

# Edwards Lifesciences' ESG Metrics

Topic	Metric	Unit	2025	2024	2023	2022	2021	NOTES
<b>Social</b>								Employee Health & Safety data was restated for 2021-2024 to reflect the updated baseline that accounts for the 2024 Critical Care divestiture.
<b>Product Innovation and Safety</b>	Research and development as percent of sales	%	17.80	19.4	18.0	17.6	17.3	
	FDA class 1 product removals, globally	#	1	0	0	0	0	Product included in the EnableCV divestiture. 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	Product included in the EnableCV divestiture.
<b>Access to Healthcare</b>	Underserved patient lives improved by our EHM partners through detection, treatment and/or recovery (cumulative)	#	3.5 million	2.4 million	1.6 million	885,000	400,000	2025 EHM Impact data reporting.
	Total giving (foundation, corporate grants and product donations)	USD MM	19.3	19.1	18.8	18.5	20.6	
	<i>Every Heartbeat Matters</i> grants awarded	USD MM	4.6	4.5	4.7	4.6	4.3	Excludes product.
<b>Public Policy</b>	Policy on political activities	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">Political Disclosure and Accountability</a>
<b>Volunteerism and Giving</b>	Employee participation in charitable giving	%	>90	88	87	86	82	Data point not collected in 2025 survey; metric reflects an estimate.
	Facilities engaged in local charitable activity (%)	%	100	100	100	100	100	Scope covers the percent of facilities with more than 50 employees.
	Employee participants in matching gift program	#	2,351	3,379	3,453	3,628	3,824	This reflects unique organizations only, including during the Global Month of Giving and for International Matching Gifts during the fiscal year
	Organizations supported through matching gift program	#	872	536	700+	547	821	This reflects unique organizations only, including during the Global Month of Giving and for International Matching Gifts during the fiscal year
	Total foundation giving through matching gift program	USD MM	1	0.7	1	1	1	Matching Gifts Program only.
	Value of Edwards technologies donated for humanitarian patient treatment and recovery	USD MM	5	8	8	7	8	Reduction in 2025 is due to Critical Care divestiture in 2024.
	Edwards technologies donated for humanitarian patient treatment and recovery	#	2,361	7,440	14,000	6,000	11,000	Reduction in 2025 is due to Critical Care divestiture in 2024.
<b>Ethics, Corruption and Bribery</b>	Applicable employees certified to ethics code of conduct	%	99	99	99	99	99	
<b>Employee Health and Safety</b>	Lost Time Incident Rate	Total incidents per 200,000 hours worked	0.21	0.15	0.24	0.30	0.25	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	0.58	0.39	0.55	0.76	0.65	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	
	Fatalities - contractors	#	0	0	0	0	0	
	Health and safety policy, group-wide	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">EHS Policy</a>
<b>Human Capital Management</b>	Total number of global employees	#	15,904	15,770	19,832	17,333	15,689	
	Global employees by gender- male	%	41%	41%	41%	41%	41%	
	Global employees by gender- female	%	59%	59%	59%	59%	59%	

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	Global employees by type- professional	%	63%	61%	58%	60%	60%	
	Global employees by type- hourly	%	37%	39%	42%	40%	40%	
	U.S. employees by ethnicity- Asian	%	35.7%	35.1%	32.2%	32.9%	34.9%	
	U.S. employees by ethnicity- Hispanic	%	15.9%	16.9%	23.4%	22.8%	22.6%	
	U.S. employees by ethnicity- White	%	39.4%	39.0%	36.2%	36.4%	35.8%	
	U.S. employees by ethnicity- Black/African American	%	2.9%	2.9%	2.5%	2.4%	2.3%	
	U.S. employees by ethnicity- Native Hawaiian/Pacific Islander	%	1.1%	1.3%	1.4%	1.2%	0.7%	
	U.S. employees by ethnicity- American Indian/Alaskan Native	%	0.4%	0.4%	0.4%	0.5%	0.4%	
	U.S. employees by ethnicity- two or more races	%	2.9%	2.9%	2.6%	2.6%	2.2%	
	U.S. employees by ethnicity- not specified	%	1.7%	1.5%	1.3%	1.2%	1%	
	People with disabilities, global	%	0.1	0.4	0.4	0.4	0.6	
	Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers	%	29	30	29	27	24	
	Share of women in STEM-related positions (as % of total STEM positions)	%	51	49	51	51	50	
	Employee survey participation rate	%	88	90	93	93	90	
	Employee survey respondents	#	13,205	13,585	17,100	15,400	13,400	
	Total base salaries for named executive officers in the Proxy Statement	USD	4,206,662	5,129,101	4,478,450	3,920,747	3,788,118	
	Equal opportunity policy	Y/N	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	<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	<a href="#">Third Party Code of Conduct</a>
	Policy against child labor	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">Responsible Supply Chain</a>
	Human rights policy	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">Global Business Practice Standards</a>
<b>Supplier EHS Diligence</b>	New suppliers	#	3,102	3,389	2,946	2,391	2,178	
	Suppliers completing Level 1 screening	#	3,102	3,389	2,946	2,391	2,178	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	#	195	222	252	219	256	
	Suppliers rejected for EHS concerns	#	0	0	0	0	0	
<b>Governance</b>								
<b>Leadership</b>	Female C-suite executives	#	3	4	3	3	3	C-suite executives represent the CEO and direct reports to the CEO.

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Topic	Metric	Unit	2025	2024	2023	2022	2021	NOTES
	Female C-suite executives	%	25	31	21	20	20	C-suite executives represent the CEO and direct reports to the CEO.
	Ethnically diverse C-suite executives	#	1	2	2	3	4	C-suite executives represent the CEO and direct reports to the CEO.
	Ethnically diverse C-suite executives	%	10	18	17	24	27	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)		194 to 1	205 to 1	265 to 1	274 to 1	186 to 1	
<b>Board of Directors</b>	Board size	#	9	9	9	9	8	
	Independent directors	#	8	8	8	7	7	
	Independent directors	%	89	89	89	78	88	
	Female board members	#	3	3	3	3	3	
	Female board members	%	33	33	33	33	38	
	Directors who are ethnically diverse	#	1	1	1	2	2	
	Directors who are ethnically diverse	%	11	11	11	22	25	
	Average attendance	%	83	90	99	100	99	
	Average tenure	# Years	6	5	5	7	7	
	Board-level oversight for sustainability	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">Proxy Statements</a>
	Board criteria and qualifications policy	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">Proxy Statements</a>
<b>Shareholder Rights</b>	One-to-one share to voting rights policy	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">Proxy Statements</a>
	Government ownership of voting rights >5%	Y/N	No	No	No	No	No	
	Family ownership of voting rights >5%	Y/N	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	<a href="#">Proxy Statements</a>
	Majority vote standard in uncontested elections, with director resignation policy	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">Proxy Statements</a>
	CEO share ownership as multiple of base salary	Position/ base salary	6.3	4.6	3.4	267	372	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. Base annual salary in Proxy.
	Average share ownership of named executive officers (other than the CEO) as multiple of base salary	Average position/ average base salary	16	16	20	20	35	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.
<b>Tax</b>	Effective tax rate	%	17.0	9.8	11.1	12.7	11.7	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).
<b>Environmental</b>	Environmental data was restated for 2021-2024 to reflect the updated baseline that accounts for the 2024 Critical Care divestiture							
<b>EHS Management System</b>	ISO 14001:2015 certified manufacturing sites	#	4	5	5	5	5	
	ISO 14001:2015 non-manufacturing regions	#	1	1	1	1	1	

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	ISO 45001:2018 certified manufacturing sites	#	4	5	7	5	4	
	ISO 45001:2018 non-manufacturing regions	#	0	0	0	0	0	
	Regulatory inspections	#	14	33	25	30	26	
	Regulatory notices of violation	#	1	1	1	1	1	
	Offsite spills or releases	#	0	0	0	0	0	
<b>GHG Emissions</b>	Scope 1 emission, total	MT CO2e	9,391	11,006	9,503	9,174	7,954	GHG Scope 1 emissions calculated in accordance with GHG Protocol's Corporate Accounting and Reporting Standard.
	Scope 2 market-based emissions	MT CO2e	9,889	13,058	17,329	22,507	20,689	GHG Scope 2 emissions calculated in accordance with GHG Protocol's Corporate Accounting and Reporting Standard.
	Scope 2 location-based emissions	MT CO2e	22,955	23,658	22,895	23,448	22,017	
	Scope 1 and 2 market-based emissions, without carbon offsets	MT CO2e	19,280	24,064	26,832	31,681	28,643	
	Scope 1 and 2 market-based emissions, without carbon offsets	% Change	-20	-10	-15	11	NA	
	Biogenic CO2 emissions	MT CO2e	0	0	0	0	0	
	Scope 3 emissions	MT CO2e	See Note	600,420	480,594	396,579	344,678	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).  Scope 3 emissions for the 2025 calendar year will be reported in Edwards' 2026 CDP disclosure and our 2026 Corporate Impact report.
	Purchased goods and services	MT CO2e	See Note	452,404	343,499	264,608	254,244	
	Capital goods	MT CO2e	See Note	125	286	78	61	
	Fuel and energy-related activities	MT CO2e	See Note	11,836	5,347	13,748	10,112	
	Upstream transportation and distribution	MT CO2e	See Note	16,044	29,069	29,160	22,443	
	Waste generated in operations	MT CO2e	See Note	6,250	2,408	2,583	1,171	
	Business travel	MT CO2e	See Note	56,471	52,256	39,987	17,815	
	Employee commuting	MT CO2e	See Note	33,945	29,241	31,776	26,442	
	Use of sold products	MT CO2e	See Note	0	0	0	0	
	End-of-life treatment of sold products	MT CO2e	See Note	2,488	1,428	1,604	1,420	
	Downstream leased assets	MT CO2e	See Note	0	0	0	0	
	Investments	MT CO2e	See Note	20,857	17,060	13,035	10,970	
	Upstream Scope 3 emissions intensity	MT CO2e/USD	See Note	0.0001291	0.0000977	0.0000851	0.0000947	
	Upstream Scope 3 emissions intensity	% Change	See Note	32	15	5	0.0	
<b>Other Emissions</b>	NOx emissions	kg	156,193	181,521	157,489	145,297	130,392	
	SOx emissions	kg	170	708	170	550	585	
	PM emissions	kg	693	820	712	656	591	
	ROG/VOC emissions	kg	159,142	185,485	160,942	148,451	133,319	
	CO emissions	kg	263,431	305,967	265,458	244,914	219,762	
<b>Climate</b>	Climate change opportunities discussed	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">Annual Reports and Proxy Statements</a>

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	Risks of climate change discussed	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">Annual Reports and Proxy Statements</a>
	Climate change policy	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">EHS Policy</a>
Energy	Total energy consumption	MWh	154,221	159,013	145,030	142,577	125,395	
	Renewable energy	%	51	44	39	28	24	
	Energy use, by type							
	Diesel	MWh	362	798	316	314	259	
	Gasoline	MWh	8	14	26	45	45	
	Natural gas	MWh	50,389	56,706	49,327	47,928	41,035	
	Propane	MWh	389	2,053	1,824	1,589	1,712	
	Purchased electricity	MWh	100,496	96,676	91,534	90,853	80,808	
	Generated renewable electricity	MWh	2,577	2,766	2,003	1,848	1,536	
	Electricity use, by type							
	Renewable	MWh	51,253	42,537	35,698	25,439	19,394	
	Non-renewable	MWh	49,243	54,139	51,836	65,414	61,414	
	Energy efficiency policy	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">EHS Policy</a>
	Water	Total water use	m <sup>3</sup>	721,506	694,914	634,328	579,415	487,511
Water withdrawal		m <sup>3</sup>	721,506	694,914	634,328	578,121	480,470	
Third party public utility		m <sup>3</sup>	527,522	529,063	492,295	476,198	401,163	
Brackish surface water/seawater		m <sup>3</sup>	0	0	0	0	0	
Produced/entrained water		m <sup>3</sup>	0	0	0	0	0	
Third party NEWater		m <sup>3</sup>	193,983	165,851	142,033	81,821	64,091	
Groundwater		m <sup>3</sup>	0	-	0	0	0	
Surface water		m <sup>3</sup>	0	0	0	0	0	
Water withdrawal intensity		m <sup>3</sup> / \$1MM revenue	119	128	106	107	92	
Water withdrawal intensity		% Change	-7	21	2	17.0	0.0	
Onsite water treatment and reuse		m <sup>3</sup>	0	-	0	0	0	
Water discharge, total		m <sup>3</sup>	721,506	694,914	634,328	579,415	487,511	
Third party		m <sup>3</sup>	721,506	694,914	634,328	579,415	487,511	
Fresh surface water		m <sup>3</sup>	0	0	0	0	0	
Brackish surface water/seawater	m <sup>3</sup>	0	0	0	0	0		
Groundwater	m <sup>3</sup>	0	0	0	0	0		

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Topic	Metric	Unit	2025	2024	2023	2022	2021	NOTES
	Total water withdrawal from areas with high water stress, total	m <sup>3</sup>	301,538	324,375	251,566	197,069	190,034	
	Surface water	m <sup>3</sup>	0	0	0	0	0	
	Groundwater	m <sup>3</sup>	0	0	0	0	0	
	Brackish surface water/seawater	m <sup>3</sup>	0	0	0	0	0	
	Produced/entrained water	m <sup>3</sup>	0	0	0	0	0	
	Third party public utility	m <sup>3</sup>		694,914	634,328	579,415	487,511	
<b>Waste</b>	Total waste	MT	5,953	5,635	4,428	4,044	4,066	
	Total waste intensity	MT / \$1MM revenue	0.98	1.04	0.88	0.91	0.78	
	Total waste intensity	% Change	-5	17	-2	17	0	
	Hazardous waste generated	MT	2,709	2,476	1,780	1,581	1,770	
	Recycling or fuels blending	MT	1,672	1,540	760	630	477	
	Incineration, general	MT	969	860	975	871	1,226	
	Incineration, biohazard	MT	57	55	31	42	52	
	Landfill	MT	11	21	1	18	15	
	Other	MT	0	0	13	20	0	
	Non-hazardous waste, total	MT	3,244	3,159	2,648	2,463	2,296	
	Recycling	MT	1,460	1,218	962	823	932	
	Incineration	MT	16	19	16	16	16	
	Landfill	MT	1,768	1,922	1,647	1,624	1,348	
	Other	MT	0	0	24	0	0	
	Waste reduction policy	Y/N	Yes	Yes	Yes	Yes	Yes	<a href="#">EHS Policy</a>

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