeholders, suppliers, and subcontractors while continuing to deliver world-class solutions to our customers, caregivers, and healthcare providers.

## Environmental sustainability

### ENVIRONMENTAL STRATEGIES



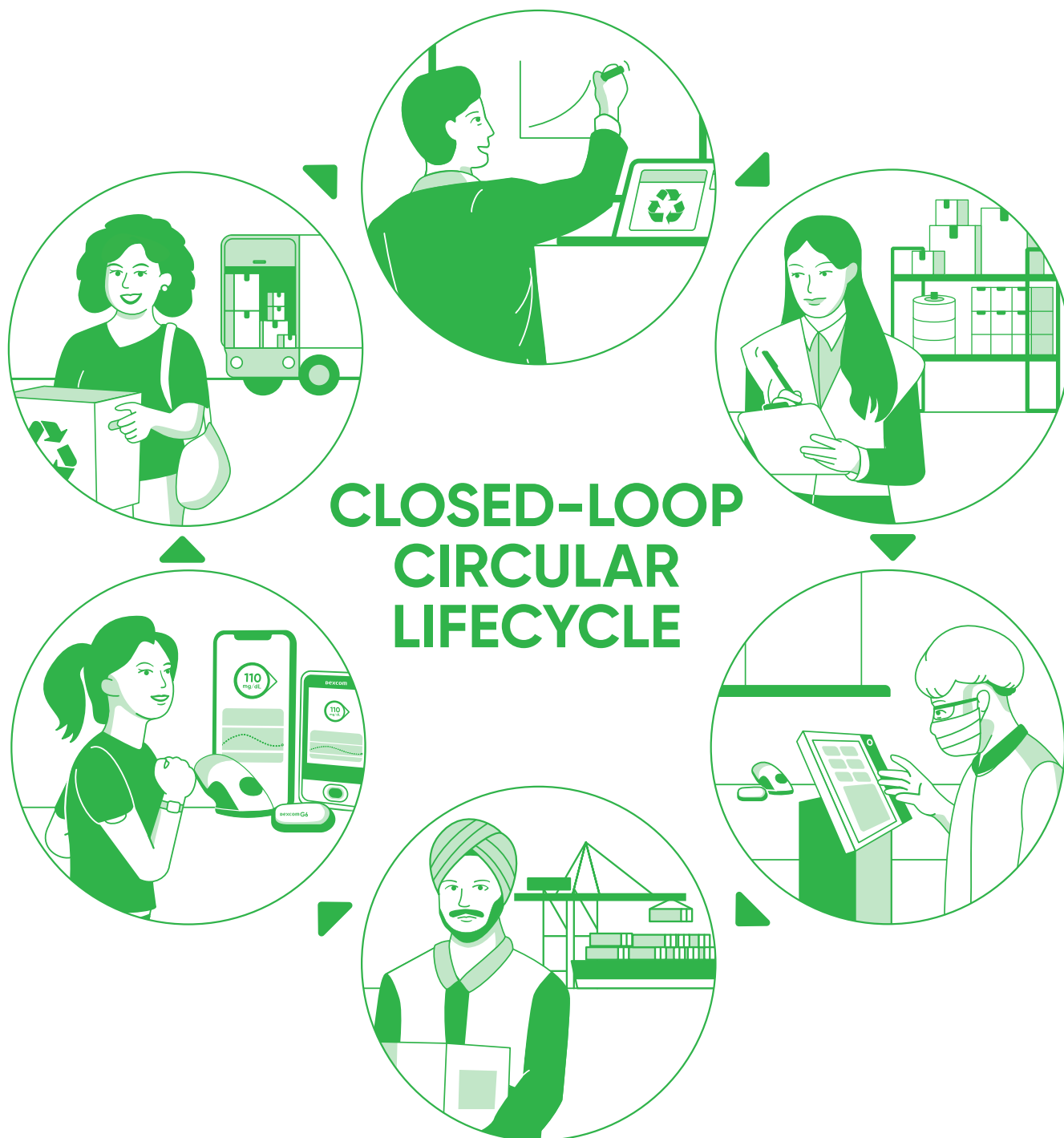
In 2022, we formed an executive ESG (Environmental, Social, and Governance) Steering Committee to provide greater oversight of our sustainability initiatives and to promote company-wide alignment across our ESG program.

The EVP, Chief Legal Officer chairs the committee, while the EVP, Operations, EVP, Chief Human Resources Officer, and EVP, Chief Financial Officer lead the Environmental, Social, and Governance pillars, respectively. This executive steering committee assists the Nominating and Governance Committee of the Board in fulfilling its oversight responsibilities with respect to ESG matters and provides regular updates to the Board on our sustainability efforts at Dexcom.

Serving under the executive steering committee is our Environmental Steering Committee, which is comprised of leaders from across our R&D, Operations, and Commercial departments. This group is tasked with assessing and managing the climate-related risks and opportunities across our company on an ongoing basis.

In 2022, we conducted an ESG Priority Assessment to guide our overall ESG strategy. The ESG Priority Assessment was designed to identify the environmental, social, and governance topics with the greatest impact on our business strategy, operations, and value creation. We plan to update our ESG Priority Assessment in 2023.

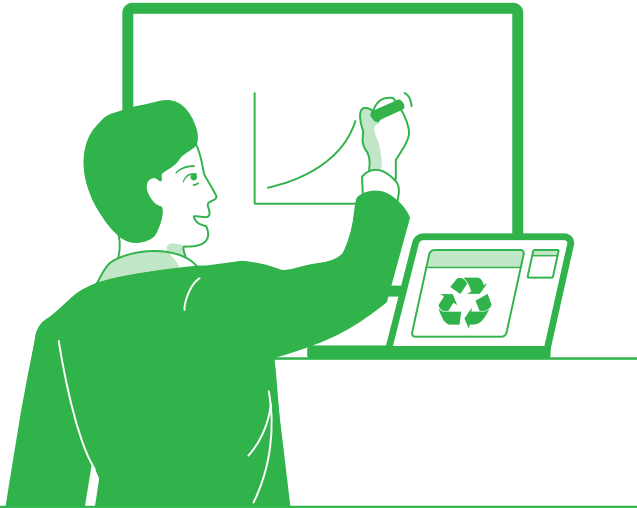




## ENVIRONMENTAL PRACTICES

**Dexcom is committed to minimizing its global consumption of natural resources through proactive monitoring and environmental training for employees.**

Through every step of the circular economy model, we focus on moving away from the traditional Take-Make-Waste model, where virgin materials are processed and sent to landfill in the form of our products, to a culture of **Reuse-Renew-Recycle**.



## CONCEPT

### Sustainability focused design

As a leader in the medical device industry, we have a responsibility to work to iteratively improve the environmental performance of our product and processes. We pursue ongoing innovation in our product design to be more environmentally sustainable with production, transport, and end-of-life.

## SOURCING

### Responsible sourcing

We seek to source more environmentally sustainable materials in order to reduce waste generation, reduce regulatory burden associated with hazardous parts, and safeguard availability of our products for the future. Our suppliers are required to adhere to the terms of our Supplier Code of Conduct, which provides that suppliers should reduce their environmental footprint through minimizing their use of synthetic materials, natural resources, and the environmental impact of their activities, and that suppliers should strive to reuse resources and utilize renewable energy to the best of their means.



## OPERATIONS

### Innovative ways to operate

We strive to minimize the environmental impact of our operational footprint by implementing measures that reduce the use of raw materials and hazardous chemicals, expand our utilization of renewable energy, and decrease waste streams across our organization.



## DISTRIBUTION

### Low footprint logistics

We utilize smart transportation management methods to optimize vehicle loads across our distribution network. We aim to maximize freight density per shipment to enable fewer overall trips as part of our efforts to reduce our carbon footprint and deliver cost savings to our organization.

## USE

### Customer-focused innovation

It is our responsibility to provide customers high-performing products that are created sustainably. We aim to accomplish this by using resources effectively, developing high-quality, long-lasting packaging, and ensuring that products are reusable or can be sustainably disposed.



## END-OF-LIFE

### Reuse, repurpose, recycle

We strive to design our products with end of life in mind. Ideally, all parts of our products would be reused, repurposed, or recycled, diverting all waste from landfill.





**Through this circular economy model, we've been able to leverage our innovative company culture to collect data and evaluate our performance with respect to climate, energy, water, and waste, so that we may help create a healthier world.**



**Climate**



**Energy**



**Water**



**Waste**



**Climate**

## Our carbon footprint

Over the past year, we have taken steps to better understand our carbon footprint. In late 2021, we procured sustainability software to track and analyze current and historical greenhouse gas (GHG) emissions produced by Dexcom's global facilities. We have since built an inventory of emissions data reflecting the past three years, which provides us a comprehensive view of GHG emissions across our organization. This data set is a critical first step to setting company-wide emissions targets for the first time.

To provide greater visibility into our emissions footprint, we are sharing the following GHG metrics for the first time: Scope 1 emissions (company facilities – gas), Scope 2 emissions (purchased electricity, steam, heating, and cooling for own use), and select Scope 3 emissions (waste generated in operations) for our company. We are currently gathering data on the impact of company vehicles, which will be added to our Scope 1 metric next year. We are also planning to complete an assessment in 2023, which will more broadly define which Scope 3 emissions are applicable to our business.





As a next step, our ESG Steering Committee is evaluating appropriate emissions targets based on the company's baselined data established in 2022. We aim to reduce GHG emissions across our operations and supply chain, and we want to be thoughtful about how we achieve this objective.

Our new emissions data set also informed our decision to report in alignment with the Task Force on Climate-Related Financial Disclosures (TCFD) framework for the first time in this year's publication. This process has provided us a better understanding of our climate-related risks and opportunities, and we expect this analysis to broaden our environmental dialogue with key stakeholders.

## We were mindful to incorporate sustainability into each step of the design of our next-generation Dexcom G7 System.

As a result, we are now bringing a product to market that will both enhance the customer experience and offer a reduced environmental footprint compared to the Dexcom G6. Some stats around Dexcom G7 include:



**20%+**

less plastic used on applicator than Dexcom G6

**56%**

less packaging plastic and paper weights than Dexcom G6

**3x**

more efficient pallet utilization

## Evaluation and management of climate risks

Risk identification and analysis related to climate change is carried out by the Environmental Steering Committee and applicable cross-functional workgroups. These risks and opportunities are reviewed within our Business Continuity Plan (BCP). The BCP assesses potential business disruption and physical risk across the organization, including the potential impact of natural disasters (earthquakes, fires, hurricanes, floods, tornadoes, etc.). Because suppliers may also be exposed to similar risks, raw material supply interruption is also taken into consideration. Our BCPs are developed to help us prepare for these potential scenarios and mitigate any corresponding risks.



## CLIMATE CHANGE INITIATIVES

Our new manufacturing facility in Penang, Malaysia will utilize **rooftop solar panels**.

We instituted a program to stack pallets more efficiently in trucks, which resulted in the **elimination of over 2,600 truckloads and the associated emissions from those trips**. This also delivered cost savings over the course of 2022.

**We have reduced the utilization of refrigerated trucks during cooler months of the year.** This will help decrease our carbon footprint, as less electricity is needed to power these air conditioned units.

In 2022, we implemented a **new transportation management solution system that integrates with our enterprise resource planning (ERP) and warehousing systems**. The integration of these systems has increased shipping efficiency and helped eliminate unnecessary shipments and trips.

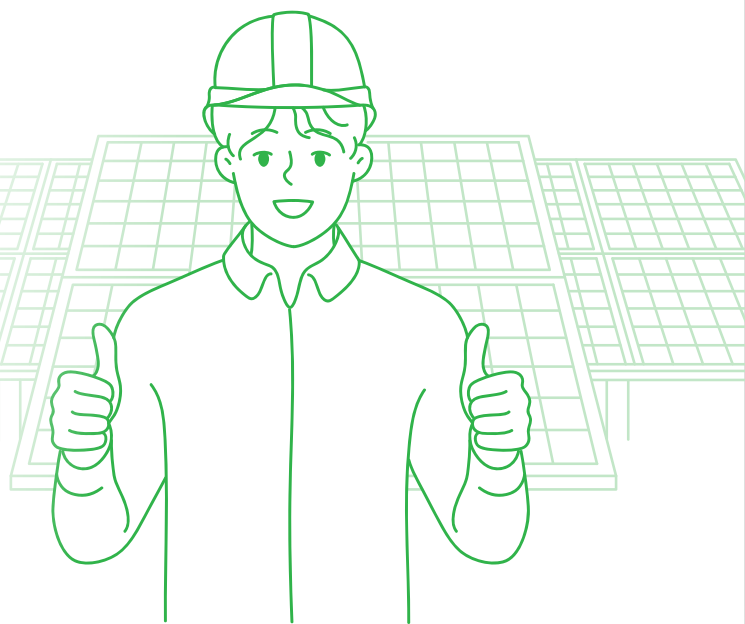
**We divert waste from landfill wherever feasible** (as discussed further in the waste section below).



### Energy Efficiency

**We continuously look for ways to improve our operational efficiency.**

For example, we invested in the retro-commissioning of existing building equipment to improve energy efficiency across our facilities. We have also established protocols to only purchase electronic equipment that meets energy efficiency standards.

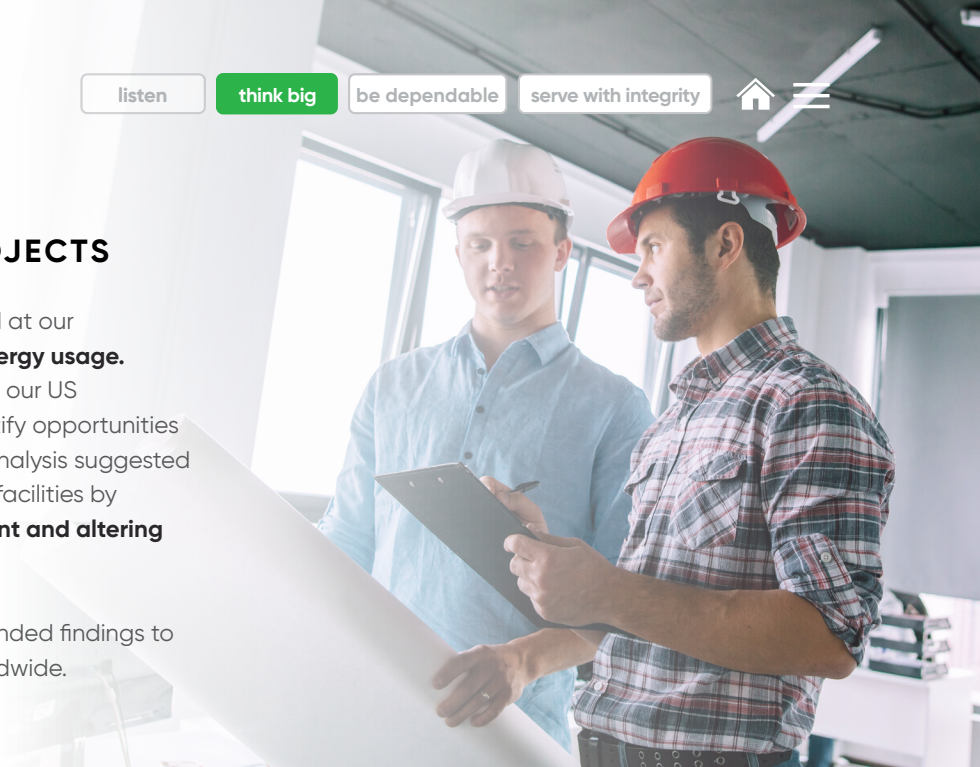




## CURRENT AND PLANNED PROJECTS

Several efficiency projects have been initiated at our manufacturing sites, with a goal to **reduce energy usage**. We completed energy consumption audits for our US manufacturing facilities this past year to identify opportunities to reduce our total energy expenditure. This analysis suggested we can decrease energy requirements at our facilities by installing **more efficient lighting and equipment and altering our existing HVAC processes**.

In 2023 we plan to implement these recommended findings to improve energy efficiency at our facilities worldwide.

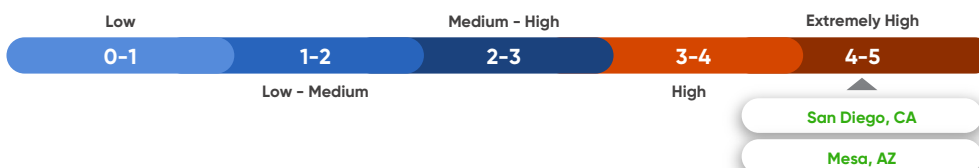


## Water stewardship

We complete water risk assessments at our sites annually, which are informed by the Water Risk Atlas by the World Resource Institute.<sup>13</sup> Dexcom's manufacturing sites in San Diego, CA and Mesa, AZ are under high risk for water stress, given low rainfall and drought conditions that exist in these regions. Fortunately, our manufacturing processes across our facilities are not water intensive. At both of these manufacturing sites, minimal water is used, and Dexcom is classified as a non-significant industrial user. Despite that fact, we continue to seek ways to further reduce water usage across our organization.

## Water risk levels at US manufacturing facilities

### Overall Water Risk



<sup>13</sup> <https://www.wri.org/aqueduct>



## Waste management

### Dexcom's strategic approach to waste reduction follows the waste hierarchy system.

This framework ranks various waste management outlets based on their relative environmental impact. These guidelines aim to minimize waste at the source and ultimately divert waste from the landfill. We actively map the lifecycles of product waste at our facilities to reduce the amount of generated waste in operations and distribution, with a clear directive to minimize all waste to landfill.



### WASTE PROJECTS AND INITIATIVES



#### Source Reduction

##### Hazardous waste

We have reduced the use of hazardous waste in our processes by using fewer chemicals and switching to non-hazardous alternatives where feasible.



#### Reuse

##### Tray reuse

Plastic trays are used in our manufacturing processes to hold applicators throughout the assembly process. After a successful pilot program in 2021 to reuse plastic trays ten times instead of only once, this became a standard operating procedure for us in 2022.



## Reuse

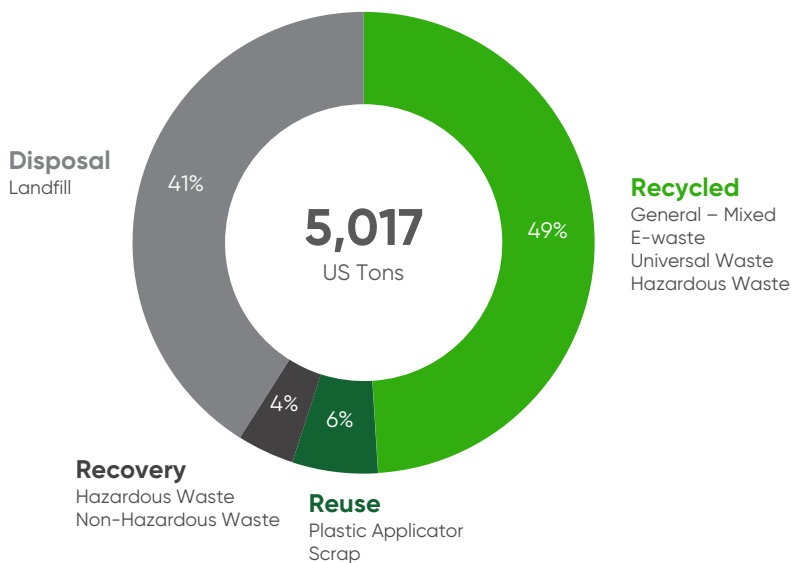
### Applicator reuse program

All plastic applicators discarded in our manufacturing operations are sent to a reprocessing plant. This plant processes plastic waste and turns it into new materials, such as pellets and injection molding. The resultant plastic pellets (post-consumer resins) can later be sold and reproduced as other consumable plastic goods. In 2022, 620,915 pounds of applicator waste was diverted from the landfill and sent to the reprocessing plant for pelletization.



## OPERATIONAL WASTE FOOTPRINT

### Waste generated in 2022 at US facilities



**In 2022, we diverted nearly 60% of our total waste from the landfill.**

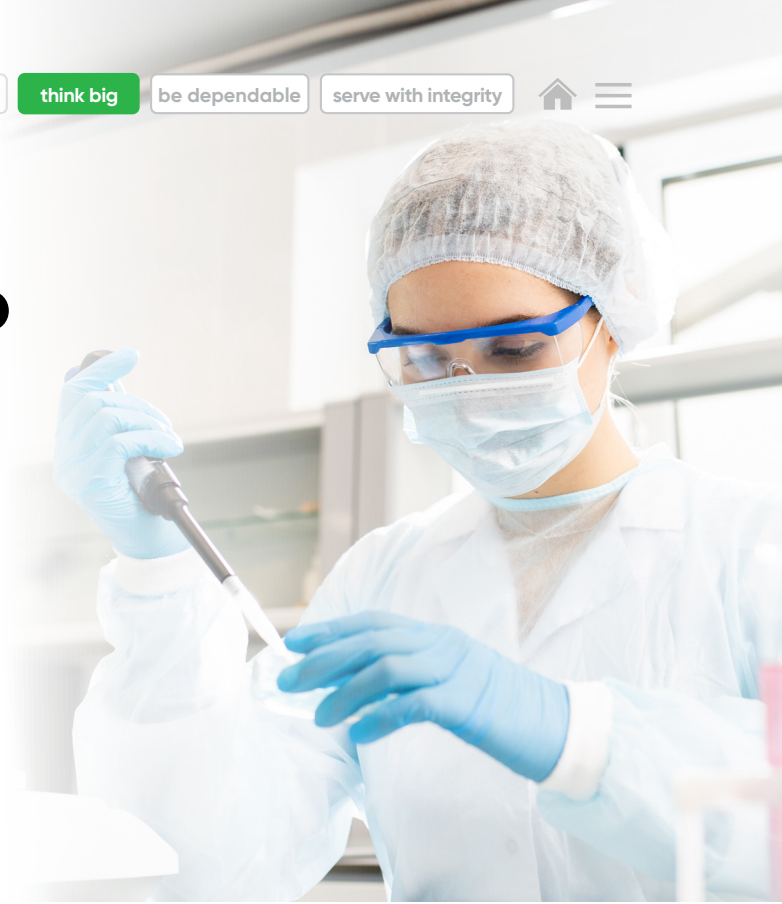
This was a significant improvement compared to 2021 when we diverted approximately 20% of our total waste from the landfill. While this partially reflects new waste reduction initiatives at the company, we also experienced a one-time event that supported this outcome. To create space for new Dexcom G7 inventory at our warehouses, we cleared out any unused or expired materials at these facilities. The majority of these materials were sent to a recycling center, which contributed to our higher recycling rate for the year.



# Product stewardship

**To protect human health and the environment from chemicals known to cause harm, we prioritize product stewardship and manage restricted substance compliance.**

We enforce chemical restrictions in our products to meet regulations such as **EU REACH, EU RoHS, EU Packaging Directive, and EPA TSCA.**



**With Extended Producer Responsibility, we report on the mass of electronics, batteries, and packaging exported to the EU and pay for it to be recycled responsibly.**

This includes all plastic, paper, battery, and electronic waste in Austria, France, Germany, Ireland, Liechtenstein, Netherlands, Switzerland, Slovenia, Spain, and the United Kingdom. In 2022, this added up to approximately:

**1,840 kg**  
of batteries

**160,884 kg**  
of paper packaging

**10,431 kg**  
of plastic packaging

**12,208 kg**  
of electronics

We gathered baseline packaging waste data in 2022 to help us learn from our current processes and analyze how to take more targeted action. Recycling will be part of the solution, but we continue to champion the belief that source reduction may prove to be a more effective method.

# Community and employee engagement

Our employee base has proven to be very passionate about environmental initiatives across our organization. We aim to build upon this enthusiasm by encouraging employees to share their voices and work collectively to create a more sustainable environment.



## Green Team

In 2021, a new **Employee Resource Group (ERG)** called the **"Green Team"** was formed through grassroots initiatives by Dexcom employees to advance environmentally sustainable practices in the workplace. Membership for this group grew over the course of 2022, during which the team hosted volunteer trash pickups, lunch and learns with local community groups, and other events.



In April 2022, Dexcom hosted its first annual **Earth Day Fair** at our facilities in Mesa and San Diego. These events provided updates on Dexcom sustainability initiatives and hosted external experts to educate on practices for more sustainable living.

**As part of the event, donation drives collected over:**

**1,300 pounds**  
of usable goods

**1,500 pounds**  
of home universal waste goods

**More than 1,000 employees** participated, inspiring us to expand this event to our global sites in 2023.

## Environmental Metrics

|   |  | Unit                       | 2020              | 2021       | 2022       |
|---|--|----------------------------|-------------------|------------|------------|
| GHG Emissions (Global)                        | GHG Emissions Scope 1 & 2                |                            |                   |            |            |
|   | Scope 1 GHG Emissions – Natural Gas      | mtons <sup>§</sup> CO2e    | 1,908             | 3,088      | 3,298      |
|   | Scope 2 GHG Emissions – Electric Power   |                            |                   |            |            |
|   | Location Based                           | mtons CO2e                 | 9,133             | 11,532     | 12,657     |
|   | Market Based                             | mtons CO2e                 | 9,478             | 12,032     | 13,474     |
|   | GHG Emissions Scope 3                    |                            |                   |            |            |
|   | Category 5 Waste Generated in Operations | mtons CO2e                 | N/A <sup>  </sup> | 866        | 1,367      |
| Energy Consumption (Global)                   | Energy Consumption                       |                            |                   |            |            |
|   | Total Electricity                        | kWh/lbs                    | 30,170,553        | 36,006,245 | 39,421,863 |
|   | Total Natural Gas                        | mmBTU                      | 37,146            | 59,369     | 63,311     |
| Water Usage (US Facilities)                   | Water Usage at US Operations             |                            |                   |            |            |
|   | Total Water Usage – US Facilities        | gallons                    | 19,621,795        | 34,005,112 | 39,383,072 |
| Waste Generated in Operations (US Facilities) | Waste Generated at US Operations         |                            |                   |            |            |
|   | Total Waste Generated                    | US Tons                    | N/A               | 1,871.4    | 5,016.7    |
|   | Total Waste Diverted from Landfill       | US Tons                    | N/A               | 387.6      | 2,992.6    |
|   | Total Waste Diverted from Landfill       | % of total waste generated | N/A               | 20.7%      | 59.7%      |
|   | Total Recycled                           | US Tons                    | N/A               | 212.1      | 2,466.1    |
|   | Total Recycled %                         | % of total waste generated | N/A               | 11.3%      | 49.2%      |
|   | E-Waste                                  | US Tons                    | N/A               | 51.0       | 8.9        |
|   | Universal Waste                          | US Tons                    | N/A               | 1.3        | 26.9       |
|   | Hazardous Waste                          | US Tons                    | N/A               | 55.6       | 4.8        |
|   | Mixed                                    | US Tons                    | N/A               | 104.2      | 2,425.5    |
|   | Total Incineration with Recovery         | US Tons                    | N/A               | 176        | 216        |
|   | Total Incineration with Recovery         | % of total waste generated | N/A               | 9.4%       | 4.3%       |
|   | Hazardous Waste                          | US Tons                    | N/A               | 138.5      | 215.5      |
|   | Non-Hazardous Waste                      | US Tons                    | N/A               | 37.1       | 0.5        |
|   | Total Reuse                              | US Tons                    | N/A               | N/A        | 310        |
|   | Total Reuse                              | % of total waste generated | N/A               | N/A        | 6.2%       |
|   | Pelletization of Plastic Applicators     | US Tons                    | N/A               | N/A        | 310.5      |
|   | Total Waste to Landfill                  | US Tons                    | N/A               | 1,483.7    | 2,024.1    |
|   | Total Waste to Landfill                  | % of total waste generated | N/A               | 79.3%      | 40.3%      |

<sup>§</sup> Metric tons

<sup>||</sup> Not Available (data not tracked)



# Health and safety

## Commitment to providing a safe working environment

We take pride in creating and maintaining a safe working environment for all employees by integrating occupational health and safety into our daily activities. With an expanding global footprint, we have instituted company-wide safety programs to ensure the well-being of our workers, regardless of their location or preferred working environment.

### GUIDING PRINCIPLES



#### Machine Safety

Dexcom workers shall maintain safe work environments when working with equipment.

- ✓ Use proper machine guarding
- ✓ Implement lockout/tagout program
- ✓ Proper use of personal protective equipment (PPE)



#### Chemical Safety

Dexcom workers shall store and handle chemicals in a safe and responsible manner.

- ✓ Use appropriate PPE when handling chemicals
- ✓ Maintain up-to-date chemical inventories
- ✓ Use chemicals in alignment with safety data sheets



#### Warehouse Safety

Dexcom workers shall be trained and certified to operate vehicles and follow warehouse safety requirements.

- ✓ Practice safe material handling
- ✓ Proper use of powered industrial vehicles
- ✓ Proper use of PPE



#### Injury and Illness Prevention

Dexcom workers shall follow the requirements within the Injury & Illness Prevention Program.

- ✓ Report all near misses, incidents, injuries, and illnesses
- ✓ Report close calls
- ✓ Report safety concerns



#### Ergonomics

Dexcom workers shall ensure they follow the ergonomics program to avoid work-related musculoskeletal disorders, fatigue, and discomfort.

- ✓ Properly install and use furniture and equipment as intended
- ✓ Report any discomfort early on
- ✓ Reduce risk by taking breaks, stretching, and alternating workstations where feasible



#### Environmental Protection

Dexcom workers shall protect the environment by following all environmental compliance procedures.

- ✓ Dispose of waste properly
- ✓ Report and clean up spills
- ✓ Do not pour any harmful chemicals in the trash or down drains
- ✓ Maintain clean facilities to mitigate harmful stormwater runoff



## Health and safety policy and procedures

We published a new **Environmental, Health, Safety, and Sustainability (EHSS) Policy in 2022** that guides our EHSS objectives. Leveraging this policy, we set quantifiable goals and developed action plans to meet our objectives. We base all EHSS training on this framework, perform audits to ensure continuous improvement, and report all progress to internal and external stakeholders. This framework supports compliance with international standards, regulations, and voluntary programs.



## Injury response and reporting

The EHSS department leads safety initiatives on the global level and uses an incident management system to evaluate and continually improve health and safety at Dexcom. This system outlines our processes for identifying potential work-related hazards and risks, guides employees on reporting safety and environmental concerns, and provides best practices to investigate work-related incidents.

By adopting a continuous improvement philosophy for workplace safety, our total US injury rate has consistently tracked below the industry average of 1.6 Total Recordable Incident Rate (TRIR) (NAICS Code 33911). As shown in the table below, our injury rate increased in 2022 due to the development of a new product line and a significant increase in production. With employees in new roles working on new lines, repetitive strain was the number one safety issue. Safety and ergonomic initiatives have been implemented to mitigate these safety concerns. As part of our commitment to providing a safe work environment with respect to COVID-19, we follow OSHA requirements and report any possible work-related COVID transmission, which is also included in the recorded data below.

## Injury data for US employees

| Occupational Injury/Illness Data for US                               | FY 2019 | FY 2020 | FY 2021 | FY 2022 |
|---|---------|---------|---------|---------|
| <b>Injury Rates</b>   |         |         |         |         |
| Total recordable incident rate (TRIR)                                 | 1.33    | 1.17    | 1.40    | 1.61    |
| Days away, days of restricted work and/or days of job transfer (Dart) | 1.05    | 0.97    | 1.13    | 1.48    |
| Lost time injury frequency rate (LTIFR)                               | 0.15    | 0.15    | 0.16    | 0.25    |
| <b>Fatalities</b>   |         |         |         |         |
| Fatalities - Employees  | 0       | 0       | 0       | 0       |

community.  
care.  
connection.



## Safety communication and training

Training and awareness campaigns have proven to be an effective method to prevent and mitigate incidents. Throughout 2022, digital signage communication boards were utilized to raise awareness with respect to over 20 safety-related topics, such as injury prevention, ergonomic awareness, slips and trips, first aid, CPR, heat stress prevention, electrical safety, workplace violence, and fire prevention. These topics were prioritized based on previously reported incidents or close calls at our facilities.

In 2022, we implemented a new learning management system to streamline our training process. All environmental, health, and safety courses are based on a comprehensive training matrix that aligns with specific job roles.



## Warehouse safety

To ensure the safety of all warehouse personnel, we require training on the Warehouse Safety Manual and Safe Material Handling Practices prior to working on any warehouse floor, in addition to other EHSS required training (including the EHSS Handbook and Emergency Action Plan). In 2022, to further improve our warehouse safety profile, we invested in new equipment and technology that have been shown to increase productivity and enable safer practices for material handling. These included new warehouse safety software, new impact management software, and a virtual reality simulator that can reinforce best practices in forklift operation and enhance performance. We updated our internal safety compliance programs to reflect these new processes, as well as any new laws and regulations.



## Manufacturing safety

At Dexcom, we believe that safety is everyone's responsibility. Area Safety Representatives (ASRs) are designated for each manufacturing department to participate in safety trainings and provide a direct line of communication to the EHSS team. These ASRs conduct safety inspections of their work areas, report any concerns or recommendations for improvement, and help promote safety awareness. ASRs are provided training in CPR, first aid, and fire extinguisher use so that they can serve as a safety resource in an emergency.

We have instituted a machine safety program to better bridge communication and resources between manufacturing, engineering, and EHSS. Our teams collaborate to build standardized safety programs specific to Dexcom processes. These include tailored programs for machine safety, educating engineers on equipment, equipment design, and engineering support for incident investigations. These programs have proven to mitigate injuries and allow us to operate our equipment more efficiently.



## Ergonomics

We have developed a robust, prevention-focused ergonomic program to help eliminate work hazards before they occur. A cross-functional group of engineers, process developers, and ergonomic professionals evaluates the highest-risk tasks across engineering and administrative controls. When new equipment is introduced, our ergonomic team is engaged throughout the entire design, implementation, and use processes. Recurring risk assessments are then performed to identify key risks and implement timely solutions. Employee engagement is prioritized on an ongoing basis to prevent ergonomic-related injuries and help us support future design modifications.

To better support employees worldwide, multiple professional ergonomic videos were developed in 2022 to demonstrate a series of movements tailored to warehouse and manufacturing operations. Additional videos focused on office equipment setup and movement breaks are scheduled for 2023, to further support our global and remote employees.





## COVID-19 response

Even as COVID-19 has shifted to more of an endemic state, this environment continues to change the way we work. We have continued to foster a work environment that can ensure the physical and mental well-being of our employees, regardless of whether they are working at home or in the office. Under the leadership of the **Dexcom Central Emergency Response Committee (CERC)**, we set out to navigate COVID-19 with three primary commitments: **protecting our employees, serving our customers, and helping our communities.**



### Protecting our employees

Following all applicable health and safety regulations pertaining to COVID.

Implementing a **robust contact tracing program.**

In accordance with **CDC and WHO guidelines, implementing a risk-based approach**, which has allowed people to return safely to the office and sites to loosen some restrictions.

Developing a **risk-based meeting matrix** to determine when extra precautions may be needed for larger groups.

Offering **onsite testing at US manufacturing facilities.**



### Serving our customers

People with diabetes are at heightened risk for severe outcomes from the COVID-19 virus, making glycemic control especially important during this challenging period. We continue to **increase our manufacturing output to serve this growing need**, even in the face of operational challenges created by the pandemic.



### Helping our communities:

We've hosted **six onsite vaccine/booster clinics** at US manufacturing facilities, open to employees, friends, and family.



# be dependable.

Dexcom seeks to exemplify quality in all aspects of the organization.

While our end goal is the production of the highest-caliber CGM devices that empower people to take control of health, achieving this goal requires an even broader approach. It requires us to foster a culture where every Dexcom employee understands their essential role in designing, testing, and manufacturing our devices that are used every day by our customers. We emphasize this commitment in our core value, **"Be Dependable."**







## CONTENTS

Dexcom focuses on the following key elements in its approach to organization-wide quality:

### 01

Education and awareness

### 02

Quality Management System (QMS)

### 03

Continuous improvement



## Education and awareness

Individual efforts are critical to upholding our company-wide standards for high-quality products. We require all new employees to receive training on the company's quality policy and objectives. Also, we provide continuing education and awareness to promote our culture of quality, and inform our employees about changes that can potentially impact the quality of our products and the effectiveness of our quality management system. We measure training effectiveness, encourage our employees to continue their formal education, and routinely benchmark against best-in-class companies. Together, these efforts support a holistic embrace of the quality standards that define Dexcom as an organization.



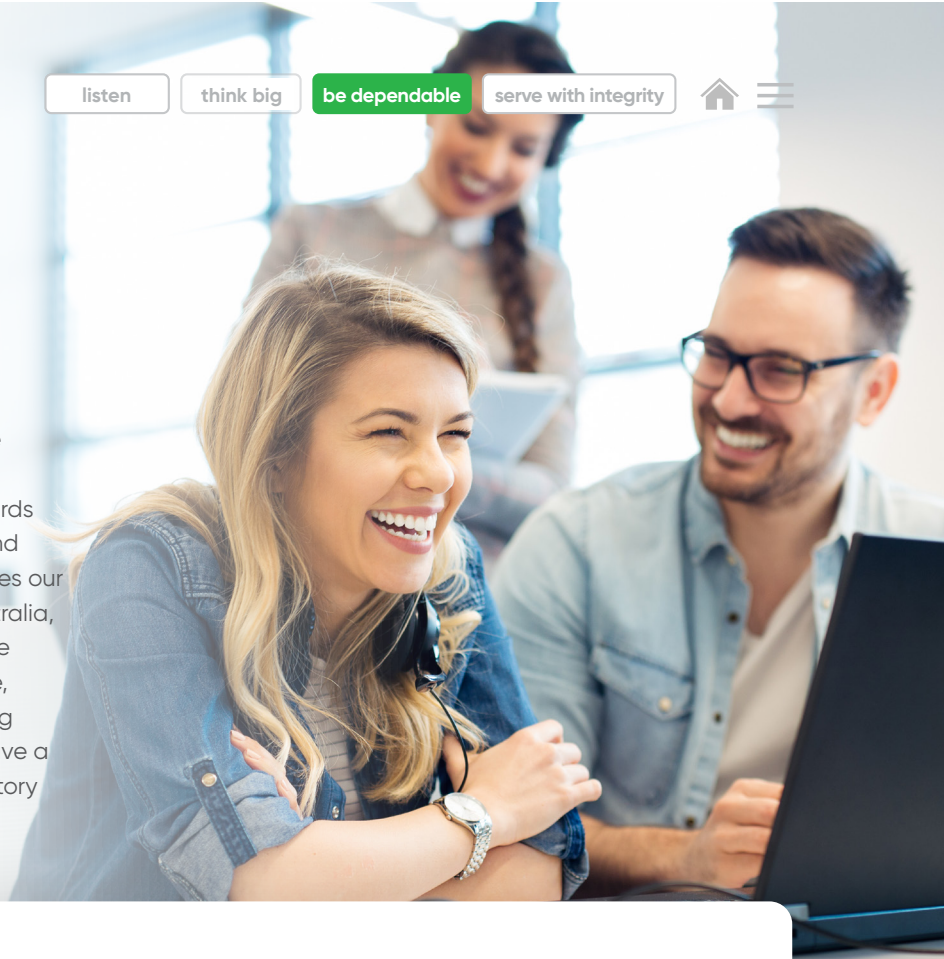
## Quality Management System (QMS)



We maintain a robust global Quality Management System (QMS) in compliance with applicable US and international regulatory requirements. This includes compliance with key regulations and standards like the **FDA Quality System Regulation (QSR)**, the **European Medical Device Regulation (MDR)**, and **International Organization for Standardization (ISO) 13485**, the primary international standard for medical devices by which our applicable facilities are certified. Most recently, we were proud to include our newest manufacturing facility in Malaysia, under the scope of our **ISO 13485 certification** as of December 2022. Furthermore, we have strengthened our global QMS to align with our international growth by obtaining recertification under the **Medical Device Single Audit Program (MDSAP)** across all applicable facilities in 2022. We view our global QMS as a foundation of sustainable business practices and a core Dexcom strength.

# Continuous improvement

As a foundational element of our global QMS, we undertake annual reviews of quality initiatives to ensure Dexcom compliance with evolving standards and continuous improvement of our processes and products. Certification under MDSAP demonstrates our compliance with regulatory requirements for Australia, Canada, Japan, Brazil, and the United States. We have also evaluated, and updated as applicable, our global QMS to comply with new and emerging regulatory requirements in countries where we have a presence, as well as new country-specific regulatory requirements for continued global expansion.



## RECENT INITIATIVES

Ongoing investments help ensure that our global QMS is built for scale and efficiency. We are currently upgrading our global automated solutions in the areas of receiving inspection, equipment calibration and preventive maintenance, corrective and preventive action, and technical support.

Every step of our development and manufacturing processes are intended to meet and exceed customer requirements. We deploy robust global processes designed to help us monitor and continuously improve the way we work, such as:

### We deploy robust global processes designed to help us monitor and continuously improve the way we work, such as:



Innovation and development processes



Customer experience



Automated manufacturing processes



Expanded post-market analytics

In alignment with our commitment to continuous improvement and product quality, Dexcom invests strategically in ongoing reliability efforts. We aim to achieve the highest level of quality and set the standard for CGM product excellence. We believe that our reliability initiatives will ensure that our products continue to offer our patients a superior customer experience, along with exceptional performance.

For more information, please see our [SASB](#) quality metrics in the appendix of this report.



listen

think big

be dependable

serve with integrity



# serve with integrity.

Dexcom is committed to operating with the highest standards of ethics, as captured in our core value, **"Serve with Integrity."**





**This commitment extends to all aspects of the organization, including:**

the safety and effectiveness of our products

the way we serve and empower our customers and employees

our focus on innovation as we seek to address issues of customer access to our products

the way we communicate our story to our stakeholders



While oversight of the company's ethics and governance structure begins with the Board of Directors and Executive Leadership Team, Dexcom expects all employees to foster a culture of accountability in line with our [Code of Conduct](#).

**01**

Board of directors

**02**

Dexcom compliance program

**03**

Data privacy

# Board of directors

**The Board of Directors and Executive Leadership Team oversee the implementation and communication of company policies that constitute service with integrity.**

Given their engagement and oversight of the company's strategy, culture, and risk management, we maintain high expectations for our Board members. In addition to the roles described in the [Corporate Governance Principles](#), our Board prioritizes the following tenets:

## Independence

We maintain a strong emphasis on director independence. Nine of our ten directors standing for re-election in 2023 are independent, and all four of our standing committees (Audit, Compensation, Technology, and Nominating/Governance) are comprised exclusively of independent directors. We have also designated a lead independent director as a core principle of governance to maintain effective, independent oversight of the Executive Leadership Team.

## Best Practices

Our Nominating and Governance committee is committed to structuring our bylaws to be in the best interests of our stockholders. In 2021, we proactively amended our bylaws to add proxy access and declassify our Board of Directors. We will continue to assess our governance structure on an ongoing basis to ensure that we are aligned with the industry's best practices.

## Sustainability Oversight

Given the importance of sustainability initiatives to the long-term success of our business, our Board oversees our corporate social responsibility and sustainability initiatives, with responsibility delegated to the [Nominating and Governance Committee](#). The Nominating and Governance Committee Charter provides for annual review of material issues, risk mitigation, and company performance with respect to corporate social responsibility and sustainability.

## Diversity

We believe that representation of the company's diverse stakeholders is best achieved by a Board of Directors comprised of different genders, ethnicities, backgrounds, and skillsets. Our current Board consists of leading experts in internal medicine, digital health, and business leaders with financial, technical, legal, and operational experience across the continuum of the healthcare, technology, and consumer sectors.

### Highly independent



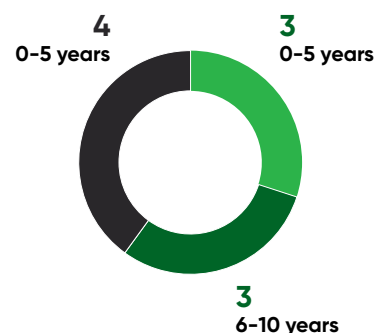
**9 of 10**  
All independent,  
except the CEO<sup>†</sup>

### Gender diversity



**30%**  
female

### Balanced tenure



<sup>†</sup> Biographical information as of March 29, 2023 for the director nominees and each person whose term of office as a Class I director will continue after the date of the Annual Meeting. Please note that one of our current directors, Jay Skyler, MD, has not been renominated for election and will no longer serve on the Board following the date of the Annual Meeting.

# Dexcom compliance program

**Dexcom promotes an organizational culture that encourages ethical conduct and adherence to applicable laws and regulations.**



The Code of Conduct, which is available in multiple languages, serves as the foundation for our program, providing a key resource for the development and accountability of our employee base.

**The compliance department also maintains several programs that encourage employees to learn, speak up, and ask questions:**



## Employee training

Both at hire and annually, all Dexcom employees are required to complete training on the policies, procedures, and standards applicable to their roles at Dexcom, including training on our Code of Conduct and on applicable laws, regulations, and industry codes. This ensures that employees are equipped to meet or exceed our expectations for ethical business conduct. In addition, employees can access compliance training and applicable policies and procedures through our internally hosted compliance website.



## Multiple compliance reporting resources

We promote a culture of ethics and integrity by welcoming questions and encouraging internal accountability. In addition to the internal compliance website, all Dexcom employees can submit questions or file reports directly with any member of the Compliance department, through a dedicated Compliance email address, or anonymously through our third party-hosted Compliance Helpline.



## Commitment to non-retaliation and confidentiality

The Dexcom Compliance department, in coordination with other relevant departments, monitors compliance with applicable laws, regulations, and ethical requirements and investigates all reports of alleged violations of our Code of Conduct, policies and procedures, and unlawful activity. We also explicitly prohibit harassment and retaliation against anyone who seeks advice, raises concerns, reports misconduct, or provides information in an investigation.

**More information about the Dexcom corporate compliance program can be found at [Dexcom's Global Trust Center](#).**



# Data privacy

**Our customers, employees, healthcare providers, and many others entrust Dexcom with their personal data.**

We are committed to preserving the confidentiality, integrity, and availability of personal data throughout its life cycle, from creation through disposition.

**Dexcom has implemented a comprehensive privacy program to help protect the privacy of personal data, including measures designed to:**



**Collect and use the minimum amount of personal data** necessary to achieve the business purposes for which the data was collected.



**Keep personal data only as long as necessary** to achieve those purposes.



**Share personal data only with individuals who have a legitimate need for it and are authorized to receive it.**

We are also committed to incorporating a privacy-by-design framework in our daily operations. This means that we proactively embed data privacy and protection principles into the design, operation, and management of our products and systems. As we develop and maintain products and systems, we will continue to respect user privacy and take steps to keep our data collection practices open and transparent. To foster this, we maintain a [Privacy Portal](#) where customers, healthcare providers, employees, and other stakeholders can access their data or exercise various data privacy rights.

**In 2021, we reached a significant milestone in our efforts to demonstrate our commitment to data security.**

**SRI, an independent registrar for ISO certifications, has certified that the Dexcom Information Security Management System conforms with ISO/IEC 27001:2013.**



This certification reflects a cross-functional effort across the Dexcom organization to validate our efforts and provide assurance to our customers and business partners. We look forward to the ongoing impact of this achievement as we target best practices for monitoring, reviewing, maintaining, and improving the Dexcom information security management system.

To implement the principles above and maintain the trust of our customers, we have established a personal data privacy program that requires annual training for our employees. This training helps ensure that employees understand their obligations concerning personal data.



**dexcom**

empowering people to  
**take control of health**







**dexcom**





# appendix.

01

Sustainability  
Accounting Standards  
Board (SASB) Index

02

Task Force on  
Climate-Related  
Financial Disclosures  
(TCFD) Index

03

EEO-1 Data

# Sustainability Accounting Standards Board (SASB) Index – Medical Equipment and Supplies

The table below provides content aligning to the SASB Medical Equipment & Supplies Standard, which is most relevant to our operations. All data reflects calendar year 2022, unless noted otherwise.

| Material Topic          | Disclosure   | Description  | Location or Response   |
|-------------------------|--------------|--|--|
| Affordability & Pricing | HC-MS-240a.1 | Ratio of weighted average rate of net price increases (for all products) to the annual increase in the US Consumer Price Index | Data not available for disclosure due to competitive reasons. In general, through Dexcom's access to healthcare initiatives, the average revenue per customer to Dexcom has been lowered over the past several years, including 2022. Please see the <a href="#">Access to Healthcare</a> section of our Sustainability Report for more information on our efforts to address access and affordability.  |
|                         | HC-MS-240a.2 | Description of how price information for each product is disclosed to customers or to their agents                             | Please see the <a href="#">Access to Healthcare</a> section of our Sustainability Report for how price information for Dexcom's products is disclosed to customers.  |
| Product Safety          | HC-MS-250a.1 | Number of recalls issued, total units recalled   | There was one voluntary recall in 2022 of the Dexcom ONE Android CGM App due to alerts not functioning as expected. The app was available in a total of four countries in Central and Eastern Europe at the time of the recall. A corrected version of the app was provided to all users shortly after.  |
|                         | HC-MS-250a.2 | List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database                                | Dexcom has zero products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.   |
|                         | HC-MS-250a.3 | Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience               | There were zero fatalities in 2022 related to our products.  |
|                         | HC-MS-250a.4 | Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type      | There were no warning letters, seizures, or injunctions issued in 2022.  |
| Ethical Marketing       | HC-MS-270a.1 | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims                        | Dexcom had no monetary losses in 2022 as a result of legal proceedings associated with false marketing claims. When public disclosure criteria are met, monetary losses as a result of legal proceedings are included in our Form 10-K.  |
|                         | HC-MS-270a.2 | Description of code of ethics governing promotion of off-label use of products   | <a href="#">Dexcom's Code of Conduct</a> affirms Dexcom's commitment to following all laws and regulatory requirements that govern our business, including those that pertain to the promotion of our products and interactions with health care providers (HCPs). Dexcom's HCP Interactions Policy states that "Educational events may not be organized for the purpose of disseminating Off-Label Information or for promoting Investigational Products or Pipeline Products...[W]ritten materials [may] not include Off-Label Information...." The HCP Interactions Policy tasks Dexcom's Medical Affairs Department and Medical Science Liaisons with responding to unsolicited inquiries that may entail Off-Label Information, Investigational Products, or Pipeline Products and requires that such responses must be accurate, substantiated, scientifically rigorous, and consistent with applicable legal and regulatory requirements. Finally, the Policy also requires that all Off-Label questions raised during communications with healthcare professionals must be referred to the Medical Affairs or Medical Science Liaison Teams.<br><br>Adherence to our Code of Conduct is advanced through written policies and procedures, in-person and online training, Compliance Department monitoring of HCP interactions, and review of promotional materials by Dexcom's Regulatory and Legal teams. |

| Material Topic                        | Disclosure   | Description  | Location or Response   |
|---------------------------------------|--------------|--|--|
| Product Design & Lifecycle Management | HC-MS-410a.1 | Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products | Please see the <a href="#">Product stewardship</a> section of our Sustainability Report.   |
|                                       | HC-MS-410a.2 | Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies                              | Please see the <a href="#">Environmental</a> section of our Sustainability Report.   |
| Supply Chain Management               | HC-MS-430a.1 | Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality             | All of Dexcom's manufacturing facilities participated in third-party audit programs for manufacturing and product quality in 2022.<br><br>Approximately 22% of our Tier I suppliers had obtained ISO or similar certifications.  |
|                                       | HC-MS-430a.2 | Description of efforts to maintain traceability within the distribution chain  | Dexcom utilizes several processes and systems to maintain traceability of materials and products across its supply chain and distribution network:<br><br><ul style="list-style-type: none"> <li>Enterprise systems and designated lot and serial numbers enable tracking of materials and product throughout stages leading to product realization. Additional barcode technology ensures that traceability of product is maintained to the end user, including the chain of distribution that includes Dexcom distributors and wholesalers.</li> <li>Supplier audits are performed to ensure conformance to Dexcom's traceability standards.</li> </ul> <p>Please also see <a href="#">Quality Management</a> section in our Sustainability Report.</p> <p><a href="#">Our supplier portal</a> outlines how suppliers should conduct business with Dexcom in terms of Code of Conduct, Anti-Human Trafficking, as well as Conflict Minerals. In addition, our EHSS group follows up directly with suppliers on critical materials.</p> |
|                                       | HC-MS-430a.3 | Description of the management of risks associated with the use of critical materials   | To mitigate risk surrounding critical materials, we maintain: <ul style="list-style-type: none"> <li><a href="#">SUPPLIER CODE OF CONDUCT</a>: Disclosure covers that Dexcom implements a Supplier Code of Conduct.</li> <li><a href="#">CONFLICT MINERALS POLICY</a>: Disclosure covers that Dexcom implements a Conflicts Mineral Policy.</li> <li>Business Continuity Plan ensuring management of risks for single sourced critical materials or natural disaster driven shortages including contingency plans for any potential adverse event.</li> </ul>  |
|                                       | HC-MS-510a.1 | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption   | Dexcom had no monetary losses in 2022 as a result of legal proceedings associated with bribery or corruption. When public disclosure criteria are met, monetary losses as a result of legal proceedings are included in our Form 10-K.   |
|                                       | HC-MS-510a.2 | Description of code of ethics governing interactions with health care professionals  | <a href="#">Dexcom's Code of Conduct</a> sets forth the general principles governing HCP interactions. Dexcom also maintains a number of policies and procedures governing HCP Interactions, including HCP Interactions Policies for the US, Canada, EMEA, and Asia Pacific; a Global Samples Policy; and a Process Instruction on the conduct of Speaker Programs in the US.<br><br>To ensure compliance, we maintain written policies and procedures, in-person and online training, and compliance monitoring of HCP interactions.  |
| Activity Metrics                      | HC-MS-000.A  | Number of units sold by product category   | Dexcom does not disclose the number of units sold by product category. However, we disclosed that we ended 2022 with approximately 1.7 million users. The majority of these users are using their CGM systems, of which the sensor lasts 10 days, nearly full time.  |



# TCFD Index

## This Sustainability Report is aligned with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

This index includes our responses to the TCFD's recommended disclosure items. Unless otherwise specified, the data and descriptions are current as of December 31, 2022, the last trading day of our fiscal year 2022.

| Description |  | Response and Cross-Reference  |
|-------------|--|---|
| Governance  | a. Describe the board's oversight of climate-related risks and opportunities.  | At the Board level, the Nominating and Governance Committee oversees and reviews annually Dexcom's policies and programs concerning corporate social responsibility and our participation and visibility as a global corporate citizen, which includes oversight of climate-related risks and opportunities. This Committee also oversees company sustainability performance and the assessment and management of environmental, sustainability, and governance risks affecting our business.   |
|             | b. Describe management's role in assessing and managing climate-related risks and opportunities.   | In 2022, we formed an executive ESG Steering Committee to provide greater oversight of our sustainability initiatives, including oversight of climate-related initiatives, and to promote company-wide alignment across our ESG program.<br><br>For more information on management's role in our ESG program, please see the <a href="#">Environmental sustainability section</a> of our Sustainability Report.   |
| Strategy    |  | We recognize climate change as a global challenge that presents various ongoing risks to our organization. These include physical risks, which pose both near-term and long-term risk to our supply chain and operations, as well as transition risks, which can materialize over time as we shift to a lower-carbon world. We also anticipate identifying climate-related opportunities from changing market dynamics such as shifting customer preferences for more sustainable products. Below are examples of climate-related risks and opportunities that we have identified for our organization:   |
|             | a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.                               | <ul style="list-style-type: none"> <li>• Extreme weather patterns related to global warming present ongoing acute physical risk to our operations and supply chain. This past year, we experienced a direct operational and financial impact from a severe weather event, which minorly damaged one of our warehouses in Arizona early in 2022 and forced us to discard a batch of finished CGM inventory. In addition to requiring time to repair the facility, this inventory cost had a non-material impact on our margins in the first quarter.</li> <li>• Climate change may lead to greater variability in the cost and availability of raw materials. Shortages of key inputs and certain commodities could increase our production costs or potentially constrain our manufacturing capacity. As one example, we continue to rely on fossil fuels and petrochemicals in our operations today. As the world transitions to more renewable sources of energy, this could lead to volatility in these associated inputs costs. In recent years, we have diversified our supplier base to help offset some of this supply-related risk. This proactive supply chain management helped us navigate through the inflationary and supply chain challenges of this past year.</li> </ul>  |
|             | b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.                        | <ul style="list-style-type: none"> <li>• We are seeing growing momentum around new climate-focused regulations and reporting requirements, which could create additional cost for our organization. From a reporting perspective, our EHSS, SEC, legal, and finance teams work together to ensure we have the resources and data to support new reporting requirements. We are also assessing the potential impact of carbon pricing regulation, which could impact energy and transportation costs for our company.</li> <li>• Shifting consumer preferences could present both risk and opportunity over time as customers increasingly seek out more environmentally friendly products. As can be seen in the environmental section of our Sustainability Report, we are advancing several climate-related sustainability initiatives at our organization. We will work to provide our customers appropriate visibility into these efforts so they can appreciate our product not only for helping them live healthier lives, but also for being sustainably produced.</li> <li>• Similarly, we see an opportunity for our environmental efforts to help us attract and retain talent at our organization. Our customer-centric mission has produced a passionate employee base as displayed in the engagement metrics in our human capital section above. We have also seen a growing call from our employees to advance more environmentally sustainable practices at Dexcom. As we progress these efforts, this may support greater levels of engagement across our company.</li> <li>• We also see an opportunity to generate cost savings for our company as we institute new sustainability initiatives. For example, we implemented a program to stack pallets more efficiently in our shipping processes that delivered cost savings in 2022. We have similar climate-focused projects in our pipeline, including plans to reduce energy usage at our facilities. These types of initiatives can help us both reduce our carbon footprint and generate cost savings for our organization.</li> </ul> |
|             | c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. | <p>As detailed in the environmental section of this report, we have built a framework for embedding sustainable thinking into our operations. These guiding principles have informed several of the climate-focused initiatives that we are advancing across our organization.</p> <p>We have also taken the important step to start tracking emissions across our organization to better understand our climate impact. This will enable us to make more targeted decisions to reduce our carbon footprint over time. We believe these efforts can better position us to manage climate-related risks and capitalize on climate-related opportunities in the coming years.</p>   |

| Description                              |   | Response and Cross-Reference  |        |        |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
|--|---|---|--------|--------|------|------|------|---------------------------|--|--|--|--|-------------------------------------|-------------|-------|-------|-------|--|--|--|--|--|------------------------|----------------|-------|--------|--------|--------------|-------|--------|--------|-----------------------|--|--|--|--|--|------------|-------|-----|
| Risk Management                          | a. Describe the organization's processes for identifying and assessing climate-related risks.   | Risk identification and analysis related to climate change is carried out by the Environmental Steering Committee and applicable cross-functional workgroups. These risks and opportunities are reviewed within our Business Continuity Plan ("BCP") as part of our overall approach to enterprise risk management. The BCP assesses potential business disruption and physical risk across the organization, including the potential impact of natural disasters (earthquakes, fires, hurricanes, floods, tornadoes, etc.). The risk identification process also considers existing and emerging regulatory requirements related to climate change. Because suppliers may also be exposed to similar risks, raw material supply interruption is also taken into consideration. Our BCPs are developed to help us prepare for these potential scenarios and mitigate corresponding risks. |        |        |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
|  | b. Describe the organization's processes for managing climate-related risks.  |   |        |        |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
|  | c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.  |   |        |        |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
| Metrics and Targets                      | a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | Over the past year, we have taken steps to better understand our carbon footprint. In late 2021, we procured sustainability software to track and analyze current and historical GHG emissions produced by Dexcom's global facilities. We have since built an inventory of emissions data reflecting the past three years, which provides us a comprehensive view of climate impact across our organization, and have established an emissions baseline for 2022. Establishing a GHG emissions baseline is a critical first step to setting company-wide emissions targets.   |        |        |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
|  | b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.   | To provide greater visibility into our emissions footprint, we are sharing the following GHG metrics: Scope 1 emissions (company facilities – gas), Scope 2 emissions (purchased electricity, steam, heating, and cooling for own use), and select Scope 3 emissions (waste generated in operations) for our company. We are currently gathering data on the impact of company vehicles, which will be added to our Scope 1 metric next year. We are also planning to complete an assessment in 2023, which will more broadly define which Scope 3 emissions are relevant to our business.  |        |        |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
|  | c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.                       | <table><tr><th></th><th>Unit</th><th>2020</th><th>2021</th><th>2022</th></tr><tr><td colspan="5">GHG Emissions Scope 1 &amp; 2</td></tr><tr><td>Scope 1 GHG Emissions – Natural Gas</td><td>mtons* CO2e</td><td>1,908</td><td>3,088</td><td>3,298</td></tr><tr><td>Scope 2 GHG Emissions – Electric Power</td><td></td><td></td><td></td><td></td></tr><tr><td rowspan="2">GHG Emissions (Global)</td><td>Location Based</td><td>9,133</td><td>11,532</td><td>12,657</td></tr><tr><td>Market Based</td><td>9,478</td><td>12,032</td><td>13,474</td></tr><tr><td colspan="5">GHG Emissions Scope 3</td></tr><tr><td>Category 5 Waste Generated in Operations</td><td>mtons CO2e</td><td>N/A**</td><td>866</td><td>1,367</td></tr></table>  |        | Unit   | 2020 | 2021 | 2022 | GHG Emissions Scope 1 & 2 |  |  |  |  | Scope 1 GHG Emissions – Natural Gas | mtons* CO2e | 1,908 | 3,088 | 3,298 | Scope 2 GHG Emissions – Electric Power |  |  |  |  | GHG Emissions (Global) | Location Based | 9,133 | 11,532 | 12,657 | Market Based | 9,478 | 12,032 | 13,474 | GHG Emissions Scope 3 |  |  |  |  | Category 5 Waste Generated in Operations | mtons CO2e | N/A** | 866 |
|  | Unit  | 2020  | 2021   | 2022   |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
| GHG Emissions Scope 1 & 2                |   |   |        |        |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
| Scope 1 GHG Emissions – Natural Gas      | mtons* CO2e   | 1,908   | 3,088  | 3,298  |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
| Scope 2 GHG Emissions – Electric Power   |   |   |        |        |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
| GHG Emissions (Global)                   | Location Based  | 9,133   | 11,532 | 12,657 |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
|  | Market Based  | 9,478   | 12,032 | 13,474 |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
| GHG Emissions Scope 3                    |   |   |        |        |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |
| Category 5 Waste Generated in Operations | mtons CO2e  | N/A**   | 866    | 1,367  |      |      |      |                           |  |  |  |  |                                     |             |       |       |       |  |  |  |  |  |                        |                |       |        |        |              |       |        |        |                       |  |  |  |  |  |            |       |     |

### GHG Emissions Calculation Methodology

Calculations are in accordance with the GHG Protocol Corporate Standard and the Corporate Value Chain Accounting and Reporting Standard. Calculations include global facilities accounting for all of our office based employees and all of our manufacturing activities. To convert energy consumption and fuel combustion into GHG emissions, we used factors from the US Environmental Protection Agency (EPA) Emission Factors for Greenhouse Gas Inventories and Defra/BEIS 2022 Emissions Factors. Global warming potentials used for converting emissions into CO2e are sourced from the Intergovernmental Panel on Climate Change Fifth Assessment Report (AR5).

As a next step, our ESG Steering Committee is evaluating appropriate emissions targets based on the company's baselined data established in 2022. We aim to reduce GHG emissions across our operations and supply chain, and we want to be thoughtful about how we achieve this objective.

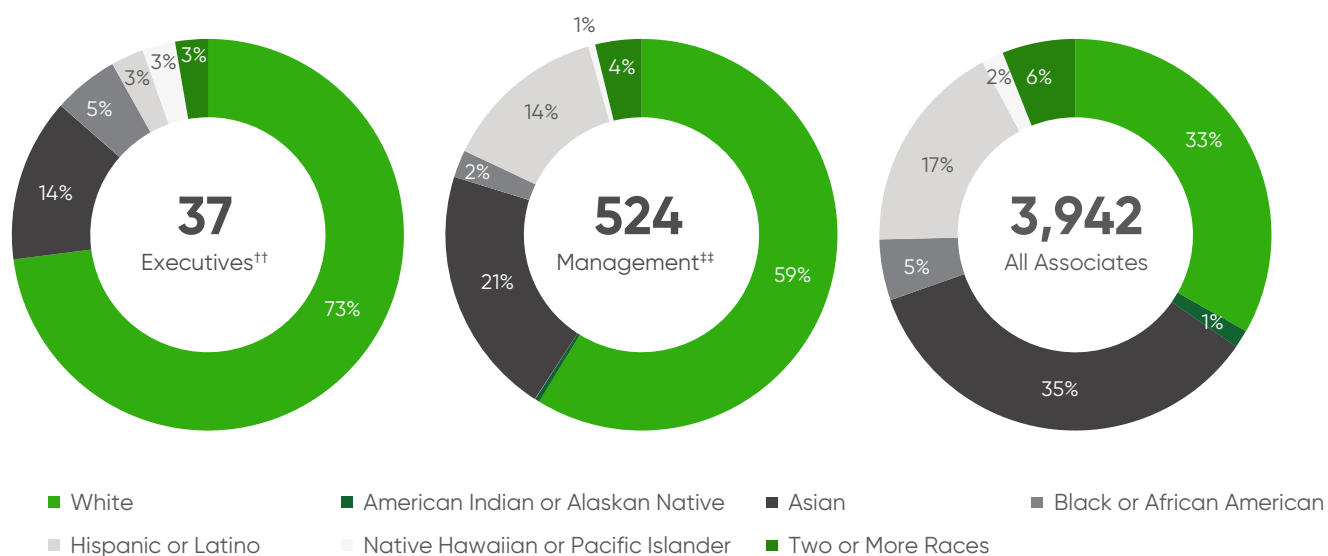
# Metric tons

\*\* Not Available (data not tracked)

# EEO-1 Data

**Starting this year, we will begin disclosing our Equal Employment Opportunity (EEO-1) survey data on an annual basis.**

Please note that the EEO-1 survey segments our employee base in leadership categories that differ from our internal framework. Data from our most recent EEO-1 survey, reflecting our workforce at the end of 2021, is displayed below and the EEO-1 report in its entirety is available on our [Investor Relations website](#).



<sup>††</sup> EEO-1 "Executive" category includes employees in positions of vice president and above

<sup>††</sup> EEO-1 "Management" category includes employees in positions of manager, supervisor, and director



## In addition to the core initiatives above,

the following documents and websites contain key information with respect to our commitment to integrity:

The Dexcom **Trust Center** is our site dedicated to ethics, compliance, and privacy.

**Anti-Bribery and Anti-Corruption Policies and Procedures**

The **Code of Conduct** also contains information with respect to:

Ethical sales and marketing practices

Interactions with patients and healthcare providers

Anti-bribery and anti-corruption

Political contributions

Diversity, equity, and inclusion in the workplace

Discrimination and harassment

Safety and health

Environmental sustainability

Animal welfare and testing

Policies on Interactions with Healthcare Professionals

Conflicts of Interest Policy

Grants Policy

**Dexcom Supplier Code of Conduct**

**Anti-Human Trafficking Policy**

**Conflict Minerals Policy**

Board of Directors Committee Charters:

**Nominating and Governance Committee**

**Audit Committee**

**Compensation Committee**

**Technology Committee**

**Corporate Governance Principles**

**Executive Stock Ownership Guidelines**

**Clinical Research Program and Standards**

**Environmental, Health, Safety & Sustainability (EHSS) Policy**

## 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 US 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.

This report contains human capital measures or objectives that may be different from or are in addition to the human capital measures or objectives that Dexcom is required to disclose in its US Securities and Exchange Commission filings. For a discussion on human capital measures or objectives that Dexcom focuses on in managing its business, please see the “Human Capital” section in our most recent Annual Report on Form 10-K. 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.

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# DexCom, Inc. Sustainability Report

**dexcom**

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