Edwards 2024 Content Index

General Disclosures

Framework	Indicator	Description	Location / Omission Statement
Organizational Profile			
GRI	2-1	Organizational details	2024 Annual Report Pages 2, 22
	2-2	Entities included in the organization's sustainability reporting	About This Report
	2-3	Reporting period, frequency and contact point	About This Report
	2-4	Restatements of information	There are no restatements of previous years' data.
	2-5	External assurance	About This Report
Activities and Workers			
GRI	2-6	Activities, value chain and other business relationships	Supply Chain Management (Value Chain; Customers; Direct Suppliers)
	2-7	Employees	Information unavailable: We do not currently report number of employees broken out by gender and region.
	2-8	Workers who are not employees	Information unavailable: We do not currently report number of workers who are not employees whose work is controlled by the organization.
Corporate Governance			
GRI	2-9	Governance structure and composition	2024 Proxy Statement Pages ii-iii Governance Documents
	2-10	Nomination and selection of the highest governance body	2024 Proxy Statement Pages 1-8
	2-11	Chair of the highest governance body	2024 Proxy Statement Page 5-6
	2-12	Role of the highest governance body in overseeing the management of impacts	2024 Proxy Statement Page 19-21 Charter of the Compensation and Governance Committee Corporate Governance (Enterprise Risk Management)
	2-13	Delegation of Responsibility for managing impacts	2024 Proxy Statement Page 21 Corporate Governance (Enterprise Risk Management)
	2-14	Role of the highest governance body in sustainability reporting	2024 Proxy Statement Page 19-21 Corporate Governance (Our Board of Directors; Governance for Corporate Impact; Enterprise Risk Management; Climate Risk; Cybersecurity; Approach to Taxation)
	2-15	Conflicts of interest	2024 Proxy Statement Page 33
	2-16	Communication of critical concerns	2024 Proxy Statement Page 21 Ethics and Compliance
	2-17	Collective knowledge of the highest governance body	Corporate Governance Guidelines
	2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement Pages 7, 33 Charter of the Compensation and Governance Committee Page 5
	2-19	Remuneration policies	2024 Proxy Statement Pages 19-20, 29-42
	2-20	Process to determine remuneration	2024 Proxy Statement Pages 28-43

	2-21	Annual total compensation ratio	2024 Proxy Statement Page 56-57
TCFD	G1.1, G1.2, G1.3	Describe the board's oversight of climate-related risks and opportunities	Corporate Governance (Climate Risk)
			2024 Proxy Statement Pages 16-17
	G2.1, G2.2, G2.3, G2.4	Describe management's role in assessing and managing climate-related risks and opportunities	Corporate Governance (Climate Risk)

Strategy, Policies and Practices

GRI	2-22	Statement on sustainable development strategy	Letter from the CEO
	2-23	Policy commitments	Titanium Book
	2-24	Embedding policy commitments	Ethics and Compliance
	2-25	Processes to remediate negative impacts	Ethics and Compliance
	2-26	Mechanisms for seeking advice and raising concerns	Ethics and Compliance
			Titanium Book Page 16
	2-27	Compliance with laws and regulations	ESG Metrics
	2-28	Membership associations	Political Disclosure and Accountability
			Global Industry Codes
TCFD	S1.1, S1.2, S1.3, S1.4	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Corporate Governance (Climate Risk); Environment, Health and Safety (Climate Risk)
	S2.1, S2.2, S2.3, S2.4	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Corporate Governance (Climate Risk)
	S3.1, S3.2	Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	Corporate Governance (Climate Risk); Environment, Health and Safety (Climate Risk)

ESG Materiality

GRI	2-29	Approach to stakeholder engagement	ESG Materiality
	2-30	Collective bargaining agreements	Information unavailable: We do not currently report the number of employees covered by collective bargaining agreements.
	3-1	Process to determine material topics	ESG Materiality
	3-2	List of material topics	ESG Materiality

Tier 1 Topics

Product Safety & Quality

GRI	3-3	Management of material topic	Product Safety and Quality
	416-1	Assessment of the health and safety impacts of product and service categories	Product Safety and Quality
SASB	HC-MS-250a.1	Number of recalls issued, total units recalled	ESG Metrics (Product Safety)
	HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	ESG Metrics (Product Safety)
	HC-MS-250a.3	Number of fatalities associated with products	ESG Metrics (Product Safety)
			FDA Database

Product Design & Innovation

GRI	3-3	Management of material topic	Product Design and Innovation
SASB	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations	Product Design and Innovation
			2024 Annual Report Pages 4-5

Access to Healthcare

GRI	**3-3**	Management of material topic	Access to Healthcare; Global Corporate Giving
	Company KPI	Lives improved through Every Heartbeat Matters	Access to Healthcare (Improving Quality of Care)
SASB	**HC-MS-240a.2**	Description of how price information for each product is disclosed to customers or to their agents	Ethics and Compliance (Interactions with Healthcare Professionals and Responsible Marketing); Access to Healthcare

Patient Experience and Voice

GRI	**3-3**	Management of material topic	Patient Experience and Voice; Product Design and Innovation

Ethics & Compliance

GRI	**3-3**	Management of material topic	Ethics and Compliance
			2024 Proxy Statement Page 18-19
			Titanium Book
	205-1	Operations assessed for risks related to corruption	Edwards conducts a biennial compliance risk assessment that covers compliance risk across all of its entities and business units.
	205-2	Communication and training about anti-corruption policies and procedures	Ethics and Compliance
	205-3	Confirmed incidents of corruption and actions taken	Edwards has numerous Anti-Bribery and Anti-Corruption (ABAC) controls in place, including policies, procedures and training.
SASB	**HC-MS-510a.2**	Description of code of ethics governing interactions with health care professionals.	Ethics and Compliance
			Titanium Book

Employee Recruitment, Engagement & Retention

GRI	**3-3**	Management of material topic	2024 Annual Report Pages 9-11
			Human Capital Management
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Annual Report Page 11
			Human Capital Management
			Total Wellness Lookbook
	404-2	Programs for upgrading employee skills and transition assistance programs	2024 Annual Report Page 11
			Human Capital Management

Diversity & Inclusion

GRI	**3-3**	Management of material topic	2024 Annual Report Pages 9-11
			Human Capital Management; A Culture of Belonging
	405-1	Diversity of governance bodies and employees	2024 Proxy Statement Pages 5-7
			ESG Metrics

Employee Compensation & Benefits

GRI	**3-3**	Management of material topic	2024 Annual Report Page 11
			Human Capital Management (Employee Health and Well-Being)

Public Policy

GRI	**3-3**	Management of material topic	Corporate Governance (Political and Lobbying Expenditures)
	415-1	Political contributions	Political Disclosure and Accountability

Tier 2 Topics

Energy & Emissions

GRI	**3-3**	Management of material topic	Environmental, Health and Safety (Environment, Health and Safety Policy; EHS Management System; Governance; ISO Certification; Energy and Emissions)
	302-1	Energy consumption within the organization	ESG Metrics
	302-2	Energy consumption outside of the organization	Not applicable: This metric is not applicable to Edwards due to the nature of our operations and products.

	302-3	Energy intensity	Environmental, Health and Safety (Energy and Emissions)
	302-5	Reductions in energy requirements of products and services	Not applicable: This metric is not applicable to Edwards due to the nature of our products.
Climate Risk			
GRI	3-3	Management of material topic	Corporate Governance (Climate Risk); Environmental, Health and Safety
	305-1	Direct (Scope 1) GHG emissions	ESG Metrics
	305-2	Energy indirect (Scope 2) GHG emissions	ESG Metrics
	305-3	Other indirect (Scope 3) GHG emissions	ESG Metrics
	305-5	Reduction of GHG emissions	Environmental, Health and Safety (Energy and Emissions)
	305-6	Emissions of ozone- depleting substances (ODS)	Not applicable: This metric is not applicable to Edwards due to the nature of our operations and products.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG Metrics
TCFD	R1.1, R1.2, R1.3	Describe the organization's processes for identifying and assessing climate-related risks.	Corporate Governance (Climate Risk); Environmental, Health and Safety (Climate Risk)
	R2.1, R2.2	Describe the organization's processes for managing climate-related risks.	Corporate Governance (Climate Risk); Environmental, Health and Safety (Climate Risk)
	R3.1	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Corporate Governance (Climate Risk); Environmental, Health and Safety (Climate Risk)
	M1.1, M1.2, M1.3, M1.4	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environmental, Health and Safety (Energy and Emissions)
	M2.1, M2.2, M2.3	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environmental, Health and Safety (Energy and Emissions)
			ESG Metrics
	M3.1, M3.2, M3.3, M3.4	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Environmental, Health and Safety (Energy and Emissions)
Water			
GRI	3-3	Management of material topic	Environmental, Health and Safety (Water)
	303-1	Interactions with water as a shared resource	Environmental, Health and Safety (Water)
	303-3	Water withdrawal	ESG Metrics
	303-4	Water discharge	ESG Metrics
	303-5	Water consumption	ESG Metrics
Waste			
GRI	3-3	Management of material topic	Environmental, Health and Safety (Waste)
	306-1	Waste generation and significant waste-related impacts	Environmental, Health and Safety (Waste)
	306-2	Management of significant waste-related impacts	Environmental, Health and Safety (Waste)
	306-3	Waste generated	ESG Metrics
	306-4	Waste diverted from disposal	ESG Metrics
	306-5	Waste directed to disposal	ESG Metrics
Product Lifecycle			

GRI	**3-3**	Management of material topic	Product Design and Innovation (Packaging Design and Innovation); Environment, Health and Safety (Environment, Health and Safety Policy, EHS Management System; Governance); Supply Chain Management
Local Communities			
GRI	**3-3**	Management of material topic	Global Corporate Giving
	413-1	Operations with local community engagement, impact assessments, and development programs	Global Corporate Giving
	413-2	Operations with significant actual and potential negative impacts on local communities	Global Corporate Giving; Patient Experience and Voice
Workplace Health & Safety			
GRI	**3-3**	Management of material topic	Environment, Health and Safety (Environment, Health and Safety Policy, EHS Management System, Governance, ISO Certification, Health and Safety)
	403-1	Occupational health and safety management system	Environment, Health and Safety (Environment, Health and Safety Policy, EHS Management System, Governance, ISO Certification, Health and Safety)
	403-2	Hazard identification, risk assessment, and incident investigation	Environment, Health and Safety (Environment, Health and Safety Policy, EHS Management System, Governance, ISO Certification, Health and Safety)
	403-3	Occupational health services	Environment, Health and Safety (Environment, Health and Safety Policy, EHS Management System, Governance, ISO Certification, Health and Safety)
	403-4	Worker participation, consultation, and communication on occupational health and safety	Environment, Health and Safety (Environment, Health and Safety Policy, EHS Management System, Governance, ISO Certification, Health and Safety)
	403-5	Worker training on occupational health and safety	Environment, Health and Safety (Environment, Health and Safety Policy, EHS Management System, Governance, ISO Certification, Health and Safety)
	403-6	Promotion of worker health	Environment, Health and Safety (Environment, Health and Safety Policy, EHS Management System, Governance, ISO Certification, Health and Safety)
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environment, Health and Safety (Environment, Health and Safety Policy, EHS Management System, Governance, ISO Certification, Health and Safety)
	403-8	Workers covered by an occupational health and safety management system	Environment, Health and Safety (Environment, Health and Safety Policy, EHS Management System, Governance, ISO Certification, Health and Safety)
	403-9	Work-related injuries	ESG Metrics
Volunteerism			
GRI	**3-3**	Management of material topic	Global Corporate Giving (Employee Volunteerism and Giving)
	Company KPI	Employee participation in charitable giving	ESG Metrics
Customer Satisfaction			
GRI	**3-3**	Management of material topic	Patient Experience and Voice
IP Infringement			
GRI	**3-3**	Management of material topic	Corporate Governance Titanium Book Pages 62-66
Procurement Practices			
GRI	**3-3**	Management of material topic	Supply Chain Management
SASB	**HC-MS-430a.2**	Description of efforts to maintain traceability within the distribution chain	Edwards has implemented a Unique Device Identification ("UDI") program that puts a unique device identifier on device labels and packages and submits device information to a centralized database.
	HC-MS-430a.3	Description of the management of risks associated with	Supply Chain Management (Conflict Minerals)

		the use of critical materials	2023 Conflict Minerals Report
Cybersecurity			
GRI	**3-3**	Management of material topic	Corporate Governance (Cybersecurity)
Geopolitical Events			
GRI	**3-3**	Management of material topic	2024 Annual Report Page 17
Tier 3 Topics			
Environmental Compliance			
GRI	**3-3**	Management of material topic	Environment, Health and Safety (Environment, Health and Safety Policy, EHS Management System; Governance)
	Company KPI	Manufacturing operations maintaining ISO 14001 certification	ESG Metrics
Freedom of Association			
GRI	**3-3**	Management of material topic	2024 Annual Report Page 10-11
Human Rights			
GRI	**3-3**	Management of material topic	Supply Chain Management (Assessing and Monitoring Supply Chain Risk) Responsible Supply Chain Statement Third Party Code of Conduct
Marketing & Labeling			
GRI	**3-3**	Management of material topic	Ethics and Compliance
SASB	**HC-MS-270a.1**	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims.	No monetary losses as a result of legal proceedings associated with false marketing claims during the reporting period.
	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Ethics and Compliance (Interactions with Healthcare Professionals and Responsible Marketing) Titanium Book Pages 20-24
Customer Privacy			
GRI	**3-3**	Management of material topic	Corporate Governance
Anti-Competitive Behavior			
GRI	**3-3**	Management of material topic	Titanium Book Pages 24-26
Biodiversity			
GRI	**3-3**	Management of material topic	At Edwards, we respect biodiversity by minimizing environmental impacts from our operations and encouraging our employees to work with our communities to enhance the health of our local ecosystems.
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	No Edwards owned or leased facilities are located in protected areas or areas of high biodiversity value, according to the World Database of Protected Areas compiled by the UN Environment World Conservation Monitoring Centre. We currently operate seven manufacturing sites in five different countries and over 100 regional offices throughout the world.