

Edwards Lifesciences' ESG Metrics

Topic	Metric	Unit	2024	2023	2022	2021	2020	2019	2018	2017	2016	NOTES	
Social													
Product Innovation & Safety	Research and development as percent of sales	%	20	18	17.6	17.3	17.3	17.3	16.7	16.1	14.9		
	FDA class 1 product removals, globally	#	0	0	0	0	0	4	1	0	0	Question relates only to FDA classification.	
	Number of products in the FDA's MedWatch Safety Alerts for Human Medical Products (Medical Devices) database	#	0	0	0	0	0	0	0	0	0		
Access to Healthcare	Underserved people impacted through our EHM partners that provided education, screening and/or treatment (cumulative)	#	We transitioned to tracking patients post the 2019 campaign				Goal exceeded in 2019	1,700,000	1,000,000	900,000	400,000		In support of our first EHM commitment to serve one million people by 2020 (cumulative 2014-2019 data). Our current phase of EHM commitment is to serve the lives of 2.5 million additional underserved people by 2025.
	Underserved patient lives improved by our EHM partners through detection, treatment and/or recovery (cumulative)	#	2.4 million	1.6 million	885,000	400,000	130,000	Goal established in 2020				Our EHM commitment is to serve 2.5 million underserved patients by 2025.	
	Total Giving (Foundation, Corporate Grants and Product Donations)	USD MM	19.1	18.8	18.5	20.6	20	11.1	8.7	7	6.6		
	Every Heartbeat Matters grants awarded	USD MM	4.5	4.7	4.6	4.3	3.1	4.5	4.5	4.5	4.4	Excludes product.	
Public Policy	Policy on Political Activities	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	<a href="#">Political Disclosure and Accountability</a>	
	Employee participation in charitable giving	%	88	87	86	82	83	77	77	77	74		
	Facilities engaged in local charitable activity (%)	%	100	100	100	100	100	100	100	100	100	Scope covers the percent of facilities with more than 50 employees.	
	Employee participants in matching gift program	#	3379	3,453	3,628	3,824	2,885	NA	NA	NA	NA	U.S. only.	
	Organizations supported through matching gift program	#	536	700+	547	821	771	NA	NA	NA	NA	U.S. only.	
	Total foundation giving through matching gift program	USD MM	0.7	0.8	1.3	1.1	1.5	0.8	0.6	0.6	0.3		
	Value of Edwards technologies donated for humanitarian patient treatment and recovery	USD MM	8	7.6	6.5	8.4	9.6	1.7	0.5	0.9	0.8		
	Edwards technologies donated for humanitarian patient treatment and recovery	#	7,440	14,000	6,000	11,000	10,000	NA	NA	NA	NA	Approximate figures.	
Ethics, Corruption & Bribery	Applicable employees certified to ethics code of conduct	%	99	99	99	99	99	97	99	96	97		
Employee Health & Safety	Lost Time Incident Rate	Total incidents per 200,000 hours worked	0.12	0.20	0.25	0.28	0.31	0.33	0.49	0.51	0.35	Includes Edwards employees and temporary employee (contract labor) work-related injuries and illnesses, based on OSHA incidence rate calculation.	
	Total Recordable Incident Rate	Total recordable incidents per 200,000 hours worked	0.31	0.46	0.61	0.68	0.63	0.79	1.04	0.99	1.23	Includes Edwards employees and temporary employee (contract labor) work-related injuries and illnesses, based on OSHA incidence rate calculation.	
	Fatalities - employees	#	0	0	0	0	0	0	0	0	0		
	Fatalities - contractors	#	0	0	0	0	0	0	0	0	0		
	Health and Safety Policy, group-wide (y/n)	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	<a href="#">EHS Policy</a>
Human Capital Management	Total number of global employees	#	15,770	19,832	17,333	15,689	14,855	13,895	12,823	12,154	11,537	2018 data rounded to the hundredth in published report.	
	Global employees by gender- male	%	41%	41%	41%	41%	41%	40%	60.72%	38%	62.2%	All 2024 employee metrics are as of 12/31/24. 2016 data rounded to the tenth in published report; 2018 data rounded to the hundredth in published report.	
	Global employees by gender- female	%	59%	59%	59%	59%	59%	60%	39.28%	62%	37.8%	All 2024 employee metrics are as of 12/31/24 2016 data rounded to the tenth in published report; 2018 data rounded to the hundredth in published report.	
	Global employees by type- professional	%	61%	58%	60%	60%	57%	57%	54.82%	53%	51.96%	2016 and 2018 data rounded to the hundredth in published report.	
	Global employees by type- hourly	%	39%	42%	40%	40%	43%	43%	45.18%	47%	48.04%	2016 and 2018 data rounded to the hundredth in published report.	
	U.S. employees by ethnicity- Asian	%	35.1%	32.2%	32.9%	34.9%	35%	35.3%	37.37%	-	-	-	2020 data only rounded to whole number in published report; data not reported next to pie chart in 2016 and 2017 reports.
	U.S. employees by ethnicity- Hispanic	%	16.9%	23.4%	22.8%	22.6%	23%	24.1%	23.96%	-	-	-	2020 data only rounded to whole number in published report; data not reported next to pie chart in 2016 and 2017 reports.
	U.S. employees by ethnicity- White	%	39.0%	36.2%	36.4%	35.8%	36%	35.6%	34.18%	-	-	-	2020 data only rounded to whole number in published report; data not reported next to pie chart in 2016 and 2017 reports.
U.S. employees by ethnicity- Black/African American	%	2.9%	2.5%	2.4%	2.3%	2%	2.3%	2.06%	-	-	-	2020 data only rounded to whole number in published report; data not reported next to pie chart in 2016 and 2017 reports.	

	U.S. employees by ethnicity- Native Hawaiian/Pacific Islander	%	1.3%	1.4%	1.2%	0.7%	1%	0.7%	0.62%	-	-	2020 data only rounded to whole number in published report; data not reported next to pie chart in 2016 and 2017 reports.
	U.S. employees by ethnicity- American Indian/Alaskan Native	%	0.4%	0.4%	0.5%	0.4%	1%	0.4%	0.05%	-	-	2020 data only rounded to whole number in published report; data not reported next to pie chart in 2016 and 2017 reports.
	U.S. employees by ethnicity- two or more races	%	2.9%	2.6%	2.6%	2.2%	2%	1.7%	1.36%	-	-	2020 data only rounded to whole number in published report; data not reported next to pie chart in 2016 and 2017 reports.
	U.S. employees by ethnicity- not specified	%	1.5%	1.3%	1.2%	1%	-	-	-	-	-	2016, 2017, 2018, 2019, and 2020 data not included in published reports.
	People with disabilities, global	%	0.4	0.4	0.4	0.6	0.7	NA	NA	NA	NA	
	Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers	%	30	29	27	24	22	NA	NA	NA	NA	
	Share of women in STEM-related positions (as % of total STEM positions)	%	49	51	51	50	50	NA	NA	NA	NA	
	Employee survey participation rate	%	90	93	93	90	89	86	NA	90	NA	
	Employee survey respondents	#	13,585	17,100	15,400	13,400	12,800	6,500	NA	10,200	NA	2019 survey did not include manufacturing employees; engagement surveys were not conducted in 2018 and 2016. Lower respondent count for 2024 reflects CC divestiture.
	Total base salaries for named executive officers in the Proxy Statement	USD	5,129,101	4,478,450	3,920,747	3,788,118	3,673,942	3,490,100	3,340,619	3,216,108	3,129,171	In 2023, exceptionally, we had six named executive officers, due to the leadership change in our CEO. In 2024, we had seven named executive officers due to Lemercier's retirement and CC divestiture.
	Equal Opportunity Policy	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	<a href="#">Equal Employment Opportunity</a>
<b>Supply Chain</b>	Social Supply Chain Management Policy	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	<a href="#">Third Party Code of Conduct</a>
	Sustainable Supplier Guidelines encompassing ESG areas that are publicly disclosed	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	<a href="#">Third Party Code of Conduct</a>
	Policy Against Child Labor	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	<a href="#">Responsible Supply Chain</a>
	Human Rights Policy	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	<a href="#">Global Business Practice Standards</a>
<b>Supplier EHS Diligence</b>	New suppliers	#	3,389	2,946	2,391	2,178	2,102	2,975	2,787	NA	NA	
	Suppliers completing Level 1 screening	#	3,389	2,946	2,391	2,178	2,102	2,975	2,787	NA	NA	All (regulated and non-regulated) suppliers undergo Level 1 public database screening as part of our due diligence process. All regulated and high-spend non-regulated suppliers undergo an additional Level 2 screening which requires completion of Edwards' due diligence questionnaire.
	Suppliers completing Level 2 screening	#	222	252	219	256	223	212	30	NA	NA	
	Suppliers rejected for EHS concerns	#	0	0	0	0	0	1	0	0	0	
<b>Governance</b>												
<b>Leadership</b>	Female C-suite executives	#	4	3	3	3	3	3	4	4	4	C-suite executives represent the CEO and direct reports to the CEO.
	Female C-suite executives	%	31	21	20	20	20	20	27	27	27	C-suite executives represent the CEO and direct reports to the CEO.
	Ethnically diverse C-suite executives	#	2	2	3	4	4	NA	NA	NA	NA	C-suite executives represent the CEO and direct reports to the CEO.
	Ethnically diverse C-suite executives	%	18	17	24	27	27	NA	NA	NA	NA	C-suite executives represent the CEO and direct reports to the CEO.
	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)		205 to 1	265 to 1	274 to 1	186 to 1	194 to 1	179 to 1	206 to 1	215 to 1	NA	
<b>Board of Directors</b>	Board size	#	9	9	9	8	8	8	8	8	9	
	Independent directors	#	8	8	7	7	7	7	7	7	8	
	Independent directors	%	89	89	78	88	88	88	88	88	88	
	Female board members	#	3	3	3	3	3	3	2	2	2	
	Female board members	%	33	33	33	38	38	38	25	25	25	
	Directors who are ethnically diverse	#	1	1	2	2	2	NA	NA	NA	NA	Edwards began publicly sharing this figure in 2020.
	Directors who are ethnically diverse	%	11	11	22	25	25	NA	NA	NA	NA	Edwards began publicly sharing this figure in 2020.
	Average attendance	%	90	98.5	100	99.3	100	100	97.5	98.9	97.1	
	Average tenure	# years	5	5	7	7	7	7	7	6	5	
	Board-level oversight for sustainability	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Board criteria and qualifications policy	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	<a href="#">Proxy Statements</a>

Shareholder Rights	One-to-One share to voting rights policy	Y/N		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Proxy Statements
	Government Ownership of voting rights >5%	Y/N		No	No	No	No	No	No	No	No	No	
	Family Ownership of voting rights >5%	Y/N		No	No	No	No	No	No	No	No	No	
	Special stockholder meetings can be called by stockholders owning at least 15% of our outstanding shares	Y/N		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Proxy Statements
	Majority vote standard in uncontested elections, with director resignation policy	Y/N		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Proxy Statements
	CEO share ownership as multiple of base salary	position/ base salary		4.6	3.4	267	372	261	195	149	115	NA	The decrease in CEO share ownership in 2023 is a result of the change in CEOs in May 2023. The 2023 data reflects the share ownership by our new CEO, Bernard J. Zovighian.
	Average share ownership of named executive officers (other than the CEO) as multiple of base salary	average position/ average base salary		16	19.5	20	35	36	29	23	19	NA	The identity of the named executive officers (other than the CEO) may change from year to year and is reflected in our Proxy Statement for the relevant year.
Tax	Effective tax rate	%	9.8	11.1	12.7	11.7	10.2	10.3	5.1	43.6	22.8	The 2023 Effective tax rate was restated in the Company's 2024 financial statements in accordance with U.S. GAAP to exclude the impact of discontinued operations (e.g., Critical Care) as if they had been disposed of at the beginning of the earliest period presented in the financial statements (i.e., 2023).	
Environmental												All environment, health, & safety data reflects Edwards' performance in the 2024 calendar year, including the Critical Care business and sites for the period leading up to the September divestiture.	
EHS Management System	Manufacturing operations maintaining ISO 14001:2015 and 45001:2018 certification	%	100	100	100	100	100	100	100	100	80	67	
	ISO 14001:2015 certified sites or regions	#	5	8	8	7	7	6	6	4	4		
	Manufacturing sites	#	5	7	7	6	6	5	5	4	4		
	Non-manufacturing regions	#	1	1	1	1	1	1	1	0	0		
	ISO 45001:2018 certified sites or regions	#	5	7	5	4	3	3	2	0	0		
	Manufacturing sites	#	5	7	5	4	3	3	2	0	0		
	Non-manufacturing regions	#	0	0	0	0	0	0	0	0	0		
	Regulatory inspections	#	33	25	30	26	23	36	30	29	31		
	Regulatory notices of violation	#	1	1	1	1	0	0	0	1	5		
Offsite spills or releases	#	0	0	0	0	0	0	0	0	0			
GHG Emissions	Scope 1 emission, total	MT CO2e	15,682	16,120	18,040	14,390	14,416	13,800	12,659	10,891	6,059		GHG Scope 1 emissions calculated in accordance with GHG Protocol's Corporate Accounting and Reporting Standard. GHG Scope 1 emissions for 2021 and 2022 includes company-provided bus transportation. Previously, this data was reported under Scope 3 emissions.  Data accounts for emissions from Edwards' sites in Puerto Rico and the Dominican Republic through August 2024, prior to the close of sale. Emissions data from these locations from September 1, 2024, onward were not included.
	Scope 2 market-based emissions	MT CO2e	22,393	23,783	24,668	31,483	31,799	28,001	NA	NA	NA		GHG Scope 2 emissions calculated in accordance with GHG Protocol's Corporate Accounting and Reporting Standard.
	Scope 2 location-based emissions	MT CO2e	31,871	36,249	35,586	33,369	31,845	27,931	28,118	27,678	28,854		Data accounts for emissions from Edwards' sites in Puerto Rico and the Dominican Republic through August 2024, prior to the close of sale. Emissions data from these locations from September 1, 2024, onward were not included.
	Scope 1 and 2 market-based emissions, without carbon offsets	MT CO2e	38,075	39,903	42,708	45,873	46,215	41,801	40,777	38,569	34,913		
	Scope 1 and 2 market-based emissions, without carbon offsets	% change	(5)	(6)	(7)	(1)	11	3	6	10	NA		
	Biogenic CO2 emissions	MT CO2e	0	0	0	0	0	0	0	0	0		
	Scope 3 emissions	MT CO2e	See note	571,975	510,388	421,278	31,263	51,550	47,204	45,188	41,385		In 2021, we completed our first comprehensive Scope 3 study in accordance with GHG Protocol's Corporate Value Chain (Scope 3) Standard covering all Scope 3 categories. Prior to this, Scope 3 data reporting only covered business travel and employee commuting. Through our 2021 baseline analysis, we have determined the following Scope 3 categories to be irrelevant for our business: upstream leased assets, downstream transportation and distribution, processing of sold products, franchises, investments, other (upstream), and other (downstream).
	Purchased goods and services	MT CO2e	See note	411,283	355,961	310,724	-	-	-	-	-		
	Capital goods	MT CO2e	See note	283	77	64	-	-	-	-	-		
	Fuel and energy-related activities	MT CO2e	See note	13,035	13,540	12,117	-	-	-	-	-		In 2022, 2021 GHG emissions for upstream transportation and distribution, business travel, and employee commuting were updated to reflect well-to-wheel emissions, in accordance with the GHG Protocol's Scope 3 Standard. Previously, these figures were reported using tank-to-wheel emissions factors. In addition, GHG emissions for 2021 investments were revised based on new information.
	Upstream transportation and distribution	MT CO2e	See note	32,808	41,454	21,829	-	-	-	-	-		Scope 3 emissions for the 2024 calendar year will be reported in Edwards' 2025 CDP disclosure and our 2025 Corporate Impact report.
	Waste generated in operations	MT CO2e	See note	2,210	3,275	2,907	-	-	-	-	-		
	Business travel	MT CO2e	See note	54,314	41,377	20,565	-	-	-	-	-		Data accounts for emissions from Edwards' sites in Puerto Rico and the Dominican Republic through August 2024, prior to the close of sale. Emissions data from these locations from September 1, 2024, onward were not included.
	Employee commuting	MT CO2e	See note	29,438	30,188	29,864	-	-	-	-	-		
Use of sold products	MT CO2e	See note	3,955	3,643	4,898	-	-	-	-	-			
End-of-life treatment of sold products	MT CO2e	See note	6,792	7,074	5,633	-	-	-	-	-			



	Brackish surface water/seawater	m <sup>3</sup>	0	0	0	0	0	0	0	0	0	
	Groundwater	m <sup>3</sup>	0	0	0	0	0	0	0	0	0	
	Total water withdrawal from areas with high water stress, total	m <sup>3</sup>	324,375	251,566	197,069	190,034	183,256	204,661	NA	NA	NA	
	Surface water	m <sup>3</sup>	0	0	0	0	0	0	0	0	0	
	Groundwater	m <sup>3</sup>	0	0	0	0	0	0	0	0	0	
	Brackish surface water/seawater	m <sup>3</sup>	0	0	0	0	0	0	0	0	0	
	Produced/entrained water	m <sup>3</sup>	0	0	0	0	0	0	0	0	0	
	Third party public utility	m <sup>3</sup>	324,375	251,566	197,069	190,034	183,256	204,661	NA	NA	NA	
<b>Waste</b>	Total waste	MT	6,512	5,612	5,078	4,943	4,691	4,876	4,000	3,819	3,330	
	Total waste intensity	MT / \$1MM revenue	1.2	0.93	0.95	0.95	1.07	1.12	1.1	1.1	1.1	
	Total waste intensity	% change	29	(2.1)	0.0	(13.0)	(4.5)	4.0	1.0	1.0	14.0	
	Hazardous waste generated	MT	2,069	1,852	1,625	1,810	1,746	1,329	1,013	1,036	906	
	Recycling or fuels blending	MT	1,024	768	651	497	559	208	154	309	303	
	Incineration, general	MT	966	1039	889	1,242	1,091	1,029	759	689	577	
	Incineration, biohazard	MT	58	31	46	56	63	67	58	20	18	
	Landfill	MT	21	1	18	15	34	26	1	7	3	
	Other	MT	0	13	20	0	0	0	41	11	5	
	Non-hazardous waste, total	MT	4,443	3,760	3,454	3,133	2,944	1,668	1,091	1,034	925	
	Recycling	MT	1,918	1,679	1,488	1,525	1,318	1,668	1,091	1,034	925	
	Incineration	MT	19	16	16	16	13	-	-	-	-	
	Landfill	MT	2,505	2,041	1,950	1,592	1,613	-	-	-	-	
	Other	MT	0	23	0	0	0	-	-	-	-	
	Waste reduction policy	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	<a href="#">EHS Policy</a>