

DexCom, Inc.

sustainability report





Discover What You're Made Of

A letter from our CEO

Kevin Sayer

Chairman, President, & CEO

DEXCOM



To our stakeholders,

Dexcom remains committed to advancing our mission – empowering people to take control of health. We have advanced this effort through ongoing sensor and software innovation and by advocating for greater access to Dexcom biosensing technology around the world.

Access to healthcare is at the center of our sustainability story. Since our inception, we have produced the key pieces of clinical evidence that have driven changes to standards of care and advanced coverage for more people with diabetes each year.

This past year, we also advanced our vision of integrating biosensing technology earlier into care plans with the launch of our first over-the-counter product, Stelo. This launch represented a pivotal moment in the diabetes care and metabolic health landscape, as any adult in the U.S. can now purchase a Dexcom biosensor without a prescription. This allows simple access for anyone interested in learning more about their health as we continue to advocate for broader coverage and new biosensing indications over time.

While access is at the heart of what we do, our sustainability story extends further. It encompasses customer advocacy, employee development and engagement, environmental sustainability, product quality, corporate governance, and more. In this year's report, we continue to tell this story through the framework of our four core values: Listen, Think Big, Be Dependable, and Serve with Integrity.

I'm very proud of the progress our company continues to make in advancing sustainability reporting. We see an inherent connection between sustainability and strategy and are excited to share our latest progress with our stakeholders. Through these efforts and the work of our incredible employees, we will advance our mission and make a positive, lasting impact on the world.

table of contents

Future sustainability reporting at Dexcom	i
Corporate sustainability governance	ii
listen	1
Building our Dexcom Warrior community	3
Active participation within the diabetes community	7
Giving back to the community	9
Offering customer choice	10
Introducing Stelo by Dexcom	11
Canada pharmacy replacement program	13
Dexcom U	13
Listening to our employees	15
Supporting our employees and their families	18
Driving equity	20
Pay equity	21
think big	29
Access to healthcare	32
Commitment to a sustainable future	41
Product stewardship	54
Community and employee engagement	55
Environmental metrics	59
Commitment to providing a safe working environment	61
Injury response and reporting	63
be dependable	67
Education and awareness	69
Quality Management System	69
Continuous improvement	70
serve with integrity	71
Board of Directors	73
Corporate Compliance Program	74
Data privacy	75
Cybersecurity	76
Governance	77
appendix	80
Sustainability Accounting Standards Board (SASB)	81
Task Force on Climate-Related Financial Disclosures (TCFD) Index	83
EEO-1 Data	86

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, 2024, 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.

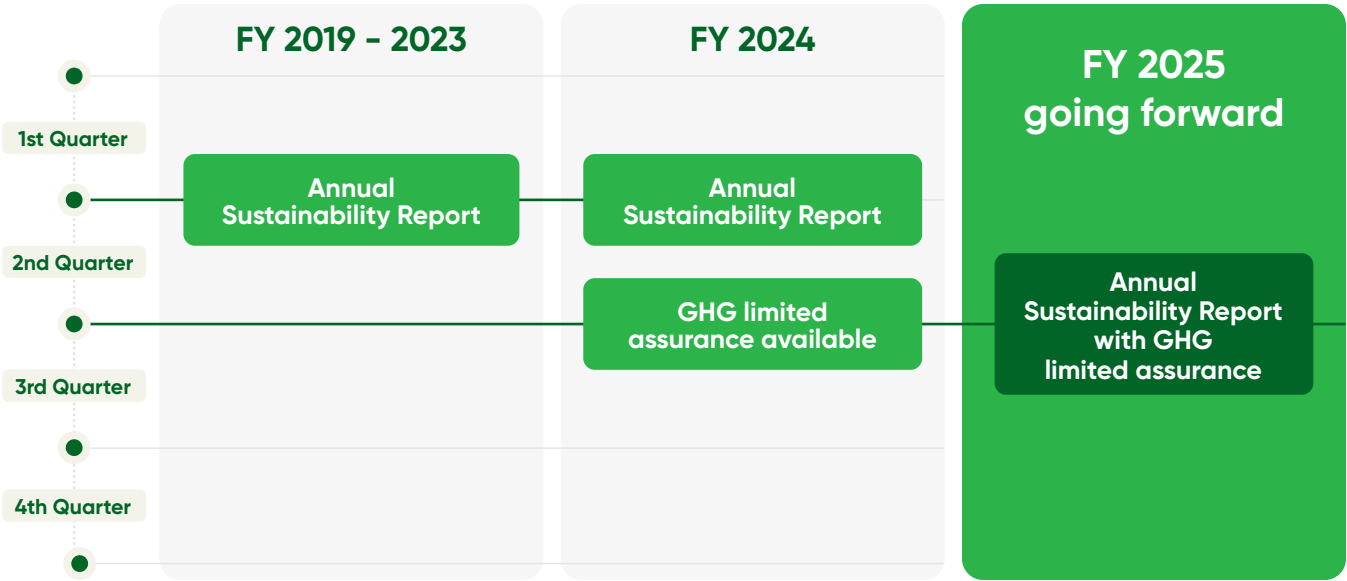
In recent years, we have used this platform to expand our sustainability-related disclosures, share insights into key initiatives at our company, and report to the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-Related Financial Disclosures (TCFD) frameworks. This annual report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

In 2025, we are taking the next big steps on our sustainability reporting journey. We are currently working to meaningfully expand our annual disclosures and establish new levels of reporting rigor by incorporating third-party assurance for select sustainability data.

Part of this effort will be seen in this year’s report, where we are reporting third-party limited assurance verification on our greenhouse gas (GHG) emissions inventory for the first time. This third-party review has been completed for reported GHG data streams from 2020 through 2023, which are available in this year’s publication. We are currently completing the same review of our 2024 data, which we plan to share in a separate publication this summer.

Our team is also preparing for the European Union’s comprehensive new reporting framework, the Corporate Sustainability Reporting Directive (CSRD). As an important first step, we are completing a global double materiality assessment (DMA) where we engaged with internal and external stakeholders on sustainability-related topics for Dexcom. The results will provide an important basis for our future CSRD report and serve as the foundation for the next wave of sustainability reporting at Dexcom.

While these updates will ultimately lead to more robust reporting, they also will slightly impact our reporting timelines going forward. To accommodate the extra time needed to complete annual third-party data reviews and report to this broader framework, we plan to shift to a mid-year reporting cycle starting next year. We look forward to this next chapter of our sustainability reporting journey.



Corporate sustainability governance



Our Board of Directors oversees all sustainability initiatives at Dexcom.

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 subject matter expertise.

The Corporate Sustainability Steering Committee is composed of five executive leaders: Our **Chief Commercial Officer**, **Chief Financial Officer**, **Chief Human Resources Officer**, **Chief Legal Officer**, and **Executive Vice President of Global Operations**. 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 also have 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.

01 Building our Dexcom Warrior community

02 Active participation within the diabetes community

03 Giving back to the community

04 Offering customer choice

05 Introducing Stelo

06 Canada pharmacy replacement program

07 Dexcom U

08 Listening to our employees

09 Supporting our employees and their families

10 Driving equity

11 Pay equity

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 2024.

**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 new over-the-counter product, Stelo, we also introduced our Stelo Ambassadors program. Similar to our Dexcom Warrior community, this program provides a platform for people with type 2 diabetes not on insulin and those with prediabetes 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, 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!”

”

Active participation 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

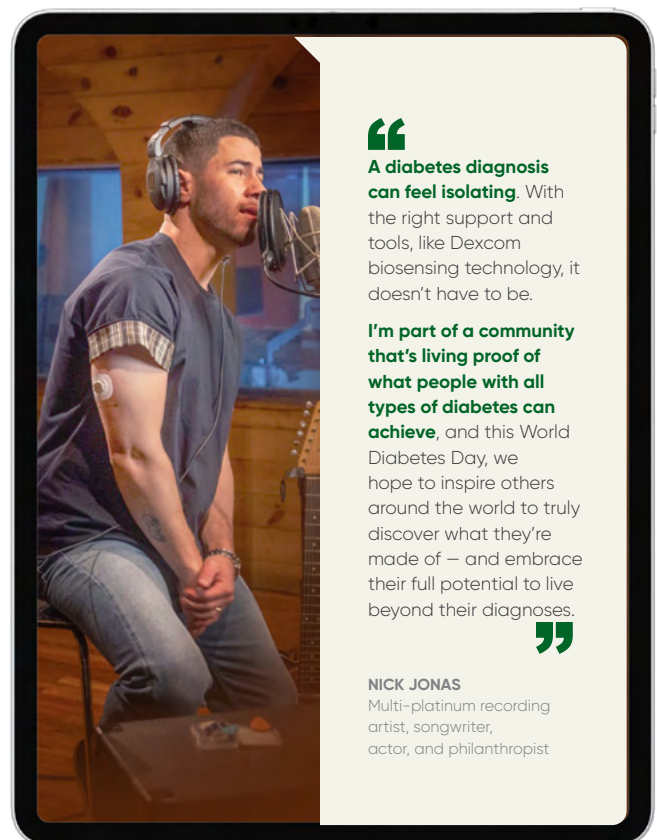
In support of National Diabetes Awareness Month and World Diabetes Day, Dexcom came together with members of the diabetes community in a month-long awareness campaign.

This campaign was led by a group of our Dexcom Warriors and Stelo Ambassadors, including Nick Jonas, Lance Bass, Retta, Ed Gamble, Molly Sandén, and more, who invited people with diabetes around the world to share on social media something they're striving toward – a new goal, new habit, new beginning, or new adventure. Collectively, we hoped these stories could inspire all people with diabetes to take the first step toward discovering what they're made of.

As part of the campaign, Dexcom surveyed people with diabetes around the world and found that:

85% of respondents believe that taking small steps to manage diabetes can lead to **significant improvements in overall well-being.**

84% of current tech users say that technology, such as a **CGM**, can help those managing diabetes achieve their dreams.



“

A diabetes diagnosis can feel isolating. With the right support and tools, like Dexcom biosensing technology, it doesn't have to be.

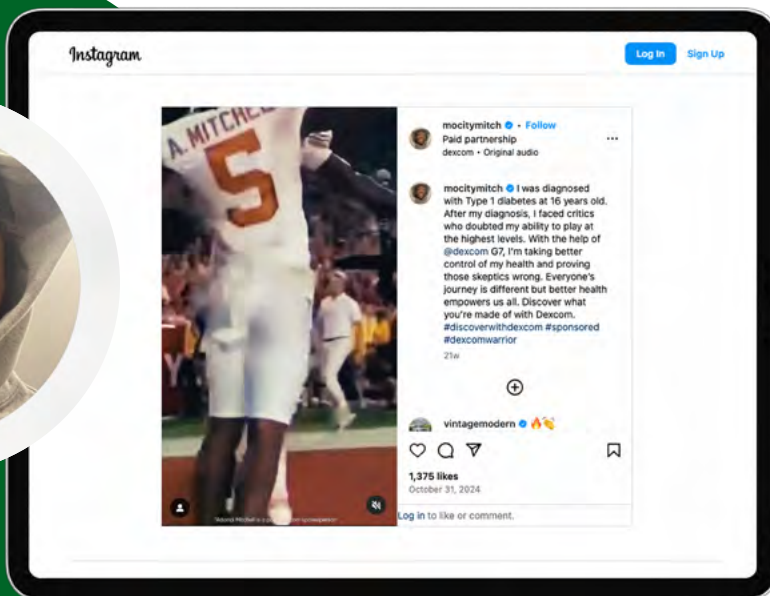
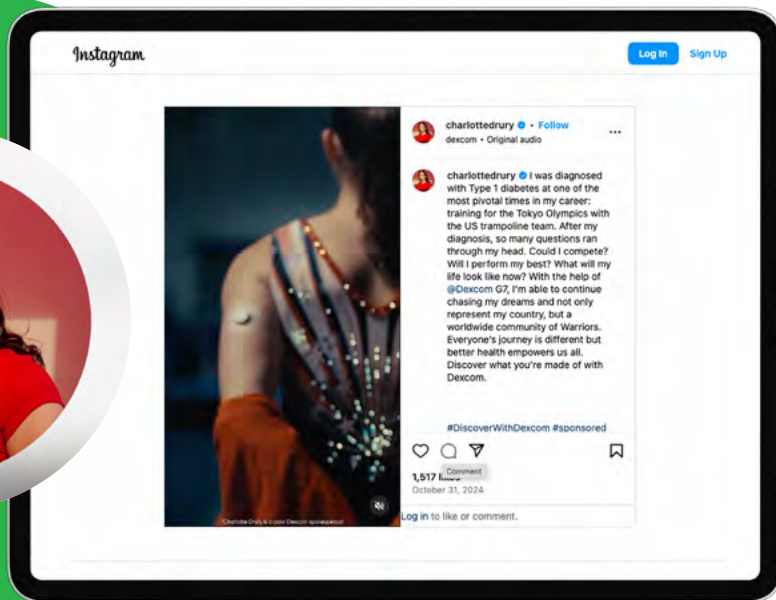
I'm part of a community that's living proof of what people with all types of diabetes can achieve, and this World Diabetes Day, we hope to inspire others around the world to truly discover what they're made of – and embrace their full potential to live beyond their diagnoses.

”

NICK JONAS

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

Helping people with diabetes take the first step to Discover What They're Made Of on World Diabetes Day.



Giving back to the community

In 2024, the Dexcom Grants Committee awarded educational and charitable grants to over 30 organizations.

These grants were awarded to nonprofit organizations, academic and research 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:



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 on the ways we support leading researchers and institutions, as well as our publicly available diabetes education tools, please visit our [healthcare provider site](#).

In **2024**, external researchers generated:

200+ 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 **2024**, we supported:

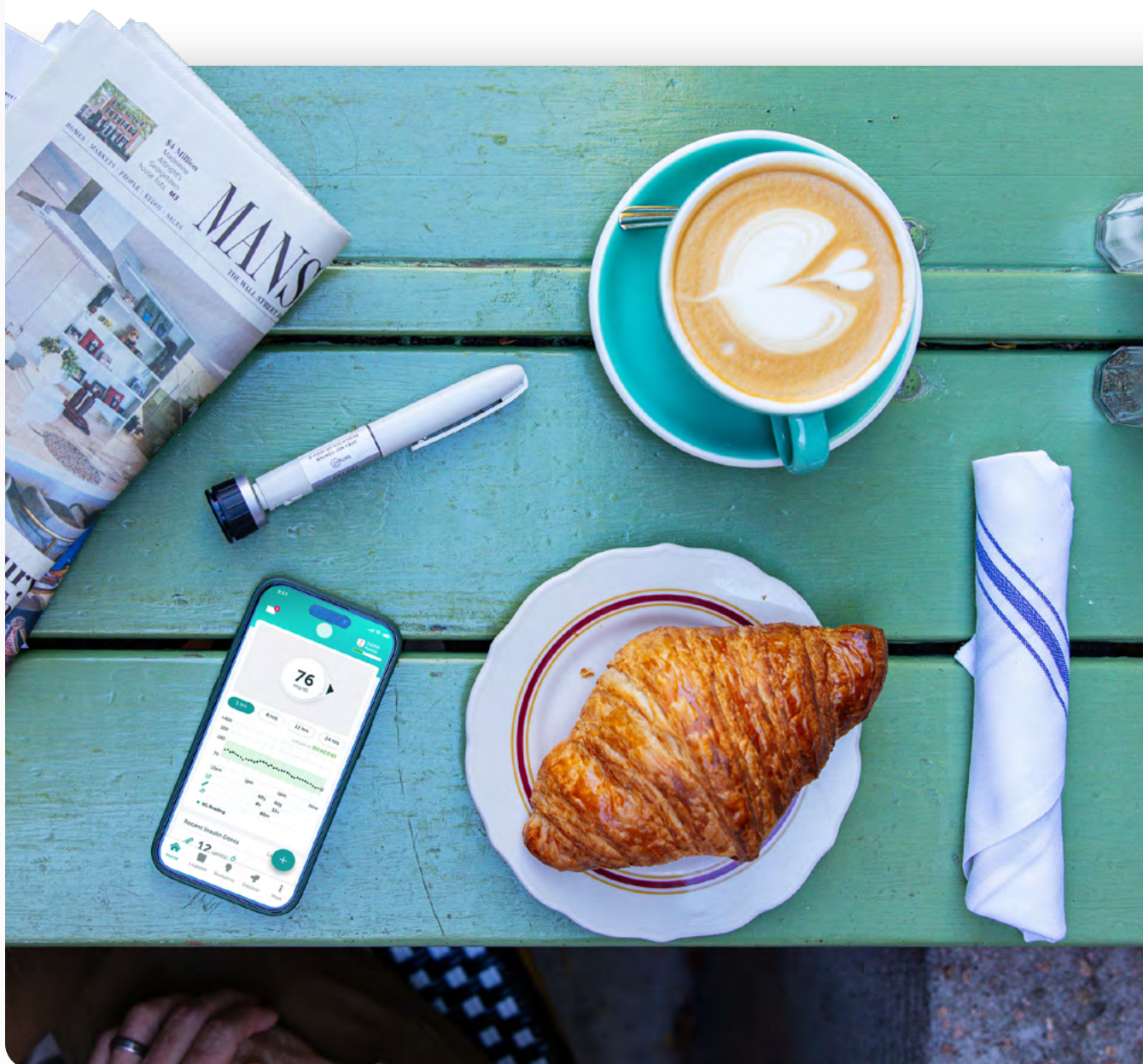
350+ clinical trials worldwide

at specialist outpatient clinics, hospitals, and communities. Among these trials were studies looking at CGM outcomes for largely uncovered populations, 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.



listen



think big



be
dependable



serve with
integrity

INTRODUCING

stelo by Dexcom



listen



think big



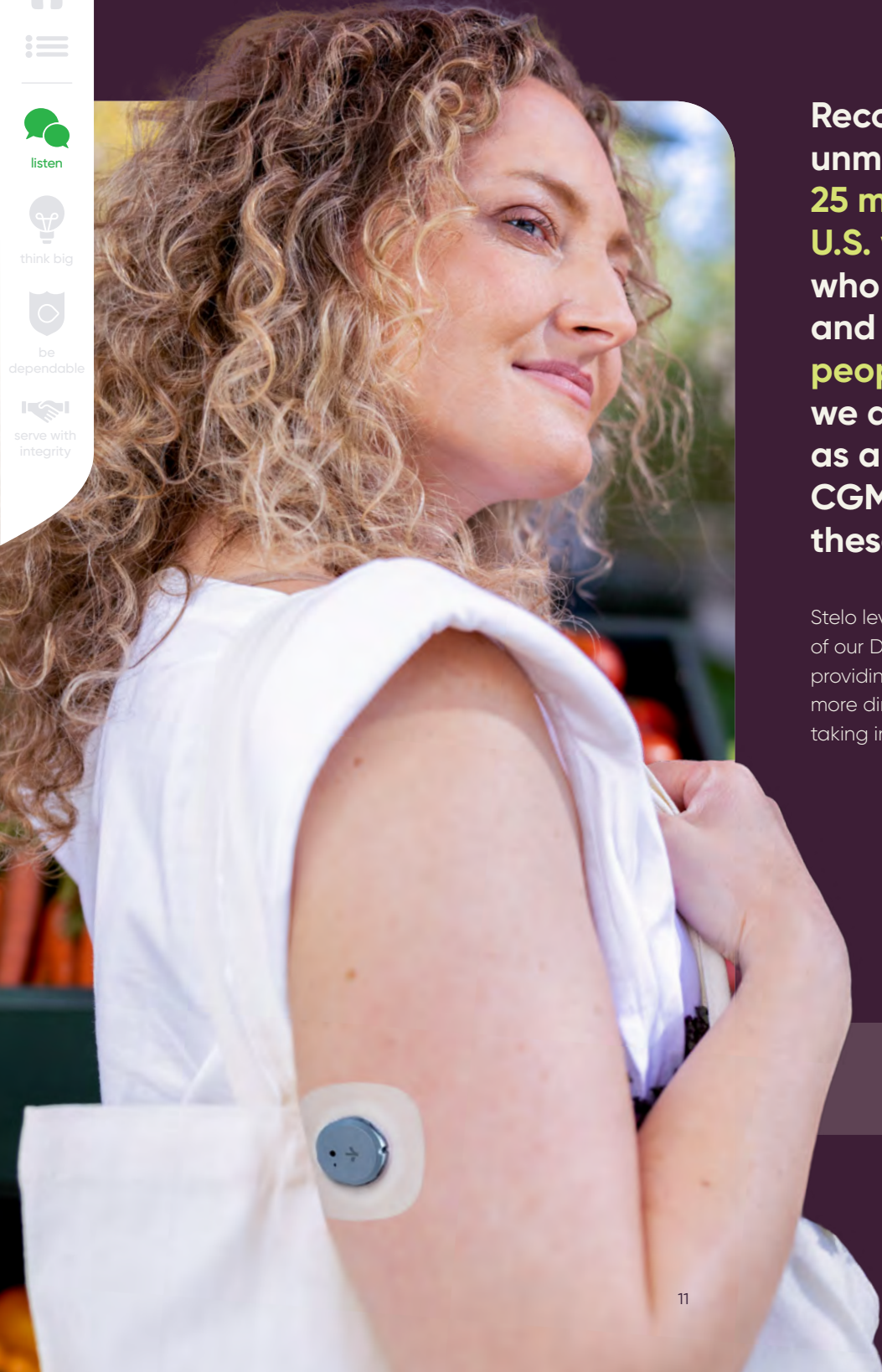
be

dependable



serve with

integrity



Recognizing a significant unmet need for the **25 million people in the U.S. with type 2 diabetes** who are not on insulin and the nearly **100 million people with prediabetes**, we developed Stelo as a more tailored CGM solution for these populations.

Stelo leverages the industry-leading accuracy of our Dexcom G7 sensor hardware, while providing a custom software experience that more directly meets the needs of those not taking insulin.

STELO HIGHLIGHTS



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



Spike and pattern detection software to identify meaningful glucose variability as it happens



15-day wear time to enable less frequent sensor changes



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



Subscription options available, which offer price discounts and seamless reordering

Importantly, this launch represented a key milestone in our company's history as **Stelo became the first glucose biosensor to earn FDA clearance for use without a prescription in the U.S.**

With limited reimbursement available today for people not taking insulin, we worked closely with the FDA to establish this new sensor category to greatly simplify access to Dexcom technology.

We look forward to further building on the Stelo experience with new software features, targeted partnerships, and additional distribution channels.

Listening to our type 2 non-insulin customers



I want insights, not just numbers

...into how food, exercise, sleep, and stress impact my glucose and overall health.



I want guidance that is personalized

...optimized to me, and easy to understand.



I need motivation

...to overcome challenges and be consistent.



Help me prevent my diabetes from getting worse

...and avoid medication and long-term complications.



Canada pharmacy replacement program

We are always working to elevate the user experience.



In response to customer feedback, we launched **a new program in Canada that provides customers more choice in obtaining replacement sensors**. By partnering with one of Canada's largest pharmacy chains, we offer our customers the choice to pick up replacement sensors at their local pharmacies for free.

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.**

Dexcom U is led by Dexcom in partnership with ESPN Senior NFL Insider and diabetes advocate Adam Schefter. 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, September 2022



Amber Jackson
Track + Field and Soccer
University of Louisville



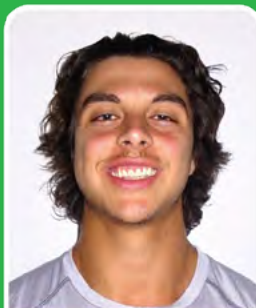
Ava DeStefon
Cheerleading
Clemson University



Ben Mirish
Water Polo
University of
Southern California



Bri Carrasquillo
Lacrosse
University of Oregon



Caleb Fauria
Football
University of Delaware



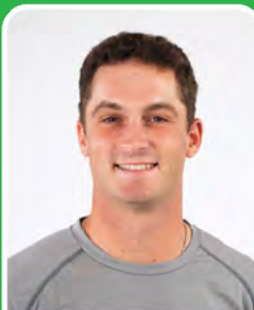
Dante Vasquez
Football
Springfield College



Isaac Traudt
Basketball
Creighton University



Jaci Carpenter
Beach Volleyball
Florida Gulf Coast University



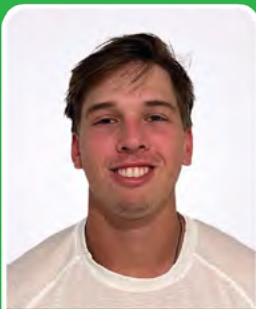
Jaxon Dowell
Golf
University of Oklahoma



Jessica Walter
Softball
Providence College



Joshua Meriwether
Football
Tennessee State University



Leo Giannoni
Baseball
Florida Gulf Coast University



Madison Moraja
Track + Field
North Carolina State University



Marlee Fray
Soccer
Oral Roberts University



Nicholas Hahne
Cheerleading
University of Notre Dame



Paris Husic
Track + Field
Clemson University



Raegan Lantz
Volleyball
Miami (OH) University



Sam Horn
Football and Baseball
University of Missouri



Shelomi Sanders
Basketball
Alabama A&M University



Tristan Wakefield
Rowing
Syracuse University



listen



think big



be
dependable



serve with
integrity

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

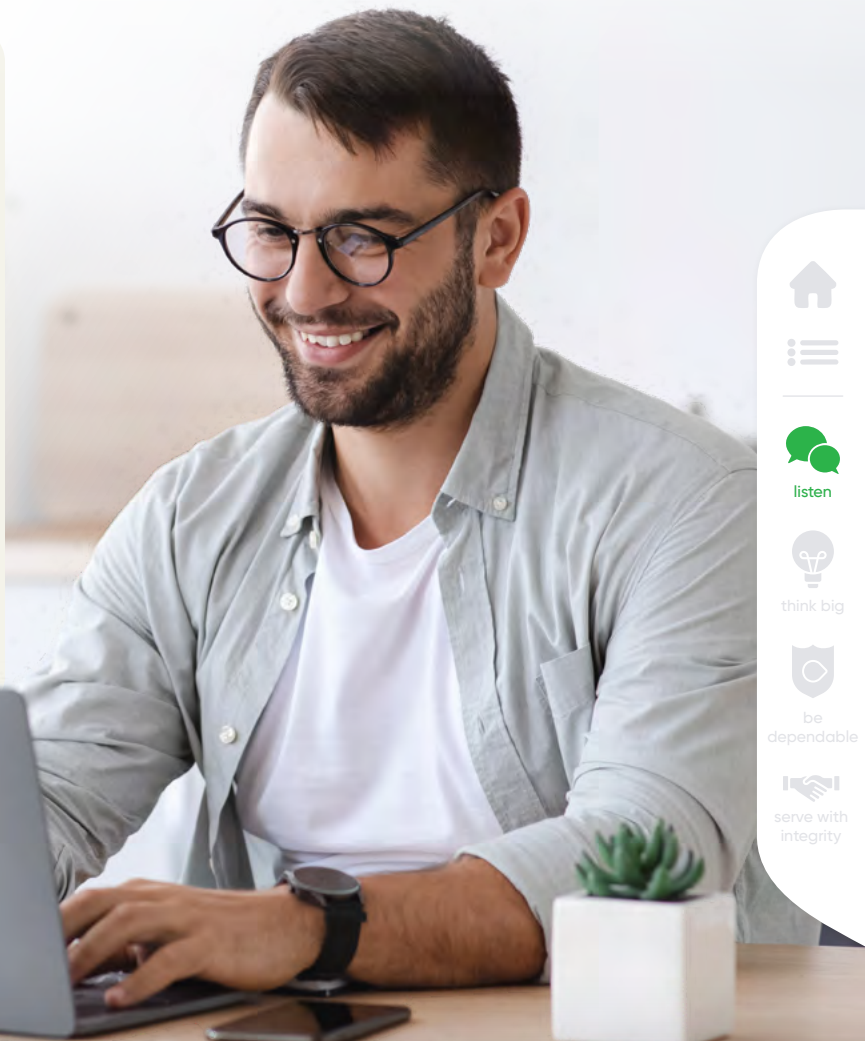
Every year, we conduct a Global Employee Survey that provides an outlet for our employees to share candid feedback about their workplace experience. We also conduct continuous lifecycle surveys, which request feedback across moments that matter in the employee lifecycle, and targeted surveys that explore 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.



2024 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 to improve career development opportunities for our employees**. Our 2024 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
I am proud to work for Dexcom	89%	90%	91%	91%
I can see a clear link between my work and Dexcom's mission	87%	89%	90%	89%
My work gives me a feeling of personal accomplishment	78%	83%	84%	83%

EXPANDING OUR INVESTMENT IN CAREER DEVELOPMENT

We have an unwavering commitment to career development. With ongoing initiatives designed to support continuous enrichment, we promote personal and professional growth across our employee base. In particular, coaching and mentoring remain cornerstones of our career development strategy.

Our workforce has embraced these opportunities, helping employees 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 well-being 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 they become disabled, cannot work, or pass away.

Mental Health Assistance

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

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 ÖURA, 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 certain expenses incurred through approved institutions of learning.

Inspire Well-Being

Our wellness program, Inspire Well-Being, intends to help employees and their families who desire to take control of their health and well-being. Dexcom focuses on four pillars of well-being: mind, body, finances, and community. Through the Inspire platform, employees can invite up to 10 family members and friends to participate in healthy habits, challenges, educational opportunities, and more. Additionally, Dexcom organizes company-wide steps challenges each year and offers unlimited on-demand fitness, nutrition, mindfulness, and meditation classes.

Employee Stock Purchase Plan (ESPP)

We provide employees in the U.S., Canada, UK, and Ireland 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. As examples of this commitment, we have established the following:



On-site Health Clinic **Philippines and Malaysia**

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 an off-site appointment with a physician.



Paid Military Leave **United States**

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



Medicare Advisement **United States**

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

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 supports employees across the United States who need to take time away from work to care for a covered family member, or bond with a newborn or newly placed child. Through the program, they have the means to do so while receiving a portion of their pay through wage replacement.

Family-Forming Benefits

United States and Canada

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



29%

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



58%

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



42%

of global leaders* are female



As of **December 31, 2024**, we had approximately:

10,200

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	2,700	2,300	5,000	N/A
Grand Total**	5,100	5,200	10,300	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. Leader defined as Director and above.

**Includes full-time and part-time employees.



listen



think big



be dependable



serve with integrity

Pay equity

At Dexcom, we are committed to compensating our employees fairly and equitably.



2021

Since **2021**, consistent with our **compensation philosophy and our commitment to fair and equitable compensation for all employees**, we have proactively reviewed gender pay equity for our global employees in the same or similar roles. In the U.S., we also review ethnicity pay equity for our U.S. employees in the same or similar roles.

2023

Since 2023, we have retained an independent third-party consultant to complete **external pay-gap studies of our workforce with respect to gender globally and to race/ethnicity in the U.S.** The adjusted pay-gap analysis compares employees who do the same or similar work under comparable circumstances

In reviewing base salary for non-executive employees, 98% of our employees were included in the global gender pay-gap analysis, and 99% of our U.S. employees were included in the U.S. race/ethnicity pay-gap analysis.



Non-executive employees who are women globally earned **99%** of the pay earned by men in similar roles



Racially and ethnically diverse non-executive employees in the U.S. earned **99%** of the pay earned by white employees in similar roles

We continued to advance our pay-equity efforts further in **2024**.

We will **continue to publish our adjusted pay-equity results with our annual Sustainability Report**, with the process and data reviewed by an independent third-party consultant.

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

This year, our Executive Leadership Team participated in the Corporate Equity Program at the National Civil Rights Museum in Memphis, Tennessee. Connecting to the history of the area, executives experience a deeper connection to the principles of equality and justice.



Our Executive Leadership Team left the experience energized and committed to promoting greater equality both within and outside Dexcom. This included a renewed focus on health equity across our organization. While this has been a long-time goal at Dexcom, we launched a new project this past year that broadened our presence among minority communities. We hope this can be a simple, but important, step towards driving greater equity within the healthcare ecosystem.



Given the impact this experience had on our Executive Leadership Team, we are organizing additional trips to the National Civil Rights Museum in 2025 for other Dexcom leaders. We also have chosen to partner with the museum to provide similar opportunities for others. For example, on Martin Luther King Day 2025, 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 more.



Inclusive leadership curriculum

To further promote inclusive thinking among our leadership team, we partnered with an outside firm in 2024 to deliver a **six-month inclusive leadership training program** for all Director and above leaders.



listen



think big



be dependable



serve with integrity

AWARDS AND RECOGNITION



DisabilityIN

Dexcom was proud to be recognized as a **Best Place to work for Disability Inclusion** and receive a **100/100 score 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.



Penang, Malaysia

Dexcom Malaysia continues to strengthen its reputation as an employer of choice in the Penang region after winning **three bronze awards at the 2024 Employee Experience Awards** and being recertified as a **Great Place to Work™**.



Vilnius, Lithuania

Dexcom Lithuania was awarded for **Top Diversity and Inclusion Initiative in Central Eastern Europe** in recognition of its efforts around diversity both externally and internally, as well as for the creation of Employee Resource Groups (ERGs) within the region.



Cebu, Philippines

Dexcom Philippines won the **Emerging Visionary Award** at the Transformation Summit hosted by Cebu Information & Technology Business Process Management Organization (Cebu IT-BPM) in recognition of our commitment to employee development and engagement.



Manila, Philippines

Dexcom Philippines also earned a **2024 Great Place to Work™ Certification**, which highlighted our dedication to fostering a supportive and dynamic work environment and cultivating a culture of respect, growth, and innovation.

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 opportunities to network and socialize, work on professional development, raise awareness of relevant issues, and more.

Over the past year, our ERGs continued to expand in terms of quantity, membership size, and initiatives. We also continued our expansion into other regions, which included the launch of our **You Are Not Alone (YANA)** and **Diabetes United** ERGs in EMEA.



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



A few standout events in 2024:



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



We welcomed Dr. Antonia Novello for Hispanic Heritage Month.



We hosted Pulitzer Prize winner Isabelle Wilkerson for Black History Month.



We were thrilled to welcome Dr. Antonia Novello to celebrate Hispanic Heritage Month.

Dr. Novello spoke about her experience as the first female and first Hispanic U.S. Surgeon General and provided insights from her book **"A Duty Calls: Lessons Learned from an Unexpected Life of Service."**



To further support our employee development, we hosted two guest speakers in 2024:



Pulitzer Prize winner and author **Isabelle Wilkerson** joined us for a special **Black History Month** discussion inspired by her bestselling book, **"Caste: The Origins of our Discontents."**

Dr. Janet Taylor, who is a **psychiatrist, self-care coach, and entrepreneur**, was hosted by our YANA ERG to discuss the importance of empathy, its impact on our varying societies, and navigating through challenging times.



As part of our annual Global Development Week, we were proud to include a day dedicated to inclusion learning and workshops across all time zones, allowing every employee the opportunity to make time for learning.

Some key topics covered included:



LGBTQIA+ allyship, facilitated by an external partner



An introduction to neurodiversity, facilitated by an external partner



Strategic leadership



How to promote collaboration



Dexcom culture and values

Supplier outreach program

Our supplier outreach program is another way in which we weave inclusivity into our broader business strategy and operations.

In 2024, we increased our **small business** spend by **over 10%** compared to 2023.

This included a significant increase in spend with **veteran-owned businesses**, which was a **focus area of our program in 2024**.

In fact, these efforts were recognized by the **Veterans in Business Network**, which presented our program manager with its distinguished **"Bravo Zulu Award"** this past year.



Over the past year, we also expanded our **supplier outreach advocacy work**, conducted new **supplier mentorship programs**, broadened our **networking efforts**, and participated in numerous **speaking events**.

Additionally, we **extended our supplier outreach initiatives** into our **international footprint**, starting with our **European markets**.



Discover What You're Made Of



listen



think big



be

dependable



serve with

integrity

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.



CONTENTS

- 01** Access to healthcare
- 02** Commitment to a sustainable future
- 03** Product stewardship
- 04** Community and employee engagement

- 05** Environmental metrics
- 06** Commitment to providing a safe working environment
- 07** Injury response and reporting



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.

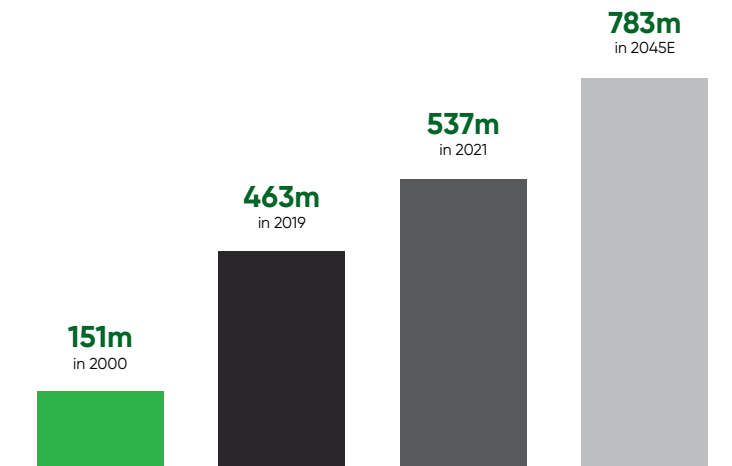


As the statistics below demonstrate, diabetes is truly a global epidemic that requires a commitment to innovative thinking:



Diabetes Diagnosis and Cost

Adults (aged 20–79) with diabetes globally²



People diagnosed with diabetes have **~2.6x higher expenses** that those without³



More than **1 in 4 U.S. healthcare dollars** are spent on people with diabetes³

²IDF Atlas, 10th Edition (2021).

³American 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.

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



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 been successful in advancing 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

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

Similarly, in certain reimbursed international markets, we found access being constrained by administrative hurdles. In response, we committed to proactively lowering our prices in those markets in return for the removal of impediments limiting customer access. A pricing committee consisting of senior leaders across several functions meets regularly to assess key decisions and access opportunities.



listen



think big



be
dependable



serve with
integrity



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 the 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 MOBILE 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.

These coverage decisions resulted in the largest expansion of access in our company's history, as these two populations represent around 6 to 7 million people in the United States. Relative to existing coverage, we effectively doubled our level of U.S.-reimbursed access in only a few months.

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.





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 the 25 million 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 83rd Scientific Sessions, our team presented data highlighting our ability to drive better outcomes among this population. In a real-world study of more than 7,000 adults with type 2 diabetes not using insulin, we saw a 40% increase in time in range and a clinically meaningful improvement in A1C levels. Importantly, this population wore Dexcom CGM more than 80% of the time, indicating high levels of engagement.

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. We initiated this RCT in 2024, with plans to complete enrollment early in 2025. 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.



listen



think big



be
dependable



serve with
integrity



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 24 additional states, closing 2024 with 47 states that offer Dexcom CGM Systems to certain eligible members.

Importantly, we have also expanded our level of coverage within these states. This past year, this 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. 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 real-time information that can support better lifestyle decisions and behavior change.

Over the past two years, several forward-thinking state Medicaid programs have recognized the potential for better care of gestational diabetes, with 26 states now covering CGM for this condition. With greater than 40% of births each year insured by state Medicaid programs,⁴ these decisions carry an outsized impact on the care landscape for this market.

⁴ [Medicaid Birth Data](#)



listen



think big



be
dependable



serve with
integrity



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. Over the past two years, we received several positive coverage decisions for our Dexcom CGM Systems, including expanded coverage in Australia, New Zealand, Canada, France, and Japan, to name a few.

Our 2024 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 the Dexcom ONE platform (Dexcom ONE and Dexcom ONE+) has greatly enhanced our international opportunity. Dexcom ONE and Dexcom ONE+ leverage our Dexcom G6 or Dexcom G7 hardware but utilize different software to provide distinct customer experiences. 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 helped meaningfully broaden 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 and Dexcom ONE+ have 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 process also has 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 realize the efficacy of Dexcom CGM.



Collectively, at the close of 2024, our international access initiatives have expanded reimbursed coverage for Dexcom CGM Systems by 4 million lives over the past three years.



listen



think big



be
dependable



serve with
integrity



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 driven 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 assessing options for 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.



listen



think big



be
dependable



serve with
integrity



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 incremental sensors, we are establishing the foundation to benefit more customers over the short and long term.



Designing product for scale

The commitment to expanding access requires thoughtful action throughout the organization. To meet our ambitious capacity expansion goals, our Research & Development and Global Operations teams have collaborated extensively to adapt 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 Stelo as our first 15-day product, and we are currently working to bring that experience to the rest of our customer base. As a next step, we submitted our Dexcom G7 15-day CGM System to the FDA for review in late 2024.

In addition to providing significant cost and access benefits, this move would 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 in 2025 as a key component of our cost, access, and environmental efforts.



listen



think big



be
dependable



serve with
integrity



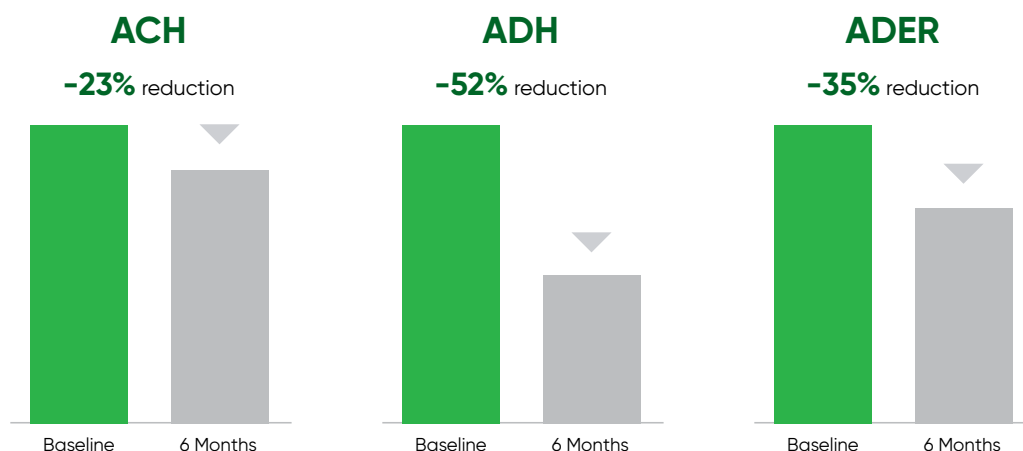
Demonstrating economic outcomes

In addition to clinical outcomes, we are working extensively to further demonstrate the ability of Dexcom CGM technology to contribute to economic savings in the global healthcare system. A preliminary pilot study conducted by Intermountain Healthcare demonstrated improvements in clinical outcomes, costs, and self-reported measures for a cohort of patients with type 2 diabetes using Dexcom CGM Systems, compared to those measuring blood glucose via the current fingerstick standard of care.⁵

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.⁶

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.⁷

Across this group, CGM use drove meaningful reductions in all-cause hospitalizations (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.



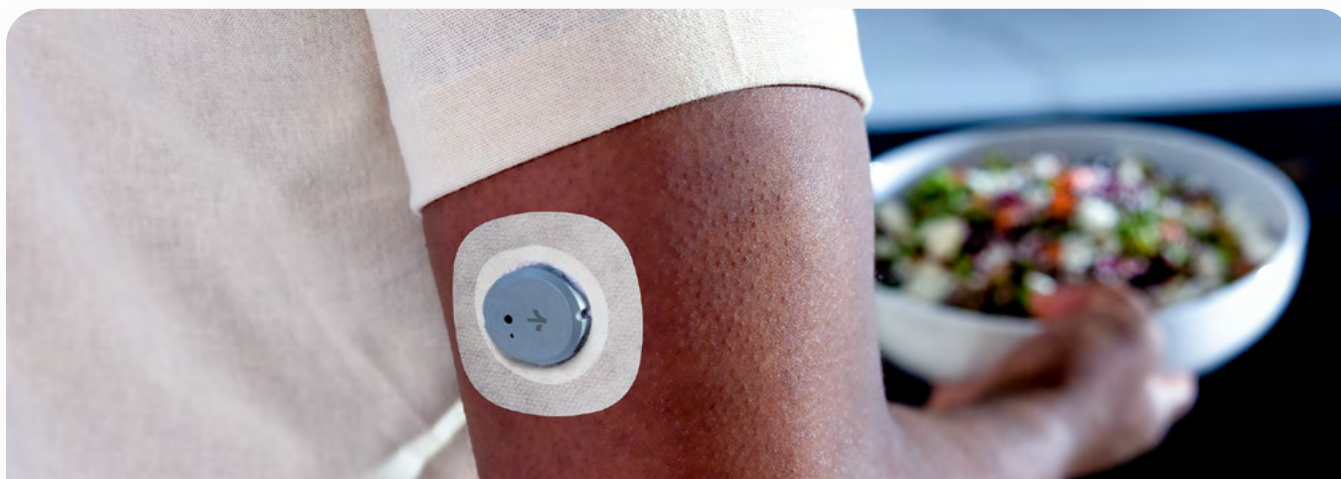
These results add to the significant body of evidence we have amassed in support of health and economic outcomes for people with diabetes.⁸

⁵ Isaacson et al. Journal of Diabetes Science and Technology. September 2020

⁶ <https://www.hcplive.com/view/real-time-cgm-use-associated-with-reduced-medical-costs-in-patients-with-type-2-diabetes>

⁷ <https://dom-pubs.pericles-prod.literatumonline.com/doi/10.1111/dom.15866>

⁸ 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 nearly 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 enables any adult in the U.S. to now 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,⁹ and we will look to explore these type 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. However, little coverage exists today outside of state Medicaid programs. 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.

⁹ <https://pubmed.ncbi.nlm.nih.gov/38680050/>



serve with
integrity

Commitment to a sustainable future

We are committed to integrating sustainable practices across our operations.



This starts with our Environmental, Health, Safety, and Sustainability (EHSS) Policy, which guides our employees on how to create a safe, healthy, and environmentally responsible workplace. We require all employees to complete mandatory training on this policy to ensure company-wide alignment with our sustainability goals. Similarly, we also hold our contractors accountable to the same EHSS standards and procedures.

To support our environmental goals, we have established a robust Environmental Management System (EMS) that helps us minimize our environmental impact. From reducing resource consumption to actively monitoring our footprint, we approach sustainability as an opportunity to innovate and lead.

Dexcom's three-pronged approach to sustainability



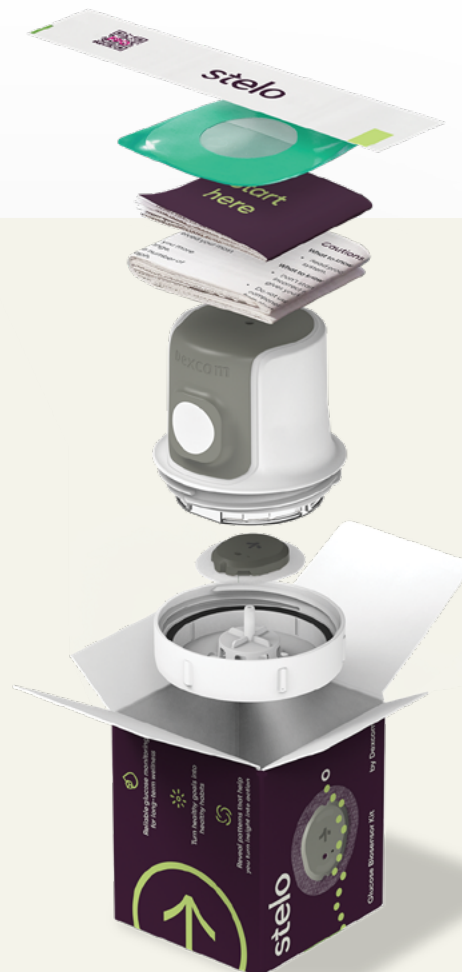
Reduce the environmental impact of our products



Drive eco-efficiency 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.

GOVERNANCE



-
-
-
-
-
-



CONCEPT

We design products with circularity in mind, focusing on opportunities to reduce waste and enhance efficiencies.



SOURCING

We are committed to sourcing sustainable materials and reducing the use of virgin materials in our products.



OPERATIONS

We strive to minimize the environmental impact of our operational footprint by implementing measures that:

- Reduce the use of raw materials and hazardous chemicals
- Expand our use of renewable energy
- Decrease waste streams across our organization





DISTRIBUTION

We look at efficient modes of transportation from raw materials to finished goods. We aim to optimize vehicle loads through smart transportation management across our distribution network.



USE

We aim to deliver innovative, sustainable products designed to meet high-performance standards for our customers.



END-OF-LIFE

We design products and processes with the end-of-life in mind, always seeking opportunities for reuse and increased recyclability of products, packaging, and materials.



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

Our Environmental Sustainability Group is composed of leaders from our R&D, Global Operations, and Commercial departments, and is focused on developing company-wide environmental strategies that both improve our efficiency and minimize our environmental impact.



Climate



Energy



Water



Waste



Climate change and greenhouse gas emissions

In recent years, we have made significant strides in our environmental reporting.

Our fiscal-year 2022 report marked the first time we publicly disclosed our greenhouse gas (GHG) emissions, covering Scope 1, Scope 2, and select Scope 3 emissions (category 5, waste in operations). In last year's report, we expanded our disclosure to include new Scope 3 emissions (category 6, business travel).



This past year, we have taken our biggest step yet by disclosing all applicable Scope 3 categories. Our 2023 GHG emissions inventory now includes all relevant categories, and we have established 2023 as our baseline year.



To improve completeness and accuracy of our data, we have obtained [third-party limited assurance for our GHG inventory from 2020-2023](#). As of this report's publication, third-party limited assurance for our 2024 GHG inventory is in progress. Once complete, we plan to publish a separate report this summer with the full details of our 2024 environmental metrics, GHG inventory, and targets.

We continue to provide environmental transparency by incorporating the Task Force on Climate-Related Financial Disclosures (TCFD) framework into our annual Sustainability Report and completing the CDP Climate Change Questionnaire.

These frameworks allow us to discuss our climate-related risks and opportunities, which we believe can broaden our environmental dialogue with key stakeholders.



EFFICIENTLY OPERATING AND DISTRIBUTING
TO REDUCE OUR CARBON FOOTPRINT

ONGOING



We utilize a robust transportation management system, which is integrated with our enterprise resource planning (ERP) and warehousing systems, to enhance shipping efficiency and eliminate unnecessary shipments.



We divert waste from landfills wherever feasible (as discussed further in the Waste Management section below).



We prioritize working with EPA SmartWay Partners to ensure we are utilizing energy-efficient carriers.

NEW



Malaysia solar panels

As part of our commitment to reducing Scope 2 emissions and transitioning toward renewable energy sources, in 2024, Dexcom installed rooftop solar panels at our manufacturing facility in Malaysia. The construction, completed in August 2024, marked a significant milestone in our sustainability journey.

By December 2024, the system generated enough renewable electricity to reduce approximately 806 metric tons of CO₂e emissions. This initiative highlights our efforts to integrate clean energy solutions into our operations and align with global climate goals.



Double-stacking

In 2024, we advanced our double-stacking project, which was designed to enhance transportation efficiency by maximizing pallet space.

This initiative resulted in a 37% reduction in trips each month, cutting 141,000 miles from our transportation routes and avoiding 164 metric tons of CO₂e emissions. These savings are equivalent to the annual electricity use of 22 homes.



Energy efficiency

We remain committed to improving energy efficiency throughout our operations.

As part of this effort, we have partnered with local utility vendors in Mesa, Arizona, and San Diego to get a full view of energy usage at our U.S. manufacturing sites. This collaboration led to the implementation of several energy-saving initiatives at these sites in 2024.

For example, over the past year, we made the following changes at our San Diego facility:



CER air change rate optimization

We reduced air changes per hour in Controlled Environment Rooms (CERs) from 30–40 to 20, achieving significant energy savings while maintaining targeted air quality.



Matching electricity usage to building utilization

We reduced our electricity usage in underutilized spaces by up to 50%, cutting energy demand without impacting operations.



Office HVAC optimization

We standardized temperature settings and ventilation schedules to reduce energy consumption during non-operational hours.



Localized HVAC systems

We modified an HVAC system for one building by transitioning the first floor to localized units, which increased efficiency and better aligned our energy use with occupancy patterns.

These 2024 projects resulted in an estimated avoidance of nearly 1.5 million kWh in 2024.



listen



think big



be
dependable



serve with
integrity



Water stewardship

Although our manufacturing sites use relatively low volumes of water, we are committed to responsible water usage.

Each year, we utilize the World Resources Institute's (WRI) Water Risk Atlas to assess our water risk and implement efficient water-management practices across our facilities.

Regional water risk levels at Dexcom manufacturing site locations:

According to the WRI's Water Risk Atlas, our manufacturing sites are in regions with varying water risk levels: San Diego is categorized as extremely high risk; Mesa, Arizona, as high risk; and Penang, Malaysia, as low-to-medium risk.

WATER-CONSERVATION INITIATIVES



Our facilities implement local, low-water intensive landscapes wherever feasible.



Our Penang, Malaysia, facility uses water-efficient cooling systems and domestic water systems designed for reduced water consumption.



Waste management

We utilize an integrated management approach to help reduce waste and improve our resource efficiency.



In 2023, we launched our “One Dexcom” charter, which is dedicated to improving waste diversion rates across our operations. Our key focus areas include domestic waste, cafeteria waste, packaging materials, manufacturing waste, and personal protective equipment (PPE).

Circular economy approach

Waste-reduction practices at Dexcom 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. By adhering to these practices, we work to align our waste-management efforts with our environmental goals.



listen



think big



be
dependable



serve with
integrity

WASTE PROJECTS & INITIATIVES



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.

2024

15,137 pounds

of contaminated gloves were recycled and diverted from landfills through this effort



Reusing and 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

>1.8 million pounds

of discarded applicators were repurposed



Sensor wire recycling

In 2024, we launched a program to recycle sensor wires discarded in our manufacturing processes using a method called hydrometallurgy. This process allows us to recover valuable metals from any discarded wires.

2024

65 pounds

of sensor wire waste was successfully recycled from our Mesa and San Diego manufacturing sites

OPERATIONAL WASTE FOOTPRINT

In 2024, while we introduced several new recycling initiatives and expanded our waste-diversion efforts, a few unique events impacted our waste and recycling rates for the year.

First, we completed large-scale cleanout events at several warehouses and across our Research & Development organization. These cleanouts contributed to the uptick in plastic recycling along with recyclable and non-recyclable waste generation in this year's data.

We also had higher waste outputs from our on-site care clinic, construction projects across multiple sites, and operational changes that temporarily impacted our waste generation.

To build on our recent waste-reduction efforts, we conducted an internal waste audit at one of our manufacturing sites in 2024. This comprehensive review helped us identify opportunities to further improve our waste-handling processes and implement more efficient recycling and diversion strategies moving forward.



► Dexcom Malaysia



Biodiversity commitment

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

In 2024, we completed construction at our Dexcom Malaysia facility in Penang, which was built on land pre-designated for development to ensure minimal disruption to farmlands, floodplains, natural habitats, and wildlife-rich areas.

We took a similar approach when designing our newest manufacturing facility, currently under construction in Athenry, Ireland. Early in this design process, we completed environmental impact assessments to ensure responsible development at this site. We will continue to operate with this type of focus on ecological stewardship as we build out our footprint in the future.

► Dexcom Ireland



Product stewardship

Our product stewardship efforts focus on product safety, quality, and sustainability throughout the entire product lifecycle – from design to end-of-life.

By embedding sustainability principles into our product design, we can minimize our environmental impact, reduce risks from harmful chemicals, and comply with global regulations.

We use a third-party substance database to help us identify and manage restricted and regulated substances across our supply chain. Our compliance efforts also include reporting to databases such as the EU SCIP for REACH regulated materials and removing restricted substances from our products.



Hazardous chemicals and conflict minerals

Through our product-stewardship program, we are dedicated to minimizing the use of hazardous chemicals and substances of concern in our products, packaging, and manufacturing processes. We enforce chemical restrictions in our products to align with global regulations such as EU WEEE, EU REACH, EU RoHS, the EU Packaging Directive, EU Persistent Organic Pollutants (POP), and California Proposition 65.

We are also dedicated to ensuring responsible sourcing and transparent reporting of conflict minerals. In line with this effort, Dexcom achieved a 100% supplier response rate for conflict minerals. Our [Conflict Minerals Policy](#) covers these requirements.

Extended producer responsibility

Dexcom meets global extended producer responsibility regulations when applicable in the countries where we sell our products. By working with authorized partners, Dexcom ensures that our packaging, batteries, electronic waste, and sharps are responsibly managed at end-of-life.



Recycled packaging content

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



listen



think big



be dependable



serve with integrity

Community and employee engagement

We are proud to have a passionate and engaged employee base, committed to contributing to a more sustainable future.



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

In 2024, Dexcom was recognized for our environmental sustainability efforts.

GREEN100® Index 2024

Dexcom was included in the third edition of the GREEN100® Index Report 2024, released by Sagacious IP. This prestigious report honored the **100 most impactful organizations and research institutions** committed to climate change mitigation through innovative green technology patents.

America's Greenest Companies 2024 by Newsweek

Newsweek, in partnership with Plant-A and GIST Impact, identified the **top 300 companies in the U.S. based on environmental sustainability**. Companies were assessed across four key criteria: greenhouse gas emissions, water conservation, waste reduction, and sustainability data disclosure and commitments.

EMPLOYEE ENGAGEMENT ACTIVITIES



In 2024, our annual Earth Day Fairs in San Diego and Mesa, Arizona, brought together over 500 employees to celebrate our commitment to sustainability.

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



BYOB (Bring Your Own Bottle)
aimed at reducing single-use plastics
and promoting eco-friendly habits

We also expanded our **Do One Thing (DOT) program** this past year, which encourages employees to lower their energy usage and make environmentally friendly decisions in their daily lives.

In 2024, we introduced new campaigns **focused on reducing plastic use, protecting waterways, and achieving zero waste.** Employees across Dexcom sites pledged to “do one thing” in their daily work routines to help drive waste reduction in these critical areas.

In addition, our Dexcom Malaysia team organized a tree-planting day to celebrate **Earth Day.** The team partnered with local councils to collaborate on an event aimed at nurturing local green spaces.

More than 40 employees participated in this event, which resulted in the planting of over 2,500 plants.



listen



think big



be dependable



serve with integrity

MALAYSIA TREE PLANTING EVENT FOR EARTH DAY



In 2024, **multiple cleanup** events were organized across our sites. Led by both the Green Team and other departments, these events brought together over **30 volunteers** to help clean and restore local outdoor spaces.

GREEN TEAM BEACH CLEANUP



EARTH DAY FAIRS



Environmental metrics

The greenhouse gas emissions data below reflects third-party verified data through year-end 2023. We are currently in the process of validating our 2024 emissions data and plan to share that dataset via a separate report in the coming months.

GLOBAL ENVIRONMENTAL METRICS

Energy Consumption	2020	2021	2022	2023
Total Electricity (kWh)¹	29,512,020	35,540,062	39,438,392	57,455,786
Total Electricity Intensity (kWh/M \$USD revenue)	15,317	14,515	13,554	15,862
Total Natural Gas (mmBTU)¹	36,017	56,433	59,551	64,018
Total Natural Gas (mmBTU/M \$USD revenue)	19	23	20	18
Total Propane (Gallons)	-	-	-	16,794
Total Fleet Mileage (miles)	-	-	-	7,392,036
Water Consumption (Gallons)	2020	2021	2022	2023
Total Water Usage	19,621,795	34,005,112	38,999,405	40,213,176
Waste Generated in Operations (U.S. Tons) ²	2020	2021	2022	2023
Total Waste Generated	2,939	3,748	5,753	6,233
Total Waste Intensity (U.S. Tons/M \$USD revenue)	1.5	1.5	2.0	1.7
Total Waste to Landfill	2,307	2,767	2,757	2,678
Total Waste Diverted from Landfill	632	981	2,996	3,554
Total Waste Diverted from Landfill %	22%	26%	52%	57%
San Diego, California	30%	37%	55%	62%
Mesa, Arizona	11%	13%	50%	46%
Penang, Malaysia	-	-	-	100%

NOTES

¹ Some usage data is estimated for shared office spaces.

² Waste from manufacturing and warehouse facilities only.

- Data not available for this year. For full details, please review Dexcom CDP Report.

GLOBAL GREENHOUSE GAS (GHG) EMISSIONS

Scope 1 & 2 Emissions (mtons CO ₂ e)	2020	2021	2022	2023
Scope 1 GHG Emissions	2,044	3,028	4,768	6,652
Scope 1 Intensity (mtons CO ₂ e/M \$USD revenue)	1.1	1.2	1.6	1.8
Natural Gas	1,913	2,997	3,163	3,400
Stationary Diesel	-	-	-	24
Fleet	-	-	-	1,848
Refrigerants	131	31	1,605	1,380
Scope 2 GHG Emissions - Electric Power				
Location Based	9,201	11,168	12,566	24,279
Scope 2 Location Based Intensity (mtons CO ₂ e/M \$USD revenue)	4.8	4.6	4.3	6.7
Market Based	9,371	11,807	13,614	25,291
Scope 2 Market Based Intensity (mtons CO ₂ e/M \$USD revenue)	4.9	4.8	4.7	7.0
Total Scope 1 & 2 (Market)	11,415	14,836	18,382	31,943
Scope 3 Emissions (mtons CO ₂ e)	2020	2021	2022	2023
Purchased Goods and Services (Category 1)	-	-	-	325,942
Capital Goods (Category 2)	-	-	-	28,178
Fuel-and-Energy-Related Activities (Category 3)	-	-	-	6,944
Upstream Transportation (Category 4)	-	-	-	45,009
Waste Generated in Operations (Category 5)	1,257	1,587	1,749	1,776
Business Travel (Category 6)	-	-	-	5,840
Employee Commute (Category 7)	-	-	-	25,379
Upstream Leased Assets (Category 8)	-	-	-	12
Downstream Transportation (Category 9)	-	-	-	32,531
Use of Sold Products (Category 11)	-	-	-	2,543
End-of-Life Treatment of Sold Products (Category 12)	-	-	-	5,278
Investments (Category 15)	-	-	-	145
Total Scope 3				479,576
Total Scope 3 Intensity (mtons CO ₂ e/M \$USD revenue)	0.0	0.0	0.0	132.4

NOTES

Some historical data has been restated due to improved data collection methods.
Business travel includes U.S., Canada, and APAC, excluding Japan.
Propane and fleet data includes U.S. and Canada.
- Data not available for this year. For full details, please review Dexcom CDP Report.



Commitment to providing a safe working environment

We are committed to providing a safe and healthy workplace for our employees by integrating occupational health and safety best practices into our operations.

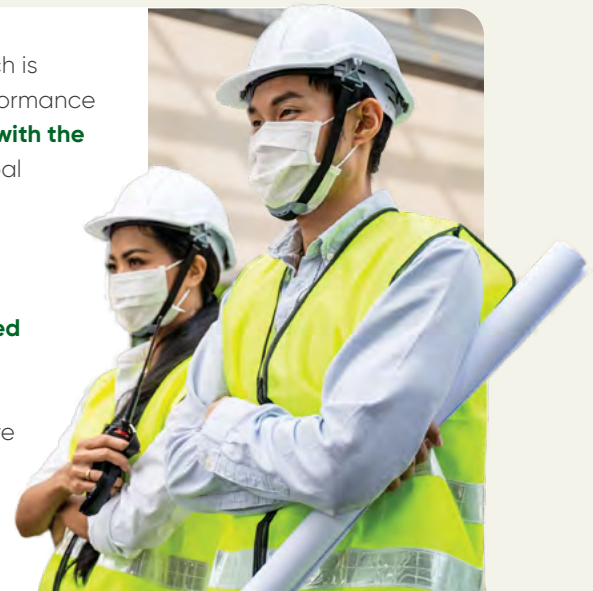


Safety is a shared responsibility, and we take pride in fostering a culture of **personal accountability, proactive thinking, and continuous improvement**. To support this effort, we have established robust safeguards in our operations and maintain strict compliance with regulatory requirements. Additionally, we hold both our employees and contractors to the same high environmental, health, and safety standards to ensure everyone is contributing to a safe and supportive work environment.

GLOBAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Our Occupational Health and Safety (OHS) Management System, which is integrated within our environmental, health, and safety standards performance framework, is designed to ensure that **Dexcom remains in compliance with the international standard ISO 45001**. This system establishes a set of global health and safety standards which our sites are required to meet.

To ensure the safety and well-being of employees, we conduct regular risk assessments, develop action plans, and prepare for emergency situations. **Our health and safety performance is continuously evaluated through our performance framework assessments, routine internal inspections, and safety reporting system**. In addition, when incidents do occur, we have clear procedures established to determine corrective actions. We also require OHS employee training to ensure our team remains current on best practices for creating and maintaining a safe work environment.



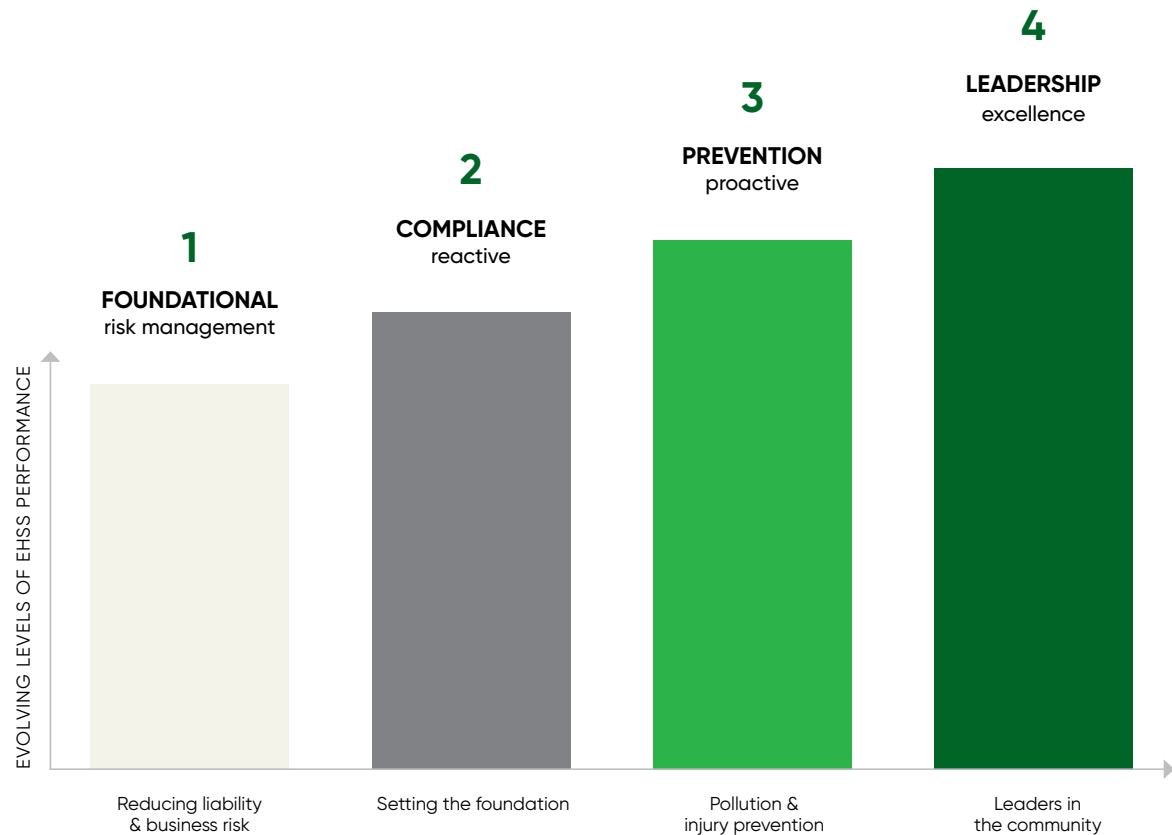
GLOBAL ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)



Our EMS is also integrated within our environmental, health, and safety standards performance framework for alignment with ISO 14001 across Dexcom sites. In addition to the sustainability efforts described in this report, our EMS is designed to prevent environmental contamination, reduce health risks to employees and the community, and ensure compliance with applicable regulations.

COMPLETED 2024 ASSESSMENTS

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. **In 2024, after a thorough internal review, three sites (San Diego Product Innovation Center, Mesa manufacturing, and Mesa Regional Distribution Center) successfully achieved our foundational-level certification.**



Injury response and reporting

Over the past year, our ongoing safety efforts helped reduce injury rates by 40%.



This improvement is attributed to several key factors:



Comprehensive safety training programs



Regular safety inspections



Promotion of a safety-first culture



Renewed emphasis on ergonomics

Notably, we have seen a **36% decrease in ergonomic injury rates** across our global manufacturing sites.

2024 INJURY DATA FOR U.S. EMPLOYEES

Occupational Injury/Illness Data for U.S.	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Injury Rates						
Total recordable incident rate (TRIR)	1.33	1.17	1.40	1.61	2.39	1.44
Days away, days of restricted work and/or days of job transfer (DART)	1.05	0.97	1.13	1.48	2.30	1.37
*Lost time injury frequency rate (LTIFR)	1.50	1.50	1.60	2.50	2.40	1.54
Fatalities						
Fatalities - employee	0	0	0	0	0	0
Fatalities - contractor	0	0	0	0	0	0

NOTE

*The LTIFR and DART for 2019–2022 have been updated since the previous report to account for all U.S. employees.

IMPROVING SAFETY AND COMMUNICATION

In 2024, we launched an internal resource for employees that provides essential information about each worksite, whether they are working, visiting, or hosting guests.

This resource page includes:



Facility addresses
and hours
of operation



Nearest hotels
and airports



Badge access
instructions

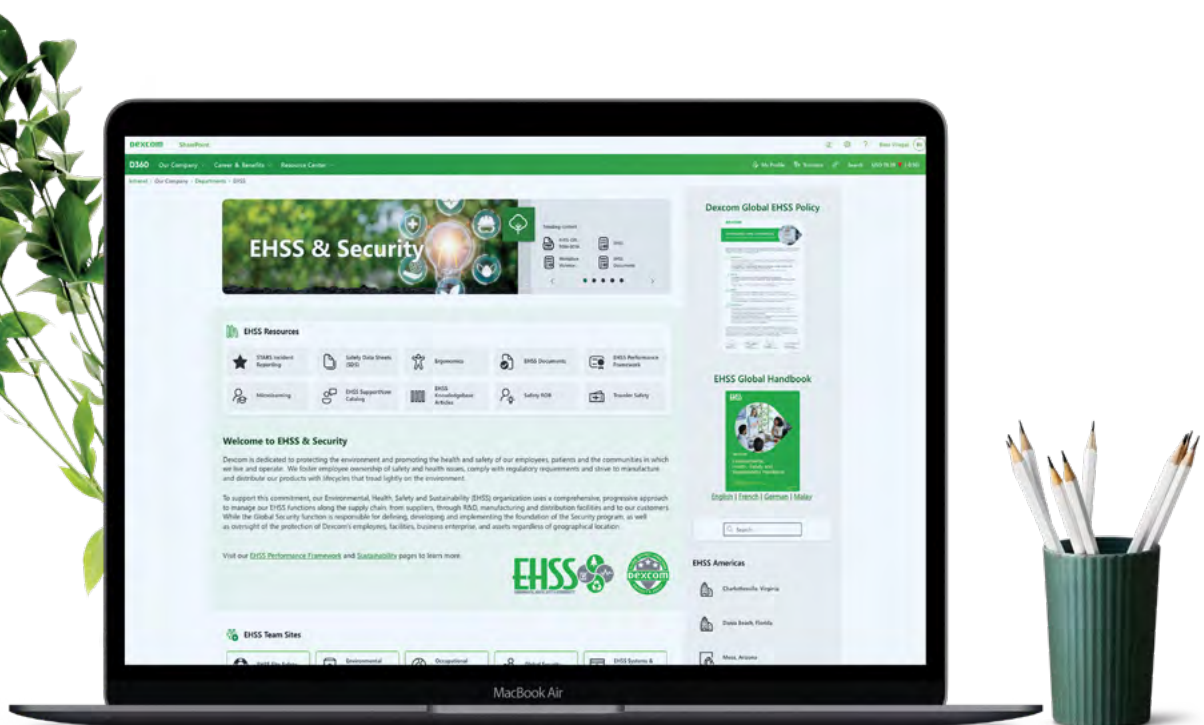


Available
amenities



Emergency
contact details

Additionally, all Dexcom locations now feature **EHSS digital communication boards**. These boards display general safety awareness messages and emergency contacts. To ensure site-specific safety needs are addressed, each board is customized with that location's safety information.



2024 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 Environmental, Health, and Safety Standards Policy reflects a unified vision across all global sites.

- ✓ Published 20 new standards
- ✓ Conducted three performance framework certification assessments and certified three sites at the foundational level
- ✓ Published the Performance Framework Assessment Program
- ✓ Aligned policies and programs to ISO 14001 and 45001 standards



Safety communication and training

Promoting safety through consistent communication and training initiatives is a cornerstone of our workplace health strategy. These efforts raise safety awareness and empower our employees to prevent accidents, injuries, illnesses, and other adverse events.

- ✓ Completed 30 safety-related communication campaigns in 2024 on topics such as cuts and lacerations, 6S awareness, Earth Day, heat stress and hydration, travel and summer safety, ergonomics, and emergency preparedness
- ✓ Updated global EHSS handbook to align with new EHSS policy and required training for all Dexcom employees
- ✓ Achieved 98% 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
- Noise control and fall prevention
- Laser safety and hazardous materials handling
- Bloodborne pathogen safety

- ✓ Developed safety leaders with area safety representatives (ASRs) at each manufacturing site
- ✓ Implemented One Dexcom program to reduce risk across operations
- ✓ Mandated training on the Warehouse Safety Manual, safe material handling practices, and emergency action plan

2024 HEALTH AND SAFETY PERFORMANCE (CONT.)



Ergonomics

In 2024, the global ergonomics program was updated to introduce site ergonomic representatives at manufacturing facilities, utilizing a standardized ergonomic risk assessment approach (SOAR). Through SOAR, sites monitor their primary activities with ergonomic impacts, conduct employee surveys, and perform job observations to assess and mitigate risks in injury-prone tasks.

This approach has proven to be very effective, leading to a **36% decrease in the ergonomic injury rate** across global manufacturing sites.

- ✓ Conducted **79 employee comfort surveys** in production areas
- ✓ Performed **11 ergonomic risk assessments** on production duties
- ✓ Conducted **48 ergonomic evaluations** to resolve employee concerns
- ✓ Updated ergonomics program, assessment tools, design standards, and trainings
- ✓ Created auditable standard for manufacturing and sites with offices



Environmental protection

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

- ✓ Trained employees on environmental safety and compliance
- ✓ Disposed of waste properly
- ✓ Reported and cleaned up spills
- ✓ Implemented robust site stormwater pollution prevention programs
- ✓ Properly disposed of chemicals to ensure employee safety and prevent contamination of stormwater and wastewater ways
- ✓ Maintained safe and healthy air quality levels



COVID-19

COVID-19 continues to shape how we conduct our operations today.

- ✓ Continued to follow all CDC guidelines
- ✓ Continued to follow all Cal/OSHA guidelines at San Diego sites
- ✓ Hosted COVID-19 and flu vaccination events at San Diego and Mesa, Arizona, sites



listen



think big



be

dependable



serve with

integrity

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 System Regulation (QSR)**, **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.

Recent initiatives

Ongoing investments help ensure that our global QMS is built for scale and efficiency. In 2024, we executed upgrades to our processes and global automated solutions in the areas of receiving inspection, facility equipment calibration and preventive maintenance, corrective and preventive action, complaint handling, warehousing, and the review and approval of promotional materials.

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.



listen



think big



be
dependable



serve with
integrity

serve with integrity

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



listen



think big



be

dependable



serve with

integrity

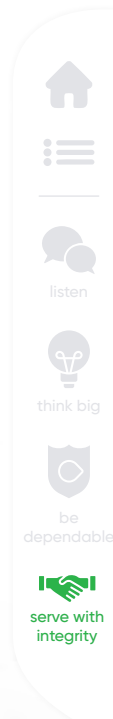
This commitment extends to all aspects of the organization, including:

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 11 current directors are independent, and all four of our standing committees (Audit, Compensation, Technology, 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 highest 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 our Board members 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. Our current Board consists of leading experts in the life science and digital health industries, as well as business leaders with financial, technical, legal, and operational experience across the continuum of the healthcare, technology, and consumer sectors.

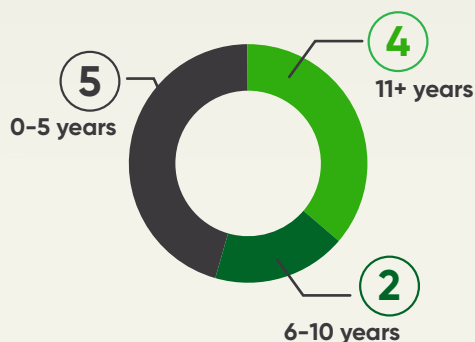
Highly independent



10 of 11

All independent,
except the CEO

Balanced tenure



New directors



4

new directors hired
in the last 5 years

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



Employee training

During new-hire onboarding and once a year thereafter, all Dexcom employees are required to complete training on the policies, procedures, and standards applicable to their role. This requirement includes training on our Code of Conduct and on 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 applicable policies and procedures through our internally hosted compliance website.



Multiple compliance reporting resources

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



Commitment to non-retaliation and confidentiality

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

More information about the Dexcom Corporate Compliance Program can be found at [Dexcom's Global Trust Center](#).



listen



think big



be dependable



serve with integrity

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.



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 customer's 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

Risk management and strategy

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, 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 reviews and assessments by external, independent third parties who certify and report on these programs. 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 act as the mechanism to prevent, detect, and mitigate threats in accordance with our policies and procedures. These controls are subject to regulatory requirements and are monitored and tested both internally and externally by third parties at least once a year. Our cybersecurity controls include regular system updates and patches, employee training on cybersecurity and data-privacy requirements, incident reporting, and the use of encryption to protect sensitive data.

We regularly test our employees on how to identify and report phishing attempts, and update our training plan at least annually. We also 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 human-created disasters at Dexcom locations.

In addition, we provide annual privacy and security training for all employees. Our security training incorporates cyber threat awareness (including, but not limited to, malware, ransomware, and social engineering attacks), password hygiene, incident reporting process, as well as physical security best practices.

In the last three years, we have not experienced any material cybersecurity incidents.

Governance

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





While the Board is responsible for overall risk oversight, members have delegated responsibilities related to cybersecurity threats to the Technology Committee.

TECHNOLOGY COMMITTEE

The Technology Committee, composed of independent Board members, is responsible for reviewing cybersecurity, privacy, data-protection, and other major technology protocols; the steps senior leadership has taken to monitor and control such exposures; and our compliance with applicable cybersecurity and data-privacy laws and industry standards. These reviews are provided at least quarterly. The Technology Committee receives management updates and reports, primarily through the Dexcom Cybersecurity and Privacy Committee, a multidisciplinary team responsible for the overall governance, decision-making, risk management, awareness, and compliance of cybersecurity and privacy activities across Dexcom.

dexcom





Appendix

01

**Sustainability
Accounting
Standards Board
(SASB) Index**

02

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

03

EEO-1 Data

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

The table below provides content aligning to the SASB Medical Equipment & Supplies Standard, which is most relevant to our operations. All data reflects calendar year 2024, 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 2024. 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 two voluntary recalls initiated in 2024.
	HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	Dexcom has zero products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.
	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	There were zero fatalities in 2024 related to our products.
	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	<p>There were no warning letters, seizures, or injunctions issued in 2024. There were two issuances of Form 483, List of Investigational Observations, which were delivered to the Company in connection with the inspection of the Mesa, Arizona, facility that occurred from June 10, 2024, through June 14, 2024, and the San Diego facility that occurred from October 21, 2024, through November 7, 2024.</p> <p>On March 4, 2025, the Company received a warning letter from the U.S. Food and Drug Administration following the 2024 inspections in San Diego and Mesa. The warning letter describes observed non-conformities in manufacturing processes and quality management system. The warning letter does not restrict the Company's ability to produce, market, manufacture, or distribute products; require recall of any products; nor restrict the Company's ability to seek FDA 510(k) clearance of new products.</p> <p>The Company takes the matters identified in the warning letter seriously and has already submitted several responses to the Form 483, as well as an initial response to the warning letter. The Company intends to continue to undertake certain corrections and corrective actions and will also continue to provide regular updates to the FDA in response to the Form 483 and warning letter.</p>
Ethical marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	In 2024, 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	<p>The Dexcom Code of Conduct affirms the commitment of Dexcom to following all laws and regulatory requirements that govern our business, including those that pertain to the promotion of our products and interactions with healthcare providers (HCPs). The Dexcom 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...."</p> <p>The HCP Interactions Policy tasks the Dexcom 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.</p> <p>Adherence to our Code of Conduct is advanced through written policies and procedures, in-person and online training, Compliance department monitoring of HCP interactions, and review of promotional materials by the Dexcom Regulatory and Legal teams.</p>

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 I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	All Dexcom manufacturing facilities participated in third-party audit programs for manufacturing, Quality Management System, and product quality in 2024. Approximately 31% 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: <ul style="list-style-type: none"> 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 its 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: <ul style="list-style-type: none"> Supplier Code of Conduct: Disclosure covers that Dexcom implements a Supplier Code of Conduct. Conflicts Mineral Policy: Disclosure covers that Dexcom implements a Conflicts Mineral Policy. Anti-Human Trafficking and Forced Labor Policy: Disclosure covers that Dexcom implements an Anti-Human Trafficking and Forced Labor Policy. Business Continuity Plans 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 2024 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 healthcare professionals	The Dexcom Code of Conduct sets forth the general principles governing HCP interactions. Dexcom also maintains a number of policies and procedures governing HCP interactions, including HCP Interactions Policies for the 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 2024 with approximately 2.8-2.9 million customers globally on our G-Series and D-Series products. The majority of these customers are using their CGM systems, of which the sensor lasts 10 days, nearly full-time.



listen



think big



be dependable



serve with integrity

TCFD Index

This 2024 Sustainability Report is aligned with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), and this index includes our responses to the TCFD's recommended disclosure items.

Unless otherwise specified, the data and descriptions are current as of December 31, 2024, the last trading day of our fiscal year 2024.

	Description	Response and Cross-Reference
Governance	a. Describe the Board's oversight of climate-related risks and opportunities.	At the Board level, the Nominating and Governance Committee oversees and reviews Dexcom's policies and programs concerning corporate sustainability, which includes oversight of climate-related risks and opportunities. This committee also oversees company sustainability performance and the assessment and management of environmental, social, and governance risks affecting our business.
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	<p>In 2022, we formed an executive Corporate Sustainability Steering Committee to provide greater oversight of our sustainability initiatives, including climate-related initiatives, and to promote company-wide alignment across our sustainability programs.</p> <p>For more information on management's role in our sustainability program, please see the Environmental Sustainability Governance of our Sustainability Report.</p>
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>We recognize climate change as a global challenge that presents various ongoing risks to our organization. These include physical risks, which pose both near-term and long-term risks to our supply chain and operations, as well as transition risks, which can materialize over time as we shift to a lower-carbon world. We also anticipate identifying climate-related opportunities from changing market dynamics such as shifting customer preferences for more sustainable products. Below are examples of climate-related risks and opportunities that we have identified for our organization:</p> <ul style="list-style-type: none">• Extreme weather patterns related to global warming present ongoing acute physical risk to our operations and supply chain. In light of this risk, our management contemplates geographic diversification in our manufacturing locations and supply chain constituents.• Climate change may lead to greater variability in the cost and availability of raw materials. Shortages of key inputs and certain commodities could increase our production costs or potentially constrain our manufacturing capacity. As one example, we continue to rely on fossil fuels and petrochemicals in our operations today. As the world transitions to more renewable sources of energy, this could lead to volatility in these associated input costs. In recent years, we have diversified our supplier base to help offset some of this supply-related risk.• We are seeing growing momentum around new climate-focused regulations and reporting requirements, which could create additional costs for our organization. From a reporting perspective, our EHSS, SEC, Legal, and Finance teams work together to ensure we have the resources and data to support new reporting requirements. We are also assessing the potential impact of carbon pricing regulation, which could impact energy and transportation costs for our company.• Shifting consumer preferences could present both risk and opportunity over time as customers increasingly seek out more environmentally friendly products. As can be seen in the Environmental section of our Sustainability Report, we are advancing several climate-related sustainability initiatives at our organization.• Similarly, we see an opportunity for our environmental efforts to help us attract and retain talent at our organization. Our customer-centric mission has produced a passionate employee base as displayed in the engagement metrics in our human capital section above. We have also seen a growing call from our employees to advance more environmentally sustainable practices at Dexcom. As we progress these efforts, this may support greater levels of engagement across our company.• We also see an opportunity to generate cost savings for our company as we institute new sustainability initiatives. Please see the Environmental section of this report for examples of several projects that improved our energy efficiency in 2024. We have similar climate-focused projects in our pipeline, including plans to reduce energy usage at our facilities. These types of initiatives can help us both reduce our carbon footprint and generate cost savings for our organization.
	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.	

As detailed in the [Environmental section](#) of this report, we have built a framework for embedding sustainable thinking into our operations. These guiding principles have informed several of the climate-focused initiatives we are advancing across our organization.

We also track emissions across our organization to better understand our climate impact. This will enable us to make more targeted decisions to reduce our carbon footprint over time. We believe these efforts can better position us to manage climate-related risks and capitalize on climate-related opportunities in the coming years.

	Description	Response and Cross-Reference
Risk management	<p>a. Describe the organization's processes for identifying and assessing climate-related risks.</p> <p>b. Describe the organization's processes for managing climate-related risks.</p> <p>c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>These risks and opportunities are reviewed within our Business Continuity Plans (BCP) and as part of our overall approach to enterprise risk management. The BCP assess potential business disruption and physical risk across the organization, including the potential impact of natural disasters (earthquakes, flooding, fires, hurricanes, floods, tornadoes, etc.). The risk-identification process also evaluates existing and emerging regulatory requirements related to climate change. Because suppliers may also be exposed to similar risks, new material supply interruption is also taken into consideration. Our BCP are developed to help us prepare for these potential scenarios and mitigate corresponding risks.</p>
Metrics and targets	<p>a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p> <p>c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>In recent years, we have made significant strides in our environmental reporting. Our fiscal-year 2022 report marked the first time we publicly disclosed our greenhouse gas (GHG) emissions, covering Scope 1, Scope 2, and select Scope 3 emissions (category 5, waste in operations). In last year's report, we expanded our disclosure to include new Scope 3 emissions (category 6, business travel).</p> <p>This past year, we have taken our biggest step yet by disclosing all applicable Scope 3 categories. Our 2023 GHG emissions inventory now includes all relevant categories, and we have established 2023 as our baseline year.</p> <p>To improve completeness and accuracy, we have obtained third-party limited assurance for our GHG inventory from 2020-2023. As of this report's publication, third-party limited assurance for our 2024 GHG inventory is in progress. Once complete, we plan to publish a separate report this summer with the full details of our 2024 environmental metrics, GHG inventory, and targets.</p> <p>GHG emissions calculation methodology</p> <p>Calculations are made in accordance with the GHG Protocol Corporate Standard and the Corporate Value Chain Accounting and Reporting Standard. Calculations include global facilities accounting for all of our office-based employees and all of our manufacturing activities. To convert energy consumption and fuel combustion into GHG emissions, we used factors from the U.S. Environmental Protection Agency (EPA) Emission Factors for Greenhouse Gas Inventories (published 2023), U.S. EPA eGRID (2024 with 2022 data), International Energy Agency (IEA) (2023 with 2021 data), European Residual Mix (RE-DISS 2022), Environment Canada National Inventory Report (2023 with 2021 data), U.S. Green-e Residual Mix (2021 certified sales), Utility-specific Emission Factors, and Defra/BEIS 2023 Emissions Factors. Global warming potentials used for converting emissions into CO₂e are sourced from the Intergovernmental Panel on Climate Change Sixth Assessment Report (AR6).</p>



listen



think big



be dependable



serve with integrity

Environmental metrics

Scope 1 & 2 Emissions (mtons CO ₂ e)	2020	2021	2022	2023
Scope 1 GHG Emissions	2,044	3,028	4,768	6,652
Scope 1 Intensity (mtons CO ₂ e/M \$USD revenue)	1.1	1.2	1.6	1.8
Natural Gas	1,913	2,997	3,163	3,400
Stationary Diesel	-	-	-	24
Fleet	-	-	-	1,848
Refrigerants	131	31	1,605	1,380
Scope 2 GHG Emissions - Electric Power				
Location Based	9,201	11,168	12,566	24,279
Scope 2 Location Based Intensity (mtons CO ₂ e/M \$USD revenue)	4.8	4.6	4.3	6.7
Market Based	9,371	11,807	13,614	25,291
Scope 2 Market Based Intensity (mtons CO ₂ e/M \$USD revenue)	4.9	4.8	4.7	7.0
Total Scope 1 & 2 (Market)	11,415	14,836	18,382	31,943
Scope 3 Emissions (mtons CO ₂ e)	2020	2021	2022	2023
Purchased Goods and Services (Category 1)	-	-	-	325,942
Capital Goods (Category 2)	-	-	-	28,178
Fuel-and-Energy-Related Activities (Category 3)	-	-	-	6,944
Upstream Transportation (Category 4)	-	-	-	45,009
Waste Generated in Operations (Category 5)	1,257	1,587	1,749	1,776
Business Travel (Category 6)	-	-	-	5,840
Employee Commute (Category 7)	-	-	-	25,379
Upstream Leased Assets (Category 8)	-	-	-	12
Downstream Transportation (Category 9)	-	-	-	32,531
Use of Sold Products (Category 11)	-	-	-	2,543
End-of-Life Treatment of Sold Products (Category 12)	-	-	-	5,278
Investments (Category 15)	-	-	-	145
Total Scope 3				479,576
Total Scope 3 Intensity (mtons CO ₂ e/M \$USD revenue)	0.0	0.0	0.0	132.4

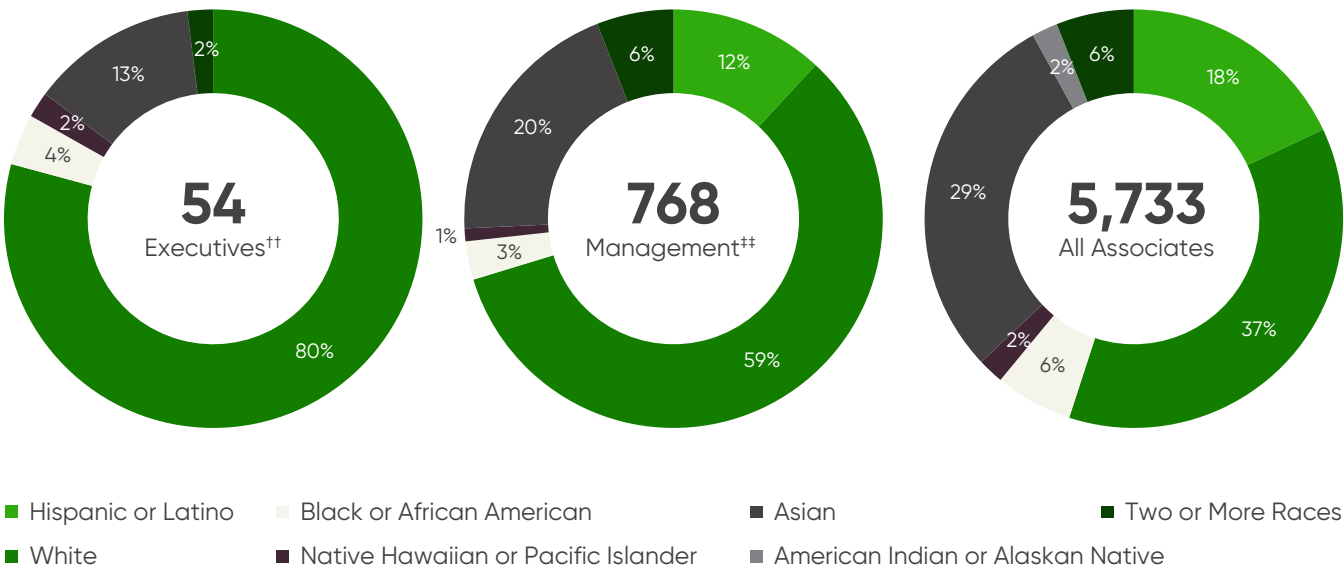
NOTES

Some historical data has been restated due to improved data collection methods.
Business travel includes U.S., Canada, and APAC, excluding Japan.
Propane and fleet data includes U.S. and Canada.
- Data not available for this year. For full details, please review Dexcom CDP Report.

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 at the end of 2023, 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	Technology Committee

[Corporate Governance Principles](#)

[Executive Stock Ownership Guidelines](#)

[Clinical Research Program and Standards](#)

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

[Commitment to Climate Change](#)

[Political Contributions and Trade Associations Reports](#)



listen



think big



be
dependable



serve with
integrity

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.

dexcom



DexCom, Inc.
Sustainability Report

dexcom