

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID A318242			EMPLOYER NAME INTUITIVE SURGICAL INC												
ADDRESS 1020 KIFER ROAD					CITY/TOWN SUNNYVALE				STATE CA		ZIP CODE 94086				
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS					CITY/TOWN				STATE		ZIP CODE				
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 770416645															
SECTION E – EMPLOYER FILING ELIGIBILITY															
<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)															
Unique Entity ID (UEI): UNAVAILABLE															
<input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)															
<input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)															
<input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 339112 – Surgical and Medical Instrument Manufacturing															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	3	2	79	2	5	0	0	3	22	2	8	0	0	0	126
First/Mid-Level Officials and Managers	87	35	557	38	289	6	5	23	247	22	198	2	0	11	1520
Professionals	188	111	1033	72	1038	13	6	70	514	87	606	5	2	48	3793
Technicians	128	53	165	67	225	15	2	18	29	20	77	2	0	2	803
Sales Workers	48	27	578	46	11	1	3	11	368	14	12	0	4	10	1133
Administrative Support Workers	8	18	16	5	7	1	0	2	36	13	23	0	0	4	133
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	107	92	76	31	285	7	1	10	25	17	237	4	2	5	899
Laborers and Helpers	54	32	40	25	81	5	2	7	15	12	35	0	0	2	310
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2024 REPORTING YEAR TOTAL	623	370	2544	286	1941	48	19	144	1256	187	1196	13	8	82	8717
PRIOR 2023 REPORTING YEAR TOTAL	571	332	2410	254	1734	44	18	170	1195	164	1073	13	7	88	8073
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/17/2024 – 12/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															