

**CHARTER  
OF THE COMPENSATION AND GOVERNANCE COMMITTEE  
OF THE BOARD OF DIRECTORS  
OF EDWARDS LIFESCIENCES CORPORATION**  
(Amended and Restated as of February 12, 2026)

**Statement of Purpose**

The primary purposes of the Compensation and Governance Committee (the “Committee”) of the Board of Directors (the “Board”) of Edwards Lifesciences Corporation (the “Corporation”) are to:

- discharge the Board’s responsibilities relating to compensating the Corporation’s executive officers, including by making recommendations to the Board with respect to the compensation of the members of the Board;
- identify, evaluate, and recommend individuals qualified to be directors to the Board;
- develop and recommend to the Board corporate governance guidelines for the Corporation;
- oversee the evaluation of the Board and management; and
- oversee management of succession planning, human capital management, including diversity, inclusion and belonging, attraction and retention of talent, and risks related to the design of executive compensation programs and arrangements.

The Committee also will prepare a report annually on executive compensation that will be included in the Corporation’s proxy statement. In performing its duties, the Committee will maintain effective working relationships with and open communication among the Board, management, and any consultants or other advisors engaged to assist the Committee.

**Organization and Meetings**

The Committee, a standing committee of the Board, will be composed of two or more directors, each of whom satisfies, in the business judgment of the Board, the following requirements:

- applicable New York Stock Exchange independence requirements;
- requirements for a “nonemployee director” contained in Rule 16b-3 under the Securities Exchange Act of 1934, as amended; and
- other qualifications as are established by the Board from time to time.

Members of the Committee, including its Chairperson, shall be elected annually by the Board on the recommendation of the Committee. Committee members may be replaced or removed from the Committee by the Board at any time, with or without cause, and any vacancies will be filled through appointment by the Board on the recommendation of the Committee. Resignation or removal of a director from the Board will automatically constitute resignation or removal, as applicable, of such director from the Committee.

The Committee Chairperson shall prepare and/or approve an agenda in advance of each meeting. Representatives of management shall attend meetings as requested by the Committee Chairperson. The Committee will keep minutes of its meetings and will regularly report to the Board on its activities, making recommendations as appropriate. The Committee shall meet with such frequency and at such intervals as it shall determine is necessary, but at least three (3) times a year.

The Committee may meet in separate executive sessions, whenever the Committee deems such sessions necessary or appropriate to fulfill its responsibilities. Executive sessions may include such persons from time to time as the members of the Committee deem appropriate. The Committee may request any officer or employee of the Corporation or the Corporation's outside counsel or independent public accounting firm to attend a meeting of the Committee or to meet with any members of, or consultants to, the Committee.

### **Key Responsibilities**

The Committee's job is to discharge the Board's responsibilities relating to compensating executive officers, including by making recommendations to the Board with respect to the compensation of directors, nominating qualified individuals to serve as directors, maintaining guidelines to assist the Board in governing the Corporation, reviewing and approving the evaluation of the Board and management, and reviewing and approving management of succession planning, human capital management, including attraction and retention of talent, policies and disclosures regarding corporate impact topics, and risks related to the design of executive compensation programs and arrangements. These recurring responsibilities are more fully described below.

The Committee may delegate its responsibilities as it deems appropriate, including to a subcommittee of one or more of its members, each of which may have the full power and authority of the Committee, subject to applicable law.

The Committee may, in its sole discretion, at the Corporation's expense and after considering such independence and other factors as may be required by the New York Stock Exchange or as the Committee otherwise deems appropriate, retain or obtain the advice of a compensation consultant, executive search firm, independent legal counsel, or other adviser to assist it in carrying out its duties pursuant to this Charter. The Committee shall be directly responsible for the appointment, compensation, and oversight of the work of any such consultant, search firm, independent legal counsel, and adviser retained by the Committee, and shall receive appropriate funding from the Corporation, as determined by the Committee in its sole discretion, for payment of

reasonable compensation to such consultant, search firm, legal counsel, or other adviser.

The Committee's responsibilities consist of the following:

### ***Compensation***

- Annually review and approve corporate goals and objectives relevant to CEO compensation, evaluate the CEO's performance in light of those goals and objectives, and establish the individual elements of the CEO's total compensation based on the annual evaluation.
- Annually review and approve the compensation and benefits to be provided to the Corporation's executive officers, including approving employment agreements, severance agreements, and change in control provisions/agreements for the Corporation's executive officers.
- Annually review the management of succession planning, human capital management, attraction and retention of talent, and risks related to the design of executive compensation programs and arrangements.
- Annually evaluate and recommend to the full Board appropriate compensation for the Corporation's directors, including compensation and expense reimbursement policies for attendance at Board and committee meetings.
- Annually review with management the Corporation's employee compensation and benefit plans, including those plans that are limited in their application to executive officers and senior management. The Committee has delegated to the Administrative and Investment Committee the administrative and fiduciary functions related to the Corporation's employee benefit plans, including the review of funding and investment of plan funds, and the authority to approve amendments to the plans, appoint trustees, and enter into trust agreements.
- Approve grants and/or awards of restricted stock, stock options, and other forms of equity-based compensation under the Corporation's equity-based award plans.
- As appropriate, recommend to the Board changes in the Corporation's incentive compensation plans applicable to executive officers and equity-based plans, to the extent Board approval of such changes is required by the terms of the applicable plan or by applicable law.
- Review and discuss with management the Compensation Discussion and Analysis (CD&A) to be included in the Corporation's annual proxy statement as required by applicable rules and regulations of the Securities and Exchange Commission, make a recommendation to the Board on the

inclusion of the CD&A in such annual proxy statement, and prepare the Committee's report to be included in the Corporation's annual proxy statement.

- Periodically review and approve any compensation clawback policy of the Corporation that is applicable to the Corporation's executive officers, oversee the administration of the Corporation's Policy for Recovery of Erroneously Awarded Compensation, and recommend any proposed changes to the Board for approval.
- Consider the results of the most recent stockholder advisory votes on executive compensation and on the frequency of such advisory votes.
- Periodically review, and oversee and monitor compliance with, the Corporation's stock ownership guidelines for executive officers and non-employee directors, and recommend any proposed changes to the Board.
- Regularly apprise the Board of significant developments in the course of business.

### ***Nomination***

- Annually review the criteria for new director candidates or nominees attached as Exhibit A and recommend to the Board any changes to such criteria from time to time and, as determined appropriate from time to time, recommend for approval by the Board such additional criteria, including experience, qualifications, attributes, skills or other criteria ("Additional Board Criteria"), that is desired for directors and director candidates.
- Identify individuals that the Committee believes are qualified to become or be re-nominated as Board members in accordance with the criteria attached as Exhibit A and any Additional Board Criteria, and recommend that the Board select such nominee or nominees to stand for election at the next meeting of stockholders of the Corporation in which directors will be elected.
- Review and evaluate director nominees suggested by the stockholders of the Corporation in accordance with the criteria attached as Exhibit A and any Additional Board Criteria.
- Annually review the appropriate size and composition of the Board as a whole in light of the Corporation's current and anticipated needs and recommend to the Board measures, if any, to be taken.
- Complete customary vetting procedures and background checks with respect to individuals suggested for potential Board membership by stockholders of the Corporation or other sources.

- In the event there is a vacancy on the Board or a committee, identify individuals that the Committee believes are qualified to fill such vacancy in accordance with the criteria attached as Exhibit A and any Additional Board Criteria, and recommend such person or persons for appointment to the Board or applicable committee.
- In the event of the death, incapacity, resignation, or other absence (temporary or permanent) of the chairman of the Board and/or chief executive officer, the Committee shall confer and recommend for election by the full Board an acting successor chairman of the Board and/or chief executive officer.

### **Governance**

- Annually review the Board's committee membership and recommend changes to the Board in number, authority, and duties of such committees, as well as changes in the chairperson or members of the committees.
- Review annually and, as appropriate, recommend to the Board changes to the Corporate Governance Guidelines.
- Annually review and report to the Board on the affiliations of each outside director.
- Monitor and evaluate the orientation and training needs of directors and make recommendations to the Board where appropriate.
- Oversee the Corporation's program for engaging with stockholders on corporate governance and other matters relating to meetings of the Corporation's stockholders.
- Review and oversee responses to proposals by stockholders, and make recommendations to the Board regarding such proposals, as appropriate.

### **Evaluation**

- Annually review and evaluate the performance of management, specifically executive officers. The Committee may conduct the evaluation in a manner it deems appropriate and will report to the Board the results of the performance evaluation.
- Oversee and assist in the annual self-evaluation of the Board, its committees and individual directors. The Committee shall conduct the evaluation in the manner it deems appropriate in accordance with the Corporate Governance Guidelines and will report to the Board the results of the performance evaluation.
- Annually review and evaluate the performance of the Committee, which

should compare the performance of the Committee to this Charter. The Committee shall conduct its evaluation in the manner established by the Committee in accordance with the Corporate Governance Guidelines.

### **Other Responsibilities**

- Review and discuss the adequacy of the Compensation and Governance Committee Charter on an annual basis, or more frequently as otherwise needed.
- Oversee the Corporation's political activities, including the periodic review of the Corporation's policy on political expenditures and its payments to trade associations and other tax-exempt organizations that may be used for political purposes; and receive reports regarding compliance with the policy.
- Oversee the Corporation's principles, programs, and practices on corporate impact topics, including environmental, social and governance matters, as well as the Corporation's public reporting on these topics; periodically review reports on these topics.
- Perform such other functions as assigned by law, the Corporation's certificate of incorporation, the bylaws and the Board.

## EXHIBIT A

### **MEMBERSHIP CRITERIA FOR DIRECTORS**

It is the desire of Edwards Lifesciences Corporation (the “Corporation”) to select individuals for nomination to the Board of Directors (the “Board”), who, if elected, will best serve the interests of the Corporation and its stockholders. To accomplish this goal, each candidate nominee should possess the following characteristics:

- Possess fundamental qualities of intelligence, honesty, perceptiveness, good judgment, maturity, high ethics and standards, integrity, fairness, and responsibility.
- Demonstrate a genuine interest in the Corporation and a recognition that, as a member of the Board, each director is accountable to the stockholders of the Corporation.
- Have a background that demonstrates an understanding of business and financial affairs and the complexities of a large, multifaceted, global business, governmental, or educational organization.
- Be or have been in a senior position in a complex organization such as a corporation, university, or major unit of government.
- Have no conflict of interest or legal impediment that would interfere with his or her duties on the Board.
- Have the ability and be willing to spend the time required to function effectively as a director, including in light of the candidate nominee’s outside time commitments.
- Be compatible and able to work well with other directors and executives in a team with a view toward a long-term relationship with the Corporation as a director.
- Have independent opinions and be willing to state them in a constructive manner.

Directors shall be selected on the basis of talent and experience and their ability to enable the Board to best serve the Corporation. The Corporation seeks a Board with diversity of background among its members as determined by the Board in its business judgment based upon factors as the Board determines appropriate.

\* \* \*