PROXYMINER · ANALYST PACK

# DEXCOM INC (DXCM)

2026 DEF 14A · filed 2026-04-15 · CIK 0001093557

## Headline facts

CEO TOTAL PAY

**$7,985,960**

Jacob Leach · 2025 · “ 50% YoY

SAY ON PAY

**Not disclosed**

CEO PAY RATIO

**Not in CD&A**

Median employee: $58,663

COMPENSATION COMMITTEE CD&A

**Compensation Committee**

## Governance policies

CLAWBACK

**present**

HEDGING

**Not disclosed**

PLEDGING

**Not disclosed**

STOCK OWNERSHIP GUIDELINES

**present**

## Peer snapshot

1 peer auto-selected from DXCM’s disclosed compensation peer group. Each row shows the peer’s latest filing.

| TICKER | CEO TOTAL | PAY RATIO | MEDIAN EMP | COMP COMMITTEE |
|---|---|---|---|---|
| **IDXX** IDEXX LABORATO-RIES INC /DE | $14,580,122 | 218 to 1 | $14,580,122 | Compensation and Talent Committee |

## Summary Compensation Table (latest disclosed year)

Year 2025

| EXECUTIVE | SALARY | STOCK | CASH INCENTIVE | OTHER | TOTAL |
|---|---|---|---|---|---|
| Kevin Sayer<br>Executive Chairman | $1,213,515 | $13,853,723 | $1,144,506 | $70,854 | **$16,282,598** |
| Jacob Leach<br>President & Chief Executive Officer | $768,962 | $5,936,062 | $1,164,780 | $116,156 | **$7,985,960** |
| Jereme Sylvain<br>EVP, Chief Financial Officer | $646,623 | $5,936,062 | $465,568 | $29,649 | **$7,077,902** |
| Jon Coleman<br>EVP, Chief Commercial Officer | $491,507 | $5,831,045 | $353,885 | $68,858 | **$6,745,295** |
| Michael Brown<br>EVP, Chief Legal Officer | $631,627 | $5,242,495 | $454,771 | $14,963 | **$6,343,856** |
| Sadie Stern<br>EVP, Chief Human Resources Officer | $571,209 | $5,242,495 | $411,270 | $28,157 | **$6,253,131** |

## CEO pay mix (latest year)

| | |
|---|---|
| Base salary | 10% |
| Cash incentive | 15% |
| Equity | 74% |
| Other | 1% |
| **At-risk** | **89%** |

SOURCE CITATIONS

# Every fact above, traced back to filing text

Generated 2026-08-02 06:37:41Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

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**Median employee compensation = $58,663**

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

*“Section 953(b) of the Dodd-Frank Act, and Item 402(u) of Regulation S-K, we are providing the following information about the relationship of the annual total compensation of our employees and the annual total compensation of Mr. Sayer and Mr. Leach, our principal executive officers during fiscal 2025. For 2025, the median of the annual total compensation of all our employees (excluding Mr. Sayer and Mr. Leach) was $58,663 (ii) the annual total compensation for Mr. Sayer and Mr. Leach was $16,282,598 and $7,985,960, respectively; and (iii) the ratio of the annual total compensation of Mr. Saye…”*

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**Compensation committee = Compensation Committee**

Extracted from: Compensation Discussion & Analysis · confidence 0.85

*“The Compensation Committee also considered that Mr”*

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**Clawback policy = present**

Extracted from: Compensation Discussion & Analysis · confidence 0.96

*“Clawback Policy is enforced without consideration of responsibility or fault or lack thereof”*

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**Hedging policy = —**

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*“Insider Trading Policy; Anti-Hedging”*

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**Pledging policy = —**

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*“Compensation Discussion and Analysis This Compensation Discussion and Analysis provides an overview of our executive compensation philosophy and programs, the compensation arrangements for our named executive officers (our “NEOs”) for the year ended December 31, 2025 (“fiscal 2025”), the material decisions the Compensation Committee of the Board (the “Compensation Committee”) made regarding those programs and arrangements during fiscal 2025, and the material factors considered in making those decisions. The Compensation Committee has the principal responsibility for overseeing all executive of…”*

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**Stock ownership guidelines = present**

Extracted from: Compensation Discussion & Analysis · confidence 0.94

*“stock ownership guidelines”*