

dexcom



DexCom, Inc.
Sustainability
Report

Discover What You're Made Of



A letter from our CEO

Jake Leach
President & CEO
DEXCOM



To our stakeholders,

I am pleased to share our Annual Sustainability Report, which outlines the Dexcom sustainability story and the continued progress we have made over the past year. Within this report, you'll see that everything starts with our mission—empowering people to take control of health.

Access to healthcare has always been a key part of our story. For more than two decades, we've generated the key clinical evidence needed to change standards of care, broaden reimbursement, and help ensure more people can access Dexcom CGM. That work continues today as we look to meaningfully expand reimbursement globally for Dexcom CGM.

In 2025, we reached an important milestone on this journey as we secured broader coverage for all people with diabetes across the three largest commercial PBMs in the U.S. This included reimbursement for approximately 6 million people with type 2 diabetes who are not on insulin, where coverage remains in earlier stages today. While this is a great start, we won't be satisfied until we have broad coverage for all people who can benefit from Dexcom CGM.

While access remains central to our mission, our sustainability story is much broader. It includes how we advocate for customers, develop and support our employees, maintain the high standards of quality, operate responsibly, and govern our business with integrity. These principles are deeply embedded in the Dexcom culture.

I am incredibly proud of our team and the progress we continue to make across these areas. We view sustainability as a natural extension of our mission and remain committed to making a lasting impact around the world.

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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, 2025, unless otherwise noted. Data includes our operations around the world, unless otherwise stated. Some data has been rounded. Monetary figures are in U.S. dollars, unless otherwise noted. Dexcom undertakes no responsibility to update this information after the date of this report.

Future sustainability reporting at Dexcom

Since publishing our initial annual Sustainability Report in 2020, we have worked to consistently improve our sustainability reporting.

In recent years, we have used this platform to expand our sustainability-related disclosures, share insights into key initiatives at our company, and provide disclosures informed by Sustainability Accounting Standards Board (SASB) industry standards and the Task Force on Climate-Related Financial Disclosures (TCFD) framework. This annual report has helped us more clearly tell the Dexcom sustainability story and broaden our dialogue with key stakeholders.

Our team continues to prepare for the European Union's comprehensive sustainability reporting regulation, the Corporate Sustainability Reporting Directive (CSRD). As part of our CSRD preparation, we are completing an updated global double materiality assessment (DMA) during which we engage with stakeholders on sustainability-related topics for Dexcom. The refreshed results, according to the updated European Sustainability Reporting Standards (ESRS), will provide an important basis for our future CSRD report and serve as the foundation for subsequent sustainability reporting at Dexcom.

Moreover, as the voluntary and mandatory sustainability reporting landscape continues to evolve, we will adjust our Sustainability Report accordingly. We look forward to this next chapter of our sustainability reporting journey.



Corporate sustainability governance

While primary oversight of our corporate sustainability program rests with the Nominating and Governance Committee, other Board committees are actively involved in governance matters that align with their respective areas of expertise.

The Corporate Sustainability Committee is composed of leaders across our **Finance, Commercial, People & Culture, Legal & Compliance, and Operations** teams.

This team reports to the Chief Executive Officer, provides executive-level guidance for our sustainability strategy, and ensures company-wide alignment to these goals.

Under the leadership of our Corporate Sustainability Steering Committee, our teams are tasked with executing our sustainability plans. We have also established an Environmental Sustainability Group with members from the Research & Development (R&D), Global Operations, and Commercial teams to collectively work on climate-related projects. Finally, each of these teams collaborates with our Sustainability Reporting group to provide regular updates to our stakeholders.



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, payors, and other key stakeholders, to exemplify the first of our four core values: **listen.** We believe listening to our stakeholders is critical to the ongoing success of our business.



Listening to our customers

While Dexcom has built its reputation by designing, manufacturing, and selling CGM technology that surpasses and redefines industry standards, **we can do more to provide a premium customer experience.**

Beyond tangible products, the customer experience also encompasses a greater understanding of, and an active response to, our users' underlying motivations. Therefore, we have structured our company to listen to our customers and address their needs and interests.



This approach is reflected in the following strategic and product initiatives as we work to better serve the diabetes community.

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Building our Dexcom Warrior community

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

In 2015, we established the Dexcom Warriors program and quickly expanded from 35 to nearly 30,000 Warriors at the end of 2025.

Dexcom WARRIORS

Our Warriors are individuals with type 1, type 2, and gestational diabetes who are excited to help increase awareness of diabetes, inspire 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 daily, we hope to educate the diabetes community and spark additional awareness of the benefits of using our CGM systems to help manage diabetes.

In conjunction with the launch of our over-the-counter product, Stelo, we also introduced our Stelo Ambassadors program. Similar to our Dexcom Warrior community, this program provides a platform for Stelo customers to share their stories, support each other, and advocate for earlier-stage use of Dexcom CGM.





dexcom
WARRIORS

Lance Bass is a Grammy-nominated singer, dancer, actor, podcaster, and film and television producer who was diagnosed with diabetes during the COVID-19 lockdown. He rose to fame in the late 1990s and early 2000s as *NSYNC became one of the best-selling boy bands of all time.

In 2006, Bass came out publicly as gay and was awarded the Human Rights Campaign Visibility Award later that year. Lance is co-chair and has been on the board for the Environmental Media Association for nearly two decades. As a Dexcom Warrior, Lance uses his platform to educate and advocate for diabetes awareness, sharing how the right CGM technology can make all the difference.



Lance Bass

Grammy-nominated singer, dancer, actor, podcaster, and producer

“

Being diagnosed with diabetes encouraged me to really evaluate my lifestyle. I've had to become more conscious of what I eat, prioritize working out, and keep constant tabs on my glucose levels.

But I've also discovered a new-found confidence. Taking care of my health in a genuine, meaningful way has been empowering, and it motivates me to help others do the same and show them they're not alone.

”

Rene Syler spent most of her career in the television business, which included serving as one of the anchors on “The Early Show” on CBS. More recently, she has moved into the world of content creation through [goodenoughmother.com](https://www.goodenoughmother.com), born of the publication of her first book, “Good Enough Mother: The Perfectly Imperfect Book of Parenting.”

Rene first began publicly discussing her health journey after receiving a preventive mastectomy, which inspired her to create a television series on breast cancer. She has now joined the Stelo Ambassador community and has started sharing her experience with diabetes and the impact Stelo has had on her life.



Rene Syler

Author and content creator

“

When I first started wearing Stelo, my A1C was 7.4, indicating that I had type 2 diabetes. Once I started wearing Stelo, I could finally see the direct impact that food, stress, and fasting had on my blood sugar – and it made a huge difference. After only a few months, my A1C has dropped to – insert drumroll – 6.3, which places me back in the prediabetes range!”

”

Actively participating within the diabetes community

We listen to feedback from the diabetes community to learn how we can best advocate for their needs.

This commitment includes our direct support of nonprofit organizations and clinical research, and our active participation within the diabetes community.

BELOW ARE SOME HIGHLIGHTS OF OUR RECENT EFFORTS:

Partnering with leading diabetes advocates

In support of National Diabetes Awareness Month and World Diabetes Day in 2025, Dexcom invited people across the diabetes community to apply for a once-in-a-lifetime advocacy opportunity and launched its first open call in the U.S. and Canada to identify new voices for diabetes awareness.

From more than 1,000 submissions, Dexcom selected 16 advocates ranging in age from 6 to 68, spanning type 1, type 2, and prediabetes, and representing four continents and five countries. Through personal stories, the campaign provided these advocates with a global platform to raise awareness, challenge misconceptions, and inspire others living with diabetes. The group also came together in Los Angeles for a World Diabetes Day photoshoot, where they shared their experiences and perspectives on advocacy with fellow members of the diabetes community, including Dexcom Warrior Lance Bass and Stelo Ambassador Retta.



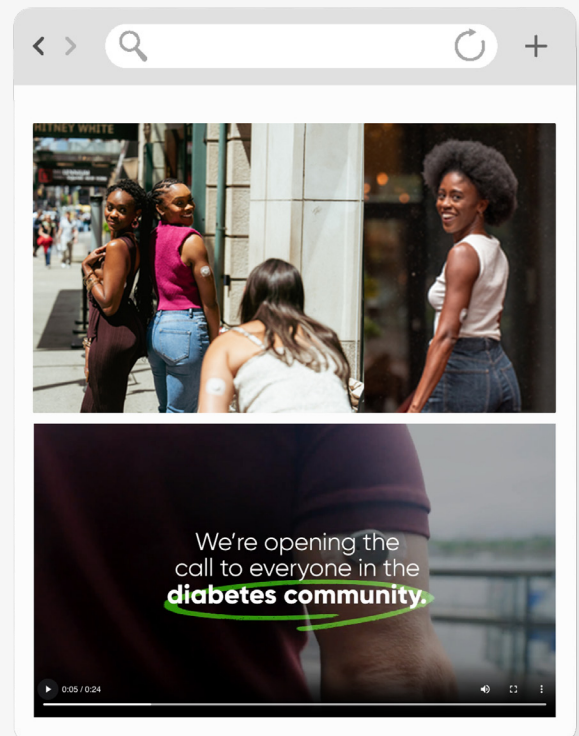
“

I never sought to be the face of diabetes advocacy – I just wanted to share my story and hope that it would connect with people. Over the years, I've learned that using our voices to spread messages of support, hope, and perseverance can have a major impact on people's lives, so I'm proud to support this open call and see Dexcom empower people with diabetes to do even more incredible work in their communities.

”

NICK JONAS

Multi-platinum recording artist, songwriter, actor, and philanthropist



Giving back to the community

In 2025, the Dexcom Grants Committee awarded educational and charitable grants to over 50 organizations.

These grants were awarded to nonprofit organizations, academic institutions, and other philanthropic organizations, consistent with our values and mission to empower people to take control of health.

Some recipients of Dexcom grants include:



CLINICAL TRIALS AND PEER-REVIEWED ARTICLES

Enabling ongoing research and innovation

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

In **2025**, external researchers generated:

90+

peer-reviewed
journal articles

which were supported by the Dexcom investigator-initiated study team. These publications help inform clinical standards of care, support broader reimbursement, and solidify Dexcom as the preferred CGM globally.

In **2025**, we supported:

290+

clinical trials
worldwide

at specialist outpatient clinics, hospitals, and communities. Among these trials were studies looking at CGM outcomes for populations without broad coverage, such as people with type 2 diabetes not on insulin and people without diabetes.

Offering customer choice

We recognize the value of customer choice in diabetes technology.

Therefore, we have prioritized integrating our **CGM technology with multiple third-party insulin-delivery technologies**, as well as software applications. These partnerships allow our customers to simplify their treatment by choosing their preferred insulin pumps or insulin pens.



ADVANCING

stelo by Dexcom



In 2024, we introduced Stelo as the **first glucose biosensor to earn FDA clearance for use without a prescription in the U.S.** This approval broadened our ability to support earlier metabolic health management as any person in the U.S. can now access a Dexcom biosensor, regardless of whether they have coverage.

This past year, we further enhanced the Stelo experience with new software features, broader distribution, and digital health partnerships. This included the launch of our AI-powered Smart Food Logging feature and expanded personalized in-app insights, helping customers better understand how meals, activity, sleep, and other daily choices affect glucose.

STELO HIGHLIGHTS



Personalized, easy-to-use app that provides daily, weekly, and session summary insights



AI-powered Smart Food Logging that lets users take a photo of a meal so the app can automatically identify ingredients and simplify meal tracking



Expanded availability through Amazon, giving customers another convenient way to purchase Stelo directly



In-app learning module that offers tips for glucose management and educates on the correlation between blood sugar with nutrition, exercise, sleep, and more



ŌURA integration that enables users to view glucose alongside sleep, stress, activity, and meal information for a more holistic picture of metabolic health

Importantly, Stelo's progress in 2025 extended beyond new features and partnerships.

As the platform continued to scale, it helped deepen our understanding of the needs of our customers and generated insights that are now informing software development across the broader Dexcom portfolio.



Dexcom U

Surveys show that a diabetes diagnosis can potentially halt and prevent newly diagnosed people from pursuing their athletic dreams.¹

Following the approval of the name, image, and likeness (NIL) policy by the National Collegiate Athletic Association (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 program offers competitors a platform to share their stories, act as role models to other aspiring athletes, and exchange mentorship and support from fellow athletes.

“

There are a lot of misconceptions that come with a diabetes diagnosis, but I'm living proof that when you have the right technology and support system, diabetes isn't a limitation and you can still achieve your goals.

”

BRI CARRASQUILLO

Lacrosse | University of Oregon

¹Dexcom, U.S. data on file

Dexcom U

LEAGUE OF WARRIORS



Listening to our employees

We believe achieving our mission begins with our people.

Therefore, we have created an inclusive workplace that supports diversity of thought, culture, and background. We want to provide an environment where different perspectives can be voiced and heard, and where growth opportunities are available for all employees.

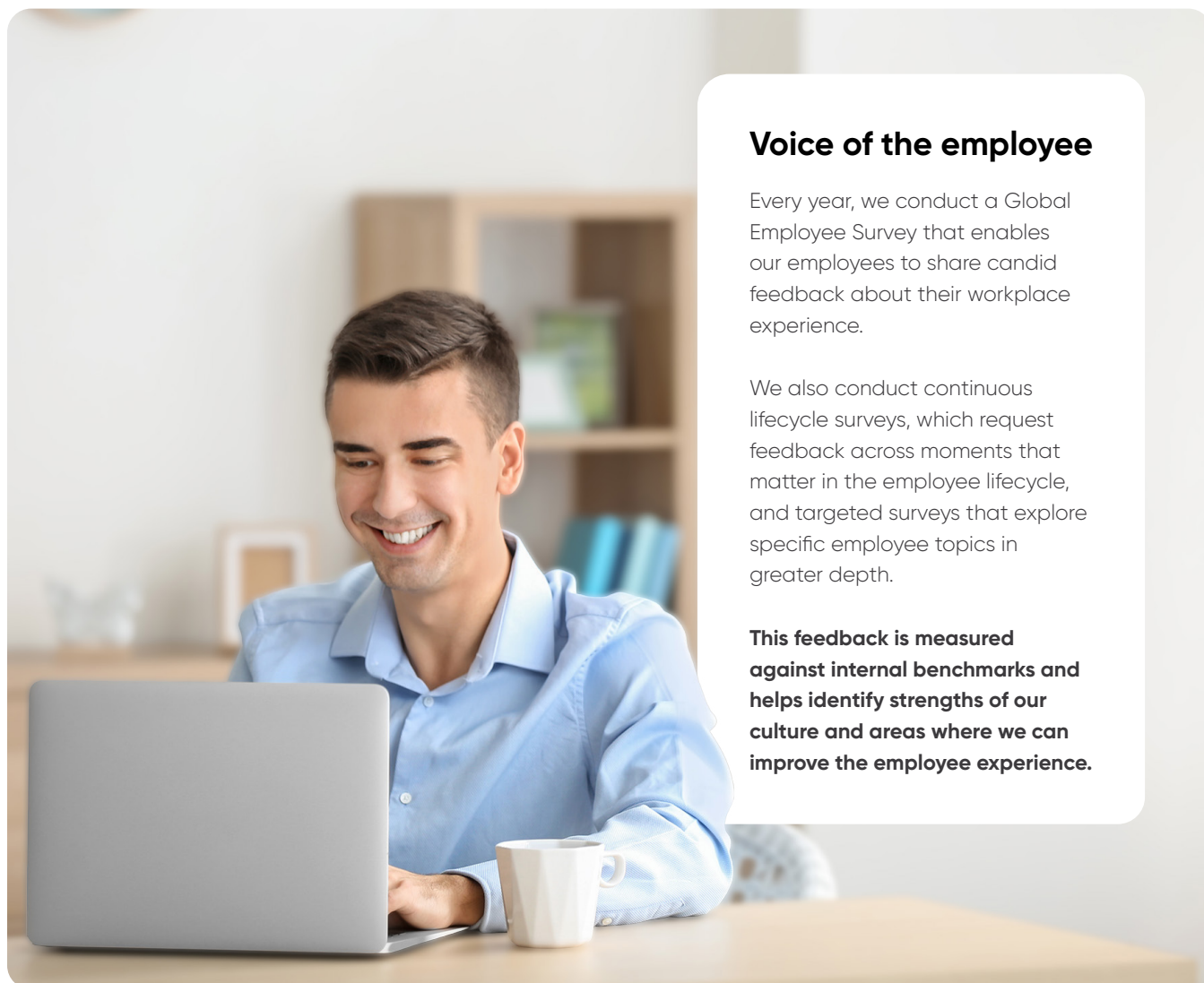
By living our values and working together as a global team, we strive to help our customers, communities, and each other to Discover What You're Made Of.

Voice of the employee

Every year, we conduct a Global Employee Survey that enables our employees to share candid feedback about their workplace experience.

We also conduct continuous lifecycle surveys, which request feedback across moments that matter in the employee lifecycle, and targeted surveys that explore specific employee topics in greater depth.

This feedback is measured against internal benchmarks and helps identify strengths of our culture and areas where we can improve the employee experience.



2025 GLOBAL ENGAGEMENT SURVEY



participated in our
Global Engagement
Survey

SOME HIGHLIGHTS FROM THE SURVEY RESULTS INCLUDE:



Engagement levels remain high across the company, with some of our highest scores for topics such as "I am proud to work for Dexcom" and "I can see a clear link between my work and Dexcom's mission."



In response to previous employee feedback, we **invested in career development opportunities for our employees**. Our 2025 survey showed the result of that investment with significant improvement in our career development scores.



75% of employees agreed that leadership responds to feedback from our employees.

Our participants were also eager to share direct feedback with over **10,000 unique comments** submitted through the survey. These comments expressed a broad appreciation for the ability of Dexcom to cultivate collaboration, equity and inclusion, innovation, and employee development.

We also continued to hear that employees find a sense of purpose and motivation in our company's mission and the people we serve.

Our engagement scores remain very high, far exceeding comparable benchmarks.

	2021	2022	2023	2024	2025
I am proud to work for Dexcom	89%	90%	91%	91%	89%
I can see a clear link between my work and Dexcom's mission	87%	89%	90%	89%	88%
My work gives me a feeling of personal accomplishment	78%	83%	84%	83%	82%

DEEPENING OUR COMMITMENT TO DEVELOPING PEOPLE LEADERS.

We have an unwavering commitment to people leader development. With ongoing initiatives designed to support continuous enrichment, we promote personal and professional growth across our leader base. In particular, coaching, instructor-led classes, and sustainment activities remain cornerstones of our leader development strategy.

Our leaders have embraced these opportunities, helping managers at all levels advance their skill sets, subject matter expertise, and knowledge base.



Supporting our employees and their families*

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



We work to offer consistent benefits across our global locations, including the following offerings for full-time employees who reside 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 (or cash stipend equivalent) to provide employees and their families with financial assistance should an employee become disabled, be unable to work, or pass away.

Mental Health Assistance

We offer access to 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.

Discount Programs

In several countries, we offer employees and their immediate family access to Dexcom CGM Systems at a discounted rate through our CGM discount program. In addition, we offer discounts to ŌURA, Steelcase, Garmin, and other Dexcom partners.

Education Assistance

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

Inspire Wellbeing

Our wellness program, Inspire Wellbeing, intends to help employees and their families who desire to take control of their health and wellbeing. Dexcom focuses on four pillars of wellbeing: mind, body, finances, and community. Through the wellbeing platform, employees can invite up to 5 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, financial, mindfulness, and meditation classes.

Employee Stock Purchase Plan (ESPP)

We provide employees in the U.S., Canada, Australia, the UK, Germany, and Ireland with the opportunity to become shareholders of Dexcom through our Employee Stock Purchase Plan (ESPP). 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.

Employee Assistance Program

We have implemented a no-cost, 24/7 employee assistance program that provides 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 elder care options.

*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.

In addition to these core global offerings, we continue to assess areas of improvement across our locations worldwide. Examples of this commitment include:

PHILIPPINES AND MALAYSIA



On-Site Health Clinic

In our Philippines and Malaysia locations, we offer full-service, on-site clinics where employees can receive basic healthcare services without the inconvenience and disruption of traveling to an off-site healthcare provider.

UNITED STATES



Paid Military Leave

Our headquarter's 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 to military school attendance, annual field training, annual active-duty training, and/or other short-term state or federal tours of active duty (deployment excluded).



Medicare Advisement

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.

FAMILY CARE SERVICES

Maternity, Paternity, and Paid Family Leave

EMEA

We offer a minimum 16 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 12 weeks paid maternity leave and a minimum of two weeks paid paternity leave in Australia and New Zealand.

United States

We noticed gaps in opportunities for child bonding and family care for our U.S. employees, depending on the respective policies of their state. Therefore, we established a uniform and equitable paid family leave program nationwide. This program 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, employees can take the time they need while receiving partial wage replacement.

Family-Forming Benefits

Global

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.

Driving equity

Equity and inclusion are key focus areas for Dexcom, and we are continuously working to advance these practices across our organization.

We report both internally and externally on our gender representation globally, plus racial and ethnic composition in the U.S.

OUR EVOLVING REPRESENTATION

28% of U.S. leaders identify as ethnically or racially diverse*

58% of our workforce in the U.S. identifies as ethnically or racially diverse*

41% of global leaders* are female



As of **December 31, 2025**, we had approximately:

11,000
full-time employees

100
part-time employees

Country	Female	Male	Grand Total	Ethnically Diverse (U.S. Only)*
United States	2,400	2,900	5,300	3,100
International	3,000	2,800	5,800	N/A
Grand Total**	5,400	5,700	11,100	3,100

*All diversity data is self-reported. We capture ethnic diversity data in the United States only, composed 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. U.S. workers who elect not to identify their ethnicity or race are listed as No Data and comprise 2% of total U.S. data. Leader defined as Director and above.
**Includes full-time and part-time employees.

Pay equity

Dexcom is committed to maintaining equitable pay practices and regularly evaluates compensation outcomes across its workforce.

We conduct pay equity analyses for our non-executive employees globally with respect to gender and in the U.S. with respect to race/ethnicity, comparing employees who perform the same or similar work under comparable circumstances and considering factors that may influence compensation.

The results of our most recent analyses showed that employee base salary was within the expected range after accounting for legitimate differentiating factors.



Performance and talent process

In addition to our adjusted pay equity analysis, each year we complete a comprehensive review of how we support employees and managers through performance management cycles.

We offer extensive training and resources to ensure that everyone can perform their best and be recognized and rewarded accordingly. These efforts help us maintain an engaged workforce, while our Talent Acquisition team builds strong candidate pipelines for job openings at all levels.

A YEAR OF CATALYZING INCLUSION AND EQUITY THROUGH OUR LEADERS



National Civil Rights Museum – Corporate Equity Experience

In 2025, many of our global senior leaders participated in the Corporate Equity Program at the National Civil Rights Museum in Memphis, Tennessee. Connecting to the history of the area, leaders experience a deeper connection to the principles of equality and justice. Our leadership left the experience energized and committed to promoting greater equality both within and outside Dexcom.



We also partnered with the Museum to provide similar opportunities for others. On Martin Luther King Jr. Day, Dexcom sponsored free tours of the museum for the public, including special exhibits, free legal counsel for visitors, health clinics, live music performances from local artists, family events, virtual presentations, and much more. We are proud to support this event to reiterate our commitment to our communities and underscore the importance of collaboration in advancing Dr. King's dream of equality for all.

AWARDS AND RECOGNITION



DisabilityIN

Dexcom was named as a **Best Place to work for Disability Inclusion** for the second consecutive year. Results are based on the Disability Equality Index, which benchmarks companies across various categories, including culture and leadership, enterprise-wide access, employment practices, community engagement, and supplier outreach.



Investors in
Diversity

BRONZE



Penang, Malaysia

Dexcom Malaysia continues to strengthen its reputation as an employer of choice in the Penang region after being recertified as a **Great Place to Work™**. Additionally, Dexcom Malaysia received the **ESG Excellence Award 2025 under the Net Zero Industry Category**. This recognition reflects our strong commitment to sustainability and responsible practices.



Manila, Philippines

Dexcom Philippines also earned a **2025 Great Place to Work™** re-certification and was selected as one of the **finalists** for the prestigious **Company of the Year award at the Philippine Financial and Inter-Industry Pride's (PFIP) Bahaghari Awards 2025**. This recognition places Dexcom among the top organizations championing LGBTQ+ inclusion and equity in the workplace.



Athenry, Ireland

Dexcom Athenry achieved **Investors in Diversity Bronze Accreditation** from the **Irish Centre for Diversity**. This recognition demonstrates our commitment to strengthening equity efforts and building towards a more inclusive culture.

HOW EMPLOYEE RESOURCE GROUPS ARE SHAPING OUR CULTURE

Employee Resource Groups (ERGs) are voluntary, employee-led groups designed to foster an inclusive workplace.

These organizations bring together individuals with common identities, interests, or experiences and help amplify the voices of our employees. ERGs provide all employees with opportunities to network and socialize, work on professional development, raise awareness of relevant issues, and more.

Our ERGs frequently host events designed to educate, engage, and foster community. These events have included keynote speakers, cultural celebrations, and networking opportunities.



ABLE
ABLE + Allies



ALMA
Advancing Latin
Members and Allies



DAAN
Dexcom African
Ancestry Network



DAPI
Dexcom Asian and
Pacific Islander



**DEXCOM
PRIDE**



WIN+
Women's Initiative Network



YANA
You Are Not Alone



**DIABETES
UNITED**



**DEXCOM
VETERANS**

A FEW STANDOUT EVENTS IN 2025:

We participated in Pride events in San Diego, Phoenix, Tokyo, Vilnius, Edinburgh, Manila, and Cebu.



San Diego, CA (U.S.)



Tokyo, Japan



Vilnius, Lithuania



Edinburgh, U.K.



Manila, Philippines



Cebu, Philippines

During Black History Month, the **Dexcom African Ancestry Network (DAAN) ERG** highlighted Black American stories, including a virtual tour of the National Civil Rights Museum in Memphis, Tennessee.

DAAN also hosted Rob Edwards, an award-winning film and TV show writer and producer who discussed his career journey.



JOIN OUR

Dexcom Impact Dialogue "From Critic to Champion"

Sabina Nawaz

Global CEO Coach & Advisor,
Author, and Keynote Speaker



In May, we kicked off Mental Health Awareness Month and Asian American and Pacific Islander Heritage Month with an inspiring speaker, Sabina Nawaz, hosted by our **You Are Not Alone (YANA)** and **Dexcom Asian & Pacific Islander (DAPI) ERGs**.

Sabina shared her powerful intersectional story and how everyone can shut down the voice of their inner critic, pursue their dreams, and unleash their most courageous self.

HISPANIC HERITAGE MONTH 2025

The ALMA ERG presents



DR. DIANA RAMOS CALIFORNIA SURGEON GENERAL

Dr. Ramos is the first Latina to serve as California's Surgeon General and brings over 30 years of experience as a physician, public health advocate, and educator.

She will be speaking on how to Advance Health & Wellbeing for ALMA & Allies.



For Hispanic Heritage Month, the **Advancing Latin Members and Allies (ALMA) ERG** hosted a special event with Dr. Diana Ramos, California Surgeon General, who shared her dedication to advancing health equity, reproductive justice, and mental wellness.

Mind



Body



Finances



Community



ERGs hosted multiple activities in support of **2025 Global Wellbeing Week**, including guided meditations, DIY journal decoration, make-your-own aromatherapy, a Futsal tournament, and an informative session on diabetes awareness and nutrition.

WORLD MENTAL HEALTH DAY FIRESIDE CHAT



Pause, Reflect, Reach Out: Mental Health Awareness in the Digital Age



In honor of World Mental Health Day, the **You Are Not Alone (YANA) ERG** hosted a powerful fireside chat exploring Mental Health Awareness in the Digital Age. The conversation featured guest speakers from Dexcom's Behavioral and Translational Science and Clinical Education teams, who shared their expertise on navigating mental wellbeing in an increasingly connected and busy world.



The **Diabetes United ERG** recognized Diabetes Awareness Month by welcoming Dexcom Warrior, actor, and producer, Derek Theler. Derek spoke about living with type 1 diabetes since age three and how the Dexcom community has shaped his journey.



Supplier outreach program

In 2025, our supplier outreach program continued to play an active role in shaping Dexcom's business culture.

We hosted our first booth at the international Disability:IN conference, where we connected with disabled-owned businesses. During this event, Dexcom received the prestigious Disability Equality Index Award, recognizing us as one of the **"Best Places to Work for Disability Inclusion in 2025."**



A highlight of the year was hosting the non-profit life-sciences organization The **Alliance for Science (DA4S)** at our San Diego, California headquarters for a regional GEO Cluster event.

This one-day gathering welcomed more than 70 participants from the medical device, pharmaceutical, and healthcare sectors, along with numerous regional and national suppliers—demonstrating our commitment to local communities and small businesses.



As part of our program's global expansion, we were also one of the **first U.S. corporations to showcase the impact and value of integrating small suppliers into our supply chain at the 25th LogiPharma Conference held in Lyon, France.**

Additionally, in anticipation of the upcoming start of our Ireland factory, we have partnered with the **European Supplier Diversity Program (ESDP)** to engage with small-business suppliers across Europe and advance our inclusive procurement practices.

Discover What You're Made Of



think big

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 rely on painful fingersticks to access their glucose levels?

With the 2018 approval of our Dexcom G6 Continuous Glucose Monitoring (CGM) System, we eliminated the need for customers to fingerstick[‡] to calibrate their CGM. **Based on internal estimates, we believe that Dexcom G6, Dexcom G7, and Dexcom ONE+ have enabled people with diabetes to safely monitor glucose levels while foregoing billions of fingersticks.**

Our commitment to “big-picture” thinking is core to our company’s DNA, and there remains a significant number of people around the world with diabetes who stand to benefit from our CGM technology. Therefore, we continue to enhance our product offerings, expand global access, and extend the benefits of our technology to new populations.

[‡] 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.



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| <p>01 Access to healthcare</p> <p>02 Commitment to a sustainable future</p> <p>03 Biodiversity commitment</p> <p>04 Product stewardship</p> | <p>05 Community and employee engagement</p> <p>06 Commitment to providing a safe working environment</p> <p>07 Injury response and reporting</p> |
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Diabetes represents one of the most pressing healthcare challenges in the world today.

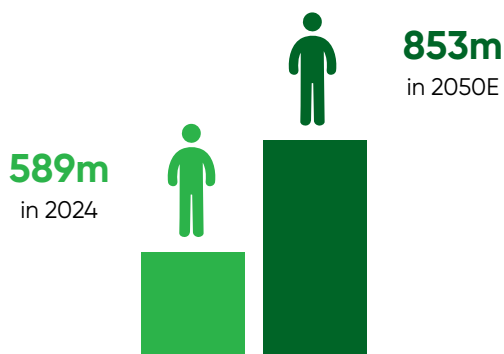
The increasing prevalence of type 2 diabetes can lower the quality of individuals' lives while rapidly increasing global healthcare costs.



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

Diabetes Diagnosis and Cost

Adults (aged 20–79) with diabetes globally²



Prediabetes

Adults (aged 18+) with prediabetes in US³



People diagnosed with diabetes have **~2.6x higher expenses** that those without⁴



More than **1 in 4 U.S. healthcare dollars** are spent on people with diabetes⁴

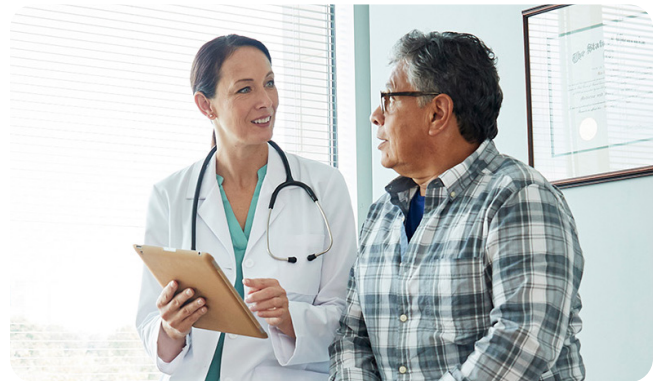
²IDF Atlas, 11th Edition (2025)

³CDC National Diabetes Statistics Report (2024)

⁴American Diabetes Association, "Economic Costs of Diabetes in the U.S. in 2022"

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.



Our Global Access team regularly engages with government and private payors, along with certain regulatory bodies, to advocate for the millions of people with diabetes worldwide — demonstrating the economic and quality-of-life benefits associated with Dexcom CGM technology. We continue to evaluate partnerships and strategies to broaden access to our technology.



Reducing barriers to therapy

In the U.S., we have proactively engaged payors with offers to lower the cost of treatment in exchange for broader access to our CGM technology. As a result, we have successfully advanced the following initiatives:

PHARMACY ACCESS

We recognize that the pharmacy channel offers a high-quality experience for Dexcom customers and prescribing clinicians. Given the importance of this sales channel as our business evolves, we have taken significant steps to broaden pharmacy access for our customer base. The majority of Dexcom customers who receive supplies through the pharmacy channel pay less than \$20 per month.

REMOVING UPFRONT BARRIERS

Historically, certain insurance providers have required documentation before providing coverage for CGM products. We have advocated for the removal of such requirements to reduce the administrative burden of accessing our products, even at the cost of lower reimbursement for Dexcom.

Similarly, in certain reimbursed international markets, we found access was 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. A pricing committee consisting of senior leaders across several functions meets regularly to assess key decisions and access opportunities.



Reducing barriers to therapy (cont.)

ACCESS FOR CUSTOMERS WITH TYPE 2 DIABETES ON INSULIN AND/OR AT RISK OF HYPOGLYCEMIA

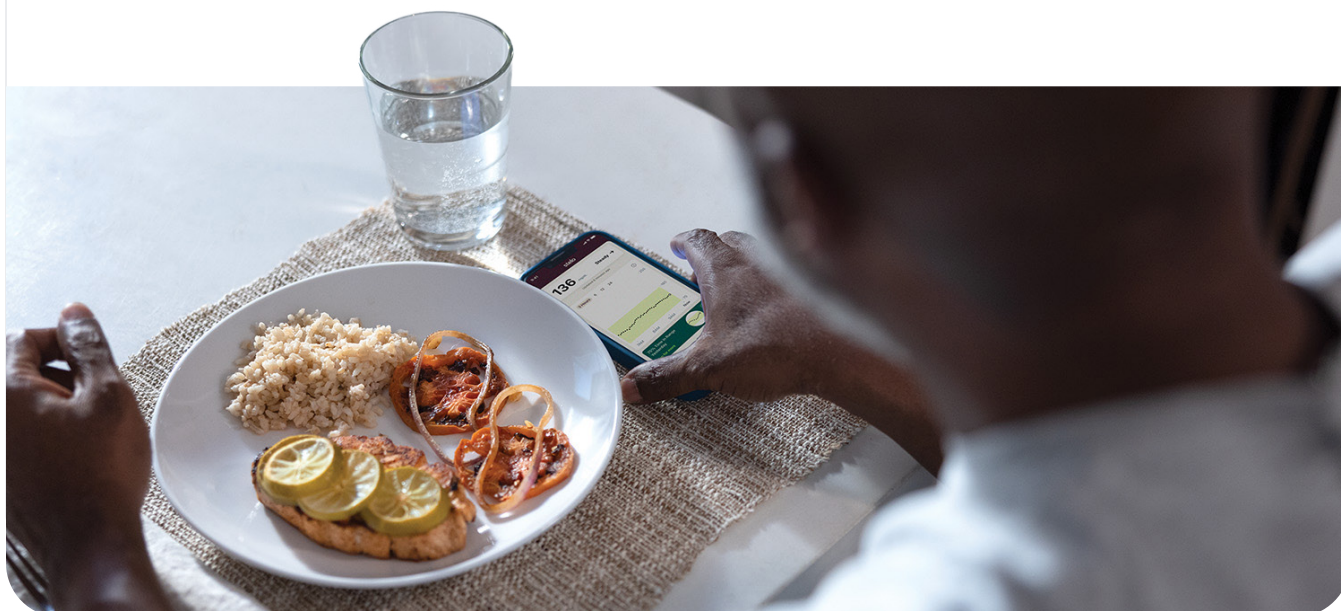
We have produced the key clinical evidence demonstrating the value of CGM for people with type 2 diabetes. As the category initially developed, most of this work was focused on documenting the impact of Dexcom CGM for people on intensive insulin regimens (taking both mealtime and basal insulin), and CGM has been considered standard of care for this population for years.

More recently, we helped drive a change to the treatment paradigm for those on less intensive insulin regimens, including people taking basal insulin only. To support this, we ran a clinical trial called MOBILE⁵ that studied the effectiveness of Dexcom CGM for this population. This study showed that Dexcom CGM helped deliver a significant improvement in glycemic control along with high levels of customer engagement. This dataset helped reshape the clinical perspective on treating type 2 diabetes and became the cornerstone of our advocacy work for broader reimbursement.

Shortly after MOBILE was published, our type 2 coverage started to build. In April 2023, the Centers for Medicare & Medicaid Services (CMS) established reimbursement for people with type 2 diabetes using basal insulin only, as well as for certain non-insulin using individuals who experience hypoglycemia. Commercial payors also quickly followed suit, and, by year-end, broad commercial coverage was available for the basal population.

This new coverage has also helped create a broader appreciation of Dexcom CGM's ability to drive behavior modification, which is viewed as a key component of the type 2 diabetes treatment paradigm. We are currently working to build on this clinical momentum and advocate for even broader type 2 reimbursement.

⁵ <https://jamanetwork.com/journals/jama/fullarticle/2780593>





Reducing barriers to therapy (cont.)

EXPANDING TO THE BROADER TYPE 2 DIABETES POPULATION

To address the global diabetes epidemic, we believe we must bring Dexcom CGM technology to all people with type 2 diabetes, including those who are not taking insulin. As a result, we are again leading the effort to establish coverage for this large population and have started to build a convincing body of evidence on this front.

For example, at the American Diabetes Association's 2025 Scientific Sessions, our team presented data highlighting our ability to drive better outcomes among this population. This included real-world data from the Dexcom Global Registry,⁶ which showed a significant improvement in A1C at 3 and 6 months for a group of people with type 2 diabetes not using insulin and treated within primary care.

We are actively working to build on this dataset with several trials underway, including a randomized controlled trial (RCT) for people with type 2 diabetes who are not on insulin, which will read out in 2026. We expect to pair this trial's readout with a collection of real-world evidence and economic outcomes data to build a clear case for full type 2 coverage.

In response to this growing evidence base, during 2025 we secured coverage for people with type 2 diabetes not using insulin across the national formularies of the three largest commercial PBMs in the U.S. This equated to access for approximately 6 million non-insulin type 2 lives. We are now building on this momentum through ongoing advocacy work and the expansion of our type 2 evidence base.

⁶ https://diabetesjournals.org/diabetes/article/74/Supplement_1/1495-P/158908/1495-P-Improved-A1C-in-People-with-Non-Insulin





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 25 additional states, closing 2025 with 48 states that offer Dexcom CGM Systems to certain eligible members.

Importantly, we have also expanded our level of coverage within these states in recent years. This has included significant new state Medicaid coverage for people with type 2 diabetes using basal insulin only, people with type 2 diabetes not using insulin and at risk of hypoglycemia, and women with gestational diabetes. In fact, we have now established Medicaid coverage for the significant majority of each of these customer populations.

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, type 2, and gestational diabetes at a time when glycemic control is critical.

Gestational diabetes affects nearly 10% of pregnancies in the U.S. each year.⁷ With fingersticks as the current standard of care, there is a significant opportunity to enhance the quality of care while simultaneously enhancing the quality of life for expectant mothers. Instead of receiving a limited picture of one's glycemic control, Dexcom CGM can provide expecting mothers with real-time information that can support better lifestyle decisions and behavior change.

In recent years, state Medicaid programs have recognized the potential for better care of gestational diabetes, and now the majority of states cover CGM for this condition. With approximately 40% of births each year insured by state Medicaid programs,⁸ these decisions carry an outsized impact on the care landscape for this market.

⁷ Estimate sourced from CDC

⁸ Medicaid Birth Data





Reducing barriers to therapy (cont.)

GLOBAL ACCESSIBILITY

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

Similar to our access efforts in the U.S., we leverage our growing evidence base to advocate for broader coverage in international markets. In recent years, we received several positive coverage decisions for our Dexcom CGM Systems, including expanded coverage in Australia, New Zealand, Canada, France, and Japan.

Our recent expansion of Dexcom ONE+ reimbursement in France for the basal population was particularly noteworthy, as this became only the second international market to establish broad Dexcom CGM coverage for anyone taking insulin.

This is a great example of how Dexcom ONE+ enhances our international opportunity. Dexcom ONE+ leverages our Dexcom G7 hardware but utilizes different software to provide a distinct 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.

This has meaningfully broadened our reach within several of our markets. Certain geographies, such as the UK, Spain, and France, have tiered reimbursement structures that offer different products to meet different customer needs. While we historically had been limited to serving higher-risk reimbursement tiers, our Dexcom ONE+ platform has enabled us to slot into the broad market tiers of these reimbursement systems.

Dexcom ONE has also proven to be a great fit for markets with limited reimbursement. By leveraging our e-commerce platform and simplifying our service model, we can offer the proven performance of Dexcom CGM to these markets at an affordable, cash-pay price. Importantly, this approach has also led to reimbursement in several markets. We have now launched Dexcom ONE into multiple countries on a cash-pay basis and seen the local health systems establish coverage once they recognize the clinical value and efficacy of Dexcom CGM.





Advocating for data interoperability

Through long-standing collaborations with leading insulin-delivery companies, Dexcom has emerged as a pioneer of patient choice and open-architecture platforms. Our software solutions enable third-party developers to integrate Dexcom CGM data into their digital health apps and devices.

Our interoperability strategy is guided by the belief that no customer should be restricted from using our CGM technology, regardless of their preferred method of insulin delivery.

We continue to support device interoperability by maintaining an open-architecture platform for [developers](#) and exploring additional collaborations with corporations and nonprofit organizations. Our growing software ecosystem supports our commitment to interoperability and customer choice. These solutions provide Dexcom CGM users with greater variety in how and where 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 100 partners
that connect to our
API infrastructure and
hundreds of thousands
of users who leverage
this connectivity to
engage with their
CGM data in
third-party apps.





Expanding manufacturing capabilities

As the worldwide demand for Dexcom CGM technology continues to grow, our Global Operations team has focused extensively on scaling additional manufacturing capacity to increase the number of markets we serve.

Our two primary manufacturing facilities today are in Mesa, Arizona, and Penang, Malaysia. These two facilities leave us well-positioned to support our near-term growth and cost ambitions. In 2024, we also broke ground on a new manufacturing facility in Athenry, Ireland, which will further diversify our global footprint and provide more direct support to our European markets.

By expanding our ability to produce sensors, we are establishing the foundation to benefit more customers over the short and long term.



Designing products for scale

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

We are also pursuing several initiatives to reduce manufacturing costs, which can provide greater flexibility to enter more price-sensitive markets. This includes our ongoing work to extend sensor wear time from 10 to 15 days across our product portfolio.

This past year, we launched the Dexcom G7 15 Day System in the U.S., which represented an important step forward for the customer experience and our cost profile. We are now working to extend this 15 Day wear time across our global product portfolio.

In addition to providing significant cost and access benefits, this move can meaningfully reduce our emissions profile. Extending the sensor wear time to 15 days across our product portfolio could enable our customers to manage their diabetes while reducing their sensor consumption by approximately 30%. We look forward to advancing this program as a key component of our cost, access, and environmental efforts.





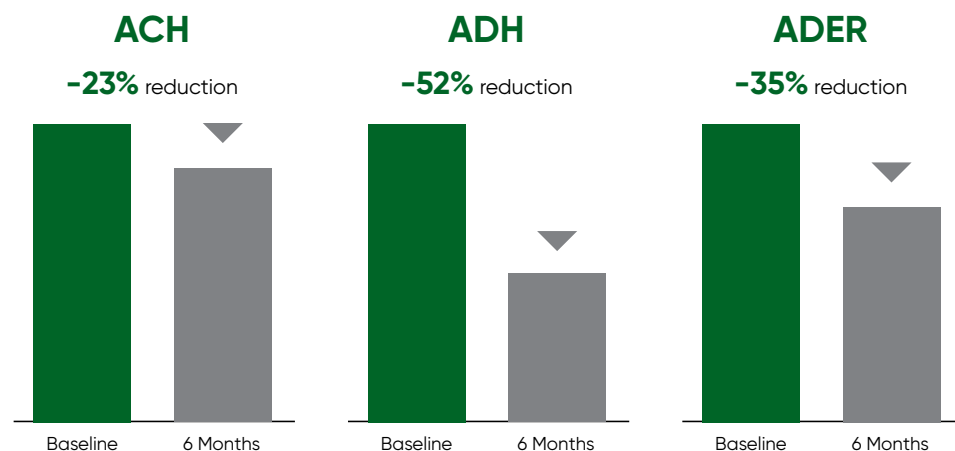
Demonstrating economic outcomes

In addition to clinical outcomes, we are working extensively to further demonstrate the ability of Dexcom CGM technology to generate economic savings in the global healthcare system. A preliminary pilot study conducted by Intermountain Healthcare demonstrated improvements in clinical outcomes, healthcare 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 fingersticks.⁹

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 of \$424 in monthly per-person spending.¹⁰

In 2024, a new economic analysis was published in *Diabetes, Obesity and Metabolism* that represented the largest real-world data set to date on this topic. In a study of nearly 75,000 people with type 2 diabetes, CGM use demonstrated improved glucose control and a significant reduction in healthcare resource utilization over six-month and one-year periods.¹¹

Across this group, CGM use drove meaningful reductions in all-cause hospitalization (ACH), acute diabetes-related hospitalizations (ADH) and acute diabetes-related emergency room visits (ADER). Please refer to the infographic below for a comparison of outcomes.



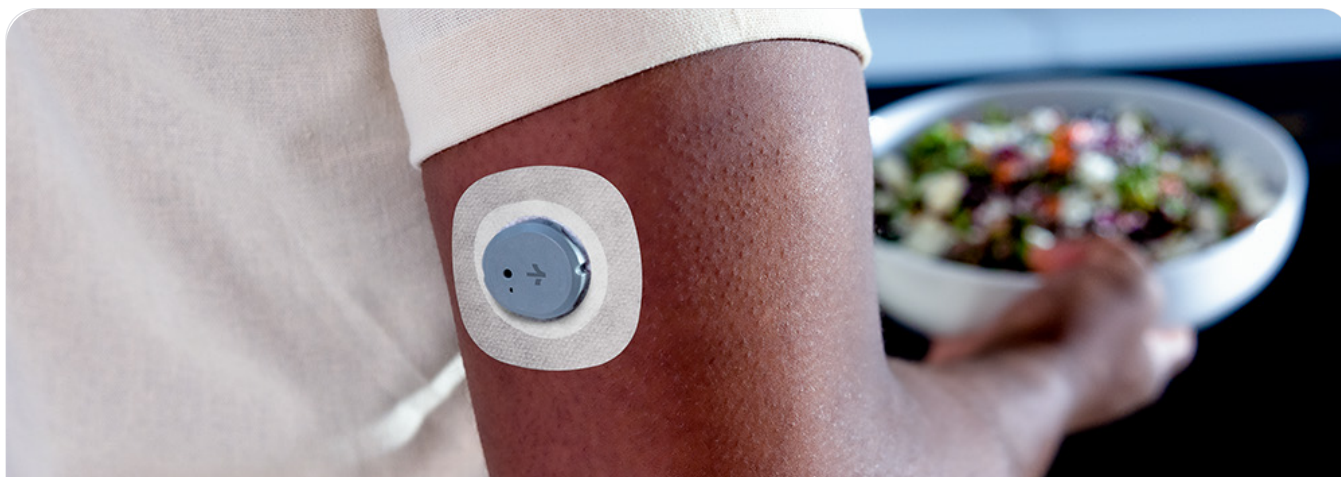
These results add to the significant body of evidence we have amassed in support of health and economic outcomes for people with diabetes.¹²

⁹ Isaacson et al. Journal of Diabetes Science and Technology. September 2020

¹⁰ <https://www.hcplive.com/view/real-time-cgm-use-associated-with-reduced-medical-costs-in-patients-with-type-2-diabetes>

¹¹ <https://dom-pubs.pericles-prod.literatumonline.com/doi/10.1111/dom.15866>

¹² See for example [UK Health Economic Analysis](#); [France Health Economic Analysis](#)



Expanding to broader metabolic health and targeting chronic disease prevention

In addition to serving more people with diabetes, we see an opportunity for CGM to be integrated sooner in care plans to support broader population health and help prevent disease onset. With more than 100 million people with prediabetes in the U.S. alone, and many more looking for better insights into managing their metabolic health, we see a significant opportunity ahead.

The 2024 launch of our first over-the-counter product, Stelo, was an important step in this direction because it enabled any adult in the U.S. to access a Dexcom biosensor. Soon after Stelo launched, we saw significant demand coming from both the prediabetes and health-and-wellness markets, and we are now working to build on that interest with new functionality and more personalized insights.

We also see a pathway to build health outcomes evidence beyond traditional diabetes metrics. Early studies have shown that CGM can drive improved cardiometabolic health for people with type 2 diabetes,¹³ and we plan to explore these types of outcomes across broader populations. We look forward to advancing this work and pursuing additional indications over time.



Building evidence to support future indications and serve in new settings

As noted previously, the approval of Dexcom G7 for use during pregnancy was an important first step to better serve expectant mothers with gestational diabetes. To support broader access, we have initiated several ongoing studies incorporating Dexcom CGM into gestational diabetes care, which we expect to demonstrate improved health outcomes for both mother and child. We believe real-time CGM can provide a better solution to diagnose and manage gestational diabetes, and we will advocate for greater coverage over time.

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

¹³ <https://pubmed.ncbi.nlm.nih.gov/38680050/>

Commitment to a sustainable future

Dexcom is committed to integrating sustainable practices across our operations.



This commitment is grounded in our Environmental, Health, Safety, and Sustainability (EHSS) Policy, which guides our employees in creating safe, healthy, and environmentally responsible workplaces. We require all employees to complete mandatory training aligned with this policy to ensure company-wide accountability. We also extend these expectations to our contractors, who are required to adhere to the same EHSS standards and procedures.

To support our environmental goals, we have implemented a robust Environmental Management System (EMS) designed to identify, manage, and reduce environmental impacts across our operations. Through this system, we work to minimize resource consumption, improve operational efficiency, and actively monitor our environmental footprint.

Dexcom's three-pronged approach to sustainability



Reduce the environmental impact of our products



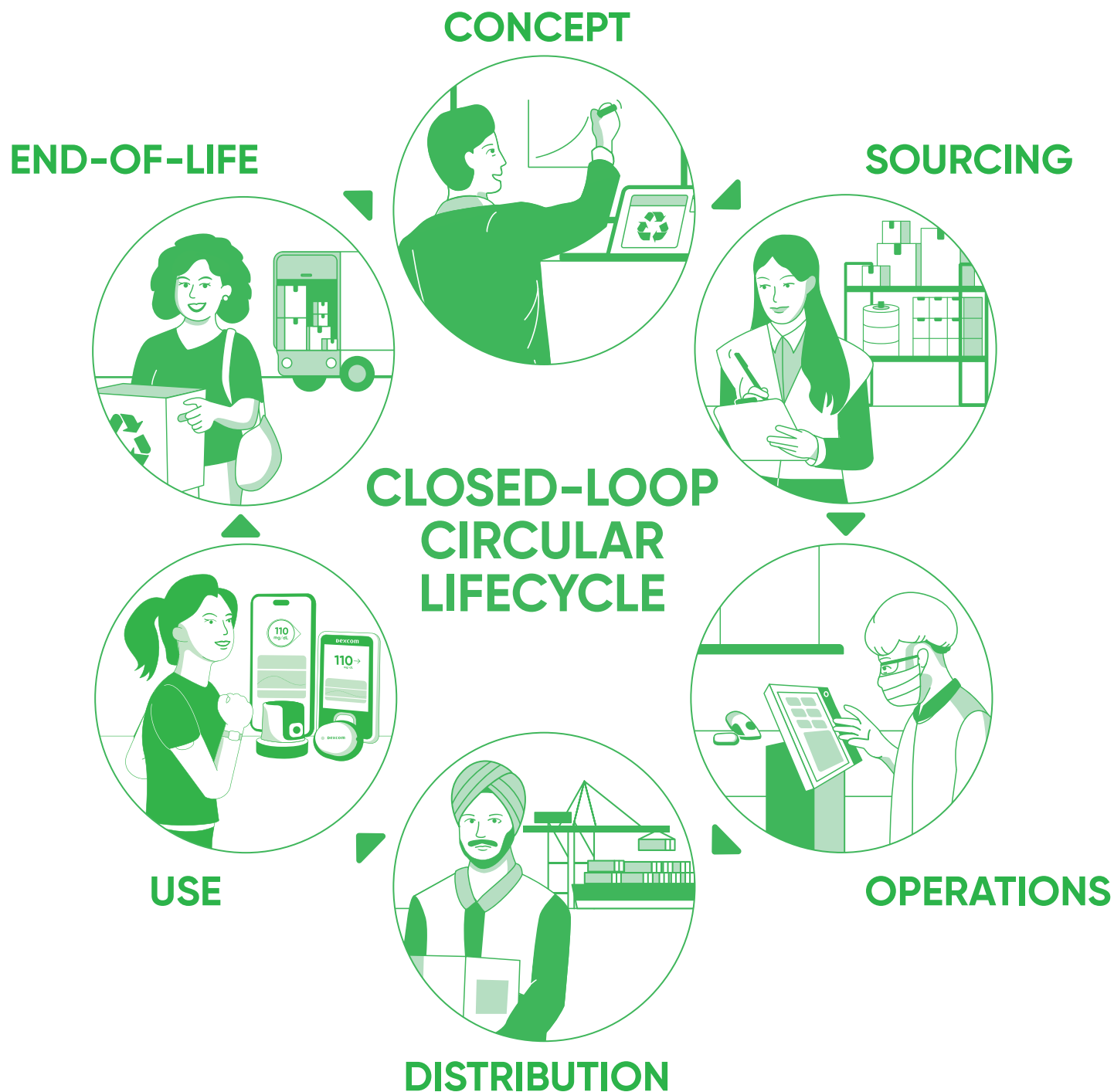
Drive efficiencies throughout our facilities



Be transparent with our progress



We have integrated circular economy practices into our operations, with a focus on the core pillars of **REUSE, RENEW, AND RECYCLE**. Our structured six-step approach is outlined below, through which we aim to create more sustainable products.



Our Corporate Sustainability Steering Committee provides high-level oversight of our environmental and climate-related initiatives.

The committee is comprised of senior leaders from our Finance, Commercial, People & Culture, Legal & Compliance, and Operations teams and supports the integration of environmental practices across the business.



Climate



Energy



Water



Waste

Our Environmental Sustainability Group, composed of leaders from our R&D, Global Operations, and Commercial departments, focuses on developing company-wide environmental strategies to improve efficiency and minimize environmental impact. This group works in coordination with the Corporate Sustainability Steering Committee to support environmental initiatives.



Climate change and greenhouse gas emissions

In recent years, we have continued to enhance the scope, quality, and transparency of our environmental disclosures.

As part of this effort, we strengthened our greenhouse gas (GHG) reporting practices and established 2023 as the baseline year for our comprehensive Scope 1, Scope 2, and Scope 3 emissions inventory.

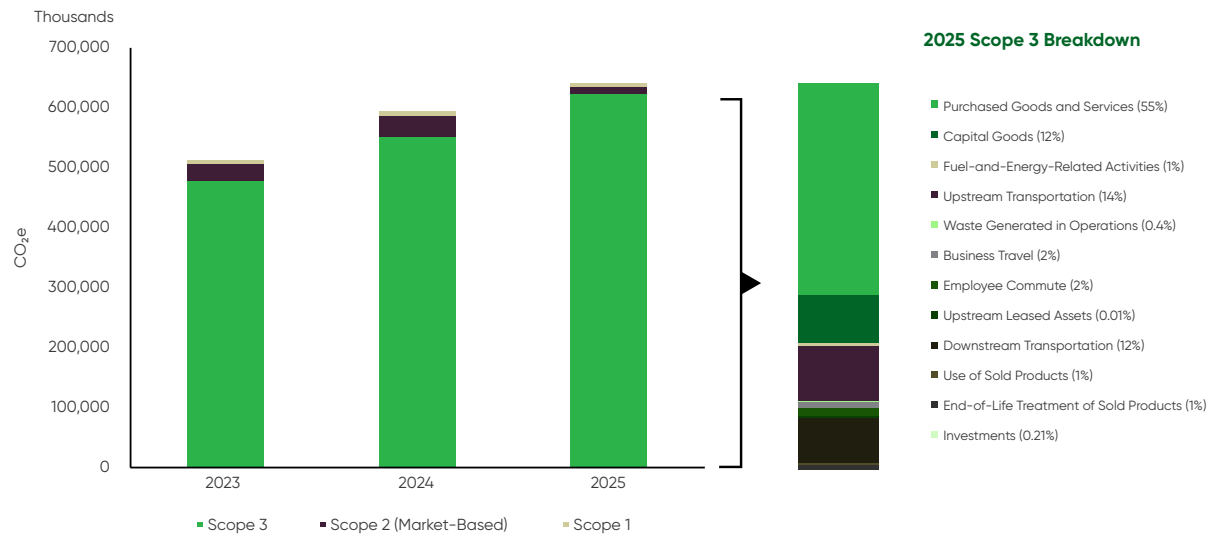
In 2025, we established our first GHG emissions reduction targets, marking an important milestone in our sustainability journey. The targets encompass Scope 1 and Scope 2 emissions and include a supplier engagement target for Scope 3 emissions. Aligned with Science Based Targets initiative (SBTi) methodologies and a 1.5°C pathway, these targets provide a clear framework for advancing our emissions reduction strategy. To enhance transparency and stakeholder confidence, Dexcom has received independent third-party limited assurance over its GHG emissions inventory for reporting years 2020–2025. The corresponding assurance reports are publicly available on [Dexcom's Sustainability website](#).

Scope 1 & 2 Target

Dexcom commits to reduce absolute Scope 1 & 2 GHG emissions 55% by 2033 from 2023 base year

Scope 3 Target

Dexcom commits that 68% of its suppliers, based on spend covering purchased goods and services, capital goods, and upstream transportation and distribution, will have emission reduction targets by 2030



We also continue to enhance data quality, transparency, and accountability across our environmental programs. As part of this effort, we obtained third-party limited assurance for our GHG inventory for fiscal years 2020 through 2025, with Scope 3 emissions included beginning in 2023. In addition, during 2025 we further strengthened our environmental data management capabilities by transitioning to a new reporting platform featuring enhanced auditing, validation, and internal control functionality.

Building on these efforts, we completed a climate transition plan in 2025 that outlines our approach to managing climate-related risks and opportunities. This plan will support our emissions reduction targets and help guide our long-term climate strategy.

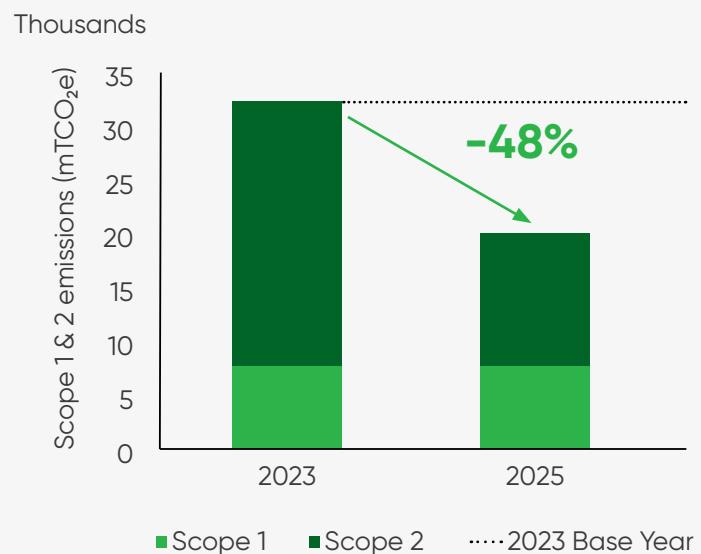
We continue to align our disclosures with leading frameworks, including the Task Force on Climate-Related Financial Disclosures (TCFD), International Sustainability Standards Board (ISSB) standards, and the CDP Climate Change Questionnaire.

These frameworks support transparent communication of our climate-related performance, risks, and opportunities and enable meaningful engagement with key stakeholders.



Dexcom Scope 1 & 2 Target Progress

Scope 1 & 2 Emissions Reduction Progress



SUSTAINABLE INFRASTRUCTURE



In 2025, construction continued on our new manufacturing facility in Athenry, Ireland, with sustainability embedded across the project lifecycle—from planning and design through development.

This approach reflects our commitment to integrating environmental considerations into our facilities, helping to improve operational efficiency, support sustainable growth, and reduce environmental impacts as we expand our global footprint.

The site was designed as a fully electric facility, eliminating the need for on-site fossil fuel consumption. It will also feature approximately 2,000 solar panels and include 100 electric vehicle charging stations for employees. We expect this facility to become fully operational in late 2026.

EFFICIENTLY OPERATING TO REDUCE OUR CARBON FOOTPRINT

As part of our commitment to operational efficiency and environmental stewardship, we continue to identify opportunities to reduce the environmental impact of our supply chain and product distribution.

By leveraging a transportation management system, optimizing temperature-controlled transportation, partnering with EPA SmartWay carriers, and working with suppliers on logistics improvements such as double stacking, we have improved shipping efficiency and helped reduce our transportation-related emissions. We also continue to divert waste from landfills wherever feasible.



Renewable Energy through solar panels at Penang, Malaysia

As part of our commitment to reducing Scope 2 emissions and transitioning toward renewable energy, we leverage on-site solar at our Malaysia manufacturing facility. In 2025, these panels generated over 4,200,000 kWh of renewable energy, further supporting the integration of clean energy into our operations.



Energy efficiency

We remain committed to improving energy efficiency throughout our operations.

As part of this effort, we have partnered with local utility vendors to implement energy-saving initiatives at our sites. These partnerships support a comprehensive understanding of site-level energy use and help identify opportunities to reduce consumption while maintaining operational performance.

In 2025, we implemented several energy efficiency projects at our facilities, resulting in energy savings:



San Diego, California

CER airflow optimization:

We reduced air change rates while maintaining required air quality standards, significantly lowering HVAC energy demand.

AC unit replacement:

We replaced inefficient air conditioning units with higher-efficiency systems to reduce overall energy consumption.

Lighting retrofit:

We upgraded fluorescent lighting to more efficient alternatives in low-occupancy areas to reduce electricity use.



Penang, Malaysia

Smart lighting upgrades:

We implemented automated and energy-efficient lighting controls to reduce unnecessary electricity use.

These 2025 projects resulted in an estimated avoidance of 816,053 kWh.



Water stewardship

Although our manufacturing sites use relatively low volumes of water, we remain committed to responsible water use across our operations.

We routinely assess water-related risks and implement efficient water management practices at our facilities to support sustainable water use.

We use the World Resources Institute's (WRI) Water Risk Atlas to evaluate water risk at our manufacturing locations. According to the WRI Water Risk Atlas, our manufacturing sites are located in regions with varying levels of water risk: San Diego is categorized as extremely high risk, Mesa, Arizona as high risk, and Penang, Malaysia as low-to-medium risk.

WATER-CONSERVATION INITIATIVES

In Mesa, we implemented **water softening systems** to support water conservation efforts in Arizona. This has helped reduce water usage across our sites by approximately **1.1 million gallons annually**.

Our facilities implement **local, low-water-intensive landscaping** where feasible.



The Ireland site utilizes rainwater harvesting systems and operates an on-site water treatment plant to support responsible water management.



The Penang, Malaysia facility uses water-efficient cooling systems and domestic water systems designed to reduce overall water consumption.



Waste management

Dexcom is dedicated to reducing waste and improving resource efficiency through an integrated management approach.

Our core areas of focus include domestic waste, cafeteria waste, packaging materials, manufacturing waste, and personal protective equipment (PPE).



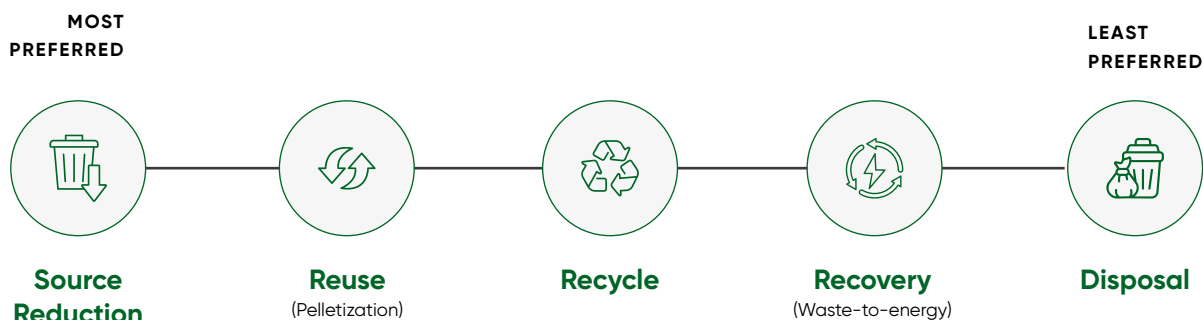
In 2025, we continued to strengthen waste diversion efforts through operational improvements and localized initiatives.

Notably, our Malaysia site achieved over 90% waste diversion, meeting Dexcom's internal definition of Zero Waste.

This accomplishment can serve as a leading example of successful waste reduction and diversion across our global operations.

Circular economy approach

Our waste-reduction practices follow the core principles of the waste hierarchy system. This framework helps us evaluate and prioritize our waste-management solutions based on their environmental benefits. In line with this system, we remain focused on minimizing waste generation at its source and maximizing waste diversion away from landfills.



WASTE PROJECTS & INITIATIVES



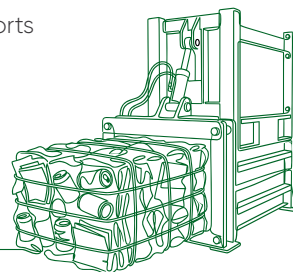
Repurposing plastic applicators

In 2022, we began sending plastic applicators discarded from our manufacturing operations to a reprocessing plant, where they are recycled and transformed into reusable pelletized plastics. The resulting plastic pellets, also known as post-consumer resins, can subsequently be used in the production of new plastic products.

Since this program was launched
~ 2.5 million pounds
of discarded applicators were repurposed

Baler recycling

In 2025, we installed a plastic baler at our Mesa facility to enhance our recycling efforts and reduce the volume of plastic materials we send to landfill. This baler compacts plastic bags and other soft plastics on-site, improving the efficiency of material handling, transportation, and recycling. Through this initiative, **approximately 100,000 pounds of plastic were diverted through recycling in 2025**, supporting increased material recovery and strengthening our waste management practices.



In 2025, our Malaysia facility continued its food waste composting program, converting organic waste generated from the on-site cafeteria into fertilizer rather than sending it to landfill. Through this initiative, **approximately 34,000 pounds of food waste were composted during the year**, supporting increased waste diversion, resource recovery, and responsible management of organic materials.



Glove recycling

Launched late 2023, cleanroom employees began separating contaminated gloves into specific bins that can be picked up by a waste vendor and recycled accordingly.

In 2025

~24,000 pounds

of gloves were diverted from landfill and recycled through this program

San Diego and Mesa plastic bag recycling

In 2025, our San Diego and Mesa facilities expanded their plastic bag diversion efforts by collecting plastic bags on-site and donating them to Ronald McDonald House, where they are repurposed as trash can liners. Through this initiative, **approximately 2,700 plastic bags were diverted from the waste stream during the year**. Plastic bags not suitable for reuse were recycled through a specialized vendor and used in the production of composite decking materials.



Sensor wire recycling

In 2025, our Mesa and San Diego manufacturing facilities expanded material recovery efforts by recycling rejected sensor wires through a hydrometallurgical process that enables the extraction and recovery of valuable metals. Through this initiative, **approximately 17 pounds of sensor wire waste were diverted from disposal and recycled during the year**.



OPERATIONAL WASTE FOOTPRINT

Increase in overall waste diversion rate



Reflecting meaningful progress in diverting waste away from landfill. This reflects continued improvement in our waste diversion performance, supported by the expansion of our applicator recycling program and the implementation of additional waste reduction initiatives across our sites.

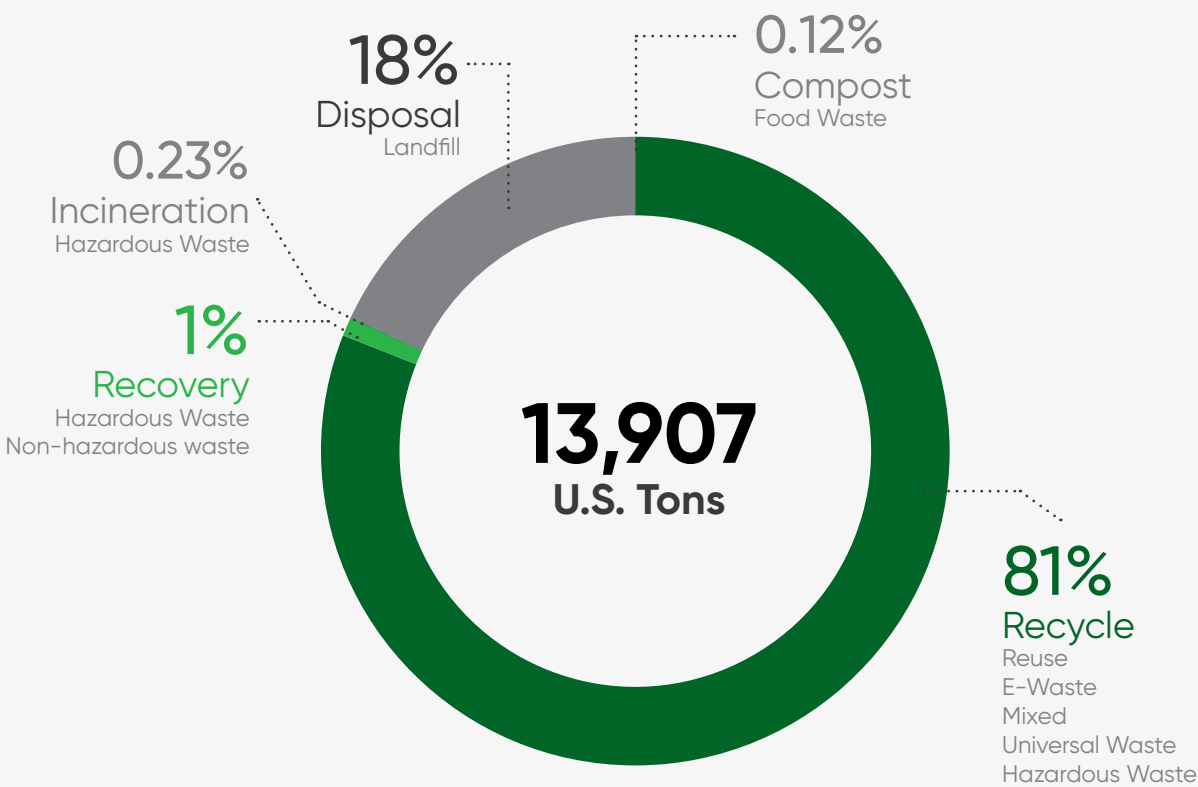
Total waste generated across global operations increased from 7,742 U.S. tons in FY2024 to 13,907 U.S. tons in FY2025.

This increase is primarily attributable to continued business growth, including increased production volumes associated with scaling G7 manufacturing, particularly at the Malaysia site.

As production expanded, higher volumes of packaging materials—such as carton and plastic waste streams—were generated. Despite this increase in total waste, Dexcom significantly improved its waste management performance.



Waste generated in 2025 at global facilities



Note:
Operational Waste refers to waste generated at manufacturing and warehouse facilities.
Values shown in graph are rounded for clarity.





Biodiversity commitment

Dexcom remains committed to preserving biodiversity and protecting local ecosystems by incorporating global best practices into our operations and development projects.

We aim to minimize potential environmental impacts and thoughtfully integrate our facilities into the communities and landscapes in which we operate.

As mentioned above, biodiversity considerations were incorporated from the earliest stages of the planning and design of our Ireland facility. This facility includes a range of biodiversity-focused initiatives intended to protect and enhance local ecosystems.

INITIATIVES:



Habitat Enhancement

Approximately 17,000 trees were planted as part of site landscaping to support local ecosystems and green space.



Wildlife Support

Bat and bird boxes were installed across the site to provide habitat and support local wildlife presence.



Soil Management

Construction was completed with no soil removal and no landfill disposal, supporting responsible land use.

Product stewardship

At Dexcom, product stewardship encompasses the responsible management of product safety, quality, and environmental considerations throughout the product lifecycle—from design and development through end-of-life.

By embedding sustainable principles into product design, we seek to minimize environmental impact, reduce risks from harmful chemicals, and comply with global regulations.

To support these efforts, we use a third-party substance database to identify and manage restricted and regulated substances across our supply chain. Our compliance processes include reporting to databases like the EU SCIP database for REACH-regulated materials and removing restricted substances from our products prior to commercialization.

DESIGN FOR ENVIRONMENT

During 2025, we launched our first Design for Environment (DfE) program.

This program establishes a global framework for integrating environmental specifications into product design and development, encouraging product sustainability to be included throughout the full product lifecycle.

It also defines requirements that span from concept feasibility through launch and end-of-life and applies to all products, components, and packaging. It focuses on key environmental pillars, including product compliance, energy efficiency, waste management, sustainable material selection, circular economy principles, and eco-design, with cross-functional collaboration between R&D, EHSS, and Procurement to assess materials and verify environmental attributes at each development phase.

As part of this framework, our product stewardship efforts to minimize hazardous chemicals and substances of concern are integrated into the DfE program, enforcing chemical restrictions aligned with global regulations such as **EU WEEE, EU REACH, EU RoHS, the EU Packaging Directive, EU Persistent Organic Pollutants (POP), and California Proposition 65 among others.**

Extended Producer Responsibility (EPR)

Dexcom embraces EPR policies by ensuring the compliant collection, management, and recycling of products and materials at end of life across applicable jurisdictions, including the EU and Canada. Our approach addresses key waste streams—packaging, batteries, electronic equipment, and sharps—promoting responsible disposal practices and contributing to a circular economy.



CONFLICT MINERALS

We are dedicated to the responsible sourcing and transparent reporting of conflict minerals.

In our commitment to ethical sourcing, Dexcom achieved a 100% supplier response rate for conflict minerals. Our [Conflict Minerals Policy](#) covers the requirements.

LIFE CYCLE ASSESSMENT

In 2025, we completed a comprehensive Life Cycle Assessment (LCA) of our continuous glucose monitoring (CGM) portfolio to evaluate environmental impacts across the full product lifecycle. Conducted in accordance with ISO 14040 and ISO 14044 and verified by an independent third-party, this assessment followed a cradle-to-grave approach, encompassing raw material extraction, component manufacturing, product assembly, sterilization, packaging, distribution, use, and end-of-life management.

Each of our products was modeled individually using a defined functional unit representing a CGM system over its intended use period, with consideration of product lifetimes and usage profiles. The study incorporated both facility-level data and detailed process-specific inputs, including bill of materials, manufacturing parameters, and logistics assumptions, to improve accuracy.

Through this assessment, we identified the sources of emissions across the product lifecycle, including manufacturing, distribution, and end-of-life management. These findings provided valuable insights that will help inform future product development and emissions reduction efforts.

This study also demonstrated that a 32% reduction in carbon footprint was achieved by extending our Dexcom G7 product wear time from 10 to 15 days.

Dexcom will continue to focus on process improvements and product development initiatives to further reduce emission factors, using this LCA as a guide for ongoing sustainability enhancements.

Recycled content in packaging

With sustainability in mind, Stelo packaging is made of certified recycled paperboard per [RPA-100%](#).



Community and employee engagement

We are proud to have a passionate and engaged employee base that remains committed to advancing a more sustainable future.

Across our global workforce, we encourage our teams to share ideas and collaborate on initiatives that can enhance and strengthen the communities where they live and work.



In 2025, Dexcom was recognized for our environmental sustainability efforts:



Corporate Knights

Dexcom was recognized for the first time on the Corporate Knights Global 100 list, ranking 16 out of 100 companies worldwide. This recognition reflects our sustainability performance across key environmental, social, and governance indicators, as well as our continued focus on transparency and responsible business practices.



Ammi Malaysia Award

Dexcom Malaysia was recognized with the ESG Excellence Award 2025 under the Net Zero Industry category. This recognition reflects Dexcom's continued commitment to integrating sustainability across facility construction, operations, energy use, and waste management. Efforts at the Malaysia site—including renewable energy adoption, efficiency improvements, and waste reduction initiatives—demonstrate a comprehensive approach to advancing environmental performance and supporting progress toward net zero goals.

EMPLOYEE ENGAGEMENT ACTIVITIES

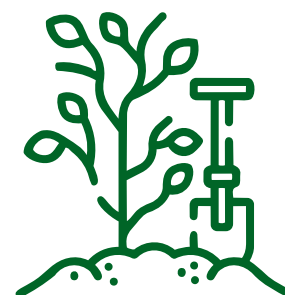


In 2025, our annual Earth Day fairs in San Diego and Mesa brought together employees to celebrate our commitment to sustainability.

With the theme “Our Power, Our Planet,” these events offered employees an opportunity to explore environmental initiatives at Dexcom and discover ways to actively support these efforts.

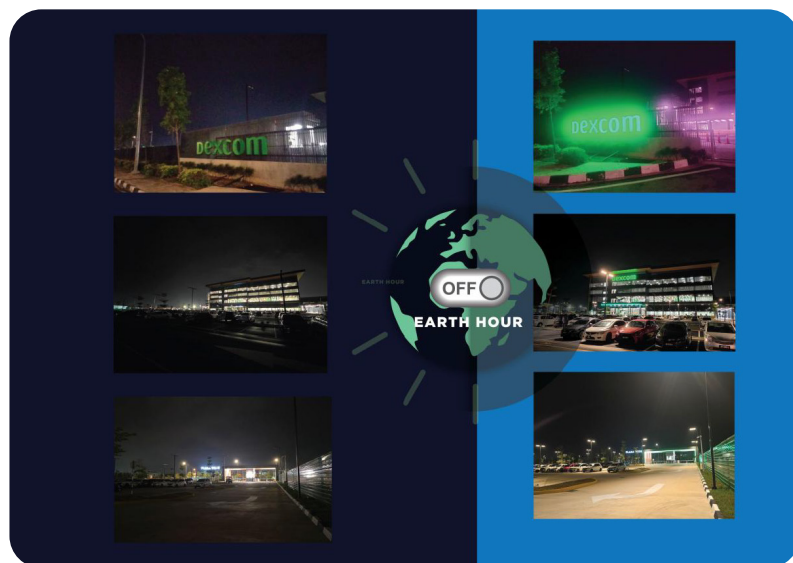
In Malaysia, our team organized a **seed planting day** to celebrate Earth Day. The team partnered with local councils and organized an event to help nurture the region's green spaces.

This event resulted in the planting of 12 trees and over 400 shrubs at the main manufacturing building. The team also organized an event for Earth Hour 2025 where they switched off all non-essential lights for one hour.





Earth Hour



In 2025, multiple cleanup events were organized across our sites as part of our employee engagement initiatives.

Led by the Green Team, these events brought together volunteers to help clean and restore local outdoor spaces.

These efforts reflect our ongoing commitment to fostering environmental stewardship and engaging our employees in activities that positively impact the natural world.

The San Diego team also hosted a tree planting event in celebration of Earth Day, supporting local reforestation efforts and community engagement.

During the event, approximately 15 trees were planted, which are expected to collectively remove an estimated 241.5 pounds of carbon and 1.35 pounds of air pollutants from the atmosphere annually.





San Diego Green Team: Beach Clean Up Event



San Diego Green Team: Earth Day Tree Planting Event



Earth Day Fairs



Vilnius: Tree Planting and Forest Cleaning Event

Commitment to providing a safe working environment

We are committed to fostering a safe and healthy workplace by integrating occupational health and safety best practices throughout our operations.



Safety is a shared responsibility, and we strive to cultivate a culture grounded in **personal accountability, proactive risk management, and continuous improvement**. To support this commitment, we maintain rigorous safety programs, strong operational controls, and compliance with applicable regulatory requirements. We also hold our employees and contractors to the highest environmental, health, and safety standards, ensuring that everyone plays an active role in creating and sustaining a safe work environment.

GLOBAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Our Occupational Health and Safety (OHS) Management System, which is integrated into our environmental, health, and safety standards performance framework, is designed to support alignment with the **international standard ISO 45001 across Dexcom sites**. This system establishes a consistent set of global health and safety standards that our facilities are expected to meet, helping us maintain a safe and healthy working environment.

To protect the wellbeing of our employees, we conduct regular risk assessments, develop targeted action plans, and prepare for potential emergency situations. **Our health and safety performance is continuously monitored through performance framework assessments, routine inspections, and safety reporting processes.** When incidents occur, we follow established investigation procedures to identify root causes and implement corrective actions. We also require OHS training for employees to help ensure our workforce remains current on best practices for creating and maintaining a safe workplace.



GLOBAL ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

Our Environmental Management System (EMS) is integrated within our environmental, health, and safety standards performance framework and is designed to support alignment with ISO 14001 across Dexcom sites.

In addition to the sustainability initiatives described throughout this report and the implementation of our OHS Management System, our **EMS helps prevent environmental contamination, minimize health and safety risks to employees and surrounding communities, and support compliance with applicable environmental regulations.** We continually evaluate and strengthen our environmental programs through ongoing review, implementation, and improvement of our environmental policies, processes, and performance requirements.

SAFE CONSTRUCTION AND SITE DEVELOPMENT

In 2025, our Ireland construction site achieved a significant safety milestone, surpassing 1 million hours worked without a lost time injury.

This milestone highlights the team's commitment to proactive safety practices, rigorous site management, and shared accountability.

COMPLETED ASSESSMENTS IN 2025

The Dexcom environmental, health, and safety standards performance framework consists of four progressive levels of environmental, health, and safety performance. The foundational level focuses on high-risk programs, while the compliance level addresses mandatory health and safety requirements. Sites that reach the prevention level are actively working to prevent safety issues, and those at the leadership level are recognized as community leaders for their health and safety practices.



Injury response and reporting

Over the past year, Dexcom continued to strengthen its commitment to providing a safe and healthy workplace, resulting in meaningful improvements in occupational safety performance.



In 2025, the Total Recordable Incident Rate (TRIR) decreased from 1.44 to 1.17, a 19% reduction, while the Days Away, Restricted, or Transferred (DART) rate decreased from 1.37 to 0.88, a 36% reduction.

These improvements were supported by the continued implementation and maturation of safety management programs established under Dexcom's EHSS Performance Framework. While two sites achieved Foundational Level certification in 2024, the programs and processes required to attain and sustain certification were implemented and strengthened throughout 2024 and 2025, contributing to improved hazard control, risk management, and overall safety performance.

Additionally, sites across the organization prepared for and began implementing **Compliance Level requirements**, further reinforcing compliance and operational excellence. While the Lost Time Injury Frequency Rate (LTIFR) remained relatively stable, going from 1.54 to 1.58, **Dexcom recorded zero employee and contractor fatalities in 2025**, underscoring our unwavering commitment to protecting the health and safety of our workforce.

2025 INJURY DATA FOR U.S. EMPLOYEES

Occupational Injury/Illness Data for U.S.	FY 2023	FY 2024	FY 2025
Injury Rates			
Total recordable incident rate (TRIR)	2.39	1.44	1.17
Days away, days of restricted work and/or days of job transfer (DART)	2.30	1.37	0.88
Lost time injury frequency rate (LTIFR)	2.40	1.54	1.58
Fatalities			
Fatalities - employee	0	0	0
Fatalities - contractor	0	0	0

In 2025, Dexcom Global EHSS launched the Safety Tracking & Reporting System (STARS), a centralized platform that enhances safety reporting and visibility across all sites.

STARS enables employees, contractors, and visitors to report and track key safety events, including:



Safety Observations
(Good Catches)



Workplace Violence
Concerns



Close Calls
(Near Misses)



Safety Incidents

The system improves consistency, transparency, and timeliness of reporting, supporting proactive hazard identification and injury prevention while reinforcing Dexcom's commitment to a safe workplace.



2025 HEALTH AND SAFETY PERFORMANCE



Health and safety policy and procedures

We remain steadfast in our commitment to fostering a safe and healthy workplace. Our updated EHSS Policy reflects a unified vision across all global sites, ensuring alignment with best practices and our company-wide safety objectives.

- ✓ Published compliance and prevention level EHSS standards that meet the requirements outlined in our EHSS policy
- ✓ 19 new standards published
- ✓ Performed 4 level 1 Performance Framework Gap Assessments at Vilnius, Cebu, Manila, and Penang
- ✓ Published the Performance Framework Assessment Program. Policy and programs aligned to ISO 14001 and 45001



Safety communication and training

Promoting safety through consistent communication and training initiatives is a cornerstone of our workplace health strategy. These efforts play a critical role in raising awareness and equipping employees to prevent accidents, injuries, and illnesses, reinforcing a culture of safety across all sites.

- ✓ 20 safety related communication campaigns completed in 2025 including Cuts and Lacerations, 6S Awareness, Earth Day, Heat Stress and Hydration, Travel and Summer Safety, Ergonomics, and Emergency Preparedness
- ✓ 99.9% global EHSS training completion rate



Manufacturing and warehouse safety

Safety is a shared responsibility, emphasized through our "Safety Starts With Me" message. Our programs address a wide array of workplace risks, including:

- Emergency preparedness and fire safety
- Proper use of Personal Protective Equipment (PPE)
- Machine safety and guarding
- Chemical and electrical safety
- Traffic and driver safety
- Powered industrial vehicles
- Incident reporting and investigation
- Control of hazardous energy
- Noise control and fall prevention
- Laser safety and hazardous materials handling
- Bloodborne pathogen safety

- ✓ Develop safety leaders with Area Safety Representatives (ASRs) within each manufacturing department
- ✓ Implement One Dexcom program to reduce risk across operations
- ✓ Mandated training on Warehouse Safety Manual and Safe Material Handling Practices, and the Emergency Action Plan

2025 HEALTH AND SAFETY PERFORMANCE (CONT.)



Environmental protection

Protecting the environment and mitigating hazards to employees and surrounding ecosystems remain priorities. We continue to implement measures to reduce our environmental impact, reinforcing our dedication to sustainability alongside workplace safety.

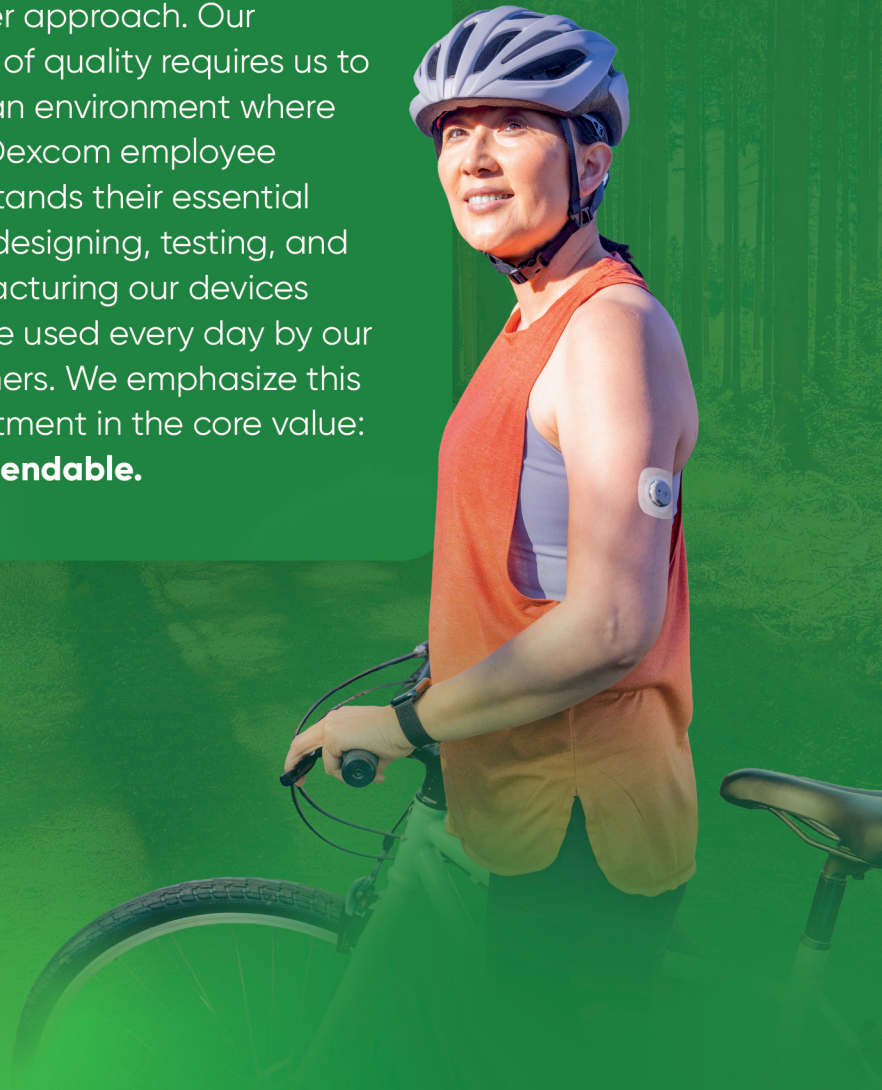
- ✓ Train employees on environmental safety & compliance
- ✓ Dispose of waste properly
- ✓ Report and clean up spills
- ✓ Implement robust site stormwater pollution prevention programs
- ✓ Proper disposal of chemicals for employee safety and to keep stormwater and wastewater ways clean
- ✓ Maintain safe and healthy air quality levels through as needed monitoring and sampling

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. Our culture of quality requires us to foster an environment 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 the core value: **be dependable.**





Dexcom focuses on the following key elements in our 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 producing high-quality products.



We require all new employees to complete training on the company's quality policy and procedures. We also provide training, continuing education, and awareness of best practices to promote our culture of quality and to inform employees about changes that can potentially impact the quality of our products and the effectiveness of our Quality Management System (QMS). We measure in-house training effectiveness and support relevant third-party educational opportunities to encourage our employees to continue their formal education.

Additionally, we routinely benchmark our quality standards 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

We maintain a robust global Quality Management System (QMS) in compliance with applicable U.S. and international regulatory requirements.

This includes compliance with key regulations and standards like the **FDA Quality Management System Regulation (QMSR)**, **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.

Every Dexcom manufacturing site is also certified by the **Medical Device Single Audit Program (MDSAP)**. Certification under MDSAP demonstrates our compliance with regulatory requirements for **Australia, Canada, Japan, Brazil, and the United States**. We have also evaluated and updated 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 as we continue our global expansion.

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 prioritize continuous improvement of our products and processes by generating quality initiatives and annual quality objectives. Our management teams are dedicated to routinely monitoring and measuring our improvements, and to evaluating additional opportunities to enhance our QMS.

Ongoing investments help ensure that our global QMS is built for scale and efficiency. In 2025, Dexcom launched a company-wide project to drive quality system improvements, improve consistency across sites and functions, and support long-term growth through a more robust, standardized, and inspection-ready QMS.

Every step in our product development and manufacturing processes is intended to meet or exceed customer requirements.

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



Innovation and development



Automated manufacturing



Customer experience



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 ensure that our products continue to offer a superior customer experience, along with exceptional performance.

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

serve with integrity

Dexcom is committed to operating with the highest standards of ethics, as captured in the core value:
serve with integrity.



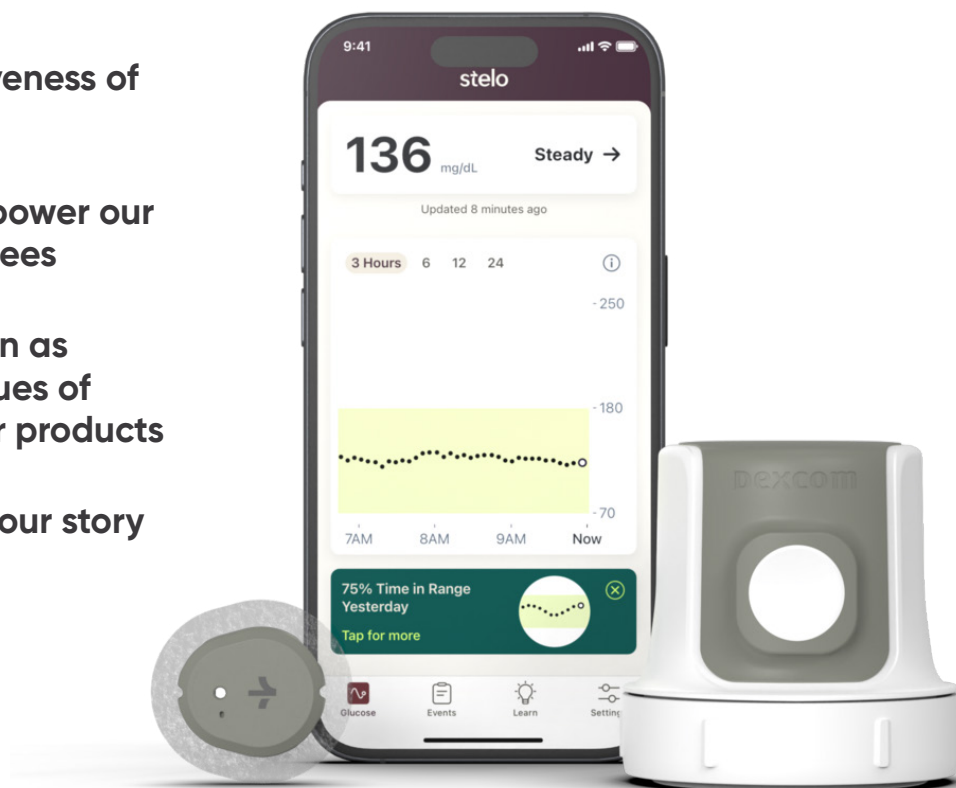
This commitment extends to all aspects of the organization, including:

The safety and effectiveness of our products

How we serve and empower our customers and employees

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

How we communicate our story to 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

Corporate Compliance Program

03

Data privacy

04

Cybersecurity

Board of Directors

The Board of Directors and Executive Leadership Team oversee the implementation and communication of company policies that define 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. Ten of our 12 current directors are independent, and all four of our standing committees (Audit, Compensation, Operations & Innovation, and Nominating and Governance) are composed exclusively of independent directors. We also have designated a lead independent director as a core principle of governance to maintain effective, independent oversight of the Executive Leadership Team.

Best practice

Our Nominating and Governance Committee is dedicated 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, and in 2024, we further amended our bylaws to address the universal proxy rules.

We will continue to assess our governance structure on an ongoing basis to ensure we are aligned with the industry standards of corporate governance.

Sustainability oversight

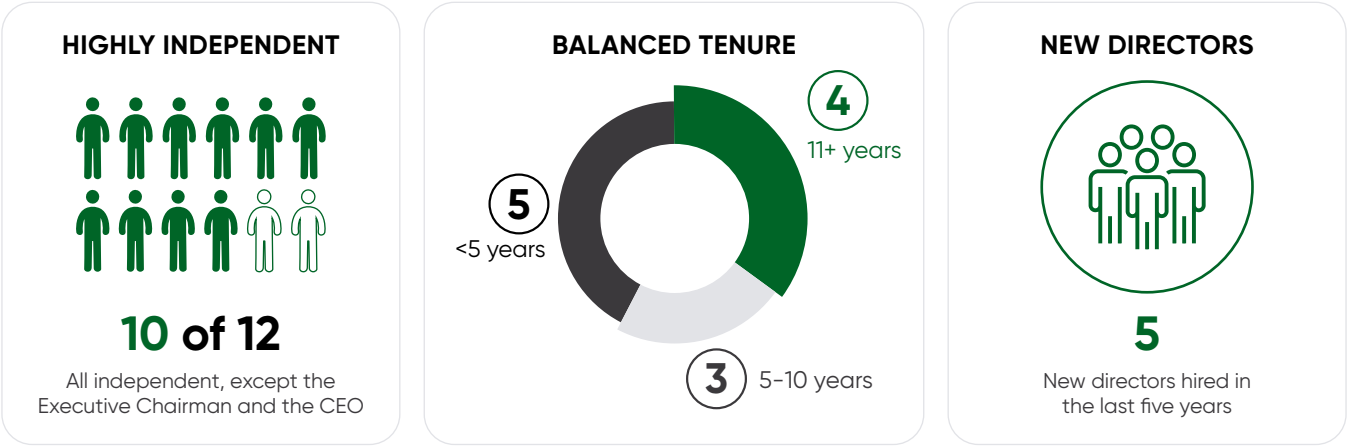
Given the importance of sustainability initiatives to the long-term success of our business, our Board oversees our corporate social responsibility and sustainability initiatives. Oversight responsibility is delegated to the [Nominating and Governance Committee](#), including oversight of programs focused on corporate social responsibility, company performance with respect to sustainability, and risk assessment related to those programs.

Board backgrounds

We believe the members of our Board bring a variety of backgrounds, qualifications, skills and experiences that contribute to a well-rounded Board uniquely positioned to effectively guide our strategy and oversee our operations.

Due to the global and complex nature of our business, the Board believes it is important to create a balanced Board with varied viewpoints and deep industry expertise. The Board evaluates its composition holistically with a focus on ensuring that its skillsets, perspectives, and experiences are aligned with the Company's strategic and operational needs. This includes representation across a variety of professional and educational experiences, as well as backgrounds. This ensures the Board possesses the right mix of skills and experience for meaningful deliberation and oversight of the business and expands the Board's understanding of the needs and viewpoints of our customers, partners, employees, governments, and other stakeholders worldwide while navigating the evolving healthcare and innovation landscape and supporting long-term growth.

As part of our ongoing commitment to creating a balanced Board with broad viewpoints and deep industry expertise, we regularly add new directors to infuse new ideas and fresh perspectives in the boardroom. Since the beginning of 2025, the Board has appointed three new independent directors, whose skills encompass medicine, pharmaceuticals, technology, alongside a mix of private sector and academic expertise. Since the beginning of last year, the Board has appointed **Renée Galá, President and Chief Executive Officer of Jazz Pharmaceuticals plc; Dr. Euan Ashley, Chair of the Stanford University Department of Medicine; and Rick Osterloh, Senior Vice President, Platforms & Devices at Google**. These new directors have brought fresh perspectives and supported enhanced oversight of our business and strategic needs.



Corporate Compliance Program

Dexcom promotes an organizational culture that encourages ethical conduct and adherence to applicable laws and regulations in all the countries and regions where we operate.

[The Code of Conduct](#), which is available in multiple languages, serves as the foundation of our program, providing a key resource for the development and accountability of our global workforce.

The Corporate Compliance department also maintains several programs that encourage employees to learn, speak up, and ask questions:		
Employee training	Multiple compliance reporting resources	Commitment to non-retaliation and confidentiality
During new hire onboarding and once a year thereafter, all Dexcom employees complete training on standards, policies, and procedures applicable to their role. This training includes our Code of Conduct and Business Ethics, our Compliance Program, and policies to comply with applicable laws, regulations, and industry codes. This training ensures employees are equipped to meet or exceed our expectations for ethical business conduct. In addition, employees can access compliance training and policies and procedures through our internally hosted compliance website.	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 or anonymously through our third-party managed Compliance Helpline.	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 unlawful conduct, our Code of Conduct, and internal policies. We also explicitly prohibit harassment and retaliation against anyone who raises concerns, reports misconduct, or provides information during an investigation.

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 lifecycle, from creation through disposition.

Dexcom has implemented a comprehensive privacy program, which includes 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 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.

PRI, an independent, accredited registrar for ISO certifications, certifies the Dexcom Information Security Management System (ISMS) as being in conformity with ISO/IEC 27001:2022.

**ISO/IEC 27001:2022
CERTIFIED COMPANY**

 **PRI Certification**
PERFORMANCE REVIEW INSTITUTE

This certification showcases our collaborative, cross-functional commitment to robust security practices. It provides assurance to our customers and business partners, while empowering us to continuously strengthen, monitor, and mature our defenses, ensuring the highest level of protection for our customers' data against evolving threats.

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.

Cybersecurity

We have processes in place for assessing, identifying, and managing material risks from cybersecurity threats, which are integrated into our overall enterprise risk management processes.



The processes for assessing, identifying and managing material risks from cybersecurity threats, including threats associated with our use of third party service providers and those that leverage artificial intelligence, include:



Identifying the relevant assets that could be affected



Determining possible threat sources and threat events



Assessing threats based on their potential likelihood and impact



Identifying controls that are in place or necessary to manage and/or mitigate such risks

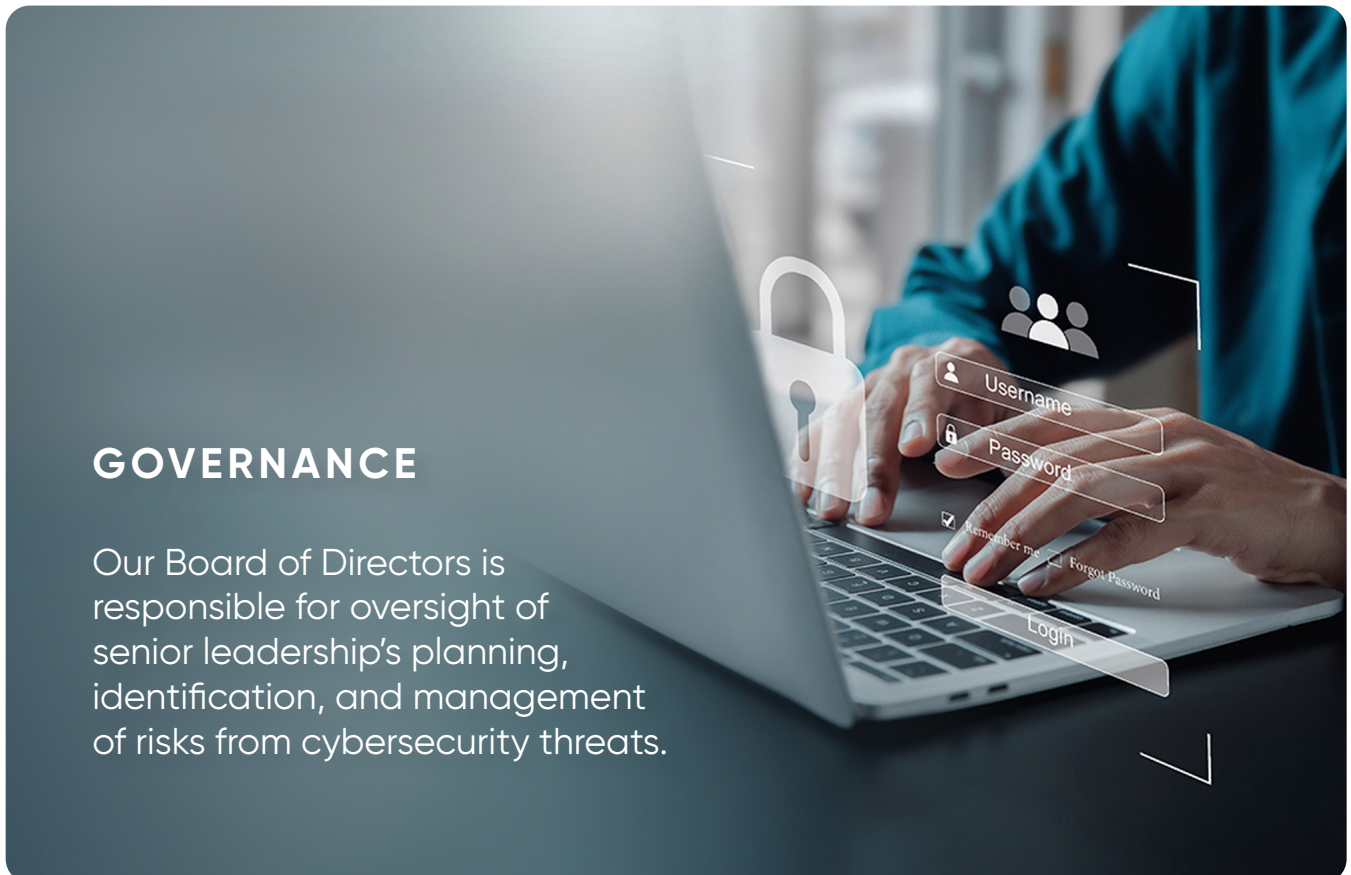
We have established cybersecurity and privacy programs to maintain the confidentiality, integrity, availability, and privacy of protected information and ensure compliance with relevant security/privacy regulations, contractual requirements, and industry-standard frameworks. Our cybersecurity program includes annual review and assessment by external, independent third parties, who certify and report on these programs. For example, our Information Security Management System (ISMS) is certified as conforming with ISO/IEC27001 by PRI Certification. We maintain cybersecurity and privacy policies and procedures in accordance with industry-standard control frameworks and applicable regulations, laws, and standards. All corporate cybersecurity policies are reviewed and approved by senior leadership at least annually as part of our ISMS.

Our cybersecurity controls, which are the mechanisms in place to prevent, detect, and mitigate threats in accordance with our policies and procedures, are based on applicable regulatory requirements and are monitored and tested both internally and by independent third parties at least annually.

These controls include regular system updates and patches, employee training on cybersecurity and privacy requirements, incident reporting, and the use of encryption to secure sensitive information. In addition, we also regularly perform phishing tests of our employees and update our training plan at least annually. We maintain business continuity and disaster recovery capabilities to mitigate interruptions to critical information systems and/or the loss of data and services from the effects of natural or man-made disasters to Dexcom locations. We also provide annual privacy and security training for all employees. Our security training incorporates awareness of cyber threats (including but not limited to malware, ransomware, and social engineering attacks), password hygiene, incident reporting process, as well as physical security best practices.

GOVERNANCE

Our Board of Directors is responsible for oversight of senior leadership's planning, identification, and management of risks from cybersecurity threats.



stelo

by Dexcom





Appendix

01

Sustainability
Accounting
Standards Board
(SASB) Index

02

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

03

Environmental
metrics

04

Environmental
table

05

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 2025, unless noted otherwise.

Material Topic	Disclosure	Description	Location or Response
Affordability and Pricing	HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. 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 2025. Please see the Access to Healthcare 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 Access to Healthcare 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 were four voluntary recalls initiated in 2025, which were reportable to the FDA. These four field actions were recorded by the FDA as ten Class 1 recalls.
	HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	MedWatch: The FDA Safety Information and Adverse Event Reporting Program
	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	MedWatch: The FDA Safety Information and Adverse Event Reporting Program
	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	In 2024, the FDA conducted inspections at two of our U.S. manufacturing facilities in Mesa, AZ and San Diego, CA. The FDA delivered observations describing opportunities for Dexcom to further enhance the linkage between our design and manufacturing processes. Since that time, we have been regularly updating the FDA on the progress of the enhancements we are making. However, in March 2025 the FDA delivered a formal warning letter detailing specific areas for continued focus. The Warning Letter does not restrict Dexcom's ability to produce, market, manufacture or distribute products. The observations referenced in the Warning Letter have no impact on products distributed globally and do not require the recall of any products. Customers can continue to safely use their Dexcom CGM. Dexcom stands behind the quality of our products and we are working to resolve any outstanding questions from the FDA as soon as possible by implementing broad-based actions to ensure compliance with FDA regulations. Dexcom takes patient safety, as well as its regulatory and quality obligations very seriously and is committed to resolving any outstanding concerns from the FDA as soon as possible.
Ethical marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	In 2025, Dexcom had no material monetary losses 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	Dexcom's Code of Conduct and Business Ethics 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. Adherence to our Code of Conduct and Business Ethics is advanced through written policies and procedures, in-person and online training, Corporate Compliance review and 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 and 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 product stewardship 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 environmental section of our Sustainability Report.
Supply chain management	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier 1 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, quality management system, and product quality in 2025. Approximately 33% of our Tier I suppliers maintain 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: - 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. - Supplier audits are performed to ensure conformance to Dexcom's traceability standards. Please also see the Quality Management section in our Sustainability Report.
	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Our supplier portal 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. To mitigate risk surrounding critical materials, we maintain: - Supplier Code of Conduct: Disclosure covers that Dexcom implements a Supplier Code of Conduct. - Conflict Minerals Policy: Disclosure covers that Dexcom implements a Conflict Mineral Policy. - Anti-Human Trafficking and Forced Labor Policy: Disclosure covers that Dexcom implements an Anti-Human Trafficking and Forced Labor Policy. - 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. - Cybersecurity assessments: Analysis of critical suppliers to ensure integrity of our intellectual property and data. - Operational and financial risk assessments: Analysis of our suppliers' business practices and financial health.
Business Ethics	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 2025 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	Dexcom's Code of Conduct and Ethics sets forth our commitment to the highest standards of ethics and integrity, including the governing principles of our HCP interactions. Dexcom also maintains policies and procedures governing our HCP Interactions, including HCP Interactions Policies for the U.S., Canada, EMEA, and Asia Pacific; a Global Samples Policy; and a Process Instruction on the conduct of Speaker Programs in the U.S. 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 2025 with approximately 3.5 million customers globally on our G-Series and D-Series products. The majority of these users are using their CGM systems, of which the sensor lasts either 10 or 15 days, nearly full time.

TCFD Index

This climate-related financial risk report is structured in accordance with the Final Report of Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD – June 2017), except where the TCFD notes its October 2021 guidance should supersede 2017.

Unless otherwise specified, the data and descriptions are current as of December 31, 2025.

	Description	Response and Cross-Reference
Governance	a. Describe the board's oversight of climate-related risks and opportunities.	Dexcom's Board of Directors has delegated responsibility to our Nominating and Governance Committee for the oversight of sustainability matters, including those related to climate. Periodically, the Nominating and Governance Committee oversees and reviews our sustainability policies and programs, participation and visibility as a global corporate citizen, and assesses the management of, and Dexcom's performance on sustainability-related impacts, risks, and opportunities, including climate, affecting Dexcom's business.
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	Additionally, the Corporate Sustainability Steering Committee ("CSSC"), consisting of members of senior management from Legal, Finance, Human Resources, Commercial, and Operations, is responsible for establishing programs, policies and practices relating to sustainability matters, under the auspices of the Nominating and Governance Committee. During the CSSC's at least twice-yearly meetings, the CSSC reviews various sustainability topics, including climate-related financial risks and opportunities that may impact our operations and long-term resilience. The CSSC oversees progress towards climate-related goals and manages alignment with our strategy. Furthermore, the CSSC is supported by interdisciplinary teams and the Environmental Sustainability Group. The group aims to develop global environmental strategies that enhance our efficiency and minimize our environmental impact. This group works with the CSSC to align Dexcom's sustainability initiatives with our corporate objectives. The Environmental, Health, Safety, & Sustainability ("EHSS") team, with information gathered from various working groups across business lines, provides ongoing climate-related updates to the Environmental Sustainability Group regarding industry trends, project progress, and successes. In addition, the EHSS team drives the execution for Dexcom sustainability strategy.
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	In preparation for the European Union's Corporate Sustainability Reporting Directive ("CSRD"), an interdisciplinary Dexcom team conducted our first double-materiality assessment ("DMA"). The results, approved by the CSSC, included the identification of material climate-related financial risks and opportunities for Dexcom. The climate-related risks include both physical and transition risks over multiple time-horizons. We define Short-term as 0-1 year, Medium-term as 2-5 years, and Long-term as more than 5 years. Consistent with our 2025 annual financial report on Form 10-K, Dexcom's potential material climate-related risks are as follows:
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	1. Medium-term Transition Risk: If Dexcom or our suppliers are unable to comply with climate-related regulations, policies, and provisions, we may face legal action, lose customers, or experience harm to our reputation, revenue, and results of operations. 2. Medium-term Transition Risk: If Dexcom's climate-related data, processes and reporting are incomplete or inaccurate, or if Dexcom fails to achieve our climate-related goals, Dexcom's reputation, business, financial performance, and growth could be adversely affected. 3. Long-term Physical Risk: Climate change (e.g., increasingly frequent extreme weather events) could impact critical infrastructure and disrupt Dexcom's business, suppliers, customers, and workforce resulting in higher attrition, losses, and additional costs to maintain or resume operations. In addition, Dexcom is pursuing the following climate-related opportunities to begin mitigating our identified climate-related risks: 1. Short-term Opportunity: Dexcom continues to monitor and assess potential direct and indirect impacts of climate-related regulations, policies, and provisions on our business and implement strategies to maintain our market access. 2. Medium-term Opportunity: Dexcom continues to establish formal internal controls and processes to manage its climate-related data, increase transparency, and ensure completeness and accuracy in its reporting. 3. Long-term Opportunity: Dexcom continues to increase integration of climate-related initiatives into our strategy, intended to bolster our business resilience. Dexcom plans to conduct a climate risk assessment and scenario analysis in 2026 to evaluate our business resilience under various climate futures and identify related risks and opportunities.

	Description	Response and Cross-Reference
Risk Management	a. Describe the organization's processes for identifying and assessing climate-related risks.	Dexcom identifies, assesses, and manages climate-related risks through our enterprise risk management and governance programs. The full Board of Directors oversees enterprise and operating risks including an annual review of our enterprise risk management program and processes. The CSSC oversees Dexcom's programs, policies, and practices relating to sustainability matters, including in the areas of accountability, reporting, risk management, and engagement with key stakeholders.
	b. Describe the organization's processes for managing climate-related risks.	The DMA, conducted by a team overseen by the CSSC, identified potential risks and opportunities through a review of relevant standards and frameworks and engagement with internal stakeholders and proxies for external stakeholders. Subsequently, each risk and opportunity was scored according to its magnitude and likelihood. These global results were assessed and aligned with enterprise risk management. Then the DMA matrix and material potential risks and opportunities, including those related to climate, were presented to and approved by the CSSC.
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Our management and interdisciplinary teams are responsible for the day-to-day management of our climate-related risks and opportunities, as well as helping to identify emerging risks and opportunities and providing input to assess the magnitude and likelihood of those risks and opportunities. Emerging risks and opportunities are assessed and escalated through the applicable channels to the CSSC, as appropriate.
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.	Dexcom is developing its environmental risk management program and is prioritizing the development of standardized procedures. At this time, additional metrics related to our climate-related risks and opportunities have not been identified beyond our GHG emissions (see "Environmental metrics" on the following page). Dexcom has set GHG reduction targets aligned with the Science Based Targets initiative ("SBTi"):
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	• Reduce absolute Scope 1 & 2 GHG emissions 55% by 2033 from a 2023 base year. • 68% of Dexcom suppliers, based on spend covering purchased goods and services, capital goods, and upstream transportation and distribution, will have emission reduction targets by 2030. Dexcom may consider additional targets in the future after more climate-related initiatives are completed.
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

Environmental metrics

GLOBAL GREENHOUSE GAS (GHG) EMISSIONS¹

Scope 1 & 2 Emissions (mtons CO ₂ e)	2023	2024	2025
Scope 1 GHG Emissions	7,080	8,328	7,348
Scope 1 Intensity (mtons CO ₂ e/M \$USD revenue)	2.0	2.1	1.6
Natural Gas	3,400	2,899	2,924
Stationary Diesel	24	29	16
Propane – Stationary	0	1	25
Fleet	2,276	5,178	4,317
Refrigerants	1,380	221	66
Scope 2 GHG Emissions – Electric Power			
Location Based	24,280	36,195	35,352
Scope 2 Location Based Intensity (mtons CO ₂ e/M \$USD revenue)	6.7	9.0	7.6
Market Based	25,292	33,612	9,600
Scope 2 Market Based Intensity (mtons CO ₂ e/M \$USD revenue)	7.0	8.3	2.1
Total Scope 1 & 2 (Market)	32,372	41,939	16,948
Scope 3 Emissions (mtons CO ₂ e)	2023	2024	2025
Purchased Goods and Services (Category 1)	325,942	321,983	340,711
Capital Goods (Category 2)	28,178	77,777	77,347
Fuel-and-Energy-Related Activities (Category 3)	6,944	10,229	4,284
Upstream Transportation (Category 4)	45,009	44,313	87,873
Waste Generated in Operations (Category 5)	1,776	1,958	2,505
Business Travel (Category 6)	5,840	6,978	9,750
Employee Commute (Category 7)	25,379	28,464	15,440
Upstream Leased Assets (Category 8)	12	10	55
Downstream Transportation (Category 9)	32,531	50,081	72,637
Use of Sold Products (Category 11)	2,543	2,480	3,237
End-of-Life Treatment of Sold Products (Category 12)	5,278	7,175	8,740
Investments (Category 15)	145	319	1,304
Total Scope 3	479,576	551,767	623,882
Total Scope 3 Intensity (mtons CO ₂ e/M \$USD revenue)	132.4	136.8	134

NOTES

¹ To align with Dexcom's 2023 emissions reduction target baseline year, environmental and GHG emissions metrics are reported from 2023 onward. Data for years prior to 2023 are available in previously published sustainability reports.

Business travel includes U.S., Canada, and APAC, excluding Japan.

Propane and fleet data includes U.S., Canada, EMEA, and APAC.

Environmental table

GLOBAL ENVIRONMENTAL METRICS¹

Energy Consumption ^{2,3}	2023	2024	2025
Total Electricity (kWh)	76,752,391	98,890,978	99,309,563
Total Electricity Intensity (kWh/M \$USD revenue)	21,189	24,520	21,302
Electricity Consumption (kWh)			
Electricity (purchased) (kWh)	57,455,786	75,530,441	30,699,453
Generated On-Site Renewable Electricity (kWh)	-	1,041,044	4,242,451
Energy Purchased From Renewable Sources (kWh) ⁴	-	-	44,917,659
Fuel Consumption (kWh)			
Natural Gas (kWh)	18,761,697	15,994,128	16,136,957
Total Stationary Diesel (kWh)	86,845	107,396	62,129
Total Propane – Mobile (kWh)	448,064	6,215,541	3,135,234
Total Propane – Stationary (kWh)	-	2,430	115,680
Water Consumption (U. S. Gallons)	2023	2024	2025
Total Water Usage – U.S. Facilities	40,795,242	40,800,826	35,841,351
Total Water Usage – Non-U.S. Facilities	33,011,204	54,399,630	67,565,172
Waste Generated in Operations (U.S. Tons)	2023	2024	2025
Total Waste Generated	6,233	7,742	13,907
Total Waste Intensity (U.S. Tons/M \$USD revenue)	1.7	1.9	3.0
Total Waste to Landfill	2,678	2,491	2,555
Total Waste Diverted from Landfill	3,554	5,251	11,352
Total Waste Diverted from Landfill %	57%	68%	82%

NOTES

¹ To align with Dexcom's 2023 emissions reduction target baseline year, environmental and GHG emissions metrics are reported from 2023 onward. Data for years prior to 2023 are available in previously published sustainability reports.

² Fleet mileage and refrigerant usage are no longer included within energy consumption metrics, as these activities do not represent energy consumption. Associated greenhouse gas emissions are reported in the Greenhouse Gas Emissions table.

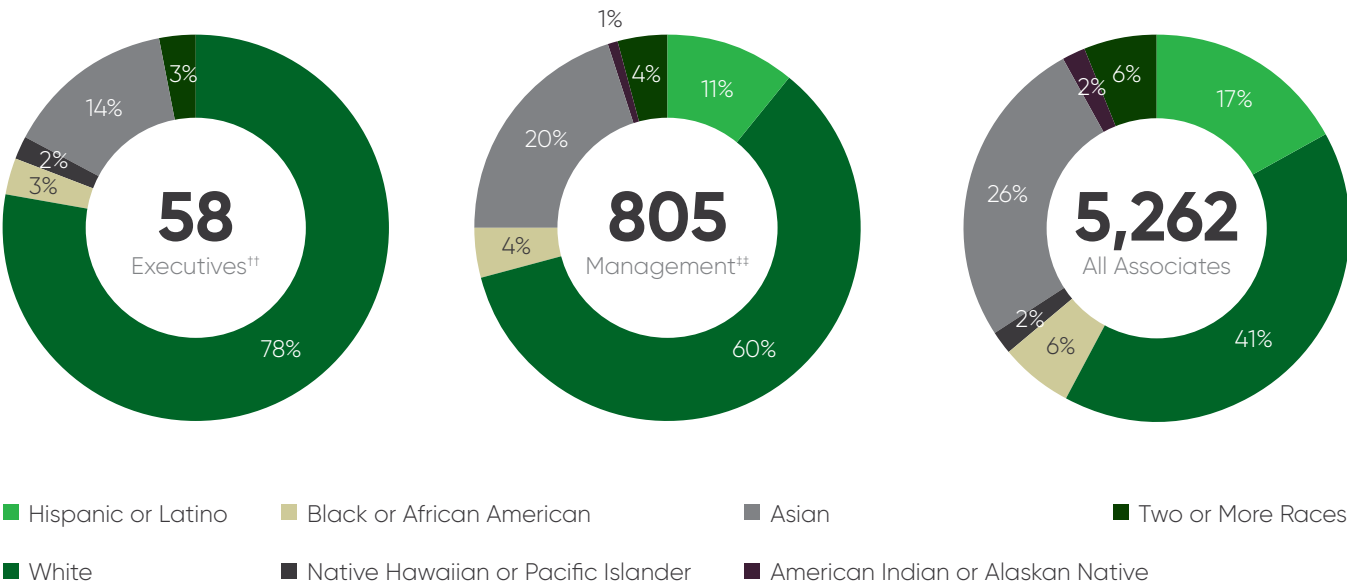
³ Energy consumption data are now reported in kWh to facilitate disclosure of total energy consumption.

⁴ Energy purchased from renewable sources reflects renewable electricity purchased under renewable energy supply agreements beginning in 2025.

EEO-1 Data

Our Equal Employment Opportunity (EEO-1) survey data can be found below.

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 U.S. workforce near the end of 2024, is displayed below. The EEO-1 report in its entirety is available on our [Investor Relations website](#).



^{††} EEO-1 "Executive" category includes employees in positions of vice president and above.
^{††} EEO-1 "Management" category includes employees in positions of manager, supervisor, and director.

In addition to the core initiatives previously described,

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

Inclusion and equity 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](#)

[Human Rights Policy](#)

Board of Directors Committee Charters

[Nominating and Governance Committee](#)

[Audit Committee](#)

[Compensation Committee](#)

[Operations and Innovation Committee](#)

[Corporate Governance Principles](#)

[Executive Stock Ownership Guidelines](#)

[Clinical Research Program and Standards](#)

[Environmental, Health, Safety & Sustainability \(EHSS\) Policy](#)

[Political Contributions and Trade Associations Reports](#)

Safe Harbor Statement

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

Any references to “material,” “priority” or “relevant” in this report are not intended to have the same meaning as the terms “material” or “materiality” in the context of financial statements or financial reporting or as defined by the securities laws of the United States.

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 U.S. 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

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