

Edwards Lifesciences Corp (EW)

2026 DEF 14A · filed 2026-03-26 · CIK 0001099800

Headline facts

CEO TOTAL PAY

\$17,454,255

Mr. Zovighian · 2025 · ' 20% YoY

CEO PAY RATIO

CD&A

194 to 1

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation and Governance Committee

Governance policies

CLAWBACK

Not extracted

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from EW's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
A AGILENT TECHNOLOGIES, INC.	\$12,827,236	155 to 1	\$12,827,236	Compensation Committee
DXCM DEXCOM INC	\$7,985,960	—	\$58,663	Compensation Committee
MDT Medtronic plc	\$21,240,058	309 to 1	\$68,770	Compensation and Talent Committee
SYK STRYKER CORP	\$21,401,495	—	—	Compensation and Human Capital Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Mr. Zovighian Chief Executive Officer and Director	\$1,192,500	\$7,167,024	\$2,406,537	\$189,085	\$17,454,255
Mr. Ullem Corporate Vice President, Chief Fi- nancial Officer	\$807,898	\$2,205,238	\$966,435	\$71,257	\$6,050,554
Mr. Wood Former Corporate Vice President and Group President, Transcatheter Aor- tic Valve Replacement and Surgical Structural Heart	\$635,919	\$1,818,499	\$689,382	\$61,829	\$4,854,339
Mr. Chopra Corporate Vice President, Tran- scatheter Mitral and Tricuspid Thera- pies	\$671,042	\$1,764,066	\$824,239	\$60,611	\$4,695,742
Mr. Bobo Corporate Vice President, Strategy & Corporate Development	\$759,783	\$1,378,274	\$786,899	\$48,580	\$4,223,365
Ms. Brüls Corporate Vice President, EMEACLA	\$726,586	\$1,020,334	\$719,581	\$181,706	\$3,732,107

CEO pay mix (latest year)

Base salary	7%
Cash incentive	14%
Equity	78%
Other	1%
At-risk	92%

Every fact above, traced back to filing text

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CEO pay ratio = 194 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“our employees (excluding our CEO). Based on SEC rules for this disclosure and applying the methodology described below, we have determined that our CEO’s total compensation for 2025 was 17,454,255, and the median of the total 2025 compensation of all of our employees (excluding our CEO) was \$89,827. We estimate the ratio of our CEO’s total compensation for 2025 to the median of the total 2025 compensation of all of our employees (excluding our CEO) to be 194 to 1. The median employee’s total annual compensation for 2025 was determined using the same rules that apply to reporting the compensati...”

Median employee compensation = —

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“of our employees (excluding our CEO) to be 194 to 1. The median employee’s total annual compensation for 2025 was determined using the same rules that apply to reporting the compensation of our NEOs (including our CEO) in the “Total” column of the Summary Compensation Table. The total compensation amounts for the median employee and for Mr. Zovighian included in the first paragraph of this pay-ratio disclosure were determined based on that methodology. The SEC rules for identifying the median compensated employee and calculating the pay ratio based on that employee’s total annual compensation ...”

Compensation committee = Compensation and Governance Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation and Governance Committee”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Pledging and Hedging”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Pledging and Hedging”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines and Holding Requirement”