

# Edwards 2025 Content Index

## General Disclosures

Framework	Indicator	Description	Location / Omission Statement
<b>Organizational Profile</b>			
GRI	2-1	Organizational details	<a href="#">2025 Annual Report Pages 2, 5</a>
	2-2	Entities included in the organization's sustainability reporting	<a href="#">About this Report</a>
	2-3	Reporting period, frequency and contact point	<a href="#">About this Report</a>
	2-4	Restatements of information	Environmental, health and safety data was restated for 2021-2024 to reflect the updated baseline that accounts for the 2024 Critical Care divestiture. See the ESG Metrics for the specific metrics that were restated.
	2-5	External assurance	<a href="#">About this Report</a>
<b>Activities and Workers</b>			
GRI	2-6	Activities, value chain and other business relationships	<a href="#">Supply Chain Management</a>
	2-7	Employees	<a href="#">ESG Metrics (Human Capital Management)</a>
	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.
<b>Corporate Governance</b>			
GRI	2-9	Governance structure and composition	<a href="#">2026 Proxy Statement Pages ii-iii</a> <a href="#">Governance Documents</a>
	2-10	Nomination and selection of the highest governance body	<a href="#">2026 Proxy Statement Pages 1-6</a>
	2-11	Chair of the highest governance body	<a href="#">2026 Proxy Statement Pages 4-5</a>
	2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2026 Proxy Statement Pages 17-19</a> <a href="#">Corporate Governance</a> <a href="#">Charter of the Compensation and Governance Committee</a>
	2-13	Delegation of responsibility for managing impacts	<a href="#">2026 Proxy Statement Page 19</a> <a href="#">Corporate Governance</a>
	2-14	Role of the highest governance body in sustainability reporting	<a href="#">2026 Proxy Statement Pages 17-19</a> <a href="#">Corporate Governance</a>
	2-15	Conflicts of interest	<a href="#">2026 Proxy Statement Page 31</a>
	2-16	Communication of critical concerns	<a href="#">2026 Proxy Statement Page 19</a> <a href="#">Ethics and Compliance</a>
	2-17	Collective knowledge of the highest governance body	<a href="#">Corporate Governance Guidelines Page 5</a>
	2-18	Evaluation of the performance of the highest governance body	<a href="#">2026 Proxy Statement Pages 4, 14</a> <a href="#">Charter of the Compensation and Governance Committee Page 5</a>
	2-19	Remuneration policies	<a href="#">2026 Proxy Statement Pages 17-18, 27-40</a>
2-20	Process to determine remuneration	<a href="#">2026 Proxy Statement Pages 26-41</a>	
2-21	Annual total compensation ratio	<a href="#">2026 Proxy Statement Pages 54</a>	

TCFD	G1.1, G1.2, G1.3	Describe the board's oversight of climate-related risks and opportunities	<a href="#">2026 Proxy Statement Pages 13-16</a> <a href="#">Corporate Governance</a>
	G2.1, G2.2, G2.3, G2.4	Describe management's role in assessing and managing climate-related risks and opportunities	<a href="#">Corporate Governance</a>
<b>Strategy, Policies and Practices</b>			
GRI	2-22	Statement on sustainable development strategy	<a href="#">Letter from the CEO</a>
	2-23	Policy commitments	<a href="#">Titanium Book</a>
	2-24	Embedding policy commitments	<a href="#">Ethics and Compliance</a>
	2-25	Processes to remediate negative impacts	<a href="#">Enterprise Risk Management; Ethics and Compliance</a>
	2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Ethics and Compliance</a> <a href="#">Titanium Book Pages 14-17</a>
	2-27	Compliance with laws and regulations	<a href="#">ESG Metrics (EHS Management System)</a>
	2-28	Membership associations	<a href="#">Political Disclosure and Accountability</a> <a href="#">Global Industry Codes</a>
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	<a href="#">Corporate Governance; Environment, Health and Safety</a>
	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	<a href="#">Corporate Governance; Environment, Health and Safety</a>
	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	<a href="#">Corporate Governance; Environment, Health and Safety</a>
<b>ESG Materiality</b>			
GRI	2-29	Approach to stakeholder engagement	<a href="#">ESG Materiality</a>
	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	<a href="#">ESG Materiality</a>
	3-2	List of material topics	Our material topics are listed as Tier 1 topics in our Content Index.
<b>Tier 1 Topics</b>			
<b>Product Safety and Quality</b>			
GRI	3-3	Management of material topic	<a href="#">Product Safety and Quality</a>
	416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Product Safety and Quality</a>
SASB	HC-MS-250a.1	Number of recalls issued, total units recalled	<a href="#">ESG Metrics (Product Innovation and Safety)</a>
	HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	<a href="#">ESG Metrics (Product Innovation and Safety)</a>
	HC-MS-250a.3	Number of fatalities associated with products	<a href="#">FDA Database</a>
<b>Product Design and Innovation</b>			
GRI	3-3	Management of material topic	<a href="#">Product Design and Innovation</a>
SASB	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet	<a href="#">2025 Annual Report Pages 4-7</a> <a href="#">Product Design and Innovation</a>

Access to Healthcare			
GRI	3-3	Management of material topic	<a href="#">Access to Healthcare; Patient Experience and Voice</a>
	Company KPI	Lives improved through Every Heartbeat Matters	<a href="#">Global Corporate Giving</a>
SASB	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	<a href="#">Ethics and Compliance</a>
Patient Experience and Voice			
GRI	3-3	Management of material topic	<a href="#">Patient Experience and Voice; Product Design and Innovation</a>
Ethics and Compliance			
GRI	3-3	Management of material topic	<a href="#">2026 Proxy Statement Pages 16-18</a> <a href="#">Ethics and Compliance</a> <a href="#">Titanium Book Pages 9-10</a>
	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	<a href="#">Ethics and Compliance</a>
SASB	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	<a href="#">Ethics and Compliance</a> <a href="#">Titanium Book Pages 21, 26</a>
Employee Recruitment, Engagement and Retention			
GRI	3-3	Management of material topic	<a href="#">2025 Annual Report Pages 11-13</a> <a href="#">Human Capital Management</a>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">2025 Annual Report Page 12</a> <a href="#">Human Capital Management</a> <a href="#">Total Wellness Lookbook</a>
	404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">2025 Annual Report Page 12-13</a> <a href="#">Human Capital Management</a>
A Culture of Belonging			
GRI	3-3	Management of material topic	<a href="#">2025 Annual Report Page 11</a> <a href="#">A Culture of Belonging</a>
	405-1	Diversity of governance bodies and employees	<a href="#">2026 Proxy Statement Pages 4-6</a> <a href="#">ESG Metrics (Human Capital Management; Board of Directors)</a>
Employee Compensation and Benefits			
GRI	3-3	Management of material topic	<a href="#">2025 Annual Report Page 11-12</a> <a href="#">Human Capital Management</a>
Public Policy			
GRI	3-3	Management of material topic	<a href="#">Corporate Governance</a>
	415-1	Political contributions	<a href="#">Political Disclosure and Accountability</a>
Tier 2 Topics			
Energy and Emissions			
GRI	3-3	Management of material topic	<a href="#">Environmental, Health and Safety</a>
	102-5	Scope 1 GHG emissions	<a href="#">ESG Metrics (GHG Emissions)</a>
	102-6	Scope 2 GHG emissions	<a href="#">ESG Metrics (GHG Emissions)</a>
	102-7	Scope 3 GHG emissions	<a href="#">ESG Metrics (GHG Emissions)</a>
	103-1	Energy policies and commitments	<a href="#">Environmental, Health and Safety</a>

GRI	103-2	Energy consumption and self-generation within the organization	<u>ESG Metrics (Energy)</u>
	103-3	Upstream and downstream energy consumption	Not applicable: This metric is not applicable to Edwards due to the nature of our operations and products.
	103-4	Energy intensity	<u>Environmental, Health and Safety</u>
<b>Climate Risk</b>			
GRI	3-3	Management of material topic	<u>Corporate Governance; Environmental, Health and Safety</u>
	102-1	Transition plan for climate change mitigation	<u>Corporate Governance; Environmental, Health and Safety</u>
	102-2	Climate change adaptation plan	<u>Corporate Governance; Environmental, Health and Safety</u>
	102-4	GHG emissions reduction targets and progress	<u>Environmental, Health and Safety</u>
TCFD	R1.1, R1.2, R1.3	Describe the organization's processes for identifying and assessing climate-related risks	<u>Corporate Governance; Environmental, Health and Safety</u>
	R2.1, R2.2	Describe the organization's processes for managing climate-related risks	<u>Corporate Governance; Environmental, Health and Safety</u>
	R3.1	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	<u>Corporate Governance; Environmental, Health and Safety</u>
	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	<u>Environmental, Health and Safety</u>
	M2.1, M2.2, M2.3	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks	<u>Environmental, Health and Safety</u> <u>ESG Metrics (GHG Emissions)</u>
	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	<u>Environmental, Health and Safety</u>
<b>Water</b>			
GRI	3-3	Management of material topic	<u>Environmental, Health and Safety</u>
	303-1	Interactions with water as a shared resource	<u>Environmental, Health and Safety</u>
	303-3	Water withdrawal	<u>ESG Metrics (Water)</u>
	303-4	Water discharge	<u>ESG Metrics (Water)</u>
	303-5	Water consumption	<u>ESG Metrics (Water)</u>
<b>Waste</b>			
GRI	3-3	Management of material topic	<u>Environmental, Health and Safety</u>
	306-1	Waste generation and significant waste-related impacts	<u>Environmental, Health and Safety</u>
	306-2	Management of significant waste-related impacts	<u>Environmental, Health and Safety</u>
	306-3	Waste generated	<u>ESG Metrics (Waste)</u>
	306-4	Waste diverted from disposal	<u>ESG Metrics (Waste)</u>
	306-5	Waste directed to disposal	<u>ESG Metrics (Waste)</u>
<b>Product Lifecycle</b>			
GRI	3-3	Management of material topic	<u>Product Design and Innovation; Environment, Health and Safety; Supply Chain Management</u>
<b>Local Communities</b>			
	3-3	Management of material topic	<u>Global Corporate Giving</u>

<b>GRI</b>	<b>413-1</b>	Operations with local community engagement, impact assessments and development programs	<u>Global Corporate Giving; Patient Experience and Voice</u>
<b>Workplace Health and Safety</b>			
<b>GRI</b>	<b>3-3</b>	Management of material topic	<u>Environment, Health and Safety</u>
	<b>403-1</b>	Occupational health and safety management system	<u>Environment, Health and Safety</u>
	<b>403-2</b>	Hazard identification, risk assessment and incident investigation	<u>Environment, Health and Safety</u>
	<b>403-3</b>	Occupational health services	<u>Environment, Health and Safety</u>
	<b>403-4</b>	Worker participation, consultation and communication on occupational health and safety	<u>Environment, Health and Safety</u>
	<b>403-5</b>	Worker training on occupational health and safety	<u>Environment, Health and Safety</u>
	<b>403-6</b>	Promotion of worker health	<u>Environment, Health and Safety</u>
	<b>403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<u>Environment, Health and Safety</u>
	<b>403-8</b>	Workers covered by an occupational health and safety management system	<u>Environment, Health and Safety</u>
	<b>403-9</b>	Work-related injuries	<u>ESG Metrics (Employee Health and Safety)</u>
<b>Volunteerism</b>			
<b>GRI</b>	<b>3-3</b>	Management of material topic	<u>Global Corporate Giving</u>
	<b>Company KPI</b>	Employee participation in charitable giving	<u>ESG Metrics (Volunteerism and Giving)</u>
<b>Customer Satisfaction</b>			
<b>GRI</b>	<b>3-3</b>	Management of material topic	<u>Patient Experience and Voice; Product Safety and Quality</u>
<b>IP Infringement</b>			
<b>GRI</b>	<b>3-3</b>	Management of material topic	<u>Corporate Governance</u> <u>Titanium Book Pages 62-66</u>
<b>Procurement Practices</b>			
<b>GRI</b>	<b>3-3</b>	Management of material topic	<u>Supply Chain Management</u>
<b>SASB</b>	<b>HC-MS-430a.2</b>	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.
	<b>HC-MS-430a.3</b>	Description of the management of risks associated with the use of critical materials	<u>Supply Chain Management</u> <u>2024 Conflict Minerals Report</u>
<b>Cybersecurity</b>			
<b>GRI</b>	<b>3-3</b>	Management of material topic	<u>2025 Annual Report Pages 26-27</u> <u>Corporate Governance</u>
<b>Geopolitical Events</b>			
<b>GRI</b>	<b>3-3</b>	Management of material topic	<u>2025 Annual Report Page 19</u>
<b>Tier 3 Topics</b>			
<b>Environmental Compliance</b>			
<b>GRI</b>	<b>3-3</b>	Management of material topic	<u>Environment, Health and Safety</u>
	<b>Company KPI</b>	Manufacturing operations maintaining ISO 14001 certification	<u>ESG Metrics (EHS Management System)</u>

Freedom of Association			
GRI	3-3	Management of material topic	<a href="#">2025 Annual Report Page 13</a>
Human Rights			
GRI	3-3	Management of material topic	<a href="#">Supply Chain Management</a> <a href="#">Responsible Supply Chain Statement</a> <a href="#">Third Party Code of Conduct Page 21</a>
Marketing and Labeling			
GRI	3-3	Management of material topic	<a href="#">Ethics and Compliance</a>
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	<a href="#">Ethics and Compliance</a> <a href="#">Titanium Book Pages 24-26</a>
Customer Privacy			
GRI	3-3	Management of material topic	<a href="#">Corporate Governance</a>
Anti-Competitive Behavior			
GRI	3-3	Management of material topic	<a href="#">Titanium Book Pages 24-26</a>
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 five manufacturing sites in five different countries and over 100 regional offices throughout the world.